

# **JUNE 18 & 20, 2024**

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

2023-2024  
Jon Rolph, Chair  
Carl Ice, Vice Chair

## **KANSAS BOARD OF REGENT MEMBERS:**

Blake Benson

Alysia Johnston

Neelima Parasker

John Dicus

Cynthia Lane

Jon Rolph

Carl Ice

Diana Mendoza

Wint Winter

### **Building a Future**

Higher Education's Commitment to Kansas Families, Businesses, and the Economy

1. Helping Kansas families
2. Supporting Kansas businesses
3. Advancing economic prosperity

# BOARD GOALS 2023-2024

*Approved by the Kansas Board of Regents*



## Goals

1. Strengthen early college programs with an emphasis on financing, common course entrance requirements, expansion of concurrent enrollment opportunities, and deployment of College and Career Navigators.
2. Develop a statewide transfer associate degree in nursing to meet workforce demands in the state and facilitate on-time graduation for students. The system will identify at least 60 credit hours that a) complete the requirements for the transfer associate degree at community colleges; and b) transfer and apply toward satisfying the baccalaureate degree course requirements at the six state universities.
3. Enhance the partnership and alignment with the Kansas Department of Commerce in order to grow the state's economy. Institutions will focus on talent pipeline areas that align with the state's areas of growth and recruit and retain faculty with research expertise to support these industries.
4. Incorporate best practices in literacy education into teacher preparation programs. The practices will ensure that graduates are assessed and prepared to leverage the science of reading in teaching methods through intentional and specific course delivery.
5. Identify alternative credentials that are valued by business and industry and determine best practices for delivering these credentials and preparing students for success in the workplace, including an expansion of applied learning opportunities.
6. Conduct a program review utilizing the framework developed and approved in 2023 and make recommendations to optimize program delivery.
7. Continue to monitor implementation of the Student Success Playbooks at state universities.

## Follow-up

1. Monitor and optimize reverse program transfer strategies to ensure students acquire credentials that they have earned.
2. Continue development of strategic plan metrics and incorporate newly adopted metrics into the dashboard.
3. Receive follow-up reports from state universities on the student athlete healthcare task force and monitor implementation of recommendations.
4. Receive reports from state universities on the adoption and implementation of their individual faculty workload policies.
5. Receive updates on the delivery of student healthcare services at state universities.

★ LEADING HIGHER EDUCATION ★

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# MEETING INFORMATION AND SCHEDULE

Unless noted, all meetings will take place virtually. Addresses for offsite meetings can be obtained by contacting the Kansas Board of Regents office at 785-430-4240.

## Tuesday, June 18, 2024

| Time                    | Committee/Activity                        | Location                           |
|-------------------------|---|------------------------------------|
| 8:30 am - 9:00 am       | System Council of Chief Academic Officers | Suite 530/Zoom                     |
| 9:00 am or Adjournment  | Council of Chief Academic Officers        | Suite 530/Zoom                     |
| 9:00 am - 10:30 am      | Council of Chief Student Affairs Officers | Zoom                               |
| 10:30 am - 11:00 am     | System Council of Presidents              | Zoom<br><a href="#">Livestream</a> |
| 11:00 am or Adjournment | Council of Presidents                     | Zoom<br><a href="#">Livestream</a> |
| 10:30 am - Noon         | Academic Affairs Standing Committee       | Zoom<br><a href="#">Livestream</a> |
| 2:00 pm - 4:00 pm       | Fiscal Affairs & Audit Standing Committee | Zoom<br><a href="#">Livestream</a> |

## Thursday, June 20, 2024

| Time               | Committee/Activity   | Location   |
|--------------------|--|--|
| 9:00 am - 9:45 am  | Governance Committee   | Kathy Rupp Room                                    |
| 10:00 am           | Board of Regents Meeting   | <a href="#">Livestream</a><br>Kathy Rupp Room      |
| Noon - 12:45 pm    | Lunch<br><i>Board of Regents &amp; President Flanders</i>                        | Conference Room B                                  |
| 12:45 pm - 1:15 pm | Reception  | Board Office Lobby                                 |
| 1:15 pm            | Reconvene - Board of Regents Meeting   | <a href="#">Livestream</a><br>Board Room           |
| 6:00 pm            | Dinner<br><i>Board of Regents, President Flanders, and State University CEOs</i> | Topeka Country Club<br>2700 SW Buchanan,<br>Topeka |

# MEETING AGENDA

The Kansas Board of Regents will virtually unless otherwise indicated. Addresses for offsite meetings can be obtained by contacting the Kansas Board of Regents office at 785-430-4240.

## Thursday, June 20, 2024

- I. **Call To Order** Regent Rolph, Chair
  
- II. **Executive Session** Regent Rolph, Chair  
 Board of Regents - Personnel Matters Relating to Non-Elected Officials
  
- III. **Approval of Minutes**  
*May 15-16, 2024*
  
- IV. **Introductions and Reports**
  - A. *Introductions*
  - B. *Report from the Chair* Regent Rolph, Chair
  - C. *Report from the President & CEO* Blake Flanders, President & CEO
  
- V. **Standing Committee Reports**
  - A. *Academic Affairs*
  - B. *Fiscal Affairs & Audit*
  - C. *Governance*
  
- VI. **Approval of Consent Agenda**
  - A. *Fiscal Affairs & Audit*
    - 1. Act on Distribution of FY 2025 Appropriation for Capital Renewal Initiative Chad Bristow, Director of Facilities *p. 18*
    - 2. Act on Appointments to Information Technology Executive Council John Yeary, General Counsel *p. 19*
    - 3. Act on Request to Amend FY 2025 Capital Improvement Plan for Forsyth Library Renovation – FHSU Chad Bristow, Director of Facilities *p. 20*
    - 4. Act on Request to Approve Program Statement for Stroup Hall Addition – FHSU
    - 5. Act on Request to Amend FY 2024 Capital Improvement Plan and Approve Program Statement for Renovations to Fairchild Hall – KSU

- 6. Act on Bond Resolution to Approve the Issuance of Revenue Bonds to Fund the Construction, Renovation, Development and Equipment of Strong Complex Residence Halls; Authorize Execution of Various Other Documents in Connection Therewith – KSU
- 7. Act on Request to Amend FY 2024 Capital Improvement Plan and Approve Program Statement for Renovations to Wescoe Pavilion – KUMC
- 8. Act on Request to Amend FY 2025 Capital Improvement Plan and Approve Program Statement for Construction of Law Enforcement Training Center Development – Phase 1 Professional Development and Administration Building – KU
- 9. Act on Request to Acquire Block22 – PSU
- 10. Act on Request to Offer Additional Food Service Options – KSU Salina Elaine Frisbie, VP,  
Finance &  
Administration
- 11. Act on Request to Name a Building – KUMC Chancellor Girod
  
- B. Academic Affairs*
  - 1. Receive State Authorization Reciprocity Agreement (SARA) Report Rusty Monhollon, VP  
Academic Affairs *p. 31*
  - 2. Act on Request to Approve Associate of Science – WSU *p. 36*
  - 3. Act on Request to Approve BS in Engineering Physics to Exceed 120 Hours - KU *p.55*
  - 4. Act on Amendments to Associate Degree Policy *p. 67*
  
- C. Technical Education Authority*
  - 1. Act on FY 2025 Kansas Nursing Initiative Grant Awards April White, VP,  
Workforce Development *p. 71*
  - 2. Receive Information on Distribution of FY 2025 State Appropriations to Community Colleges, Technical Colleges, and Washburn Institute of Technology Elaine Frisbie, VP,  
Finance &  
Administration *p. 77*

- |    |   |   |       |
|----|---|---|-------|
| 3. | Act on Distribution of FY 2025 State Appropriations to Community Colleges, Technical Colleges, and Washburn Institute of Technology |   | p. 83 |
| 4. | Act on Requests for Degree and/or Certificate Programs Submitted from Community Colleges and Technical Colleges                     | April White, VP,<br>Workforce Development | p. 86 |
| 5. | Act on Promise Act Program Submitted by Wichita State University Campus of Applied Sciences and Technology                          |   | p. 89 |
| 6. | Act on 2024-2025 List of Industry-Sought Credentials as Required by 2023 SB 123   |   | p. 90 |

*D. Other Matters*

- |    |   |                                       |        |
|----|---|---------------------------------------|--------|
| 1. | Act on Proposed Amended Memorandum of Agreement between Kansas State University and the Kansas Association of Public Employees, Local 6400, Representing Eligible Maintenance and Service Employees – KSU | John Yeary, General Counsel           | p. 94  |
| 2. | Act on Proposed Amendments to Memorandum of Agreement between Pittsburg State University and the PSU Chapter of the Kansas National Education Association (KNEA) – PSU                                    |                                       | p. 98  |
| 3. | Act on Proposed Amended Memorandum of Agreement between Fort Hays State University and the FHSY Chapter of the American Association of University Professors Representing Faculty – FHSU                  |                                       | p. 100 |
| 4. | Act on Appointment to Retirement Plan Committee   | Gage Rohlf, Associate General Counsel | p. 101 |

**VII. Consideration of Discussion Agenda**

- |           |   |  |  |
|-----------|---|--|--|
| <i>A.</i> | <i>Fiscal Affairs &amp; Audit</i>   | Regent Benson Elaine Frisbie, VP, Finance & Administration |  |
| 1.        | Act on State University Tuition and Fee Proposals for FY 2025 <ul style="list-style-type: none"> <li>• University of Kansas</li> <li>• Kansas State University</li> <li>• Fort Hays State University</li> <li>• Emporia State University</li> <li>• Pittsburg State University</li> <li>• Wichita State University</li> </ul> |  |  |

|           |  |                                       |               |
|-----------|--|---------------------------------------|---------------|
|           | 2. Receive Amendments to Board Facilities Policy (First Read)  | Chad Bristow, Director of Facilities  | <i>p. 103</i> |
|           | 3. Act on Wichita State University’s Campus Master Plan  | President Muma                        | <i>p. 110</i> |
| <i>B.</i> | <i>Academic Affairs</i>  | Regent Lane                           |               |
|           | 1. Program Review Recommendations  | Rusty Monhollon, VP Academic Affairs  | <i>p. 111</i> |
|           | 2. Act on Systemwide Transfer Associate Degrees (Business Administration, Management, & Operations; Computer Science; Pre-Bachelor of Science in Nursing; and Pre-Social Work) |                                       |               |
|           | 3. Report on Reverse Transfer Taskforce  |                                       | <i>p. 122</i> |
|           | 4. Discuss Competency Based Programs   |                                       | <i>p. 124</i> |
|           | 5. Act on Request to Approve MS in Human & Organization Performance Effectiveness (HOPE) – KU  |                                       | <i>p. 127</i> |
|           | 6. Act on Request to Approve MS in Secondary STEM – KU   |                                       |               |
| <i>C.</i> | <i>Governance</i>  | Regent Rolph                          |               |
|           | 1. Act on Amendments to Board’s Building Naming Policy   | Gage Rohlf, Associate General Counsel | <i>p. 150</i> |
|           | 2. Act on Amendments to Board’s Academic Unit Naming Policy  |                                       |               |
| <i>D.</i> | <i>Other Matters</i>   |                                       |               |
|           | 1. Act on Request to Name a Building – ESU   | President Hush                        | <i>p. 152</i> |
|           | 2. Appoint Members to the EPSCoR Program Review Committee  | John Yearly, General Counsel          | <i>p. 153</i> |
|           | 3. Act on Appointment to Literacy Advisory Committee   |                                       | <i>p. 154</i> |
|           | 4. Act on Appointment to Kansas Advisory Council for Indigenous Education (KACIE)  |                                       |               |
|           | 5. Act on FY 2025 CEO Compensation   | Regent Rolph, Chair                   |               |



**VIII. Executive Session**

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

Kathy Rupp Room

**IX. Adjournment**

# MINUTES OF PREVIOUS MEETING

- I. Call To Order Regent Rolph, Chair
- II. Executive Session
- III. Approval of Minutes

**KANSAS BOARD OF REGENTS**  
**MINUTES**  
 May 15-16, 2024

The May 15, 2024, meeting of the Kansas Board of Regents was called to order by Chair Jon Rolph at 1:20p.m. The meeting was held at the Curtis State Office Building 1000 SW Jackson, Suite 520 Topeka, KS 66612. Proper notice was given according to law.

MEMBERS PRESENT:

- Jon Rolph, Chair
- Carl Ice, Vice Chair
- Blake Benson
- John Dicus
- Alysia Johnston
- Cynthia Lane
- Neelima Parasker
- Wint Winter
- Diana Mendoza

### APPROVAL OF MINUTES

Regent Benson moved that the minutes of the April 17, 2024, meeting minutes be approved. Following the second of Regent Johnston, the motion carried.

### INTRODUCTIONS

President Muma introduced the following individuals:

- Dr. Mathew Muether, Associate Professor and Graduate Coordinator for the Physics Division at Wichita State University's Department of Mathematics, Statistics, and Physics. Dr. Muether leads a Department of Energy-funded research project on neutrino properties and interactions. He successfully relaunched WSU's physics MS program and expanded the physics track in the Applied Mathematics PhD program, significantly increasing enrollment and research funding.
- Kennedy Rogers, Director in Student Affairs at WSU. She has played a crucial role in fostering an inclusive campus community through initiatives like the ShockerStrengths Initiative.
- Kylee Hower, a junior majoring in Political Science and Economics, is the new SGA President. She brings extensive campus involvement and leadership experience to the position.
- Matthew Phan, a junior majoring in Mechanical Engineering with a minor in Mathematics, is the SGA Vice President. His leadership roles include serving as President of the Community Service Board and Vice Chair of WSU's chapter of the American Society of Mechanical Engineers.

President Muma also reported that the WSU women's bowling team secured its 11th National Championship win at the Intercollegiate Team Championships. The team will transition to NCAA Division I on July 1, highlighting its continued success and commitment to excellence.

President Mason thanked her Fort Hays State University shared governance colleagues. She recognized Dr. Elodie Jones, Faculty Senate President, for her excellent leadership, and introduced the incoming Faculty Senate President, Dr. Shane Schartz, an associate professor of informatics, was introduced. Dr. Schartz's background includes earning his BBA and MBA from FHSU and a Ph.D. from K-State. He has progressed from an adjunct instructor to a tenured member of the faculty.

President Mason reported that FHSU Student Government Association President Ella Burrows was reelected to a second term. President Mason also noted the absence of Nicole Frank, Staff Senate President, whose term ends this month. Her successor will be introduced at the next meeting.

President Mason shared a special achievement: Randi Hoffman, KBOR's administrative associate, recently earned her bachelor's degree at Fort Hays State. Randi's journey as an adult learner, taking one class at a time, was celebrated as an inspiration. President Mason thanked Regent Mendoza for her inspiring words at FHSU's graduation ceremony and her personal connections with many students.

President Linton thanked the Chair and acknowledged the outgoing and incoming Kansas State University Faculty Senate and Student Governing Association officers. He commended outgoing Faculty Senate President Don von Bergen for his excellent service. He then recognized Caleb Stout and Jessica Binkley, the outgoing SGA President and Vice President. He introduced the incoming Faculty Senate President, Dr. Teresa Douthit, an equine specialist professor at the K-State Department of Animal Science, and the incoming SGA President and Vice President, Paige Vulgamore and Jack O'Malley.

President Hush thanked Regents Winter and Benson for participating in Emporia State University's graduation ceremonies and for their commencement addresses. He thanked the outgoing Associated Student Government President, Sophia Dawson, for her service, and introduced the incoming President, Azwad Arif.

President Shipp noted that Pittsburg State University's new year introductions would be addressed at the next meeting. But he took the opportunity to express gratitude to Jaben Parnell, the outgoing Student Government Association President. President Shipp also thanked Dr. Rebecca Book, the outgoing Faculty Senate President, an incredible partner over the last year.

## **GENERAL REPORTS**

### **REPORT FROM CHAIR**

Chair Rolph thanked the outgoing student government and Faculty Senate officers for their contributions. He thanked Fort Hays State for hosting a successful visit in April.

Chair Rolph shared his experience speaking at K-State's graduation ceremony, emphasizing the significance of education in creating opportunities for a better life and making an impact on the state and communities. He noted the extensive support behind the scenes, including from family members, friends, and staff, and the collective effort required to make a difference. Chair Rolph expressed appreciation for everyone's commitment to the mission, acknowledging the wide-reaching effects of their collective work.

Chair Rolph concluded by stating that it's a joy to be part of the team and moved on to the next agenda item.

REPORT FROM PRESIDENT AND CEO

President Flanders stated that he had no report. He thanked President Mason for highlighting Randi Hoffman's achievement.

REPORT FROM COUNCIL OF FACULTY SENATE PRESIDENTS

Chair Jon Rolph invited Dr. Von Bergen to address the Board, asking if this would be his last meeting. Dr. Von Bergen confirmed it would be his last time addressing the Board, expressing gratitude for his colleagues and optimism for the incoming Faculty Senate Presidents.

Dr. Von Bergen thanked his fellow Faculty Senate Presidents for their cooperation and contributions. He highlighted the presence of 10 current and future Faculty Senate Presidents at the meeting, representing six out of seven regents' state universities. Dr. Von Bergen shared his optimism for the incoming group, noting their commitment and eagerness to start their roles.

Dr. Von Bergen provided an update on the Faculty of the Year Award, mentioning the development of a common set of criteria. Five out of seven faculty senates have passed the criteria, with the remaining two close to finalizing. He thanked the Board for sponsoring the award program and noted that three schools are already submitting nominations.

Dr. Von Bergen introduced Norman Phillips from Pittsburg State University as next year's Chair of the Council of Faculty Senate Presidents. He expressed confidence in Phillips, citing his consistent attendance and active participation in meetings.

REPORT FROM STUDENTS' ADVISORY COMMITTEE

President Caleb Stout was introduced and thanked everyone, noting it was his final meeting and his birthday. He reported that the last meeting was more of a farewell, sharing advice with incoming student presidents and members. He thanked the year's Student Advisory Committee (SAC), highlighting the camaraderie and cooperation among members.

President Stout appreciated the support from the Board of Regents, mentioning specific events like Breakfast with the Board and Kansas Higher Education Day. Each Regent received a note from the SAC, expressing gratitude for their support and work in higher education.

President Stout mentioned that the meeting had a quorum of next year's SAC members, showing readiness and enthusiasm for the upcoming term. He then introduced Hannah Eckstein to give her first report as the incoming chair of the SAC.

Incoming Chair Eckstein said she is pursuing a dual degree in biology with a pre-medicine emphasis and Spanish at Pittsburg State University. She expressed excitement about chairing the SAC and praised the incoming student body presidents for their talent, passion, and dedication. She thanked Chair Stout for his mentorship and Vice Chair Parnell for the educational opportunities he provided. She also acknowledged the contributions of the outgoing student body presidents. Eckstein thanked the Board for allowing her to serve in the position and expressed enthusiasm about working on shared initiatives to improve education in Kansas.

STANDING COMMITTEE AND OTHER REPORTS

ACADEMIC AFFAIRS

Regent Lane reported that the Board Academic Affairs Standing Committee is fully focused on program review. At the April 30th meeting, the Committee heard reports from Pittsburg State University, University of Kansas, and Kansas State University. At today's meeting, reports and recommendations were heard from Emporia State University, Wichita State University, and Fort Hays State University.

A new process was implemented this year, identifying 31 programs that were not meeting thresholds of student interest, degrees confirmed, talent pipeline, or return on investment. The committee had productive discussions, resulting in recommendations for 26 action plans, two programs to be phased out, and three programs to be merged.

The next meeting on June 4th will focus on considering these recommendations and preparing a report for the Board to consider in June.

Regent Lane commended the universities for their excellent work in explaining their processes and rationale.

#### FISCAL AFFAIRS AND AUDIT

Regent Benson provided a detailed report on the activities of the Fiscal Affairs and Audit Committee. The committee conducted its agenda call on April 30th and reconvened today, focusing on the distribution of state funding for student financial aid under the Kansas Comprehensive Grant. New figures had been distributed and posted on the Board's website.

The Committee reviewed requests from private institutions to adjust their 50/50 share distribution to match the Fiscal Year 2024 proportions. The public university share was treated similarly to ensure consistency and fairness. Additionally, Regent Benson proposed merging the Enhancement funding and State Match funding into one category to simplify tracking and allocation.

One additional private institution successfully met the Fiscal Year 2023 match threshold, which eliminated the need to return their KCG funds and thus reduced the amounts shown in the original table (Table 2). Regent Benson emphasized the importance of the Board acting on these distributions today to ensure compliance with the Legislature's requirements.

The Committee also dedicated a significant portion of the morning's discussion to reviewing state universities' tuition and fee proposals. These proposals, now published on the Board's website, were accompanied by a YouTube recording of the Fiscal Affairs meeting for public access. Presentations from CFOs and student government leaders highlighted efforts to minimize financial impacts on students while advocating for essential services. Regent Benson indicated his intent to make a motion to approve the consent agenda as amended with the new Comprehensive Grant distribution tables.

Regent Benson concluded by recognizing and thanking Vice President Werner Golling from Wichita State University and Senior Vice President Diana Kuhlmann from Emporia State University for their years of meritorious service, announcing their forthcoming retirements.

#### GOVERNANCE

Chair Rolph reported on the Governance Committee meeting, at which the Committee reviewed draft policy amendments on building and academic unit naming and discussed CEO compensation for Fiscal Year 2025 in an executive session.

#### APPROVAL OF CONSENT AGENDA

Regent Benson moved to approve the consent agenda with updated Kansas Comprehensive Grant distribution tables that were provided to the Board at the meeting; Regent Parasker seconded the motion. The motion carried.

Fiscal Affairs and Audit

AMEND THE FY 2024 CAPITAL IMPROVEMENT PLAN TO REMOVE SOCCER FIELD - PSU

Pittsburg State University (PSU) received approval to amend the FY 2024 capital improvement plan to remove the Soccer Field from the list of large capital projects. The original project scope and budget were reduced, and the resulting \$1.4M small capital project was approved in April 2024 by the Board President and CEO to proceed as a privately funded project for delivery under the authority of K.S.A. 76-757 via a contract to be executed by PSU's Foundation.

RAZE AND REMOVE MONAHAN OUTDOOR EDUCATION STRUCTURES - PSU

Pittsburg State University requested approval to raze an existing pole barn and remove an existing mobile home from the Monahan Outdoor Education Center. The cost to eliminate the approximately 3,820 square feet of space is estimated at \$12,000 and will be funded by Arts and Sciences. The vacated areas will be converted into green space, and the site will continue to be maintained as part of the post-reclamation land that made up the Monahan Outdoor Education Center.

AMEND THE FY 2024 CAPITAL IMPROVEMENT PLAN AND APPROVE PROGRAM STATEMENT FOR KANSAS ADVANCED IMMERSIVE RESEARCH FOR EMERGING SYSTEMS (K-AIRES) – KSU SALINA

Kansas State University requested approval to amend the Fiscal Year 2024 capital improvement plan to add the Kansas Advanced Immersive Research for Emerging Systems, or K-AIRES, building at the K-State Salina Campus and accept the program statement. The facility is the first phase to revitalize the southernmost end of the K-State Salina campus following a \$10 million gift from General Atomics in October 2022.

AMEND THE FY 2024 CAPITAL IMPROVEMENT PLAN AND APPROVE PROGRAM STATEMENT FOR THE AEROSPACE EDUCATION HUB (FORMERLY SALINE AVIATION INNOVATION RAMP – KSU SALINA

Kansas State University requested approval to amend the Fiscal Year 2024 capital improvement plan for the Aerospace Education Hub at the K-State Salina campus, acceptance of the program statement, and renaming the previously approved Salina Aviation Innovation Ramp project. The facility is the second phase to revitalize the southernmost end of the K-State Salina campus following a \$10 million gift from General Atomics in October 2022. The facility will enable the university to meet the needs of the next generation of pilots, mechanics, and other aeronautical engineering positions by housing the Applied Aerospace Research Center, the Aviation Maintenance Training Center, and the Advanced Composites Lab.

REVISED PROGRAM STATEMENT FOR RENOVATIONS TO BLUEMONT HALL – KSU

Kansas State University received approval of the revised program statement for the Bluemont Hall first floor renovations. The original program statement, approved at the September 2022 Board of Regents meeting, removed four classrooms from the first floor of Bluemont Hall to accommodate the new administrative suite and lobby entrance. Due to increased enrollment in the College of Education, renovations to 341 Bluemont Hall were added to the project scope to ensure another classroom was available that fall. The project budget was not increased due to this addition; instead, funds previously allocated for furniture were moved to construction, and furniture was to be reused in other spaces. The overall project is ahead of schedule and scheduled to be completed in August 2024. Kansas State University requested approval of the revised program statement for the Bluemont Hall first floor renovations. The original program statement, approved at the September 2022 Board of Regents meeting, removed four classrooms from the

first floor of Bluemont Hall to accommodate the new administrative suite and lobby entrance. Due to increased enrollment in the College of Education, renovations to 341 Bluemont Hall were added to the project scope to ensure another classroom was available that fall. The project budget was not increased due to this addition; instead, funds previously allocated for furniture were moved to construction, and furniture was to be reused in other spaces. The overall project was ahead of schedule and scheduled to be completed in August 2024.

ACT ON JOHNSON COUNTY RESEARCH TRIANGLE (JCERT) FY 2025 BUDGETS – KU, KUMC, AND KSU

In Johnson County, revenue from a 1/8 cent sales tax was remitted monthly to the Johnson County Education Research Triangle Authority (JCERTA), as authorized by the Legislature and the voters of Johnson County. The state universities planned uses of the tax revenues must be approved annually by the Board of Regents. In accordance with Board policy, the Fiscal Affairs and Audit Standing Committee reviewed the budget proposals at the meeting on April 17, 2024. The JCERTA Board then met on April 22, 2024, and approved the budget proposals. Staff recommended that the Board approve the FY 2025 JCERT budgets as detailed in the agenda materials.

ACT ON DISTRIBUTION OF FY 2025 APPROPRIATION FOR PUBLIC UNIVERSITY STUDENT SUCCESS PLAYBOOKS – SYSTEM

The Board of Regents was requested to act on the distribution of the FY 2025 appropriation for Public University Student Success Playbooks. As per the FY 2025 unified appropriations request and 2024 Senate Bill 28, \$9.5 million was appropriated for the public universities’ academic playbooks. The staff recommended that the Board approve the distributions consistent with the allocations adopted for FY 2024 as noted below.

- University of Kansas: \$2,000,000
- Kansas State University: \$2,000,000
- Wichita State University: \$1,500,000
- Emporia State University: \$1,000,000
- Pittsburg State University: \$1,000,000
- Fort Hays State University: \$1,000,000
- Washburn University: \$1,037,700

The appropriation for Washburn was identified separately in the appropriation bill but was noted for context.

ACT ON DISTRIBUTION OF FY 2025 AND FY 2026 APPROPRIATION TO STATE UNIVERSITIES – KSU, FHSU

The Board of Regents was requested to act on the distribution of several appropriations as required by the legislation. For Kansas State University, 2024 SB 28, Section 116(a) appropriated \$250,000 for planning a new animal diagnostic laboratory. The laboratory, operated by Kansas State University, is crucial for the state’s livestock industry, providing diagnostic and consultative services. The state appropriation will enable the University, in partnership with the state, to plan for a new facility to address current and future industry needs. The staff recommended transferring the \$250,000 to Kansas State University.

For Fort Hays State University, 2024 SB 28, Sections 116(a) and Section 117(a) appropriated \$750,000 for each of Fiscal Years 2025 and 2026. This funding will be used to build a centralized Professional & Continuing Education unit to deliver professional, continuing, and workforce



development education. The staff recommended transferring \$750,000 to Fort Hays State University for FY 2025 and FY 2026.

ACT ON KANSAS COMPREHENSIVE GRANT PROGRAM DISTRIBUTIONS – FISCAL YEARS 2025 AND 2026

The Kansas Board of Regents administers the Kansas Comprehensive Grant Program (KCG). The Legislature appropriated \$40.3 million for both FY 2025 and FY 2026, with provisions requiring 50.0 percent of the KCG state funding to be allocated to private independent institutions and 50.0 percent to public universities. Additionally, \$374,759 is available in FY 2025 to be redistributed among institutions that met the match threshold in FY 2023. Following the enacted appropriation language, the staff recommended approving the institutions’ allocations for the two fiscal years.

Upon the Board's approval of the allocations for FY 2025 and FY 2026, notice will be given to each institution’s financial aid office for calculating student awards for Fall 2024. This information will also be used to certify to the State Finance Council that allocations by sector were made in accordance with the provisions of 2024 Senate Bill 28.

ACT ON DISTRIBUTION OF NEED BASED AID FOR PUBLIC UNIVERSITIES – FISCAL YEAR 2025 26

The Legislature consolidated state funding for public universities' FY 2025 need-based aid into a single appropriation to the State Finance Council (2024 Senate Bill 28, Section 147). To release the funds to the Board of Regents, the President and CEO will have to certify that funding for the Kansas Comprehensive Grant (KCG) financial aid program was allocated in accordance with 2024 Senate Bill 28. Additionally, \$2.5 million was appropriated in 2024 House Bill 2551 for "Need-Based Aid Scholarship and Recruitment." Staff recommended allocating the state appropriations for need-based aid to public universities, contingent upon subsequent State Finance Council approval in the same proportion as the original allocation for FY 2024.

Technical Education Authority

NEW DEGREE AND/OR CERTIFICATE PROGRAMS FROM FORT SCOTT COMMUNITY COLLEGE AND NORTHWEST KANSAS TECHNICAL COLLEGE

Fort Scott Community College received approval to offer a Technical Certificate B for 30 credit hours in Heavy Equipment Operations.

Northwest Kansas Technical College received approval to offer a Technical Certificate A for 18 credit hours and a Technical Certificate B for 35 credit hours in Health Care Specialist.

PROMISE ACT PROGRAM SUBMITTED BY NORTHWEST KANSAS TECHNICAL COLLEGE

Northwest Kansas Technical college received approval for its Health Care Specialist program (51.2601) to become a Promise Act eligible program.

EXCEL IN CAREER TECHNICAL EDUCATION (CTE) FEES SUBMITTED BY NORTHWEST KANSAS TECHNICAL COLLEGE

Northwest Kansas Technical College received approval for the following Excel in CTE fees:

- Health Care Specialist total \$728.25. Fees include \$364 for textbooks/e-subscriptions, \$145 for uniforms, stethoscope, and gait belt, \$169.25 for certifications, and \$50 for test center fees.



Other MattersCHANGES TO CONDITIONS OF EMPLOYMENT FOR 2024-2026 BETWEEN KU AND THE GRADUATE TEACHING ASSISTANTS COALITION/AFT-KANSAS AT THE UNIVERSITY OF KANSAS, LAWRENCE

The University of Kansas received approval to implement changes to employment conditions for the Graduate Teaching Assistants Coalition/American Federation of Teachers – Kansas for academic years 2023-24, 2024-25, and 2025-26. The updated conditions as set out in the existing GTAC/AFT are summarized as follows:

- **Article 3:** Cleanup of non-discrimination provision to update Title IX coordinator contact information.
- **Article 4, Section 6:** Correcting GTAC website address.
- **Article 4, Section 6a:** Clarifying allocation of time in GTA orientation session.
- **Article 5, Section 2b:** Making clear that KU may terminate appointments of incoming GTAs who do not show up on the assigned date without approval and clarifying the return of student work.
- **Article 5, Section 4:** Clarifying that the “full time” enrollment required is consistent with the policy definition of “full time enrollment” to account for graduate students who have completed their oral comprehensive examination. Also, moving language to Article 5, Section 8 regarding payment for pedagogy courses.
- **Article 5, Section 8:** Clarifying that any pedagogy courses GTAs are required to take will be counted against the three credit hours per semester the University is required to fund under Article 7 Section 2 and requiring payment of tuition and fees for those courses without regard to the GTA’s FTE.
- **Article 5, Section 11:** Clarifying requirements for leave due to medical conditions.
- **Article 6, Section 3:** Increasing GTA salary basis to \$19,116.25 for the remainder of AY 2024 and increasing minimum salary basis to \$19,594.16 for 2024-25 and \$20,084.01 for 2025-26 and eliminating eligibility for any further merit increases. Also establishing, for the first time, minimum pay for summer appointments. Summer compensation will be required to be at the bi-weekly rate minimum as established in the prior academic year, prorated based on the FTE assignment.
- **Article 6, Section 4:** Increasing salary for all returning GTAs who were paid above the minimum by 2.5% for the remainder of AY 2024 and increasing minimum salary basis by 2.5% for 2024-25 and 2025-26 and eliminating eligibility for any further merit increases.
- **Article 7, Section 3c:** Allows GTAs who resign their position due to an approved academic leave of absence to maintain their eligibility for tuition and fee benefits for that semester.
- **Article 14, Section 6c:** Consistent with factfinder’s recommendation, making changes to the existing grievance procedures to make step one – an informal discussion with the chair – mandatory.
- **Article 16:** Changing dates to reflect term of agreement through academic year 2025-26.

- **Throughout:** Updating name of Human Resources office and title of HR Director to Vice Provost for Human Resources. Updating title for Vice Provost for Graduate Studies.

**CONSIDERATION OF DISCUSSION AGENDA**

*Fiscal Affairs & Audit*

**STATE UNIVERSITY TUITION AND FEE PROPOSALS FOR FY 2025**

Elaine Frisbie, Vice President for Finance & Administration, briefed the Board on the university tuition and fee proposal materials. She discussed how the proposals are organized and noted they include narrative information and appendices. She also noted recent updates that are reflected in the agenda materials accessible on the Board's website. Universities were asked to provide information on potential scenarios involving tuition reductions. Updated tables containing new Consumer Price Index (CPI) and higher education price index data were distributed. Vice President Frisbie elaborated on

The university CEOs presented their FY 2025 tuition and fee proposals. Many of the universities plan to use the funds to address increased costs, maintain programs and initiatives, and increase salaries to retain and attract quality faculty and staff. The CEOs discussed the impact of inflationary costs over time for items like insurance premiums and utility costs and thanked their respective staffs for their work involved in preparing the proposals. Regarding the fee proposals, the CEOs reviewed their campus mandatory, program, course, and student fee requests. Chair Rolph thanked Fiscal Affairs and the universities for their communication throughout the year on this topic. The Board will act on the proposals at the June meeting.

(University FY 2025 Proposals filed with Official Minutes)

**BREAK**

At 2:50 p.m., Chair Rolph called for a break. At 3:00 p.m., the meeting resumed.

**ACT ON CAPITAL IMPROVEMENT REQUESTS FOR FY 2026 AND FIVE-YEAR PLANS - SYSTEM**

Chair Rolph initiated the discussion on the capital improvement request for Fiscal Year 2026 and the five-year plans for the system. Chad Bristow provided an overview, stating that the plans were outlined in the agenda books. He highlighted the process of reviewing and acting on the Universities requests each spring, as mandated by the state's budget process.

During the April meeting, the Board considered the capital plans within the context of the long-term facilities renewal initiative. Various points were discussed, including the role of campus planning, maintenance assessment, and strategic decisions about space utilization.

Director Bristow noted that the capital plans included updates reflecting amendments approved at the April meeting, and any subsequent amendments would be incorporated before submission to the Division of the Budget. Board staff recommended the approval of the projects as listed in the May agenda book.

Regent Parasker moved to approve the policy amendment as presented. Regent Mendoza seconded. The motion passed.

*Other Matters*

**NAMING REQUESTS – PSU**

President Shipp presented a request on behalf of Pittsburg State University to name its new Student Success Center after retiring Executive Vice President and Provost Howard W. Smith. The proposal acknowledges

Smith's significant contributions to education and community development throughout his career. President Shipp highlighted Smith's lifelong dedication to leadership, education, and mentorship, emphasizing his impact on strengthening communities and fulfilling PSU's mission of making life better through education. Smith's legacy, spanning from his student leadership days to his invaluable service at Emporia and PSU, exemplifies the University's values. President Shipp expressed gratitude for Smith's partnership and friendship, underscoring his profound influence on many lives. The Board was asked to consider the proposal to honor Smith's legacy by naming the Student Success Center after him.

Regent Johnston moved to approve the proposal. Regent Lane seconded the motion. The motion passed.

#### LEGISLATIVE UPDATE

Fred Patton provided an overview of the recent legislative session, expressing satisfaction with the outcomes for education. He highlighted significant bills, including Senate Bill 438, which addressed higher education initiatives such as scholarship programs and the Literacy Blueprint. Senate Bill 18 allocated six years of funding for deferred maintenance, an investment for the institutions. While the budget did not fulfill all requests, it largely supported education priorities, albeit with some exceptions like additional funding for the Board Office was not approved and only 2.5% was approved for the Board Office and state universities pay plan instead of the 5% allotted for other state employees.

Regarding a potential special session, Patton advised caution to avoid drawing attention to higher education issues unnecessarily. He commended the Board's staff for their responsiveness and high-quality support during the session, expressing gratitude for their dedication. Board members thanked Patton for his leadership and support during the session, acknowledging his contributions to ensuring effective communication and advocacy for higher education.

#### ELECT FY 2025 BOARD CHAIR AND VICE CHAIR

Chair Rolph initiated the election process for the fiscal year 2025 Board Chair and Vice Chair. Regent Lane moved that Carl R. Ice be elected as Board Chair. The motion was seconded by Regent Johnston and the motion carried.

Next, Chair Rolph called for nominations for vice chair. Regent Mendoza moved that Regent Rolph be elected Vice Chair. The motion was seconded by Regent Parasker and the motion carried.

#### EXECUTIVE SESSION

At 3:22 p.m., Regent Ice moved, followed by the second of Regent Winter, to recess into executive session for approximately 90 minutes in the Kathy Rupp Conference room to discuss personnel matters relating to non-elected personnel. The subject of this executive session was to prepare for one or more CEO evaluations, and the purpose was to protect the privacy of the individual employees involved. Participating in the executive session were members of the Board and each of the following for a portion: President Hush, President Shipp, and President Muma. The open meeting would resume at 5:00. The motion carried.

At 5:00 p.m., the meeting returned to open session in the Kathy Rupp Conference room. At 5:00 p.m. Regent Ice moved to extend for 10 minutes, seconded by Regent Rolph. The motion carried.

#### RECESS

The meeting returned to open session at 5:10 p.m. and Chair Rolph recessed the meeting.

May 16, 2024

**RECONVENE**

MEMBERS PRESENT:

Jon Rolph, Chair  
 Carl Ice, Vice Chair  
 Blake Benson  
 John Dicus  
 Alysia Johnston  
 Cynthia Lane  
 Neelima Parasker  
 Wint Winter  
 Diana Mendoza

**EXECUTIVE SESSION**

At 8:31 a.m., Regent Rolph moved to recess into executive session for 90 minutes in the Kathy Rupp Conference room to discuss personnel matters of non-elected personnel. The purpose was to protect the privacy of the individual employees involved. Members of the Board and President Blake Flanders participated in the executive session. Regent Ice seconded the motion. The motion carried.

At 10:00 a.m., the meeting returned to open session and Regent Ice moved to extend the executive session for one hour until 11:00 a.m. Regent Rolph seconded the motion. The motion carried.

At 11:02 a.m. the open meeting of the Board resumed and was adjourned by Chair Rolph.

\_\_\_\_\_  
Blake Flanders, President and CEO

\_\_\_\_\_  
Jon Rolph, Chair

# REPORTS AND CONSENT AGENDA

## IV. Introductions and Reports

- A. *Introductions*
- B. *Report from the Chair* Regent Rolph, Chair
- C. *Report from the President & CEO* Blake Flanders, President & CEO

## V. Standing Committee Reports

- A. *Academic Affairs* Regent Lane
- B. *Fiscal Affairs & Audit* Regent Benson
- C. *Governance* Regent Rolph

## VI. Approval of Consent Agenda

- A. *Fiscal Affairs & Audit*
  - 1. **Act on Distribution of FY 2025 Appropriation for Capital Renewal Initiative** **Chad Bristow,  
Director of Facilities**

### Summary

*2024 Senate Bill 28 appropriated \$20.0 million for the Board of Regents' capital renewal initiative. Staff recommends the Board approve the distributions as displayed below, contingent upon the Board's evaluation of each institution's performance pursuant to the performance agreement process and to meeting the FY 2025 maintenance assessment and confirmation of the required match from university or private sources.*

### State University Facilities Capital Renewal Initiative

The Board of Regents' strategic plan features three main priorities: helping Kansas families, supporting Kansas businesses, and advancing the state's economic prosperity. The Board's facilities renewal initiative began as a bedrock goal in 2021 to advance all these important priorities. In combination with Educational Building Fund revenue and the annual maintenance expenditures of the universities required by Board policy beginning in FY 2023, an additional state funding source is a critical component in the long-term success of this initiative to maintain and revitalize the campuses of the state universities.

This appropriation was requested to carry on the initiative, and with the inclusion in the Governor's budget, the Legislature appropriated \$20.0 million, with a required match:

*Provided, That any unencumbered balance in the state universities facilities capital renewal initiative account of the state general fund for the above agency or for any institution under the control and supervision of the state board of regents in excess of \$100 as of June 30, 2024, is hereby reappropriated for fiscal year 2025: **Provided further,** That the state board of regents is hereby authorized to transfer moneys from the state universities facilities capital renewal initiative account of the state general fund to the state universities facilities capital renewal initiative account of the state general fund of any institution under the control and supervision of the state board of regents, which is hereby created, to be expended by the institution for the state universities facilities capital renewal initiative approved by the state board of regents: **And provided further,** That the state board of regents shall transmit a copy of each such certification to the director of the budget and to the director of legislative research: **And provided further,** That any expenditures made by the board of regents or a state educational institution, as defined in K.S.A. 76-711, and amendments thereto, from such account during fiscal year*

2025 shall require a match of nonstate moneys on a \$1-for-\$1 basis, from either the state educational institution or private moneys with such match to be calculated on a project basis and not on a per fiscal year basis.

It is recommended that the Board allocate this appropriation to the state universities pursuant to the same formula as has been used by the Board previously to allocate similar capital renewal appropriations and the Educational Building Fund.

|                                     | <u>% of Total</u> | <u>Allocation</u>   |
|-------------------------------------|-------------------|---------------------|
| University of Kansas                | 26.87             | \$5,374,000         |
| University of Kansas Medical Center | 11.25             | 2,250,000           |
| Kansas State University             | 29.90             | 5,980,000           |
| Wichita State University            | 10.98             | 2,196,000           |
| Emporia State University            | 6.04              | 1,208,000           |
| Pittsburg State University          | 7.38              | 1,476,000           |
| Fort Hays State University          | <u>7.58</u>       | <u>1,516,000</u>    |
| <b>Total</b>                        | <b>100.00</b>     | <b>\$20,000,000</b> |

- 2. Act on Appointments to Information Technology Executive Council** **John Yeary, General Counsel**

**Summary and Staff Recommendation**

*2024 House Substitute for Senate Bill 291 concerns the administration and organization of information technology (IT) and cybersecurity services within each branch of state government. The legislation changes the membership of the Information Technology Executive Council (ITEC) to add two representatives from among the state universities, to be appointed by the Board. Staff recommends the Board appoint representatives so that they may participate in upcoming ITEC meetings and planning activities.*

**Background**

The Information Technology Executive Council is responsible for adopting information technology resource policies, procedures, and project management methodologies for all state agencies; an information technology architecture for all of state government, including telecommunications systems, networks, and equipment; standards for data management for all state agencies; and a strategic information technology management plan for the state. It provides direction and coordination for the application of the state’s information technology resources, designates the ownership of information resource processes and serves as the lead agency for implementation of new technologies and networks shared by multiple agencies in different branches of state government.

The Council has had 13 members historically, including the CEO of the Board of Regents. Steve Funk, the Board of Regents’ Director of Information Technology, has served on ITEC for Dr. Flanders. The statute that identifies the membership of the Information Technology Executive Council was amended by 2024 House Substitute for Senate Bill 291 to add two state university representatives as voting members. Those individuals must be appointed by the Board of Regents. The Board of Regents will continue to have representation.

The legislation directs ITEC to develop an integration plan for all executive branch IT services into the Office of Information Technology Systems, including the Board of Regents, by January 1, 2026. ITEC is to present this plan to the Legislature by January 5, 2026. The following individuals have agreed to represent the state universities on ITEC:

- Ken Harmon, Chief Information Officer, Wichita State University
- Doug Polston, Chief Information Officer, Emporia State University

**Recommendation**

Board staff recommends that the Board appoint Ken Harmon and Doug Polston to the Information Technology Executive Council.

**3. Act on Request to Amend FY 2025 Capital Improvement Plan for Forsyth Library Renovation – FHSU** **Chad Bristow, Director of Facilities**

Fort Hays State University requests approval to amend the FY 2025 capital improvement plan for the renovation of Forsyth Library. This project was originally approved with the FY 2024 request with a budget of \$19.0 million and was updated and approved for FY 2024 with a budget of \$25.1 million. During bidding, the project came in \$2.6 million over the construction budget. To complete the renovation and reduce the \$29.0 million backlog of deferred maintenance, it is requested the total project cost budget be raised to \$27.7 million. The project will be funded through a combination of \$19.0 million in federal congressional appropriations, \$5,050,000 from the University’s allocation from the Educational Building Fund, \$2,650,000 from the allocation from the SGF Capital Renewal Fund and \$1.0 million of University Tuition Interest Earnings.

**4. Act on Request to Approve Program Statement for Stroup Hall Addition – FHSU**

Fort Hays State University requests approval of the architectural program statement for the Stroup Hall Addition. The project will provide additional classroom and lab space for Nursing, to serve its expanding student numbers. Allied Health will also be relocated from Cunningham Hall to the new addition. This proposed addition to the existing facility constructed in 1981 will include approximately 24,000 gross square feet of new space. The project is planned to be a two-story addition to the single-story existing facility. New space will include offices, classrooms, and lab space for both the Nursing and Allied Health departments. Limited renovations to the existing building are also planned. The total estimated cost of the project is \$15.0 million, which was appropriated by the 2024 Legislature, as requested by the Board of Regents in the unified appropriations request. No financing is planned for the completion of this project.

**5. Act on Request to Amend FY 2024 Capital Improvement Plan and Approve Program Statement for Renovations to Fairchild Hall – KSU**

Kansas State University requests approval to amend the Fiscal Year 2024 capital improvement projects plan and to accept the program statement for renovations to Fairchild Hall. Originally constructed in 1894, Fairchild Hall’s facility condition index is .47 with nearly \$4.6 million in deferred maintenance. Renovations will increase available office space on campus, improve code and ADA compliance, improve building functionality, and reduce overall deferred maintenance.

Approximately 15,000 net square feet will be reconfigured as part of the project in two phases. Phase one will include interior renovations and system upgrades and phase two will include exterior renovations. Phase one renovations will incorporate additional office spaces, add compliant restrooms at each floor level, update HVAC systems and controls and include new finishes. The cost for phase one is estimated to be between \$10-\$12 million and construction will begin September 2025. Phase two renovations will address deferred maintenance items including new roofing, window replacements and masonry repairs. The estimated cost for phase two is \$8.5 million with the construction timeline to be determined. Both phases will be funded from a combination of deferred maintenance funds and university funds.



**6. Act on Bond Resolution to Approve the Issuance of Revenue Bonds to Fund the Construction, Renovation, Development and Equipment of Strong Complex Residence Halls; Authorize Execution of Various Other Documents in Connection Therewith – KSU**

**Summary and Staff Recommendation**

*Kansas State University requests that the Board of Regents adopt a Resolution for the issuance of revenue bonds, proceeds of which will be used to renovate the existing Kansas State University Strong Complex residence halls at the Manhattan Campus.*

*The Resolution would authorize the issuance of KDFFA Revenue Bonds in one or more series in a total aggregate amount sufficient to finance project expenditures of not to exceed \$25,000,000 plus costs and reserves. The purpose of these Bonds is to finance the costs of renovation of the Strong Complex resident halls, which are part of the University Student Housing System. The Bonds will be secured with a pledge of generally available unencumbered funds of the University. However, it is anticipated that housing system revenues will be sufficient to pay the debt service on the Bonds for this project.*

*As of June 30, 2024, the University and its affiliated corporations will have approximately \$389 million in outstanding revenue bonds. The University has identified a specific revenue source to pay the debt service on all outstanding bonds, and \$264 million of the \$389 million is supported by a pledge of generally available unencumbered funds of the University.*

*The Resolution further authorizes the Chair and the President and CEO to execute the Resolution and such documents and certificates necessary to accomplish the purposes set forth in the Resolution and the issuance of the Bonds in such form as is approved by the General Counsel to the Board, and authorizes the President of the University to execute the Pledge of Revenues Agreement and such other documents and certificates necessary to accomplish the purposes set forth in this Resolution and the issuance of the Bonds in such form as is approved by the university general counsel.*

**Background**

The Kansas Development Finance Authority (KDFFA), created by the 1987 Kansas Legislature, K.S.A. 74-8901, *et seq.*, has authority to issue bonds on behalf of the State for projects authorized by the Legislature. K.S.A. 74-8905(b) provides, in part, that:

The authority may issue bonds for activities and projects of state agencies as requested by the secretary of administration. Research facilities of state educational institutions shall be subject to the provisions of this subsection (b). No bonds may be issued pursuant to this act for any activity or project of a state agency unless the activity or project either has been approved by an appropriation or other act of the legislature or has been approved by the state finance council acting on this matter which is hereby characterized as a matter of legislative delegation and subject to the guidelines prescribed in subsection (c) of K.S.A. 75-3711c, and amendments thereto.

Authority to initiate and complete a capital improvement project and to issue revenue bonds of \$25 million for the Strong Complex residence halls project has been granted by Section 164(f) of Senate Bill 28 of the 2024 Kansas Legislature.

In addition to the other purposes for which expenditures may be made by Kansas state university from moneys appropriated from the state general fund or any special revenue fund or funds for fiscal year 2025, as authorized by this or other appropriation act of the 2024 regular session of the



legislature, expenditures may be made by Kansas state university from such moneys for fiscal year 2025 to provide for the issuance of bonds by the Kansas development finance authority in accordance with K.S.A. 74-8905, and amendments thereto, for a capital improvement project to construct, renovate, develop and equip the Strong complex residence halls at Kansas state university: *Provided*, That such capital improvement project is hereby approved for Kansas state university for the purposes of K.S.A. 74-8905(b), and amendments thereto, and the authorization of the issuance of bonds by the Kansas development finance authority in accordance with such statute: *Provided further*, That Kansas state university may make expenditures from the moneys received from the issuance of any such bonds for such capital improvement project: *Provided, however*, That expenditures from the moneys received from the issuance of any such bonds for such capital improvement project shall not exceed \$25,000,000 plus all amounts required for costs of bond issuance, costs of interest on the bonds issued for such capital improvement project during the construction and renovation of such project and, for a period of not more than one year following completion of such project, credit enhancement costs and any required reserves for the payment of principal and interest on the bonds: *And provided further*, That all moneys received from the issuance of any such bonds shall be deposited and accounted for as prescribed by applicable bond covenants: *And provided further*, That debt service for any such bonds for such capital improvement project shall be financed by appropriations from any appropriate special revenue fund or funds: *And provided further*, That any such bonds and interest thereon shall be an obligation only of the Kansas development finance authority, shall not constitute a debt of the state of Kansas within the meaning of section 6 or 7 of article 11 of the constitution of the state of Kansas and shall not pledge the full faith and credit or the taxing power of the state of Kansas: *And provided further*, That Kansas state university shall make provisions for the maintenance of the Strong complex residence halls.

