

MAY 14-15, 2014

Kansas Board of Regents

2013-2014
Fred Logan, Chair
Kenny Wilk, Vice Chair

KANSAS BOARD OF REGENT MEMBERS:

Shane Bangertter

Ann Brandau-Murguia

Mildred Edwards

Tim Emert

Fred Logan

Ed McKechnie

Robba Moran

Helen Van Etten

Kenny Wilk

FORESIGHT 2020

A Strategic Agenda for the State's Public Higher Education System

1. Increase higher education attainment among Kansas citizens
2. Improve alignment of the state's higher education system with the needs of the economy
3. Ensure state university excellence

FORESIGHT 2020

A 10-Year Strategic Agenda for the State's Public Higher Education System



Foresight 2020 is a 10-year strategic agenda for the state's public higher education system. Originally adopted by the Kansas Board of Regents in 2010 and updated in 2012, the plan sets long-range achievement goals that are measurable, reportable, and ensure the state's higher education system meets Kansans' expectations. Find the full 2014 report and more at: kansasregents.org/foresight_2020.

INCREASE HIGHER EDUCATION ATTAINMENT

Aspirations

- ★ Increase to 60 percent the number of Kansas adults who have a certificate, associate degree, or bachelor's degree by 2020.
- ★ Achieve a ten percentage point increase in retention and graduation rates by 2020.

Measures

- ★ Comparison of state demographics with higher education participation levels, including underrepresented groups
- ★ Review of higher education participation levels by age groups, including traditional students (18-24), adults between the ages of 25-34, 35-44, and 45-64
- ★ Comparison of Kansan's postsecondary attainment to the nation by age groups
- ★ Overall number of Adult Basic Education (ABE) participants
- ★ Percentage of ABE participants in postsecondary education
- ★ First to second year retention rates at universities, community colleges and technical colleges
- ★ Three-year graduation rates for community and technical colleges
- ★ Six-year graduation rates for universities
- ★ Student Success Index
- ★ Number of certificates and degrees awarded by universities, community colleges and technical colleges
- ★ Number of adults with college credit but no certificate or degree who are returning to complete a certificate/credential, associate or bachelor degree

IMPROVE ECONOMIC ALIGNMENT

Aspirations

- ★ Respond to business and industry expectations for graduates and ensure all technical programs meet expectations of quality.
- ★ Reduce workforce shortages in selected high demand fields by increasing the number of credentials and degrees awarded, including in STEM fields.
- ★ Enhance understanding of the role of university research in supporting the economy.

Measures

- ★ Performance of students on institutional assessments in three areas:
 1. Mathematics/Analytical Reasoning
 2. Written and Oral Communication
 3. Critical Thinking/Problem Solving
- ★ Performance of students on selected third-party technical program certificate/credential assessments
- ★ Percent of graduates employed in Kansas
- ★ Average wages earned by graduates
- ★ Improvement in quality measures on technical program outcome metrics
- ★ Number of certificates and degrees awarded in selected high-demand occupations
- ★ Percent of certificates/degrees awarded in STEM fields

ENSURE STATE UNIVERSITY EXCELLENCE

Aspiration

- ★ Improve regional and national reputations of state universities.

Measures

- ★ Improved institutional performance on quality measures compared to peers, including on select regional and national rankings
- ★ Increase in proportion of federal research dollars awarded
- ★ Increase in private giving to universities

BOARD GOALS 2013-2014

Approved by the Kansas Board of Regents



INCREASE HIGHER EDUCATION ATTAINMENT

1. As the Board pursues its strategic goal of increasing educational attainment in Kansas to 60 percent of resident adults having a credential or degree by 2020, it will develop a methodology for identifying the gap in what is currently produced and what is needed for tracking progress in reaching the goal. This new methodology will be included in the annual Foresight 2020 report in January of 2014.
2. The Board will continue its efforts to improve transfer and articulation of general education courses throughout the system (1) by approving a quality assurance policy submitted by the Transfer and Articulation Advisory Council and by the Board Academic Affairs Standing Committee and (2) by approving the proposed list of 13 additional courses for transfer by no later than January of 2014, and any other courses forwarded to the Board for approval by the Transfer and Articulation Advisory Council. In addition, the Board directs the Transfer and Articulation Advisory Council to begin addressing transfer issues of academic disciplines and report on its progress.
3. The Board will initiate a study on developmental education in the higher education system in Kansas and receive a set of recommendations for redesigning developmental education across the system no later than June of 2014.

IMPROVE ECONOMIC ALIGNMENT

4. With the assistance of university leaders, the Board will study how the universities and the state of Kansas can best take advantage of the National Bio and Agro-Defense Facility (NBAF) at Kansas State University, National Cancer Institute (NCI) designation at the University of Kansas, and other major initiatives at each of the governed universities.

ENSURE STATE UNIVERSITY EXCELLENCE

5. The Board will receive a panel presentation report from the CEOs of each of the research universities on the rankings that they track for their respective universities, and on the progress that they are making in improving those rankings.
6. In 2012-13, the Board adopted a policy on post-tenure review and charged each of the university CEOs to have their campus policies in place by April of 2014, except those that may need longer due to faculty negotiations. The Board will receive a panel presentation report from the leaders of the universities on their campus post-tenure review policies by no later than May of 2014.

BOARD ACADEMIC AFFAIRS STANDING COMMITTEE
2013-2014 AGENDA TOPICS

- BAASC 13-01: Continue to assess performance agreement format to promote alignment with Foresight 2020 goals and continue to review performance agreements annually – **COMPLETED**
- BAASC 13-02: Review policy from Transfer and Articulation Council on quality assurance; discuss progress on transfer and articulation – **COMPLETED**
- BAASC 13-03: Consider issues raised by entering into reciprocity compact for approval of out-of-state higher education institutions – **COMPLETED**
- BAASC 13-04: Developmental education
- BAASC 13-05: Teacher preparation – **COMPLETED**
- BAASC 13-06: Academic Calendar – **COMPLETED**
- BAASC 13-07: Academic Program Review Report
- BAASC 13-08: Accreditation Report – **COMPLETED**
- BAASC 13-09: Performance Reports
- BAASC 13-10: Qualified Admissions Report – **COMPLETED**
- BAASC 13-11: Distance Education Report
- BAASC 13-12: Student Learning Outcomes Report
- BAASC 13-13: Adult Education Report – **COMPLETED**
- BAASC 13-14: New Degree Granting Authority (Private Postsecondary)
- BAASC 13-15: Additional Degree Granting Authority (Private Postsecondary)
- BAASC 13-16: Degree and Certificate Programs Submitted from Community and Technical Colleges
- BAASC 13-17: New Degrees at Public and Municipal Universities
- BAASC 13-18: Career and Technical Education Program Alignment
- BAASC 13-19: Board Policies

FISCAL AFFAIRS AND AUDIT STANDING COMMITTEE
2013-2014 AGENDA TOPICS

- FAA 13-01 Review and adopt Committee Organization and Agenda Plan for the year – **COMPLETED**
- FAA 13-02 Review each of the state universities organizational (functional) financial reporting structures, and consider development of a policy that specifically requires the state university Chief Executive Officer to designate a Chief Financial Officer with a description of roles and responsibilities - **COMPLETED**
- FAA 13-03 Further review and discussion of university budget issues i.e. balances, reductions, reallocations, enhancement requests and, specifically, resource plans and their alignment with strategic plans - **COMPLETED**
- FAA 13-04 Review of FY 2015 KBOR Office operating budget – **COMPLETED**
- FAA 13-05 Consider a change in state university audit procedures – **COMPLETED**
- FAA 13-06 Update on KSU Veterinary Medical Center enhancement funding (2012 Session) – **COMPLETED**
- FAA 13-07 Review and discuss changes to the capital budgeting process, including review of the Educational Building Fund - **COMPLETED**
- FAA 13-08 Review current policies and consider whether a specific debt policy is needed
- FAA 13-09 Receive Internal Audit plans and meet with state university Internal Auditors - **COMPLETED**
- FAA 13-10 Review state universities Annual Financial Reports, including financial statistics and ratios – **COMPLETED**
- FAA 13-11 Development of the FY 2016 and FY 2017 Unified State Appropriation Request (capital and operating)
- FAA 13-12 Discuss and develop guidance FY 2015 State Universities tuition proposals - **COMPLETED**
- FAA 13-13 Review and approve Johnson County Educational Research Triangle (JCERT) budgets (KU, KUMC, KSU) - **COMPLETED**
- FAA 13-14 Study of financial projections related to Foresight 2020

KANSAS BOARD OF REGENTS GOVERNANCE COMMITTEE
2013-2014 AGENDA TOPICS

- GOV 13-01 Review Committee Charter and Adopt Agenda/Schedule for the year – **COMPLETED**
- GOV 13-02 Consider conceal carry legislation/process for studying – **COMPLETED**
- GOV 13-03 Review university campus security reports – **COMPLETED**
- GOV 13-04 Discuss CEO performance review format – **COMPLETED**
- GOV 13-05 Consider university CEO search and selection processes and policies – **COMPLETED**
- GOV 13-06 Develop university CEO compensation policy -- **COMPLETED**
- GOV 13-07 Review policy on Council of Government Relations Officers (COGRO) – **COMPLETED**
- GOV 13-08 Review policy on Concurrent Enrollment (faculty qualifications and 24 credit hour limit) - **COMPLETED**
- GOV 13-09 Review student success plans progress
- GOV 13-10 Review proposed revisions to policies
- Geographic Jurisdiction (create exception for courses delivered on military reservations pursuant to contract with federal government) – **COMPLETED**
 - Multiple Year Appointments (KU proposal to add Med Center Clinical Track and Med Center Educator Track to types of appointments that may be made on a multiple year basis) – **COMPLETED**
 - Advising (BAASC proposal on improving/updating advising policy) – **COMPLETED**
 - Others as needed
- GOV 13-11 Review proposed regulation amendments
- Coordinated Institution Regulations (update existing regulations)
 - KU Qualified Admissions (address *Fisher* case concerns) – **COMPLETED**
 - Others as needed
- GOV 13-12 Review new board member orientation process – **COMPLETED**
- GOV 13-13 Follow-up to Retreat Discussion on Board governance and ethics – **COMPLETED**
- GOV 13-14 Discuss government relations/communications issues – **COMPLETED**
- GOV 13-15 Recommend CEO monetary compensation for FY15

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MEETING INFORMATION AND SCHEDULE

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 785-296-3421.

