



February 10th, 2025

**Re: Opposition to HB 2348 - Tenure at Postsecondary Education Institutions**

Chair Humphries and Members of the Committee:

Thank you for the opportunity to provide written testimony today in opposition to HB 2348. The Kansas Library Association supports and upholds the principles of intellectual freedom and for that reason opposes any legislative changes to tenure, particularly as it applies to academic librarians.

Tenure is not just an employment benefit—it is a fundamental safeguard that ensures academic and intellectual freedom, institutional stability, and quality of research in our colleges and universities. Academic librarians are integral to higher education, providing access to information, preserving scholarly work, and supporting faculty and students in their research. Without tenure protections, librarians could face pressure to remove controversial materials, restrict access to research, or prioritize administrative or political interests over the academic needs of the university community.

Beyond intellectual freedom, tenure ensures continuity and expertise within our institutions. Librarians oversee long-term projects such as digital archiving, special collections development, and instructional support—work that requires years of experience and institutional knowledge. Removing tenure could lead to increased turnover, weakening the quality and reliability of these essential services.

Furthermore, eliminating tenure would make it more difficult to recruit and retain highly skilled professionals. Academic librarians compete with other institutions, the private sector, and public libraries for top talent. Without job security and the academic standing that tenure provides, many qualified candidates may choose to work elsewhere, even leaving Kansas to work in other states.

The Kansas Library Association urges this committee to recognize and value the contributions of tenured librarians to Kansas education and reject efforts to eliminate tenure. Instead, please show your support for policies that uphold intellectual freedom.

Thank you for your time and consideration,

Melany Wilks  
Kansas Library Association President