Pursuant to these authorizations, and after consulting with KDFA, the University proposes to issue Revenue Bonds in an aggregate principal amount sufficient to finance expenditures for costs of the Project in an amount not to exceed \$25,000,000, plus any additional amounts required to finance costs of issuance, costs of interest on such revenue bonds during the construction of the project, credit enhancement costs, and any required reserves for the payment of principal and interest on such revenue bonds. After consultation with KDFA, the University is proposing that the Bonds be secured by a pledge of generally available unencumbered funds of the University.

This Project, and anticipated use of revenue bond financing, was first submitted in the capital improvement project plan and approved by the Board at its November 2023 meeting.

### **The Project**

The Project consists of renovations to the Strong Complex residence halls. Strong Complex consists of the three oldest residence halls on campus: Boyd, Putnam, and Van Zile Halls. The project will renovate all three halls to meet the needs of today's undergraduate students, while enhancing their experience by providing daily access to the counsel, inspiration, and support offered by the Honors Program, which will move to the ground level of Boyd Hall. A new dining concept in Van Zile will complement the offerings available at Derby Dining Center, while providing greater flexibility in serving smaller populations on campus during summer and winter intercession. A second academic support program will be embedded in Putnam Hall in the future to further expand the living/learning possibilities at Strong Complex. Renovations will include updates to HVAC, plumbing, heating, and electrical systems in addition to addressing ADA and code related issues. The 200,000 square foot project will support up to 388 beds, in addition to providing updated communal space and housing new functions proposed for the complex.

The total cost of the project is estimated to be \$32 million, with \$25 million funded from the issuance of bond funds and the remaining \$7 million paid from private donations. The debt service will be paid using housing system revenues.

**Administrative Costs**

In conjunction with the issuance of the proposed bonds, since KDFFA has and will incur expenses in relation to the issuance of the proposed bonds and subsequent administration of the Resolution and Pledge of Revenues Agreement, it will be necessary for the University to execute an Administrative Agreement to provide for reimbursement of those expenses, as well as other documents and certificates necessary to accomplish the purposes set forth in the Resolutions and the issuance and delivery of the bonds.

**University Indebtedness**

The Higher Learning Commission uses the Composite Financial Index (CFI) as an indicator of an institution’s financial health. Four ratios are weighted and combined to arrive at the CFI. Each of those ratios communicate different aspects of financial condition and readers are advised to consider the information within the larger context of the institution’s trajectory (five years of data at a minimum) and the institution’s strategic initiatives and investments which may affect ratios, but which may improve the financial condition over the longer term.

As recommended by the Kansas Development Finance Authority, several metrics that are used in the CFI calculations are provided below for Kansas State University.

|                          | FY 2019 | FY 2020 | FY 2021 | FY 2022 | FY 2023 |
|--------------------------|---------|---------|---------|---------|---------|
| Debt Burden Ratio*       | 4.8%    | 4.9%    | 5.1%    | 4.4%    | 4.5%    |
| Debt Coverage Ratio      | 1.32    | 1.64    | 2.00    | 3.03    | 3.22    |
| Viability Reserve Ratio^ | 0.97    | 1.10    | 1.53    | 1.71    | 1.67    |

\* The upper threshold for this ratio is considered 7%.

^ A ratio of 1.00 indicates sufficient net assets are available to satisfy debt obligations.

The debt burden ratio includes component units but does not include Foundation expenses:

$$\text{Total Debt Service} \div \text{Total Expenditures}$$

The debt service coverage ratio includes all long-term debt obligations of the university and reflects the income available to service debt service payments:

$$\frac{\text{Net Operating Income} + \text{Net Nonoperating Revenues} + \text{Interest Expense} + \text{Depreciation}}{\div \text{Total Principal and Interest Payments}}$$

The viability reserve ratio measures the availability of expendable net assets to cover debt should the institution need to settle its obligations as of the balance sheet date. The ratio indicates the amount of debt that could be repaid just from reserves. Minimal financial health for the ratio is 1.25, meaning that reserves exceed total obligations by one quarter. The maximum value credited when calculating the CFI is 4.2, meaning reserves exceed total obligations by a factor of just over four.

$$\frac{\text{Expendable Net Position (excluding net position restricted for capital investments)}}{\div \text{Long Term Debt}}$$

**Conclusion**

The Board is asked to adopt the Resolution (set out in full below), to approve the issuance of bonds for the Strong Complex residence halls project. The Resolution would authorize the University President to execute the Pledge Agreement in such form as is approved by the University’s general counsel and to execute any and all other documents and certificates necessary to accomplish the purposes of the Resolution and the issuance of the bonds. The Resolution further would authorize the Chair and President and CEO of the Board to execute the Resolution

and any and all other documents and certificates, in such form as is approved by General Counsel to the Board, and necessary to accomplish the purposes of the Resolution and the issuance of the bonds. Staff confirms that the University is authorized to seek issuance of bonds that are in conformance with the Resolution.

**RESOLUTION**

**A RESOLUTION OF THE KANSAS BOARD OF REGENTS APPROVING THE ISSUANCE BY THE KANSAS DEVELOPMENT FINANCE AUTHORITY OF ITS REVENUE BONDS TO PROVIDE ALL OR A PORTION OF THE FUNDS NECESSARY TO UNDERTAKE A CAPITAL IMPROVEMENT PROJECT TO CONSTRUCT, RENOVATE, DEVELOP AND EQUIP THE STRONG COMPLEX RESIDENCE HALLS ON THE MANHATTAN CAMPUS OF KANSAS STATE UNIVERSITY; AUTHORIZING THE EXECUTION OF A PLEDGE OF REVENUES AGREEMENT BETWEEN KANSAS STATE UNIVERSITY AND THE KANSAS DEVELOPMENT FINANCE AUTHORITY THAT CONTAINS CERTAIN COVENANTS AND PROVISIONS WITH RESPECT TO THE PLEDGE OF CERTAIN FUNDS OF KANSAS STATE UNIVERSITY THAT WILL PROVIDE FOR THE PAYMENT OF SUCH BONDS; AND AUTHORIZING THE EXECUTION OF VARIOUS OTHER DOCUMENTS RELATING TO THE ISSUANCE OF, SECURITY AND PAYMENT OF SUCH BONDS.**

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**WHEREAS**, the Kansas Board of Regents (the "Board") is vested under the Constitution and laws of the State of Kansas with supervision and control over Kansas State University (the "University"), and is authorized under such laws to adopt this Resolution and perform, execute and carry out, or cause to be performed, executed and carried out, the powers, duties and obligations of the Board under this Resolution in connection with the improvement and expansion of certain facilities located on the campus of the University and the University's operation thereof; and

**WHEREAS**, the Board and the University have heretofore determined that it is advisable to undertake a capital improvement project to construct, renovate, develop, and equip the Strong Complex residence halls on the Manhattan campus of the University (the "Project"); and

**WHEREAS**, Section 164(f) of Senate Bill 28 of the 2024 Kansas Legislature authorizes the Kansas Development Finance Authority (the "Authority"), on behalf of the University, to issue its revenue bonds in an aggregate principal amount sufficient to finance costs of the Project in an amount not to exceed \$25,000,000, plus all amounts required to finance costs of issuance, costs of interest on such revenue bonds during the construction of the Project, credit enhancement costs and any required reserves for the payment of principal and interest on such revenue bonds; and

**WHEREAS**, the University has requested that revenue bonds secured by a pledge of generally available unencumbered funds of the University be issued by the Authority pursuant to K.S.A. 74-8901 *et seq.* on behalf of the University to finance all or a portion of the costs of the Project (the "Bonds"); and

**WHEREAS**, the University intends to make provisions for the maintenance of the Project and the payment of debt service on the Bonds; and

**WHEREAS**, the Board, upon recommendation of the University, hereby finds and determines that, it is advisable that the Bonds be issued by the Authority on behalf of the University, such bonds to be secured by the pledge of generally available unencumbered funds of the University; and

**WHEREAS**, prior to the issuance of the Bonds, the Authority will receive from the Secretary of Administration a request to issue bonds for the purpose of financing the Project and paying related interest, costs, and reserves on behalf of the University; and

**WHEREAS**, in conjunction with the issuance of the Bonds, the University will be required to execute a Pledge of Revenues Agreement between the University and the Authority (the "Pledge Agreement"), which contains certain covenants and provisions with respect to the pledge of generally available unencumbered funds of the University; and

**WHEREAS**, it is recognized that the Authority has and will incur additional expenses in relation to the issuance of the Bonds and subsequent administration and enforcement of the Pledge Agreement, and the University desires to reimburse the Authority for said additional expenses through the execution of an Administrative Service Fee Agreement (the "Administrative Agreement").

**NOW THEREFORE, BE IT RESOLVED BY THE KANSAS BOARD OF REGENTS, AS FOLLOWS:**

**SECTION 1.** The Board hereby approves the issuance of the Bonds by the Authority on behalf of the University to finance all or a portion of the costs of the Project, in an aggregate principal amount sufficient to finance costs of the Project in an amount not to exceed \$25,000,000, plus all amounts required to finance costs of issuance, costs of interest on the Bonds during construction of the Project, credit enhancement costs and any required reserves for the payment of principal and interest on the Bonds. The Bonds may be issued jointly with other revenue bonds for the University and shall be issued substantially in the form and with the repayment terms and provisions contained in the information presented to the Board by the Authority and the University.

**SECTION 2.** The Board hereby authorizes the President of the University to execute on behalf of the University the Pledge Agreement, the Administrative Agreement and such other documents and certificates necessary to accomplish the purposes set forth in this Resolution and the issuance of the Bonds, in such forms as are approved by the General Counsel to the University. The Board hereby further authorizes and instructs the Chair and President and CEO of the Board to execute on behalf of the Board such documents and certificates necessary to accomplish the purposes set forth in this Resolution and the issuance of the Bonds, in such forms as are approved by the General Counsel to the Board.

**SECTION 3.** This Resolution shall be in full force and effect from and after its adoption.

**CERTIFICATE**

We, the undersigned Chair and President and CEO of the Kansas Board of Regents, hereby certify that the foregoing Resolution was lawfully adopted by the Board at its meeting held on June 20, 2024.

**KANSAS BOARD OF REGENTS**

(SEAL)

By \_\_\_\_\_  
Jon Rolph, Chair

**ATTEST:**

By \_\_\_\_\_  
Blake Flanders, Ph.D., President, and CEO

**7. Act on Request to Amend FY 2024 Capital Improvement Plan and Approve Program Statement for Renovations to Wescoe Pavilion – KUMC**

**Staff Recommendation**

Kansas University Medical Center requests approval to amend the FY 2024 capital improvement plan for the Wescoe Pavilion B 5th and 6th Floor Mechanical, Electrical, and Plumbing Renovations to increase the project budget and approve the program statement. Wescoe Pavilion needs drastic mechanical, electrical, and plumbing (MEP) updates to address constant leaks and aging infrastructure. Wescoe Pavilion is a key building that is planned to remain in the future of KUMC's campus master plan and will mainly continue to serve as administrative space for many departments. The total project cost has increased from \$3,225,600 up to an estimated total of \$6,039,899 to support a more comprehensive renovation of the 16,000 square foot area. The funding source is the university's share of the Capital Renewal State General Fund appropriation.

**8. Act on Request to Amend FY 2025 Capital Improvement Plan and Approve Program Statement for Construction of Law Enforcement Training Center Development – Phase 1 Professional Development and Administration Building – KU**

The University of Kansas Lawrence requests approval to amend the FY 2025 capital improvement plan and accept the program statement for the new construction of the Phase 1 Professional Development and Administration Building project at the Kansas Law Enforcement Training Center (KLETC) in Yoder, Kansas as a component of the previously approved Law Enforcement Training Center Development. This building will allow for significantly increased professional development to take place on the campus.

KLETC trains the overwhelming majority of municipal, county and state law enforcement officers in Kansas, and oversees, supervises, and monitors the training of the remaining officers at eight authorized and certified academy programs operated by local law enforcement agencies and the Kansas Highway Patrol. The current campus does not have space available to further support continuing education for law enforcement and allied agencies.

Recognizing the shift in societal expectations of higher education to prepare career-ready professionals, the University of Kansas has demonstrated a desire to create more educational pathways for individuals throughout their lifetimes. Suitable technology, classroom and office space is therefore required to provide professional development.

Total cost including architectural fees, construction, and contingencies is estimated at \$20 million. The goal is to have the work done by January 2026. The 2024 Legislature appropriated the money for this project from the state's ARPA funds. KU will seek permission from the State Building Advisory Commission (SBAC) to complete this project using the state's design-build alternative project delivery to complete the project on a satisfactory timeline for use of the ARPA funds.

**9. Act on Request to Acquire Block22 – PSU**

Block22 is a mixed-use, living-learning community in downtown Pittsburg, Kansas developed by the university in partnership with a private developer. The project includes student housing, a maker space, co-working and conference space, university offices supporting economic development and community engagement, office space rented to business, and retail space that serves students and the community. The project was approved by the Board in FY 2017 and opened in August 2018. The unique and highly successful project has brought significant

benefits to the university, the city, the region, and the state. An economic impact study estimated the total economic impact of Block22 at over \$83 million.

As part of the project, the Board approved an 18-year lease under which the university leases the complex from the private developer and owner. This lease includes an option for the university to purchase the property at the end of the tax credit compliance period related to certain historic and new market tax credits used in the project funding. This compliance period will be complete in October 2024 and the university desires to exercise its option to purchase the complex at that time.

The proposed purchase price is approximately \$7 million. As agreed by the university and the owner, the price is based on the remaining debt held by the owner plus direct transaction costs related to retiring the debt and other transaction expenses including certain tax offset payments owed to tax credit investors. Because some of these amounts cannot be finalized until closer to closing, the university is seeking approval for up to \$7.5 million in order to finalize all components of the purchase price. The partner/owner will not be making any profit on the transaction as a result of their agreement to sell the complex at this remaining cost rather than at fair value. This reflects their deep commitment to the university and the success of the project. The selling price is significantly below the approximately \$22 million that was invested in the development of the property.

The university will fund the purchase with \$5 million of funds awarded by the Kansas Department of Commerce and the remainder (approximately \$2 million) from university reserves. The university has been planning for this transaction and has set aside these funds.

The proposal is for the university to purchase the complex from the PSU Foundation, which will have purchased the complex from the owner/partner. The intermediate step by the Foundation is beneficial and necessary to assist in unwinding the complex entity structure established by the owner to enable the tax credits and to settle loans made by the Foundation as part of the funding for the original project. These steps can be completed by the Foundation in order to simplify the acquisition and minimize the purchase price for the university. The PSU Foundation has approved the transaction and has taken initial steps to begin the process.

Under Board policy the purchase will require an environmental assessment and appraisal. An environmental assessment was completed when the project was developed. It is being updated now and is expected just prior to the June Board of Regents meeting. Appraisals are also underway, and one is expected prior to the June Board meeting. As a result of the purchase price described previously, the appraisals are expected to be significantly above the purchase price. Updates on environmental and appraisal status will be provided at the Board meeting.

The purchase of Block22 will bring several benefits to the university. Most significantly, the purchase will eliminate the current lease payment of \$565,000 per year. This savings is planned to be reinvested in the Gorilla Rising project and in maintenance of the Block22 facilities. The purchase also ensures long-term control of the property which is important as a component of the Gorilla Rising district that will add the Kelce College of Business building and additional student housing. The majority of revenues generated by the Block22 complex are the student housing revenues. These spaces have been fully occupied since opening. There are no identified incremental costs once purchasing the property as the university already has responsibility for maintenance costs under the existing lease.

The transaction is expected to close in Fall 2024. The university seeks Board approval in June to confirm plans with the PSU Foundation and the Department of Commerce, and to enable closing at the earliest available date to maximize the resulting savings. This approximately \$7 million transaction will result in ownership of a \$22 million highly successful facility critical to long-term university plans using only \$2 million of direct university funds.



Pittsburg State University seeks Board approval to purchase Block22 for an amount up to \$7.5 million. This approval is subject to receipt of a satisfactory final environmental assessment and appraisal as outlined in Board policy.

The property comprises four buildings which are located at 401 and 402 N. Broadway, Pittsburg, KS. The legal description of the property is:

TRACT I: lot two hundred forty-three (243) and the south half (s/2) of lot two hundred forty-four (244) in block twenty-two (22) in the "town of Pittsburg" (now the city of Pittsburg, Kansas) according to the record plat thereof. TRACT II: all of the south half (s1/2) of lot two hundred eighty-five (285) and all of lot two hundred eighty-six (286) all in block twenty-one (21) in the original town, now city of Pittsburg, Kansas. TRACTS III and IV: the south half (s 1/2) of lot number two hundred forty-five (245) and the north half (n 1/2) of lot number two hundred forty four (244) all in block number twenty two (22) all in the 'town of Pittsburg" (now the city of Pittsburg, Kansas), according to the recorded plat thereof.

**10. Act on Request to Offer Additional Food Service Options – KSU Salina** **Elaine Frisbie, VP, Finance & Administration**

**Summary**

*In December 2023, the Board of Regents acted on the state universities’ requests for food service rates in FY 2025. KSU-Salina seeks approval to amend their dining services to add a more flexible option for the coming year.*

Kansas State University Salina requests Board approval to add two meal plans for the 2024-2025 academic year. The plans would be additional options to the three plans currently offered. KSU-Salina’s dining hall operator, Sodexo Inc, recently signed an agreement with Hello Fresh to offer students pre-packaged, cook-at-home meals. This program will not only provide students with a greater variety of healthy dining options, but also give them the opportunity to develop an important life skill. The first plan will be called “Fresh 50” and will include a block of 50 dining hall meals plus four Hello Fresh meals per week for 12 weeks. The second plan will be called “Fresh 200” and will include a block of 200 dining hall meals plus four Hello Fresh meals per week for 12 weeks. These meal plans would be a variation of the current “5” and “19” meal plans, respectively. The Fresh 50 plan would be priced at \$975 per semester and the Fresh 200 plan would be priced at \$1,993.

Placed in context with the current plans, KSU-Salina’s room and board options would be as follows:

| <b>Board</b>     | <b>Semester Fee</b> | <b>Room</b>                     | <b>Semester Fee</b> |
|------------------|---------------------|---------------------------------|---------------------|
| 5                | \$640               | Single (Harbin/Schilling Halls) | \$4,918             |
| <b>Fresh 50</b>  | <b>\$975</b>        | Double (Harbin/Schilling Halls) | \$2,650             |
| 14               | \$1,583             | Single (Earhart Hall)           | \$5,750             |
| 19               | \$1,718             | Double (Earhart Hall)           | \$3,150             |
| <b>Fresh 200</b> | <b>\$1,993</b>      |                                 |                     |

The five-meal plan and the Fresh 50 plan would be available only to commuter students. The 14, 19, and Fresh 200 plans would be available to all students. In addition to the benefits listed above, the Fresh 200 plan will alleviate one of the common complaints heard about the 19-meal plan. For some students, their flight blocks run through meal times and there can be as many as 40 students per semester who miss lunch or dinner due to their flight times.

The proposed option would allow them to benefit from a complete meal plan while offering the flexibility of dining outside of the prescribed hours of the dining hall.

**11. Act on Request to Name a Building – KUMC Chancellor Girod**

**Summary**

The University of Kansas requests approval to name buildings East Hall, West Hall and Annex at the University of Kansas Medical Center after Dr. Marjorie Cates, M.D. If approved, the buildings will be known as “Cates East”, “Cates West” and “Cates Annex”.

Marjorie Cates, MD (1930-1991) was born June 30, 1930, to Anna L. and Clarence S. Cates in Kansas City, Kansas. The youngest of ten children, she graduated from Sumner High School, then completed her baccalaureate studies at Kansas State University where she earned degrees in economics and medical technology. Following her graduation from KSU, Dr. Cates completed additional pre-medical coursework at the Minnesota General Hospital and the University of Minnesota. After graduation, Dr. Cates applied to the School of Medicine at the University of Kansas, expression her “sincere desire to make a worthwhile contribution to humanity and to become a physician.” Dr. Cates achieved her goal, persevering against discrimination to be the first African American woman to graduate from KU School of Medicine in 1958.

As a pioneer in medicine, Dr. Cates was a clinician, a researcher, a teacher, and a scholar. Upon graduation, Dr. Cates entered an internship in Washington, DC, at Freedmen’s Hospital (now Howard University Hospital) then completed her residency training at DC General Hospital. She continued her post-doctoral education in hematology at the New England Medical Center (NEMC), the Massachusetts Institute of Technology, and at Harvard University. It is at NEMC where she collaborated on an article in the journal Blood, on the inheritance of Hemoglobin H disease (HbH).

As a committed lifelong learner, Dr. Cates loved to share her knowledge. She taught hematology at Howard University and served as the associate director for its Center for Sickle Cell Disease. Dr. Cates later became the director of health services for the US Department of the Interior. In 1974, she became the chief medical officer at the Washington, DC, Health Department North Area Health Center where she published Sickle Cell Disease, a bibliography in 1975, and promoted the cause of sickle cell awareness for the federal government.

Dr. Cates represents the epitome of this tenacity. She embodied compassion and humanism, brilliance, grace, and kindness. Dr. Cates’ passion for helping vulnerable patient populations allowed her to touch the lives of patients and advocate for their best interests. For these reasons, the University of Kansas proposes dedicating the current East, West and Annex buildings to “Cates East”, “Cates West”, and “Cates Annex.”

*B. Academic Affairs*

**1. Receive State Authorization Reciprocity Agreement (SARA) Report Rusty Monhollon, VP Academic Affairs**

**Updated Summary**

*SARA allows accredited degree-granting institutions to offer distance education in other member states without having to seek individual authorization from those states. This report provides an update on the status of SARA in Kansas and nationwide.*

**Background**

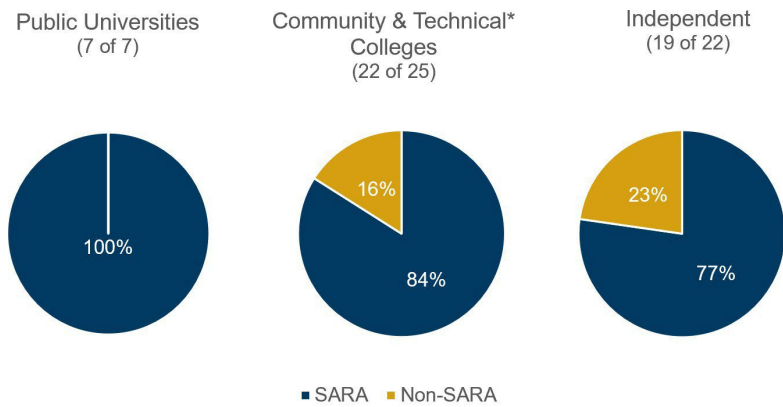
The State Authorization Reciprocity Agreement (SARA) is a voluntary agreement among its member states and U.S. territories that establishes comparable national standards for the interstate offering of postsecondary distance

education courses and programs. It is intended to make it easier for students to take online courses offered by postsecondary institutions based in another state. Since 2014, Kansas has been approved as a member of the National Council for State Authorization Reciprocity Agreements (NC-SARA) through the Midwest Higher Education Compact (MHEC), one of the four regional education compacts in the United States that partner with NC-SARA. The Kansas Board of Regents serves as the State Portal Entity (SPE) for all institutions domiciled in Kansas. As the portal entity, KBOR serves as the interstate point of contact for SARA questions, complaints, and other communications for institutions domiciled in Kansas and students taking online courses from those institutions.

**Membership and Participation**

There are over 2,400 participating institutions in SARA, representing 52 member states and territories. In the Fall of 2022, over four million students were enrolled exclusively in distance education, with one and a half million administered through SARA. These enrollments are relatively stable from the previous year, although there was a slight decrease of less than one percent.

As of March 1, 2024, 49 Kansas institutions participate in SARA. Over the past year, KBOR has approved the participation of three additional institutions and removed one institution due to its change of home state. The charts below illustrate participation by sector.<sup>1</sup>

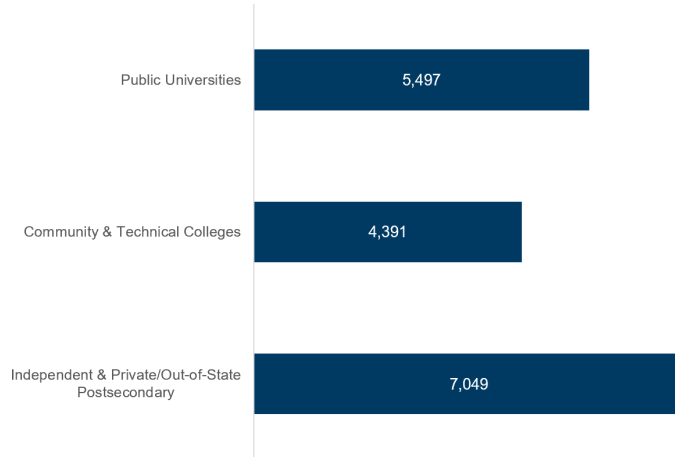


\*Washburn University Institute of Technology participates under the approval of Washburn University and is not included in this count

<sup>1</sup> One participating institution is private/out-of-state postsecondary and not reflected in the charts by sector.

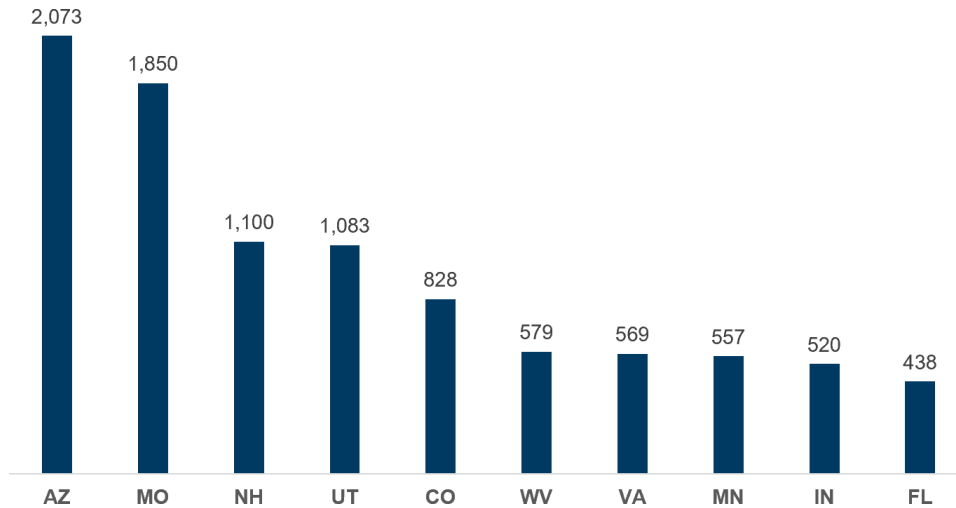
The Fall 2022 exclusively distance education enrollments and 2022 calendar year out-of-state learning placements for participating Kansas institutions are provided below.

In Fall 2022, nearly 17,000 out-of-state students were enrolled in participating Kansas SARA institutions.



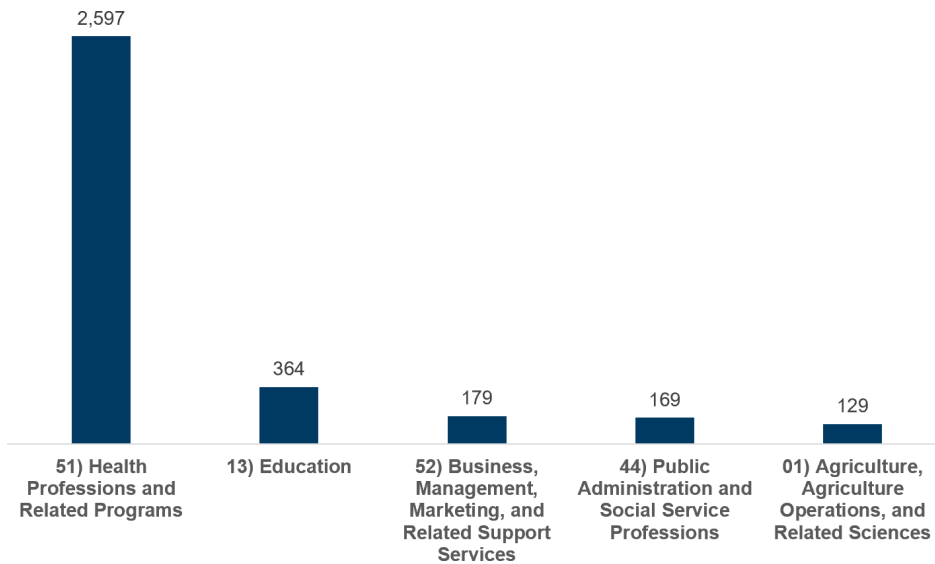
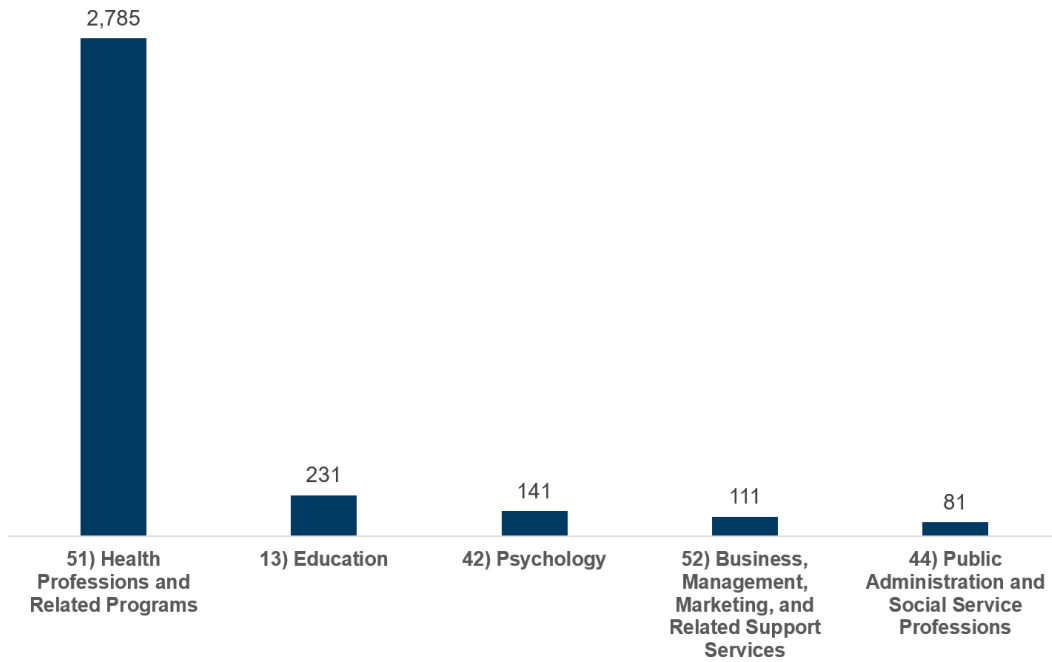
The top three locations from which Kansas institutions enroll students are Missouri, Texas, and non-SARA member states and territories.

In Fall 2022, over 14,000 Kansans were enrolled in distance education offered in another SARA member state. The top ten enrollments by state are listed below.



Southern New Hampshire University (New Hampshire), Western Governors University (multiple locations), and Penn Foster College (Arizona) are the top three institutions enrolling Kansans.

In the 2022 calendar year, over 3,900 out-of-state students were placed (clinical rotations, student teaching, and internships, for example) in Kansas. The following represents placements in the top five CIP codes.

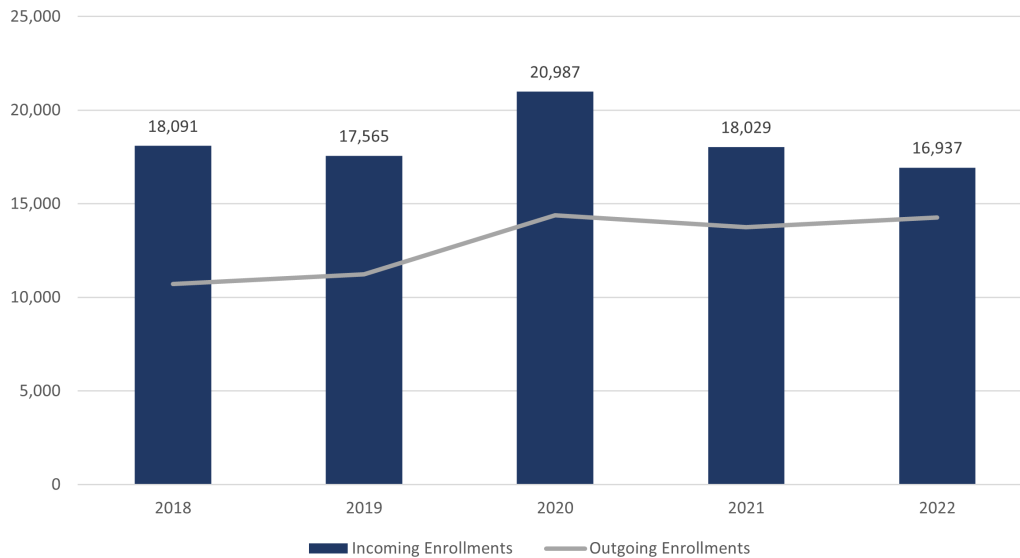


In the 2022 calendar year, Kansas institutions placed over 4,100 students out-of-state. The chart above illustrates placements in the top five CIP codes.

**Enrollment Trend Data**

NC-SARA has standardized its data collection methods in recent years, providing an opportunity to review enrollment data over time. The chart below shows the exclusively distance education enrollments in participating

Kansas SARA institutions (incoming) as well as the enrollments of Kansans in other SARA states (outgoing) over the last five years.



We anticipate a decrease in incoming enrollment for 2023 due to the change of ownership of Grantham University, which previously was domiciled in Kansas. Over the last five years, Grantham has averaged incoming enrollments of over 5,000 students.

**Policy Modification Process**

In October 2023, NC-SARA completed its first cycle of a new policy modification process. This process, approved by the NC-SARA Board in June 2022, was developed by the regional compacts and their respective SARA regional steering committees to encourage transparency, increase collaboration, maintain consistency, and open communication. The most significant development of this new process required that each of the four regional compacts approve a proposed policy modification before consideration by the NC-SARA Board. Over 60 proposals were received from various constituencies, including the steering committees of the regional compacts, the State Authorization Network (SAN), consumer advocacy groups, and institutions. At the Fall 2023 NC-SARA Board Meeting, the Board reviewed six proposals, five of which were approved.

The 2024 policy modification process is currently underway. Most of the proposals intend to clarify current policy, standardize the application of policies across member states, and strengthen consumer protections. Some proposals, if approved, could require states to implement policies that were previously optional. For example, approving an institution in a provisional status due to being on notice or warning with their accreditor is currently not required due to the use of "may" in the current policy language. Changes like these may require the Board to complete a more intensive review of participating institutions. Over the past ten years, the State Portal Entity review has changed from reviewing the attestation of an institution to comply with SARA policy, to a review and confirmation of compliance.

Information concerning this process and the proposals being considered is available at <https://nc-sara.org/sara-policy-modification-process>.

**Negotiated Rulemaking**

Also on the horizon are new U.S. Department of Education (Department) rules that regulate out-of-state online colleges. The Department wants to give states more authority to enforce their own laws and regulations than what reciprocity agreements currently allow. The efforts of negotiators to reach consensus with the Department failed,

and the administration can now write the rules as it sees fit. The process is in a public comment period, but the final rules must be published by October 31, 2024 in order to be effective July 1, 2024.

The data provided in this report is available in interactive dashboards at <https://nc-sara.org/data-dashboards>. This and previous SARA reports are available at [http://kansasregents.org/academic\\_affairs/sara](http://kansasregents.org/academic_affairs/sara).

**2. Act on Request to Approve Associate of Science – WSU**

**Program Approval**

**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. The Kansas Association of Community Colleges has submitted a letter of concern and Wichita State University has responded. The letters can be found in Attachment B. Letters of support for the program are provided by business and industry in Attachment C.*

**I. General Information**

**A. Institution - Wichita State University**

**B. Program Identification**

|   |  |
|---|--|
| Degree Level:   | Associate                                      |
| Program Title:  | Associate of Science                           |
| Degree to be offered:                                 | Associate of Science                           |
| Responsible Department or Unit:                       | Fairmount College of Liberal Arts and Sciences |
| CIP Code:   | 30.1801 Natural Sciences                       |
| Modality:   | Traditional Classroom Instruction              |
| Proposed Implementation Date:                         | Fall 2024                                      |
| Total Number of Semester Credit Hours for the Degree: | 60   |

**II. Clinical Sites:** Does this program require the use of Clinical Sites? No.

**III. Justification**

Wichita State University and the Fairmount College of Liberal Arts and Sciences request the approval to create the Associate of Science degree. If approved, the degree will promote improvements in retention at the university. WSU is unique in that we have had HLC approval to offer associate degrees for many years.

The Associate of Science (AS) degrees are two-year programs designed to provide skills beyond those typically acquired through secondary education. The AS emphasizes introductory and second-tier courses in Biology and Chemistry. The plan of study is rich in courses in English, Math, and Communication as these skills are essential for entry level work in laboratory and scientific

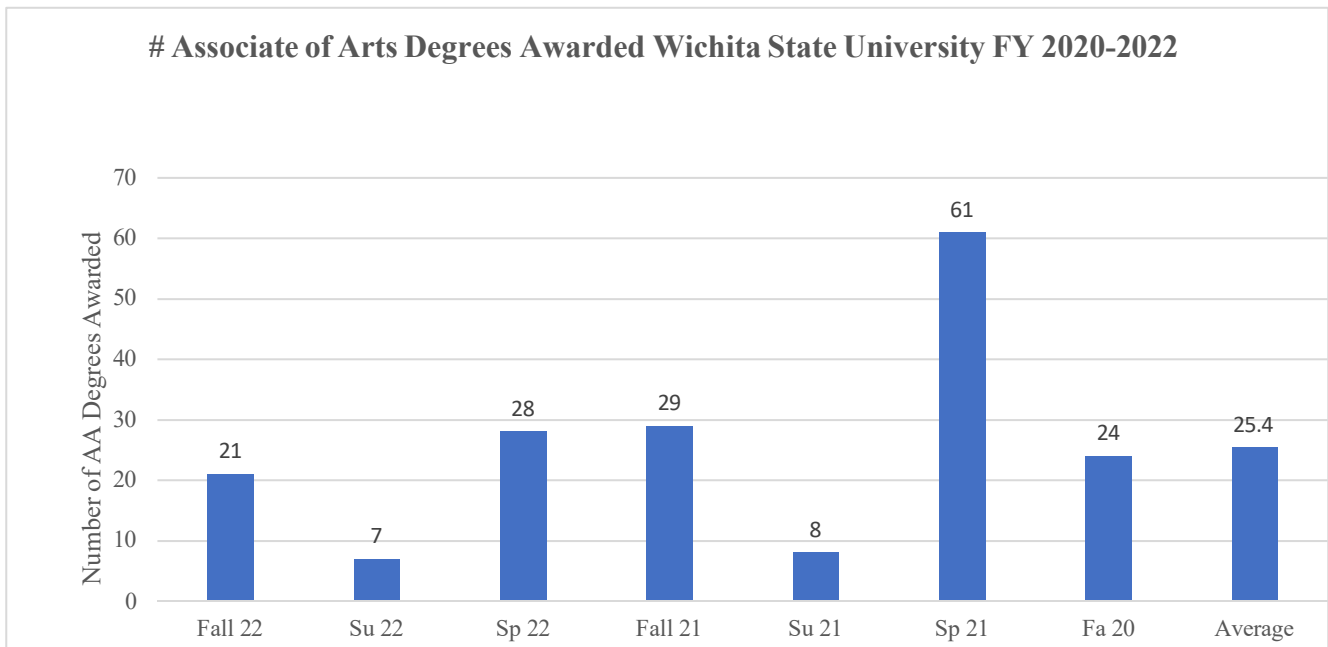
settings. Successful students will gain skills valuable in positions that require technical knowledge in the natural sciences, basic skills universally acknowledged as being desirable to employers, and the personal growth needed to be trainable and acquire new knowledge.

Students increasingly need ways to enhance their career prospects, but often feel unprepared for a four-year commitment to college. AS degrees at WSU are another opportunity for students to complete a degree with employment possibilities while pursuing a four-year degree. Students who earn an associate degree as part of pursuing a four-year degree will have a sense of accomplishment and this positive experience with university level course work will support retention efforts of the university. Courses taken toward an associate degree will be suitable for a wide variety of majors. The associate of sciences curriculum plan with minimal substitutions will be appropriate for several other four-year degrees including Biology, Biochemistry, Chemistry, Forensic Sciences, Pre-Med, and Physics. The proposed associate of science would allow a student to complete the first two years of their degree and have several options that work toward degrees in the Liberal Arts and Sciences and Health Professions.

As the #1 transfer destination in Kansas, we anticipate that this option will be attractive to students who are interested in completing an associate degree after arriving at Wichita State and who can apply that toward a four-year degree.

The associate of science degree is highly compatible with the larger mission of WSU which combines a student-centered, innovation-focused, and economic driver approach to curricular offerings. We are seeking more and better opportunities to improve a student’s life opportunities by providing paid applied learning experiences and opportunities to enter the job market with real-world experience and credentials that support their persistence and success. The associate of science degree offers a clear path and a market-recognized credential that can be used to obtain meaningful employment during their academic career. Perhaps more importantly, the degree offers a half-way milestone to boost confidence and commitment to successful completion of a baccalaureate degree for the student who has an interest in a scientific career.

**IV. Program Demand**





There are 30 Associate of Science degrees offered through Kansas community colleges and four year institutions ([KBOR, 2023](#)). Fort Hays State University, Kansas State University, and Washburn University all offer Associate of Science degrees; however, these are focused on business, technology, or medical areas. These degrees range from 60 to 80 hours required. Wichita State University proposes a degree requiring 60 hours to support retention of students on their way to completion of a bachelor's degree.

#### **A. Survey of Student Interest**

Though a survey was not conducted, according to the WSU Office of Planning and Analysis 2022 data, incoming undergraduates who are degree-seeking full-time first-year students with under thirty college credit hours totaled 2,198 students. This population of students are potential candidates for an AS degree.

#### **B. Market Analysis**

Career opportunities in the natural sciences continue to grow, with expansions in healthcare and associated industries. High-demand jobs in Kansas and nationally will be those supporting healthcare systems, including technical sales, laboratory technicians, and health care assistants. There are growing fields, such as laboratory technicians, environmental sciences technician, food sciences, veterinary assistants, physical therapist assistants, as well as other opportunities. Each of these potential employment options requires employees with rudimentary laboratory skills which are gained through the AS degree coursework. The following positions were taken from One Net – Data Base - O\*NET (National Center for O\*NET Development, 2023).

- **Laboratory Technician** - Perform routine medical laboratory tests for the diagnosis, treatment, and prevention of disease. May work under the supervision of a medical technologist. \$23.08 hourly, \$48,000 yearly up to \$27.79 hourly, \$57,800 annually 9% growth in Kansas in the next 10 years and 7% up nationally.
- **Environmental Science and Protection Technicians** check the environment and investigate sources of pollution and contamination.
- **Food Science Technician** - Work with food scientists or technologists to perform standardized qualitative and quantitative tests to decide physical or chemical properties of food or beverage products. Includes technicians who assist in research and development of production technology, quality control, packaging, processing, and use of foods. \$23.43 hourly, \$48,740 annual \$22.40 hourly, \$46,590 annual 9% Kansas growth next 10 years and 8% nationally.
- **Chemical Technicians** - Conduct chemical and physical laboratory tests to assist scientists in making qualitative and quantitative analyses of solids, liquids, and gaseous materials for research and development of new products or processes, quality control, maintenance of environmental standards, and other work involving experimental, theoretical, or practical application of chemistry and related sciences. \$22.55 hourly, \$46,910 annual to \$23.56 hourly, \$48,990 annual, 4% growth in Kansas next 10 years and 5% nationally.
- **Medical Secretaries and Administrative Assistants** - Perform secretarial duties using specific knowledge of medical terminology and hospital, clinic, or laboratory procedures. Duties may include scheduling appointments, billing patients, and compiling and recording medical charts, reports, and correspondence. \$17.59 hourly, \$36,590 annual to \$18.01 hourly, \$37,450 annual, 8% projected growth in Kansas and nationally in the next 10 years.
- **Cardiovascular Technologists and Technicians** - Conduct tests on pulmonary or cardiovascular systems of patients for diagnostic, therapeutic, or research purposes. May conduct or assist in electrocardiograms, cardiac catheterizations, pulmonary functions, lung ability, and similar tests. \$28.61 hourly, \$59,500 annual to \$29.12 hourly, \$60,570 annual, expected growth between 5 and 6% in Kansas and nationally in the next 10 years.
- **Medical and Clinical Lab Technologist** - Perform complex medical laboratory tests for diagnosis, treatment, and prevention of disease. May train or supervise staff. \$23.08 hourly, \$48,000 annual to

\$27.79 hourly, \$57,800 annual, growth 9% Kansas and 7% nationally.

- **Nuclear Medicine Technologists** - Prepare, administer, and measure radioactive isotopes in therapeutic, diagnostic, and tracer studies using a variety of radioisotope equipment. Prepare stock solutions of radioactive materials and calculate doses to be administered by radiologists. Subject patients to radiation. Execute blood volume, red cell survival, and fat absorption studies following standard laboratory techniques. \$29.71 hourly, \$61,790 annual to \$37.86 hourly, \$78,760 annual, projected growth 5% Kansas 2% nationally in the next 10 years.

- **Forensic Lab Technician** - Collect, identify, classify, and analyze physical evidence related to criminal investigations. Perform tests on weapons or substances, such as fiber, hair, and tissue to decide the importance to an investigation. May testify as expert witnesses on evidence or crime laboratory techniques. May serve as specialists in area of expertise, such as ballistics, fingerprinting, handwriting, or biochemistry. No Data Available for Kansas however with the ATF coming to campus this may be a good starter degree for students in the Forensic Science program who need a job for income and experience. Up to \$29.78 hourly, \$61,930 annual and with 11% national growth in 10 years.

- **Physical Therapist Assistants** - Assist physical therapists in providing physical therapy treatments and procedures. May, in accordance with state laws, assist in the development of treatment plans, conduct routine functions, document the progress of treatment, and change specific treatments in accordance with patient status and within the scope of treatment plans established by a physical therapist. Generally, requires formal training. \$28.76 hourly, \$59,820 annual to \$29.42 hourly, \$61,180 annual, 27% Kansas growth expected and 24% growth nationally in next 10 years.

Some agencies looking to fill vacant positions that prefer a BS degree may consider strong AS degree recipients as well. AS degrees can be designed to lead to BS degrees and the current proposal includes 2+2 options suitable for biology or chemistry. The proposed AS is also a clear pathway to college for high school students through dual and concurrent credit courses.

**V. Projected Enrollment**

The Initial Three Years of the Program of Wichita State University Students

| Year           | Headcount Per Year |            | Sem Credit Hours Per Year |            |
|----------------|--------------------|------------|---------------------------|------------|
|                | Full- Time         | Part- Time | Full- Time                | Part- Time |
| Implementation | 15                 | 0          | 450                       | 0          |
| Year 2         | 30                 | 0          | 900                       | 0          |
| Year 3         | 30                 | 0          | 900                       | 0          |

**Note:** The Associate of Science degree will only be offered to Bachelor’s degree seeking students.

Following recent approval to automatically award the AA degree, all students pursuing a Bachelor’s degree will be eligible for the AA (has been approved and offered by WSU for many years) or Associate of Science degree, if approved. We also plan to automatically award the AS degree to students who complete these requirements and are admitted to a four-year degree seeking program of study at Wichita State University.

**VI. Employment**

Employment opportunities for graduates of the AS degree are detailed in section IV. (B). The AS provides students with the possibility of obtaining a degree in a STEM field (Science Technology Engineering or Math). This will allow students who earn the AS to enter several areas of health care. This market is growing rapidly with needs for entry-level health care assistants and orderlies, technical and medical salespersons, and laboratory technicians. In addition, graduates can use their

technical knowledge for writing careers as technical writers, copyeditors, freelance authors, or science journalists.

**VII. Admission and Curriculum**

WSU follows Qualified Admissions criteria set by the Kansas Board of Regents. WSU's admissions requirements can be found [here](#).

**Curriculum**

**The Associate of Science** degree requires completion of a minimum of 60 credit hours including 15 credit hours in residency at Wichita State University and 48 of the 60 credit hours from liberal arts and sciences departments. This degree must include the 34 credit hours required in the university's general education program and students must be enrolled in a four-year program in one of the university's degree-granting colleges. An overall grade point average of 2.000 is required for both the degree and for WSU academic work.

**See attachment Associate of Sciences Proposed Curriculum.**

**Year 1: Fall**

|                         |   |     |
|-------------------------|---|-----|
| ENGL 101                | College English 1   | 3   |
| FYS                     | First-Year Seminar (if required or other general ed elective)         | 3   |
| MATH 111 or<br>MATH 242 | College Algebra<br>Calculus I   | 3-5 |
| CHEM 211 or<br>CHEM 103 | General Chemistry I<br>Introductory General, Organic and Biochemistry | 5   |

**Year 1: Spring**

|  |  |       |
|--|--|-------|
| ENGL 102                               | College English 2                                    | 3     |
| MATH 123 or<br>STAT 370 or<br>MATH 243 | Trigonometry<br>Elementary Statistics<br>Calculus II | 3 - 5 |
| BIOL 210 or<br>BIOL 220                | General Biology I<br>Introduction to Microbiology    | 4     |
| COMM 111                               | Public Speaking                                      | 3     |
| GEN ED                                 | Fine Arts/Humanities first subject                   | 3     |

**Year 2: Fall**

|   |  |     |
|---|--|-----|
| PHYS 213 or<br>PHYS 313   | General College Physics<br>Physics for Scientist I   | 5   |
| BIOL 211 or<br>BIOL 223 or<br>HS 290<br>CHEM 212 or<br>PHYS 214 | General Biology II<br>Human Anatomy and Physiology<br>Foundational Human Anatomy and Physiology<br>General Chemistry II<br>College Physics | 4-5 |
| GEN ED  | Fine Arts/Humanities second subject  | 3   |
| GEN ED  | Social and Behavioral Science first subject  | 3   |

**Year 2: Spring**

|           |  |      |
|-----------|--|------|
| GEN ED    | Social and Behavioral Science second subject | 3    |
| GEN ED    | Diversity Course                             | 3    |
| ELECTIVES | To reach 60 hours                            | 7-11 |

**Total hours**

**60**

**VIII. Core Faculty**

The proposed AS will use existing faculty to teach the required courses. These instructors are associated with bachelor’s degrees currently being offered at Wichita State University. No new faculty or additional courses are being proposed. The degree requirements exist within other degrees and curricular offerings.