Wednesday, May 14, 2014

Time	Committee/Activity	Location
8:45 am - 10:00 am	Governance Committee	Conference Room B
8:45 am - 9:30 am	System Council of Chief Academic Officers	Kathy Rupp Room
9:30 am or Adjournment	Council of Chief Academic Officers	Kathy Rupp Room
10:00 am - Noon	Council of Faculty Senate Presidents	Kan-Ed Conference Room
10:00 am - Noon	Students' Advisory Committee	Conference Room C
10:00 am - 11:50 am	Fiscal Affairs & Audit Standing Committee	Board Room
10:30 am - Noon	Academic Affairs Standing Committee	Kathy Rupp Room
10:00 am - 11:00 am	System Council of Presidents	Suite 530
11:00 am or Adjournment	Council of Presidents	Suite 530
Noon - 1:15 pm	Lunch <i>Board of Regents & President Tompkins</i>	Conference Room B
Noon - 1:15 pm	Lunch <i>Council of Chief Academic Officers</i>	Kathy Rupp Room
1:30 pm	Board of Regents Meeting	Board Room
6:00 pm	Dinner <i>Board of Regents and President Tompkins</i>	Rowe House

Thursday, May 15, 2014

Time	Committee/Activity	Location
7:30 am	Breakfast <i>Board of Regents, President Tompkins, and Kansas Private Postsecondary Education Advisory Commission</i>	Suite 530
8:45 am	Board of Regents Meeting	Board Room
11:30 am	Lunch <i>Board of Regents & President Tompkins</i>	Conference Room B

MEETING AGENDA

The Kansas Board of Regents will meet in the Board Room located in the Curtis State Office Building at 1000 SW Jackson, Suite 520, Topeka, Kansas, 66612.

Wednesday, May 14, 2014

- | | | |
|--|---|--------------|
| I. Call To Order | Regent Logan, Chair | |
| A. <i>Approve Minutes</i> | | |
| April 11, 2014 Special Meeting | | <i>p. 6</i> |
| April 16-17, 2014 Regular Meeting | | <i>p. 7</i> |
| II. Introductions and Reports | | |
| A. <i>Introductions</i> | | |
| B. <i>Report from the Chair</i> | Regent Logan, Chair | |
| C. <i>Report from the President & CEO</i> | Andy Tompkins, President & CEO | |
| D. <i>Report from Council of Presidents</i> | President Shonrock | |
| E. <i>Report from Council of Faculty Senate Presidents</i> | Sheryl Lidzy | |
| F. <i>Report from Students' Advisory Committee</i> | Chris Roberts | |
| III. Standing Committee Reports | | |
| A. <i>Academic Affairs</i> | Regent Moran | |
| B. <i>Fiscal Affairs & Audit</i> | Regent McKechnie | |
| C. <i>Governance</i> | Regent Logan | |
| IV. Approval of Consent Agenda | | |
| A. <i>Academic Affairs</i> | | |
| 1. Act on Request for Approval of a Bachelor of Science in Health Studies – FHSU | Gary Alexander,
VP, Academic Affairs | <i>p. 17</i> |
| 2. Act on Request for Approval of a Bachelor of Science in Polymer Chemistry – PSU | | <i>p. 23</i> |
| B. <i>Fiscal Affairs & Audit</i> | | |
| 1. Authorize Acceptance of Property - KSU | Eric King,
Director of Facilities | <i>p. 29</i> |
| V. Consideration of Discussion Agenda | | |
| A. <i>Other Matters</i> | | |
| 1. Receive Emporia State University's Campus Master Plan | President Shonrock | <i>p. 30</i> |
| 2. Act on Naming of Building | Chancellor Gray-Little | <i>p. 30</i> |
| 3. Act on Resolution to Designate Dr. Tom Bryant as President Emeritus of Pittsburg State University | President Scott | <i>p. 31</i> |

- | | | |
|--|--|---|
| <p><i>B. Governance</i></p> <p>1. Amend Board Policy Regarding Social Media</p> | <p>Regent Logan
Julene Miller,
General Counsel</p> | <p><i>p. 32</i></p> |
| <p><i>C. Academic Affairs</i></p> <p>1. Act on Request for Approval of a Clinical Doctorate in Speech-Language Pathology – KUMC</p> | <p>Regent Moran
Gary Alexander,
VP, Academic Affairs</p> | <p><i>p. 41</i></p> |
| <p><i>D. Fiscal Affairs & Audit</i></p> <p>1. Receive Presentation and Discuss University Tuition and Fee Proposals for FY 2015 (First Reading)</p> <ul style="list-style-type: none"> • Fort Hays State University • Emporia State University • University of Kansas • Kansas State University • Pittsburg State University • Wichita State University <p>2. Act on Johnson County Research Triangle (JCERT) FY 2015 Budgets – KU and KSU</p> | <p>Regent McKechnie
Diane Duffy
VP, Finance & Administration</p> <p>Diane Duffy
VP, Finance & Administration</p> | <p><i>p. 57</i></p> <p><i>p. 58</i></p> |

VI. Executive Session

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

Thursday, May 15, 2014

VII. Introductions and Reports

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|--|--------------------------|
| <p><i>A. Introductions</i></p> <p><i>B. Report from System Council of Presidents</i></p> | <p>President Heilman</p> |
|--|--------------------------|

VIII. Approval of Consent Agenda

- | | | |
|--|--|---|
| <p><i>A. Academic Affairs</i></p> <p>1. Act on Requests for Additional Degree Granting Authority for:</p> <ul style="list-style-type: none"> a) Bryan University b) Colorado Technical University – Online c) University of Nebraska <p>2. Act on Requests for Degree Program Submitted from Manhattan Area Technical College</p> <p>3. Act on Request to Approve the Industrial Machine Mechanic Program Alignment</p> | <p>Gary Alexander,
VP, Academic Affairs</p> <p>Blake Flanders,
VP, Workforce Development</p> | <p><i>p. 66</i></p> <p><i>p. 69</i></p> <p><i>p. 71</i></p> |
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| 4. Act on Request to Approve the Automation Engineer Technology Program Alignments | <i>p. 75</i> |
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IX. Consideration of Discussion Agenda

A. Presentation

- | | |
|--|---|
| 1. Receive Panel Presentation on Post-Tenure Review Policies at the State Universities | |
| <ul style="list-style-type: none"> • Emporia State University • Kansas State University • University of Kansas • University of Kansas Medical Center • Wichita State University | Gary Alexander,
VP, Academic Affairs |
| | <i>p. 79</i> |

B. Academic Affairs

- | | |
|---|---|
| 1. Receive Annual Program Review Report | |
| | Regent Moran
Gary Alexander,
VP, Academic Affairs |
| | <i>p. 93</i> |

C. Fiscal Affairs & Audit

- | | |
|---|--|
| 1. Act on Distribution of FY 2014 Technical Education Appropriation Authorized by K.S.A. 72-4417(c)(2) (SB 155) | |
| | Regent McKechnie
Diane Duffy,
VP, Finance & Administration |
| | <i>p. 100</i> |
| 2. Receive Legislative and Budget Update | |
| | Dan Murray,
Interim Director,
Government Relations |
| | <i>p. 102</i> |
| 3. Initial Discussion of the Board’s Unified Budget Request Preparations for FY 2016 and FY 2017 | |
| | Diane Duffy,
VP, Finance & Administration |
| | <i>p. 110</i> |

D. Other Matters

- | | |
|---|--|
| 1. Receive Recommendation on the Fort Hays State University/Dodge City Community College Proposal | |
| | President Hammond |
| | <i>p. 116</i> |
| 2. Receive Report from Kansas Postsecondary Technical Education Authority | |
| | Blake Flanders,
VP, Workforce Development |
| | <i>p. 124</i> |
| 3. Elect FY 2015 Board Chair and Vice Chair | |
| | Regent Logan |
| | <i>p. 124</i> |

X. Executive Session

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

XI. Adjournment

MINUTES OF PREVIOUS MEETING(S)

I. Call To Order

Regent Logan, Chair

A. Approve Minutes

**KANSAS BOARD OF REGENTS
MINUTES OF SPECIAL MEETING
April 11, 2014**

The Kansas Board of Regents met by telephone conference call on Friday, April 11, 2014. Chairman Fred Logan called the meeting to order at 12:00 p.m. Proper notice was given according to law.

MEMBERS PRESENT: Fred Logan, Chairman
Kenny Wilk, Vice Chairman
Shane Bangerter
Ann Brandau-Murguia
Mildred Edwards
Tim Emert
Ed McKechnie
Robba Moran
Helen Van Etten

EXECUTIVE SESSION

At 12:01 p.m., Regent Wilk moved, followed by the second of Regent Emert, to recess into executive session for 30 minutes to discuss personnel matters of non-elected personnel. Participating in the executive session were members of the Board, President Tompkins, and General Counsel Julene Miller. At 12:31 p.m., the meeting returned to open session.

ADJOURNMENT

Regent Moran moved to adjourn at 12:34 p.m., and Regent Emert seconded. The motion carried.

Andy Tompkins, President and CEO

Fred Logan, Chair

KANSAS BOARD OF REGENTS
MINUTES
April 16-17, 2014

The April 16, 2014, meeting of the Kansas Board of Regents was called to order by Chairman Fred Logan at 1:30 p.m. The meeting was held in the Board Office located in the Curtis State Office Building, 1000 S.W. Jackson, Suite 520, Topeka. Proper notice was given according to law.

MEMBERS PRESENT: Fred Logan, Chairman
Kenny Wilk, Vice Chairman
Shane Bangerter
Ann Brandau-Murguia
Mildred Edwards
Tim Emert
Ed McKechnie
Robba Moran
Helen Van Etten

EXECUTIVE SESSION

The Board's executive session scheduled for 12:55 p.m. was canceled.

APPROVAL OF MINUTES

Regent Van Etten moved that the minutes of the March 12-13, 2014 meeting be approved. Following the second of Regent Wilk, the motion carried.

INTRODUCTIONS

The Chancellor introduced the KU students who were awarded the Harry S. Truman scholarship, the Barry M. Goldwater scholarship, and the Ernest F. Hollings Undergraduate scholarship. She also recognized students who received the Fulbright fellowship and the National Science Foundation Graduate Research fellowship.

GENERAL REPORTS

REPORT FROM CHAIR

Chairman Logan announced Regent Bangerter was named the Versatility Ranch Horse AQHA Reserved World Champion. The Chairman also reviewed the legislative session and stated most of the Board's priorities are included in the budget bill. He thanked Governor Brownback, Senate President Susan Wagle, and House Speaker Ray Merrick for their work. Regent Murguia thanked Chairman Logan and Vice Chairman Wilk for all their work this legislative session.

REPORT FROM COUNCIL OF PRESIDENTS

President Hammond presented the Council of Presidents' report. The Council received a report from the Council of Chief Academic Officers regarding streamlining the process for approving new academic programs. The CEOs want new programs that are approved unanimously by the Council of Chief Academic Officers to be forwarded that same day to the Council of Presidents for approval. The proposed process will require amendments to current Board policy. President Hammond stated the Council of Business Officers (COBO) reported on the proposed debt policy that the Board Fiscal Affairs and Audit Standing Committee has been working on. The CEOs would like to review and provide feedback on the proposed policy before it is sent to the Board for consideration. COBO also briefed the CEOs on state employee health plan issues.

