



FORT HAYS STATE UNIVERSITY
LEADERSHIP PROGRAMS

February 10, 2025

Dear Judiciary Committee Members,

I am writing to express my strong opposition to HB2348 concerning tenure in higher education.

I am a faculty member on the tenure track at Fort Hays State University (FHSU). My files are currently in review, and I hope to be granted tenure this spring. To earn this feature of employment, I have invested a great deal of time and money to become educated earning three degrees: a B.S. and M.S. from Kansas State University and a Ph.D. from the University of North Carolina Greensboro. I have provided outstanding teaching, research, and service through FHSU for the last five years. The tenure process is developmental and rigorous; tenure is earned, not given.

Tenure signifies my dedication, education, expertise, and quality as an educator. I understand tenure does not grant me employment in this role unchecked for perpetuity. We have post-tenure review processes in place to uphold our commitments. Tenured faculty provide stability for the university and for our students. Tenure also offers reasonable protections and due process regarding termination that may result in individual or political perspectives or ideologies. Tenure helps our education systems uphold not only academic freedom but also the freedom we espouse in a democracy.

I urge you to vote against HB2348 to ensure tenure decisions remain in the purview of the local institution.

Thank you for your time and consideration.

Sincerely,
Lori

A handwritten signature in black ink, appearing to read "Lori E. Kniffin".

Lori Kniffin, Ph.D.
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