**IX. Expenditure and Funding Sources**

| <b>A. Expenditures</b>                              | <b>First FY</b> | <b>Second FY</b> | <b>Third FY</b> |
|---|-----------------|------------------|-----------------|
| <b>Personnel – Reassigned or Existing Positions</b> |                 |                  |                 |
| Existing Faculty Instruction (regular course load)  | \$0             | \$0              | \$0             |
| Fringe Benefits (total for existing faculty)        | \$0             | \$0              | \$0             |
| Fringe Benefits (total for adjuncts)                | \$0             | \$0              | \$0             |

|  |                  |                   |                   |
|--|------------------|-------------------|-------------------|
| <b>Total Existing Personnel Costs</b>  | \$0              | \$0               | \$0               |
| <b>Personnel – New Positions</b>   |                  |                   |                   |
| Administrators Advising Dual Advisor   | \$42,000         | \$42,000          | \$42,000          |
| Fringe Benefits  | \$11,000         | \$11,000          | \$11,000          |
| Other Personnel Costs  | \$0              | \$0               | \$0               |
| <b>Total Existing Personnel Costs–New Positions</b>  | \$53,000         | \$53,000          | \$53,000          |
| <b>Start-Up Costs – One-Time Expenses</b>  |                  |                   |                   |
| Physical Facilities: Construction or Renovation  | \$0              | \$0               | \$0               |
| <b>Total Start-Up Costs</b>  | \$0              | \$0               | \$0               |
|  |                  |                   | \$0               |
| <b>Operating Costs – Recurring Expenses</b>  |                  |                   |                   |
| Supplies/Expense (Cards Letter Head Advertisement)   | \$2,500          | \$2,500           | \$2,500           |
| Equipment/Technology   | \$0              | \$0               | \$0               |
| <b>Total Operating Costs</b>   | \$2,500          | \$2,500           | \$2,500           |
| <b>Grand Total Costs</b>   | \$55,500         | \$55,500          | \$55,500          |
| <b>FUNDING SOURCES – Through those in WSU Classes and not the SLASA program through USD 266.</b> |                  |                   |                   |
| <b>B. Tuition/State Funds (\$228)</b>  | \$102,600        | \$205,200         | \$205,200         |
| \$667.41 per student per semester (\$1,334.82 annual)  | \$20,022         | \$40,044          | \$40,044          |
| Mandatory Student Fees \$20.75 per credit hour   | \$9,338          | \$18,676          | \$18,676          |
| LAS Student Fee \$7.75 per credit hour   | \$3,487          | \$6,975           | \$6,975           |
| <b>Grand Total Funding</b>   | \$135,447        | \$270,894         | \$270,894         |
| <b>Projected Surplus/Deficit (+/-)</b>   | <b>+\$79,947</b> | <b>+\$215,394</b> | <b>+\$215,394</b> |

**X. Expenditures and Funding Sources Explanations**

**A. Expenditures**

**Personnel – Reassigned, Existing, & New Positions**

The program will be administered in the same manner as the current associate in arts (AA). The AA is currently administered and advised in the Fairmount College of Liberals Arts and Sciences advising center. No new expenditures are expected.

**B. Revenue: Funding Sources**

Tuition and fees will be the primary source of funding for the program. WSU anticipates 15 new students in the program for each of the first three years. A tuition rate of \$228 per credit hour is used in the table above. Student fees are calculated as follows:

- \$667.41 per student per semester
- \$20.75 per credit hour per semester (mandatory student fee)
- \$7.75 per credit hour per semester (LAS student fee)

No new funding sources are expected or needed.

**C. Projected Surplus/Deficit**

The proposed new AS degree program is not projected to have a budget deficit.

**XI. References**

Kansas Board of Regents. (2023). Kansas Public Higher Education & Training [Program Search](https://www.kansasregents.org/academic_affairs/program_search).  
([https://www.kansasregents.org/academic\\_affairs/program\\_search](https://www.kansasregents.org/academic_affairs/program_search))

National Center for O\*NET Development. (2023). One Net – Data Base - O\*NET -  
<https://www.onetonline.org/link/summary/31-2021.00>

U.S. Bureau of Labor Statistics. (2022, May); Occupational Outlook Handbook. Retrieved from  
<https://www.bls.gov/ooh/media-and-communication/interpreters-and-translators.htm>

Wichita State University Web Page Transfer Student Information Page,  
<https://www.wichita.edu/admissions/undergraduate/transfertowsu/>

## Attachment A

| Course                        | Title  | Hours |
|-------------------------------|--|-------|
| Required Courses              |  |       |
| <u>ENGL 101</u>               | College English I (SGE <sup>010</sup> )                              | 3     |
| <u>ENGL 102</u>               | College English II (SGE <sup>010</sup> )                             | 3     |
| <u>COMM 111</u>               | Public Speaking (SGE <sup>020</sup> )                                | 3     |
| <u>MATH 111</u>               | College Algebra (SGE <sup>030</sup> )                                | 3     |
| or <u>MATH 242</u>            | Calculus I (SGE <sup>030</sup> )                                     |       |
| <u>MATH 123</u>               | College Trigonometry (SGE <sup>030</sup> )                           | 3     |
| or <u>STAT 370</u>            | Elementary Statistics SGE <sup>030</sup>                             |       |
| Select three of the following |  | 13-15 |
| <u>BIOL 210</u>               | General Biology I (SGE <sup>040</sup> )                              |       |
| or <u>BIOL 220</u>            | Introduction to Microbiology (SGE <sup>040</sup> )                   |       |
| <u>CHEM 211</u>               | General Chemistry I (SGE <sup>040</sup> )                            |       |
| or <u>CHEM 103</u>            | Introductory General, Organic and Biochemistry (SGE <sup>040</sup> ) |       |
| <u>MATH 243</u>               | Calculus II  |       |
| <u>PHYS 213</u>               | General College Physics I (SGE <sup>040</sup> )                      |       |
| or <u>PHYS 313</u>            | Physics for Scientists I (SGE <sup>040</sup> )                       |       |
| <u>HS 400</u>                 | Introduction to Pathophysiology                                      |       |
| Select one of the following   |  | 4-5   |
| <u>BIOL 211</u>               | General Biology II   |       |
| <u>BIOL 223</u>               | Human Anatomy and Physiology (SGE <sup>040</sup> )                   |       |
| <u>HS 290</u>                 | Foundational Human Anatomy and Physiology (SGE <sup>040</sup> )      |       |
| <u>CHEM 212</u>               | General Chemistry II (SGE <sup>040</sup> )                           |       |
| <u>PHYS 214</u>               | General College Physics II (SGE <sup>040</sup> )                     |       |
| Other Required Courses        |  |       |

| <b>Course</b>  | <b>Hours</b> |
|--|--------------|
| Fine Arts/Humanities General Education Course (SGE <sup>060</sup> )          | 3            |
| Fine Arts/Humanities General Education Course (SGE <sup>060</sup> )          | 3            |
| Social and Behavioral Science General Education Course (SGE <sup>050</sup> ) | 3            |
| Social and Behavioral Science General Education Course (SGE <sup>050</sup> ) | 3            |
| FYS if required or other General Education Course (SGE <sup>070</sup> )      | 3            |
| General Education Diversity Course (SGE <sup>070</sup> )                     | 3            |
| Elective Courses   |              |
| Selected after consultation with an academic advisor.                        | 7-11         |
| Total Credit Hours   | 60           |





KANSAS ASSOCIATION OF  
COMMUNITY COLLEGES

February 10th, 2023

Dr. Blake Flanders  
President and CEO Kansas  
Board of Regents  
1000 SW Jackson St Ste 520,  
Topeka, KS 66612

Dear Dr. Flanders,

The 19 Kansas community colleges thank you for the opportunity to comment on the proposed Wichita State University (WSU) offering of an Associate of Arts degree. The awarding of the associate degree is the purview of Kansas community colleges and has been for decades. The four-year sector seems to be experiencing mission creep as they continue to be venturing into the two-year sector space of awarding Associate degrees. This trend seems to be devaluing the two-year sectors work in this area and flooding the market with “automatically” awarding associate degree’s when 60 hours are completed. Are these 60 hours required to have fulfilled the new general education core requirement prior to the awarding of the degree? Awarding thousands more associate degree’s per year may provide recognition, but as KBOR repeatedly states, these students need to persist toward a bachelor’s degree. When KBOR allowed Pittsburg State to start this practice in the spring, we talked about reverse transfer and the importance of using that vehicle at the community college if the student started with us or if the student started at a state university and then came to us with already earned credits. However, there has been no evidence since that time, other than a few quick meetings, that any attempts at additional reverse transfer efforts have occurred. The workgroup on reverse transfer met once or twice with little to no systemic progress.

While we appreciate wanting to “recognize” the academic achievement of students in the pursuit of the bachelor’s degree. However, current Kansas Board of Regents (KBOR) policy and nationwide best practices would direct University students who have transferred from a Kansas Community College with 15 or more hours to reverse transfer hours back to the Kansas community college for the student to achieve their associate degree from a Kansas community college. It was recently stated that a university is about to award 1,000 associate degrees. It is hard to believe that none of those students would have had 15 hours at a community college, but no additional influx of reverse transfers has been seen.

Automatic reverse transfer has been something that should have been occurring for several years. Administrative barriers were erected in registrars’ offices and by using FERPA as an excuse not to have this occur. Other state systems figured this out years ago, but Kansas continues to significantly lag the nation in having students sign a release upon application to allow reverse transfer to happen seamlessly.

In closing, from a community college perspective, we believe it is important for the Universities to be transparent in articulating the purpose and intent of a student having the option to be awarded an associate degree at their institution. While student success is often the purported reason, another reason not usually stated

is that awarding a degree when a student reaches 60 credit hours at the institution creates a completer for the university in terms of IPEDS data which will make the University appear to be doing a better job even if most of that education was completed elsewhere. This new associate degree trend in Kansas, started by Pittsburg State University has now started to spread. It is not a trend being seen across the country in a widespread fashion because it infringes on the mission of the community colleges, and it strays from the University mission of conferring bachelor's degrees. WSU has been able to confer certain associate degrees for years, but now desires another type of associate degree option. When universities offer associate degrees after a student reaches 60 hours it devalues the mission and the associate degrees earned at Kansas community colleges. It also takes students who would have been a community college completer under a functional reverse transfer system and makes them a university completer which skews the data significantly about who has provided most of the education to these students towards earning their associate degree.

We had been standing ready to partner with the Kansas Board of Regents to develop a student friendly reverse transfer document and process. However, there has been no progress on this initiative, and now reverse transfer is relatively useless since it seems that KBOR would rather allow the Universities to confer an associate degree if the student has earned as few as 15 credits at their institution. Apparently, the time to put a student friendly, functional reverse transfer system in place in Kansas has come and gone, and no process improvements were implemented to increase reverse transfer. In fact, it appears to us that the new associate degree policy adopted by KBOR further eroded the already incredibly underutilized reverse transfer processes in favor of the Universities conferring associate degrees.

Sincerely on behalf of Kansas Community College Presidents and Trustees,



Heather Morgan Executive Director  
Kansas Association of Community Colleges 785-221-2828  
[hmorgan@kacct.org](mailto:hmorgan@kacct.org)

**ACADEMIC AFFAIRS**



February 28, 2024

Heather Morgan  
Executive Director  
Kansas Association of Community Colleges

Dr. Karla Wiscombe  
Interim Vice President  
Academic Affairs  
Kansas Board of Regents

Dear Ms. Morgan and Dr., Wiscombe:

Wichita State University and the Fairmount College of Liberal Arts and Sciences appreciate the opportunity to respond to the letter from Heather Morgan and the Kansas Association of Community Colleges. Their letter raises a number of concerns about the proposed associate of science degree at Wichita State University which we are happy to address.

The first concern is whether or not the new general education requirements are part of the sixty credits required for the associate degree. Our answer is that the associate of science degree curriculum was developed specifically to embed the current systemwide general education requirements. Students who receive the AS degree from Wichita State University (WSU) will meet all the general education requirements for the General Education Program.

Another concern is about the threat to reverse transfer. To be clear, WSU follows all systemwide reverse transfer procedures and we are proud to say that WSU has more students who opt-in to reverse transfer than any other KBOR institution. Reverse transfer is available for any student who transfers in 45 credit hours from one or more institutions. Any student who transfers in 45 credits is provided with the reverse transfer opt-in in their first semester, as required by KBOR. These students are not included in the proactive awarding of associate degrees that were first implemented this past fall and the processing code explicitly excludes students meeting reverse transfer qualifications. WSU auto-awarded 97 Associate of Arts degrees in the fall of 2023. These students averaged fifty-three credit hours taken at WSU and had an overall average of seventy-four credit hours earned at the time of awarding. WSU has been involved in promoting reverse transfer for many years, even pre-dating the implementation of the KBOR reverse transfer initiative. We are proud of the number of students every year who are able to complete an associate degree from their transfer institution through the reverse transfer process.

In response to the concern that we may not be transparent in articulating the purpose of this associate degree, all of our undergraduate marketing is focused on the four-year degree. The purpose of this associate degree is focused on retention and student success. WSU has chosen student success and persistence for its Quality Initiative for HLC accreditation. The goal of this initiative is to increase retention and graduation rates for students and to narrow the equity gap

February 28, 2024

Page 2 of 2

between the university's underserved and non-underserved student populations. Clear pathways to successful completion of a baccalaureate degree are an essential component of student retention and success. The AS degree provides a science-focused pathway for students who are interested in pursuing a science-based baccalaureate degree. And, importantly, it provides a milestone to degree completion and a credential that can be used to obtain employment and opportunities for paid applied learning experiences, which are integral to our mission as an urban-serving institution. Our students will benefit from this credential in many ways, and we believe it will provide motivation and tangible rewards to enable students to successfully complete their baccalaureate degree.

In response to the concern of mission creep through awarding associate degrees, it should be noted that Wichita State University began awarding the Associate of Arts degree in 1975. Such a degree has been part of the College of Liberal Arts and Sciences and is wholly congruent with WSU's mission to serve our unique community and the greater public good for half a century. Nonetheless, the overwhelming majority of students come to WSU to pursue a four-year degree. Because our AA degree is longstanding, we were provided an exception by KBOR to continue to provide an option for students to be admitted into the Associate of Arts degree program. However, we have very few students who come here to pursue the AA degree. For the fall 2024 semester, only seventeen students came to WSU to pursue an AA degree. This is .2% of new applicants to the university. Coming to WSU to pursue an associate degree is clearly not a recruitment strategy. The proposed associate of science degree will only be available to students pursuing a four-year degree. Our intention is to auto-award this degree in the same manner that the associate of arts is now awarded.

The associate of science degree is highly compatible with the larger mission of WSU which combines a student-centered, innovation-focused, and economic driver approach to curricular offerings. We are seeking more and better opportunities to improve a student's life opportunities by providing paid applied learning experiences and opportunities to enter the job market with real-world experience and credentials that support their persistence and success. The associate of science degree offers a clear path and a market-recognized credential that can be used to obtain meaningful employment during their academic career. Perhaps more importantly, the degree offers a half-way milestone to boost confidence and commitment to successful completion of a baccalaureate degree for the student who has an interest in a scientific career.

Thank you for this opportunity to respond to these concerns. We have enjoyed and benefited from our close partnership with the Kansas community colleges for many decades and look forward to our future collaborations. We seek approval for this new associate of science degree in the spirit of appreciation and respect for our community college partners.

Sincerely,



Shirley Lefever, PhD  
Executive Vice President & Provost

ATTACHMENT D



February 22, 2023

I would like to express support for the potential two-year Associate of Sciences degree proposed by Fairmount College of Liberal Arts and Sciences. Retention at WSU is certainly critical, and this move seems to address the current academic and employment environment.

The study of science and technology are crucial elements in the effort to keep young talent in this community, especially including engineering, health professions, and math. Steering students into degree paths toward a bachelor's at Wichita State University will benefit a multitude of industries, including media and journalism.

KMUW would support a program that places science and technology students in local businesses to get hands on experience as interns. The media in general and KMUW need more journalists with the understanding and depth these students could bring to reporting and storytelling. In recent years, media outlets such as ours have placed a great deal of focus and resources into science and technology news coverage. The Wichita community is especially ripe with news in these fields. Participants in this program would be able to easily identify, show interest in, and provide thorough research for science and technology news reporting.

It seems this AS degree program could only strengthen the community and these industries.

Sincerely,

Debra Fraser  
KMUW General Manager

*K.MUW is a listener-supported public service of Wichita State University*



121 N. Mead, Suite 200 • Wichita, KS 67202  
kmuw.org • (316) 978-6789 office • (316) 978-3946 fax





ATTACHMENT E

**From:** Jennifer Searle <JSearle@kwch.com>  
**Sent:** Thursday, February 8, 2024 10:26 AM  
**To:** Bolin, Brien <brien.bolin@wichita.edu>  
**Subject:** Re: Hiring or Paid Internships for Associate of Sciences students from Wichita State University who are seeking a 4 year degree

Hi Brian,

Yes, we would have a position for someone with an AS. It would be an internship in our meteorology department. We would be interested in someone who would later be pursuing a degree in Meteorology. The internship would be a paid position.



**Jennifer Searle**

Content Manager  
 O: (316) 831-6130  
[jsearle@kwch.com](mailto:jsearle@kwch.com)



**From:** Richter, Sarai <SRichter@americorps.gov>  
**Sent:** Monday, February 12, 2024 9:58 AM  
**To:** Lacy, Katherine <KLacy@americorps.gov>; Bolin, Brien <brien.bolin@wichita.edu>  
**Subject:** RE: [External] Hiring or Paid Internships for Associate of Sciences students from Wichita State University who are seeking a 4 year degree

You don't often get email from [srichter@americorps.gov](mailto:srichter@americorps.gov). [Learn why this is important](#)

Dr. Bolin,

Thank you for reaching out and for connecting with us at AmeriCorps! I would be happy to break this information down for you.

We provide stipend + scholarship internships for individuals 18+ years of age, with at least a high degree or GED. I see that the areas you are looking for internships in are – science, technology, engineering, and health. We have a range of opportunities with the best fit bring in your education and healthy futures initiatives. We have some of these opportunities in Wichita, Topeka, and Kansas City.

I would be happy to break down our program for you and talk about the benefits associated with a student doing an internship through our program.

At your convenience, please forward me at least three good times/days that would work for you for us to set up a virtual call.

I look forward to speaking with you!

**Sarai Richter**

**Pronouns: They, Them, Their**

Regional Member Recruiter Associate | North Central

Office of Regional Operations

[AmeriCorps.gov](http://AmeriCorps.gov)

M: (202) 815-4248

ATTACHMENT F

**From:** Richard Dugan <Richard.Dugan@kanequip.com>

**Sent:** Monday, February 12, 2024 10:32 AM

**To:** Bolin, Brien <brien.bolin@wichita.edu>

**Subject:** RE: Hiring or Paid Internships for Associate of Sciences students from Wichita State University who are seeking a 4 year degree

Does your company have positions available for students who have an Associate of Science degree? Yes, technology.

If yes what is the position these students would qualify for at KanEquip Inc.? Precision Ag positions  
And are these paid positions or internships? Paid internships.

Thanks, Richard Dugan



ATTACHMENT G

**From:** Liz Upshaw <lupshaw@devaughnjames.com>  
**Sent:** Thursday, February 15, 2024 1:57 PM  
**To:** Bolin, Brien <brien.bolin@wichita.edu>  
**Subject:** RE: Hiring or Paid Internships for Associate of Sciences students from Wichita State University who are seeking a 4 year degree

Hi Brien,

Great to see you today at the job fair! Glad we were able to connect (and exchange pens!)

Yes – we hire students with 2-year degrees.

They are full-time career positions with our firm. While these start as entry-level positions, they involve a full benefit package, and have room to grow both experience and income. This could be anything from Legal Assistants, Marketing Specialist, Legal Intake Specialists, Accounting Specialists etc.... Of course, most tech and math professions are not intending to work in the legal industry, we do have some degrees of science, and health profession degrees – people who maybe intended to work in the medical field but decided it wasn't for them.

We do not currently have internships, and most of our positions are better for students who have completed schooling (because they are full-time) or for students who are online.

I am excited to begin sharing our job posts with you when they become available. We have a few upcoming job posts in the next few weeks that I will forward your way. Thank you!

ELIZABETH (LIZ) UPSHAW

HUMAN RESOURCES DIRECTOR

MAILING: 3241 N. TOBEN STREET, WICHITA, KS 67226

WEST WICHITA: 7940 W KELLOGG DR, WICHITA, KS 67209

TOPEKA: 1064 SW WANAMAKER RD, TOPEKA, KS 66604

[P] (316)(785)(620)888.8888

[F] 316.425.0414

MISSOURI: 10450 HOLMES RD, SUITE 110, KANSAS CITY, MO 64131

[P] (913)(816)999.9999

[WWW.DEVAUGHNJAMES.COM](http://WWW.DEVAUGHNJAMES.COM)







February 28, 2024

Dear Members of the Kansas Board of Regents,

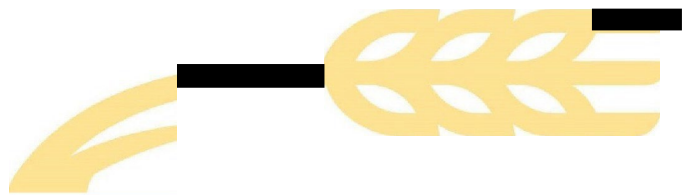
I am writing this letter in support of Wichita State University's request to grant an Associate of Science degree. As you know WSU Tech partners with the university for students to begin their coursework towards their Associate of Arts degree for completion and that has been a very strong collaborative program for students.

A handwritten signature in black ink that reads 'Sheree Utash'.

WSU Tech is supportive of this new Associate of Science degree and believes this will add another important educational/career pathway in collaboration with the university providing students another option not currently available to them in Sedgwick County.

Respectfully Submitted,

Dr. Sheree Utash  
President, WSU Tech



### 3. Act on Request to Approve BS in Engineering Physics to Exceed 120 Hours – KU

#### Summary

*At its May 2017 meeting, the Board reviewed its policy on credit hour requirements for baccalaureate degree programs to determine if it met best practices for on-time completion and found at that time that 67 percent of baccalaureate programs required 124 semester credit hours or more, while 33 percent required 120 semester credit hours. To meet best practices for on-time completion, state universities subsequently took steps to increase the percentage of baccalaureate degree programs requiring 120 credit hours and to reduce the percentage of baccalaureate degree programs exceeding 120 credit hours.*

*The Board approved eight percent of state university baccalaureate programs to exceed 120 credit hours at its November 2018 meeting. At that time, the Bachelor of Science in Engineering Physics was inadvertently left off the list of programs for which the University of Kansas (KU) sought Board approval to exceed 120 hours. As such, KU is now requesting approval.*

#### Background

The Board's policy on the number of credit hours required to complete a baccalaureate degree has varied from 120 to 124 credit hours. In November 2001, the Board of Regents reaffirmed that the baccalaureate degree definition included "courses totaling a minimum of 120 semester credit hours." In May of 2002, the Board raised the minimum required number of credit hours for a baccalaureate degree from 120 to 124. This increase was reversed to a minimum of 120 credit hours by the Board in October of 2010, which made Kansas' requirements consistent with most other states.

At its May 2017 meeting, the Board reviewed its policy on credit hour requirements for baccalaureate degree programs to determine if it met best practices for on-time completion and found at that time 33 percent of baccalaureate programs required 120 semester credit hours, 50 percent required 124 semester credit hours, and 17 percent exceeded 124 semester credit hours. This review was in fulfillment of the Board's AY 2017 goal to determine if the policy meets best practices for promoting on-time completion.

To meet best practices for on-time completion, state universities subsequently took steps to increase the percentage of baccalaureate degree programs requiring 120 credit hours from 33 percent to 92 percent, and to reduce the percentage of baccalaureate degree programs exceeding 120 credit hours from 67 percent to eight percent. The Board approved eight percent of state university baccalaureate programs to exceed 120 credit hours at its November 2018 meeting.

#### Request

At the time this work was being done, the Bachelor of Science in Physics program at KU was inadvertently left off the list of programs for which institutions requested Board approval to exceed 120 hours. As such, the University is requesting approval to offer the program at 124.5 to 126.5 hours, depending on each of the four concentrations. Degree plans for each of the concentrations are included after KU's memo outlining the request.

KU believes requiring the additional credit hours is justified because of KBOR systemwide general education requirements and Accreditation Board for Engineering and Technology (ABET) accreditation requirements. This rationale is explained in KU's memo, which immediately follows this paper.


#### Recommendation

Currently, 43 programs at the state universities are approved to exceed 120 hours, which is about 8.4 percent of all undergraduate programs. Adding one more would increase the percentage to 8.6 percent of all programs.

Staff recommends approval of KU's request for its Bachelor of Science in Engineering Physics to exceed 120 credit hours.



TO: Board Academic Affairs Standing Committee  
Kansas Board of Regents

FROM: Barbara A. Bichelmeyer   
Provost & Executive Vice Chancellor

DATE: June 3, 2024

RE: Request for BS in Engineering Physics to Exceed 120 Credit Hours

During the 2017-2018 Academic Year, KU requested the following ABET-accredited programs housed in the School of Engineering to exceed 120 credit hours: computer engineering, electrical engineering, mechanical engineering, aerospace engineering, architectural engineering, chemical engineering, civil engineering, petroleum engineering, computer science, information technology, and applied computing. The Kansas Board of Regents granted the request at its November 2018 meeting.

The BS in Engineering Physics was inadvertently omitted from the AY 2017-2018 request to KBOR and KU is seeking approval to offer this ABET-accredit degree at 124.5-126.5 credit hours. There are only [22](#) ABET-accredited Engineering Physics programs in the United States and one in Peru; KU has the sole program in the state. In reviewing public universities with high-research profiles, we find the University of Oklahoma offers the [degree](#) at 129 credit hours and the Colorado School of the Mines offers the [degree](#) at 130 credit hours.

Because of general education requirements, and requirements of the ABET Engineering Accreditation Commission, the number of credit hours (124.5-126.5) for Engineering Physics reflects the minimum requirements needed to complete the degree. [Relevant standards](#) include Criterion 5 and Criterion 3, which are detailed below.

- Criterion 5 Curriculum
  - a. a minimum of 30 semester credit hours (or equivalent) of a combination of college-level mathematics and basic sciences with experimental experience appropriate to the program.
  - b. a minimum of 45 semester credit hours (or equivalent) of engineering topics appropriate to the program, consisting of engineering and computer sciences and engineering design, and utilizing modern engineering tools.
  - c. a broad education component that complements the technical content of the curriculum and is consistent with the program educational objectives.
  - d. a culminating major engineering design experience that 1) incorporates appropriate engineering standards and multiple constraints, and 2) is based on the knowledge and skills acquired in earlier course work.
- Criterion 3 Student Outcomes and include the following:
  1. an ability to identify, formulate, and solve complex engineering problems by applying principles of engineering, science, and mathematics.

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2. *an ability to apply engineering design to produce solutions that meet specified needs with consideration of public health, safety, and welfare, as well as global, cultural, social, environmental, and economic factors.*
3. *an ability to communicate effectively with a range of audiences.*
4. *an ability to recognize ethical and professional responsibilities in engineering situations and make informed judgments, which must consider the impact of engineering solutions in global, economic, environmental, and societal contexts.*
5. *an ability to function effectively on a team whose members together provide leadership, create a collaborative and inclusive environment, establish goals, plan tasks, and meet objectives.*
6. *an ability to develop and conduct appropriate experimentation, analyze and interpret data, and use engineering judgment to draw conclusions.*
7. *an ability to acquire and apply new knowledge as needed, using appropriate learning strategies.*

In addition, ABET-accredited Engineering Physics programs are globally recognized through the Washington Accord and through the Engineers Canada Bilateral MRA. ABET indicates the Washington Accord is “a mutual recognition agreement (MRA) which pertains to engineering programs accredited by its signatories in their jurisdictions since 1989. Signatories to the Washington Accord are organizations responsible for accrediting engineering programs in Australia, Canada, Chinese Taipei, Hong Kong, Ireland, Japan, Korea, Malaysia, New Zealand, Singapore, South Africa, Turkey, the United Kingdom, and the United States. The Washington Accord assists in determining if an engineering program in one signatory’s jurisdiction is recognized for purposes of licensure and registration, employment, or admission to graduate school in another jurisdiction.”

KU’s program is also part of the Engineers Canada Bilateral MRA which ABET indicates “recognize(s) the substantial equivalence of mature accreditation systems and programs accredited by signatory organizations within their jurisdictions. Signatories of MRAs agree that the graduates of programs accredited by the accord’s signatories are prepared to begin practice of the profession at the entry-level.”

Given the general education requirements, the ABET-accreditation requirements, the global-recognition of the degree, the fact that similarly-situated institutions offer the same degree in excess of 120 credit hours, and that KBOR in 2018 approved all Engineering programs in the state to exceed 120 credit hours, we are confident this request is appropriate.

**Year 1: Fall**     **Engineering Physics – Aerospace Systems** (updated 6/3/24)

| Course #        | Course Name  | SCH #       |
|-----------------|--|-------------|
| PHSX 150        | Seminar in Phys., Astro, and Eng Physics                     | .5          |
| AE 245          | Intro to Aerospace Engineering                               | 3           |
| MATH 125        | Calculus I <b>KBOR Core Math &amp; Stats Discipline Area</b> | 4           |
| CHEM 130 or 150 | General Chemistry I  | 5           |
|                 | <b>KBOR Core English Discipline Area</b>                     | 3           |
|                 |  | <b>15.5</b> |

**Year 1: Spring**

| Course #           | Course Name  | SCH #     |
|--------------------|--|-----------|
| PHSX 210/216       | General Physics I for Engineers & Lab <b>KBOR Core Natural &amp; Physical Sciences Discipline Area</b> | 4         |
| AE 211 or EECS 138 | Computing for Engineers OR Introduction to Computing   | 3         |
| MATH 126           | Calculus II  | 4         |
| MATH 290           | Linear Algebra   | 2         |
|                    | <b>KBOR Core English Discipline Area</b>   | 3         |
|                    |  | <b>16</b> |

**Year 2: Fall**

| Course #             | Course Name   | SCH #     |
|----------------------|---|-----------|
| AE 345               | Fluid Mechanics   | 3         |
| CE 260               | Statics & Dynamics  | 5         |
| MATH 127             | Calculus III  | 4         |
| MATH 220 or MATH 330 | Applied Differential Equations or Elementary Differential Equations | 3         |
|                      |   | <b>15</b> |

**Year 2: Spring**

| Course #           | Course Name   | SCH #     |
|--------------------|---|-----------|
| PHSX 212/236       | General Physics II & Lab  | 4         |
| AE 445             | Aircraft Aerodyn. & Perform   | 3         |
| C&PE 221 or ME 212 | Chemical Engineering Thermodynamics or Basic Engineering Thermodynamics | 3         |
| CE 310             | Strength of Materials   | 4         |
|                    | <b>KBOR Core Arts &amp; Humanities Discipline Area</b>                  | 3         |
|                    |   | <b>16</b> |

**Year 3: Fall**

| Course # | Course Name                                     | SCH # |
|----------|---|-------|
| EPHX 521 | Mechanics I                                     | 3     |
| AE 507   | Aerospace Structures I                          | 3     |
| AE 545   | Fundamentals of Aerodynamics                    | 3     |
| AE 550   | Dynamics of Flight I                            | 3     |
|          | <b>KBOR Core Communications Discipline Area</b> | 3     |

|  |  |           |
|--|--|-----------|
|  |  | <b>15</b> |
|--|--|-----------|

**Year 3: Spring**

| Course #        | Course Name                                 | SCH #     |
|-----------------|---|-----------|
| AE 421          | Aero Computer Graphics                      | 3         |
| AE 551          | Dynamics of Flight II                       | 3         |
| AE 572          | Fund. Of Jet Propulsion                     | 3         |
| PHSX<br>313/316 | General Physics III & Lab                   | 4         |
|                 | KBOR Core Arts & Humanities Discipline Area | 3         |
|                 |   | <b>16</b> |

**Year 4: Fall**

| Course #            | Course Name  | SCH #     |
|---------------------|--|-----------|
| EPHX 531            | Electricity & Magnetism  | 3         |
| EPHX 536 or<br>616  | Electronic Circuit Measurement & Design or Physical Measurements | 4         |
| AE 521 or AE<br>520 | Aero Sys Design I or Space Sys Design I                          | 4         |
|                     | KBOR Core Institutionally Designated Area                        | 3         |
|                     | KBOR Core Social & Behavioral Sciences Discipline Area           | 3         |
|                     |  | <b>17</b> |

**Year 4: Spring**

| Course #            | Course Name  | SCH #     |
|---------------------|--|-----------|
| EPHX 601            | Design Phys. & Elect. Systems                          | 4         |
| AE 508 or AE<br>523 | Aerospace Structures II or Space System Design II      | 3         |
| EPHX 611            | Introductory Quantum Mechanics                         | 3         |
|                     | KBOR Core Institutionally Designated Area              | 3         |
|                     | KBOR Core Social & Behavioral Sciences Discipline Area | 3         |
|                     |  | <b>16</b> |

**Total Number of Semester Credit Hours ..... 126.5**

**Year 1: Fall**      **Engineering Physics – Chemical Systems** (updated 6.3.24)

| Course #                | Course Name  | SCH #       |
|-------------------------|--|-------------|
| PHSX 150                | Seminar in Phys., Astro, and Eng Physics                   | .5          |
| CHEM 130 or<br>CHEM 170 | General Chemistry I or Chemistry for the Chemical Sciences | 5           |
| MATH 125                | Calculus I   | 4           |
|                         | KBOR Core Math & Stats Discipline Area                     |             |
|                         | KBOR Core English Discipline Area                          | 3           |
|                         | KBOR Core Communications Discipline Area                   | 3           |
|                         |  | <b>15.5</b> |

**Year 1: Spring**

| Course #                                 | Course Name  | SCH #     |
|--|--|-----------|
| PHSX 211 or<br>EPHX 210 plus<br>PHSX 216 | General Physics I or General Physics I for Engineers & Lab     | 4         |
|  | KBOR Core Natural & Physical Sciences Discipline Area          |           |
| CHEM 135 or<br>CHEM 175                  | General Chemistry II or Chemistry for the Chemical Sciences II | 5         |
| MATH 126                                 | Calculus II  | 4         |
|  | KBOR Core English Discipline Area                              | 3         |
|  |  | <b>16</b> |

**Year 2: Fall**

| Course #     | Course Name               | SCH #     |
|--------------|---------------------------|-----------|
| PHSX 212/236 | General Physics II & Lab  | 4         |
| MATH 127     | Calculus III              | 4         |
| MATH 290     | Linear Algebra            | 2         |
| CHEM 330     | Organic Chemistry I       | 3         |
| C&PE 211     | Material & Energy Balance | 3         |
|              |                           | <b>16</b> |

**Year 2: Spring**

| Course #                | Course Name   | SCH #     |
|-------------------------|---|-----------|
| PHSX 313/316            | General Physics III & Lab   | 4         |
| MATH 220 or<br>MATH 320 | Applied Differential Equations or Elementary Differential Equations | 3         |
| C&PE 221                | Basic Engineering Thermodynamics                                    | 3         |
| C&PE 325                | Numerical Methods   | 3         |
|                         | KBOR Core Social & Behavioral Sciences Discipline Area              | 3         |
|                         |   | <b>16</b> |

**Year 3: Fall**

| Course # | Course Name                                 | SCH # |
|----------|---|-------|
| EPHX 521 | Mechanics I                                 | 3     |
| CHEM 525 | Physical Chemistry for Engineers            | 4     |
| C&PE 511 | Momentum Transfer                           | 3     |
| C&PE 512 | Chem Engr Thermo II                         | 3     |
|          | KBOR Core Arts & Humanities Discipline Area | 3     |



|  |  |           |
|--|--|-----------|
|  |  | <b>16</b> |
|--|--|-----------|

**Year 3: Spring**

| Course # | Course Name  | SCH #     |
|----------|--|-----------|
| EPHX 611 | Intro. Quantum Mechanics                               | 3         |
| C&PE 524 | Kinetics & Reactor Design                              | 3         |
| C&PE 525 | Heat & Mass Transfer                                   | 4         |
|          | KBOR Core Social & Behavioral Sciences Discipline Area | 3         |
|          | KBOR Core Arts & Humanities Discipline Area            | 3         |
|          |  | <b>16</b> |

**Year 4: Fall**

| Course # | Course Name                               | SCH #     |
|----------|---|-----------|
| EPHX 531 | Electricity & Magnetism                   | 3         |
| C&PE 611 | Design of Unit Operations                 | 3         |
| C&PE 615 | Int. Proc. Dyn & Cnt.                     | 3         |
| C&PE 616 | Chem. Eng. Lab I                          | 3         |
|          | KBOR Core Institutionally Designated Area | 3         |
|          |   | <b>15</b> |

**Year 4: Spring**

| Course # | Course Name                               | SCH #     |
|----------|---|-----------|
| EPHX 601 | Dsgn. Phys. & Elect. Systems              | 4         |
| C&PE 522 | Econ Apprais C&PE Project                 | 2         |
| C&PE 613 | Chem Eng. Design                          | 3         |
| C&PE 626 | Chem. Eng. Lab II                         | 4         |
|          | KBOR Core Institutionally Designated Area | 3         |
|          |   | <b>16</b> |

**Total Number of Semester Credit Hours ..... 126.5**

**Year 1: Fall**      **Engineering Physics – Digital Electronic Systems (updated 6/5/24)**

| Course # | Course Name   | SCH #       |
|----------|---|-------------|
| PHSX 150 | Seminar in Phys., Astro, and Eng Physics                          | .5          |
| MATH 125 | Calculus I <b>KBOR Core Math &amp; Stats Discipline Area</b>      | 4           |
|          | <b>KBOR Core English Discipline Area</b>                          | 3           |
|          | <b>KBOR Core Communications Discipline Area</b>                   | 3           |
|          | <b>KBOR Core Social &amp; Behavioral Sciences Discipline Area</b> | 3           |
|          | <b>KBOR Core Arts &amp; Humanities Discipline Area</b>            | 3           |
|          |   | <b>16.5</b> |

**Year 1: Spring**

| Course #                 | Course Name   | SCH #     |
|--------------------------|---|-----------|
| PHSX 211 or EPHX 210/216 | General Physics I or General Physics I for Engineers & Lab <b>KBOR Core Natural &amp; Physical Sciences Discipline Area</b> | 4         |
| MATH 126                 | Calculus II   | 4         |
| EECS 168                 | Programming I   | 4         |
|                          | <b>KBOR Core English Discipline Area</b>  | 3         |
|                          |   | <b>15</b> |

**Year 2: Fall**

| Course # | Course Name   | SCH #     |
|----------|---|-----------|
| MATH 127 | Calculus III  | 4         |
| MATH 220 | Applied Differential Equations                                    | 3         |
| MATH 290 | Elementary Linear Algebra   | 2         |
| EECS 202 | Circuit I   | 4         |
|          | <b>KBOR Core Social &amp; Behavioral Sciences Discipline Area</b> | 3         |
|          |   | <b>16</b> |

**Year 2: Spring**

| Course #     | Course Name                   | SCH #     |
|--------------|-------------------------------|-----------|
| PHSX 212/236 | General Physics II & Lab      | 4         |
| EECS 140     | Intro to Digital Logic Design | 4         |
| EECS 212     | Circuits II                   | 4         |
| EECS 268     | Programming II                | 4         |
|              |                               | <b>16</b> |

**Year 3: Fall**

| Course # | Course Name  | SCH #     |
|----------|--|-----------|
| EPHX 521 | Mechanics I  | 3         |
| EECS 361 | Signal & System Analysis                               | 3         |
| EECS 312 | Electronic Circuits I                                  | 3         |
| EECS 388 | Embedded Systems                                       | 4         |
|          | <b>KBOR Core Arts &amp; Humanities Discipline Area</b> | 3         |
|          |  | <b>16</b> |

**Year 3: Spring**

| Course #     | Course Name                     | SCH #     |
|--------------|---------------------------------|-----------|
| MATH 526     | Applied Mathematical Statistics | 3         |
| EECS 348     | Software Engineering I          | 4         |
| EECS 443     | Digital Systems Design          | 4         |
| PHSX 313/316 | General Physics III & Lab       | 4         |
|              |                                 | <b>15</b> |

**Year 4: Fall**

| Course # | Course Name                                      | SCH #     |
|----------|--|-----------|
| EPHX 531 | Electricity & Magnetism                          | 3         |
|          | ENGR/PHSX Elective (400 level or higher)         | 3         |
| EECS 470 | Electronic Devices & Properties of Materials     | 3         |
| EECS 541 | Comp. Syst. Design Lab I                         | 3         |
|          | <b>KBOR Core Institutionally Designated Area</b> | 3         |
|          |  | <b>15</b> |

**Year 4: Spring**

| Course # | Course Name                                      | SCH #     |
|----------|--|-----------|
| EPHX 601 | Dsgn. Phys. & Elect. Systems                     | 4         |
| EECS 542 | Comp. Syst. Design Lab II                        | 3         |
| EECS 645 | Computer Architecture                            | 3         |
| EPHX 611 | Intro. Quantum Mechanics                         | 3         |
|          | <b>KBOR Core Institutionally Designated Area</b> | 3         |
|          |  | <b>16</b> |

**Total Number of Semester Credit Hours ..... 125.5**

**Year 1: Fall**      **Engineering Physics – Electromechanical Control Systems** (updated 6/3/24)

| Course # | Course Name   | SCH #       |
|----------|---|-------------|
| PHSX 150 | Seminar in Phys., Astro, and Eng Physics                          | .5          |
| ME 228   | Computer Graphics   | 3           |
| MATH 125 | Calculus I <b>KBOR Core Math &amp; Stats Discipline Area</b>      | 4           |
|          | <b>KBOR Core English Discipline Area</b>                          | 3           |
|          | <b>KBOR Core Communications Discipline Area</b>                   | 3           |
|          | <b>KBOR Core Social &amp; Behavioral Sciences Discipline Area</b> | 3           |
|          |   | <b>16.5</b> |

**Year 1: Spring**

| Course #                     | Course Name   | SCH #     |
|------------------------------|---|-----------|
| PHSX 211 or<br>EPHX 210 /216 | General Physics I or General Physics I for Engineers & Lab <b>KBOR Core<br/>Natural &amp; Physical Sciences Discipline Area</b> | 4         |
| MATH 126                     | Calculus II   | 4         |
| EECS 168                     | Programming I   | 4         |
| EECS 140                     | Intro to Digital Logic Design   | 4         |
|                              |   | <b>16</b> |

**Year 2: Fall**

| Course # | Course Name                              | SCH #     |
|----------|--|-----------|
| MATH 220 | Differential Equations                   | 3         |
| MATH 127 | Calculus III                             | 4         |
| MATH 290 | Linear Algebra                           | 2         |
| EECS 202 | Circuit I                                | 4         |
|          | <b>KBOR Core English Discipline Area</b> | 3         |
|          |  | <b>16</b> |

**Year 2: Spring**

| Course #     | Course Name  | SCH #     |
|--------------|--|-----------|
| PHSX 212/236 | General Physics II & Lab                               | 4         |
|              | <b>KBOR Core Arts &amp; Humanities Discipline Area</b> | 3         |
| EECS 212     | Circuits II  | 4         |
| EECS 268     | Programming II   | 4         |
| ME 210       | Introduction to Mechanics                              | 1         |
|              |  | <b>16</b> |

**Year 3: Fall**

| Course # | Course Name   | SCH #     |
|----------|---|-----------|
| EPHX 521 | Mechanics I   | 3         |
| EECS 361 | Signal & System Analysis  | 3         |
| ME 311   | Mechanics of Materials  | 3         |
| ME 212   | Basic Engineering Thermo  | 3         |
|          | <b>KBOR Core Social &amp; Behavioral Sciences Discipline Area</b> | 3         |
|          |   | <b>15</b> |

**Year 3: Spring**

| Course #     | Course Name  | SCH #     |
|--------------|--|-----------|
| PHSX 313/316 | General Physics III & Lab                              | 3         |
| EECS 312     | Electronic Circuits I                                  | 3         |
| ME 501       | Mech. Eng. Design Process                              | 2         |
| ME 628       | Mechanical Design                                      | 3         |
|              | <b>KBOR Core Arts &amp; Humanities Discipline Area</b> | 3         |
|              |  | <b>15</b> |

**Year 4: Fall**

| Course #           | Course Name  | SCH #        |
|--------------------|--|--------------|
| EPHX 531           | Electricity & Magnetism  | 3            |
|                    | ENGR/PHSX Elective (500 level or higher) – switch to Spring if you choose ME 682 | 3            |
| ME 640 or ME 627   | Design Project or Automotive Design  | 2-3          |
| EPHX 616 or ME 455 | Physical Measurements or Mechanical Engineering Measurements and Experimentation | 4            |
|                    | <b>KBOR Core Institutionally Designated Area</b>                                 | 3            |
|                    |  | <b>15-16</b> |

**Year 4: Spring**

| Course #            | Course Name                                      | SCH #        |
|---------------------|--|--------------|
| EPHX 611            | Introductory Quantum Mechanics                   | 3            |
| EPHX 601            | Dsgn. Phys. & Elect. Systems                     | 4            |
| ME 641, 642, or 643 | Design Project A, B, or C                        | 2-3          |
| EECS 444 or ME 682  | Sys Dyn & Cntl Sys or Control Systems            | 3            |
|                     | <b>KBOR Core Institutionally Designated Area</b> | 3            |
|                     |  | <b>15-16</b> |

**Total Number of Semester Credit Hours ..... 124.5-126.5**

**4. Act on Amendments to Associate Degree Policy**

**Summary**

As an avenue to promote momentum and degree completion, proposed policy amendments to Ch. II.A.7 are included herein. These amendments will allow state universities to utilize a limited pathway to offer an associate of arts, associate of science, or associate of general studies degree in liberal arts or general studies.

**Background**

Last year, the Board approved policy amendments providing approval for state universities to offer an associate in arts degree in general studies or liberal arts, with the caveat that certain conditions be met. The approval was limited to an associate in arts in liberal arts or general studies only. Per policy, state universities wanting to offer any other type of associate degree must go through the regular application procedure for new academic programs set forth in the Board Policy Manual, Chapter II, Section A.7.e. which takes a minimum of three months for full Board approval.

It was determined that limiting universities to only associate in arts degrees did not reflect the intent of the Board, and that the universities should be able to offer other types of associate degrees, so long as the program of study within the associate degree, or major, be limited to general studies or liberal arts. The proposed Chapter II, Section A.7.i policy amendments provide a limited pathway for state universities to offer an associate of arts, an associate of science, or an associate of general studies degree in liberal arts or general studies.

**Policy Amendments**

The proposed policy amendments that will allow state universities to utilize a limited pathway to offer an associate in arts degree in general studies or liberal arts are detailed below.

CHAPTER II: GOVERNANCE – STATE UNIVERSITIES

A ACADEMIC AFFAIRS

...

7 NEW ACADEMIC UNITS AND ACADEMIC PROGRAMS.

...

c Actions Requiring Approval by the Board: The following types of actions require approval by the Council of Chief Academic Officers, the Council of Presidents, and the Board of Regents:

- i Substantial reorganization of a state university’s academic structure.
- ii Any new stand-alone college/school.
- iii If they require new state funding, any new department, institute, or center.
- iv Any new degree programs outside of ~~the an~~ an associate in arts degree in ~~general studies or liberal arts~~ detailed in Chapter II.A.7.i.ii.

- v Any extension of an approved degree program to a higher degree level, e.g., Associate Degree to Bachelor's Degree.
- vi Any new major under an existing degree name.
- d Approval of New Academic Program Proposals
  - i Overview

...

(2) State universities must submit a complete program proposal to Board staff and enter the proposed program into the Program Inventory Database. Once Board staff receives a complete program proposal and the program is entered into the Program Inventory Database, the proposal will be available electronically for institutions to view. All institutions shall be automatically notified of the proposed program by email through the Program Inventory Database. Outside of ~~the an associate in arts degree in general studies or liberal arts~~ detailed in Chapter II.A.7.i.ii., if a state university wishes to express concerns about a proposed associate, baccalaureate, masters, or doctoral degree, the president or chief academic officer shall address such concerns in writing to the Board staff within 45 calendar days of notification of the proposed program. Outside of ~~the an associate in arts degree in general studies or liberal arts~~ detailed in Chapter II.A.7.i.ii., if a community or technical college wishes to express concerns about a proposed associate degree, the president or chief academic officer shall address such concerns in writing to the Board staff within 45 calendar days of notification of the proposed program. During the 45 calendar day comment period, the list of concerns, comments and objections will be compiled by Board staff and forwarded to the state university for follow-up. The state university proposing the program is expected to communicate with other institutions filing concerns, comments, or objections to minimize or eliminate the identified issues. Final proposals must include evidence that concerns, comments, or objections have been addressed. This process is designed to make the approval process more transparent, improve proposals and reduce potential conflict related to unnecessary duplication. The 45 calendar day comment period shall run concurrently with the approval procedures for new academic program proposals.

The Board President and Chief Executive Officer, or designee, shall determine if each proposed program is similar to others in the state and may serve the same potential student population. A similar program is one that has a like CIP code, title, content, or competencies. If the President and Chief Executive Officer, or designee, determines that one or more similar programs exist, the following information included in the program proposal narrative shall be taken into account: the ability/inability to offer the program collaboratively, the level of student

interest in the program, existing and future labor market demand, and availability of clinical sites, if applicable.

Board staff shall compile, analyze, and make recommendations to the Board on the information provided in the program proposal narrative. The recommendations and information provided shall be reviewed by the Board Academic Affairs Standing Committee to determine whether the program represents unnecessary program duplication before forwarding the proposal to the full Board for action.

...

i. Associate Degree Programs:

i. The roles of the state universities and the State's community colleges and technical colleges should be clearly differentiated. Therefore, with the exception of ~~the an~~ an associate ~~in arts degree in general studies or liberal arts~~, as detailed in Chapter II.A.7.i.ii, the Board of Regents discourages the state universities from offering associate degrees in academic or technical programs where the baccalaureate is available; provided, however, that the Board acknowledges that student demand and community needs may engender requests for associate degree programs, particularly in areas of technology education. Requests by state universities for associate level programs, other than those specifically enumerated in subsection ii.(5) below, shall be considered through the new program approval process.

ii. State universities shall be permitted to offer an associate ~~in arts degree without obtaining the approval otherwise required by Chapter II.A.7.c in general studies or liberal arts~~ in accordance with the following parameters:

(1) The ~~associate in arts degree in general studies or liberal arts~~ shall be limited to students pursuing a baccalaureate degree;

(2) Students shall not have an option to select the ~~associate in arts degree in general studies or liberal arts~~ as a stand-alone degree program;

(3) The ~~associate in arts degree in general studies or liberal arts~~ shall have a negligible fiscal impact on the state university and no state university shall seek additional state funding to offer the ~~associate in arts degree in general studies or liberal arts~~;

(4) The ~~associate in arts degree in general studies or liberal arts~~ is designed as a stackable credential that can be integrated into the student's chosen baccalaureate program;



(5) The ~~associate in arts~~ degree shall be an associate in arts, associate in general studies, or associate in science, and it shall not extend beyond the general studies or liberal arts nomenclature to include nomenclature that would reflect a content-specific program offering (e.g., associate in arts in journalism);

(6) It is understood that the community college sector is the primary sector in Kansas for awarding ~~the associate in arts~~ degrees. As such, the ~~associate in arts~~ degree authorized by this Chapter II.A.7.i.ii in general studies or liberal arts at ~~any~~ the state university shall primarily be limited to a student who has not earned 30 or more hours of resident credit from at least one Kansas community college. When a student earned 30 or more hours of resident credit from a single Kansas community college, the state university shall work with the ~~Kansas community college from which the student earned 30 or more hours of resident credit~~ to support the student in completing the ~~associate in arts~~ degree authorized by this Chapter II.A.7.i.ii in general studies or liberal arts (or another associate degree, if applicable) through reverse transfer. If a student completed 30 or more hours of resident credit at more than one Kansas community college, the Kansas community college in which the student completed the most hours of resident credit shall be the designated community college for reverse transfer purposes unless the student expresses a desire to earn the associate degree from another Kansas community college ~~in from~~ which they earned 30 or more hours of resident credit;

(7) If a student completed 30 or more hours of resident credit at a Kansas community college and it has been determined that the Kansas community college will require the student to complete more credit hours to complete the associate degree than the state university will require the student to complete to obtain the associate degree, the state university shall be eligible to award the ~~associate in arts~~ degree in general studies or liberal arts ~~authorized by this Chapter II.A.7.i.ii;~~

(8) The State University President shall notify the Board President and Chief Executive Officer in writing before offering the ~~associate in arts~~ degree authorized by this Chapter II.A.7.i.ii in general studies or liberal arts; and

(9) The requirements in paragraphs (1-8) shall not apply to any approved associate in arts degree program offered by a state university before June 13, 2023.