The Council of Presidents approved the following programs: 1) Bachelor of Science in Health Studies (CIP 51.9999) – FHSU, 2) Bachelor of Science in Polymer Chemistry (CIP 40.0507) – PSU, and 3) Clinical Doctorate in Speech-Language Pathology (CIP 51.0203) – KUMC. These programs will be forwarded to the Board for consideration. Additionally, the CEOs thanked the Board for their help with the legislative process.

REPORT FROM COUNCIL OF FACULTY SENATE PRESIDENTS

Sheryl Lidzy presented the Council of Faculty Senate Presidents' report. The Council discussed the Board's social media policy, post-tenure review, and prior learning assessment. The Council has concerns about both post-tenure review and prior learning assessment. The Council thanked the Board for its work on the social media policy and the legislative process.

REPORT FROM STUDENTS' ADVISORY COMMITTEE

Chris Roberts presented the Students' Advisory Committee's report. The Committee discussed with Board staff the marketing process for transfer and articulation. The Committee also endorsed the reverse transfer policy. Mr. Roberts thanked the Regents for all the work done during the legislative session this year.

STANDING COMMITTEE AND OTHER REPORTS

ACADEMIC AFFAIRS

The Board Academic Affairs Standing Committee report was presented by Regent Moran. The Committee discussed transfer and articulation marketing strategies and quality assurance. Prior Learning Assessment was also discussed.

FISCAL AFFAIRS AND AUDIT

Regent McKechnie presented the Board Fiscal Affairs and Audit report. The Committee continued its discussion on the proposed debt policy. The universities' Capital Budget Requests were reviewed. The Committee discussed the FY 2015 tuition proposals. Regent McKechnie stated each university proposal should be broken into three categories: 1) existing operations – amount of tuition increase necessary to fund existing basic operations; 2) salary increases – amount of tuition increase necessary to fund any salary increases; and 3) other institutional enhancements – amount of tuition increase necessary to fund other enhancements. Additionally, the Committee reviewed and approved the JCERT budgets.

GOVERNANCE

Regent Logan presented the Governance Committee report. The Committee received the workgroup's recommendations and report regarding the Board Policy on Improper Use of Social Media. Regent Logan thanked the workgroup and its co-chairs (Kevin Johnson and Charles Epp) for their work. He noted the Committee received the workgroup's recommendations a week ago and after hearing from the co-chairs, the Committee worked on the policy. Regent Logan reported the Committee decided to retain current language of the policy that is taken from existing case law. However, the Committee is recommending moving the language out of the Suspensions, Terminations and Dismissals policy and into the general governance section of the Policy Manual as recommended by the workgroup. The Committee also decided to move the disciplinary language to the end of the policy and added language regarding the use of progressive discipline measures. He reported the Committee incorporated the workgroup's language regarding academic freedom and the First Amendment into the current policy. The Committee is recommending the following language, which was taken from the workgroup's recommendation, be used at the beginning of the policy:

The Kansas Board of Regents strongly supports principles of academic freedom. It highly values the work of state university faculty members. Academic freedom protects their work and enhances the valuable service they provide to the people of Kansas.

The Board also supports this statement from the 1940 Statement of Principles of the American Association of University Professors:

“College and university teachers are citizens, members of a learned profession, and officers of an educational institution. When they speak or write as citizens, they should be free from institutional censorship or discipline, but their special position in the community imposes special obligations. As scholars and educational officers, they should remember that the public may judge their profession and their institution by their utterances. Hence they should at all times be accurate, should exercise appropriate restraint, should show respect for the opinions of others, and should make every effort to indicate that they are not speaking for the institution.”

Further, the Kansas Board of Regents recognizes the First Amendment rights as well as the responsibilities of all employees, including faculty and staff, to speak on matters of public concern as private citizens, if they choose to do so, including through social media.

This policy shall at all times be construed and applied in a manner that is consistent with the First Amendment and academic freedom principles.

Regent Logan directed staff to draft revisions to the policy incorporating the Governance Committee’s recommendations, and then forward it to the Kansas Attorney General’s Office for a review of its constitutionality, as was done for the current policy. The proposed policy will then be placed on the Board’s website where the public will be invited to comment on it. The Governance Committee will likely convene a special meeting to review the revised policy and comments. If the Committee approves the revisions, the amended policy will be forwarded to the Board for consideration in May.

APPROVAL OF CONSENT AGENDA

Regent Bangerter moved, with the second of Regent Moran, that the Consent Agenda be approved. The motion carried.

Academic Affairs

MASTER OF SCIENCE IN FORENSIC SCIENCE (CIP 43.0106) – ESU

Emporia State University received authorization to offer a Master of Science in Forensic Science (CIP 43.0106). The estimated cost of the program is \$709,801. The University is requesting \$500,000, spread across two years, of supplemental funding from the Kansas Legislature.

MASTER OF ART IN CONTEMPORARY EAST ASIAN STUDIES (CIP 05-0104) – KU

The University of Kansas received approval to offer a Master of Art in Contemporary East Asian Studies (CIP 05-0104). The University will seek funding from the Army, with a CLAS backstop requested.

Fiscal Affairs & Audit

AMENDMENTS TO FY 2015 CAPITAL IMPROVEMENTS PLAN AND APPROVAL OF ARCHITECTURAL PROGRAM PLAN FOR THE CONSTRUCTION OF A NEW BUILDING TO HOUSE THE DEPARTMENT OF ART AND THE COLLEGE OF EDUCATION – FHSU

Fort Hays State University received approval to amend its FY 2015 Capital Improvements Plan to include the construction of a new building to house the Department of Art and the College of

Education, plus renovations of the Old Power Plant, which will serve as an art gallery. The project also includes the addition of a 75 space parking lot and a structure to house larger pieces of equipment such as kilns. The estimated cost of the project is \$21,300,000, which will be funded by university and private funds. The University also received approval of the project's Architectural Program Plan.

CONSIDERATION OF DISCUSSION AGENDA

Retirement Plan

RETIREMENT PLAN COMMITTEE MEMBERS

Madi Vannaman, Staff Affiliate, reported terms for four members of the Board's Retirement Plan Committee expire on June 30, 2014, and President Hammond will be vacating his position on the Committee when he retires at the end of June 2014. Ms. Vannaman stated all four of the current members are willing to serve another three year term and the Council of Presidents recommends appointing President Schulz to serve the remainder of Dr. Hammond's term, which ends June 30, 2016. Regent Edwards moved to approve the appointments. Regent Bangerter seconded, and the motion carried. The following members were reappointed to serve another three-year term starting July 1, 2014:

- Mike Barnett, Vice President for Administration and Finance, Fort Hays State University, representing COBO
- Dr. Dipak Ghosh, Professor, Department of Accounting and Information Systems, Emporia State University, subject matter expert
- Dr. Rick LeCompte, Chair of the Department of Finance, Real Estate and Decision Sciences Department, Wichita State University, H. Dene Heskett Chair in Finance, subject matter expert
- Michele Sexton, Director of Budget and Human Resource Services, Pittsburg State University, representing Human Resource Directors/ACORB

Other Matters

PANEL PRESENTATION REPORT ON RANKINGS FROM THE RESEARCH UNIVERSITIES

Regent Logan stated one of the Board's goals this year is to receive a panel presentation report from the CEOs of the research universities on the rankings that they track for their respective universities, and on the progress that they are making in improving those rankings. President Schulz presented Kansas State University's rankings. KSU tracks rankings in total research development expenditures, endowment assets, national academy members, doctorates conferred, and faculty awards. To evaluate progress, KSU compares its numbers to its peer institutions. President Schulz stated the university rankings are reviewed annually, but he noted it is important to look at the trends of the rankings because not every category will go up every year.

BREAK

The Chairman called for a break at 2:38 p.m. and resumed the meeting at 2:53 p.m.

President Bardo presented Wichita State University's rankings. WSU tracks rankings and comparisons related to research and development in engineering and aviation. President Bardo reviewed WSU's rankings and noted once the Innovation Campus is open, WSU will add other rankings to track.

Chancellor Gray-Little presented the University of Kansas' rankings. The Chancellor stated KU tracks rankings in areas that are identified in its strategic plan, Bold Aspirations. KU compares itself to its peer institutions. The Chancellor reviewed KU's standings in the following areas: 1) freshmen retention rate; 2) six-year graduation rate; 3) federal research expenditures; 4) total research expenditures; 5) federal research expenditure

per faculty; 6) national academies membership; 7) awards, fellowships and memberships; 8) *U.S. News & World Report* “Top Public Schools” rankings; and 9) number of graduate programs ranked in *U.S. News & World Report*. The Chancellor also reviewed KU’s ranked programs.

(Handouts and PowerPoints filed with Official Minutes)

RESEARCH PRESENTATION ON INJECTABLE TARGETED CHEMOTHERAPY THAT TREATS LOCALLY ADVANCED CANCERS

Dr. Daniel Aires, University of Kansas Medical Center Professor, presented his research on a new cancer therapy that treats locally advanced cancers. The new drug is injected directly into the tumor and local lymph nodes where cancers spread. Dr. Aires stated the drug has already effectively treated dogs with potentially deadly oral cancers.

(PowerPoint filed with Official Minutes)

CONVERT CLASSIFIED POSITIONS TO UNCLASSIFIED UNIVERSITY SUPPORT STAFF POSITIONS – ESU

General Counsel Julene Miller presented Emporia State University’s request to convert its classified staff positions from the state civil service system to unclassified positions known as University Support Staff (USS). The classified staff at ESU held an election that resulted in a 135-80 vote in favor of the conversion. Board legal staff reviewed ESU’s proposed USS Handbook and found it to be compliant with the statutory requirements. If approved, the conversion will take effect at the beginning of FY 2015. Regent Emert moved to approve. Following the second of Regent Van Etten, the motion carried.

Fiscal Affairs and Audit

PROGRESS REPORT ON THE DEVELOPMENT OF ADDITIONAL BOARD POLICIES RELATED TO THE ISSUANCE OF DEBT

Diane Duffy, Vice President of Finance and Administration, presented a progress report on the Board Fiscal Affairs and Audit Standing Committee’s work regarding the development of additional Board policies related to the issuance of debt. She stated the Committee is pursuing the additional policies not because there is a debt problem, but rather because the Committee wants to be proactive and have a policy that reflects best practices. Currently, the Board does not have a comprehensive written debt policy, but rather a more limited set of policies related to the issuance of revenue bonds. Vice President Duffy reviewed the Board’s current process for approving bonding authority for university projects. She reviewed a summary of proposed policy changes and the proposed procedures for issuing debt. The next step is for the Council of Presidents to review the proposed policy and provide feedback to the Committee. The policy will then be forwarded to the Board Governance Committee for review, and it is anticipated the proposed policy will be on the Board’s June agenda for consideration.

