

## **Opposition to HB 2348 – Protecting Conservative Values and the Integrity of Higher Education**

Greetings,

My name is Ziwei Qi, an Associate Professor of Criminal Justice from Fort Hays State University. I write to express my concerns regarding **HB 2348**, a bill that would significantly weaken Kansas' higher education institutions by **undermining contract integrity, disrupting long-standing agreements, and making it harder to attract and retain top faculty**.

Tenure is not a lifetime guarantee but a structured system designed to **ensure excellence, accountability, and long-term institutional stability**. Faculty must undergo **rigorous evaluation over several years** before earning tenure, and they remain subject to **post-tenure reviews and performance expectations**. This process ensures that universities maintain high standards while providing the stability necessary to recruit and retain the best educators.

Beyond weakening higher education, **HB 2348 also sets a concerning precedent for disregarding carefully negotiated agreements**. Tenure policies are the result of **deliberate discussions** between faculty, universities, and the Kansas Board of Regents. If these agreements can be **unilaterally altered**, it raises broader concerns about the predictability and reliability of institutional commitments.

Additionally, **the bill puts Kansas at a disadvantage in the national higher education landscape**. Strong universities **attract top faculty, secure research funding, and drive economic growth**. Removing tenure protections would make it significantly harder for Kansas institutions to remain competitive, leading to **faculty departures, declining national rankings, and reduced opportunities for students**.

Tenure also plays a key role in **protecting the integrity of education** by ensuring that faculty can teach and conduct research based on **expertise and evidence, rather than shifting external pressures**. The strength of a university lies in its ability to foster innovation, rigorous inquiry, and long-term investment in knowledge—values that benefit both students and the broader community.

For these reasons, I urge you to **vote NO on HB 2348**. A strong, stable higher education system benefits all Kansans, and we should be working to reinforce—not weaken—our universities.

Thank you for your time and consideration. I welcome any further discussion.

Sincerely,

Ziwei Qi

Associate Professor of Criminal Justice | Fort Hays State University