**Staff Recommendation**

Board staff recommend that the proposed policy amendments be adopted.

C. Technical Education Authority

1. Act on FY 2025 Kansas Nursing Initiative Grant Awards

April White, VP,  
Workforce Development

**Summary**

*For Fiscal Year 2025, the Kansas Legislature increased the appropriation for the Board of Regents’ Nursing Initiative. Institutions submit applications to support nursing faculty and purchase supplies, while focusing on student success. In 2024 Senate Bill 28, the funding was increased by \$2.0 million to \$3.8 million, as requested by the Board of Regents. In 2024 House Bill 2551, an additional \$1.0 million was provided for the initiative. The grant awards recommended at this stage will consume the first \$3.8 million to give staff and the review team adequate time to determine how best to use the additional \$1.0 million. The Postsecondary Technical Education Authority approved the awards noted below on May 30, 2024.*

**Background**

The 2006 Kansas Nursing Initiative was established 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. The Legislature invested \$3.4 million in grant funds as part of a commitment to address four identified barriers to nursing education program expansion. These barriers were: an insufficient number of qualified nursing faculty, competition among programs for clinical placement sites, classroom and laboratory space constraints, and additional equipment needs.

Although the last item was eliminated from consideration after one year, the Legislature retained the appropriation dedicated to faculty salaries and supplies. From FY 2008 – FY 2024, \$1.8 million in grant funds was made available to public and private postsecondary institutions with nursing programs through a competitive grant process, with a matching requirement from the institution. The FY 2025 appropriation may be used as follows:

“...the state board of regents is hereby authorized to make grants to Kansas postsecondary educational institutions with accredited nursing programs from the nursing faculty and supplies grant program account for expansion of nursing faculty, laboratory supplies and tools for student success: *And provided further*, That such grants shall be either need-based or competitive and shall be matched on the basis of \$1 from the nursing faculty and supplies grant program account for \$1 from the postsecondary educational institution receiving the grant.”

The following eligibility criteria are utilized for nursing programs:

- Approval by the Kansas Board of Nursing and national accreditation;
- Graduates’ NCLEX test scores for the most recent three years averaging at or above the three-year national average; and
- Documented articulation of one of the following: RN to BSN, BSN to MSN, or MSN to DNP.

In an effort to assist nursing programs not meeting the above criteria, a portion of grant funds is set aside for applications to obtain national accreditation or improve NCLEX test results. Grants are awarded on a yearly basis, which allows institutions to address deficiencies and receive additional funding in subsequent years. In addition, the grant provides support for statewide nursing professional development events.

**Response to Request for Proposals**

A total of 33 proposals are recommended for funding: 20 from two-year institutions and 13 from four-year institutions. Of the 33 applicants, three applied for the set-aside as they did not meet the NCLEX minimum score requirement. Two applicants requested assistance with initial national accreditation.

**Funding Summary**

FY 2025 Appropriation – \$3,787,193

Total Grant Funds Awarded via Requests for Proposals - \$2,441,662

Remaining funds are recommended to be used for a formula-based allocation based on the size of each applicant’s program and for support of the statewide Nurse Educator professional development for all Kansas nursing faculty. These total \$1,328,500 as shown in the second table.

**Proposal Review**

A team consisting of Board staff in the Workforce Development and Academic Affairs units along with staff from the Kansas Board of Nursing reviewed the proposals and recommends the following institutional awards:

| Institution   | Project Summary  | Award     |
|---|--|-----------|
| <b>Accreditation Support:</b>   |  |           |
| Salina Area Technical College   | Accreditation-specific professional development<br>Accreditation consultant<br>Support for the initial accreditation evaluation  | \$22,726  |
| Wichita State University<br>Campus of Applied Sciences and Technology | Accreditation-specific professional development<br>Accreditation consultant<br>Support for the accreditation visit<br>Stipends for faculty to assist with accreditation activities | \$40,700  |
| <b>NCLEX Score Improvement:</b>                                       |  |           |
| Coffeyville Community College   | Salary support for faculty   | \$25,000  |
| Fort Scott Community College  | Professional development<br>NCLEX preparation software and tutoring for students   | \$24,572  |
| Seward County Community College                                       | Certified Nurse Educator (CNE) certification support<br>Curriculum development<br>Test preparation resources for students  | \$69,700  |
| <b>Full Application:</b>  |  |           |
| Baker University  | Salary support for faculty<br>Professional development<br>Consumable laboratory supplies<br>Curriculum development<br>Test preparation resources<br>Simulation lab supplies        | \$153,805 |
| Barton Community College  | Salary support for faculty<br>Professional development for faculty<br>Consumable laboratory supplies<br>Pediatric simulator  | \$110,806 |
| Benedictine College   | Curriculum development<br>Faculty resources and professional development<br>Test preparation resources for students<br>Simulation lab supplies<br>Nursing simulator                | \$88,453  |

|                                      |  |           |
|--------------------------------------|--|-----------|
| Bethel College                       | Professional development for faculty<br>Consumable laboratory supplies<br>Simulation lab supplies  | \$25,511  |
| Butler Community College             | Certified Nurse Educator (CNE) certification support<br>Faculty professional development<br>Ventilator and other equipment for the simulation lab                        | \$19,773  |
| Cloud County Community College       | Professional development for faculty<br>Test preparation resources for students<br>Consumable laboratory supplies<br>Simulation lab equipment                            | \$59,947  |
| Colby Community College              | Faculty professional development<br>Test preparation resources for students<br>Consumable laboratory supplies<br>Simulation supplies                                     | \$48,996  |
| Dodge City Community College         | Faculty professional development<br>Test review and preparation software for students<br>Consumable laboratory supplies  | \$37,789  |
| Emporia State University             | Faculty professional development<br>Test review and preparation services for students<br>Consumable laboratory supplies<br>Nursing simulator and simulation lab supplies | \$52,075  |
| Fort Hays State University           | Professional Development<br>Test preparation tools for students<br>Consumable laboratory supplies  | \$159,204 |
| Hesston College                      | Professional development for faculty<br>Consumable laboratory supplies<br>Simulation equipment and supplies  | \$38,494  |
| Highland Community College           | Professional Development<br>NCLEX live review<br>Simulation lab resources  | \$18,384  |
| Hutchinson Community College         | Certified Nurse Educator (CNE) certification support<br>Consumable lab supplies<br>Test preparation resources  | \$13,350  |
| Johnson County Community College     | Professional development for faculty<br>Test preparation resources<br>Medication dispensing system for the simulation lab  | \$61,278  |
| Kansas City Kansas Community College | Tutoring and support for at-risk students<br>Consumable laboratory supplies<br>Laerdal nursing manikin   | \$53,500  |
| University of Kansas                 | Faculty salary support<br>Professional development<br>Consumable laboratory supplies<br>Nursing simulation lab equipment   | \$204,778 |

|   |   |           |
|---|---|-----------|
| Kansas Wesleyan University                      | Salary support for nursing faculty<br>Faculty professional development<br>NCLEX review resources<br>Consumable laboratory supplies<br>Simulation lab equipment                            | \$23,639  |
| Labette Community College                       | Salary support for faculty<br>Test preparation resources for students<br>Consumable laboratory supplies<br>Simulation lab equipment   | \$90,027  |
| Manhattan Area Technical College                | Professional development for faculty<br>Test review and preparation resources for students<br>Consumable laboratory supplies<br>Equipment and supplies for the simulation lab             | \$65,879  |
| MidAmerica Nazarene University                  | Professional development for faculty<br>Nursing simulator   | \$39,721  |
| Neosho County Community College                 | Instructional materials for faculty<br>Professional development for faculty<br>Test preparation materials<br>Consumable laboratory supplies<br>Nursing simulator                          | \$73,142  |
| North Central Kansas Technical College – Beloit | Faculty professional development<br>Tools to improve content retention<br>Demo dose medications<br>Chester Chest simulator  | \$23,319  |
| North Central Kansas Technical College – Hays   | Faculty professional development<br>Test preparation resources  | \$7,721   |
| Ottawa University                               | Professional development for faculty<br>Faculty salary support<br>Consumable lab supplies<br>Simulation lab supplies  | \$112,594 |
| Pittsburg State University                      | Salary support for faculty<br>Professional development for faculty<br>Live review for pre-licensure students<br>Consumable laboratory supplies<br>Nursing simulator, venipuncture trainer | \$232,356 |
| University of St. Mary                          | Professional development for faculty<br>Subscriptions to teaching resources<br>Test review and preparation resources<br>Consumable laboratory supplies<br>Simulation supplies             | \$205,545 |
| Washburn University                             | Faculty professional development<br>Test preparation and tutoring resources<br>Consumable laboratory supplies<br>Simulation supplies  | \$130,550 |
| Wichita State University                        | Faculty salary support<br>Faculty professional development<br>Consumable laboratory supplies  | \$108,328 |

|  |                     |                    |
|--|---------------------|--------------------|
|  | <b>Total Awards</b> | <b>\$2,441,662</b> |
|--|---------------------|--------------------|

**Formula Grant Awards**

The following allocations were calculated based on the number of annual admissions approved by the State Board of Nursing for Academic Year 2022 at each institution. This formula awards \$500 per student to programs applying for the FY 2025 Kansas Nursing Initiative grant.

| <b>Program</b>   | <b>Amount</b>      |
|--|--------------------|
| Barton Community College   | \$25,000           |
| Butler Community College   | \$72,000           |
| Cloud County Community College                                     | \$32,000           |
| Coffeyville Community College                                      | \$12,000           |
| Colby Community College  | \$50,000           |
| Dodge City Community College                                       | \$25,000           |
| Ft. Scott Community College  | \$40,000           |
| Highland Community College   | \$15,000           |
| Hutchinson Community College                                       | \$50,000           |
| Johnson County Community College                                   | \$47,500           |
| Kansas City Kansas Community College                               | \$63,000           |
| Labette Community College  | \$40,000           |
| Manhattan Area Technical College                                   | \$24,000           |
| Neosho County Community College                                    | \$68,000           |
| North Central Kansas Technical College-Hays                        | \$15,000           |
| North Central Kansas Technical College-Beloit                      | \$7,500            |
| Salina Area Technical College                                      | \$16,000           |
| Seward County Community College                                    | \$15,000           |
| Baker University   | \$60,000           |
| Benedictine College  | \$18,000           |
| Bethel College   | \$30,000           |
| Emporia State University   | \$50,000           |
| Fort Hays State University   | \$32,500           |
| Hesston College  | \$28,000           |
| Kansas Wesleyan University   | \$20,000           |
| MidAmerica Nazarene University                                     | \$90,000           |
| Ottawa University  | \$37,500           |
| Pittsburg State University   | \$47,500           |
| University of Kansas   | \$100,000          |
| University of St. Mary   | \$37,000           |
| Washburn University  | \$76,000           |
| Wichita State University   | \$75,000           |
| Wichita State University Campus of Applied Sciences and Technology | \$10,000           |
| <b>Total</b>   | <b>\$1,328,500</b> |

- 2. **Receive Information on Distribution of FY 2025 State Appropriations to Community Colleges, Technical Colleges, and Washburn Institute of Technology**

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

**Summary and Staff Recommendation**

*The 2024 Legislature has finalized its appropriations for FY 2025 with several state appropriations that specify how the funds are to be distributed among eligible institutions. The tables below detail the amounts for the specified state aid programs. The distributions are contingent upon the Board’s assessment of each institution’s performance pursuant to the performance agreement process.*

**Tiered Technical Education State Aid**

KSA 71-1801, et seq. provides for a postsecondary education cost model for distribution of technical education state appropriations to the community and technical colleges, effective July 1, 2011. The heart of the formula is the instructional cost model that calculates costs at a course level and recognizes the cost differential in delivering technical education courses. Each course offered for academic credit at a college is designated “tiered” or “non-tiered.” For a course to be identified as “tiered,” a course must be both a technical course and part of an approved technical program. All other courses are designated non-tiered. Similar courses are grouped together for consistency across the system and to reflect varying cost differentials for the groups of courses. Components of the instructional cost model are updated annually.

From FY 2012 through FY 2022, state aid failed to cover the state’s total calculated share of the instructional cost model – i.e., there was a “gap” in state aid for each year. Provisos attached to the appropriations varied, but they generally prevented full application of the instructional cost model to colleges’ state aid with the intent of holding the colleges’ aid at a consistent level from year to year, rather than adjusting state aid to enrollments – particularly when there were overall shortfalls in state aid. There was no gap in state aid for FY 2023, FY 2024, or FY 2025.

As the 2022 Legislature appropriated state funds that eliminated the calculated state gaps in the instructional cost model and enacted a proviso to begin a three-year process to recenter the state aid:

- FY 2023            Colleges with no gap were held at FY 2022 state aid level
- FY 2024            Colleges with no gap retain 50% of funding above the calculated costs
- FY 2025            State aid is distributed according to the instructional cost model calculations**

The Legislature appropriated \$62,497,184 for the state’s calculated share of delivering tiered courses in FY 2025 with amounts specified in the appropriation bill for each college. In accordance with 2024 Senate Bill 28, each institution shall receive the amount reflected in the table below. These amounts reflect the three-year average of the state’s calculated cost for tiered courses at the colleges.



| <b>Tiered Technical Education State Aid Distributions</b> |                        |                        |                             |
|---|------------------------|------------------------|-----------------------------|
| <b>Institution</b>  | <b>FY 2024 Funding</b> | <b>FY 2025 Funding</b> | <b>Increase/ (Decrease)</b> |
| Allen County Community College                            | \$915,928              | \$468,219              | (\$447,709)                 |
| Barton County Community College                           | \$3,140,667            | \$2,378,617            | (\$762,050)                 |
| Butler Community College                                  | \$4,492,663            | \$4,871,526            | \$378,863                   |
| Cloud County Community College                            | \$1,217,936            | \$1,104,254            | (\$113,682)                 |
| Coffeyville Community College                             | \$1,044,337            | \$896,120              | (\$148,217)                 |
| Colby Community College                                   | \$1,364,880            | \$1,289,625            | (\$75,255)                  |
| Cowley County Community College                           | \$2,043,860            | \$1,690,938            | (\$352,922)                 |
| Dodge City Community College                              | \$955,822              | \$835,690              | (\$120,132)                 |
| Flint Hills Technical College                             | \$1,821,433            | \$1,690,733            | (\$130,700)                 |
| Fort Scott Community College                              | \$1,423,883            | \$1,252,873            | (\$171,010)                 |
| Garden City Community College                             | \$1,134,582            | \$1,096,271            | (\$38,311)                  |
| Highland Community College                                | \$1,549,554            | \$1,240,102            | (\$309,452)                 |
| Hutchinson Community College                              | \$5,640,548            | \$5,678,652            | \$38,104                    |
| Independence Community College                            | \$399,192              | \$231,473              | (\$167,719)                 |
| Johnson County Community College                          | \$7,940,462            | \$7,946,290            | \$5,828                     |
| Kansas City Kansas Community College                      | \$4,408,372            | \$4,186,782            | (\$221,590)                 |
| Labette Community College                                 | \$1,056,481            | \$913,025              | (\$143,456)                 |
| Manhattan Area Technical College                          | \$2,028,420            | \$1,863,454            | (\$164,966)                 |
| Neosho County Community College                           | \$1,468,764            | \$1,292,805            | (\$175,959)                 |
| North Central Kansas Technical College                    | \$2,891,287            | \$2,923,117            | \$31,830                    |
| Northwest Kansas Technical College                        | \$2,014,074            | \$1,821,733            | (\$192,341)                 |
| Pratt Community College                                   | \$1,141,410            | \$1,076,289            | (\$65,121)                  |
| Salina Area Technical College                             | \$1,675,677            | \$1,567,891            | (\$107,786)                 |
| Seward County Community College                           | \$1,108,653            | \$964,550              | (\$144,103)                 |
| Washburn Institute of Technology                          | \$3,718,573            | \$3,374,312            | (\$344,261)                 |
| WSU Campus of Applied Science and Technology              | \$9,467,020            | \$9,841,843            | \$374,823                   |
| <b>Total</b>  | <b>\$66,064,478</b>    | <b>\$62,497,184</b>    | <b>(\$3,567,294)</b>        |

**Non-Tiered Credit Hour Grant**

For non-tiered course credit hours, the Legislature appropriated \$89,190,371 for the non-tiered credit hour grant in FY 2025 with amounts specified for each college. In accordance with 2024 Senate Bill 28, each institution shall receive the amount reflected in the table below. These amounts reflect the three-year average of the state’s calculated cost for tiered courses at the colleges.

| <b>Non-Tiered Credit Hour Grant Distributions</b> |                        |                        |                             |
|---|------------------------|------------------------|-----------------------------|
| <b>Institution</b>                                | <b>FY 2024 Funding</b> | <b>FY 2025 Funding</b> | <b>Increase/ (Decrease)</b> |
| Allen County Community College                    | \$4,006,236            | \$3,626,540            | (\$379,696)                 |
| Barton County Community College                   | \$8,049,846            | \$7,419,334            | (\$630,512)                 |
| Butler Community College                          | \$14,515,023           | \$13,456,130           | (\$1,058,893)               |
| Cloud County Community College                    | \$3,013,747            | \$2,787,882            | (\$225,865)                 |
| Coffeyville Community College                     | \$1,628,863            | \$1,348,955            | (\$279,908)                 |
| Colby Community College                           | \$1,734,353            | \$1,806,764            | \$72,411                    |
| Cowley County Community College                   | \$4,185,440            | \$3,629,632            | (\$555,808)                 |
| Dodge City Community College                      | \$1,609,972            | \$1,607,526            | (\$2,446)                   |
| Flint Hills Technical College                     | \$799,475              | \$796,086              | (\$3,389)                   |
| Fort Scott Community College                      | \$1,967,561            | \$1,814,609            | (\$152,952)                 |
| Garden City Community College                     | \$2,030,083            | \$2,100,189            | \$70,106                    |
| Highland Community College                        | \$3,958,591            | \$3,882,267            | (\$76,324)                  |
| Hutchinson Community College                      | \$6,615,906            | \$6,362,960            | (\$252,946)                 |
| Independence Community College                    | \$1,147,118            | \$936,809              | (\$210,309)                 |
| Johnson County Community College                  | \$17,741,594           | \$16,845,529           | (\$896,065)                 |
| Kansas City Kansas Community College              | \$5,721,958            | \$4,961,771            | (\$760,187)                 |
| Labette Community College                         | \$2,113,258            | \$1,947,929            | (\$165,329)                 |
| Manhattan Area Technical College                  | \$765,308              | \$750,543              | (\$14,765)                  |
| Neosho County Community College                   | \$2,147,269            | \$2,007,817            | (\$139,452)                 |
| North Central Kansas Technical College            | \$902,820              | \$880,971              | (\$21,849)                  |
| Northwest Kansas Technical College                | \$1,048,581            | \$925,901              | (\$122,680)                 |
| Pratt Community College                           | \$1,427,408            | \$1,454,752            | \$27,344                    |
| Salina Area Technical College                     | \$802,707              | \$856,673              | \$53,966                    |
| Seward County Community College                   | \$1,647,518            | \$1,400,731            | (\$246,787)                 |
| Washburn Institute of Technology                  | \$429,410              | \$384,917              | (\$44,493)                  |
| WSU Campus of Applied Science and Technology      | \$5,397,870            | \$5,197,154            | (\$200,716)                 |
| <b>Total</b>                                      | <b>\$95,407,915</b>    | <b>\$89,190,371</b>    | <b>(\$6,217,544)</b>        |

**Cybersecurity/Information Technology**

As requested by the TEA and the Board of Regents, the Legislature appropriated state funding to improve cybersecurity at the two-year colleges. Senate Bill 28 appropriated \$6,500,000, with a proviso that \$250,000 be distributed to each college.

| <b>Cybersecurity/Information Technology Distributions</b> |                        |                        |                             |
|---|------------------------|------------------------|-----------------------------|
| <b>Institution</b>  | <b>FY 2024 Funding</b> | <b>FY 2025 Funding</b> | <b>Increase/ (Decrease)</b> |
| Allen County Community College                            | \$250,000              | \$250,000              | \$0                         |
| Barton County Community College                           | \$250,000              | \$250,000              | \$0                         |
| Butler Community College                                  | \$250,000              | \$250,000              | \$0                         |
| Cloud County Community College                            | \$250,000              | \$250,000              | \$0                         |
| Coffeyville Community College                             | \$250,000              | \$250,000              | \$0                         |
| Colby Community College                                   | \$250,000              | \$250,000              | \$0                         |
| Cowley County Community College                           | \$250,000              | \$250,000              | \$0                         |
| Dodge City Community College                              | \$250,000              | \$250,000              | \$0                         |
| Flint Hills Technical College                             | \$250,000              | \$250,000              | \$0                         |
| Fort Scott Community College                              | \$250,000              | \$250,000              | \$0                         |
| Garden City Community College                             | \$250,000              | \$250,000              | \$0                         |
| Highland Community College                                | \$250,000              | \$250,000              | \$0                         |
| Hutchinson Community College                              | \$250,000              | \$250,000              | \$0                         |
| Independence Community College                            | \$250,000              | \$250,000              | \$0                         |
| Johnson County Community College                          | \$250,000              | \$250,000              | \$0                         |
| Kansas City Kansas Community College                      | \$250,000              | \$250,000              | \$0                         |
| Labette Community College                                 | \$250,000              | \$250,000              | \$0                         |
| Manhattan Area Technical College                          | \$250,000              | \$250,000              | \$0                         |
| Neosho County Community College                           | \$250,000              | \$250,000              | \$0                         |
| North Central Kansas Technical College                    | \$250,000              | \$250,000              | \$0                         |
| Northwest Kansas Technical College                        | \$250,000              | \$250,000              | \$0                         |
| Pratt Community College                                   | \$250,000              | \$250,000              | \$0                         |
| Salina Area Technical College                             | \$250,000              | \$250,000              | \$0                         |
| Seward County Community College                           | \$250,000              | \$250,000              | \$0                         |
| Washburn Institute of Technology                          | \$250,000              | \$250,000              | \$0                         |
| WSU Campus of Applied Science and Technology              | \$250,000              | \$250,000              | \$0                         |
| <b>Total</b>  | <b>\$6,500,000</b>     | <b>\$6,500,000</b>     | <b>\$0</b>                  |

**Business/Industry and Apprenticeship**

Senate Bill 28 appropriated \$14.3 million “to be used for the development of apprenticeships, business and industry outreach and development of programming to meet the emerging needs of Kansas businesses.” Senate Bill 28 included a proviso specifying the amount to be received by each college, which was calculated according to each college’s share of AY 2023 FTE students. In accordance with the proviso, each institution shall receive the amount reflected in the table below for FY 2025.

| <b>Business/Industry and Apprenticeship Distributions</b> |                        |                        |                             |
|---|------------------------|------------------------|-----------------------------|
| <b>Institution</b>  | <b>FY 2024 Funding</b> | <b>FY 2025 Funding</b> | <b>Increase/ (Decrease)</b> |
| Allen County Community College                            | \$413,833              | \$379,013              | (\$34,820)                  |
| Barton County Community College                           | \$961,266              | \$957,062              | (\$4,204)                   |
| Butler Community College                                  | \$1,411,763            | \$1,375,757            | (\$36,006)                  |
| Cloud County Community College                            | \$303,231              | \$308,397              | \$5,166                     |
| Coffeyville Community College                             | \$337,717              | \$345,267              | \$7,550                     |
| Colby Community College                                   | \$307,891              | \$313,084              | \$5,193                     |
| Cowley County Community College                           | \$576,635              | \$531,493              | (\$45,142)                  |
| Dodge City Community College                              | \$384,320              | \$385,574              | \$1,254                     |
| Flint Hills Technical College                             | \$181,752              | \$201,536              | \$19,784                    |
| Fort Scott Community College                              | \$356,048              | \$335,581              | (\$20,467)                  |
| Garden City Community College                             | \$464,167              | \$464,627              | \$460                       |
| Highland Community College                                | \$475,351              | \$465,564              | (\$9,787)                   |
| Hutchinson Community College                              | \$1,034,899            | \$1,027,678            | (\$7,221)                   |
| Independence Community College                            | \$196,665              | \$191,225              | (\$5,440)                   |
| Johnson County Community College                          | \$2,897,469            | \$2,930,552            | \$33,083                    |
| Kansas City Kansas Community College                      | \$922,741              | \$911,131              | (\$11,610)                  |
| Labette Community College                                 | \$285,522              | \$264,028              | (\$21,494)                  |
| Manhattan Area Technical College                          | \$149,130              | \$152,480              | \$3,350                     |
| Neosho County Community College                           | \$309,134              | \$307,460              | (\$1,674)                   |
| North Central Kansas Technical College                    | \$185,791              | \$197,474              | \$11,683                    |
| Northwest Kansas Technical College                        | \$169,325              | \$165,603              | (\$3,722)                   |
| Pratt Community College                                   | \$255,696              | \$275,589              | \$19,893                    |
| Salina Area Technical College                             | \$150,994              | \$169,040              | \$18,046                    |
| Seward County Community College                           | \$320,629              | \$320,271              | (\$358)                     |
| Washburn Institute of Technology                          | \$310,377              | \$310,897              | \$520                       |
| WSU Campus of Applied Science and Technology              | \$937,654              | \$1,013,617            | \$75,963                    |
| <b>Total</b>  | <b>\$14,300,000</b>    | <b>\$14,300,000</b>    | <b>\$0</b>                  |

**Student Success Initiatives**

Senate Bill 28 appropriated \$17.5 million to the Board of Regents for “the development and implementation of initiatives that increase student success.” Senate Bill 28 included a proviso specifying the amount to be received by each college, which was calculated according to each college’s share of AY 2023 FTE students. In accordance with the proviso, each institution shall receive the amount reflected in the table below for FY 2025.

| <b>Student Success Initiatives’ Distributions</b> |                        |
|---|------------------------|
| <b>Institution</b>                                | <b>FY 2025 Funding</b> |
| Allen County Community College                    | \$463,827              |
| Barton County Community College                   | \$1,171,230            |
| Butler Community College                          | \$1,683,619            |
| Cloud County Community College                    | \$377,409              |
| Coffeyville Community College                     | \$422,530              |
| Colby Community College                           | \$383,145              |
| Cowley County Community College                   | \$650,428              |
| Dodge City Community College                      | \$471,857              |
| Flint Hills Technical College                     | \$246,635              |
| Fort Scott Community College                      | \$410,676              |
| Garden City Community College                     | \$568,599              |
| Highland Community College                        | \$569,746              |
| Hutchinson Community College                      | \$1,257,648            |
| Independence Community College                    | \$234,017              |
| Johnson County Community College                  | \$3,586,340            |
| Kansas City Kansas Community College              | \$1,115,020            |
| Labette Community College                         | \$323,111              |
| Manhattan Area Technical College                  | \$186,601              |
| Neosho County Community College                   | \$376,262              |
| North Central Kansas Technical College            | \$241,664              |
| Northwest Kansas Technical College                | \$202,661              |
| Pratt Community College                           | \$337,259              |
| Salina Area Technical College                     | \$206,868              |
| Seward County Community College                   | \$391,939              |
| Washburn Institute of Technology                  | \$380,468              |
| WSU Campus of Applied Science and Technology      | \$1,240,441            |
| <b>Total</b>                                      | <b>\$17,500,000</b>    |

**Capital Outlay to Colleges Not Eligible for CTE Capital Outlay**

Senate Bill 28 appropriates \$5.0 million to the Board of Regents for community colleges that do not have technical programs as defined by KSA 71-1802 to be used for capital outlay. It further specifies that the funding should be distributed based on the number of technical education full-time equivalent students enrolled at each college during Academic Year 2023. In accordance with that requirement, institutions shall receive the amounts reflected in the table below.

| <b>Capital Outlay to Colleges Not Eligible for CTE Capital Outlay Distribution</b> |                        |                        |                             |
|--|------------------------|------------------------|-----------------------------|
| <b>Institution</b>   | <b>FY 2024 Funding</b> | <b>FY 2025 Funding</b> | <b>Increase/ (Decrease)</b> |
| Allen County Community College   | \$245,785              | \$189,314              | (\$56,471)                  |
| Barton County Community College  | \$700,281              | \$740,768              | \$40,487                    |
| Butler Community College   | \$1,376,395            | \$1,669,291            | \$292,896                   |
| Cloud County Community College   | \$303,788              | \$345,578              | \$41,790                    |
| Colby Community College  | \$354,439              | \$398,755              | \$44,316                    |
| Fort Scott Community College   | \$457,477              | \$406,628              | (\$50,849)                  |
| Garden City Community College  | \$528,214              | \$523,454              | (\$4,760)                   |
| Independence Community College   | \$108,827              | \$96,180               | (\$12,647)                  |
| Labette Community College  | \$322,717              | \$278,364              | (\$44,353)                  |
| Neosho County Community College  | \$602,077              | \$351,668              | (\$250,409)                 |
| <b>Total</b>   | <b>\$5,000,000</b>     | <b>\$5,000,000</b>     | <b>\$0</b>                  |

**3. Act on Distribution of FY 2025 State Appropriations to Community Colleges, Technical Colleges, and Washburn Institute of Technology**

**Summary and Staff Recommendation**

*The 2024 Legislature has finalized its appropriations for FY 2025. There are several state appropriations that require the Board of Regents to approve the distribution of funds among eligible institutions. The Postsecondary Technical Education Authority met on May 30, 2024, and approved the distributions as noted below. The distributions are contingent upon the Board’s assessment of each institution’s performance pursuant to the performance agreement process.*

**Operating Grants to Technical Colleges**

Senate Bill 28 appropriates \$10.5 million to the Board of Regents for technical college operating grants. This is the second year of this funding stream. The colleges have requested the institutions each receive the same amount, as shown below.

| <b>Operating Grants to Technical Colleges</b> |                        |                        |                             |
|---|------------------------|------------------------|-----------------------------|
| <b>Institution</b>                            | <b>FY 2024 Funding</b> | <b>FY 2025 Funding</b> | <b>Increase/ (Decrease)</b> |
| Flint Hills Technical College                 | \$1,500,000            | \$1,500,000            | \$0                         |
| Manhattan Area Technical College              | \$1,500,000            | \$1,500,000            | \$0                         |
| North Central Kansas Technical College        | \$1,500,000            | \$1,500,000            | \$0                         |
| Northwest Kansas Technical College            | \$1,500,000            | \$1,500,000            | \$0                         |
| Salina Area Technical College                 | \$1,500,000            | \$1,500,000            | \$0                         |
| Washburn Institute of Technology              | \$1,500,000            | \$1,500,000            | \$0                         |
| WSU Campus of Applied Sciences and Technology | \$1,500,000            | \$1,500,000            | \$0                         |
| <b>Total</b>                                  | <b>\$10,500,000</b>    | <b>\$10,500,000</b>    | <b>\$0</b>                  |

**Technology Grant Distribution**

Senate Bill 28 appropriated \$398,475 for technology grants at the community colleges and Washburn University. This funding stream has been as much as \$450,000 in FY 2000 but has otherwise not changed since FY 2000 when distribution of state aid to the colleges moved from the Kansas State Department of Education to the Board of Regents. The appropriation authorizes the Board to grant the funds to institutions for purchase of technology equipment, in accordance with guidelines the Board establishes. Such guidelines provide that grant funds shall be used only for the purchase of instructional technology equipment and that a 50 percent local match shall be provided. The table below displays the staff recommendation.

| <b>Technology Grants Distributions</b> |                        |                        |                             |
|--|------------------------|------------------------|-----------------------------|
| <b>Institution</b>                     | <b>FY 2024 Funding</b> | <b>FY 2025 Funding</b> | <b>Increase/ (Decrease)</b> |
| Allen County Community College         | \$14,168               | \$14,168               | \$ --                       |
| Barton County Community College        | 19,482                 | 19,482                 | --                          |
| Butler County Community College        | 24,794                 | 24,794                 | --                          |
| Cloud County Community College         | 16,824                 | 16,824                 | --                          |
| Coffeyville County Community College   | 16,824                 | 16,824                 | --                          |
| Colby County Community College         | 16,824                 | 16,824                 | --                          |
| Cowley County Community College        | 19,482                 | 19,482                 | --                          |
| Dodge City Community College           | 16,824                 | 16,824                 | --                          |
| Fort Scott Community College           | 16,824                 | 16,824                 | --                          |
| Garden City Community College          | 16,824                 | 16,824                 | --                          |
| Highland County Community College      | 18,597                 | 18,597                 | --                          |
| Hutchinson County Community College    | 25,678                 | 25,678                 | --                          |
| Independence County Community College  | 16,824                 | 16,824                 | --                          |
| Johnson County Community College       | 38,962                 | 38,962                 | --                          |
| Kansas City Kansas Community College   | 25,678                 | 25,678                 | --                          |
| Labette County Community College       | 14,170                 | 14,170                 | --                          |
| Neosho County Community College        | 16,824                 | 16,824                 | --                          |
| Pratt County Community College         | 12,401                 | 12,401                 | --                          |
| Seward County Community College        | 16,824                 | 16,824                 | --                          |
| Washburn University                    | 33,647                 | 33,647                 | --                          |
| <b>TOTAL</b>                           | <b>\$398,475</b>       | <b>\$398,475</b>       | <b>\$ --</b>                |



**Career Technical Education Capital Outlay Aid**

KSA 74-32,413 directs that career technical education capital outlay aid be distributed to the six technical colleges, to nine of the community colleges with merged technical schools, and to Washburn Institute of Technology. The state funding may be used for construction, reconstruction, repair, remodeling, additions to, furnishing and equipping of buildings, architectural expenses incidental thereto, the acquisition of buildings and building sites and the acquisition of equipment.

From FY 2005 through FY 2022, the method used to distribute CTE capital outlay aid was to first provide each institution a base distribution (historically \$100,000 each), recognizing that each school has significant need regardless of size, and second, to distribute the remaining funds based on tiered credit hour production.

The state appropriation for FY 2025 is \$7,419,311 (which includes \$4,871,585 from the State General Fund and \$2,547,726 from the Economic Development Initiatives Fund). For FY 2025, Senate Bill 28 requires a \$1-for-\$1 match from either the college or private donations, allowing cash or equipment as match.

Absent a similar proviso for the distribution, three scenarios were provided to the TEA for consideration. The option recommended by the TEA for the Board to adopt is noted below, which distributes the funding in a manner similar as was done last year, setting a \$304,475 base to each institution and the balance of the state aid to be divided according to the institutions’ tiered credit hour production.

| <b>Career Technical Education Capital Outlay Aid Distributions</b> |                        |                        |                             |
|--|------------------------|------------------------|-----------------------------|
| <b>Institution</b>   | <b>FY 2024 Funding</b> | <b>FY 2025 Funding</b> | <b>Increase/ (Decrease)</b> |
| Coffeyville Community College                                      | \$352,799.06           | \$354,218.00           | \$1,418.94                  |
| Cowley County Community College                                    | \$398,289.06           | \$401,144.00           | \$2,854.94                  |
| Dodge City Community College                                       | \$377,484.06           | \$373,901.00           | (\$3,583.06)                |
| Flint Hills Technical College                                      | \$374,871.06           | \$373,702.00           | (\$1,169.06)                |
| Highland Community College   | \$357,258.06           | \$361,490.00           | \$4,231.94                  |
| Hutchinson Community College                                       | \$607,300.06           | \$601,079.00           | (\$6,221.06)                |
| Johnson County Community College                                   | \$939,615.06           | \$932,982.00           | (\$6,633.06)                |
| Kansas City Kansas Community College                               | \$545,599.06           | \$533,896.00           | (\$11,703.06)               |
| Manhattan Area Technical College                                   | \$385,123.06           | \$376,045.00           | (\$9,078.06)                |
| North Central Kansas Technical College                             | \$425,153.06           | \$431,436.00           | \$6,282.94                  |
| Northwest Kansas Technical College                                 | \$387,347.06           | \$388,280.00           | \$932.94                    |
| Pratt Community College  | \$357,469.06           | \$357,468.00           | (\$1.06)                    |
| Salina Area Technical College                                      | \$365,809.06           | \$372,199.00           | \$6,389.94                  |
| Seward County Community College                                    | \$366,231.06           | \$364,673.00           | (\$1,558.06)                |
| Washburn Institute of Technology                                   | \$455,365.06           | \$449,705.00           | (\$5,660.06)                |
| WSU Campus of Applied Science and Technology                       | \$723,598.06           | \$747,093.00           | \$23,494.94                 |
| <b>Total</b>   | <b>\$7,419,310.96</b>  | <b>\$7,419,311.00</b>  | <b>\$0.04</b>               |



**4. Act on Requests for Degree and/or Certificate Programs Submitted from Community Colleges and Technical Colleges** **April White, VP, Workforce Development**

**Summary and Staff Recommendation**

*To develop and enhance the talent pipeline for Kansas business and industry, new programs and/or additional programs are required. The Board office received requests from North Central Kansas Technical College to offer an Associate of Applied Science (60 credit hours) in Building/Construction Site Management and from Wichita State University Campus of Applied Sciences and Technology to offer a Technical Certificate C (49 credit hours) and an Associate of Applied Science (61 credit hours) in Mobile Equipment Technology.*

*The programs addressed all criteria requested and were subject to the 10-day comment period required by Board policy. The programs were reviewed by the Technical Education Authority and are recommended for approval.*

**Background**

Community and technical colleges submit requests for new certificate and degree programs utilizing forms approved by Board staff. Criteria addressed during the application process include but are not limited to the following: program description, demand for the program, duplication of existing programs, faculty requirements, costs and funding, and program approval at the institution level.

**Description of Proposed Programs:**

**North Central Kansas Technical College (NCK Tech)** requests approval of the following program:

- Building/Construction Site Management (46.0412) – Associate of Applied Science/60 credit hours

The U.S. Department of Education’s Classification of Instructional Programs (CIP Code) 46.0412 describes a Building/Construction Site Management/Manager program as one that prepares individuals to supervise, manage, and inspect construction sites, buildings, and associated facilities. The curriculum includes instruction in site safety, personnel supervision, labor relations, diversity training, construction documentation, scheduling, resource, and cost control, bid strategies, rework prevention, construction insurance and bonding, accident management and investigation, applicable law and regulations, and communication skills.

Cross walking the proposed CIP Code 46.0412 (Building/Construction Site Management/Manager) to occupations resulted in a match to one Standard Occupation Classification code (SOC): 47-1011 First-Line Supervisors of Construction Trades and Extraction Workers, which is defined as an occupation in which one would directly supervise and coordinate activities of construction or extraction workers.

NCK Tech explained the proposal is a result of work between Fort Hays State University (FHSU), North Central Kansas Technical College (NCK Tech) and Northwest Kansas Technical College (NWKTC) to better serve students and the region through the affiliation. The team discussed that students often felt unprepared as a job site supervisor after earning a Construction Technology certificate but wanted to impact industry sooner than continuing for a four-year degree. Industry representatives on the team agreed the demand for employees continues to increase and needed within the field in the region.

The proposed program consists of a 60-credit hour Associate of Applied Science, and students will earn NCCER certifications. NCKTC anticipates enrollment of 10 students per cohort. Students will complete NCK Tech’s Construction Technology Certificate B, then combine those earned credits with 18 credit hours of prescribed

technical course work at Fort Hays State University's Department of Applied Technology as well as an additional 6 hours of general education to fulfill the requirements for the AAS degree awarded by NCK Tech in Building/Construction Site Management.

The Kansas Department of Labor Long-term Occupation Projections 2020-2030 indicate a statewide change of employment for First-Line Supervisors of Construction Trades and Extraction Workers (SOC: 47-1011) of .5% annually, with an annual median wage of \$68,260. Typical education needed for occupation entry is high school diploma or equivalent. Annual openings equate to 742 jobs per year. This occupation is included in the most recent High Demand /High Wage Occupation listing from the Kansas Department of Labor.

Lightcast job posting analytics show between April 2023 through April 2024, 773 total postings (203 unique postings) were advertised statewide. The annual median advertised salary was \$64,900. Removing job postings with no education level listed, 77% of postings indicate a high school diploma or equivalent for entry in the occupation.

NCK Tech noted that the Perkins Comprehensive Local Needs Assessment indicates demand for skilled employees in the construction areas, with 60 openings currently in the region for Construction.

Four letters of industry support for the proposed program were received from ACS, the City of Hays, Cabinets by Phoenix, and Hess Services, Inc. Supports and commitments for the program include interviewing program graduates, providing internships, and donations.

Currently, this program is not offered by other institutions. The college plans to begin the proposed program in the Fall of 2024 and estimates no additional costs to offer the program as NCK Tech currently offers a Technical Certificate B for 36 credit hours in Construction technology, and existing funding structures will be utilized. Jennifer Brown, Dean of Instruction, will assume responsibility for the program.

The proposed program was subject to the 10-day comment period from April 25, 2024, to May 9, 2024, during which no comments were received.

### **Recommendation**

The new program request submitted by North Central Kansas Technical College for an Associate of Applied Science for 60 credit hours in Building/Construction Site Management has been reviewed by the Technical Education Authority and is recommended for approval.

**Wichita State University Campus of Applied Sciences and Technology (WSU Tech)** requests approval of the following program:

- Mobile Equipment Technology (47.0302) – Technical Certificate C/49 credit hours, and Associate of Applied Science/61 credit hours

The U.S. Department of Education's Classification of Instructional Programs (CIP Code) 47.0302 describes a Heavy Equipment Maintenance Technology/Technician program is one that prepares individuals to apply technical knowledge and skills in the field maintenance and repair of heavy equipment, and in the general maintenance and overhaul of such equipment. Curriculum includes instruction in inspection, maintenance, and repair of tracks, wheels, brakes, operating controls, pneumatic and hydraulic systems, electrical circuitry, engines and in techniques of welding and brazing.

Cross walking the proposed CIP Code 47.0302 (Heavy Equipment Maintenance Technology/Technician) to occupations resulted in a match to one Standard Occupation Classification code (SOC): 49-3042 Mobile Heavy Equipment Mechanics, Except Engines, which is defined as an occupation in which one would diagnose, adjust,

repair, or overhaul mobile mechanical, hydraulic, and pneumatic equipment, such as cranes, bulldozers, graders, and conveyors, used in construction, logging, and mining.

WSU Tech explained that the proposal is the result of continued requests from industry partners to expand opportunities, particularly in heavy equipment maintenance, and WSU Tech proposes establishing a Mobile Equipment Technology program as the first step to positioning itself as a Think Big designated institution.

The proposed program consists of a 49-credit hour Technical Certificate C, and a 61-credit hour Associate of Applied Science. The program is accredited through the Associated Equipment Distributors Foundation (AED) and students will earn NC3 Kubota Certifications in Pre-Delivery Inspection & Assembly, Basic Maintenance Procedures, Basic Electrical, and Preventative Maintenance Inspection. WSU Tech anticipates enrollment of 10 students in year one, and 20 students in years two and three.

The Kansas Department of Labor Long-term Occupation Projections 2020-2030 indicate a statewide change of employment for Mobile Heavy Equipment Mechanics, Except Engines (SOC: 49-3042) of .7% annually, with an annual median wage of \$57,530. Typical education needed for occupation entry is a high school diploma or equivalent. Annual openings equate to 191 jobs per year. This occupation is included in the most recent High Demand Occupation listing from the Kansas Department of Labor.

Lightcast job posting analytics show between April 2023 through April 2024, 393 total postings (134 unique postings) were advertised statewide. The annual median advertised salary was \$63,000. Removing job postings with no education level listed, 87% of postings indicate a high school diploma or equivalent for entry in the occupation.

WSU Tech noted that the Perkins Local Area Needs Assessment revealed that 77 individuals focus on technical fields within all subcategories of CIP Code 47.00. However, the data presented in the report highlighted a significant demand for graduates in these subcategories, surpassing the number of concentrators.

Five letters of industry support for the proposed program were received from Andale Construction, Berry Material, Dondlinger Construction, Foley Equipment Company, and Wichita Tractor Co. Supports and commitments for the program include donations, interviewing program graduates, assisting with curriculum development, and serving on the advisory board. Wichita Public Schools USD 259 also provided a letter of support.

Currently, one institution offers a similar program based on CIP code and/or program title. Below is the college, program, total number of concentrators, total number of graduates, total number of graduates exiting the higher education system and employed, and average wage of graduates who exited the higher education system and are employed information from the 2022 K-TIP report, which includes only technical programs in two-year postsecondary institutions.

| Kansas Training Information Program  |   |                                  |                       |                   |                                     |   |
|--|---|----------------------------------|-----------------------|-------------------|-------------------------------------|---|
| 2022 K-TIP Heavy Equipment Maintenance Technology/Technician (CIP 47.0302) |   |                                  |                       |                   |                                     |   |
| CIP Code   | Program Name                                      | Institution                      | Total # Concentrators | Total # Graduates | Total # Graduates Exited & Employed | Average Wage: Graduates Exited & Employed |
| 47.0302  | Heavy Equipment Maintenance Technology/Technician | Washburn Institute of Technology | 21                    | 15                | 8                                   | \$46,303                                  |
| Total  |   |                                  | 21                    | 15                | 8                                   |   |

(^) small cell protection applied.

WSU Tech collaborated with the Washburn Institute of Technology and learned that Washburn Tech is not currently offering the program. WSU Tech will maintain close communication so collaboration can occur if or when Washburn Tech offers their program and has worked with Pittsburg State University (PSU) to lay the groundwork for a 2 + 2 agreement to enable graduates to enter the PSU “ThinkBigger” program.

The college plans to begin the proposed program in the Fall of 2024 and estimates the initial cost of the proposed program at \$51,000 total, including \$50,000 for existing, full-time faculty and \$1,000 for equipment, and tools. Funding will be provided from the institutional budget in the New Program Development fund. Jessi Lane, Dean of Applied Technologies will assume responsibility for the program.

The proposed program was subject to the 10-day comment period from April 25, 2024, to May 9, 2024, during which no comments were received.

**Recommendation**

The new program request submitted by Wichita State University Campus of Applied Sciences and Technology for a Technical Certificate C for 49 credit hours and an Associate of Applied Science for 61 credit hours, in Mobile Equipment Technology has been reviewed by the Technical Education Authority and is recommended for approval.

**5. Act on Promise Act Program Submitted by Wichita State University Campus of Applied Sciences and Technology**

**Summary**

*The Kansas Legislature enacted the Kansas Promise Scholarship Act, which provides scholarships for students to attend an eligible postsecondary education institution. Eligible programs would be any two-year associate degree program, career and technical education certificate, or stand-alone program that correspond to high wage, high demand, or critical need in:*

- *four specified fields of study (information technology and security; mental and physical healthcare; advanced manufacturing and building trades; and early childhood education and development).*
- *one college designated field of study from the specified list (Agriculture; Food and Natural Resources; Education and Training; Law, Public Safety, Corrections, and Security; or Distribution and Logistics).*
- *transfer programs with an established 2+2 and/or articulation agreements.*

**Background**

On May 23, 2022, Governor Kelly signed 2022 Senate Substitute for House Bill 2567, which adopted changes in the Kansas Program Scholarship Act, K.S.A. 2022 Supp. 74-32,271 et seq. The Act also maintains that the Board of Regents will administer the program. Administration is broken into three categories: rules and regulations, eligible programs, and other responsibilities.

Per statutory language (K.S.A. 2022 Supp. 74-32,271(b)(4) and K.S.A. 2022 Supp. 74-32,272(c)(1)(B)), a “promise eligible program” means any two-year associate degree program or career and technical education certificate or stand-alone program offered by an eligible postsecondary educational institution that is:

- a) approved by the Board of Regents;
- b) high wage, high demand, or critical need; and
- c) identified as a “promise eligible program” by the Board of Regents pursuant to K.S.A. 2022 Supp. 74-32,272, within any of the following fields of study:
  - Information Technology and Security
  - Mental and Physical Healthcare

- Advanced Manufacturing and Building Trades
- Early Childhood Education and Development

K.S.A. 2022 Supp. 74-32,272(a) states an eligible postsecondary educational institution may designate an additional field of study to meet local employment needs if the promise eligible programs within this field are two-year associate degree programs or career and technical education certificate and stand-alone programs approved by the Board of Regents that correspond to jobs that are high wage, high demand, or critical need in the community from one of the following fields:

- Agriculture;
- Food and Natural Resources;
- Education and Training;
- Law, Public Safety, Corrections, and Security; or
- Distribution, Logistics, and Transportation

K.S.A. 2022 Supp. 74-32,272(d) states that the Board of Regents may designate an associate degree transfer program as an eligible program only if such program is included in:

- a) An established 2+2 agreement with a Kansas four-year postsecondary education institution; or
- b) An articulation agreement with a Kansas four-year postsecondary educational institution and is part of an established degree pathway that allows a student to transfer at least sixty credit hours from the eligible from the eligible postsecondary educational institution to a four-year postsecondary education institution for the completion of an additional sixty credit hours toward a bachelor’s degree.

**Recommendation**

The following program is seeking approval to become a Promise Act eligible program. The program has been reviewed by the Technical Education Authority and is recommended for approval:

- Wichita State University Campus of Applied Sciences and Technology: Mobile Equipment Technology (47.0302) – falls under the Distribution, Logistics, and Transportation category specified in legislation. SOC 49-3042 for Mobile Heavy Equipment Mechanic, Except Engines was identified as a High Demand / High Wage occupation on the 2023 High Demand Occupations list from the Kansas Department of Labor.

**6. Act on 2024-2025 List of Industry-Sought Credentials as Required by 2023 SB 123**

**Summary**

*During the 2023 legislative session, SB 123 was passed and signed into law. It directs high schools to pay for identified career technical education (CTE) credentials when requested.*

*As part of the bill, the Board is required each year to approve a new CTE credential list by the 31<sup>st</sup> of July. The attached list is for review by the Technical Education Authority and recommendation to the Board.*

**Background**

SB 123 was passed and signed into law during the 2023 legislative session. Section 10 of this bill instructs that a new CTE credential list be created and approved annually by both the State Board of Education and the Board of Regents. This list identifies which credentials school districts must pay for upon student request.

The following is a copy of Section 10 for the Authority’s review and information.

New Sec. 10.

- (a) This section shall be known and may be cited as the career technical education credential and

transition incentive for employment success act.