BOND RESOLUTIONS – CONSTRUCTION OF STUDENT HOUSING TO REPLACE MCCOLLUM HALL AND ECONOMIC REFUNDINGS OF PRIOR DEBT

General Counsel Julene Miller introduced two bond resolutions for the University of Kansas. The first resolution would authorize the issuance of revenue bonds in one or more series in a total aggregate amount not to exceed \$47,800,000 plus costs and reserves. The purpose of these bonds is to finance the costs of constructing two residence hall facilities to replace McCollum Residence Hall located on the Lawrence campus. The bonds will be secured with a pledge of generally available unencumbered funds of the University, but KU intends to pay the debt service with housing and parking system revenue funds. General Counsel Miller stated the second resolution would authorize issuance of refunding bonds in an aggregate principal amount not to exceed \$15,000,000, to refund certain outstanding bonds in order to achieve significant economic savings. The bonds will be secured by generally available unencumbered funds of the University, but it is expected that the

debt service of the bonds will be paid from housing and parking system revenues. Regent McKechnie moved to approve and authorize the Chair and President and CEO to execute the two Resolutions and various other documents relating to the security and payment of such bonds. Regent Emert seconded, and motion carried.

(Resolutions filed with Official Minutes)

EXECUTIVE SESSION

At 3:56 p.m., Regent Wilk moved, followed by the second of Regent Emert, to recess into executive session for 60 minutes starting at 4:05 p.m. to discuss personnel matters of non-elected personnel. Participating in the executive session were members of the Board, President Tompkins, and President Scott. At 5:05 p.m., the meeting returned to open session.

RECESS

The Chairman recessed the meeting at 5:05 p.m.

RECONVENE

The Chairman reconvened the meeting at 9:35 p.m. on Thursday.

MEMBERS PRESENT:

- Fred Logan, Chairman
- Kenny Wilk, Vice Chairman
- Shane Bangerter
- Ann Brandau-Murguia
- Mildred Edwards
- Tim Emert
- Ed McKechnie
- Robba Moran
- Helen Van Etten

AMEND AGENDA

Chairman Logan amended the agenda to add an update regarding Fort Hays State University at Dodge City.

UPDATE ON FORT HAYS STATE UNIVERSITY AND DODGE CITY COMMUNITY COLLEGE PROPOSAL

Regent Bangerter presented a brief update on the Fort Hays State University and Dodge City Community College proposal. He stated the proposed structure is to establish a Kansas Board of Regents institution campus in Dodge City that consists of a lower division college containing the existing programs of Dodge City Community College (DCCC), an upper division college that offers baccalaureate degrees, and a technical institute. All of it will be operated by Fort Hays State University as a separate campus. President Hammond reviewed the proposed responsibilities of both Fort Hays State University and the DCCC Trustees. Regent Bangerter noted the Trustees voted 6-0 in favor of moving forward with the merger. The next step is for the Board of Regents to receive the recommendation for merger.

APPROVAL OF CONSENT AGENDA

Regent Moran moved, with the second of Regent Murguia, that the Consent Agenda be approved. The motion carried.

Academic Affairs

ADDITIONAL DEGREE GRANTING AUTHORITY FOR BRYAN UNIVERSITY – ONLINE AND INDIANA WESLEYAN UNIVERSITY

Bryan University – Online received approval to offer a Bachelor of Science in Allied Health Management and a Bachelor of Science in Business Administration. These programs will be offered online.

Indiana Wesleyan University received approval to offer the following programs online:

- 1) Associate of Science in Paralegal Studies
- 2) Bachelor of Science in Social Work
- 3) Master of Arts in Organizational Leadership
- 4) Master of Arts in Public Affairs
- 5) Master of Practical Theology
- 6) Master of Science in Accounting
- 7) Master of Science in Human Resource Management
- 8) Doctor of Nursing Practice

DEGREE AND CERTIFICATE PROGRAMS SUBMITTED FROM SEWARD COUNTY COMMUNITY COLLEGE AND WICHITA AREA TECHNICAL COLLEGE

Seward County Community College received approval to offer an associate of applied science degree (64 credit hours) in Food Science and Safety (01.1001). The implementation costs of the program will be funded by the HSI STEM grant received by the College. The continuing cost of the program will be funded with student tuition, college resources, and state funding.

Wichita Area Technical College received approval to offer an associate of applied science degree (60 credit hours) and technical certificate (37 credit hours) in Medical Coding (51.0713). The College received a Job and Innovative Industry Skills Training grant that will fund the program. Additionally, Wichita Area Technical College received approval to offer a technical certificate (18 credit hours) in Carpentry (46.0201).

DENTAL HYGIENE PROGRAM (51.0602) ALIGNMENT

The Dental Hygiene Program (51.0602) alignment was approved.

(Program Alignment and Map filed with Official Minutes)

CONSIDERATION OF DISCUSSION AGENDA

Presentation

PRESENTATION ON THE KSU LOUIS STOKES ALLIANCE FOR MINORITY PARTICIPATION STEM CAREERS PROGRAM

April Mason, Kansas State University (KSU) Provost; Beth Montelone, KSU Associate Dean; Linda Thurston, KSU Associate Dean; and Duane Dunn, President of Seward County Community College, presented information on the KSU Louis Stokes Alliance for Minority Participation (LSAMP) program. This program is aimed at increasing the quality and quantity of students successfully completing science, technology, engineering and mathematics (STEM) baccalaureate degree programs. The LSAMP program is funded by the National Science Foundation. Provost Mason stated KSU is the lead institution in the Kansas alliance, which also includes Dodge City Community College, Garden City Community College, Seward County Community College, and Donnelly College. These institutions have established recruitment and retention programs aimed at serving the needs of under-represented minority students. Provost Mason noted the goal of the Kansas LSAMP program is to double the number of underrepresented minority students graduating with STEM degrees from

KSU over a five-year period. In the last three years, KSU has averaged 46 under-represented minority graduates in LSAMP qualified STEM degree programs.

(PowerPoint filed with Official Minutes)

Academic Affairs

INCREASE KANSAS GED TESTING FEE

Gary Alexander, Vice President of Academic Affairs, presented the recommendation to increase the Kansas General Educational Development (GED) testing fee. The Kansas Board of Regents is charged with administering the GED program and has the authority to assess fees and cover the costs associated with the administration of the GED program. Vice President Alexander stated in order to continue to pay for administrative expenses associated with the GED program Board staff is recommending increasing the fee for the GED exam to \$33 per module, or a total of \$132 if one completes all four modules of the test. This increase includes \$3 per module or \$12 for all four modules. The previous administrative fee had been \$15. Regent Moran moved to approve the recommendation. Regent Bangerter seconded, and the motion carried.

BOARD POLICY ON REVERSE TRANSFER

Vice President Alexander presented the proposed Board policy on reverse transfer. The System Council of Presidents and the System Council of Chief Academic Officers developed the proposed policy. The policy directs state public colleges and universities to develop a process that will enable students who transfer from a two-year college without a certificate or degree to complete the coursework necessary for them to receive those certificates and degrees from the two-year institution. The policy does include language that will allow students to opt-out of the process. Regent Van Etten moved to approve, and Regent Edwards seconded. The motion carried. The following policy was adopted:

CHAPTER III: COORDINATION – STATE UNIVERSITIES, COMMUNITY COLLEGES, TECHNICAL COLLEGES, WASHBURN UNIVERSITY AND/OR THE WASHBURN INSTITUTE OF TECHNOLOGY

A ACADEMIC AFFAIRS

...

3 REVERSE TRANSFER AGREEMENTS

Reverse transfer is an important element of a seamless educational system. The state universities, community colleges, technical colleges, Washburn University and Washburn Institute of Technology shall 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 resulting 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-out of the process, thereby precluding 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.

ANNUAL REPORT ON ADULT EDUCATION

Susan Fish, Director of Adult Education, presented the annual Adult Education report. Dr. Fish stated the target population for adult education is individuals ages 16 and older who are exempt from compulsory attendance and do not have a high school credential, or do not have secondary level skills, or do not have adequate proficiency in English. In Kansas there are 284,632 individuals that fall within this population and adult education served 9,560 adults (3%) in FY 2013. Dr. Fish noted even though adult education programs in Kansas only served a small share of the target population, Kansas programs were very successful and ranked first in the nation in the percent of students who earned GED certificates. Kansas programs are also ranked first in the percent of students who enrolled in post-secondary education or training. Dr. Fish reported the success in transitioning students into higher education is attributable to several factors including the incentives provided by performance-based funding and the Accelerating Opportunity: Kansas (AO-K) program.

(PowerPoint filed with Official Minutes)

Other Matters

APPOINTMENTS TO THE KANSAS POSTSECONDARY TECHNICAL EDUCATION AUTHORITY AND APPROVAL OF OUTCOME METRICS PILOT PROGRAM TARGETS AND THE 2014-2015 QUALIFYING CREDENTIALS INCENTIVE LIST

Vice President Flanders stated the Board approved a process for appointing members to the Kansas Postsecondary Technical Education Authority (TEA) in 2010. The terms for the positions currently held by Tom Burke and Connie Hubbell expire on June 30, 2014. Ms. Hubbell has requested to not be appointed for another term. Staff recommends re-appointing Tom Burke and appointing Ray Frederick, Jr. Mr. Frederick is the President and owner of Frederick Plumbing & Heating, Inc. in Wichita, Kansas. Regent Wilk moved to approve the appointments. Following the second of Regent Moran, the motion carried. The terms for Mr. Burke and Mr. Frederick will begin on July 1, 2014 and expire on June 30, 2017.

Vice President Flanders stated the TEA reviewed and approved performance targets/benchmarks for the Outcome Metrics pilot projects. The following program performance targets are recommended for Board approval:

1. Credential attainment: Of the students completing an approved program exit point and exiting postsecondary education, 90% must earn the industry-recognized program credential documented per program alignment.
2. Employment: Of the students completing an approved program exit point and exiting postsecondary education, 80% must be employed by the end of the 2nd quarter following the end of the academic year.
3. Wages: The wage for students completing an approved program exit point and exiting postsecondary education must be 95% of the statewide entry-level wage for the occupation corresponding to the field of study as reported in the Kansas Department of Labor Wage Survey.

Regent McKechnie moved to approve the TEA's recommendation. Regent Murguia seconded, and the motion carried.

Dr. Flanders stated K.S.A. 72-4489 requires the Board of Regents to establish the Career Technical Education Incentive Program, which provides incentive awards of \$1,000 to school districts with high school graduates who have obtained industry-recognized credential in an occupation identified as an occupation in highest need of additional skilled employees. Vice President Flanders reported the TEA recommends approval of the 2014-

2015 Qualifying Credential Incentive List for the Career Technical Education Incentive Program. Regent Moran moved to approve the recommended list. Regent Van Etten seconded, and the motion carried.

