



KANSAS BOARD OF REGENTS

Opponent Testimony on 2025 HB 2348 For the House Committee on Judiciary

February 11, 2025

**Blake Flanders, President & CEO
Kansas Board of Regents**

Good afternoon, Chair Humphries, and Members of the Committee. Thank you for the opportunity to appear before you today on HB 2348.

This bill would create new state law related to the property right of faculty tenure. The bill would apply a new standard to faculty who do not have employment contracts and whose primary duties are teaching or research at the 32 Kansas public postsecondary institutions. This bill would provide that granting tenure at postsecondary educational institutions shall not be defined, awarded or recognized as an entitlement, right or property interest in a faculty member's current, ongoing or future employment by an institution.

The Kansas Board of Regents is opposed to this bill. Tenure in Kansas public postsecondary institutions is awarded based on merit to faculty whose teaching and research activities help students and benefit Kansans. In addition, each state university has a post-tenure review process. The current tenure structure helps us recruit talented faculty from across the country to Kansas. We would be concerned with the bill's potential impairment to our System's ability to recruit and retain faculty, which is already challenged with compensation rates that are under market in many cases.

Additionally, Kansas Board of Regents policy requires legislative proposals from institutions governed by the Board affecting the Board and the System be submitted to the Board for consideration and approval before being submitted to the Legislature. This policy ensures the Board has direct input into the proposal and can improve solutions brought forward. That policy was not adhered to in the case of this bill. If improvements are needed in the current structure, the Board looks forward to working with the legislature and being engaged early in the process.

Thank you for the opportunity to appear before you today.

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