- (b) Each school district that offers career technical education for students enrolled in any of the grades nine through 12 shall, upon request by any such student, pay any fees charged for any assessment or other examination that is required for such student to obtain an approved industry-sought career technical education credential.
- (c) (1) On or before July 1, 2023, and each July 1 thereafter, the state board of education and state board of regents shall jointly conduct a survey of school districts and colleges on which career technical education credentials each school district offers that satisfies the definition of "industry-sought credential" under subsection (d).  
(2) On or before July 31, 2023, and each July 31 thereafter, the state board of education and state board of regents, after consultation with the secretary of labor, the secretary of commerce and representatives of industries that recognize career technical education credentials, shall jointly approve a list of industry-sought credentials.
- (d) As used in this section:
  - (1) "College" means any community college, technical college, or the Washburn institute of technology; and
  - (2) "industry-sought credential" means a career technical education credential that is:
    - (A) Repeatedly referenced in job postings; and
    - (B) frequently referred to by employers in communications with school districts as a career technical education credential that is in demand.

**AY2024-2025 Updates**

KBOR and KSDE conducted a survey of the technical and community colleges, school districts, and business and industry in the spring of 2024 for recommendations and updates. No changes were made to the list based upon this review. The next steps after review by the Technical Education Authority are for the State Board of Education and the Board of Regents to review and consider approval of the list.

**Recommendation**

The attached credential list has been reviewed by the Technical Education Authority and is recommended for approval for AY 2025.



| SB123 Credential Listing 2024-2025     |   |                           |  |   |
|--|---|---------------------------|--|---|
| 2019 Standard Occupational Codes (SOC) | Occupation  | Average Annual Wages 2023 | Classification of Instructional Program (CIP) Code | Credentials/Certifications Qualifying for Incentive Payment   |
| 11-9013                                | Farmers, Ranchers, and Other Agricultural Managers                    | \$71,010                  | 01.0101, 01.1101, 01.0199                          | Kansas Department of Agriculture (KDA) - KS Commercial Pesticide Applicators Certificate, Kansas Department of Agriculture (KDA) - Agriculture Skills and Competencies Certificate, Kansas Department of Agriculture (KDA) - Plant Systems Skills and Competencies Certificate, Kansas Department of Agriculture (KDA) - Animal Science Skills and Competencies Certificate   |
| 11-9051                                | Food Service Managers   | \$66,070                  | 12.0504  | National Restaurant Association Educational Foundation - ProStart National Certificate of Achievement; ServSafe - Food Protection Manager   |
| 15-1232                                | Computer Support Specialists  | \$53,940                  | 01.0106, 11.1106, 51.0709                          | Cisco -- Cisco Certified Support Technician; CompTIA - A+; CompTIA - Network +; CompTIA - Server +; CompTIA - Security +  |
| 49-3042                                | Farm Equipment Mechanics  | \$55,960                  | 01.0205, 47.0302                                   | Automotive Service Excellence (ASE) - ASE Student Certification in all 4 of the following areas: Diesel Engines, Electrical/Electronic Systems, Brakes, and Steering & Suspension   |
| 51-9161                                | Computer-Controlled Machine Tool Operators                            | \$46,660                  | 48.0510  | National Institute for Metalworking Skills (NIMS) - Machining Level 1   |
| 29-2040, 29-2042, 29-2043              | Emergency Medical Technicians & Paramedics                            | \$31,484                  | 51.0810, 51.0904                                   | EMT-Basic National Registry - EMT Certification, National Registry-Paramedic -- Paramedic Certification   |
| 29-2052                                | Pharmacy Technicians  | \$38,040                  | 51.0805  | Kansas Board of Pharmacy - Kansas Pharmacy Technician Certification Board Exam (PTCB); Certified Pharmacy Technician  |
| 29-2098                                | Medical Records Specialists   | \$43,545                  | 51.0707, 51.0713                                   | American Health Information Management Association (AHIMA) - Registered Health Information Technician, or Certified Coding Associate, American Academy of Professional Coders (AAPC) - Certified Professional Coder   |
| 31-1131                                | Nursing Assistants  | \$33,490                  | 51.3902, 51.2601                                   | Certified Nurse Aide (CNA)  |
| 31-9091                                | Dental Assistant  | \$39,000                  | 51.0601  | Certified Dental Assistant Certification  |
| 31-9097                                | Phlebotomists   | \$37,320                  | 51.1109  | American Medical Technologist (AMTE) - Registered Phlebotomy Tech, American Society for Clinical Pathology (ASCP) - Phlebotomy Technician, National Healthcareers Association (NHA) - Certified Phlebotomy Technician, National Phlebotomy Association Certification (NPCE) - Certified Phlebotomist Technologist.  |
| 31-9099                                | Certified Medication Aide   | \$38,330                  | 51.2603  | Certified Medication Aide (CMA)   |
| 33-2011                                | Fire Fighter  | \$40,560                  | 43.0203  | National Firefighter I Certification  |
| 47-2031                                | Carpenters  | \$50,710                  | 46.0201  | National Center for Construction Education and Research (NCCER) - Core Curriculum: Introduction to Craft Skills and Carpentry Level 1   |
| 47-2111                                | Electricians  | \$59,750                  | 46.0302  | National Center for Construction Education and Research (NCCER) - Core Curriculum: Introduction to Craft Skills and Electrical Level 1  |
| 47-2152                                | Plumbers, Pipefitters, and Steamfitters                               | \$57,660                  | 46.0502, 46.0503, 46.0599                          | National Center for Construction Education and Research (NCCER) - Core Curriculum: Introduction to Craft Skills and Plumbing and Pipefitting Level 1  |
| 49-3021, 51-9124                       | Automotive Body and Related Repairers                                 | \$48,810                  | 47.0603  | Automotive Service Excellence (ASE) - ASE Student Certification on any of the following areas: Painting & Refinishing, Structural Analysis & Damage Repair, Non-Structural Analysis & Damage Repair, or Mechanical & Electrical; Inter-Industry Conference on Auto Collision Repair (I-CAR)--Refinish Technician ProLevel 1   |
| 49-3023                                | Automotive Service Technicians and Mechanics                          | \$44,130                  | 47.0600, 47.0604, 47.0614, 47.0617                 | Automotive Service Excellence (ASE) - ASE Student Certification in all 4 of the following areas: Brakes, Electrical/Electronic Systems, Engine Performance, and Suspension and Steering -- OR ASE Student Certification in at least one of the following areas: Maintenance and Light Repair (MLR), Automobile Service Technician (AST) or Master Automobile Service Technician (MAST)  |
| 49-3031                                | Bus and Truck Mechanics and Diesel Engine Specialists                 | \$52,300                  | 47.0605, 47.0613                                   | Automotive Service Excellence (ASE) - ASE Student Certification in all 4 of the following areas: Diesel Engines, Electrical/Electronic Systems, Brakes, and Steering & Suspension   |
| 49-9021                                | Heating, Air Conditioning, and Refrigeration Mechanics and Installers | \$54,270                  | 47.0201  | ICE - Core +Residential Air Conditioning & Heating or Light Commercial Air Conditioning & Heating or Commercial Refrigeration; North American Technician Excellence (NATE) - Core + 1 one of the following specialty areas: Air Conditioning, Air Distribution, Air-to-Air Heat Pumps, Gas Furnaces, Oil Furnaces, Hydronics Gas, Light Commercial Refrigeration, Commercial Refrigeration, Ground Source Heat Pump Loop Installer; Areas (Electrical & Refrigeration Theory) + one of the following specialty areas: Air Conditioning, Gas Heat, & Electrical or Light Commercial Air Conditioning, Gas Heat & Electrical or Light Commercial Refrigeration & Electrical; National Center for Construction Education and Research (NCCER) - Core + HVAC Levels 1 & 2 |
| 49-9041                                | Industrial Machinery Mechanics  | \$60,800                  | 47.0303  | National Center for Construction Education and Research (NCCER) - Core Curriculum: Introduction to Craft Skills and Industrial Maintenance Level I; Society of Maintenance & Reliability Professionals-- Certified Maintenance & Reliability Technician (CMRT)  |

| 2019 Standard Occupational Codes (SOC) | Occupation                                 | Average Annual Wages 2023 | Classification of Instructional Program (CIP) Code | Credentials/Certifications Qualifying for Incentive Payment   |
|--|--|---------------------------|--|---|
| 51-2011, 49-3011                       | Aircraft Mechanics and Service Technicians | \$67,480                  | 47.0607, 47.0608                                   | Federal Aviation Administration (FAA) - General Exam, and Aviation Maintenance Technician-Airframe, or Aviation Maintenance Technician-Powerplant   |
| 51-4041, 51-4031                       | Mechanists                                 | \$46,190                  | 48.0501, 48.0503                                   | National Institute for Metalworking Skills (NIMS) - Machining Level 1   |
| 51-4121                                | Welders, Cutters, Solderers, and Brazers   | \$48,460                  | 15.0614, 48.0508                                   | American Welding Society (AWS) -- 3 Position Qualifications D1.1 standard or higher (AWS - 1F, 2F and 1G); American Society of Mechanical Engineers (ASME) Section 9 Standards (6G level) |
| 53-3032                                | Truck Drivers, Heavy and Tractor-Trailer   | \$51,670                  | 49.0205  | Commercial Driver License (CDL)   |
| 53-3033                                | Truck Drivers, Light or Delivery Services  | \$42,910                  | 49.0205  | Commercial Driver License (CDL)   |

The SB123 2024-2025 Credential List was developed based on the 2024-2025 Excel in CTE (SB155) Qualifying Industry recognized Credential Incentive list with the addition of Certified Medication Aid (CMA). Occupations on this list have a Standard Occupational Code (SOC) that corresponds to Classification of Instructional Program (CIP) code associated with an approved postsecondary program being offered.



D. *Other Matters*

- 1. **Act on Proposed Amended Memorandum of Agreement between Kansas State University and the Kansas Association of Public Employees, Local 6400, Representing Eligible Maintenance and Service Employees – KSU** **John Yeary, General Counsel**

**Summary and Staff Recommendation**

*Kansas State University (KSU) requests that the Kansas Board of Regents approve, and that the Board Chair execute, the attached ratified Memorandum of Agreement (MOA) between KSU and Kansas State University Association of Public Employees, Local 6400 (the Union), collectively referred to as “the Parties.” In compliance with Kansas state law concerning negotiations with union represented employees, the Parties met and conferred during the months of April and May 2024, resulting in agreements on proposed modifications to the MOA. The proposed MOA will replace the current MOA, which was approved by the Board in June 2021 and expires on June 27, 2024.*

*These parties’ negotiations resulted in numerous MOA revisions as outlined below. Particularly significant to the proposed MOA is the removal of language concerning annual merit increases and an annual COLA increase; no pyramiding language; and the addition of the Juneteenth holiday as an officially observed University holiday. Additionally, the University retains its right to manage the University as it deems appropriate, including the sole right and discretion to hire, promote, demote, transfer, assign, retain, suspend, and discharge bargaining unit employees.*

*Board staff reviewed the proposed amended MOA for compliance with Board policy as well as state and federal law. Staff recommends approving the MOA and granting the Chair authority to execute it.*

**Background**

Under the Public Employer-Employee Relations Act (PEERA), State agencies are required to meet and confer with their employees’ recognized bargaining units concerning employees’ terms and conditions of employment.<sup>1</sup> As the governing body subject to PEERA, the Kansas Board of Regents “must approve any proposed agreement in order to make it binding and effective.”<sup>2</sup> Following the Board’s approval, the Kansas Secretary of Administration must also approve such agreements.

The MOA covers approximately 500 bargaining unit employees employed in service and maintenance positions including, but not limited to plumbers, parking assistants, custodians, dining workers, animal technicians, grounds crew, and nurses. The Union has represented the service and maintenance employees since 1973.

**Summary of Proposed Changes**

In accordance with the MOA’s June 27, 2024, expiration date, the Parties opened the entire contract for negotiations. Based on the Parties’ negotiations, the Parties tentatively agreed to multiple items, including:

- The use of gender-neutral language.
- Referring to KSU as “the University” and referring to the Union as “the Union.”
- Inclusion of the Union’s correct name.<sup>3</sup>

<sup>1</sup> K.S.A. 75-4321 *et seq.*

<sup>2</sup> *Kansas Board of Regents and Pittsburg State University v. Pittsburg State University Chapter of KNEA and PERB*, 233 Kan. 801, 812 (1983).

<sup>3</sup> During negotiations, the Union notified KSU the Union’s name changed from “Kansas Association of Public Employees/AFT, Local 6400” to “and Kansas State University Association of Public Employees, Local 6400.”

- Ensuring proper reference to the Chief Human Resources Officer, Vice Presidents, and other University leaders.
- Updating the names of certain contract articles to ensure the article title correctly reflects the topics addressed in the article.
- Correcting typographical errors, misplaced and/or incorrect punctuation, and general MOA cleanup.
- Update the term “shall” to “will.”
- Removal of references to Civil Service.
- The addition of a cover sheet to provide the document with a more professional and complete appearance.

More significant agreed to changes include:

Article 6 - Workweek, Overtime, Shift Differential, and Inclement Weather

- Removing language limiting KSU’s ability to schedule all employees to shifts as deemed appropriate by KSU, regardless of the date and/or time of the shift.
- Inclement weather – employees may now receive inclement weather pay in lieu of inclement weather comp time, at the reasonable discretion of the department administrator.

Article 8 – Rest Periods

- KSU is no longer required to provide a 30-minute lunch to employees scheduled for 8.5-hour shifts, nor is it required to provide two (2) 30-minute lunches to employees scheduled for shifts of 9-hours or longer.

Article 9 – Uniforms

- This new article provides certain employees an annual uniform allowance of up to one hundred and fifty dollars (\$150.00) to cover the cost of required uniforms provided by the University. This allowance is not payable to the employee.
- Certain food service employees will receive an annual \$100.00 shoe reimbursement for certain footwear meeting specific restrictions and qualifications. Employees must submit a request for reimbursement and the request must be approved prior to reimbursement.

Article 11 – Stand By and On Call

- Stand by volunteers will now be solicited from a seniority list, not an alphabetical list, with the most senior employee receiving the first opportunity to volunteer for stand by.
- The parties agreed to add a new “On Call” section to the article, specifically identifying and delineating the separate nature of employees on stand by versus on call.

Article 12 – Holidays

- Include Juneteenth as a University observed holiday.
- The University has the right to determine whether other days designated by the Governor may be considered University holidays.

Article 15 – Sick Leave

- Employees seeking return from documented illness or disability requiring sick leave must provide a written release from a licensed health care provider prior to their return.
- If sick leave is completely exhausted, other forms of accumulated leave may be used.

Article 16 – Bereavement Leave

- Employees now receive up to six days of bereavement leave upon the death of the employee's or the employee's spouse's or domestic partner's: spouse, unmarried domestic partner, child, step-child, foster child, parent, step-parent, surrogate parent, brother, sister, foster parent, mother-in-law, father-in-law, brother-in-law, sister-in-law, daughter-in-law, son-in-law, grandparent, great-grandparent, grandchild, or any relative or legal guardian residing in the household.
- Employees may use one day of bereavement leave for the death of the employee's or the employee's spouse's, or domestic partner's aunt, uncle, niece, or nephew.
- Employees may use one day of bereavement leave for all other deaths not addressed above.
- A supervisor may grant additional non-bereavement days as needed. Any additional leave will be deducted from the employee's accrued leave.

Article 23 – Union Leave

- An employee in good standing may request LWOP to accept a full-time position with the Union for not more than two years. When the employee returns to the University following the leave, they will be returned to a position in the same class as previously held at the time the leave was granted, if available, or placed in an available similarly situated position.

Article 25 – Personnel Records

- Bargaining Unit list: Upon request, KSU will provide the Union with a list of information concerning bargaining employees, including their first and last name, department, job title, service date, work email address, compensation rate, home address, and, if available personal email address, mobile phone, home telephone number, and other information as agreed upon at the time of the request. The Union has provided assurances that its data storage and data handling practices will at all times align with the University's security standards, practices, and requirements. The Union further agrees to secure this information and retain it as confidential.

Article 29 – New Hire Orientation

- KSU will no longer provide new hires with a copy of the MOA nor with Union related materials.
- During new hire orientation, the Union will have ten minutes to meet with new hires and distribute Union related materials.
- Upon request, and not more than once a month, the Union may request a list of new hires. The list will include the bargaining unit employee's first and last name, department, job title, service date, home address, work email address, compensation rate, and, if available, personal email address, mobile phone, and home telephone number. The parties understand the confidential nature of the information. The Union has provided assurances that its data storage and data handling practices will at all times align with the University's security standards, practices, and requirements. The Union further agrees to secure this information and retain it as confidential.

Article 35 – Union Stewards

- For the meet and confer process only, up to four bargaining unit team members will receive meet and confer (MAC) leave, with pay, for their participation, at the table, in scheduled meet and confer sessions, during the team member's regular working hours, not to exceed 6 hours each day. MAC leave hours will not count towards overtime hours, and the University will not pay overtime for any MAC leave. Bargaining team members will make every effort to attend meet and confer sessions.

Article 38 – Bulletin Boards

- KSU committed to removing and adding bulletin boards in certain locations for facilities, housing, food service, and other unit employees.
- The Union, not the University, is responsible for informing bargaining unit employees of the boards' locations.

Article 39 – Campus Notices

- The University will post all bargaining unit job openings on <https://www.k-state.edu/hr/careers>, as opposed to sending physical copies of the postings to the Union.
- The University will post general rules and regulations relating to conditions of employment on <https://www.k-state.edu/hr/policies/index.html>.

Article 41 – Savings Bonds

- This article will be completely removed from the contract because the University no longer hosts the savings bond program.

Article 40 Grievance Procedure – Arbitration Procedure

- Each party will now bear the cost of their own transcript.

Article 42 – Safety

- The existing Service and Maintenance Employee Safety Committee: The purpose of the Service and Maintenance Employee Safety Committee is to nurture and maintain a culture of safety, focusing on reducing the risk of workplace injuries and illnesses, including, review and making recommendations regarding workplace safety issues, safety manuals, and protective clothing and equipment.
- The two bargaining unit committee representatives, who work in different departments, will be part of the Committee. The Committee members will not lose pay for their time spent participating on the Committee during regularly scheduled shifts.
- The Committee may make recommendations, but the University is not required to implement the recommendations.
- The University has no obligation to review the safety manuals, but such review will defer to the Committee.
- When a tool or equipment vendor brings equipment to campus for the purpose of providing a demonstration, and if purchased, the tool or equipment would be used by bargaining unit employees to perform job duties and functions, a Department Manager will inform the Union of the date and time of the demonstration. A Union representative from the appropriate department may observe the presentation(s), observe the product, ask product related questions, test the product for effectiveness if possible, and offer their professional opinion on the benefits of the tool or equipment, during the employee's regular working hours without loss of pay.

Article 44 – Wages and Longevity Bonus

- The parties agreed to remove all language concerning COLA and merit increases, including the merit scales tables.

Article 47 – Shared Leave

- Intermittent leave can be awarded for up to six months, in three-month increments. Upon expiration of the three-month period, the employee must resubmit medical documentation to qualify for share leave.

Article 51 - Duration

- The MOA's effective date will be June 28, 2024, subject to KBOR's approval.

**Conclusion and Recommendation**

In light of the Union ratifying the MOA, Kansas State University recommends the Board approve the MOA amendments as outlined above, negotiated, and agreed to by the Parties in the course of the Parties’ meet and confer sessions. Board staff have reviewed the amendments and determined that they are consistent with Board Policy and do not violate state or federal laws. Staff therefore recommends that the Board approve the amended MOA and authorize the Chair to execute it on behalf of the Board.

**2. Act on Proposed Amended Amendments to Memorandum of Agreement between Pittsburg State University and the PSU Chapter of the Kansas National Education Association (KNEA) – PSU**

**Summary and Staff Recommendation**

*Pittsburg State University (PSU) requests that the Kansas Board of Regents approve and execute Amendments to the Memorandum of Agreement (Agreement) between PSU, the Kansas Board of Regents, and the PSU chapter of the Kansas National Education Association (KNEA) for FY 2025. The proposed changes to the existing two-year Agreement are to the Salaries and Duration articles.*

*Board staff reviewed the proposed amendments for compliance with Board policy as well as state and federal law. Staff recommends approval of the Amendments and granting the Chair authority to execute the amendments to the Agreement.*

**Background**

Under the Public Employer-Employee Relations Act (PEERA), State agencies are required to meet and confer with their employees’ recognized bargaining units over terms and conditions of employment.<sup>1</sup> The bargaining unit subject to this memorandum of agreement is comprised of all general department teaching faculty and library services faculty, excluding administrative personnel, department/school chairpersons/directors, non-professional Employees, and temporary and part-time faculty.<sup>2</sup> The PSU/KNEA bargaining unit now represents 212, tenured or tenure-earning, faculty employees.

In 2023, PSU and PSU/KNEA reached a two-year Memorandum of Agreement (Agreement) that concludes at the end of Fiscal Year 2025. Meet and confer sessions over salary began in March 2024 and concluded in May. The PSU faculty subsequently voted to approve the proposed amendments. As provided for in the Agreement and as required by PEERA, PSU and PSU/KNEA have now completed the meet and confer process and PSU offers the below agreed-to amendments to KBOR for consideration and approval.

As the governing body under PEERA, the Kansas Board of Regents “must approve any proposed agreement in order to make it binding and effective.”<sup>3</sup> The Kansas Secretary of Administration must also approve such agreements once the Board has approved them.

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<sup>1</sup> K.S.A. 75-4321 *et seq.*

<sup>2</sup> Kansas Public Employee Relations Board, Case No. UE 2 -1974.

<sup>3</sup> *Kansas Board of Regents and Pittsburg State University v. Pittsburg State University Chapter of KNEA and PERB*, 233 Kan. 801, 812 (1983).

**Summary of Terms Amended in the Agreement Between PSU and PSU/KNEA**

If approved, each unit member who achieved an overall performance appraisal rating of Exceptional in 2024 will receive a \$200 base salary increase. PSU would also fund a 2.39% overall salary increase for all continuing unit faculty and \$58,000 in salary adjustments for promotions earned last year by unit faculty. All of the Articles and terms in the Agreement that the Board approved in 2023 will remain the same except for the following amendments:

**“Section IV. SALARIES**

**A. FY ~~2024~~ 2025**

For the ~~2023-2024~~ 2024-2025 academic year, it is agreed by and between the parties that those faculty salary funds for faculty included in the Meet and Confer Unit (“Unit”) shall be divided in the following proportions:

|  |                                |                            |
|--|--------------------------------|----------------------------|
| Base Salary Total                          | <del>\$14,790,939</del>        | <u>\$14,315,034</u>        |
| Sum of Adjustments                         | <del>377,796<sup>1</sup></del> | <u>400,129<sup>1</sup></u> |
| Merit Salary Increment Total               | <del>-5,200<sup>2</sup></del>  | <u>4,400<sup>2</sup></u>   |
| Grievance Fund                             | 0                              | 0                          |
| <br>                                       |                                |                            |
| TOTAL                                      | <del>\$15,173,935</del>        | <u>\$14,719,563</u>        |
| <br>                                       |                                |                            |
| Summer Session <del>2024</del> <u>2025</u> | \$1,233,763                    | \$1,233,763                |

**B. Definitions**

1. "Base Salary Total" is defined as the sum of previous year's salaries of all continuing unit members.
2. "Sum of Adjustments" shall be defined to include overall salary increases, promotions, corrections for historical inequities, corrections for affirmative action purposes, marketplace considerations.
3. "Merit Salary Increment" shall be defined as the sum representing salary improvement in reward for the level of excellence of an individual's performance.
4. "Grievance Fund" shall be defined as the monies provided to process and redress salary grievances as provided herein.

**Other Edits:**

XXIII., page 81, revised as follows: Sections IV.A. and IV.B. of this Agreement shall be effective from July 1, ~~2023~~ 2024 through June 30, ~~2024~~ 2025. All remaining portions of this Agreement shall be effective from July 1, 2023 through June 30, 2025.

**Conclusion and Recommendation**

Pittsburg State University requests that the Board approve these amendments to the Agreement reached through meet and confer processes. Board staff have reviewed the amendments and determined that they are consistent with Board Policy and do not violate state or federal laws. Staff therefore recommends that the Board approve the amendments and authorize the Chair to execute the Amended Agreement on behalf of the Board.

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<sup>1</sup> Of this amount, ~~\$332,796~~ \$342,129, shall be used to fund an overall ~~2.25%~~ 2.39% salary increase for each continuing unit faculty member; ~~\$45,000~~ \$58,000 shall be used to fund promotions earned in ~~2023~~ 2024.

<sup>2</sup> ~~\$5,200~~ \$4,400 shall be distributed in the form of a \$200 overall salary increase to each unit member who achieved an overall annual performance appraisal rating of Exceptional in ~~2023~~ 2024.”



**3. Act on Proposed Amended 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**

**Summary and Staff Recommendation**

*Fort Hays State University (FHSU) requests that the Kansas Board of Regents approve and execute the amended Memorandum of Agreement (MOA) between the University and the Fort Hays State University Chapter of the American Association of University Professors (FHSU-AAUP). In compliance with state law concerning negotiations with represented employee groups, the University and AAUP have met and conferred, and have reached agreement on proposed modifications to the MOA, which will replace the previous MOA that the Board approved in June 2023. Negotiations were opened in the spring semester of 2024 by joint agreement between FHSU and FHSU-AAUP. If approved, the amendments will include changes to address salary terms only. The proposed amendments provide that FHSU will fund a 1.2% merit increase for fiscal year 2025, in alignment with the state employee pay plan. FHSU will fund promotion stipends for promotions awarded in fiscal year 2024, and continue its market adjustment plan started in FY 2024, depending on Fall 2024 enrollment numbers, and subject to the financial stability of the University.*

*Board staff reviewed the proposed amendments for compliance with Board policy as well as state and federal law and finding no conflict recommends approval of the amendments and authorizing the Board Chairman to execute the Agreement, as amended, on behalf of the Board.*

**Background**

Under the Public Employer-Employee Relations Act (PEERA), State agencies are required to meet and confer with their employees’ recognized bargaining units over terms and conditions of employment.<sup>1</sup> As the governing body under PEERA, the Kansas Board of Regents “must approve any proposed agreement in order to make it binding and effective.”<sup>2</sup> The Kansas Secretary of Administration must also approve such agreements once the Board has approved them, and the Secretary’s designee participates in the negotiations.

**Summary of Changes to the Agreement Between FHSU-AAUP and the University**

This Memorandum of Agreement (MOA) involves approximately 340 faculty at Fort Hays State University who are represented by the Fort Hays State University Chapter of the American Association of University Professors (FHSU-AAUP). The bargaining unit is comprised of all full-time FHSU faculty members who hold academic rank as instructor, lecturer, assistant professor, associate professor, or professor. It also includes employees who hold the rank as program specialist, librarian, or research scientist.<sup>3</sup>

The existing MOA between the parties was approved by the Board in June 2023. In accordance with the MOA, the only item opened for negotiation this year was the Salary article for FY 2025. Pursuant to Board policy, President Flanders and KBOR’s general counsel office communicated with President Mason and members of the FHSU negotiating team.<sup>4</sup> The University and FHSU-AAUP representatives participated in meet and confer sessions from February 2024 until the University and the FHSU-AAUP reached tentative agreement on the Salary article. The tentative agreement includes a merit increase of 1.2%, which aligns with the state university employee pay plan increase of 2.5% as allocated across SGF and non-SGF funded employee salaries, as well as the continued payment of promotion stipends and the planned continuation of the market adjustment plan started in FY 2024, subject to enrollment and financial stability.

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<sup>1</sup> K.S.A. 75-4321 *et seq.*  
<sup>2</sup> *Kansas Board of Regents and Pittsburg State University v. Pittsburg State University Chapter of KNEA and PERB*, 233 Kan. 801, 812 (1983).  
<sup>3</sup> Kansas Public Employee Relations Board, Case No. 75-UCA-2-2005, dated April 12, 1999, as amended on January 21, 2009, p. 17.  
<sup>4</sup> See Board Policy Ch. 1, sec. B(3)(c)(iii) (adopted at the May 2019 meeting).

The FHSU-AAUP membership are voting on the amendments to the MOA in June, which will bring the parties' negotiations to a close.

Specifically, the proposed amendments include the following:

1. Article IV: Salary (FY-2025)

- Promotion Stipends and Degree Completion. The University will fund promotion stipends for promotions awarded in FY 2024 and amounts previously contracted for degree completion. Estimated fiscal impact is \$172,500.
- Salary and Merit-Based Increase. The University will sufficiently fund a merit pool of no less than 1.2% of the unit members FY 2025 salary pool. Estimated fiscal impact is \$322,321.
- Market Adjustment Plan. The University intends to continue the market adjustment plan started in FY 2024, depending on Fall 24 enrollment numbers, and subject to the financial stability of the University. Estimated fiscal impact is \$116,099.

**Proposed Action**

FHSU recommends that the Board approve these amendments to the MOA containing, as outlined above, the terms that have been negotiated and agreed on in the course of the meet and confer sessions conducted between the University and FHSU-AAUP. Staff concurs and recommends the Board approve the amended MOA and authorize the Chair to execute the Agreement on behalf of the Board.

**4. Act on Appointment to Retirement Plan Committee**      **Gage Rohlf, Associate General Counsel**

**Summary and Staff Recommendation**

*The Board established the Retirement Plan Committee (RPC) in 2005 to help fulfill the Board's fiduciary responsibility for oversight of its retirement plans. To fulfill that fiduciary responsibility, appropriate management and periodic review of the investment options provided is required. To better provide such oversight, the Board created the RPC to serve as a co-fiduciary, and it delegated responsibility for plan administration and investment oversight to the RPC. Board Policy and the RPC's Charter establish the composition of that Committee.*

*Werner Golling, one of the RPC's Council of Business Officer representatives, who also represents Wichita State University, is retiring. COBO has nominated Ethan Erickson, K-State, to serve on the RPC.*

*Board staff recommend that the Board appoint Ethan Erickson to serve the remainder of Werner Golling's term ending June 30, 2025.*

**Background on the Kansas Board of Regents Retirement Plan Committee**

Formed in 2005, the Retirement Plan Committee members are co-fiduciaries to the Mandatory and Voluntary Retirement Plans. The assigned duties include oversight of the Plans, including their administration and investment options, as well as having the responsibility for creating and reviewing Plan documents and investment provider agreements, implementing an investment policy with performance standards, and reviewing the investment performance on a semi-annual basis.

The RPC is comprised of ten individuals. Eight members represent the universities, and one Regent serves as the ninth voting member. One Board staff member serves as a non-voting ex officio member. As required by Board policy, the eight university members include: one member of the Council of Presidents, or designee; two Council of Business Officers members; one state university human resource director; two at-large members and two individuals nominated from the state universities who are experts in the subject matter of investments and retirement planning.<sup>1</sup> The RPC is currently chaired by Regent Carl Ice.



As of December 31, 2023, the total value of the retirement funds in the Board's Mandatory Plan was \$4.80 billion. The total value of the funds in the Board's Voluntary Plan with TIAA and Voya was \$1.30 billion.

**New Appointment is Needed**

Werner Golling was appointed to the RPC to serve as one of the Council of Business Officers representatives and also as the Wichita State University representative. As Werner Golling is retiring, COBO has nominated Ethan Erickson to fill that role.

Ethan Erickson currently serves as the K-State's Vice President for Administration and Finance. He joined K-State in 2014 as assistant vice president for budget planning, developed and implemented the university's new performance-based budget model and receive the 2019 President's Award for Excellence for Unclassified Staff in the Distinguished Accomplishments category. He was named the university's chief financial officer in 2019 and, in 2021, added interim vice president and chief operating officer to his title. Erickson has developed a five-year capital improvement plan for university construction and improvement projects to support K-State's \$2.3 billion in physical plant and infrastructure.

Before joining K-State, Erickson was fiscal services and operations director at the Kansas State Department of Education and he also served in budget leadership and analyst roles for the Kansas Department of Transportation and the Division of Budget in the Kansas Department of Administration, and as a human resource professional and consultant with the Division of Personnel Services for the state Department of Administration.

Erickson earned a Bachelor of Science in business administration and a Master of Business Administration from K-State.

**Recommendation**

Board staff recommend that the Board appoint Ethan Erickson to the RPC to serve Werner Golling's remaining term, through June 30, 2025.

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<sup>1</sup> See Board Policy Manual Chapter I.A.4.a.(3).

# DISCUSSION AGENDA

## VII. Consideration of Discussion Agenda

### A. Fiscal Affairs & Audit

#### 1. [Act on State University Tuition and Fee Proposals for FY 2025](#)

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

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

#### 2. **Receive Amendments to Board Facilities Policy (First Read)**

**Chad Bristow,  
 Director of Facilities**

### Summary

*At the April 2023 meeting, the Board of Regents discussed the potential for policy amendments to clarify and support several aspects of the Board’s facilities renewal initiative. Draft policy amendments relevant to federal funds, refinements to the maintenance assessment, financial plans for funding maintenance and operations of new buildings, statutory authorization of delivery methods and compliance, and providing information on universities’ indebtedness when seeking bonding authority were developed and reviewed with the universities. The amendments are presented as a first read for the Board’s consideration and discussion.*

### Background

In 2019, the Board of Regents decided more focused attention must be directed toward facilities capital renewal and the chronic issue of deferred maintenance on the campuses of the state universities. Throughout 2020 facilities condition assessments and space utilization studies were completed for hundreds of mission critical buildings across the system and the results confirmed the necessity to develop a structured plan to reverse the trend. At the February 2021 meeting, the Board introduced and discussed concepts and approved a motion directing staff to work with the universities to further development a policy framework that would support an effective, long-term facilities renewal program. And by June 2021, the Board adopted an updated section of facilities policy that established an annual 2% maintenance assessment for all mission critical buildings, as well as new facilities data and reporting requirements to support the initiative.

At the direction of the Board, staff and the universities continued to collaborate with consultant groups over the next few years to operationalize the facilities initiative by defining and reconfirming processes and procedures, developing data and planning tools, and establishing strategic best practices.

The Governor and the Legislature have supported the KBOR capital renewal initiative with appropriations of additional state funding in FY 2023, FY 2024, and FY 2025, as well as enactment the Kansas Campus Restoration Act during the 2024 session that will transfer funds annually from the state general fund beginning in FY 2026 through FY 2031.

### Staff Recommendations

In response to the Board’s request at the April 2024 meeting, updates and additions to the Board’s Policy Manual Chapter II, Section E “Facilities” are presented as follows. In addition to the policy revisions that are directly relevant to the Board’s facilities initiative, other policies have been updated to clarify definitions and the approval

processes for the university teams responsible for delivering capital projects. **New proposed language is underlined in bold text.** Language recommended to be deleted **~~is also underlined in bold text, with a strikethrough.~~**

**Chapter II: Governance – State Universities**

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

...

**3 FEDERAL FUNDS**

- a The Board or any state university may make and file applications for federal funds appropriated and made available by federal law for purposes related to the operation or function of the Board or such university. The Board, or any state university, may receive from the federal government, or any of its agencies, any funds made available under existing law, rules, or regulations, or that may hereafter be made available. The Board, or any state university, may expend the same in accordance with the law, and the rules, regulations, and requirements under which such funds are made available. Such moneys shall be expended only in accordance with and for the purposes specified in federal law. Federal funds shall be deposited in the State treasury.
- b State university requests for federal funds for capital improvements shall be in accord with Board policy on building and construction projects. (see section E.3.).

...

**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 (including design phases, procurement, and construction phases) and unforeseen changes. 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**

- a Definitions
  - i Large capital improvement projects are those that are expected to equal or exceed \$1,500,000 in estimated construction costs, regardless of funding source, including: new construction, building additions, major renovation, remodeling or alterations, demolition of structures, annual maintenance, deferred maintenance, rehabilitation and repair, fixed equipment replacement, and utility or infrastructure projects. “Total project costs” include project soft costs. Any large capital improvement project located on state property is governed by the applicable and relevant processes and policies for capital improvements established by the State of Kansas and the Kansas Board of Regents, regardless of funding source.
  - ii Small (or On-Call) capital improvement projects are those that are expected to be less than \$1,500,000 in estimated construction costs, regardless of funding source, including: new construction, building additions, renovation, remodeling or alterations, demolition of structures, annual maintenance, deferred maintenance, rehabilitation and repair, fixed equipment replacement, and utility or infrastructure projects. “Total project costs” include project soft costs.

Any small capital improvement project located on state property is governed by the applicable and relevant processes and policies for capital improvements established by the State of Kansas and the Kansas Board of Regents, regardless of funding source.

- iii Educational Building Fund (EBF) means the fund created pursuant to K.S.A. 76-6b01 et seq. and funded by the annual mill levy authorized by Article 6, Section 6 of the Kansas Constitution.

b Process

i Large Capital Improvement Projects

(1) *Initial Request:* Each state university shall submit initial concept requests for authorization of large capital improvement projects with the university's five-year capital plan submitted to the Board for consideration on March 1 of each year utilizing the Kansas Division of Budget forms. Typically, Board review of each five-year capital plan will take place in April with Board approval in May of each year. Upon Board approval of the five-year capital plan, and prior to proceeding with selection of an architect and/or engineer for design services, each university shall submit for Board review and approval, as outlined in 3.b.i(5), a written program statement for each project. Each request approved by the Board shall be filed with the appropriate state offices on or before July 1st in the format determined by the State Budget Director. No state university shall pursue gubernatorial or legislative approval of any large capital improvement project without prior Board approval.

(2) *New Space:* All large capital improvement project proposals for new buildings or major additions on state owned property, shall include detailed plans for facility maintenance, utilizing the Board's standard calculation worksheet template(s), as part of the program statement. ~~Except for university affiliated corporations, auxiliaries and facilities managed by athletics, a~~ **For all new construction projects and additions on state property,** a structured plan shall demonstrate **a commitment for how and from what proposed revenues** maintenance over the projected life of the building will be financed, consistent with existing university facilities. Such plan will be incorporated within the overall maintenance plan for the university. The worksheet for calculating the maintenance and operating costs ~~will be~~ **are** determined by industry standard methods and **shall** consider building type, complexity, and function. Maintenance expenditures and plans shall be reviewed by the Board annually. Such annual maintenance and operating plans shall be included in the program statement and shall adhere to standards prescribed by the Board's Director of Facilities.

(3) *Amendments* to the current year capital improvements project list may be submitted to the Board at times other than those specified above. Following Board approval, the state universities shall be responsible for advising the Joint Committee on State Building Construction of amendments after the capital plans are due at the Budget Office on July 1st of each year.

(4) *Licensed Professional Consultants:* The design and construction administration for all new buildings and major renovations on state property shall be performed by licensed professional consultants retained in accordance with Kansas statutes. A written program statement for each building project shall be submitted and approved by the Board and by the Legislature or Joint Committee on State Building Construction, as set forth in section E.3.b.i.5., before such services are obtained.

(5) *Program Statements:* Minimum requirements for program statements include goals and objectives, detailed project scope and description, project budget (indicating estimated total project development costs in line-item format), project schedules, and project delivery method. For projects creating new space, the program statement must also include a list of spaces with

detailed descriptions, area summaries, functional criteria, room data sheets, justification, and impact of the additional space on overall campus space, the projected design life of the building (in years) and completion of the maintenance assessment worksheet **and the revenue sources proposed for maintenance and operations over the life of the facility.** Additional information that the state university deems necessary may also be included. Board approval of program statements are only required for large capital projects, except in the case where a small capital project is a new building or addition. **At the time of the request for approval of a program statement, the state university shall submit, to the Board's Director of Facilities, a statement identifying the procurement method that it intends to utilize to execute the project. The state university shall provide further notification if the procurement method changes.**

(6) *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 President and Chief Executive Officer for review and approval before final plans are prepared. The Board President and Chief Executive Officer, upon the recommendation of the Director of Facilities, may approve design development plans on behalf of the Board by issuance of a signed memorandum. Board approval of design development plans are only required for large capital projects, except in the case where a small capital project is a new building or addition.

ii Small Capital Improvement Projects

Authority to approve projects costing less than \$500,000 in construction costs is delegated to the state university chief executive officer. Upon written request of the university's chief executive officer, and with concurrence of the Board's Director of Facilities, the Board President and Chief Executive Officer has the authority to authorize projects with construction that equal or exceed \$500,000 but are less than \$1,500,000. The large capital projects requirements for Licensed Professional Consultants also apply for small capital projects. Large capital project requirements for Program Statement, Design Development Plans, and Maintenance Assessment shall apply to those small capital projects that add new space.

c Funding

i *Funding Sources:* Capital improvement projects may be paid for from the State General Fund **(SGF)**, tuition, the Educational Building Fund, revenue bond proceeds (in accordance with chapter II.D. of this Policy Manual), restricted fees, auxiliary revenues, research overhead funds, private donations, tuition interest earnings as defined by K.S.A. 76-7,102(d), in accordance with K.S.A. 76-719(e), and other resources as approved by the Board.

ii Moneys in the Educational Building Fund (EBF) may be expended as authorized by K.S.A. 76-6b02. The Board further narrows the use of EBF allocations to the universities to state-owned "mission critical" buildings (those predominantly used for academic and/or research missions) **and campus infrastructure that directly supports the operation of those facilities.**

The Board receives an annual appropriation from the EBF. This appropriation is allocated by the Board to the state universities pursuant to the "adjusted square footage" formula used by the Board since 2007, which factors in gross square footage, building age and complexity of the physical plant. Buildings razed after adoption of this policy shall not impact future distribution of the appropriation among the universities.

Additionally, the universities shall contribute funds for small capital projects (including annual and deferred maintenance, and rehabilitation and repair projects) from State General Fund

appropriations, tuition, restricted fees, auxiliary revenues, research overhead funds and other resources as approved by the Board.

- iii *Federal **Funding Grant** Requests:* All institutional requests for federal **funds or** grants for capital improvements **resulting in a new building or major addition to an existing facility** shall be **provided** in writing to the Board President and Chief Executive Officer before the request is submitted to the appropriate federal agency.
- iv **Private Sufficient Funds:** ~~No capital improvement project that is funded in part or totally from private funds may proceed to signature of contract unless and until all private funds have been deposited in an account for the use of the project or a letter of credit has been received by the Board President and Chief Executive Officer that guarantees the availability of the funds necessary to complete the project. Capital improvement projects financed in part or in total from private donations may proceed to signature of contract for completion of construction only when donor commitments and other funding contributions are documented for the use of the project to demonstrate the availability of sufficient funds necessary to complete the project and avoid financial risk to the university. Documentation of sufficient funds will be provided upon the Board's request.~~
- v *Fund Raising:* In addition to the project approval required in subsection 3.b.i. of this section, notification of all capital improvement projects to be funded in part or in whole from private resources must be submitted in writing to the Board's President and Chief Executive Officer and approved before fund raising efforts are publicly announced. This provision shall not be construed to prohibit fund raising efforts prior to their public announcement.
- vi **Debt Financing:** Requests to finance a capital project located on state property with a debt obligation (as defined in KBOR Policy Manual Chapter II.D.14.b) will include in the university's issue paper the most recently calculated debt burden ratio, average debt service coverage, and viability ratio as defined in KBOR Policy Manual II.D.14.h(i) at the time of each debt authorization request.

#### d. Procurement

- i. **Procurement processes for architectural services, engineering services, construction, construction management or ancillary technical services shall be performed in accordance with the applicable state law and policies for any capital project to be carried out on state property.**
- ii. **State universities.**
  - (1) **Architectural, Engineering, Land Surveying and Ancillary Technical Services.** Generally, professional services shall be procured in compliance with all relevant provisions of K.S.A. 75-1250, et seq., K.S.A. 75-5801, et seq. and K.S.A. 75-3784.
  - (2) **Construction and Construction Management.** Generally, procurement of these services must be based on competitive bids pursuant to K.S.A. 75-3739. Approval to utilize the state alternative delivery process as authorized in K.S.A. 75-37,141 may also be sought.
  - (3) **Alternative project delivery program.** For state university capital projects on state property that are paid for entirely with non-state money (no SGF or EBF revenue) universities may seek approval to utilize the state university construction project delivery process as authorized in K.S.A. 76-7,125, et seq. This most typically applies to Athletics, Housing, Student Union, etc. The processes defined in the statute authorize both standard and alternative delivery methods. A state university seeking to initiate and complete a



**capital project pursuant to the authority granted by K.S.A. 76-7,125, et seq., may request to use construction manager at risk project delivery pursuant to K.S.A. 76-7,131, with the state educational institution procurement committee as provided in K.S.A. 76-7,131(b). The Board’s Director of Facilities, in consultation with the Board President and CEO, may appoint individuals to serve on the committee to consider any such request.**

**(4) State universities may initiate and complete capital projects on state property that are paid for entirely with philanthropic gift funds up to a maximum of \$1 million in total project costs, as authorized by K.S.A. 76-760. The university shall execute all contracts for such projects in adherence with applicable state approval processes relevant to the capital improvement on state property.**

**iii. Endowment associations. Endowment associations, as defined in K.S.A. 76-756, may initiate and complete capital projects on state property that are paid for entirely with philanthropic gift funds pursuant to K.S.A. 76-757. The association shall execute all contracts for such projects in adherence with applicable state approval processes relevant to the capital improvement on state property.**

**iv. Research Foundations. A research foundation, as defined by K.S.A. 76-759(b)(2), may initiate and complete capital projects on state property that are paid for entirely from nonstate money of the foundation pursuant to K.S.A. 76-759. The research foundation shall execute all contracts for such projects in adherence with applicable state approval processes relevant to the capital improvement on state property.**

**iv. Other projects. Procurement of projects not described in paragraphs ii.-iv. above shall be accomplished in accordance with applicable laws and Board policy on a case-by-case basis.**

4 MAINTENANCE ASSESSMENT

a Definition

i Annual Maintenance is defined as a combination of the following:

(1) Capital Renewal/Replacement - The replacement of major building and/or utility components and systems to extend useful life of a facility (e.g. roof replacements, HVAC retrofits);

(2) Normal/Routine Maintenance and Minor Repairs - The cyclical, planned work performed on capital assets such as buildings, fixed equipment, and infrastructure to help them reach their originally anticipated life; and

(3) Preventive Maintenance - The planned program of periodic inspection, adjustment, cleaning, lubrication and/or selective parts replacement, as well as performance testing and analysis intended to maximize the reliability, performance, and lifecycle of building systems and equipment.

ii Deferred Maintenance is annual maintenance and necessary renewal of facilities systems and components that have been postponed, delayed, or deferred, to a future budget cycle or until funds are available.

b Process

Beginning in FY 2023, and each year thereafter, each university shall calculate a maintenance assessment as a percentage of the professionally estimated replacement cost of mission critical buildings according to an assessment schedule culminating in a sustainable 2% of current replacement value (CRV) as approved by the Board on an annual basis. ~~Utilizing each university’s Deferred~~

~~Maintenance Projects Fund, expenditures shall be itemized using a standard template for the Board's review annually. Each university shall itemize all project expenditures toward their annual required maintenance assessment using a standardized KBOR template for the Board's review annually in December.~~ Maintenance funds must be spent annually toward maintenance of campus buildings unless approved by the Board as an exception. Parameters and criteria for the university's prioritization of projects should be referenced in Board's University Facilities Guidelines.

At a minimum, the Board will review every three years the performance of the Maintenance Assessment and the Capital Renewal Initiative and make adjustments informed by the Board's review.

c Funding

Each state university shall identify and expend campus funds, which may include (excluding EBF allocations), annually for the purpose of addressing annual and deferred maintenance according to a prioritized assessment plan reviewed by the Board at the annual budget workshop. Funding for the maintenance assessment may include contributions from university, state, federal and philanthropic sources.

5 FACILITY REPORTS

a Biennial

Each state university shall maintain, prepare, and assemble data to be included in the State University Facilities Report to be submitted by the Board in January of odd numbered years. This report is submitted to the Legislature in odd numbered years to satisfy the reporting requirements of K.S.A. 76-7, 103. The State University Facilities Report combines the facilities condition report (previously termed the Report on State University Deferred and Annual Maintenance report), the building inventory, and the space utilization efficiency report (previously termed the Inventory of Physical Facilities and Space Utilization report).

b Annual

i Space Inventory and Space Utilization Efficiency

Each state university shall report on-campus space inventory and space utilization efficiency to the Board of Regents by October 1, 2022, and annually thereafter, as part of the State University Facilities Report in compliance with the methodology and best practices for space standards and management as identified in the Board's University Facilities Guidelines. Parameters and criteria for prioritization of projects should be referenced in this guiding documents.

ii Facilities Condition

Each state university shall maintain and manage facilities condition data and comprehensive building inventory utilizing the facilities database and report to the Board of Regents by October 1, 2022, and annually thereafter to be included in the State University Facilities Report in compliance with the methodology and best practices for building inventory and facilities condition data as identified in the Board's University Facilities Guidelines. Parameters and criteria for prioritization of projects should be referenced in this guiding document. Each university shall have facilities condition assessments, as well as utility, site infrastructure assessments entered into the database for all assets on state-owned property by October 1, 2027.

iii Maintenance Assessment Expenditures



Each state university shall annually report project expenditures from their Deferred Maintenance Projects Fund (for the previous fiscal year) or other private funds utilizing the Board’s standard template by October 1st of each year.

iv Educational Building Fund (EBF) Expenditures

Each state university shall submit annual EBF expenditures (for the previous fiscal year) utilizing the Board’s standard template by October 1st of each year.

6 ENERGY CONSERVATION MEASURES (K.S.A. 75-37,125)

a Definition

Energy conservation measure means an energy study, audit, improvement, or equipment which is designed to provide energy and operating cost savings at least equivalent to the amount expended by the participating state university for such energy study, audit, improvement, or equipment over a period of its anticipated useful life.

b Process

- i When an energy conservation measure is to be financed with revenue bond proceeds pursuant to K.S.A. 74-8960, the applicable processes for approval of and issuance of revenue bonds shall be followed.
- ii When an energy conservation measure is to be financed by means other than with revenue bond proceeds pursuant to K.S.A. 74-8960, the provisions of K.S.A. 75-37,125 and any other applicable statutory provisions shall be followed, and the project shall be presented to the Board for approval prior to entering into any contract, lease\_purchase agreement, or other financing arrangement.
- iii A contractual provision in the contract with an entity providing energy conservation measures shall guarantee that the actual amount of savings of energy and operational costs attributable to the energy conservation measure be not less than the cost of the energy conservation measure over the time specified including financing costs.

**3. Act on Wichita State University’s Campus Master Plan President Muma**

Wichita State University requests approval of the 2024 Campus Master Plan Update. In January 2023, Wichita State University launched a master planning process that engaged the campus and greater Wichita community in the task of establishing a framework for physical and experiential transformation across campus. The plan provides a vision for campus development and landscape to support the mission, vision, and goals of the university. Addressed in the document is a plan to address deferred maintenance and space utilization needs by targeted building demolition and redevelopment.

Board policy requires each state university to “maintain a Campus Master Plan that documents concepts and guiding principles for future land use and development of campus facilities and infrastructure in support of the institution’s mission and strategic plan. Each state university shall submit a new Campus Master Plan at least once every ten years for Board review and approval.” Wichita State University last presented the master plan in progress at the May 2023 meeting. The last approved Master Plan was approved by the Board of Regents in 2014 with an Innovation Campus amendment approved in 2017.