(2014-2015 Qualifying Credential Incentive List filed with Official Minutes)

LEGISLATIVE UPDATE

Dan Murray, Interim Director of Government Relations, presented the legislative update. He reviewed the progress of each of the Board’s legislative initiatives and noted HB 2470 (property insurance) and HB 2544 (State Authorization Reciprocity Agreement (SARA)) have been signed by the Governor. Mr. Murray reviewed the budget bill, which includes a majority of the Board’s requests. The Legislature will return on April 30 for the veto session.

EXECUTIVE SESSION

At 11:23 a.m., Regent Wilk moved, followed by the second of Regent Van Etten, to recess into executive session for 45 minutes starting at 11:30 a.m. to discuss personnel matters of non-elected personnel. Participating in the executive session were members of the Board, President Tompkins, and President Hammond. At 12:15 p.m., the meeting returned to open session.

ADJOURNMENT

The Chairman adjourned the meeting at 12:15 p.m.

Andy Tompkins, President and CEO

Fred Logan, Chair

CONSENT AGENDA

II. Introductions and Reports

- A. *Introductions*
- B. *Report from the Chair* Regent Logan, Chair
- C. *Report from the President & CEO* Andy Tompkins, President & CEO
- D. *Report from Council of Presidents* President Shonrock
- E. *Report from Council of Faculty Senate Presidents* Sheryl Lidzy
- F. *Report from Students' Advisory Committee* Chris Roberts

III. Standing Committee Reports

- A. *Academic Affairs* Regent Moran
- B. *Fiscal Affairs & Audit* Regent McKechnie
- C. *Governance* Regent Logan

IV. Approval of Consent Agenda

- A. *Academic Affairs*
 - 1. **Act on Request for Approval of a Bachelor of Science in Health Studies – FHSU** **Gary Alexander,
VP, Academic Affairs**

Summary and Recommendation

Universities may apply for approval of new academic programs following the guidelines in the Kansas Board of Regents Policy Manual. Fort Hays State University has submitted an application for approval of a Bachelor of Science in Health Studies. The proposing academic unit has responded to all of the requirements of the program approval process. No institution offers a degree program in this area. Board staff concurs with the Council of Presidents and the Council of Chief Academic Officers in recommending approval.

Background

<u>Criteria</u>	<u>Program Summary</u>
Program Identification/CIP Code	Bachelor of Science in Health Studies concentrations in gerontology, health promotion, sociology of medicine and aging, grant writing, and leadership. CIP Code: 51.9999
Academic Unit	The Bachelor of Science in Health Studies program will be administratively managed through the Department of Health and Human Performance, with courses offered through each of the participating departments. The primary academic home for the degree program will be the College of Health and Life Sciences.
Program Description	The Bachelor of Science in Health Studies degree program is an online, post-professional degree completion program for individuals who possess professional credentials in a clinically-based allied health discipline from a community college or technical program. The course of study is designed to provide career and academic advancement for current practitioners who wish to assume increasing responsibility in their current positions or in a related area of health care.

<p>Demand/Need for the Program</p>	<p>Careers in healthcare and health related fields of study are typically identified by the Bureau of Labor Statistics Occupational Outlook Handbook to grow much faster than average over the next 10 years. Many of these careers are launched via completion of a two year credentialing/licensure program in an allied health field of study provided by a community college or technical college program. Upon completion of this initial training, students secure employment and often become place-bound and limited in their ability to pursue advanced educational opportunities. This program meets the demand for place-bound students seeking a completion degree that provides a career path for advancement within a healthcare-related organization or company.</p> <p>Fort Hays State University has received several letters of support from community/technical colleges evidencing the need and popularity of this degree program. A review of IPEDS data indicates that nearly 2500 students are currently enrolled in technical or associate degree programs in the Fort Hays State University service area that lead to an entry-level allied health credential. This number of students would provide a fertile recruiting base for a bachelor's degree program, especially in conjunction with students pursuing a degree from outside the defined service area. Additionally, we have a long-standing concentration within our Bachelor of General Studies program which is focused on health studies. Enrollment in the Health Studies BGS is a reasonable proxy for enrollment projections relative to this degree and we feel the potential is favorable, given that the BGS would likely be less preferred for these professionals given the large number of general education hours.</p>
<p>Comparative /Locational Advantage</p>	<p>There are institutions offering degree completion options in the health sciences/studies throughout the United States, however, such programs are limited in Kansas, and few within our contiguous state region. It is important to note that few programs currently exist that are able to deliver complete programs at a distance. Fort Hays State University would become the first institution in the western two-thirds of the State to offer a degree program of this type and has a history of successfully delivering distance based programming at an excellent price point.</p>
<p>Curriculum</p>	<p>The program requires a minimum total of 120 credit hours. Students must meet the general education requirements of the university, complete the 25 credit hour health studies core, and complete a 12 credit hour concentration track. A maximum of 30 hours of transfer credit may be applied from the student's specific area of allied health credential from the community or technical college.</p>
<p>Faculty Profile</p>	<p>The Bachelor of Science in Health Studies program requires no new faculty resources. The existing seven tenure/tenure-track faculty are recognized as outstanding teachers, active scholars, and are heavily involved in university, professional, and community service. Courses in the concentration areas are taught by faculty who are specifically trained in that subject area.</p>
<p>Student Profile</p>	<p>Prospective students for this program will hold various associate level credentials and/or appropriate certification or licensure from a clinically-based allied health field. Students will likely be place-bound working adult learners seeking advanced education in order to explore new career opportunities or advance within current organizations.</p>

<p>Academic Support</p>	<p>The academic support model at Fort Hays State University is extensive and includes support for academic programs via the: Academic Advising and Career Exploration Center Academic Computing Center Career Counseling Services Center for Teaching Excellence and Learning Technologies Forsyth Library Kelly Center Learning Commons Student Engagement and Advising Center Virtual College</p>
<p>Facilities and Equipment</p>	<p>Current facilities and equipment are adequate. No additional facilities are required.</p>
<p>Program Review, Assessment, Accreditation</p>	<p>The program will be reviewed according to KBOR requirements. Assessment of student learning outcomes will be measured annually and reported through the department annual report process. There are no special accreditation requirements for this degree program.</p>
<p>Costs, Financing</p>	<p>In the first year no new funds are necessary. In subsequent years additional instructional funds will be necessary to meet capacity requirements of the program. Expenses of \$10,000 in Year 2 and \$15,000 in Yr 3 represent projected adjunct faculty salary needs and will be paid from virtual college resources that result from program growth.</p>

**CURRICULUM OUTLINE
NEW DEGREE PROPOSALS
Kansas Board of Regents**

I. Identify the new degree:

II. Provide courses required for each student in the major:

General Education		45-55 hours required
Health Studies Core		25 hours required
HHP 220	Responding to Emergencies	3 hours
HHP 230	Principles of Nutrition	3 hours
BIOL 245	Medical Terminology	2 hours
HHP 310	Consumer Education	2 hours
HHP 610	Global Health	3 hours
HHP 618	Environmental Health	3 hours
HHP 620	Epidemiology in Public Health	3 hours
HHP 625	Legal Issues in Healthcare	3 hours
HHP 474	Culminating Experience	3 hours
Concentrations		12 hours required
Gerontology	Minimum of 12 hours from courses below:	
HHP 670	Introduction to Gerontology	2 hours
PSY 420	Psychology of Aging	3 hours
PSY 668	Neuropsychology	3 hours
SOC 644	Sociology of Aging	3 hours
HHP 612	Physiology of Aging	3 hours
SLP 665	Communication and Aging	2 hours
HHP 617	Nutrition and Aging	3 hours
HHP 619	Exercise Testing/Prescription for Aging	3 hours
HHP 480	Leisure Programming for the Elderly	2 hours
SOCW 620	Spirituality and Aging	3 hours
Health Promotion	Minimum of 12 hours from courses below:	
HHP 314	Issues in Health Education	2 hours
HHP 320	Communicable and Emergent Diseases	2 hours
HHP 312	Fitness Leadership	3 hours
HHP 332	Life-Span Nutrition	3 hours
HHP 400	Safety Education	2 hours
HHP 619	Exercise Testing and Prescription for the Elderly	3 hours
Sociology of Medicine and Aging	Minimum of 12 hours from courses below:	
SOC 375	Medical Sociology	3 hours
SOC 355	Death and Dying	3 hours
SOC 644	Sociology of Aging	3 hours
SOCW 620	Spirituality and Aging	3 hours
Grant Writing and Social Entrepreneurship	Minimum of 12 hours from courses below:	

SOC 670	Grant Proposal Development	3 hours
SOC 673	Program Development and Evaluation	3 hours
SOC 677	Internship in Sociology: Grant Writing	3 hours
SOC 665	Social Entrepreneurship	3 hours
SOC 680	Nonprofit Organizations	3 hours
Leadership	Minimum of 12 hours from courses below:	
LDRS 300	Introduction to Leadership Concepts	3 hours
LDRS 302	Introduction to Leadership Behavior	3 hours
LDRS 310	Fieldwork in Leadership Studies	3 hours
LDRS 306	Leadership and Team Dynamics	3 hours
LDRS 650	Principles of Organizational Leadership	3 hours
Credit for professional credential/certification/licensure		0-30 hours
Electives		As necessary
Total		120 Hours

FISCAL SUMMARY
IMPLEMENTATION YEAR FY 2015

Institution: Fort Hays State University

Proposed Program: Bachelor of Science of Health Studies

Part I. Anticipated Enrollment	Implementation Year		Year 2		Year 3	
	Full-Time	Part-Time	Full-Time	Part-Time	Full-Time	Part-Time
Full-time, Part-time Headcount:	10	25	20	50	25	65
Total SCH taken by all students in program	270 / semester		540 / semester		690 / semester	
Part II. Program Cost Projection						
In <u>implementation</u> year one, list all identifiable General Use costs to the academic unit(s) and how they will be funded. In subsequent years, please include only the additional amount budgeted.						
	Implementation Year		Year 2		Year 3	
Total	\$0		\$10,000		\$15,000	

Indicate source and amount of funds if other than internal reallocation: no funds are needed in the first year. All courses are available and will meet capacity requirements.

In subsequent years additional instructional funds will be necessary to meet capacity requirements of the program. The identified expense represents projected adjunct faculty salary needs and will be paid from virtual college resources that result from program growth.

2. Act on Request for Approval of a Bachelor of Science in Polymer Chemistry – PSU

Summary and Recommendation

Universities may apply for approval of new academic programs following the guidelines in the Kansas Board of Regents Policy Manual. Pittsburg State University has submitted an application for approval of a Bachelor of Science in Polymer Chemistry. The proposing academic unit has responded to all of the requirements of the program approval process. No institutions have programs utilizing this Classification of Instructional Program (CIP) code. Board staff concurs with the Council of Presidents and the Council of Chief Academic Officers in recommending approval.