B. Academic Affairs

Regent Lane

1. Program Review Recommendations

Rusty Monhollon, VP  
Academic Affairs

**Summary**

*Board policy requires that “in cooperation with the universities, the Board will maintain a program review cycle and a review process that will allow the universities to demonstrate that they are delivering quality programs consistent with their mission. Regular program review is institutionally based and follows the departmental or unit structure of the institution.” (Policy and Procedures Manual, Chapter II., A.5). In June of 2023, the Board approved changes to the KBOR program review process, requiring each university to review undergraduate programs not meeting two or more of the four approved criteria. This paper reflects those changes and includes additional information provided by the universities after their initial reports. Institutional Program Review Reports and Addenda are included in a separate packet, Attachment A.*

**Background and History**

Per Board policy, Ch. II Section A.5.a.,

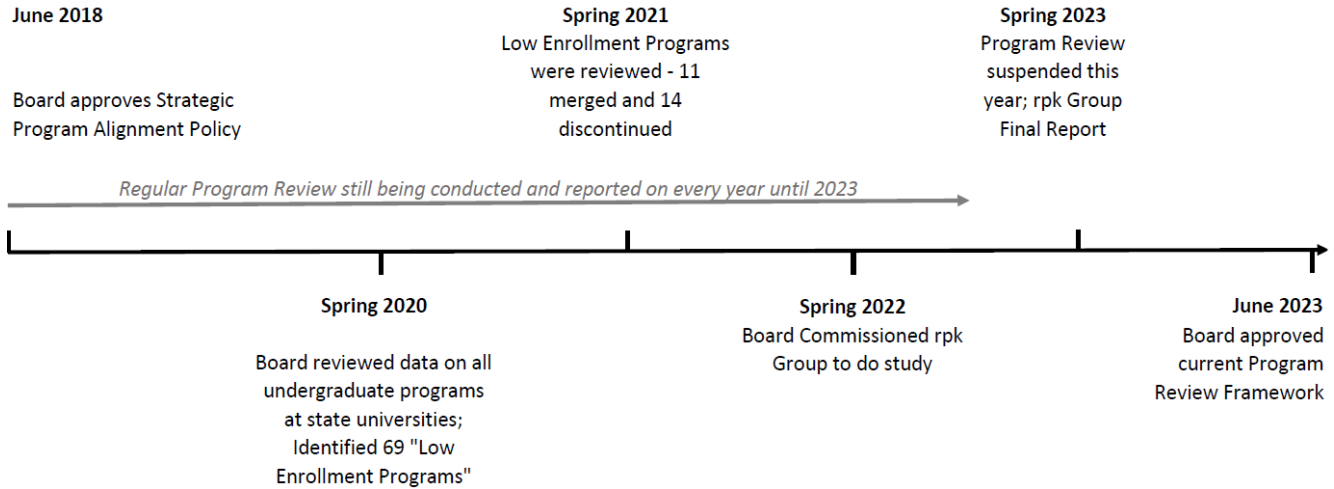
*In cooperation with the state universities, the Board will maintain a regular program review cycle and process that will allow the universities to demonstrate on an ongoing basis that they are delivering quality programs consistent with their mission. Regular program review is institutionally based and follows the departmental or unit structure of the institution. The Vice President for Academic Affairs shall provide guidelines for Program Review and, as part of the review of institutional reports, will include consideration of the Board-approved minima tables.*

In 1997 the Board required state universities to review programs at least once every eight years. As appropriate, universities established their review schedules, typically on an eight-year review cycle and generally aligned with the institutions’ accreditation reporting requirements and site visits. Within the last six years, the Board has made revisions to both the program review policy and process.

In June 2018, the Board approved the addition of a Strategic Program Alignment process to the Program Review Policy, whereby the Board may direct state universities to conduct a strategic program alignment review. Additionally, the policy allows the Board to direct state universities to evaluate select academic programs outside of the eight-year program review cycle. Between 2018 and 2020, in addition to conducting regular program review, the Board asked the six state universities to conduct a strategic program alignment review, which resulted in specific programs the Board identified for further review. In the spring of 2020, the universities identified eight programs for discontinuance in the system.

Also in the spring of 2020, the Board requested enrollment data on all undergraduate programs at the six state universities. Sixty-nine programs not meeting the minimum enrollment of 25 students were identified for the universities to review further. In 2021, in addition to conducting the regular program review, universities reported on these “low-enrollment” programs. Of the 69 programs evaluated during this process, 11 programs were identified to merge and 14 were discontinued.

In February of 2022, the Board commissioned rpk Group to do an academic portfolio review and an academic resource utilization study. In September of 2022, the Board Academic Affairs Standing Committee (BAASC) agreed to temporarily suspend regular program review for reporting year 2023, as rpk Group would be presenting its findings along that same timeline. The final rpk Group report was submitted to the Board in January of 2023, and provided some of the foundation for the current program review framework. Additionally, the university provosts provided suggestions for changes to the program review process in April of 2023. In June of 2023, the Board approved the current program review framework. The timeline is included below.



**The KBOR Academic Program Review Framework and Process**

**A. Preliminary Analysis**

1. In Summer 2023, Board staff identified all undergraduate programs that were more than five- years old that did not meet the threshold on two or more of the metrics below:
  - a) Student Demand: 25 or more junior and senior majors (four-year average);
  - b) Degree Production: 10 or more graduates (four-year average);
  - c) Talent Pipeline: 51 percent or more of graduates working in the region after graduation (four- year average); and
  - d) Student Return on Investment: 2022 Five-Year Post-Graduation Median Salary \$38,050 or more (280 percent or more of 2022 poverty level).
2. For any program that did not meet at least two of the four metrics, Board staff provided market-share data from Kansas public and private universities to assess program duplication.

**B. Identifying the Undergraduate Programs for Review**

1. At the October 18, 2023, (BAASC) meeting, BAASC:
  - a) reviewed the list of undergraduate programs and the corresponding data identified in the preliminary analysis and reviewed associated market share data when program duplication was identified; and
  - b) officially codified the list of undergraduate programs to be reviewed by each state university in AY 24.

**C. Reviewing the Undergraduate Programs on Campus and Issuing a Recommendation**

1. For each undergraduate program on the academic program review list codified by BAASC, each state university submitted a written recommendation to Board staff by April 19, 2024, to:
  - a) phase out the undergraduate program and detail a plan to reinvest the resources from the phased-out program into other academic programs and/or services (phase-out plan);
  - b) merge the undergraduate program in a manner that generates substantive cost savings (merger plan); or
  - c) place the undergraduate program on an action plan and review and monitor the program for no longer than three years (action plan).

**D. Reviewing the Recommendation and Making a Final Decision**

1. BAASC shall review each recommendation to place an undergraduate program on a phase-out plan, a

merger plan, or an action plan. The BAASC will advise the Board on potential actions regarding each recommendation

- a) Pittsburg State University, the University of Kansas, and Kansas State University presented their recommendations at the April 30, 2024, meeting;
- b) Emporia State University, Wichita State University, and Fort Hays State University presented their recommendations at the May 15, 2024, meeting;
- c) BAASC reviewed additional information provided by the universities at the June 4, 2024, meeting before deciding on recommendations to the Board;
- d) the Board shall make the final determination on whether the undergraduate program is placed on a phase-out plan, a merger plan, or an action plan at the June 20, 2024, meeting.**

**Program Review Processes on Campuses**

Prior to this year, the Board required universities to review all programs at least once during an eight-year cycle. Most institutions reviewed programs more often than this. This year, KBOR’s Data, Research, & Planning Unit provided data on headcount, degree completion, employment in the region, and median salaries for all undergraduate programs, with the exception of those having fewer than five students in the cohort. For those metrics, data were masked per KBOR data practices. Universities were required to review any program missing the minimum mark on at least two of the four criteria. Each university provided this data to the academic departments housing these programs to conduct a self-study, resulting in a report that would typically be reviewed at the school/college level and, ultimately, a committee at the provost and/or university level before being utilized for a final report for the Board. Other things considered at many universities for inclusion in the internal reports are the curriculum and its effectiveness; data from exit surveys of students; faculty productivity and achievements; program accreditation reports; relevance of the program to the institution’s mission; alignment with the institution’s strategic plan; and the service and benefit the unit provides to the institution, the community, and the state. Each university focuses on continuous improvement of academic programs through its internal program review process.

**BAASC Recommendations**

BAASC is making one of the four following recommendations for each of the 31 programs reviewed this past year:

- Phase out (two programs)
- Merger (three programs)
- Action Plan as presented (as presented in the Program Review Report, unless otherwise noted) (19 programs)
- Action Plan with Proviso (**Proviso:** at least three of the four metrics must be met by July 1, 2027.) (seven programs)

The recommendations are summarized below:

| Institution                | Program                                   | BAASC Recommendation     |
|----------------------------|---|--------------------------|
| Pittsburg State University | BS Math                                   | Action Plan as presented |
| Pittsburg State University | BS History                                | Action Plan as presented |
| Pittsburg State University | BS Polymer Chemistry                      | Action Plan as presented |
| Pittsburg State University | BS Physics                                | Action Plan as presented |
| Pittsburg State University | BM Music                                  | Action Plan as presented |
| Pittsburg State University | BBA International Business                | Phase Out                |
| University of Kansas       | BA/BGS African & African-American Studies | Action Plan with Proviso |
| University of Kansas       | BA/BGS American Studies                   | Action Plan with Proviso |
| University of Kansas       | BSE Physical Education Plus               | Merger                   |

|   |   |  |
|---|---|--|
| University of Kansas  | BA Global International Studies                 | Action Plan as presented               |
| University of Kansas  | BA/BGS Religious Studies                        | Action Plan with Proviso               |
| University of Kansas  | BA Jewish Studies                               | Action Plan with Proviso               |
| University of Kansas  | BA/BS Astronomy                                 | Action Plan with Proviso               |
| University of Kansas  | BS Atmospheric Science                          | Action Plan as presented               |
| University of Kansas  | BA/BGS/BS Geography                             | Action Plan as presented               |
| University of Kansas  | BA/BFA/BM Music                                 | Action Plan as presented               |
| University of Kansas  | BS Engineering Physics                          | Action Plan as presented               |
| Kansas State University   | BA/BS Geography                                 | Action Plan as presented               |
| Kansas State University   | BA/BM Music                                     | Action Plan as presented (in addendum) |
| Emporia State University  | BSE Business (Education)                        | Phase Out                              |
| Emporia State University  | BA/BFA Theatre                                  | Action Plan as presented               |
| Wichita State University  | BA Women's, Ethnicity, & Intersectional Studies | Merger                                 |
| Wichita State University  | BA Philosophy                                   | Action Plan as presented               |
| Wichita State University  | BA/BS Geology                                   | Action Plan as presented               |
| Wichita State University  | BA/BS Physics                                   | Action Plan as presented               |
| Wichita State University  | BS Forensic Science                             | Action Plan as presented               |
| Fort Hays State University  | BM Music Education                              | Action Plan as presented               |
| Fort Hays State University  | BA Philosophy                                   | Merger                                 |
| Fort Hays State University  | BA Modern Language (Spanish)                    | Action Plan as presented               |
| Fort Hays State University  | BA/BS Physics                                   | Action Plan as presented*              |
| Fort Hays State University  | BA Music  | Action Plan as presented**             |
| *This Action Plan indicated a merger would occur if the program doesn't meet thresholds in three years.               |   |  |
| **This Action Plan indicated a merger or phase out would occur if the program doesn't meet thresholds in three years. |   |  |

**2. Act on Systemwide Transfer Associate Degrees (Business Administration, Management, & Operations; Computer Science; Pre-Bachelor of Science in Nursing; and Pre-Social Work)**

**Summary**

*Systemwide associate-to-baccalaureate transfer programs provide an avenue to simplify the transfer process for students and academic advisors, reduce degree costs by decreasing time to degree, and increase completions for associate and baccalaureate degrees. Four systemwide transfer associate degrees are presented for approval.*

**Background**

In June 2023, the Board approved the first systemwide associate degree in Elementary Education. This will take effect in Fall 2024 and allow students who complete the approved associate degree to transfer at least 60 hours and apply the credit to the PK-6 licensure programs offered at the state universities and Washburn University. The education deans created the first model, and the format was utilized for additional programs.

Faculty volunteers from these areas created additional systemwide associate degrees in Business Administration, Management, and Operations; Computer Science; Pre-Bachelor of Science in Nursing; and Pre-Social Work. These associate degrees will go into effect in Fall 2025, and universities must award 60 credit hours to the corresponding baccalaureate degrees on or before Fall 2027 to transfer students who completed the approved associate degrees.

The four systemwide associate degrees include specific general education and program courses, establishing a clear pathway to eliminate course redundancy. Systemwide Transfer (SWT) courses with common learning outcomes paved the way for this model. The Transfer Council recommends additional SWT courses annually based on appropriate criteria and necessary courses for systemwide associate degrees.

Implementing a systemwide associate-to-baccalaureate transfer model benefits students, states, universities, and community colleges by reducing time to degree and increasing affordability for students and families.

**Systemwide Transfer associate degrees Presented for Approval**

Copies of the systemwide transfer associate degrees in the following areas are presented:

- Business Administration, Management, and Operations
- Computer Science
- Pre-Bachelor of Science in Nursing
- Pre-Social Work

**Business Administration, Management, and Operations  
Systemwide General Education and Transfer Associate Degree**

The systemwide transfer degree provides a pathway from any Kansas public community college offering the associate degree to any Kansas public university offering the baccalaureate degree. The pathway identifies courses/credit hours taken at the community college level and reflects the Kansas Board of Regents (KBOR) General Education framework “buckets” ([https://www.kansasregents.org/academic\\_affairs/general-education/seven-bucket-framework](https://www.kansasregents.org/academic_affairs/general-education/seven-bucket-framework)).

These courses/credit hours must be Systemwide Transfer (SWT) courses or recommended for SWT to be articulated at a future Kansas Core Outcomes Groups Conference. The courses will transfer to any public university as the first sixty hours toward the articulated degree. The remaining credit hours at the universities are the required courses to complete the baccalaureate degree.

**KBOR General Education Program (34-35 Credit Hours)**

| <b>Bucket #1</b>             | <b>English Discipline Area+</b>                         | <b>Credit Hours: 6</b>   |
|------------------------------|---|--|
| English Composition I        | ENG1010   | 3  |
| English Composition II       | ENG1020   | 3  |
|                              |   |  |
| <b>Bucket #2: Choose one</b> | <b>Communications Discipline Area+</b>                  | <b>Credit Hours: 3</b>   |
| Public Speaking              | COM1010   | 3  |
|                              |   |  |
| <b>Bucket #3: Choose one</b> | <b>Mathematics &amp; Statistics Discipline Area+</b>    | <b>Credit Hours: 3</b>   |
| College Algebra              | MAT1010   | 3  |
|                              |   |  |
| <b>Bucket #4</b>             | <b>Natural &amp; Physical Sciences Discipline Area+</b> | <b>Credit Hours: 4-5 from One Subject (must include a lab)</b>     |
| Any                          |   | 4 – 5  |
|                              |   |  |
| <b>Bucket #5</b>             | <b>Social and Behavioral Sciences Discipline Area+</b>  | <b>Credit Hours: 6 at least two courses from two subject areas</b> |
| Macro (or Micro) Economics   | ECO1010 or ECO1020                                      | 3  |
| Introduction to Psychology   | PSY1010   | 3  |
| <b>Bucket #6</b>             | <b>Arts &amp; Humanities Discipline Area+</b>           | <b>Credit Hours: 6</b>   |



|                                    |                                  |  |
|------------------------------------|----------------------------------|--|
|                                    |                                  | <b>at least two courses from two subject areas</b> |
| Fine Arts                          |                                  | 3  |
| Any                                |                                  | 3  |
|                                    |                                  |  |
| <b>Bucket #7</b>                   |                                  | <b>Credit Hours: 6</b>                             |
| Elementary Statistics              | MAT1020                          | 3  |
| Computer Concepts and Applications | CSC1010                          | 3  |
|                                    | <b>TOTAL GEN ED CREDIT HOURS</b> | <b>34 – 35</b>                                     |
|                                    |                                  |  |

**Business Administration, Management, and Operations Program (25 - 26 Credit Hours)**

| <b>Required Courses</b>                                     | <b>Systemwide Transfer Course Code &amp; Title (Kansas Regents Shared Number)</b>                          | <b>Credit Hours</b> |
|---|--|---------------------|
| Financial Accounting  | ACC1010  | 3 – 4               |
| Managerial Accounting                                       | ACC2010  | 3                   |
| Micro (or Macro) Economics                                  | ECO1010 or ECO1020   | 3                   |
| Introduction to Business                                    | BUS1020  | 3                   |
| Principles of Management<br><b>OR</b>                       | BUS2020<br><b>OR</b>   | 3                   |
| Principles of Marketing                                     | BUS1030  |                     |
| Business Law  | BUS2030  | 3                   |
|   |  |                     |
|   |  |                     |
| Open Business Electives* – to complete the associate degree | Open Business Electives within the Systemwide Transfer (SWT) list to complete a minimum of 60 credit hours | 7 – 9*              |
| Personal Finance  | BUS1010  |                     |
| Principles of Leadership                                    | BUS2010  |                     |
| Business Communications                                     | BUS2040  |                     |
|   | <b>TOTAL PROGRAM CREDIT HOURS</b>  | <b>25 – 26</b>      |
|   |  |                     |
|   | <b>DEGREE CR HRS (GE and PROGRAM)</b>  | <b>60</b>           |

Reference for Systemwide Transfer (SWT) identification:

[https://www.kansasregents.org/academic\\_affairs/transfer-articulation](https://www.kansasregents.org/academic_affairs/transfer-articulation)

\*Depending on the courses taken and credit hours awarded, the student may need additional coursework to reach the minimum 60 credit hours for an associate degree.

**Computer Science Systemwide Gen Ed and Transfer Associate in Science Degree**

The systemwide transfer degree provides a pathway from any Kansas public community college offering the associate degree to any Kansas public university offering the baccalaureate degree. The pathway identifies courses/credit hours taken at the community college level and reflects the Kansas Board of Regents (KBOR) General Education framework “buckets” ([https://www.kansasregents.org/academic\\_affairs/general-education/seven-bucket-framework](https://www.kansasregents.org/academic_affairs/general-education/seven-bucket-framework)).



These courses/credit hours must be Systemwide Transfer (SWT) courses or recommended for SWT to be articulated at a future Kansas Core Outcomes Groups Conference. The courses will transfer to any public university as the first sixty hours toward the articulated degree. The remaining credit hours at the universities are the required courses to complete the baccalaureate degree.

**KBOR General Education Program (35 Credit Hours)**

|                                  |   |  |
|----------------------------------|---|--|
| <b>Bucket #1</b>                 | <b>English Discipline Area+</b>                         | <b>Credit Hours: 6</b>   |
| English Composition I            | ENG1010   | 3  |
| English Composition II           | ENG1020   | 3  |
|                                  |   |  |
| <b>Bucket #2: Choose one</b>     | <b>Communications Discipline Area+</b>                  | <b>Credit Hours: 3</b>   |
| Public Speaking                  | COM1010   | 3  |
|                                  |   |  |
| <b>Bucket #3: Choose one</b>     | <b>Mathematics &amp; Statistics Discipline Area+</b>    | <b>Credit Hours: 3</b>   |
| Calculus I                       | MAT2010   | 4-5  |
|                                  |   |  |
| <b>Bucket #4</b>                 | <b>Natural &amp; Physical Sciences Discipline Area+</b> | <b>Credit Hours: 4-5 from One Subject (must include a lab)</b>     |
| Engineering Physics I with Lab   | PHY1030   | 5  |
|                                  |   |  |
| <b>Bucket #5</b>                 | <b>Social and Behavioral Sciences Discipline Area+</b>  | <b>Credit Hours: 6 at least two courses from two subject areas</b> |
| Microeconomics (preferred)       | ECO1010   | 3  |
|                                  | No preference for other course in this bucket           | 3  |
|                                  |   |  |
| <b>Bucket #6</b>                 | <b>Arts &amp; Humanities Discipline Area+</b>           | <b>Credit Hours: 6 at least two courses from two subject areas</b> |
| Logic and Critical Thinking      | PHL1030   | 3  |
| <b>OR</b><br>Ethics & Computers* | <b>OR</b><br>PHIL354                                    |  |
|                                  | No preference for other course in this bucket           | 3  |
|                                  |   |  |
| <b>Bucket #7</b>                 |   | <b>Credit Hours: 6</b>   |
| Free Elective                    |   | 1-2  |
| Calculus II                      | MAT2020   | 4-5  |
|                                  |   |  |
|                                  | TOTAL GEN ED CREDIT HOURS                               | 34-35  |
| *Required at WSU                 |   |  |

**Computer Science Program (25 Credit Hours)**

| Required Courses                | Systemwide Transfer Course Code & Title (Kansas Regents Shared Number) | Credit Hours |
|---------------------------------|--|--------------|
|                                 |  |              |
| Engineering Physics II with Lab | PHY2030  | 4-5          |
| Programming Fundamentals        | CSC1020  | 4            |
| Object-Oriented Programming     | CSC1030  | 4            |

|                          |   |       |
|--------------------------|---|-------|
| Discrete Structures      | MATXXXX (recommended new SWT course at 2025 KCOG) | 3     |
| Data Structures          | CSCXXXX (recommended new SWT course at 2025 KCOG) | 3-4   |
| Intro. to Digital Design | CSCXXXX (recommended new SWT course at 2025 KCOG) | 4     |
| Differential Equations   | MAT2030   | 3-4   |
|                          |   |       |
|                          | TOTAL PROGRAM CREDIT HOURS                        | 25-27 |
|                          |   |       |
|                          | DEGREE CR HRS (GE and PROGRAM)*                   | 60    |

Reference for Systemwide Transfer (SWT) identification:

[https://www.kansasregents.org/academic\\_affairs/transfer-articulation](https://www.kansasregents.org/academic_affairs/transfer-articulation)

\*Depending on the courses taken and credit hours awarded, the student may need additional coursework to reach the minimum 60 credit hours for an associate degree.

## Systemwide Pre-Bachelor of Science in Nursing Gen Ed and Transfer Associate Degree in Science Framework

The systemwide transfer degree provides a pathway from any Kansas public community college offering the associate degree to any Kansas public university offering the baccalaureate degree. The pathway identifies courses/credit hours taken at the community college level and reflects the Kansas Board of Regents (KBOR) General Education framework “buckets” ([https://www.kansasregents.org/academic\\_affairs/general-education/seven-bucket-framework](https://www.kansasregents.org/academic_affairs/general-education/seven-bucket-framework)).

These courses/credit hours must be Systemwide Transfer (SWT) courses or recommended for SWT to be articulated at a future Kansas Core Outcomes Groups Conference. The courses will transfer to any public university as the first sixty hours toward the articulated degree. The remaining credit hours at the universities are the required courses to complete the baccalaureate degree.

### KBOR General Education Program (34-35 Credit Hours)

| Bucket/Course Name                        | Systemwide Transfer Course Code & Title (Kansas Regents Shared Number) | Credit Hours   |
|---|--|--|
| <b>Bucket #1</b>                          | <b>English Discipline Area+</b>  | <b>Credit Hours: 6</b>   |
| English Composition I                     | ENG1010  | 3  |
| English Composition II                    | ENG1020  | 3  |
|   |  |  |
| <b>Bucket #2: Choose one</b>              | <b>Communications Discipline Area+</b>                                 | <b>Credit Hours: 3</b>   |
| Public Speaking                           | COM1010  | 3  |
| <b>OR</b><br>Interpersonal Communications | COM1020  | 3  |
|   |  |  |
| <b>Bucket #3: Choose one</b>              | <b>Mathematics &amp; Statistics Discipline Area+</b>                   | <b>Credit Hours: 3</b>   |
| College Algebra                           | MAT1010  | 3  |
|   |  |  |
| <b>Bucket #4 Choose One*</b>              | <b>Natural &amp; Physical Sciences Discipline Area+</b>                | <b>Credit Hours: 4-5 from One Subject (must include a lab)</b> |

|   |  |  |
|---|--|--|
| Biology I & Lab for Majors<br><b>OR</b><br>General Biology & Lab for Non-Majors (Principles of Biology) | BIO1020<br><br>BIO1010   | 4 -5   |
| <b>Bucket #5</b>  | <b>Social and Behavioral Sciences Discipline Area+</b>                                     | <b>Credit Hours: 6 at least two courses from two subject areas</b> |
| Introduction to Sociology<br><b>OR</b><br>Social Problems   | SOC1010<br><br>SOC2010   | 3  |
| Introduction to Psychology  | PSY1010  | 3  |
| <b>Bucket #6</b>  | <b>Arts &amp; Humanities Discipline Area+</b>  | <b>Credit Hours: 6 at least two courses from two subject areas</b> |
| Open Humanities Course  | Courses within the Systemwide Transfer (SWT) list  | 3  |
| Ethics (Required)   | PHL1020  | 3  |
| <b>Bucket #7</b>  | <b>Intuitional Requirements</b>  | <b>Credit Hours: 6</b>   |
| Open – at institutional discretion  | Courses within the Systemwide Transfer (SWT) list to complete a minimum of 60 credit hours | 6  |
| NOTE: CNA courses cannot be counted for transfer  |  |  |
|   | <b>TOTAL GEN ED CREDIT HOURS</b>   | <b>34-35</b>   |

**Pre-Nursing (BSN) Program (25 - 26 Credit Hours)**

| <b>Required Courses</b>  | <b>Systemwide Transfer Course Code &amp; Title (Kansas Regents Shared Number)</b> | <b>Credit Hours</b> |
|--|---|---------------------|
| Human Lifespan/Developmental Psychology  | PSY2020   | 3                   |
| Elementary Statistics  | MAT1020   | 3                   |
| General Chemistry w/Lab*<br><b>OR</b><br>Intro. to General Organic and Biochemistry w/Lab<br><b>OR</b><br>Chemistry I w/Lab for Majors | CHM 1030<br><br>CHM1040<br><br>CHM1010  | 4-5                 |
| Microbiology w/Lab*  | BIO2040   | 4-5                 |
| Nutrition  | HSC1010   | 3                   |
| <b>Anatomy &amp; Physiology requirement:</b>   |   |                     |
| Anatomy and Physiology   | BIO2030   | 8 credits total     |

|  |                                |       |
|--|--------------------------------|-------|
|  | TOTAL PROGRAM CREDIT HOURS     | 25-27 |
|  |                                |       |
|  | DEGREE CR HRS (GE and PROGRAM) | 60    |

Reference for Systemwide Transfer (SWT) identification:

[https://www.kansasregents.org/academic\\_affairs/transfer-articulation](https://www.kansasregents.org/academic_affairs/transfer-articulation)

\*Depending on the courses taken and credit hours awarded, the student may need additional coursework to reach the minimum 60 credit hours for an associate degree.

### Pre-Social Work Systemwide Gen Ed and Transfer Associate Degree

The systemwide transfer degree provides a pathway from any Kansas public community college offering the associate degree to any Kansas public university offering the baccalaureate degree. The pathway identifies courses/credit hours taken at the community college level and reflects the Kansas Board of Regents (KBOR) General Education framework “buckets” ([https://www.kansasregents.org/academic\\_affairs/general-education/seven-bucket-framework](https://www.kansasregents.org/academic_affairs/general-education/seven-bucket-framework)).

These courses/credit hours must be Systemwide Transfer (SWT) courses or recommended for SWT to be articulated at a future Kansas Core Outcomes Groups Conference. The courses will transfer to any public university as the first sixty hours toward the articulated degree. The remaining credit hours at the universities are the required courses to complete the baccalaureate degree.

#### KBOR General Education Program (34-35 Credit Hours)

| <b>Bucket #1</b>                             | <b>English Discipline Area+</b>                         | <b>Credit Hours: 6</b>   |
|--|---|--|
| English Composition I                        | ENG1010   | 3  |
| English Composition II                       | ENG1020   | 3  |
|  |   |  |
| <b>Bucket #2: Choose one</b>                 | <b>Communications Discipline Area+</b>                  | <b>Credit Hours: 3</b>   |
| Public Speaking                              | COM1010   | 3  |
| Interpersonal Communications                 | COM1020   | 3  |
|  |   |  |
| <b>Bucket #3:</b>                            | <b>Mathematics &amp; Statistics Discipline Area+</b>    | <b>Credit Hours: 3</b>   |
| Elementary Statistics                        | MAT1020   | 3  |
|  |   |  |
| <b>Bucket #4</b>                             | <b>Natural &amp; Physical Sciences Discipline Area+</b> | <b>Credit Hours: 4-5 from One Subject (must include a lab)</b>     |
| General Biology and Lab for Non-Majors       | BIO1010   | 4 -5   |
|  |   |  |
| <b>Bucket #5</b>                             | <b>Social and Behavioral Sciences Discipline Area+</b>  | <b>Credit Hours: 6 at least two courses from two subject areas</b> |
| Introduction to Psychology                   | PSY1010   | 3  |
| Introduction to Sociology                    | SOC1010   | 3  |
|  |   |  |
| <b>Bucket #6</b>                             | <b>Arts &amp; Humanities Discipline Area+</b>           | <b>Credit Hours: 6 at least two courses from two subject areas</b> |
| Cultural Diversity and Ethnicity             | SOC2030   | 3  |
| Level I or Beginning Modern Language course* | FRN1010 French I<br><b>OR</b>                           | 3-5  |

|                   |   |                        |
|-------------------|---|------------------------|
|                   | SPA1010 Spanish I<br><b>OR</b><br>Other Modern Language |                        |
| Critical Thinking | PHL1030   | 3                      |
|                   |   |                        |
| <b>Bucket #7</b>  | <b>Open to All Institutions Bucket #7</b>               | <b>Credit Hours: 6</b> |
|                   |   | 3                      |
|                   |   | 3                      |
|                   | TOTAL GEN ED CREDIT HOURS                               | 34-35                  |

**\*Required for Bachelor of Arts programs only**

**Pre-Social Work Program (25 - 26 Credit Hours)**

| Required Courses  | Systemwide Transfer Course Code & Title<br>(Kansas Regents Shared Number)                             | Credit Hours |
|---|---|--------------|
| Introduction to Cultural Anthropology                                       | ANT1010   | 3            |
| Introduction to Social Work   | SOC1020   | 3            |
| Social Problems   | SOC2010   | 3            |
| Introduction to Political Science<br><b>OR</b><br>American Government       | POL1010<br><br>POL2020  | 3            |
| Human Lifespan/Developmental Psychology                                     | PSY2020   | 3            |
| Natural or Physical Science   | Any natural or physical science course not taken as the Gen Ed course for bucket #4, lab not required | 3-5          |
| Level II Modern Language Course*  | FRN1020<br><b>OR</b><br>SPA1020<br><b>OR</b><br>Other Modern Language                                 | 3-5          |
|   |   |              |
| <b>Suggested Electives</b> – if necessary to complete an associate degree** |   |              |
| Ethics  | PHL1020   | 3            |
| Criminal Law  | CRJ2010   | 3            |
| Introduction to Women’s Studies   | GSC1010   | 3            |
|   | TOTAL PROGRAM CREDIT HOURS  | 25-26        |
|   |   |              |
|   | DEGREE CR HRS (GE and PROGRAM)  | 60           |

**\*Required for Bachelor of Arts programs only**

Reference for Systemwide Transfer (SWT) identification:

[https://www.kansasregents.org/academic\\_affairs/transfer-articulation](https://www.kansasregents.org/academic_affairs/transfer-articulation)

\*\*Depending on the courses taken and credit hours awarded, the student may need additional coursework to reach the minimum 60 credit hours for an associate degree.

**Staff Recommendation**

Board staff recommend that the foregoing systemwide transfer associate degrees be approved.

### 3. Report on Reverse Transfer Taskforce

#### Summary

*As part of its Goals for AY 2024 the Board asked staff to “[m]onitor and optimize reverse program transfer strategies to ensure students acquire credentials that they have earned.”*

#### Background

Reverse transfer facilitates the transfer of credit hours earned at a state university back to a state community college for students who transferred without completing the requirements for an associate degree. This allows students to fulfill remaining requirements at the community college and be awarded the associate degree by that institution.

The Kansas Board of Regents first approved reverse transfer agreements in 2014, codified in Chapter III, Section A.3. The policy directs the “state universities, community colleges, technical colleges, Washburn University and Washburn Institute of Technology [to] . . . work together, through the System Council of Presidents and System Council of Chief Academic Officers, to develop a process to assist students to complete coursework for and attain all certificates and degrees for which they are eligible.” The process and reverse transfer agreements shall:

- a. Be consistent with state and federal law, Board policies and applicable accreditation standards;
- b. Provide a mechanism for each student who is transferring credits from a community college or technical college to a university to participate in the reverse transfer process; the established mechanism shall include an opportunity for each otherwise eligible student to opt-in to the process, thereby permitting sharing of that student’s Family Educational Rights and Privacy Act protected information; and
- c. Provide guidelines for determining which transferring institution will award the credential if the student has transfer credits from more than one institution.

The presidents and chancellors of all state universities, community colleges, and technical colleges in May 2014 signed the Systemwide Reverse Transfer Agreement, which took effect the following fall.

The System Council of Presidents and the System Council of Chief Academic Officers developed “Systemwide Reverse Transfer Procedures,” last approved on April 19, 2018. The full text of the this document is available here: [https://www.kansasregents.org/resources/2018\\_Updated\\_Systemwide\\_Reverse\\_Transfer\\_Procedures.pdf](https://www.kansasregents.org/resources/2018_Updated_Systemwide_Reverse_Transfer_Procedures.pdf)

Also in 2018, KBOR staff developed a “Reverse Transfer Communication Plan” to assist institutional staff in promoting reverse transfer, which includes visual aids to assist in communicating about reverse transfer (see below).



The systemwide reverse transfer procedures requires universities to, among other things, identify transfer students with 45 credit hours completed at one or more colleges.

Between 2019 and 2023 1,834 students opted-in to reverse transfer and 969 associate degrees were awarded.

In 2023, the Board amended Chapter II.A.7. (New Academic Units and Academic Programs), authorizing state universities to offer an associate in arts degree in liberal arts or general studies. The degree authorized by this policy must only be awarded to students pursuing baccalaureate degrees. In addition, the degree must “primarily

be limited to a student who has not earned 30 or more hours of resident credit from at least one Kansas community college.”

When a student has earned 30 or more hours of resident credit from a single Kansas community college, the Board requires the university to work with the community college to support the student’s completion of an associate degree through reverse transfer. The Board also made clear its expectation that community colleges are the primary providers of associate degrees in the state. State universities seeking to offer any other type of associate degree must go through the regular application procedure for new academic programs set forth in Chapter II, Section A.7.e.

**Discussion**

In October and again in June the Reverse Transfer Working Group (RTWG) met to follow-up on the Board’s directive to “[m]onitor and optimize reverse program transfer strategies to ensure students acquire credentials that they have earned.” The members of the Working Group are listed below.

| Last      | First     | Job Title  | Institution                                      |
|-----------|-----------|--|--|
| Roberts   | Jeff      | Assistant University Registrar                         | University of Kansas                             |
| Cooper    | Susan     | Associate Registrar                                    | Kansas State University                          |
| Laman     | Mariah    | Transcript Analysis Specialist                         | Pittsburg State University                       |
| Crabtree  | Gina      | University Registrar & Director of Enrollment Services | Wichita State University                         |
| Morgan    | Heather   | Executive Director                                     | Kansas Association of Community College Trustees |
| Armstrong | Jon       | Director of Admissions                                 | Fort Hays State University                       |
| Markowitz | Sheila    | Registrar  | Emporia State University                         |
| Long      | Christina | Registrar  | Hutchinson Community College                     |
| McCloud   | Mickey    | Provost  | Johnson County Community College                 |
| Claussen  | Sydnee    | Director of Advising                                   | Garden City Community College                    |

The RTWG discussed several recurrent concerns about reverse transfer.

1. Discrepancy in KBOR policy in number of credit hours to participate in reverse transfer (see above).
2. Students have to “opt-in” to participate in reverse transfer, and there have been questions about what constitutes an appropriate means to opt-in and remain in compliance with the Federal Education Rights and Privacy Act (FERPA). Some have advocated for an “opt-out” process to increase participation in reverse transfer.
3. Participation in the National Student Clearinghouse’s free data exchange service.
4. Implementation of “best practices” in reverse transfer among all state institutions of higher education, including formal reverse transfer advisor training and better communication to students.



4. Discuss Competency Based Programs

Rusty Monhollon, VP Academic Affairs

WHY DEVELOP SYSTEMS AND PROCESSES TO ALLOW **COMPETENCY-BASED EDUCATION** AT KU?

**OPPORTUNITY**

How can KU harness its research expertise to revolutionize higher education by making it more accessible and affordable, without sacrificing quality or integrity?

**BASIC DEFINITIONS**

**Competency-based education** has many descriptions, but common to most of them are that (1) curricula are designed around specific competencies, (2) advancement focuses on a competency, and (3) the time and processes students follow to [master and] demonstrate a competency can vary (Mason et al., 2021).

**Competencies** are "statements of required knowledge, skills, abilities, and behaviors that include application standards and clearly state what is required for demonstration of competency" (CBEN, 2017).

**Backward design** is used to create programs, under the oversight of program faculty, using shared expertise of specialized faculty: The Competencies (program faculty) → Demonstration of Mastery (assessment experts) → Instructional Design (learning scientists and instructional designers). Individual faculty members could fill more than one role if they possess and want to apply additional areas of expertise.

|                     |   |   |  |
|---------------------|---|---|--|
| <b>KEY BENEFITS</b> | <b>FOR STUDENTS</b>   | <b>KU AND INTERNAL CONSTITUENCIES</b>   | <b>FOR EXTERNAL CONSTITUENCIES</b>   |
|                     | <p><b>Equity and Accessibility</b><br/>Flexibility to learn anywhere, anytime, and on any timeline, no matter personal circumstances.</p> <p><b>Affordability</b><br/>Earn credits for experiences that came from military service, civilian workplaces, hobbies, or self-study, allowing them to save time and money.</p> <p><b>Higher quality</b><br/>Quality of degree guaranteed and shown by collected artifacts from demonstrations of mastery.</p> | <p><b>Revenue</b><br/>Increase university revenue by tapping into new groups of hitherto underserved students to allow greater investment in faculty and research.</p> <p><b>Opportunity</b><br/>Share enhanced revenue with those departments and faculty who choose to participate.</p> <p><b>Advance Equity</b><br/>Enhance our reputation as the only relatively open access AAU institution of higher education.</p> | <p><b>Better communicate the value of a KU degree</b><br/>Employers can better understand what students know, and students what organizations need, providing students with more control over their economic futures and employers with greater surety to guide their investment in human capital.</p> |

## WHY DEVELOP SYSTEMS AND PROCESSES TO ALLOW **COMPETENCY-BASED EDUCATION** AT KU?

### Modality

All CBE programs will be direct assessment, online & asynchronous.

### Academic Calendar

CBE Programs will leverage a subscription-based calendar with **16-week terms**. There will be one week in between terms and an additional one week break in December.

### Financial Aid

Financial Aid will be available to all qualifying students in the CBE programs.

### Tuition Pricing

Students pay a subscription rate at the start of each 16-week term. There will be **two rate options** available:

- **Full time:** Students can enroll in and complete unlimited competencies within the subscription term.
- **Part time:** Students can enroll in and complete a limited number of competencies within the subscription term.

### Transcription

Students will receive both a competency-based transcript (reflecting competencies mastered) and a traditional transcript (competencies translated into course equivalencies).

### Faculty Model

CBE students will be highly supported by a collaborative team that includes university faculty and staff. This will include instructors, developers, assessors, and a success coach.

Academic decision-making for the content of programs and any individual courses within those programs is shared across the program's faculty, rather than individual faculty members having broad and deep decision making for the content of individual courses.

### Regulatory Compliance

The U.S. Department of Education requires approval from the Higher Learning Commission (HLC) as part of its application, a process that can take anywhere from **4-12 months for review** and approval by each entity. HLC requires approval from the Kansas Board of Regents (KBOR) as part of its application; thus, **the approval path is first KBOR, then HLC, and then the U.S. Department of Education** to be able to offer Title IV Federal Financial Aid. If a program leads to licensure, the program must be submitted to the Kansas State Department of Education (KSDE) as well. Timelines and processes vary for such approval.

### Information Technology

CBE programs will be supported by KU's information technology infrastructure, with Canvas as the Learning Management System and tools that support students' ability to learn anytime, anywhere, on any timeline.

### Student Support Model

KU will provide a personalized support experience, tailored to ensure student success in a CBE program. Students will have access to a broad range of support services to ensure holistic student success. These services will include (but are not limited to): **a personalized success coach** who will advise, mentor, and assist students throughout the program; access to **student financial aid**; and intentional **academic and student development supports**.

**JAYHAWK FLEX**

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**COMPETENCY-BASED EDUCATION**

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Board Academic Affairs Agenda, June 4, 2024

**Key Features of Jayhawk Flex**

- **Direct Assessment Program**
  - Student learning is measured through mastery of the competencies
- **Asynchronous Learning**
  - Anytime, anywhere, anyplace learning
- **Calendar**
  - 16-week terms with one week in between
- **Subscription-Based Tuition Pricing**
  - Students enroll in and master as many competencies as they can during the 16-week term (full-time) or may enroll in a limited number of competencies within the 16-weeks (part-time)
- **Faculty**
  - Includes instructors, developers, assessors, and academic advising

**Competency-Based Education Strands (working groups)**

- Business Processes & Systems
- Curriculum Development & Learning
- Information Technology
- Policy & Regulatory Compliance
- Student Journey Supports
- Leadership

**MS in Human Organizational Performance & Evaluation: Inaugural Program**

- Offer by the School of Professional Studies (Overland Park, Edwards Campus)
- Degree relevant for functional areas such as training and development, industrial relations, human resource management, entrepreneurial leadership, and executive coaching.
- KS Dept of Labor and the Mid-America Regional Council indicate job growth in this area.
- Degree offered in two formats: a traditional course-based format & CBE format.
- Course-based format uses existing courses; anticipate launch Spring 2025.
- CBE format requires HLC approval; anticipate launch Fall 2025.

**MSE in Secondary STEM Education: Inaugural Program**

- Offered by the School of Education and Human Sciences.
- Degree aimed at those seeking teacher licensure in STEM areas.
- KSDE indicates science and math are among the top 5 vacancy areas.
- Degree has two paths: initial teaching license and restricted license.
- Those with a restricted license will be employed by a KS district while completing the program.
- Education deans in KS cooperate on clinical site placement.
- CBE format requires HLC approval; anticipate launch Fall 2025.

**QUESTIONS?**

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**JAYHAWK FLEX:  
COMPETENCY-BASED EDUCATION**

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Board Academic Affairs Agenda, June 4, 2024



**5. Act on Request to Approve MS in Human & Organization Performance Effectiveness (HOPE) – KU**

**Program Approval**

**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. Please note this program will be delivered in two ways: 1) as a course-based hybrid program; and 2) as a competency-based online program.*

**I. General Information**

- A. Institution** - University of Kansas
- B. Program Identification**
  - Degree Level: Master’s Program
  - Title: Human and Organization Performance Effectiveness
  - Degree to be Offered: Master of Science
  - Responsible Department or Unit: School of Professional Studies
  - CIP Code: 52.1001
  - Modality: Course-Based Hybrid Competency-Based Online
  - Proposed Implementation Date: Spring 2025 (Course-Based Hybrid)  
Fall 2025 (Competency-Based Online)

Total Number of Semester Credit Hours for the Degree: 30 (Course-Based Hybrid)

Total Number of Competencies for the Degree: 10 (Competency-Based Online)

**II. Clinical Sites:** Does this program require the use of Clinical Sites? no

**III. Justification**

The School of Professional Studies proposes to create two paths to pursue a Master of Science in Human and Organization Performance Effectiveness degree to meet the growing demands of working professionals in the Metro Kansas City area and beyond:

1. Course-based degree program (hybrid format, based out of the KU Edwards Campus)
2. Competency-based degree program (online, asynchronous)

The MS degree in Human and Organization Performance Effectiveness (HOPE) seeks to provide career advancement pathways for those in a variety of professions that are responsible for improving the performance of organizations and individuals in organizations. This program is ideal for profit, nonprofit, and military sectors, and is particularly relevant for functional areas in training and development, industrial relations, human resource management, entrepreneurial leadership, and executive coaching.

This program provides students with a broad foundation of theory in critical thinking, communication, leadership, and ethics while incorporating coursework focused on aligning the

professional development needs of employees with the broader goals of their respective organizations. Graduates of the program will be prepared to better meet the present and future demands of the workplace and workforce.

Students will gain a foundational understanding of human and organization performance effectiveness using an applied and theoretical approach. The program will explore topics including training and development, industrial relations, human resource management, entrepreneurial leadership, technical writing, instructional design, user centered design, organizational analysis, task analysis, and human motivation. Students will utilize case studies to explore industry best practices and explore the alignment between the professional development needs of employees with the broader goals of their respective organizations.

This program is offered through the School of Professional Studies. The course-based path for this program will include a combination of online and in-person courses. The in-person courses will be offered at the KU Edwards Campus in Overland Park. The competency-based program will be 100% online and asynchronous. The program is offered in two different formats (course-based and competency-based) to allow students the flexibility to choose the path that best fits their needs. Ideally, students will stay enrolled in the same format throughout the degree program; however, it will be possible to change from one format to the other, if needed. This program caters to working professionals and allows them to incorporate their work experience into the classroom as well as providing them new expertise that can be applied in the workplace.

#### **IV. Program Demand:**

##### **Market Analysis**

###### *Student Demand*

Based on national Google search trends, SPS anticipates that the MS in HOPE would see strong enrollment and meet the demands of working professionals in the metro Kansas City area and nationally. On average each month, there are more than 10,000 searches for master's degree programs that fit the scope of this degree.

From 2012 to 2020, there was a 61.9 % increase in students completing online or hybrid Human Resource graduate degrees or an overall 23.6% increase in students completing any Human Resources related degrees, according to Lightcast Economic Modeling.

KU regularly receives student inquiries for a Human and Organization Performance Effectiveness or Human Resource Management degree that is available in a hybrid format. This program would address that need. Also, KU has seen strong current student enrollment in courses such as human resource management, managing people, and organizational communication.

The School of Professional Studies has received feedback from students in a variety of SPS programs that demonstrates demand for highly flexible program offerings. The HOPE program seeks to meet that demand in two ways: 1) deliver the program in two distinct formats (course-based/hybrid and competency-based/online) and 2) develop curriculum to appeal to a wide range of businesses, nonprofit organizations, and military service operations regionally and nationally.

###### *Comparative/Locational Advantage*

In the greater Kansas City region, this would be the first MS in Human and Organization Performance Effectiveness degree to be offered in the hybrid or competency-based format and there are currently a limited number of similar or related degree offerings in the area. Currently, Park University offers a graduate certificate in Human Resource Management and a MA in

Industrial and Organizational Psychology. Kansas State University offers a Masters in Adult Learning and Leadership and Avila University (located in Kansas City, MO) offers a MS in Organizational Development.

The only public graduate level program in Kansas with the same CIP code is the Master of Human Resource Management at Wichita State University. Online options are available across the nation, for example Villanova University’s Masters in Human Resource Development, Purdue’s MS in Human Resource Management, Penn State’s Masters in Organizational Development and Change, and Arizona State University’s Masters of Human Resources and Employment Law. This would be the first competency-based degree in the area of Human and Organization Performance Effectiveness to be delivered by a Research I institution.

All students will explore topics including training and development, industrial relations, human resource management, entrepreneurial leadership, executive coaching, human motivation, user centered design, instructional design, and task analysis. In the course-based/hybrid format, students will also have the option to complete a certificate in performance management or tailor their academic training to include a social welfare perspective.

**V. Projected Enrollment for the Initial Three Years of the Program**

| <b>Course Based Degree</b> |                          |            |                               |            |
|----------------------------|--------------------------|------------|-------------------------------|------------|
| Year                       | Total Headcount Per Year |            | Total Sem Credit Hrs Per Year |            |
|                            | Full- Time               | Part- Time | Full- Time                    | Part- Time |
| Implementation             | 5                        | 10         | 90                            | 90         |
| Year 2                     | 15                       | 20         | 270                           | 180        |
| Year 3                     | 20                       | 30         | 360                           | 270        |

| <b>Competency Based Degree</b> |                       |
|--------------------------------|-----------------------|
| Year                           | Total Enroll Per Year |
| Implementation                 | 0                     |
| Year 2                         | 40                    |
| Year 3                         | 80                    |

**VI. Employment**

The Society for Human Resource Management highlighted that in 2023, there are more than 300,000 human resource professionals impacting more than 115 million employees worldwide and growing each year.

Nationally, human resource management or related roles have grown 8.1% in the past three years, with 96,306 job openings annually. Some of the particularly high growth areas include human resource specialists (18.44%), managers - all other (12.76%), training and development specialists (10.43%), administrative services managers (7.87%), and facilities managers (7.73%) according to Lightcast.

According to the Bureau of Labor Statistics (BLS), employment of HR managers and related roles is projected to grow 7% from 2019 to 2029, which is faster than the average for all occupations. This is largely due to additional complexities in the workplace, competition for the recruitment, retention and development, and companies looking to strategically improve their performance effectiveness. The Society for Human Resource Management (SHRM) found that 90% of organizations believe that HR is becoming more important and strategic to their success

and 75% of organizations reported having difficulty finding qualified HR candidates to fill open positions.

Additionally, the Mid-America Regional Council, in their August 2022 workforce indicators data, shows that Kansas City continues to see an upward trend in employment and added 5,800 new jobs since the previous month. The workforce indicators additional found that “the seasonally adjusted unemployment rate declined to 2.7%, and Kansas City has now recovered 87% of the 129,300 jobs lost from the COVID-19 recession.” With employment continuing to grow in KC, additional employees, with a strong inter-disciplinary degree, will need to fill these roles. This is evidenced by the Kansas Department of Labor Statistics projections which indicates a 3.8% percent growth in Human Resource Managers from 2022 to 2024 in counties in the Kansas City region.

## **VII. Admission and Curriculum**

### **A. Admission Criteria**

Students must apply to KU and be admitted by the School of Professional Studies. The following materials are required to be considered for admission:

- A completed online application form
- Completion of a bachelor’s degree from an accredited college or university
- Official transcript(s) bearing the official seal from each college or university in which course work had been taken.
- TOEFL or IELTS test results (if applicable).

For admission into the MS in HOPE program, the applicant must have a cumulative undergraduate GPA of 3.0 or better, from an accredited institution, for regular admission status. An applicant with an undergraduate GPA not meeting the minimum requirements may be admitted under provisional status.

### **B. Curriculum**

This section outlines the course-based curriculum and then the competency-based curriculum. Both support the same program outcomes. The competency-based description incorporates a focus on what the learner learns and centers on performance-based, observable outcomes.

#### **1. Course-Based Curriculum:**

Required (18 credits):

- HUOP 840 Foundations of Human and Organization Performance Effectiveness
- HUOP 841 Organizational Analysis or PUAD 845 Managing Public Organizations
- HUOP 842 Theories of Human Motivation
- HUOP 843 Training and Instructional Design
- HUOP 844 Theories of Organizational Change or PUAD 854 Innovation and Organizational Change
- HUOP 896 Capstone Project in Human and Organization Performance Effectiveness

Electives (12 credits): Choose 4 of the following courses in consultation with an advisor.

- HUOP 854 Task Analysis
- HUOP 855 Instructional Design
- HUOP 856 Strategic Planning and Implementation
- HUOP 857 Learning and Development in Organizations
- PFS 801 Interpersonal and Persuasive Communication Skills for Managers



- PFS 804 Project Management for Professionals
- PFS 821 Employee Onboarding and Role Development
- PUAD 857 Performance Management and Governance
- PUAD 858 Performance Audit
- SW 840 Multi-System Community-Engaged Program Design
- SW 842 Agency-Based Evaluation
- SW 843 Leadership and Supervision in Program Management

Plan of Study

Courses will be taught in Fall, Spring, and Summer semesters as shown on the plan of study below:

**Year 1: Fall** **SCH = Semester Credit Hours**

| Course #             | Course Name   | SCH 12 |
|----------------------|---|--------|
| HUOP 840             | Foundations of Human and Organization Performance Effectiveness | 3      |
| HUOP 841 or PUAD 845 | Organizational Analysis or Managing Public Organizations        | 3      |
| HUOP 843             | Corporate Training and Instructional Design                     | 3      |
| Elective             | Choose from list  | 3      |

**Year 1: Spring**

| Course #             | Course Name   | SCH 12 |
|----------------------|---|--------|
| HUOP 842             | Theories of Human Motivation  | 3      |
| HUOP 844 or PUAD 854 | Theories of Organizational Change or Innovation and Organizational Change | 3      |
| Elective             | Choose from list  | 3      |
| Elective             | Choose from list  | 3      |

**Year 1: Summer**

| Course # | Course Name  | SCH 6 |
|----------|--|-------|
| Elective | Choose from list   | 3     |
| HUOP 896 | Capstone Project in Human and Organization Performance Effectiveness | 3     |

**Total Number of Semester Credit Hours .....30**

**2. Competency-Based Curriculum:** The following competencies support the same degree outcomes as the course-based curriculum sited above. The competency-based model will be structured so that students can progress through modules at their own speed. As such, a standard Plan of Study is not listed for the competency-based curriculum. Students will work closely with an advisor to create a plan that uniquely fits his or her needs.

- **Foundations of Human and Organization Performance Effectiveness:** Analyze, synthesize, and implement theories of Human and Organization Performance Effectiveness to optimize workplace outcomes.
- **Designing Education and Training Programs:** Design, execute, and evaluate comprehensive training based on organizational development needs.
- **Theories of Motivation:** Analyze and synthesize theories of human motivation; apply those theories to organizational processes of employee autonomy, mastery of work responsibilities and alignment between organizational/individual purpose.

- **Organizational Analysis and Systems:** Analyze and synthesize organizational culture theories; apply those theories to a particular organization to describe the organizational culture and analyze the gap between an existing organizational culture and a desired culture.
- **Organizational Change Theory and Process:** Analyze, synthesize, and implement theories of organizational change and deploy organizational change tools to plan and implement change processes.
- **Interpersonal and Persuasive Communication:** Analyze and synthesize theories of organizational communication; apply those theories to the design of organizational communications for specific purposes. Demonstrate the ability to effectively communicate ideas using a variety media and writing formats with an intentional focus on audiences.
- **Employee Selection and Onboarding:** Track, understand and use human resources best practices to attract and select personnel for the organization that matches organizational need.
- **Performance Management Theory and Process:** Analyze and synthesize tools of performance management; apply those tools to a specific organizational mission and goals. Develop, implement, and evaluate performance metrics as part of a performance management system, design metric collection and analysis systems for ongoing organizational analysis.
- **Strategic Doing: Planning and Implementation:** Design and lead organizational strategic planning processes with best practice tools; align plans with performance management systems.
- **Project Management:** Understand and deploy project management tools to initiate, plan, implement, manage, and evaluate projects to meet organizational goals.

Total Number of Competencies.....10

**VIII. Core Faculty**

Note: \* Next to Faculty Name Denotes Director of the Program, if applicable FTE: 1.0 FTE = Full-Time Equivalency Devoted to Program

| Faculty Name     | Rank  | Highest Degree | Tenure Track Y/N | Academic Area of Specialization   | FTE to Proposed Program |
|------------------|---|----------------|------------------|---|-------------------------|
| New Hire, Yr. 1* | Program Director & Assistant or Associate Professor of the Practice | PhD            | N                | Human and Organization Performance Efficiency, Organizational Communication, Higher Education, Business Administration, or related degree | 1.0                     |
| New Hire, Yr. 1  | Assistant or Associate Professor of the Practice                    | MS or PhD      | N                | Human and Organization Performance Efficiency, Organizational Communication, Higher Education, Business Administration, or related degree | 1.0                     |
| In Gu Kang       | Assistant Teaching Professor  | PhD            | N                | Human and Organization Performance Effectiveness  | 0.25                    |
| Amy Neufeld      | Assistant Dean  | PhD            | N                | Education   | 0.13                    |
| Jordan Atkinson  | Associate Professor of Practice                                     | PhD            | N                | Communication Studies   | 0.13                    |

|                  |                                     |           |   |   |      |
|------------------|-------------------------------------|-----------|---|---|------|
| Replacement Hire | Assistant Professor of the Practice | MS or PhD | N | Human and Organization Performance Efficiency, Organizational Communication, Higher Education, Business Administration, or related degree | 0.25 |
| Marilu Goodyear  | Associate Professor                 | PhD       | Y | Organizational Change   | .05  |
| Nicole Humphrey  | Assistant Professor                 | PhD       | Y | Public Management and DEI   | .05  |
| New Hire, Yr. 3  | Lecturer/Adjunct                    | MS or PhD | N | Human and Organization Performance Efficiency, Organizational Communication, Higher Education, Business Administration, or related degree | 1.0  |

Number of graduate assistants assigned to this program..... **0**

**IX. Expenditure and Funding Sources** (List amounts in dollars. Provide explanations as necessary.)

| <b>A. EXPENDITURES</b>   | First FY         | Second FY        | Third FY         |
|--|------------------|------------------|------------------|
| <b>Personnel – Reassigned or Existing Positions</b>            |                  |                  |                  |
| Faculty  | \$50,427         | \$51,525         | \$52,650         |
| Administrators (other than instruction time)                   | \$10,000         | \$0              | \$0              |
| Graduate Assistants  | \$0              | \$0              | \$0              |
| Support Staff for Administration (academic advisor/coach)      | \$26,000         | \$52,000         | \$52,000         |
| Fringe Benefits (total for all groups)                         | \$27,657         | \$33,128         | \$33,488         |
| Other Personnel Costs  | \$0              | \$0              | \$0              |
| <b>Total Existing Personnel Costs – Reassigned or Existing</b> | <b>\$114,084</b> | <b>\$136,653</b> | <b>\$138,138</b> |
|  |                  |                  |                  |
| <b>Personnel – New Positions</b>                               |                  |                  |                  |
| Faculty  | \$200,000        | \$205,000        | \$300,125        |
| Administrators (other than instruction time)                   | \$0              | \$0              | \$0              |
| Graduate Assistants  | \$0              | \$0              | \$0              |
| Support Staff for Administration (e.g., secretarial)           | \$0              | \$0              | \$0              |
| Fringe Benefits (total for all groups)                         | \$64,000         | \$65,600         | \$96,040         |
| Other Personnel Costs  | \$0              | \$0              | \$0              |
| <b>Total Existing Personnel Costs – New Positions</b>          | <b>\$264,000</b> | <b>\$270,600</b> | <b>\$396,165</b> |
| <b>Start-up Costs - One-Time Expenses</b>                      |                  |                  |                  |
| Library/learning resources                                     | \$0              | \$0              | \$0              |
| Equipment/Technology   | \$0              | \$0              | \$0              |
| Physical Facilities: Construction or Renovation                | \$0              | \$0              | \$0              |
| Other  | \$45,000         | \$15,000         | \$0              |

|   |            |            |           |
|---|------------|------------|-----------|
| <b>Total Start-up Costs</b>                 | \$45,000   | \$15,000   | \$0       |
|   |            |            |           |
| <b>Operating Costs – Recurring Expenses</b> |            |            |           |
| Supplies/Expenses                           | \$1,000    | \$1,000    | \$1,000   |
| Library/learning resources                  | \$0        | \$0        | \$0       |
| Equipment/Technology                        | \$0        | \$0        | \$0       |
| Travel                                      | \$1,000    | \$1,000    | \$1,000   |
| Other                                       | \$15,300   | \$15,300   | \$16,700  |
| <b>Total Operating Costs</b>                | \$17,300   | \$17,300   | \$18,700  |
|   |            |            |           |
| <b>GRAND TOTAL COSTS</b>                    | \$ 440,384 | \$ 439,553 | \$553,003 |

| <b>B. FUNDING SOURCES</b><br><i>(projected as appropriate)</i>                                    | Current | First FY<br>(New) | Second FY<br>(New) | Third FY<br>(New) |
|---|---------|-------------------|--------------------|-------------------|
| Tuition / State Funds   |         | \$ 96,300         | \$ 800,750         | \$1,457,050       |
| Student Fees  |         | \$0               | \$0                | 0                 |
| Other Sources (JCERT)   |         | \$344,084         | \$0                | \$0               |
| <b>GRAND TOTAL FUNDING</b>  |         | \$440,384         | \$ 800,750         | \$ 1,457,050      |
|   |         |                   |                    |                   |
| <b>A. Projected Surplus/Deficit (+/-)</b><br><i>(Grand Total Funding minus Grand Total Costs)</i> |         | \$0               | \$ 361,197         | \$ 904,047        |

## **X. Expenditures and Funding Sources Explanations**

### **A. Expenditures**

#### **Personnel – Reassigned or Existing Positions**

**Course Based Expenditures:** The MS in HOPE program will utilize some existing courses that are currently offered at KU as part of the School of Professional Studies core course and the Organizational Communication program as well as existing courses in Public Administration and Social Welfare. Costs of instruction is already covered by these existing programs and these courses have additional enrollment capacity to support the program. Additional funds have been allocated in the second and third years to fund additional sections as needed.

**Competency Based Expenditures:** All of the competency-based curriculum must be developed and ready for enrollment before the first student begins the program. Due to this, the curriculum development will take place in year 1 and the program will be available for student enrollment in year 2.

**Shared Expenditures:** These programs are budgeted to have an existing administrator oversee the development of the two programs during year 1 while we begin developing the curriculum and start a search for a program director. To maximize efficiencies in curriculum development, courses will be developed for both the course- based and competency-based programs concurrently. Faculty in the School of Professional Studies (those teaching above listed courses with a HUOP and PFS department indicator) will provide instruction in both programs and the academic advisor/coach will support both programs. It is expected that the advisor will have 50% of their load dedicated to HOPE in year 1 and 100% of their load dedicated to HOPE in years 2-3. The HOPE program will fund salary and fringe accordingly to student load. In addition to advising newly admitted and current students, the academic success coach will also work with prospective students who have indicated an interest in one of the paths to complete a master's degree in Human and Organization Performance Effectiveness.

#### **Personnel – New Positions**

**Shared Expenditures:** The HOPE program will hire two new faculty members with an emphasis in Human and Organization Performance Efficiency, Organizational Communication, Higher Education, Business Administration, or a related field in the first year. The cost of the program director will split their time between instruction and administration at 80% teaching and 20% administration. The second faculty member will have 100% of their load dedicated to teaching in the program. These faculty members will be responsible for developing the new HOPE and Professional Studies courses needed for the program. Additional funding has been allocated in year three to support hiring a third faculty position to support growing student enrollment with 100% of their load dedicated to teaching in the program.

#### **Start-up Costs – One-Time Expenses**

To ensure a successful launch of the two paths (course-based/hybrid and competency-based/online) to earn a MS in Human and Organization Performance Effectiveness, we have designated \$60,000 for course development during the first two years, with the bulk of the resources allocated in year 1 because the entire competency-based/online curriculum needs to be developed and ready for students to access as soon as the first term begins. These funds will provide faculty with additional resources to develop the courses needed for the program.

#### **Operating Costs – Recurring Expenses**

The program budgets \$1,000/year for supplies to support the staffing of the program, learning resources and associated technological equipment have been accounted for in the existing services provided to KU Edwards Faculty and Students and no additional cost will be associated with the program in those areas. The School of Professional Studies is allocating \$1,000 each year for travel expenses associated with trip from the Edwards Campus to Lawrence campus for committee and other intercampus work. Other operating expenses include \$2,500 each year for recruitment efforts, and \$10,000 each year for marketing efforts and \$1,400 per new program dedicated faculty member each year for professional development.

### **B. Revenue: Funding Sources**

The MS in Human and Organization Performance Effectiveness program is a Johnson County Education and Research Triangle\* (JCERT) funded program. The program will be fully funded through JCERT funds and tuition revenue. No state funds will be utilized. JCERT funds will be used to help fund the program during the implementation year, the program is expected to be sustainable on tuition funds alone as soon as year 2. The tuition structure for the two paths varies as follows:

**Course Based Tuition Structure:** This delivery format includes an all-inclusive tuition rate of \$535 per credit hour to ensure that the program is affordable and accessible to all students given the hybrid nature of the program.

**Competency Based Tuition Structure:** This delivery format includes a subscription rate model, where students pay a flat rate for a period of time and advance through as many program competencies as possible. The subscription rate for a full-time student on this path is projected to be \$14,000/year.

\* The Johnson County Education Research Triangle (JCERT) is a unique partnership between Johnson County, the University of Kansas, and Kansas State University. Its goal is to create economic stimulus and a higher quality of life through new facilities for research and educational opportunities. In November 2008, Johnson County voters invested in the county's future by voting for a 1/8-cent sales tax to fund JCERT initiatives, including development of the National Food and Animal Health Institute at K-State Olathe; the KU Clinical Research Center in Fairway, Kansas; and here at KU Edwards, the BEST Building with several degree and certificate offerings in business, engineering, science, and technology.

### **C. Projected Surplus/Deficit**

Given the anticipated costs and revenue, the program is expected to run a deficit for the first year and expects to see a surplus in years two and three. JCERT funds will be used to help fund the program during the implementation until the program is revenue generating and sustainable on tuition funds alone. With the current enrollment estimates, the program is expected to have a revenue surplus. These funds will be utilized to help improve the overall student experience and provide additional funding.

## **XI. References**

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**University of Kansas MS in Human & Organization Performance Effectiveness (HOPE)**

1. Market-Share Figures

| <b>Number of Human Resources Management &amp; Services<sup>1</sup> Master's Degree Completers by Year</b><br><b>Kansas Public and Private Universities with Market-Share (MS) Percentage</b> |             |             |             |             |              |                |
|--|-------------|-------------|-------------|-------------|--------------|----------------|
| <b>Institution</b>   | <b>2019</b> | <b>2020</b> | <b>2021</b> | <b>2022</b> | <b>Total</b> | <b>4-Yr MS</b> |
| Ottawa University - Online   | 1           | 1           | 4           | 5           | 11           | 13.8%          |
| Ottawa University - Kansas City  | 6           | 9           | 4           | 1           | 20           | 25.0%          |
| Rasmussen University   | 0           | 0           | 2           | 0           | 2            | 2.5%           |
| Wichita State University   | N/A         | N/A         | 18          | 29          | 47           | 58.8%          |

<sup>1</sup>Description for CIP 52.1001 (KU's Proposed program is named "Human & Organization Performance Effectiveness")

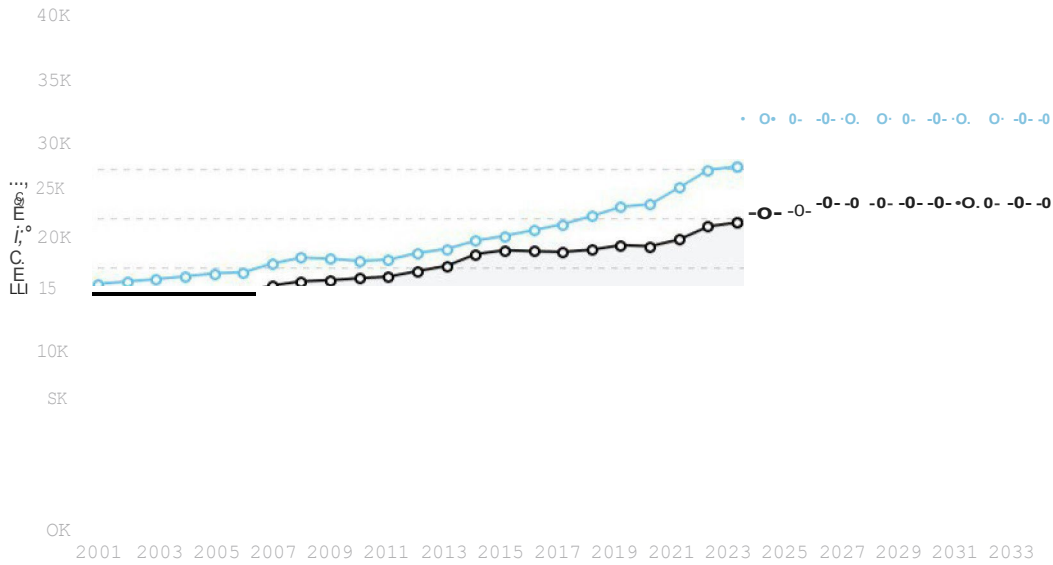
2. Regional Employment

There are 10 occupations as identified by Lightcast for this program of study

- Administrative Services Managers
- Facilities Managers
- Human Resources Managers
- Managers, All Other
- Compliance Officers
- Human Resources Specialists
- Human Resources Assistants (Except Payroll & Timekeeping)
- Labor Relations Specialists
- Compensation, Benefits, and Job Analysis Specialists
- Training and Development Specialists

### Regional Employment Is Lower Than the National Average

An average area of this size typically has 30,768 jobs, while there are 24,973 here. This lower-than-average supply of jobs may make it more difficult for workers in this field to find employment in your area.



| Region             | 2024 Jobs | 2026 Jobs | Change | % Change |
|--------------------|-----------|-----------|--------|----------|
| ● Kansas           | 24,973    | 25,619    | 645    | 2.6%     |
| ● National Average | 30,768    | 31,458    | 690    | 2.2%     |

\*National average values are derived by taking the national value for your occupations and scaling it down to account for the difference in overall workforce size between the nation and Kansas. In other words, the values represent the national average adjusted for region size.

### Regional Breakdown

| MSA                | 2024 Jobs |
|--------------------|-----------|
| Kansas City, MO-KS | 21,111    |
| Wichita, KS        | 4,588     |
| Topeka, KS         | 2,169     |
| Manhattan, KS      | 1,918     |
| Lawrence, KS       | 887       |

**Regional Compensation Is 15% Lower Than National Compensation**

For your occupations, the 2022 median wage in Kansas is \$68,334, while the national median wage is \$80,576.



**3. Minimum Education for Posted Jobs**

March 2023 – March 2024 (Below data is from actual job postings for this time period.)

Minimum Education Breakdown

| Minimum Education Level      | Unique Postings (minimum) | Unique Postings (max advertised) | % of Total (minimum) |
|------------------------------|---------------------------|----------------------------------|----------------------|
| High school or GED           | 2,536                     | 0                                | 18%                  |
| Associate degree             | 686                       | 292                              | 5%                   |
| Bachelor's degree            | 5,987                     | 1,179                            | 44%                  |
| Master's degree              | 236                       | 1,278                            | 2%                   |
| Ph.D. or professional degree | 67                        | 346                              | 0%                   |

**6. Act on Request to Approve MS in Secondary STEM – KU**

**Program Approval**

*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. Please note this is a direct-assessment competency-based online program.*

**Summary**

**I. General Information**

**A. Institution** University of Kansas

**B. Program Identification**

|                                 |  |
|---------------------------------|--|
| Degree Level:                   | Master’s   |
| Program Title:                  | Secondary STEM Education                                   |
| Degree to be Offered:           | Master of Science in Education in Secondary STEM Education |
| Responsible Department or Unit: | School of Education and Human Sciences                     |
| CIP Code:                       | 13.1205  |
| Modality:                       | Direct Assessment: Competency-Based Online                 |
| Proposed Implementation Date:   |  |

Total Number of Competencies for the Degree: 24 (Competency-Based Online)

**II. Clinical Sites:** Does this program require the use of Clinical Sites? Yes

School partnerships are an essential aspect of educator preparation at the University of Kansas. We have created mutually beneficial relationships with school districts in Kansas that include placing teacher candidates in PK- 12 classrooms for field experiences and student teaching/internship experiences. The Secondary STEM Education program will utilize existing agreements with school districts in Kansas and establish new agreements with school districts across the United States for online students who are living and working outside of Kansas. The Secondary STEM program leads to Kansas teacher licensure following two pathways: 1) initial teaching license and 2) restricted teaching license. Students in the program, referred to throughout as teacher candidates, pursuing an initial teaching license will be placed in a school district in their region of Kansas for early program field experiences that are aligned with program competencies and for their final student teaching/practicum experience. Teacher candidates enrolled in the program with a restricted teaching license will be employed by a Kansas school district while completing the program. The Kansas school district that employees the Secondary STEM program teacher candidate will serve as the placement site for both early field experiences and the supervised final teaching practicum. It is expected that in year 1 of implementation, the Secondary STEM program will utilize 15-20 school districts for clinical site placements. In year 2 of implementation, it is anticipated that the program will utilize 25-30 school districts for clinical site placements. The Deans of public universities in Kansas meet quarterly and discuss clinical site placements in Kansas school districts. They cooperate on sharing access to Kansas school districts for those placements.

### III. Justification

The School of Education and Human Sciences proposes a new Master of Science in Education to provide an alternative pathway to secondary STEM teacher licensure in Kansas. The proposed program is designed for working professionals in STEM industries or in STEM education-related fields to change careers with the purpose of meeting the growing demand for licensed secondary STEM teachers in Kansas and beyond.

KU offers STEM teacher education programs at the undergraduate level, but not at the graduate level. The MSE degree in Secondary STEM Education is a new KU STEM teacher education degree at the graduate level. The MSE in Secondary STEM Education seeks to provide individuals who hold a Bachelor's degree in a STEM field an alternative pathway to teacher licensure based on the individual demonstrating competency of the knowledge and skills necessary to be a highly qualified teacher in one or more STEM fields. The program is aligned with the Kansas State Department of Education professional education standards and leads to licensure in biology grades 6-12, chemistry grades 6-12, earth and space science grades 6-12, physics grades 6-12, and mathematics grades 6-12.

The Secondary STEM Education program provides teacher candidates with a broad foundation of education theory and practice. The curriculum incorporates thematic problems of teaching practice. As teacher candidates progress through the program, solution requirements for problems of teaching practice increase in authenticity and complexity. Throughout the program, teacher candidates justify their choice of instructional, student assessment, and classroom strategies using the science of learning.

This competency-based program will be 100% online, asynchronous, with opportunities for synchronous support. The proposed program is particularly innovative in that teacher candidates make progress based on their demonstration of competencies, at their own pace, that they apply in secondary STEM classrooms. Faculty and staff will mentor students as they progress through self-paced learning and assessments of learning. Teacher candidates can build on their prior experiences in STEM fields to transition to careers in teaching.

### IV. Program Demand

#### Market Analysis

Science and mathematics are among the top five areas in Kansas with vacancies in teaching assignment (Kansas State Department of Education [KSDE], 2022). The STEM teacher shortage is a national issue, and it disproportionately affects students in low-income urban and rural communities (Moritz and Weiss, 2018).

Across the country, the number of STEM teachers teaching on emergency permits and waivers has increased over the last decade (Fuller, 2023, Heubeck, 2022, Zalaznick, 2023).

In the state of the Kansas, this program will be the first competency-based STEM teacher education degree program to be offered. The competency-based approach allows teacher candidates to demonstrate mastery of competencies and progress through the program when they are ready to be assessed rather than on a traditional semester timeframe.

**V. Projected Enrollment for the Initial Three Years of the Program**

| <b>Competency Based Degree</b> |                       |
|--------------------------------|-----------------------|
| Year                           | Total Enroll Per Year |
| Implementation                 | 10                    |
| Year 2                         | 15                    |
| Year 3                         | 25                    |

**VI. Employment**

According to a Lightcast report (2024), openings in the six-state region of Kansas, Illinois, Ohio, Michigan, Missouri, and Minnesota are plentiful. Top cities with openings are Chicago, Kansas City, Minneapolis, and Indianapolis. For the most recent one-year period, there were more than 5,000 unique openings for math teachers and more than 2,000 unique openings for science teachers.

**VII. Admission and Curriculum**

**A. Admission Criteria**

Students must apply to KU and be admitted by the School of Education and Human Sciences. The following are admission criteria for the program:

1. A bachelor’s degree in a subject area in STEM, a related interdisciplinary field, and/or have extensive working experience in STEM areas.
2. A minimum GPA of 2.5 in the content area.
3. A passing score for the Praxis II content exam in the content area for admission.
4. One official transcript of all college records with at least a cumulative 3.0 GPA on a 4.0 basis.

**B. Curriculum**

**Total Number of Competencies** .....24

The following competencies of the Secondary STEM Education program focus on learning outcomes that teacher candidates enrolled in the program learn. Assessment of the learning outcomes centers on performance-based, observable outcomes.

**Productive Instructional Strategies:** Apply research-based instructional approaches in light of your specific learners’ experiences, goals, and contexts.

**Supportive Environments:** Apply research-based approaches that develop conditions that provide learners a sense of safety and belonging and that foster trust and strong relationships.

**Social and Emotional Learning:** Apply research-based approaches that develop and support the social- emotional skills, habits, and mindsets that lead to confident, independent learners.

**Multi-tiered Systems of Support:** Apply research-based approaches that leverage the multi-disciplinary resources, support teams, and personnel within and beyond the formal learning environment in order to meet the needs of learners and address learning barriers.

**Research-informed Practices:** Identify and evaluate research on evidence-based instructional practices.

**Defining Outcomes for Assessment:** Articulate learning outcomes informed by your content knowledge, your values, external educational standards, and your understanding of student needs.

**Assessing for Learning:** Document your students' progress over time in ways that are relevant, actionable, and transparent.

**Assessment of Learning:** Analyze student assessment data to identify student strengths and areas for growth to inform future instruction to meet the learning needs of the student group as a whole.

**Designing Outcomes-Driven Learning Experiences:** Design learning experiences that are purpose-driven and practicable—that invite students to travel paths they can follow toward goals worth reaching.

**Designing Systems for Learning:** Create and maintain classroom environments that maximize opportunities for learning.

**Designing for Disciplinary Learning:** Create and maintain classroom environments that maximize opportunities for learning.

**Relating to Students:** Learn about and interact with your students in ways that enable you to respond to the unique genius, needs, and motivations of individual students.

**Individualizing Learning:** Develop strategies to build skills, understandings, and dispositions that enable a diverse range of students to engage deeply with the subject matter.

**Individualizing Learning: Students with Special Needs:** Work with special needs students in ways that comply with relevant regulations, and work with all your students in ways that enable them to engage with the most important aspects of the learning experience.

**Individualizing Learning: Multilingual Learners:** Apply research-informed linguistic strategies to facilitate linguistic skill development of multilingual learners so they can engage deeply with the subject matter.

**Building a Community of Trust:** Build safe, supportive, stable learning communities where every student knows they will be respected and valued.

**Leading Collaborative Learning:** Enable your students—through preparation in advance and facilitation in the moment—to learn with and from each other.

**Partnering with Caregivers:** Partner with people who play significant roles in the lives of your students to ensure that students flourish inside and outside of school.

**Collaborating for Change:** Create a strong professional network with colleagues to benefit both your peers and yourself, as well as the learners in the schools.

**Thinking Like a Designer:** Make deliberate, human-centered, design choices through an iterative process to solve the range of challenges you face.

**Learning to Improve:** Engage in intentional and iterative cycle where you seek new information, utilizing feedback, engaging in critical reflection. out new ideas from a range of sources and use them to better your students' learning.



**Understanding Historical Context of Inequity in STEM:** Identify ways that STEM disciplines throughout history have facilitated the creation of system of oppression and inequity.

**Culturally Affirming Curriculum Analysis:** Analyze whether a curriculum is culturally sustaining and affirming.

**Disrupting Inequity in your classroom:** Implement classroom practices & policies that disrupt, rather than reinforce, inequitable societal patterns.

**VIII. Core Faculty**

Note: \* Next to Faculty Name Denotes Director of the Program, if applicable  
 FTE: 1.0 FTE = Full-Time Equivalency Devoted to Program

| Faculty Name      | Rank                      | Highest Degree | Tenure Track Y/N | Academic Area of Specialization                   | FTE to Proposed Program |
|-------------------|---------------------------|----------------|------------------|---|-------------------------|
| Imogen Herrick    | Assistant Professor       | PhD            | Y                | Science, Technology, Engineering, and Mathematics | .25                     |
| Connie Chow       | Associate Research Senior | PhD            | N                | Science   | .05                     |
| Douglas Huffman   | Professor                 | PhD            | Y                | Science   | .05                     |
| Carrie LaVoy      | Teaching Professor        | PhD            | N                | Mathematics                                       | .25                     |
| Laurie Cleavinger | Teaching Professor        | PhD            | N                | Science   | .25                     |
| Massa Mafi        | Postdoctoral Researcher   | PhD            | N                | Science   | .10                     |

Number of graduate assistants assigned to this program..... 0

**IX. Expenditure and Funding Sources** [List amounts in dollars. Provide explanations as necessary. Please double-check the math.]

| A. EXPENDITURES  | First FY | Second FY | Third FY  |
|--|----------|-----------|-----------|
| <b>Personnel – Reassigned or Existing Positions</b>            |          |           |           |
| Faculty  | \$65,000 | \$66,950  | \$68, 958 |
| Administrators (other than instruction time)                   | \$0      | \$0       | \$0       |
| Graduate Assistants  | \$0      | \$0       | \$0       |
| Support Staff for Administration (e.g., secretarial)           | \$0      | \$0       | \$0       |
| Fringe Benefits (total for all groups)                         | \$19,500 | \$20, 085 | \$20,687  |
| Other Personnel Costs  | \$0      | \$0       | \$0       |
| <b>Total Existing Personnel Costs – Reassigned or Existing</b> |          |           |           |

|   |     |     |     |
|---|-----|-----|-----|
| <b>Personnel – New Positions</b>                              |     |     |     |
| Faculty   | \$0 | \$0 | \$0 |
| Administrators ( <i>other than instruction time</i> )         | \$0 | \$0 | \$0 |
| Graduate Assistants   | \$0 | \$0 | \$0 |
| Support Staff for Administration ( <i>e.g., secretarial</i> ) | \$0 | \$0 | \$0 |
| Fringe Benefits ( <i>total for all groups</i> )               | \$0 | \$0 | \$0 |
| Other Personnel Costs   | \$0 | \$0 | \$0 |
| <b>Total Existing Personnel Costs – New Positions</b>         |     |     |     |
| <b>Start-up Costs - One-Time Expenses</b>                     |     |     |     |
| Library/learning resources                                    | \$0 | \$0 | \$0 |
| Equipment/Technology  | \$0 | \$0 | \$0 |

|   |           |          |          |
|---|-----------|----------|----------|
| Physical Facilities: Construction or Renovation | \$0       | \$0      | \$0      |
| Other   | \$40,000  | \$0      | \$0      |
| <b>Total Start-up Costs</b>                     | \$40,000  |          |          |
|   |           |          |          |
| <b>Operating Costs – Recurring Expenses</b>     |           |          |          |
| Supplies/Expenses                               | \$0       | \$0      | \$0      |
| Library/learning resources                      | \$0       | \$0      | \$0      |
| Equipment/Technology                            | \$0       | \$0      | \$0      |
| Travel  | \$0       | \$0      | \$0      |
| Other   | \$0       | \$0      | \$0      |
| <b>Total Operating Costs</b>                    | \$0       | \$0      | \$0      |
|   |           |          |          |
| <b>GRAND TOTAL COSTS</b>                        | \$124,500 | \$87,035 | \$89,645 |

| <b>B. FUNDING SOURCES</b><br><i>(projected as appropriate)</i>                                    | Current | First FY<br>(New) | Second FY<br>(New) | Third FY<br>(New) |
|---|---------|-------------------|--------------------|-------------------|
| Tuition / State Funds   |         | \$140,000         | \$350,000          | \$560,000         |
| Student Fees  |         | \$0               | \$0                | \$0               |
| Other Sources   |         | \$0               | \$0                | \$0               |
| <b>GRAND TOTAL FUNDING</b>  |         | \$140,000         | \$350,000          | \$560,000         |
|   |         |                   |                    |                   |
| <b>C. Projected Surplus/Deficit (+/-)</b><br>(Grand Total Funding <i>minus</i> Grand Total Costs) |         | \$15,500          | \$262,965          | \$470,355         |

## X. Expenditures and Funding Sources Explanations

### C. Expenditures

#### Personnel – Reassigned or Existing Positions

This program will be developed and be delivered by personnel in existing positions. Faculty in the School of Education and Human Sciences will provide instruction in the program. If student enrollment in the program grows beyond the workload capacity of existing personnel, new instructional faculty will be hired based on need and program revenue.

#### Personnel – New Positions

No new positions are anticipated during the first three years.

#### Start-up Costs – One-Time Expenses

Competency Based Expenditures: All of the competency-based curriculum must be developed and ready for enrollment before the first student begins the program. Due to this, the curriculum development, including creation of courses and competency assessments, will take place before the students begin the program. To support curriculum development, \$40,000 has been designated for course and assessment development.

#### Operating Costs – Recurring Expenses

There are no anticipated additional operating costs associated with this program.

### D. Revenue: Funding Sources

The MSE in Secondary STEM Education will be funded through tuition revenue. The tuition structure for competency-based programs is based on a subscription rate model, where students pay a flat rate for a period of time and advance through as many program competencies as possible during that period of time. The subscription rate for a full-time student on this path is projected to be \$14,000/year.

### E. Projected Surplus/Deficit

It is expected that the program will generate a surplus during the first year of program delivery that will increase in years two and three. With the current enrollment estimates, the program is expected to have a revenue surplus. These funds will be utilized to support new faculty hires in years four and five as the program grows as well as to improve the program and the student experience.

## XI. References

Fuller, E.J. (2023). *The Decline Continues: The Dwindling Supply of Teachers from Pennsylvania Teacher Preparation Programs*. University Park, PA. Penn State College of Education.

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*Supply*. Updated to the Kansas Board of Education, October, 2022.

Lightcast™ (2024). *Program Development & Review Secondary Education and Teaching* (13.1205). Retrieved February 8, 2022.

Moritz, M. & Weiss, E. (2018). *4 Steps Toward Addressing the STEM Teacher Shortage*. National Math + Science Initiative.

Zalaznick, M. (2023). Emergency Teaching License are Easing the Exodus, but What are the Risks? DA District Administration.

**University of Kansas MSE in Secondary STEM Education**

**1. Market-Share Figures**

| Number of Secondary Ed & Teaching <sup>1</sup> Master's Degree Completers by Year Kansas Public and Private Universities with Market-Share (MS) Percentage |      |      |      |      |       |         |
|--|------|------|------|------|-------|---------|
| Institution  | 2010 | 2021 | 2022 | 2023 | Total | 4-Yr MS |
| Baker University   | 1    | 0    | 0    | 0    | 1     | 5.6%    |
| University of Saint Mary   | 3    | 1    | 1    | 1    | 6     | 33.3%   |
| Southwestern College   | 2    | 4    | 4    | 1    | 11    | 61.1%   |

<sup>1</sup>Description for CIP 13.1205 (KU's Proposed program is named "MSE in secondary STEM Education")

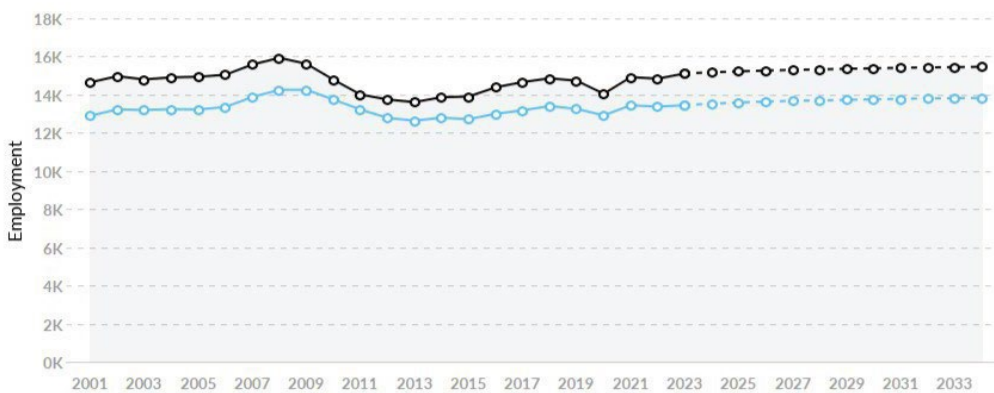
**2. Regional Employment**

**There are 3 occupations as identified by Lightcast for this program of study.**

- Secondary School Teachers (not including Special & Career/Technical Education)
- Education Administrators, Kindergarten through Secondary
- Career/Technical Education Teachers, Secondary School

**Regional Employment Is Higher Than the National Average**

An average area of this size typically has 13,528\* jobs, while there are 15,174 here. This higher than average supply of jobs may make it easier for workers in this field to find employment in your area.

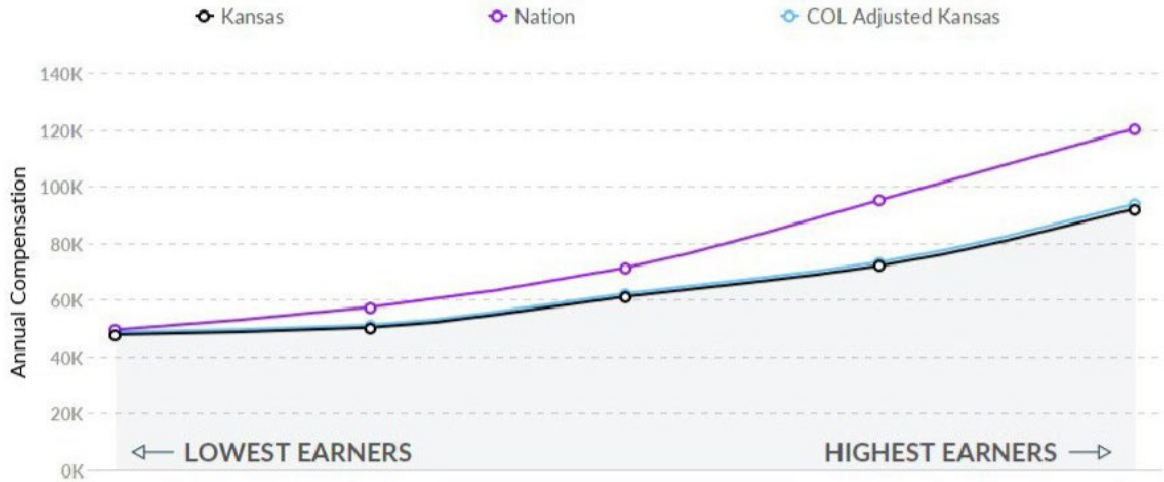


| Region             | 2024 Jobs | 2028 Jobs | Change | % Change |
|--------------------|-----------|-----------|--------|----------|
| ● Kansas           | 15,174    | 15,326    | 152    | 1.0%     |
| ● National Average | 13,528    | 13,695    | 167    | 1.2%     |

\*National average values are derived by taking the national value for your occupations and scaling it down to account for the difference in overall workforce size between the nation and Kansas. In other words, the values represent the national average adjusted for region size.

**Regional Compensation Is 14% Lower Than National Compensation**

For your occupations, the 2023 median wage in Kansas is \$61,053, while the national median wage is \$71,212.



April 2023 – April 2024 (Below data is from actual job postings for this time period.)

**Minimum Education Breakdown**

| Minimum Education Level      | Unique Postings (minimum) | Unique Postings (max advertised) | % of Total (minimum) |
|------------------------------|---------------------------|----------------------------------|----------------------|
| High school or GED           | 328                       | 0                                | 12%                  |
| Associate degree             | 73                        | 12                               | 3%                   |
| Bachelor's degree            | 812                       | 80                               | 30%                  |
| Master's degree              | 303                       | 262                              | 11%                  |
| Ph.D. or professional degree | 19                        | 89                               | 1%                   |

C. Governance

1. Act on Amendments to Board’s Building Naming Policy

Regent Rolph  
Gage Rohlf, Associate  
General Counsel

**Summary**

*After the Governance Committee undertook a review of the Board’s building naming policy this Spring, Board staff drafted amendments addressing two areas of the policy: (1) when a naming requires Board approval; and (2) the classes of individuals for whom buildings may not be named.*

*The amendments would clarify that naming or renaming a campus “minor component” (e.g., a room within a building) is subject to Board approval only when the existing or proposed name is a proper-noun name that is or will be displayed outdoors. Additionally, the amendments would prohibit naming buildings or other major campus components for current university employees.*

*Board staff recommend that the policy amendments be adopted.*

**Background**

Board staff have drafted amendments to Board Policy Manual Ch.II.E.13 that would alter the policy in two ways. First, the amended language would clarify that naming “minor components” would only require Board approval if the proposed name is a “proper noun name” that will be displayed outdoors. Board Policy currently defines a “minor component” as “campus areas or sections of facilities such as rooms, labs, open outdoor spaces, streets, structures and physical features . . . .”

The second change would prohibit naming buildings and other “major components” for any current university employees. The existing policy language provides that “[b]uildings and other major components shall not be named for sitting presidents, chancellors, Board members, or federal, state or local elected officials . . . .” The term “major component” means “entire buildings, wings of buildings, and large sections of campus . . . .”

**Policy Amendment**

Kansas Board of Regents Policy Manual, Chapter II.E.13, would be amended as follows:

13. NAMING OF BUILDINGS, FACILITIES AND CAMPUSES

a. Authority for Naming

The initial naming of any state university building or other major component is the province of the Board of Regents. The authority to re-name or remove the name of any state university building or other major component, or to seek a legislative name change for a campus, also resides in the Board. Any documentation used by any state university or affiliate corporation of any state university for fund raising purposes shall clearly state that proposed names are subject to Board action and shall reserve to the Board the right to remove any name bestowed upon a building or other major component. New names shall not be put into use prior to obtaining the appropriate approvals.

Possible reasons for removal of a name include, but are not limited to, circumstances causing damage to the reputation of the university, change of law regarding naming authority, or if a building is razed or given over to a new use.

Naming or renaming a minor component shall be deemed a naming or renaming of a major component subject to this policy if (i) the existing or proposed name is a proper-noun name, and (ii) the proper-noun name is or will be displayed outdoors. For example, naming an interior room the “John Doe Lecture Hall” would constitute naming a minor component and would not require Board approval. However, this would be deemed to be

naming a major component and Board approval would be required if the “John Doe Lecture Hall” name is to be displayed on an outdoor sign. Any time a proper noun name is to be displayed on the exterior of a building, other major component, minor component, or associated signage it shall be treated as a naming and shall be submitted to the Board for consideration in accordance with this policy.  Naming or re-naming a minor component does not otherwise require Board approval. Naming or changing a name or portion of a name using only descriptors of the building or other major component or how it is to be used, such as North Garage or Early Childhood Education Center, does not require Board approval.

For purposes of this policy, “major component” means entire buildings, wings of buildings, and large sections of campus, “minor component” means campus areas or sections of facilities such as rooms, labs, open outdoor spaces, streets, structures, and physical features, and “state university building or other major component” means any such structure or area that the university has the authority to name regardless of ownership or location.

b. Criteria

- i. Generally, buildings and other major components are named for distinguished individuals who have made extraordinary contributions of a scholarly, professional, or public service nature related to the university’s mission, or for major donors to the construction.
- ii. Before forwarding a name to the Board for consideration, the state university shall undertake a thorough degree of due diligence to avoid commercial influence or conflict of interest.
- iii. Buildings and other major components shall not be named for sitting presidents, chancellors, Board members, or federal, state, or local elected officials, or current university employees, however buildings and other major components named for such individuals before appointment, ~~or~~ election, or employment, or between appointments or elections to or employment in one or more of those positions need not be re-named.

c. Process

The chief executive officer of the state university shall recommend an appropriate name to the Board for consideration. At the time the agenda item is submitted, the name shall not be included; however, the state university shall send the proposed name and a brief narrative individually to Regents and the President and Chief Executive Officer of the Board at the same time the state university sends its agenda material requests to the Board office for the Board meeting at which the name is to be considered. No public communication of a proposed name shall be made until the name is presented for consideration at the open meeting of the Board. Proposed names for campuses require approval by the Board in accordance with this policy whether the proposed name or name change also requires legislative action. Any naming or re-naming requiring legislative action shall also follow the Board’s policies and processes for seeking legislation.

**Staff Recommendation**

Board staff recommend that the policy amendments be adopted.



## 2. Act on Amendments to Board’s Academic Unit Naming Policy

### Summary

*Board staff propose amending the Board’s policy on naming state university academic units to streamline the process. Currently, all requests must be approved by the Board. The draft policy amendments that follow would establish two separate procedures for resolving naming requests. Board approval would be required only when academic units will be named for individuals or companies. In all other cases, the Board President and CEO would have authority to grant or deny naming requests.*

*Board staff recommend that the policy amendments be adopted.*

### Background

Board Policy Manual Ch.II.A.9 currently provides that Board approval is required to name or rename any state university “schools, colleges, institutes, bureaus, centers, or other academic units . . . .” Board staff propose amending the policy to delegate approval authority the Board President and CEO unless the academic unit will be named for an individual, individuals or business entity.

### Policy Amendment

Kansas Board of Regents Policy Manual, Chapter II.A.9, would be amended as follows:

#### 9. NAMING OF ACADEMIC UNITS

The authority to name or rename state university schools, colleges, departments, institutes, bureaus, centers, or other academic units ~~for an individual, individuals, or business entity~~ is the province of the Board of Regents. ~~The authority to re-name or remove the name of any state university academic unit also resides in the Board.~~ Any documentation used by any state university or affiliate corporation of any state university for fund raising purposes shall clearly state that proposed names are subject to Board action and shall reserve to the Board the right to remove any name bestowed upon an academic unit. Possible reasons for removal of a name include, but are not limited to, circumstances causing damage to the reputation of the university, change of law regarding naming authority, or the dissolution or merging of the academic unit. For purposes of this policy, any time a proper noun name is to be displayed on the exterior of a building or facility, it will be treated as a naming and shall be submitted to the Board for consideration in accordance with this policy or in accordance with the Board policy on naming of buildings.

#### a. Criteria

- i. Academic units may be named for distinguished individuals who have made extraordinary contributions of a scholarly, professional, or public service nature related to the academic unit, or for major donors to the unit or the university.
- ii. Before forwarding a name to the Board for consideration, the state university shall undertake a thorough degree of due diligence to avoid commercial influence or conflict of interest.

#### b. Process

- i. If a state university seeks to name or rename a school, college, department, institute, bureau, center, or other academic unit that is or will be named for an individual, individuals, or business entity, the chief executive officer of the state university shall recommend an appropriate name to the Board for consideration. 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 the same time 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 at the open meeting of the Board.

ii. If a state university seeks to name or rename a school, college, department, institute, bureau, center, or other academic unit and paragraph i. does not apply, the chief executive officer of the state university shall recommend an appropriate name to the Board President and CEO for consideration. Such recommendation shall include the proposed nomination, statement, and materials. The Board President and CEO shall have authority to approve or deny the request without further action by the Board. No public communication of a proposed nomination shall be made until the Board President and CEO approves the name. For example, if a university wishes to rename the Meteorology Department to the “John Doe Meteorology Department,” Board approval is required pursuant to subsection b.i. If the university wishes to rename the Meteorology Department to the “Meteorology and Weather Sciences Department,” Board President and CEO approval is required pursuant to this subsection b.ii.

**Staff Recommendation**

Board staff recommend that the policy amendments be adopted.

*D. Other Matters*

- |  |                                    |
|--|------------------------------------|
| <b>1. Act on Request to Name a Building—ESU</b>                  | <b>President Hush</b>              |
| <b>2. Appoint Members to the EPSCoR Program Review Committee</b> | <b>John Yeary, General Counsel</b> |

**Summary and Staff Recommendation**

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 new members to the EPSCoR Program Review Committee. Staff recommends approval of the following individuals.

**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 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 considering 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 seven-member Committee comprised five Board-appointed members representing industry and academia. The two remaining members are ex-officio, employees of the Department of Commerce and the Kansas Board of Regents.

Current members of the Committee are:

*Bikram S. Gill, Ph.D.*  
Distinguished Professor Emeritus  
Kansas State University

*Michael Parmely, Ph.D.*  
Emeritus Professor  
The University of Kansas School of  
Medicine

*Randy Gorton, P.E., PTOE*  
Vice President, Public Works Group Director  
BHC

*Mike Beene (ex-officio)*  
Assistant Secretary of Commerce  
Kansas Department of Commerce

*Sam V. Kaplan, Ph. D.*  
Chief Operating Officer  
Pinnacle Technology

*Rusty Monhollon, Ph. D (ex-officio)*  
Vice President for Academic Affairs  
Kansas Board of Regents

**Request to Appoint and Recognize New Members**

Ram Gupta, Ph.D., Professor of Chemistry and Associate Vice President for Research and Support at Pittsburg State University (PSU), has agreed to serve as a member of the EPSCoR Program Review Committee representing academia, subject to Board approval, with a three-year term appointment expiring June 30, 2027.

In addition to Dr. Gupta’s other roles, he also serves as the Research Director for the National Institute for Materials Advancement at PSU. Before joining PSU in 2013, Dr. Gupta worked as an Assistant Research Professor at Missouri State University and a Senior Research Scientist at North Carolina A&T State University. Dr. Gupta has received federal and state research grants and has published hundreds of peer-reviewed articles. His extensive research portfolio includes semiconducting materials and devices, biopolymers, flame-retardant polymers, green energy production and storage utilizing nanostructured materials and conducting polymers, electrocatalysts, optoelectronics, and photovoltaics devices.

Staff additionally notes that Rusty Monhollon, Ph.D., the Board’s Vice President for Academic Affairs, will serve as an ex-officio member of the Committee representing the Board. He joined the Board office in March 2024, bringing nearly thirty years of experience in higher education. Dr. Monhollon most recently served as the President and Executive Director of the South Carolina Commission on Higher Education.

**Recommendation**

Staff recommends approval of the foregoing. Upon approval, no vacancies will remain.

**3. Act on Appointment to Literacy Advisory Committee**

**John Yeary, General Counsel**

**Summary and Staff Recommendation**

*The Kansas Blueprint for Literacy, L. 2024, Ch. 82, §§ 2-8, establishes a Literacy Advisory Committee. Committee members must be appointed by July 1, 2024. One of the Committee’s 15 voting members must be a Board of Regents member appointed by the Board.*

*Board staff recommend that the Board appoint one Regent to serve on the Committee for a four-year term beginning July 1, 2024.*

**Background**

The Kansas Blueprint for Literacy, L. 2024, Ch. 82, §§ 2-8, establishes a Literacy Advisory Committee. The Committee is charged with:

- attaining “the transformational goal to have 100% of the Kansas special education, English for speakers of other languages and elementary teacher workforce achieve a micro-credential in the science of reading and structured literacy by 2030,” with the aim of Kansas third through eighth graders achieving level 2 or better and level 3 or better on the English language arts state assessment at targeted rates by 2033;
- monitoring the progress of literacy training for teachers;
- monitoring the progress of elementary and secondary students’ literacy education;
- designating best practices for literacy training for teachers and literacy education for students;
- making recommendations to various stakeholders, including recommendations to the Board on literacy training for teachers and on reading instruction methods;
- making progress reports to the Legislature; and
- formulating a plan for establishing six regional centers of reading excellence. L. 2024 Ch. 82, § 3(c); see L. 2024 Ch. 82, § 8.