Background

<u>Criteria</u>	<u>Program Summary</u>
1. Program Identification	Bachelor of Science in Polymer Chemistry CIP: 40.0507
2. Academic Unit	Department of Chemistry/College of Arts and Sciences
3. Program Description	<p>This proposed program provides undergraduate students access to cutting-edge knowledge, research, and laboratory-based experience in the field of polymer chemistry. Students completing this program will be prepared for careers in high-tech polymers-based industries as well as laboratories in academic institutions, government, and private research settings. Further, this program prepares students for advanced academic study pursuing a master’s degree and/or doctorate in polymer science.</p> <p>The program was developed as a result of Pittsburg State University (PSU) initiative in Polymer Chemistry, which was supported by Governor Sam Brownback and the Kansas Legislature. An important aspect of this initiative is creating and awarding a Bachelor of Science in Polymer Chemistry to students. This proposal received initial funding from the Legislature and Governor in FY13 and FY14, with the promise of a recurring \$1 million annually added to the University’s base funding to support the polymer initiative.</p>
4. Demand/Need for the Program	<p>PSU is in a unique position to create and implement the Polymer Chemistry initiative due to the presence of the Kansas Polymer Research Center (KPRC) on our campus. Given the promising future of polymer science, the relevance of this field for the Kansas economy, the lack of other polymer science programs in the region, and the obvious unique link between PSU and KPRC, it makes sense for PSU to offer a degree in polymer chemistry.</p> <p>KPRC has an established history taking the agricultural products of Kansas and turning them into polymers usable in industry. PSU has an established record providing high quality education in the areas of chemistry and plastics engineering. Joining and enhancing these units creates a valuable arrangement for our students, the region, and economic development in Kansas.</p> <p>The polymers and plastics industries are among the largest employers of high tech, high value jobs for science majors. The U.S. Bureau of Labor Statistics predicts a 10% increase in employment opportunities for material scientists through 2020 with a median annual salary of \$69,790. Further, the</p>

	<p>Kansas Department of Labor employment projections claim jobs for people in plastics and rubber manufacturing to increase 12.6% and chemists to increase 4.5% by 2020. The median annual salary for these positions is \$57,080. The typical entry level degree requirements for jobs in these areas is the bachelor’s degree. In fact, the American Chemical Society Division of Polymer Chemistry projects 50% of all chemists work with polymers at some point in their career. In the absence of a formal polymer chemistry program, the burden for training workers falls to polymer companies and new employees must learn on the job. Students with this training through coursework, laboratories, research experiences, internships, and other hands-on education, not only save company time and money, but also have an advantage in the job market. This proposed program provides industry the opportunity to grow and develop at a faster pace. Training students for these contemporary lucrative careers is significantly enhanced by offering a degree program in polymer chemistry joining the assets, laboratories, and scientists of KPRC with the resources and faculty available in the PSU Department of Chemistry and Plastics Engineering Technology program.</p>
<p>5. Comparative/Locational Advantage</p>	<p>There is no other degree program offered at a university in this region focusing specifically on polymer chemistry. Further, the presence of KPRC on the Pittsburg State University campus provides exceptional resources when coupled with the academic assets in our Department of Chemistry and program in Plastics Engineering Technology. This combination creates a very unique and ripe environment for an undergraduate degree program in polymer chemistry.</p> <p>If approved, this program will put PSU in a very small group of higher education institutions providing students with an academic background in this cutting edge, high tech, and contemporary discipline. Other institutions in the United States offering this type of program include the University of Massachusetts, Southern Mississippi University, and the University of Akron.</p>
<p>6. Curriculum</p>	<p>The Bachelor of Science in Polymer Chemistry is a 124 credit hour degree program consisting of 47 hours of general education courses, an additional 26 hour science and math core, 22 – 24 hours of polymer chemistry core courses, six hours of polymer electives, and a minor selected in consultation with the academic advisor, such as Plastics Engineering Technology or another related area. All polymer science majors will be required to complete significant mentored research projects.</p>
<p>7. Faculty Profile</p>	<p>Dr. Petar Dvornic (terminal degree) was hired as Chemistry Department Chair and will coordinate the program. In addition, Dr. Ram Gupta (terminal degree), Dr. Santimukul Santra (terminal degree), and Dr. Jeanne Norton (terminal degree) were hired in the past year to staff the new PSU Polymer Initiative and each will be primary and core faculty in the proposed Bachelor of Science in Polymer Chemistry. Dr. Charles Neef (terminal degree) and Dr. William Shirley (terminal degree) from the Chemistry Department will offer occasional courses as support faculty. Various other faculty from the College of Arts and Sciences at PSU will provide foundational coursework, such as Math and Physics prerequisites along with general education courses. Four of these faculty lines are new and cost \$395,000 (salary and benefits). Funding for the new lines comes from the</p>

	<p>\$1 million annual allocation from the Kansas Legislature for the PSU Polymer Initiative.</p> <p>All core faculty have terminal degrees, completed post-doctoral experiences, and significant academic accomplishments (external funding, industry experience, publications, professional presentations, technical reports, etc.).</p> <p>In addition, the PSU Polymer Initiative budget provides three graduate assistants at an annual cost of \$41,000, who will assist faculty with courses and oversee student laboratory experiences.</p>
<p>8. Student Profile</p>	<p>Students entering this academic program and career field should prepare themselves with a strong record of high school coursework in science. Students will be admitted to the polymer chemistry major who meet the Pittsburg State University admission criteria. These students will have career interests in companies working with polymers for production and/or have a desire to pursue graduate education either at Pittsburg State or one of the few Ph.D. programs in the United States offering a doctorate in polymer science.</p>
<p>9. Academic Support</p>	<p>All academic support at Pittsburg State University and in the College of Arts and Sciences will be available for students and faculty in the polymer chemistry major program. Available support includes institutional programs for freshmen, initiatives offered through the Student Success Center (including the Writing Center), resources available via Axe Library, access to support for faculty and student travel, and internal grant funding opportunities. In addition, Pittsburg State University and the College of Arts and Sciences provide outstanding support for both hardware and software technology needs.</p> <p>Students also will have access to the equipment and expertise of scientists at the Kansas Polymer Research Center (KPRC) as well as equipment and lab space in both the Department of Chemistry and the Plastics Engineering Technology program in the College of Technology at Pittsburg State.</p>
<p>10. Facilities & Equipment</p>	<p>This proposed Bachelor of Science in Polymer Chemistry has significant laboratory and equipment needs. These needs are met through existing facilities and equipment available through KPRC, the Chemistry Department, and the Plastics Engineering Program, as well as completed renovations to the Chemistry Department suite in Heckert-Wells Hall to create additional office space for new faculty as well as an additional seminar room, and three labs in KPRC to accommodate research experiences, at a cost of \$500,000. All building renovations and new equipment are funded by the state allocation supporting the polymer initiative at Pittsburg State University.</p>

<p>11. Program Review, Assessment, Accreditation</p>	<p>The Department of Chemistry at PSU is approved by the American Chemical Society (ACS). The Chemistry Department will use existing ACS guidelines to oversee the proposed academic program in polymer chemistry and seek ACS approval for the new program when implemented. The Bachelor of Science in Polymer Chemistry also will be reviewed according to the regular program review cycle and process at Pittsburg State University. Further, all degree programs at the University are required to submit an annual assessment report to the University Assessment Committee documenting progress towards meeting student learning outcomes.</p>
<p>12. Costs, Financing</p>	<p>Funding for this new academic program is included in the \$1 million recurring annual allocation provided by the Kansas Legislature. These funds provide four new faculty lines (\$395,000 annually), start-up and equipment procurement (\$550,000 one-time expense), facility renovations (\$500,000), acquisition of materials, graduate assistants (\$41,000 annually), support staff (\$9,000 annually), and operations (\$540,000 annually).</p>

CURRICULUM OUTLINE
NEW DEGREE PROPOSALS
Kansas Board of Regents

I. Identify the new degree: Bachelor of Science in Polymer Chemistry

II. Provide courses required for each student in the major:

Course Name & Number	Credit Hours
<u>Core Science Courses (36 hours)</u>	
CHEM 215-216 General chemistry I/laboratory *	5
CHEM 235 Laboratory safety and compliance	1
CHEM 225-226 General chemistry II/laboratory	5
CHEM 325-326 Organic chemistry I/laboratory	5
CHEM 335-336 Organic chemistry II/laboratory	5
MATH 150 Calculus I **	5
PHYS 104-130 Engineering physics I/Elementary physics laboratory I	5
PHYS 105-132 Engineering physics II/Engineering physics laboratory II	5
* - CHEM 215-216 satisfies the Physical Sciences general education requirement.	
** - MATH 150 satisfies the Mathematics general education requirement.	
<u>Polymer Chemistry Core Courses (22 - 24 hours)</u>	
CHEM 360 Introduction to polymer science and technology	3
CHEM 611 Senior review and assessment	1
CHEM 625-626 Polymer synthesis and characterizations/laboratory	5
CHEM 680 Physical properties of polymers	3
CHEM 681 Polymer chemistry colloquium	1
CHEM 690 Selected research projects in polymer chemistry	1-3
PET 370-371 Thermoplastic resins/laboratory	4
PET 374-375 Thermoset resins/laboratory	4
<u>Elective Polymer Courses (select 6 hours)</u>	
CHEM 270 Sophomore research in polymer chemistry	1
CHEM 370 Junior research in polymer chemistry	1
CHEM 640 Polyurethanes and their applications	3
CHEM 650 Conducting polymers and their applications	3
CHEM 670 Senior research in polymer chemistry	1
CHEM 683 Biopolymers	3
CHEM 685 Selected topics in polymer chemistry	1-3
CHEM 687 Polymers in Nanotechnology	3
PET 373-372 Plastic processing I/laboratory	4

IMPLEMENTATION YEAR FY 2014-2015

Fiscal Summary for Proposed Academic Programs

Institution: PITTSBURG STATE UNIVERSITY

Proposed Program: Bachelor of Science in Polymer Chemistry

Part I. Anticipated Enrollment	Implementation Year		Year 2		Year 3	
	Full-Time	Part-Time	Full-Time	Part-Time	Full-Time	Part-Time
A. Full-time, Part-time Headcount:	10	1	20	2	35	4
B. Total SCH taken by all students in program	205		410		695	
Part II. Program Cost Projection						
A. In <u>implementation</u> year one, list all identifiable General Use costs to the academic unit(s) and how they will be funded. In subsequent years, please include only the additional amount budgeted.						
	Implementation Year		Year 2		Year 3	
<u>Base Budget</u>						
Salaries	\$403,134		\$403,134		\$403,134	
OOE	\$596,866		\$596,866		\$596,866	
Total	\$1,000,000		\$1,000,000		\$1,000,000	

Indicate source and amount of funds if other than internal reallocation:

Funding for the Bachelor of Science in Polymer Chemistry is provided in the \$1 million targeted annual allocation from the Kansas Legislature for the Polymer Initiative at Pittsburg State University.