The Committee will be comprised of 15 voting members and one or more non-voting members. It will be chaired by the Director of Literacy Education, a Board staff position that will be filled by outgoing Regent Lane, who will be an *ex officio* voting member. L. 2024, Ch. 82, § 3(a)(1)(A).

Committee members must be appointed by July 1, 2024. One voting member must be “a member of the state board of regents appointed by the state board of regents . . . .” L. 2024, Ch. 82, § 3(c). This appointment will be for a four-year term. See L. 2024, Ch. 82, § 3(b)(2).

**Recommendation**

Board staff recommend that the Board appoint one Regent to serve on the Literacy Advisory Committee for a four-year term beginning July 1, 2024.

**4. Act on Appointment to Kansas Advisory Council for Indigenous Education (KACIE)**

In April 2024, the Board of Regents and the Kansas State Board of Education executed a Memorandum of Agreement establishing the Kansas Advisory Council for Indigenous Education (KACIE). KACIE will serve as a consulting body in matters related to indigenous education in Kansas. The agreement establishes KACIE’s membership. The agreement provides that among KACIE’s voting members there will be one state university representative appointed by the Board of Regents.

Board staff recommend that the Board appoint Melissa Peterson of the University of Kansas to serve on KACIE in that capacity. Ms. Peterson is KU’s Director of Native American Initiatives, the Director of KU’s Hawk Link, and the Co-Executive Director of KU’s Multicultural Scholars Program.

**5. Act on FY 2025 CEO Compensation**

**Regent Rolph, Chair**

**VIII. Executive Session**

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

Kathy Rupp Room

**IX. Adjournment**

# AGENDA

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.

**Kansas Board of Regents  
ACADEMIC AFFAIRS STANDING COMMITTEE  
AGENDA  
Tuesday, June 18, 2024  
10:30 a.m. – 12:00 p.m.**

The Board Academic Affairs Standing Committee (BAASC) will meet virtually via Zoom. You can listen to the meeting at the Board offices, located at 1000 SW Jackson, Suite 520, Topeka, Kansas 66612.

- I. Call to Order** Regent Lane, Chair
  - A. Roll Call and Introductions
  - B. Approve minutes from June 4, 2024
  
- II. Board Discussion Agenda Items**
  - A. Program Review Recommendations for KU's BA/BS Regent Lane, Chair  
Geography and BA/BM Music
  - B. Request for BS in Engineering Physics to Exceed 120 Hours Barb Bichelmeyer  
- KU
  
- III. Other Matters**
  - A. Reverse Transfer Update Mistie Knox
  - B. Academic Affairs Update Academic Affairs Staff
  - C. Good News on Campus (Universities) Universities
  
- IV. Next BAASC Meeting – September 2024**
  
- V. Adjournment**

# MINUTES

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.

**Board Academic Affairs Standing Committee  
MINUTES  
Tuesday, June 4, 2024**

The June 4, 2024, meeting of the Board Academic Affairs Standing Committee (BAASC) of the Kansas Board of Regents was called to order by Regent Lane at 9:00 a.m. The meeting was held in person at the Board office, with a virtual option available.

**In Attendance:**

Members: | Regent Lane      Regent Ice      Regent Johnston      Regent Mendoza

**Approval of Minutes**

Regent Ice moved to approve the May 15, 2024, meeting minutes; Regent Johnston seconded, and the motion passed.

**Board Consent Agenda Items**

Jennifer Armour pointed out a correction to the effective date listed on page 8 of the agenda, which should read July 1, 2025, not 2024. Ms. Armour provided a State Authorization Reciprocity Agreement (SARA) update. The committee for program integrity and institutional quality met to discuss the U.S. Department of Education's 2024 negotiated rulemaking. These discussions included potential impacts to the State Authorization Reciprocity Agreement. The negotiators could not reach a consensus. Therefore, the Department may propose new regulations as they see fit. The proposed rule changes may include a five hundred student rule, the enforcement of state laws related to closure, the application of states' general-purpose laws, the complaint process, and the composition of the NC-SARA Board. Finalization of these rules is still pending, and updates will be provided as they are received.

**Board Discussion Agenda Items**

Regent Lane provided a recap of the program review process and the purpose of the meeting today. The recommendations made for the 31 programs that have been reviewed will go before the Board at the June 20 meeting for final approval.

The committee began with discussing the programs from Pittsburg State University. The first program discussed was the BS in Math. Regent Johnston moved to accept the action plan as proposed. Regent Mendoza seconded. The motion passed. The next program discussed was the BS in History. Regent Mendoza moved to accept the recommendation of the action plan as presented. Johnston seconded. The motion passed. The BS in Polymer Chemistry was discussed next. Regent Johnston moved to accept the recommendation of the action plan as presented. Regent Mendoza seconded. The motion passed. The BS in Physics was discussed next. Regent Johnston moved to accept the recommendation of the action plan as presented. Regent Ice seconded. The motion passed. The BM in Music was discussed next. Regent Mendoza moved to accept the recommendation of the action plan as proposed. Regent Johnston seconded. The motion passed. The final program discussed was the BBA in International Business. Regent Johnston moved to accept the recommendation of phase out. Regent Mendoza seconded. The motion passed.



The programs from University of Kansas were discussed next. The first program discussed was the BA/BGS in African & African American Studies. There was discussion about a merger with another program. Provost Bichelmeyer provided additional information pertaining to the financial ramifications of a merger, including the loss of funding. Regent Ice recommended moving forward with the action plan as presented with a proviso. Regent Johnston moved to reject the action plan at the University of Kansas for African & African American Studies and asked that they merge or meet 3 of the 4 KBOR targets by 2026. There was no second. The motion failed. Regent Ice moved to accept the action plan with the proviso that the program meets 3 of the 4 metrics by July 1, 2026. Regent Mendoza seconded. The motion passed. The BA/BGS in American Studies was discussed next. Regent Mendoza moved to accept the recommendation of the action plan. Regent Ice seconded. Regent Johnston voted no. The vote was split and the motion died. Regent Lane moved to accept the action plan with the proviso that the program meet or exceed 3 of the 4 thresholds within 3 years. Regent Johnston seconded. Provost Bichelmeyer pointed out that their proposed action plan aligns with Regent Lane's motion. Regent Ice moved to modify the second motion to accept the proposal as presented. Regent Mendoza seconded. The motion passed. The next program discussed was the BSE in Physical Education Plus. Regent Mendoza moved to accept the merger plan as presented. The motion was seconded was passed. The BA in Global & International Studies was discussed next. Regent Johnston moved to accept the action plan as presented. Regent Mendoza seconded. The motion passed. The BA/BGS in Religious Studies was discussed next. Regent Mendoza moved to accept the action plan as written. Regent Ice seconded. Regent Lane pointed out the inconsistency of this motion compared to previous motions for programs with similar which were approved with provisos. Regent Ice moved to modify the motion to accept the action plan with the proviso that it meets 3 of the 4 targets within 3 years. The motion passed. The sixth program discussed was the BA in Jewish Studies. Provost Bichelmeyer provided information regarding the loss of funding if a merger is undertaken. After further discussion it was noted that the date for the previous motions were incorrect. Regent Ice moved to amend the date of the previous motions to all be July 1, 2027. Regent Johnston seconded. The motion passed. Regent Johnston moved to accept the action with the proviso that they meet at least 3 of the 4 targets by July 1, 2027. Regent Ice seconded. The motion passed. The BA/BS in Astronomy was discussed next. Regent Johnston moved to accept the action plan. Regent Ice seconded. Regent Mendoza inquired about including the proviso. Regent Johnston moved to modify the motion to accept the action plan as written with the proviso that they meet 3 of the 4 targets by July 1, 2027. Regent Mendoza seconded. The motion passed. During discussion about the talent pipeline, Regent Lane suggested graduate school and student credit hour production be noted for consideration as additional metrics in the future. The BS in Atmospheric Science and the proposed action plan were discussed next. Regent Johnston moved to accept the action plan as written. Regent Ice seconded. The motion passed. The next program discussed was the BA/BGS in Geography. Regent Ice moved to accept the action plan as proposed. Regent Johnston seconded. The motion passed. The BA/BFA/BM in Music was discussed next. Regent Mendoza moved to accept the action plan as proposed. Regent Johnston seconded. The motion passed. The final program discussed for University of Kansas was the BS in Engineering Physics. Regent Johnston moved to accept the action plan as presented. Regent Mendoza seconded. The motion passed.

The programs for Kansas State University were discussed next. The first program discussed was the BA/BS in Geography. Regent Mendoza moved to accept the recommendation of the action plan as presented. Regent Johnston seconded. The motion passed. The last program discussed was the BA/BM in Music. Regent Johnston moved to accept the action plan with the proviso. Regent Mendoza seconded. The motion passed.

The BSE in Business (Education) at Emporia State University was discussed next. Regent Mendoza moved to accept the recommendation of phase out as presented. Regent Johnston seconded. The motion passed. The final program discussed was the BA/BFA in Theatre. Regent Ice moved to accept the action plan as proposed. Regent Johnston seconded. The motion passed.

Next, the programs for Wichita State University were reviewed. The BA in Women's Studies was reviewed first. Regent Johnston moved to accept the merger. Regent Mendoza seconded. The motion passed. Next, the BA in Philosophy was discussed. Regent Ice moved to accept the action plan as proposed. Regent Johnston



seconded, and the motion passed. The BA in Women's, Ethnicity, and Intersectional Studies was discussed next. Regent Johnston moved to accept the merge as proposed. Mendoza seconded, and the motion passed. Regent Mendoza moved to accept the action plan as presented for the BA in Philosophy. Regent Johnston seconded, and the motion passed. The BA/BS in Geology was reviewed next. Regent Mendoza moved to accept the action plan as presented. Regent Johnston seconded. The motion passed. Next, the BA/BS in Physics was discussed. Regent Ice moved to accept the action plan as presented. Regent Mendoza seconded. The motion passed. Regent Lane requested credit hour production be added to future discussions for consideration in the review process. Finally, the proposed action plan for BS in Forensic Sciences was discussed. Regent Mendoza moved to accept the action plan as presented. Regent Johnston seconded. The motion passed.

Finally, the programs for Fort Hays State University were discussed. The BM in Music was discussed first. Regent Johnston moved to accept action plan as presented. Regent Ice seconded. The motion passed. The BA in Philosophy was discussed next. Provost Arensdorf provided an explanation of the process to decide where the program will be merged. This merge will not have any impact on students currently in the program. Regent Johnston moved to accept the merge as presented. Regent Ice seconded. The motion passed. Next, the BA in Modern Language (Spanish) and the proposed action plan was discussed. Regent Ice moved to accept as presented. Regent Mendoza seconded. The motion passed. The BA/BS in Physics was discussed next. Regent Johnston moved to accept the action plan as presented. Regent Mendoza seconded, noting the action plan includes the provision that if the program doesn't meet at least 3 of the 4 metrics, a merge will occur. The motion passed. Finally, the BM in Music and the proposed action plan was discussed. Regent Mendoza pointed out that this action plan includes the provision that if the program doesn't meet at least 3 of the 4 metrics after 3 years, a merge or phase out will occur. She then moved to accept the action plan as written. Regent Johnston seconded. The motion passed.

### **Board Consent Agenda Items**

Barb Bichelmeyer, University of Kansas, provided a summary of the Competency-Based Education process at Kansas University. Features of this program include direct assessment, asynchronous learning, 16-week calendars, subscription-based tuition pricing, and a shared faculty model. The key working groups in developing this program included business processes & systems, curriculum development & learning, information technology, policy & regulatory compliance, student journey supports, and leadership.

Provost Bichelmeyer presented the program approval request for the MS in Human & Organizational Performance Effectiveness (HOPE). Regent Johnston moved to approve the request. Regent Ice seconded. The motion passed.

Provost Bichelmeyer presented the program approval for the MSE in Secondary STEM Education. Regent Mendoza moved to approve the request. Regent Johnston seconded. The motion passed.

Regent Ice requested the CBE presentation, along with the two approved programs from University of Kansas be added to the discussion agenda for the Board meeting.

Shirley Lefever, Wichita State University, presented the program approval request for the Associate of Science. Regent Mendoza moved to approve the request. Regent Ice seconded. The motion passed.

### **Board Discussion Agenda Items**

Karla Wiscombe provided a summary on four Systemwide Transfer Associate Degrees. The programs included are Business Administration, Management, & Operations; Computer Science; Pre-Bachelor of Science in Nursing; and Pre-Social Work and will go into effect in Fall of 2025. Regent Johnston moved to approve the Systemwide Transfer Associate Degrees as presented by Dr. Wiscombe. Regent Ice seconded. The motion passed.

Rusty Monhollon provided a summary of the revisions to the New Academic Units and Academic Programs for State Universities Policy. Gage Rohlf provided clarification on what the current policy states and allows regarding the awarding of associate degrees. He also provided clarification that the requested change is specifically expanding the degree types. Regent Johnston moved to accept the additional modification as presented. Regent Mendoza seconded. The motion passed. Regent Lane requested the reverse transfer policy be added to a future agenda for further discussion and possible revisions to the policy.

**Adjournment**

The next BAASC meeting will be held virtually on June 18th, 2024.

The meeting was adjourned at 10:57 a.m.

# AGENDA

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.

**Fiscal Affairs and Audit Standing Committee  
Agenda  
Tuesday, June 18, 2024  
2:00 pm – 4:00 pm**

**I. Old Business**

- A. Approve minutes of May 15, 2024 committee meeting
- B. Follow up on issues raised during the June 4 conference call.

**II. New Business**

- A. Receive Update from Dodge City Community College on FY 2023 Audit
  - Dr. Harold Nolte, President
  - Jeff Cermin, Vice President of Administration & Finance/CFO
  - Alicia Guzman, Director of Financial Aid
  - Erica Littlewood, Director of Business Services/Comptroller
- B. Review Board Agenda Items under Fiscal Affairs
- C. **FAA 24-08** Review Progress on State University Deferred Maintenance Initiative
- D. Audits for committee review and discussion
- E. Other Committee Business

# MINUTES

## FISCAL AFFAIRS AND AUDIT STANDING COMMITTEE

### MINUTES

Wednesday, May 15, 2024

The Fiscal Affairs and Audit Standing Committee of the Kansas Board of Regents met on May 15, 2024, in the Board Conference Room. Chair Benson called the meeting to order at 10:00 am.

#### Members Present:

Regent Blake Benson, Chair  
Regent John Dicus  
Regent Neelima Parasker  
Regent Wint Winter

#### Approval of Minutes:

Regent Parasker made a motion to approve the minutes from the April 17, 2024, meeting. Regent Dicus seconded the motion. The motion passed.

#### Committee Discussion:

The Committee started their discussion with follow up from the April 30, 2024, conference call. Chair Benson asked if anyone had any questions and there were none.

Vice President Frisbie shared that there have been three changes on this month's consent agenda regarding action on the Kansas Comprehensive grant. First, the private institutions requested a different distribution of their 50% share, so that the institutions will each receive the same proportion as was provided in FY 2024. Second, with the structure of the funding, it seemed an opportune time to reduce the various categories of Comp Grant funding to make it easier to track. The legal base allocation will remain, as referenced in statute, but what was referred to as "enhancement funding" and "state match funding" will now be merged into one category. And finally, one of the private institutions now attests that they met the FY 2023 match threshold, so will not need to return their KCG funds that would have been redistributed among the other schools. That reduces the amounts shown in Table 2 of the published agenda. Regent Dicus asked why private colleges receive state funding. Vice President Frisbie shared that private independent institutions participate in many state programs as a way of the state finding methods to support Kansas students.

The committee then moved on to new business and began with tuition and fee presentations by the universities' chief financial officers and student government representatives. The Committee first heard from Jeff DeWitt, Executive Vice Chancellor for Finance, University of Kansas. He shared their proposal of a 3.5% standard tuition rate increase for all campuses and cohorts. The university also proposes student fee changes with an alignment of Lawrence and Edwards Campus required student fees with a proposed increase of \$15.00, which brings the fee to \$522.05 per semester for the Lawrence and Edwards Campuses and an increase of \$3.63, which brings the fee to \$425.40 per semester for the Medical Center Campus. The university also proposed to align tuition and fees to provide hybrid learning and program growth for the Doctor of Physical Therapy Diagnostic Science Undergrad Certificates. Last, the University proposed course fee increases of \$12.20/credit hour for the College of Liberal Arts and Science: School of the Arts, \$10.00/credit hour for the School of Journalism and Mass Communication, \$50.00/credit hour for the School of Law, \$7.50/credit hour for the School of Social Science, and a course fee of \$10.00/credit hour for the New College of Liberal Arts and Science. Next, Jeff explained a 0.9% Medical Center Campus student fee increase and a 2.90% increase for the Lawrence and Edwards Campuses.

Next, Camden Baxter, University of Kansas Student Council Chair of Finance, discussed the process of how the students decided on the increased amounts they are recommending. Regent Winter asked what the educational

opportunity fee was. Camden shared that it funds opportunities to students including the Office of Graduate Studies and even though there is a decrease to that funding it will be made up in other areas. Regent Dicus asked how the movement of fees would be recovered and Camden responded it would be in the student organizations and community support fee. Regent Parasker asked how they are justifying a decrease in student health and wellness fees. Camden shared that by unifying the fee structure across campuses, the per person cost for health and wellness decreased, but with more students paying in, the actual revenues will be the same or more.

Next, the Committee heard from Ethan Erickson, Vice President for Administration and Finance, Kansas State University. Ethan shared their proposal for a 2.8% tuition increase across all their campuses. They also proposed a Physical Assistant program fee of \$45/credit hour so students will have equipment available when they start the class, and a Professional MBA Online Program increase of \$83.34/credit hour to cover the cost to offer the program. Regent Dicus asked about the cost of the recent NCAA settlement for payment of student athletes, how they will be paid, and will that change the cost to the student athletes. Ethan stated that they are still working to understand the settlement. They are trying different strategies to keep the athletics department in a competitive state. Regent Dicus asked if it is something the Regents need to be thinking about, or if it will stay within the athletics department. Jeff DeWitt shared that KU is still processing the information and does not know the impact but hopes to keep it within the athletics department.

Next, the Committee heard from Wesley Winch, Vice President for Administration and Finance, Fort Hays State University. Wesley introduced Ella Burrows, Student Government Associations President, to present the student fee proposal. The university proposed a 2% increase in fees, which is about \$0.78/credit hour. Chair Benson asked if there were any questions for Ella and there were none. Wesley then shared that the university is working on a tuition waiver agreement with Northwest Kansas Technical College and North Central Kansas Technical College for employees to get their education from any of the three institutions and it will cost the university around \$70,000 a year. Regent Parasker asked if employees who take advantage of the tuition waiver have any obligation to stay with the university after receiving their education. Wesley shared that there is no obligation to stay. Regent Parasker mentioned that they should be required to stay with the university for a certain amount of time or pay back some of the tuition they received. Regent Winter asked if any of the cuts the university is making have been made public. Wesley shared that it has been shared within the university, but he is not aware if there has been a press release. Regent Winter asked if Wesley could share where the cuts will be made and Wesley shared that they are hoping to cut costs in their software budget, but if enrollment is down, they may have to cut positions or not fill vacant positions.

Next, the Committee heard from Angela Wolgram, Assistant Vice President and Deputy CFO, Emporia State University. Angela introduced Sophia Dawson, outgoing Student Government President. Sophia reviewed the student involvement in tuition and fees setting process. Angela then stated the Student Government Committee proposed an undergraduate tuition increase of 4% or \$228, and a graduate increase of 2% or \$138 annually. As the university requests an increase in tuition, they will be reducing fees which will allow students to pay less, even with the increase of tuition. Chair Benson asked if there were any questions and there were none.

Next, the Committee heard from Doug Ball, Finance and Facilities Vice President, Pittsburg State University. Doug shared their proposal of a tuition and fee increase of 3% for undergraduate and graduate students per semester or a total of \$122/semester for undergraduates and \$140/semester for graduate students. He also shared their proposed safety and support fee of \$300/semester for the College of Technology, up from the current \$240/semester fee. Doug then introduced Jaden Parnell, student government, who reported that student fees are not increasing due to programs taking voluntary reductions and being able to redistribute that money to other places. Regent Dicus asked about cutting fees for student health and wellness when it is so important right now. Jaden shared that the amount being reduced is now being provided by the Community Health Center. Regent Winter asked if they had a total dollar amount of change in the student health and wellness support. Doug shared that they have a contractual agreement with the Center for what they provide and there is a routine monitoring process where they report back to the university. Jaden added that with this agreement, students can now use

Medicare and Medicaid, which were not available options in the past.

Next, the Committee heard from Werner Golling, Vice President for Finance and Administration, Wichita State University. Werner shared their proposal of a tuition increase of 3.9% per credit hour. The university also proposed an overall 5.64% increase in mandatory student fees with an additional 0.0% increase for health and wellness, 1.9% increase for support services, and 17% increase for athletes. Werner then shared the proposed college fee increases of 2.56% for the College of Fine Arts, 3.2% for the College of Engineering, and 4.1% for Barton School of Business. Werner then introduced SGA President Iris Okere and SGA Treasure Johan Wang. Johan shared the process of determining the proposed increases in student fees. Iris shared what the student government considered when proposing to increase fees. Regent Winter asked about the funding of Health and Wellness and Iris shared that there is no increase this year because they did not see a need for it. Regent Dicus asked if the NCAA settlement will affect the university. Werner shared that the university has not discussed it much, but it will affect the university at some level. Regent Parasker asked if students are involved in the decision to increase tuition and Werner shared that students participate in the budget advisory committee that meets regularly.

Next, Chair Benson asked if there was any progress to report on State University Deferred Maintenance Initiatives and there were none. He then asked if there were any audits to come before the committee and Vice President Frisbie shared one of the community colleges will be asked to join the June Committee meeting to discuss their FY 2023 financial audit. Regent Winter asked if the Committee needs to take any action on the tuition recommendations. Vice President Frisbie shared that this is the first read and the full Board will hear directly from the schools in the afternoon and have a chance to get any questions answered. The Board will have several weeks to review the requests before the June meeting when the Committee can make recommendations if they would like to.

**Adjournment:**

The chair adjourned the meeting at 12:13 pm.

# AGENDA

**Kansas Board of Regents  
Board Governance Committee  
Wednesday, June 20, 2024  
9:00-9:45 am  
Kathy Rupp Conference Room**

- I. APPROVE MINUTES FROM May 15, 2024**
- II. CONSIDER 2023-2024 GOVERNANCE COMMITTEE TOPICS**
  - A. GOV 24-08**, Act on proposed revisions to Board policy not being worked by another Board Committee—building naming policy
  - B. GOV 24-08**, Act on proposed revisions to Board policy not being worked by another Board Committee—academic unit naming policy
  - C. GOV 24-03**, CEO FY25 compensation discussion – **Executive Session** – personnel matters relating to non-elected personnel.



# MINUTES

## GOVERNANCE COMMITTEE MINUTES May 15, 2024

The Kansas Board of Regents Governance Committee met on Wednesday, May 15, 2024. Regent Rolph called the meeting to order at 9:30am. Proper notice was given according to the law.

Members Present:     Jon Rolph, Chair  
                              Carl Ice  
                              Cynthia Lane  
                              Blake Benson

### MINUTES

Regent Lane moved to approve the minutes of the April 17, 2024, meeting. Regent Benson seconded the motion and the motion carried.

### GOV 24-08, REVIEW PROPOSED REVISIONS TO BOARD POLICY NOT BEING WORKED BY ANOTHER BOARD COMMITTEE—BUILDING NAMING POLICY—FIRST READ

General Counsel John Yeary presented draft revisions to the Board's building naming policy. Following the Government Committee's review of the policy last month, two areas of concern were identified:

- When naming requires approval.
- The classes of individuals for whom a building may not be named.

Board staff drafted revisions aimed at clarifying Board policy and aligning it with previous changes. General Counsel Yeary said that recently, for example, interior conference room names have been submitted for Board approval, but the policy's intent was likely to require approval only for names on the exteriors of buildings.

The proposed change clarifies that naming or renaming a minor component will be treated as naming a major component if a proper noun name is displayed outdoors. For example, naming a room "John Doe Lecture Hall" does not require board approval unless the name is displayed on an outdoor sign.

Regent Lane thanked General Counsel Yeary and his team for enhancing the policy and raised a question about Section C. She emphasized the importance of ensuring that the Board is informed before any public release of a potential name. General Counsel Yeary confirmed that naming requests should be submitted to the Board office when agendas are prepared, several weeks prior the meeting at which a request is acted upon, to prevent premature public disclosure.

General Counsel Yeary next addressed naming exclusions. The draft policy revision would add current university employees to the list of those excluded from having buildings or major components named after them, aligning this with the existing policy that already excludes sitting presidents, chancellors, board members, and elected officials.

This is a first read, with the policy revisions set to return to governance next month.

Regent Ice inquired about the policy's scope, and General Counsel Yeary stated that it applies only to the state universities. Regent Ice then emphasized importance of early notification and proper communication, particularly surrounding fundraising campaigns, to avoid issues with approval timing.

GOV 24-08, REVIEW PROPOSED REVISIONS TO BOARD POLICY NOT BEING WORKED BY ANOTHER BOARD COMMITTEE—ACADEMIC UNIT NAMING POLICY—FIRST READ

General Counsel Yeary presented proposed revisions to the Board's academic unit naming policy. The proposed changes would streamline the process for naming State University academic units. There would be two separate procedures for naming requests. Board approval would be required only when the units are named for individuals or companies. In all other cases, the Board President/CEO would have the authority to grant naming approval. Currently, the authority to name schools, colleges, institutes, bureaus, and other academic units resides solely with the Board. The naming criteria would not change.

Regent Benson asked about the advantage of sending naming proposals to the Regents individually prior to Board meetings, citing open records concerns. General Counsel Yeary clarified that because those requests have not yet been referenced in a public meeting, they are proposed actions exempt from public disclosure.

There were no further questions or comments. The subject will be reviewed again next month.

GOV 24-03, CEO FY25 COMPENSATION DISCUSSION – EXECUTIVE SESSION – PERSONNEL MATTERS RELATING TO NON-ELECTED PERSONNEL

Regent Ice moved to recess into executive session for 17 minutes to discuss personnel matters related to non-elected personnel. The subject of the executive session was to discuss fiscal year 2025 university CEO compensation, and the purpose was to protect the privacy of one or more individual Board employees. Participating in the executive session were members of the Committee, Board President and CEO Blake Flanders for a portion, and General Counsel John Yeary. Regent Benson seconded the motion and the motion carried.

At 9:30, the Committee returned to open session and Regent Lane moved to extend the executive session for 5 minutes. Regent Benson seconded the motion and the motion carried.

ADJOURNMENT

At 9:35 a.m., Chair Rolph adjourned the meeting.

# AGENDA

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.

**System Council of Presidents  
Kansas Board of Regents  
June 18, 2024  
10:30 a.m.  
Zoom**

1. Approve minutes of the May 15, 2024 meeting
2. Report from System Council of Chief Academic Officers: Dr. Mickey McCloud
3. Receive System Legislative Update: Kelly Oliver
4. Systemwide Transfer Exceptions Deadline Update – Dr. Blake Flanders
5. Board Associate Degree Policy Proposed Changes
6. Other matters
  - a. Introduction of FY 2025 Chair, PSU President Daniel Shipp
  - b. Introduction of Colby Community College President Seth Carter

# MINUTES

## SYSTEM COUNCIL OF PRESIDENTS

### Kansas Board of Regents

May 15, 2024

10:30 a.m.

The System Council of Presidents met in Suite 530 at the Curtis State Office Building (CSOB) at 1000 SW Jackson, Topeka, Kansas, 66612 at 10:30 a.m. A Zoom option was available.

In attendance:

|                       |            |  |
|-----------------------|------------|--|
| Rich Linton           | COPs Chair | Kansas State University President          |
| Rick Muma             |            | Wichita State University President         |
| Ken Hush              |            | Emporia State University President         |
| Tisa Mason            |            | Fort Hays State University President       |
| Dan Shipp             |            | Pittsburg State University President       |
| Chancellor Doug Girod |            | University of Kansas Chancellor            |
| Jim Genandt           |            | Manhattan Area Technical College President |
| Dr. Blake Flanders    |            | President KBOR                             |
| Robyn Meinholdt       |            | KBOR Staff                                 |

### MINUTES

President Linton moved to approve the minutes of the April 17, 2024, meeting. President Mason seconded the motion. Motion passed.

### REPORT FROM SYSTEM COUNCIL OF CHIEF ACADEMIC OFFICERS: DR. MICKEY MCCLOUD

President Ruda called on Dr. Mickey McCloud to present the report from System Council of Chief Academic Officers (SCOCAO).

Mickey McCloud welcomed everyone to the meeting and expressed gratitude for the monthly opportunity to discuss updates and issues.

Dr. McCloud reported the SCOCAO meeting was productive, focusing on discussions about the Transfer and Articulation Council also highlighting the approval of new courses for seamless transfer across the system, including differential equations. Dr. McCloud acknowledged Jane Holwerda’s retirement and expressed appreciation her four years of service as the tech representative for SCOCAO.

Jen Bonds-Raacke presented a report on system-wide general education buckets and ongoing discussions on general education. She also provided an update on the math pathways group, now led by faculty members statewide.

Dr. McCloud explained the new holistic leadership model and the filling of seats on sub taskforces to address specific department and skill set needs. He also emphasized the need for appropriate gateway courses in physical education, forestry, and agriculture.

Dr. McCloud called for representatives from community colleges and universities to focus on stat way vs algebra vs quantitative reasoning for disciplines with unique requirements, addressing the needs of both STEM and humanities students.

Karla Wiscombe reminded attendees about the credit by exam policy, stressing the importance of accurate website listings for requirements and scores.

Dr. McCloud addressed discrepancies found by Cambridge International in some institutions' websites, aiming to align these with the Board of Regents' records system-wide early education transfer degrees, clarifying that these are mandatory courses for direct transfers from community colleges to universities.

Jennifer Armour reported on NC-SARA and the lack of consensus in recent federal negotiated rulemaking, highlighting potential changes. These changes might require state reciprocity for institutions with 500+ students in a state, necessitating direct state approval rather than umbrella agreements under NC-SARA.

Dr. McCloud concluded the update, acknowledging the significant coverage of topics in a short but eventful session. He encouraged everyone to stay alert for possible changes from the Department of Education.

RECEIVE SYSTEM LEGISLATIVE UPDATE: KELLY OLIVER, KBOR

Kelly Oliver, KBOR Senior Director of Strategic Initiatives, provided a legislative update for the system, noting that a more detailed update will be given by Matt Casey during the COPS agenda.

Kelly Oliver noted that the legislature adjourned at the beginning of the month and passed another omnibus bill. The total amount allocated to the system over the regular session and omnibus session was over \$350 million.

Senior Director Oliver mentioned that during the omnibus session, the legislature overrode a few of the governor's vetoes and added provisions to the Promise Act. These changes allow some private technical colleges to participate in the scholarship program, which was previously limited to two-year institutions.

Senior Director Oliver also highlighted the passing of the Emerge Scholarship bill, which is related to the National Guard and their master's program, and that additional funds were added to the Heroes Scholarship Act.

Senior Director Oliver explained the replacement of the Ethnic Minority Scholarship with the Kansas Education Opportunity Scholarship Program, which focuses on first-generation students or students whose parents are Kansas teachers.

Chancellor Girod moved to adjourn. President Mason seconded the motion, the motion passed at 11:01 a.m.

# AGENDA

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**Council of Presidents  
Kansas Board of Regents  
June 18, 2024  
adjournment of SCOPs  
Zoom**

1. Approval of Minutes of May 15, 2024, meeting
2. Report from Council of Chief Academic Officers: Dr. Jesse Perez Mendez, J.D., Ph.D.
3. Report from Council of Student Affairs Officers: Thomas Lane, Ed.D.
4. Report from Council of Government Relations Officers: Marshall Stewart, Ed.D.
5. Report from Council of Diversity Officers: Rana Johnson, Ph.D.
6. Report from Council of Chief Business Officers: Ethan Erickson
7. Other matters

# MINUTES

## KANSAS BOARD OF REGENTS COUNCIL OF PRESIDENTS

MINUTES  
May 15, 2024

The May 15, 2024 meeting of Council of Presidents was called to order by Chair Richard Linton at 10:41 a.m. The meeting was held in the Curtis State Office Building, 1000 S.W. Jackson, Suite 530, Topeka. *Proper notice was given according to law.*

### MEMBERS PRESENT:

|                          |                            |       |
|--------------------------|----------------------------|-------|
| President Richard Linton | Kansas State University    | Chair |
| Chancellor Doug Girod    | University of Kansas       |       |
| President Ken Hush       | Emporia State University   |       |
| President Tisa Mason     | Fort Hays State University |       |
| President Rick Muma      | Wichita State University   |       |
| President Dan Shipp      | Pittsburg State University |       |

### APPROVAL OF MINUTES

President Hush moved that the minutes of the April 17, 2024 meeting be approved. Following the second of Chancellor Girod, the motion carried.

### REPORT FROM COUNCIL OF CHIEF ACADEMIC OFFICERS (COCAO)

Dr. Debbie Mercer, Kansas State University Interim Provost and Executive Vice President gave the COCAO report.

A second reading was held on:

- MS in Human & Organization Performance Effectiveness – KU (a competency-based education program)
- MSE in Secondary STEM Education – KU (a competency-based education program)

These will be presented to COPs for approval today.

They also discussed the following consolidation and departmental name changes:

- Request to move BS in Interior Design from College of Health & Human Sciences to Department of Interior Architecture & Industrial Design within the College of Architecture, Planning, & Design – K-State
- Request to change Department of Accounting to School of Accountancy within the College of Business Administration – K-State
- Request to change name of BA & BGS in Communication Disorders to Speech-Language-Hearing – KU
- Request to change name of BA, MA, & PhD in Spanish & Portuguese to Spanish – KU
- Request to change the name of BA in Biological Sciences to Biology – KU
- Request to change the name of BFA in Music to Theatre and Voice – KU
- Request to change name of Bachelor of Social Welfare, Master of Social Welfare, and PhD in Social Welfare to Social Work – KU
- Request to change name of BSB in Business Administration & Management to BSB in Management & Leadership

Chancellor Girod noted this is the first ever competency-based program at KU. President Linton moved to approve both programs. President Mason seconded. The motion passed.



Dr. Flanders mentioned they are working to clarify the naming process. The new policy had a first read in Governance this month. It will receive a second read and then go to the full Board next month.

**REPORT FROM COUNCIL OF STUDENT AFFAIRS OFFICERS (COSAO)**

Dr. Thomas Lane, Kansas State University Vice President for Academic Success and Student Affairs/Dean of Students provided a report to the Council of Presidents.

Four items were discussed at their meeting this morning.

Fair Labor Standards Act (FLSA) – On July 1<sup>st</sup>, the standard salary threshold will be moving to \$43,888. Divisions are making decisions regarding whether to move impacted position to exemption position or have them become hourly employees. They will also be looking closely at potential salary compression issues. He also noted that January 1<sup>st</sup> is scheduled at \$58,656 (they anticipate this may be delayed due to court action). This increase will have a substantial impact for our divisions, as it will across the universities.

New Title IX rule changes go into effect August 1. Campuses are reviewing and updating their existing Title IX policies to meet this deadline. Major changes included expanded definition of sex discrimination and harassment, increased levels of training required and increased emphasis on supportive measures.

FAFSA – Aid packaging for Fall semester is now occurring, so that is positive. He expressed gratitude to all the Financial Aid staffs for the amount of time and effort they've spent addressing this national challenge.

Expressive activity on our campuses - the recent protests surrounding the Israel/Gaza conflict have provided all campuses an opportunity to look at their Emergency Operations structures and Expressive Activities policies, especially time/place/manner restrictions. They had a lot of conversations around commencement to make sure they were prepared for any possible ceremony disruptions.

**REPORT FROM COUNCIL OF GOVERNMENT RELATIONS OFFICERS (COGRO)**

Matt Casey, Kansas State University Executive Director of Government Relations, provided the report from the Council of Government Relations Officers.

COGRO met yesterday for a veto session overview. The Legislature met for the veto session and passed an omnibus budget bill and a tax bill. They adjourned sine die, which ends the Legislative Session.

It is possible the Governor may veto the tax bill and call the Legislature back for a special session to address taxes. They will not be able to veto anything previously passed by the Governor, but they might discuss topics other than tax. The Governor has until May 17 to sign the omnibus bill, making the line item vetoes that she has authority to do.

SCOGRO and COGRO began planning for the upcoming retreat which will be scheduled after the Regents retreat. Pittsburg State will be the new co-chair of the council next year and the retreat will likely be held in Pittsburg.

**REPORT FROM COUNCIL OF DIVERSITY OFFICERS (CDO)**

Dr. Rana Johnson, Kansas State University Vice President for Diversity, Equity, Inclusion and Belonging, provided an update to the Council.

The Chief Diversity Officers met May 1, 2024 and discussed end of the semester ceremonies for the 2024 Kansas graduates at their respective institutions.

HB 2105: CDOs are committed to achieving progress, statewide, for all students and have been partnering with campus stakeholders to identify, collect, and post faculty and staff professional development materials, as well as student course materials, featuring non-discrimination, diversity, equity, inclusion, race, ethnicity, sex, and unconscious bias presentations. CDOs are confident that institutional presentations will be posted by the July 1, 2024 deadline.

Community & Technical College Representatives will meet Thursday, May 30 on Zoom, for the final spring roundtable session to highlight diversity, equity, inclusion, and belonging programs and initiatives. Community college representatives shared positive feedback for the collaborative activities they participated in with university CDOs.

The 2024 Michael Tilford Conference on Diversity and Multiculturalism, hosted by Wichita State University, is scheduled to take place October 3-4, 2024. Kansas CDOs appreciate KBOR's commitment to encourage attendance & support for the event.

### **REPORT FROM COUNCIL OF CHIEF BUSINESS OFFICERS (COBO)**

Ethan Erickson, Kansas State University Vice President for Administration & Finance, provided the following written report to the Council of Presidents.

COBO reappointed four representatives to additional three-year terms on the KBOR Student Insurance Advisory Committee. Representatives are Carol Solko-Olliff (FHSU), Morgan Swartzlander (KUL), Jennifer Williams (KSU) and Matt Anderson (KUMC). Jeff DeWitt from KU will chair the committee next year.

The KBOR IT/cybersecurity working group met in late April. The group believes KBOR, and all state higher education institutions should be recognized as leading the state in addressing cybersecurity. They talked about opportunities for KBOR to discuss and potentially adopt including establishing formal risk management committees chaired by the CEO at each institution, adopting consistent cybersecurity standards for the system to be evaluated annually and reported to FAA, and establishing formal IT governance with executive and cross-functional representation at each university.

The working group will meet again in early June, and they hope to provide a progress report during the KBOR retreat this summer.

COBO also discussed the recent Department of Labor FLSA exemption announcement. They will encourage HR teams at each institution to collaborate to ensure exemption categories are consistent when possible.

### **OTHER MATTERS**

Dr. Flanders voiced his concern regarding NC-SARA. He explained that being an NC-SARA state means you allow anyone accredited to come in and deliver distance education. There have been discussions at MHEC about reverting to the old way of needing approval from each state for distance education, which could add significant costs to colleges and universities. No decisions have been made, but this is something to keep an eye on.

### **ADJOURNMENT**

Chancellor Girod moved that the meeting Council of Presidents be adjourned. Following the second of President Linton, the motion carried.

# AGENDA

**Kansas board of regents**  
**SYSTEM COUNCIL OF CHIEF ACADEMIC OFFICERS**  
**VIRTUAL MEETING**  
**AGENDA**  
**Tuesday, June 18, 2024**  
**8:30 – 9:00 a.m.**

The System Council of Chief Academic Officers (SCOCAO) will meet virtually via Zoom.

- |             |  |  |
|-------------|--|--|
| <b>I.</b>   | <b>Call to Order</b>   | Mickey McCloud, Co-Chair               |
|             | A. Roll Call and Introductions                               |  |
|             | B. Approve Minutes from May 15, 2024                         |  |
| <b>II.</b>  | <b>Systemwide Updates</b>                                    |  |
|             | A. Transfer and Articulation Council (TAAC) Report           | Karla Wiscombe                         |
|             | B. Math Pathways   | Rusty Monhollon &<br>Jenn Bonds-Raacke |
|             | C. Performance Agreements/Reports (English Course Placement) | Sam Christy-Dangermond                 |
|             | D. Reverse Transfer  | Mistie Knox                            |
| <b>III.</b> | <b>Other Matters</b>   |  |
|             | KUMC BS Nursing Expansion                                    | Robert Klein                           |
| <b>IV.</b>  | <b>Next SCOCAO Meeting – September Virtual Meeting</b>       |  |
| <b>V.</b>   | <b>Adjournment</b>   |  |

Date Reminders:

- July 1<sup>st</sup> Performance Reports due (including Degree Maps)

# MINUTES

## System Council of Chief Academic Officers MINUTES Wednesday, May 15, 2024

The May 15, 2024, System Council of Chief Academic Officers (SCOCAO) meeting was called to order by Mickey McCloud at 8:30 a.m. The meeting was held in person at the Board office, with a Zoom option available.

### **In Attendance:**

|          |                      |                               |                              |
|----------|----------------------|-------------------------------|------------------------------|
| Members: | Mickey McCloud, JCCC | Debbie Mercer, K-State        | Barbara Bichelmeyer, KU      |
|          | Brent Thomas, ESU    | Howard Smith, PSU             | Jane Holwerda, Dodge City CC |
|          | Jill Arensdorf, FHSU | John Fritch, Washburn         | Luke Dowell, Seward CCC      |
|          | Shirley Lefever, WSU | Brandon Galm, Cloud County CC | Scott Lucas, WSU Tech        |

### **Approval of Minutes**

Jane Holwerda moved to approve the April 17, 2024, meeting minutes. Scott Lucas seconded the motion, and the motion passed.

### **Systemwide Updates**

- Jane Holwerda provided the Transfer and Articulation Council (TAAC) Report. Jane shared that TAAC has requested preliminary information from CAOs for Organic Chemistry I, Organic Chemistry II, Programming Fundamentals, Object-Oriented Programming (Programming II), Calculus II, and Differential Equations. These courses are up for alignment for core outcomes at the 2024 Virtual KCOG conference on October 11, hosted by Seward County Community College. Mickey McCloud announced that this is Jane's last meeting and thanked her for her service.
- Jenn Bonds-Raacke provided an update on Systemwide General Education. She shared that co-chairs Gaile Stephens, Emporia State University, and Troy McCloughan, Fort Scott Community College, had been elected at the last meeting. The council will meet again on May 28 to discuss developing a procedures guide and will review any deviations submitted by the July 1 deadline.
- Jenn Bonds-Raacke provided an update on Math Pathways. The task force met on April 26 and discussed ways to increase communication and transparency. The next meeting is May 21 and the focus of that meeting will be goal setting for the upcoming year. The Math Course Placement Measures Committee met on April 19 and will meet again on May 17. The goal of the May 17 meeting will be to finalize multiple placement measures for College Algebra and to discuss multiple placement measures for Elementary Statistics. On May 3, Dr. Monhollon shared with the CAO's which gateway courses had been selected thus far for various disciplines and programs. The deadline for CAO's to finalize these choices is May 31. The remaining disciplines will meet in early June for an informational session given by the Math Pathways Task Force co-chairs, Whitney Turner, and Keith Dreiling.
- Karla Wiscombe provided an update on the Cambridge International portion of the Credit by Exam Policy and gave a reminder that websites need to be updated to align with the policy.
- Karla Wiscombe provided an update on the Systemwide Elementary Ed Transfer Associate Degree and gave a reminder that websites should be updated to list these courses as *required* rather than recommended for both general education and the program.

- Jennifer Armour provided a SARA update. The committee for program integrity and institutional quality met to discuss the U.S. Department of Education’s 2024 negotiated rulemaking. These discussions included potential impacts to the State Authorization Reciprocity Agreement. The negotiators could not reach consensus, therefore the Department may propose new regulations as they see fit. The proposed rule changes may include a five hundred rule, the enforcement of state laws related to closure, the application of states' general purpose laws, the complaint process, and the composition of the NC-SARA Board. Finalization of these rules is still pending, and updates will be provided as they are received.
- Mickey McCloud provided an update on proposed changes to the service area policy that the Kansas Council of Instructional Administrators made. KBOR legal has reviewed the proposal and deemed the requested changes unnecessary. This will be reviewed and adjusted as appropriate at a later date.

**Adjournment**

The next SCOCAO meeting will be held virtually June 18, 2024.

Barbara Bichelmeyer moved to adjourn the meeting; Jill Arensdorf seconded, and the motion passed. The meeting was adjourned at 8:48 a.m.

# AGENDA

**KANSAS BOARD OF REGENTS  
COUNCIL OF CHIEF ACADEMIC OFFICERS  
VIRTUAL MEETING AGENDA  
Wednesday, June 18, 2024  
9:00 a.m. – 10:00 a.m.  
or upon adjournment of SCOCAO**

The Council of Chief Academic Officers (COCAO) will meet virtually via Zoom. An in-person option will be available at the Curtis State Office Building at 1000 SW Jackson, Suite 530, Topeka, Kansas, 66612.

- I. Call to Order** Debbie Mercer, Chair
  - A. Roll Call & Introductions Provost Mendez, K-State
  - B. Approve Minutes from May 15, 2024
  
- II. Council of Faculty Senate Presidents Update** Norman Phillip
  
- III. First Reading** Debbie Mercer
  - BS in Cyber Systems Design & Dynamics – K-State
  
- IV. Other Matters**
  - A. Request for Approval to Reorganize College of Health & Human Sciences – K-State Debbie Mercer
  - B. Discuss Opportunities (new degree programs, partnerships, strategic initiatives, etc.) that Universities are Considering or Planning to Pursue in the Future COCAO Members
  
- V. Next COCAO Meeting – September Virtual Meeting**
  
- VI. Adjournment**

# MINUTES

## Council of Chief Academic Officers MINUTES Wednesday, May 15, 2024

The May 15, 2024, Council of Chief Academic Officers (COCAO) meeting was called to order by Chair Debbie Mercer at 8:48 a.m. The meeting was held in person at the Board office, with a Zoom option available.

### **In Attendance:**

|          |                         |                      |                      |
|----------|-------------------------|----------------------|----------------------|
| Members: | Debbie Mercer, K-State  | Howard Smith, PSU    | Brent Thomas, ESU    |
|          | John Fritch, Washburn   | Jill Arensdorf, FHSU | Shirley Lefever, WSU |
|          | Barbara Bichelmeyer, KU | Robert Klein, KUMC   |                      |

### **Approval of Minutes**

Howard Smith moved to approve the April 17, 2024, meeting minutes, and Jill Arensdorf seconded. The motion passed.

### **Council of Faculty Senate Presidents (CoFSP) Update**

Don Von Bergen, Chair of the Council of Faculty Senate Presidents, provided an update. There will be a working lunch today for the current council presidents and the incoming council presidents to assist in a smooth transition for the next year. They continue to work on the criteria for the Faculty of the Year Award, with the goal of having one set of criteria that all universities can agree on. He also announced that Norman Philipp, Pittsburg State University, will be the Chair of the Council of Faculty Senate Presidents next year.

### **Second Readings**

Barbara Bichelmeyer presented the second reading for the MS in Human & Organization Performance Effectiveness at the University of Kansas. Jill Arensdorf moved to approve the request, and Shirley Lefever seconded. The motion passed.

Barbara Bichelmeyer presented the second reading for the MSE in Secondary STEM Education at the University of Kansas. Shirley Lefever moved to approve the request, and Brent Thomas seconded. The motion passed.

### **Other Matters**

Debbie Mercer presented a request a request from Kansas State University to move BS in Interior Design from College of Health & Human Sciences to the Department of Interior Architecture, Planning, & Design. Jill Arensdorf moved to approve the request, and Brent Thomas seconded. The motion passed.

Debbie Mercer presented a request from Kansas State University to change the Department of Accounting to the School of Accountancy within the College of Business Administration. Howard Smith moved to approve the request, and Barbra Bichelmeyer seconded. The motion passed.

Barbra Bichelmeyer presented a request from the University of Kansas for multiple name changes. These changes would not require changes to CIP codes. These changes included changing the BA & BGS in Communication Disorders to Speech-Language-Hearing, changing the BA, MA, & PhD in Spanish & Portuguese to Spanish, changing the BA in Biological Sciences to Biology, changing the BFA in Music to Theatre and Voice, and changing the Bachelor of Social Welfare, Master of Social Welfare, and PhD in Social Welfare to Social Work. Brent Thomas moved to approve these changes, and Jill Arensdorf seconded. The motion passed.

Barbara Bichelmeyer presented a final request from Kansas University to change the name of the BSB in Business Administration & Management to BSB in Management & Leadership. This request would change the



CIP code to 52.0213. Shirley Lefever moved to approve the request, and Jill Arensdorf seconded. The motion passed.

**Adjournment**

The next COCAO meeting will be held virtually on June 18, 2024.

Brent Thomas moved to adjourn the meeting, and Howard Smith seconded. The motion passed, and the meeting was adjourned at 9:05 a.m.

# CURRENT FISCAL YEAR MEETING DATES

## Fiscal Year 2024

### Board of Regents Meeting Dates

July 31-August 2, 2023

September 20-21, 2023

October 18, 2023 (KU)

November 15, 2023 (ESU)

December 13-14, 2023

January 17-18, 2024

February 14-15, 2024

March 20-21, 2024

April 17, 2024 (FHSU)

May 15-16, 2024

June 18 & 20, 2024

### Agenda Materials Due to Board Office

August 30, 2023 at noon

September 27, 2023 at noon

October 25, 2023 at noon

November 22, 2023 at noon

December 27, 2023 at noon

January 24, 2024 at noon

February 28, 2024 at noon

March 27, 2024 at noon

April 24, 2024 at noon

May 29, 2024 at noon

# MEETING DATES FOR FY 2025

## Fiscal Year 2025

### Meeting Dates

September 18-19, 2024

November 20, 2024

December 18-19, 2024

January 15-16, 2025

February 12-13, 2025

March 12-13, 2025

April 16, 2025

May 14-15, 2025

June 11-12, 2025

# COMMITTEES (2023-2024)

**Jon Rolph, Chair**  
**Carl Ice, Vice Chair**

## Standing Committees

Academic Affairs  
Cynthia Lane – Chair  
Carl Ice  
Diana Mendoza  
Alysia Johnston

Fiscal Affairs and Audit  
Blake Benson – Chair  
Wint Winter  
Neelima Parasker  
John Dicus

Governance  
Jon Rolph – Chair  
Carl Ice  
Blake Benson  
Cynthia Lane

Regents Retirement Plan  
Carl Ice – Chair

## Board Representatives and Liaisons

|   |  |
|---|--|
| Education Commission of the States          | Cynthia Lane   |
| Postsecondary Technical Education Authority | Mark Hess<br>Keith Humphrey<br>David Reist<br>Cindy Hoover |
| Midwest Higher Education Compact (MHEC)     | Wint Winter<br>Blake Flanders                              |
| Washburn University Board of Regents        | John Dicus   |
| Transfer and Articulation Advisory Council  | Alysia Johnston  |
| Governor’s Education Council                | Diana Mendoza  |