B. *Fiscal Affairs & Audit*

1. **Authorize Acceptance of Property - KSU**

**Eric King,
Director of Facilities**

Kansas State University requests Board of Regents approval to accept a gift of land from the Kansas State University Foundation. In March, 2007 Board approval was granted for the University to enter into a lease agreement with the KSU Foundation for the use of the 39.9 acres of farm land located in Republic County, Kansas. The land is used by K-State's Extension System and Agricultural Research Programs (ESARP) as an experimental field for agronomy research and is known as the North Central Kansas Experiment Field. The Foundation would now like to gift the land to the University. An environmental assessment has been completed and it confirms that there are no environmental issues with the property.

North Central Kansas Experiment Farm, Belleville, KS, Legal Description:

*A tract of land in the Southeast Quarter (SE Y.) of Section 5, Township 3 South, Range 3 West of the 5th P.M., in Republic County, Kansas, more fully described as follows: Commencing at the Southeast Corner of the Southeast Quarter (SE Y.) of said section; thence N 00°38'47" W along the East line of said section for a distance of 32.63' to the North right of way line of U.S. Highway 36 and the **Point of Beginning**; thence S 89° 44'57" W along said North line for a distance of 20.00 feet to the public road right-of-way; thence continuing S 89°44'57" W along said North line for a distance of 1316.53 feet; thence N 00°38'47" W for a distance of 1303.65 feet; thence S 89°59'09" E for a distance of 1316.59 feet to the public road right-of-way; thence continuing S 89°59'09" E for a distance of 20.00 feet to the East line of said section; thence S 00°38'47" E along the East line of said section for a distance of 1297.47 feet; to the **Point of Beginning**, having an area of 39.90 acres, more or less, including the public road right-of-way along the east side of the tract.*

Property is located approximately 1.5 miles west of Belleville, KS, on Hwy 36.

DISCUSSION AGENDA

V. Consideration of Discussion Agenda

A. Other Matters

1. Receive Emporia State University’s Campus Master Plan President Shonrock

Background

Emporia State University initiated development of a new campus master plan, with the December, 2012 selection of Gould Evans and Associates as consultant to the process. A very inclusive process has informed development of the plan involving: campus stakeholders; community members; community government; several state agencies; and the consultant staff. Gould Evans has conducted multiple focus groups and made 6 presentations to the University’s Administrative Council and Master Plan Steering Committee. Conceptual options for the campus master plan have received review and comment through a campus blog established for this purpose. On January 15, 2014, President Shonrock updated the Board on progress to date, highlighting those major conceptual options. The final ESU Master Plan will be presented on May 14. It includes the consultant’s recommendations for academic improvements, student life improvements, and revisions to campus appearance.

2. Act on Naming of Building

Chancellor Gray-Little

Background

The University of Kansas is recommending a name for the new School of Business building.

The KU School of Business is transforming how business students are educated in the 21st Century. To compete in a global market for students, faculty and staff, the School of Business leverages the mission and vision to serve the citizens of Kansas and their state and regional industries. Growth means higher rankings and a higher quality student. Therefore the vision of the School is to be a great place to learn, work, and invest. This vision will be supported by world-class facilities aligning physical resources to support the goals of the University and the School. The School is planning an increase in undergraduate and graduate enrollments specifically in the Masters of Accounting and MBA programs. The new building will increase academic advising space, expand the Student Career Center in order to better serve both Graduate and Undergraduate programs, and provide additional classroom space.

The new building will contain approximately 166,000 square feet and will cost \$65,740,575 to construct and equip. The project will be funded primarily with private gifts and supplemented with university resources.

The building will be located at the transit and pedestrian focused intersection of Naismith and Schwegler Drives. This unique south gateway location, between Allen Fieldhouse and Watkins Health Center and directly south of Robinson Recreation Center will foster healthy campus connections between the historic education core atop the hill, the professional schools growing to the west and the sport/recreation/student life facilities to the south adjacent to Lawrence’s residential neighborhoods.

**3. Act on Resolution to Designate Dr. Tom Bryant as President Scott
President Emeritus of Pittsburg State University**

Summary

President Scott has requested that Dr. Tom Bryant, President of Pittsburg State University from 1999-2009, be designated as President Emeritus of Pittsburg State University. As noted in the resolution provided for consideration by Pittsburg State University, Dr. Bryant served with distinction not only as president but in a career at the university that included 44 years of service. Board policy indicates that factors to consider in bestowing this distinction on a retired President include: “distinguished administrative service that advances the strength, growth and integrity of the university, and outstanding contributions to the higher education system, the community and the State, as well as length of service to the university.” Clearly, Dr. Bryant has met these and many more criteria through his service to Pittsburg State University, and staff recommends your approval of this designation through adoption of the resolution provided by the university.

B. Governance

1. Amend Board Policy Regarding Social Media

Regent Logan
Julene Miller,
General Counsel

Summary and Staff Recommendation

The Board Governance Committee proposes a number of revisions to the Board policy dealing with use of social media. The language of the original policy was taken directly from prevailing United State Supreme Court cases. Concerns were raised regarding the tone of the policy and that it appeared to infringe upon free speech rights and academic freedom. A workgroup of faculty and staff was created to make recommendations addressing these concerns. The Governance Committee’s proposed revisions are drawn from the workgroup’s recommended language as well as comments solicited from the campus communities. We have again worked with the Attorney General’s Office and been advised that the proposed revised policy is constitutionally sound from a First Amendment perspective.

Background

Recognizing that the Board Policy Manual had no provisions specifically dealing with use of social media in a way that respects and protects the rights of individuals to speak freely while also addressing the employee’s responsibility to the university and the university’s need to operate in an efficient and effective manner, the Board adopted a policy last December that it believed appropriately did so. Most of the language in the policy that was adopted in December was drawn directly from United States Supreme Court free speech precedents including *Garcetti v. Ceballos*, 547 U.S. 410 (2006), *Waters v. Churchill*, 511 U.S. 661 (1994), *Rankin v. McPherson*, 483 U.S. 378 (1987), *Pickering v. Board of Education*, 391 U.S. 563 (1968), and *Chaplinsky v. New Hampshire*, 315 U.S. 568 (1942).

Subsequent to adoption of the policy, concerns have been raised by individuals on the state university campuses about the tone and language used in the policy, indicating that they consider it to be punitive and unclear as to what would be actionable under its provisions. The most common criticism of the policy is that it does not include clear protections for academic freedom or private speech.

A workgroup of faculty and staff from each university was formed to make recommendations to address these concerns and any others that members of the workgroup had. The workgroup spent significant time learning about First Amendment freedom of speech in the area of public employment, developing recommended language to clarify protections and responsibilities of university employees, and collecting feedback on that recommended language from their peers. The workgroup’s recommendations and a companion report explaining each provision was delivered to the Governance Committee for review in advance of the Committee’s April 16 meeting, at which time the workgroup formally presented their recommendations and report.

The Governance Committee has incorporated almost all of the workgroup’s recommended language into the revised policy it is now recommending for adoption. Following the Committee’s proposed policy revisions contained in this issue paper are the current version of the policy (as it was adopted last December) and the workgroup’s recommendation. Staff has highlighted and footnoted the workgroup’s recommendation to show the language from it that has been included in the Committee’s proposed revisions. These were the documents that were posted on the Board’s website, along with the Committee’s proposed revisions, for campus community comment. The Committee has also incorporated a number of suggestions that were made in comments solicited from the campus communities at large. The Committee’s proposed revisions include the following:

- 1) Adopt the workgroup’s recommendation to relocate the policy within the Board Policy Manual to Chapter II: Governance, Section F. Other;

- 2) Change the title of the policy to “Use of Social Media by Faculty and Staff”;
- 3) Add a new section a. that incorporates the workgroup’s language on academic freedom and the First Amendment, including the excerpt from the 1940 Statement of Principles of the American Association of University Professors;
- 4) Add a new paragraph under what would become subsection b. to provide additional context for the policy and include the workgroup’s recommended language regarding the Board’s commitment to the principles of academic freedom and the Board’s support for the responsible use of existing and emerging communications technologies, including social media, to serve the teaching, research, and public service missions of the state universities;
- 5) Maintain the original definition of “social media” but clarify that it does not include e-mail;
- 6) Incorporate the workgroup’s language providing assurances for academic research and other scholarly activity, academic instruction, and statements, debate, or expressions made as part of shared governance whether made by a group or individual employee;
- 7) Replace the definition of “improper use of social media” with language clarifying that romanettes i-iv are instances in which the United States Supreme Court has determined that public employers generally have authority to discipline employees for speech;
- 8) Clarify that academic freedom principles must be considered when determining whether a particular use of social media is improper; and
- 9) Relocate the discretionary discipline provision to the end of the policy and incorporate language regarding progressive discipline measures and existing university grievance and review processes.

The Committee is not advancing the workgroup’s recommendation to make the Board policy advisory in nature by simply requiring each university to adopt its own guidelines. The Committee believes that the universities have inherent authority to develop guidelines that are consistent with the law and Board policy and thus they are free to do so.

The Committee believes that these proposed revisions address the concerns that have been raised: The tone of the policy has been addressed by adding the first section and incorporating most of the workgroup’s recommended language; provisions have been added to make clear that the policy must be construed and applied in a manner that is consistent with the First Amendment and academic freedom principles, and that express recognition of those rights and principles as well as the responsibilities that accompany them.

As with the original policy, this proposed revised policy has been reviewed by the Attorney General’s Office and found to be constitutionally sound on its face under a First Amendment analysis.

Proposed Revision to Board Policy

KBOR Policy II.F.6 (Governance; Other)

6. USE OF SOCIAL MEDIA BY FACULTY AND STAFF
 - a. Commitment to Academic Freedom and First Amendment

The Kansas Board of Regents strongly supports principles of academic freedom. It highly values the work of state university faculty members. Academic freedom protects their work and enhances the valuable service they provide to the people of Kansas.

The Board also supports this statement from the 1940 Statement of Principles of the American Association of University Professors:

“College and university teachers are citizens, members of a learned profession, and officers of an educational institution. When they speak or write as citizens, they should be free from institutional censorship or discipline, but their special position in the community imposes special obligations. As scholars and educational officers, they should remember that the public may judge their profession and their institution by their utterances. Hence they should at all times be accurate, should exercise appropriate restraint, should show respect for the opinions of others, and should make every effort to indicate that they are not speaking for the institution.”

Further, the Kansas Board of Regents recognizes the First Amendment rights as well as the responsibilities of all employees, including faculty and staff, to speak on matters of public concern as private citizens, if they choose to do so, including through social media. In general, for both faculty and staff, any communication via social media that is protected by the First Amendment and that is otherwise permissible under the law is not precluded by this policy.

This policy shall be construed and applied in a manner that is consistent with the First Amendment and academic freedom principles.

b. Social Media Policy

In keeping with the Kansas Board of Regents’ commitment to the First Amendment and principles of academic freedom, the Board supports the responsible use of existing and emerging communications technologies, including social media, to serve the teaching, research, and public service missions of the state universities. These communications technologies are powerful tools for advancing state university missions, but at the same time pose risks of substantial harm to personal reputations and to the efficient operation of the higher education system. The Board therefore believes it is prudent to adopt this policy on the proper – and improper – use of social media.

- 1 For purposes of this policy: “Social media” means any ~~facility for~~ online tool or service through which virtual communities are created allowing users to publish ~~publication and~~ commentary and other content, including but not limited to blogs, wikis, and social networking sites such as Facebook, LinkedIn, Twitter, Flickr, and YouTube; “social media” does not include e-mail sent to a known and finite number of individuals, or non-social sharing or networking platforms such as Listserv and group or team collaboration worksites.
- 2 Authorship of content on social media in accordance with commonly accepted professional standards and in compliance with all applicable laws and university and Board policies shall not be considered an improper use of social media in the following contexts:
 - i academic research or other scholarly activity;
 - ii academic instruction within the instructor’s area of expertise; and

iii statements, debate, or expressions made as part of shared governance and in accordance with university policies and processes, whether made by a group or individual employee.

3 “Improper use of social media” means making a communication through social media that The United States Supreme Court has held that public employers generally have authority to discipline their employees for speech in a number of circumstances, including but not limited to speech that:

- i directly incites violence or other immediate breach of the peace is directed to inciting or producing imminent violence or other breach of the peace and is likely to incite or produce such action;
- ii when made pursuant to (i.e. in furtherance of) the employee’s official duties, is contrary to the best interests of the university employer;
- iii discloses without lawful authority any confidential student information, protected health care information, personnel records, personal financial information, or confidential research data; or
- iv subject to the balancing analysis required by the following paragraph, impairs discipline by superiors or harmony among co-workers, has a detrimental impact on close working relationships for which personal loyalty and confidence are necessary, impedes the performance of the speaker’s official duties, interferes with the regular operation of the university employer, or otherwise adversely affects the university’s employer’s ability to efficiently provide services.

In determining whether ~~the~~ an employee’s communication ~~constitutes an improper use of social media is actionable~~ under subparagraph iv, ~~the chief executive officer shall balance the interest of the university employer in promoting the efficiency of the public services it performs through its employees must be balanced~~ against the employee’s right as a citizen to speak on matters of public concern;

4 When determining whether a particular use of social media constitutes an improper use, the following shall be considered: academic freedom principles referenced in subsection b.2., and may consider the employee’s position within the university, and whether the employee used or publicized the university name, brands, website, official title or school/department/college or otherwise created the appearance of the communication being endorsed, approved or connected to the university in a manner that discredits the university; The chief executive officer may also consider whether the communication was made during the employee’s working hours or and whether the communication was transmitted utilizing university systems or equipment shall be considered.

4 5 The chief executive officer of a state university, or the chief executive officer’s delegate, has the authority to make use of progressive discipline measures pursuant to Board or university policy, up to and including suspension, dismissal and termination, with respect to any faculty or non-student staff member who makes is found to have made an improper use of social media. Existing university grievance and review processes shall apply to any such action.

c. Application of policy

This policy on the use of social media shall be construed and applied in a manner that is consistent with the First Amendment and academic freedom principles and shall apply prospectively from its the date of its original adoption by the Kansas Board of Regents on December 18, 2013.

ORIGINAL BOARD POLICY LANGUAGE ADOPTED DECEMBER 18, 2013

C CHIEF EXECUTIVE OFFICER, FACULTY AND STAFF

6 SUSPENSIONS, TERMINATIONS AND DISMISSALS

a Felony Offenses

- i Felony Conviction. The chief executive officer of a state university has the authority to discharge any employee, including a tenured faculty member, immediately upon conviction of any felony.
- ii Felony Charge. The chief executive officer of a state university has the authority to discharge or place on leave without pay any employee, including a tenured faculty member, who has been charged with a felony offense. Prior to any such determination, the employee shall be given notice of the proposed action and an opportunity to respond.

b Other

Faculty and staff may also be suspended, dismissed or terminated from employment for reasons of significant reduction in or elimination of the funding source supporting the position, program discontinuance, financial exigency, or for just cause related to the performance of or failure to perform the individual's duties or for violation of the reasonable directives, rules and regulations, and laws of the institution, the Board and the State of Kansas or the United States.

The chief executive officer of a state university has the authority to suspend, dismiss or terminate from employment any faculty or staff member who makes improper use of social media. "Social media" means any facility for online publication and commentary, including but not limited to blogs, wikis, and social networking sites such as Facebook, LinkedIn, Twitter, Flickr, and YouTube. "Improper use of social media" means making a communication through social media that:

- i directly incites violence or other immediate breach of the peace;
- ii when made pursuant to (i.e. in furtherance of) the employee's official duties, is contrary to the best interests of the university;
- iii discloses without authority any confidential student information, protected health care information, personnel records, personal financial information, or confidential research data; or
- iv subject to the balancing analysis required by the following paragraph, impairs discipline by superiors or harmony among co-workers, has a detrimental impact on close working relationships for which personal loyalty and confidence are necessary, impedes the performance of the speaker's official duties, interferes with the regular operation of the university, or otherwise adversely affects the university's ability to efficiently provide services.

In determining whether the employee's communication constitutes an improper use of social media under paragraph (iv), the chief executive officer shall balance the interest of the university in promoting the efficiency of the public services it performs through its employees against the employee's right as a citizen to speak on matters of public concern, and may consider the employee's position within the university and whether the employee used or publicized the university name, brands, website, official title or school/department/college or otherwise created the appearance of the communication being endorsed, approved or connected to the university in a manner that discredits the university. The chief executive officer may also consider whether the communication was made during the employee's working hours or the communication was transmitted utilizing university systems or equipment. This policy on improper use of social media shall apply prospectively from its date of adoption by the Kansas Board of Regents.

c Grievance Procedure

- i Each state university shall establish and publish grievance procedures for use by faculty and staff in appealing employment decisions of the institution. The procedures shall provide the employee with notice of the action to be taken, the reasons for the action where appropriate, and an opportunity to be heard. A copy of all institutional grievance procedures shall be provided to the institution's general counsel for review prior to becoming effective.
- ii The decision of the chief executive officer, or the chief executive officer's designee, concerning any grievance appealing employment decisions of the university shall be final and is not subject to further administrative review by any officer or committee of the university or by the Board of Regents.

WORKGROUP RECOMMENDATION – APRIL 8, 2014
(Highlights and footnotes indicate provisions the Governance Committee included in its recommended revisions)

KBOR Policy

Chapter II: Governance – State Universities

F. Other¹

7. Social Media Policy

SOCIAL MEDIA²

In keeping with the Kansas Board of Regents’ commitment to the principles of academic freedom, the Board supports the responsible use of existing and emerging communications technologies, including social media, to serve the teaching, research, and public service missions of Kansas universities.³ Each university shall adopt guidelines to advise all university employees on use of social media.⁴ The guidelines shall encourage the responsible use of social media by all employees.⁵

Social media means any facility for online publication and commentary.⁶

The guidelines shall suggest ways in which social media technologies may be used to serve the university’s mission and shall encourage these uses.⁷ In doing so, the guidelines shall strive to assure all employees that existing protections for academic freedom and other expression remain in place in the following:

- i the content of any academic research and other scholarly activities;
- ii the content of any academic instruction;
- iii the content of any statements, debate, or expressions made as part of shared governance at a university whether made by a group or employee;⁸ or,
- iv in general, any communication via social media that is consistent with First Amendment protections and that is otherwise permissible under the law.⁹

1 The Governance Committee’s revisions include moving the policy to another location, as recommended by the workgroup.
 2 The Governance Committee’s revisions include naming the policy “Use of Social Media by Faculty and Staff.”
 3 The Governance Committee’s revisions include this statement. See subsection b. of the Committee’s revisions.
 4 The Governance Committee did not include a requirement for guidelines on each campus because state universities have the inherent power to adopt guidelines and policies that are consistent with the law and Board policy.
 5 The Governance Committee incorporated this language in subsection b.: “The Board supports the responsible use of . . . social media”
 6 The Governance Committee did not include this definition of social media because it is too broad and not descriptive; however, the Governance Committee’s revisions do amend this definition to further clarify the limited scope of the policy.
 7 The Governance Committee incorporated this language in subsection b. of the Committee’s revisions: “The Board supports the responsible use of . . . social media . . . to serve the teaching, research, and public service mission of the state universities.”
 8 The Governance Committee incorporated these academic freedom assurances in subsection b.2.i.-iii. of the Committee’s revisions.
 9 Rather than placing this First Amendment assurance in a section that otherwise deals with academic freedom, the Governance Committee added the following sentence to the end of subsection a.: “In general, for both faculty and staff,

The guidelines shall remind employees that their authorship of content on social media may violate existing law or policy and may be addressed through university disciplinary processes¹⁰ if, for example, it:

- i is directed to inciting or producing imminent violence or other breach of the peace and is likely to incite or produce such action;¹¹
- ii violates existing university or Board of Regents policies;¹²
- iii discloses without lawful authority any confidential student information, protected health care information, personnel records, personal financial information, or confidential research data.¹³

The guidelines also shall advise employees that when using social media to speak as a citizen they should be mindful of the balance struck by the 1940 Statement of Principles of the American Association of University Professors:

College and university teachers are citizens, members of a learned profession, and officers of an educational institution. When they speak or write as citizens, they should be free from institutional censorship or discipline, but their special position in the community imposes special obligations. As scholars and educational officers, they should remember that the public may judge their profession and their institution by their utterances. Hence they should at all times be accurate, should exercise appropriate restraint, should show respect for the opinions of others, and should make every effort to indicate that they are not speaking for the institution.¹⁴

These guidelines shall recognize the rights and responsibilities of all employees, including faculty and staff, to speak on matters of public concern as private citizens, if they choose to do so.¹⁵

This policy on use of social media shall apply prospectively from its date of adoption by the Kansas Board of Regents.

any communication via social media that is protected by the First Amendment and that is otherwise permissible under the law is not precluded by this policy.”

10 Subsections a. and b. of the Governance Committee’s revisions combined make this point. Subsection b.4. of the Committee’s revisions also clarify that progressive discipline is an option and that existing university grievance and review processes apply to any disciplinary action taken by the university President or Chancellor pursuant to this policy.

11 The Governance Committee’s revisions include this language at subsection b.3.i.

12 See footnote 10.

13 The Governance Committee’s revisions include this language at b.3.iii.

14 The Governance Committee’s revisions include this excerpt from the AAUP 1940 Statement of Principles.

15 The Governance Committee’s revisions include this language at subsection a.: “The Kansas Board of Regents recognizes the First Amendment rights as well as the responsibilities of all employees, including faculty and staff, to speak on matters of public concern as private citizens, if they choose to do so, including through social media.”