

## **Position Statement of the Council of Faculty Senate Presidents of the Kansas Board of Regents**

### **Opposition to Kansas House Bill No. 2348**

The Council of Faculty Senate Presidents of the Kansas Board of Regents strongly opposes House Bill No. 2348, which seeks to redefine and weaken the role of tenure in Kansas postsecondary institutions. This bill misrepresents the nature of tenure and undermines the ability of Kansas universities to recruit and retain high-quality faculty essential to fulfilling our educational mission.

### **Tenure is a Benefit to the State Economy**

Tenure helps drive a state's economic growth, as it ensures stability, academic freedom, and long-term investment in research and education. By providing job security, tenure attracts and retains top-tier faculty who contribute to groundbreaking research, securing grants and funding that fuel innovation and industry partnerships. This research often leads to technological advancements, startup creation, and economic diversification, strengthening the state's economy. Moreover, tenured professors enhance the quality of education, producing a highly skilled workforce that meets the demands of evolving industries. Without tenure, Kansas risks losing valuable intellectual capital to more competitive regions, ultimately hindering economic progress.

### **Tenure is Not a Guarantee of Lifetime Employment**

Tenure does not provide unconditional job security. Instead, it serves as a framework ensuring academic freedom and institutional excellence, which benefits students, research, and the broader Kansas economy. Tenured faculty are held to rigorous professional standards through comprehensive post-tenure review processes, ensuring accountability, productivity, and continued contributions to teaching, research, and service.

### **Post-Tenure Review is Comprehensive and Effective**

The assumption that tenure creates unchecked employment is inaccurate. Kansas public universities already have extensive post-tenure review policies in place, ensuring that faculty members continue to contribute meaningfully to their institutions. These reviews assess teaching effectiveness, research productivity, and service commitments. Faculty who fail to meet these expectations face remedial actions, including potential dismissal. Underperforming tenured faculty are not indefinitely retained—they must demonstrate continued value to the institution to remain employed.

### **Impact on Faculty Recruitment and Retention**

Weakening tenure will have immediate and long-term negative consequences on faculty recruitment and retention. High-achieving scholars will be less likely to pursue careers in Kansas institutions if tenure no longer offers security for academic freedom and professional stability. Without competitive tenure protections, Kansas will struggle to retain and attract top-tier faculty, putting the state at a disadvantage in recruiting the best educators and researchers.

### **Threat to Academic Freedom and Institutional Autonomy**

Tenure protections are critical to preserving academic freedom, ensuring that faculty can teach, conduct research, and engage in public discourse without fear of political or ideological reprisal. Weakening tenure grants external entities excessive influence over academic decisions, compromising the quality and integrity of higher education in Kansas.

### **Conclusion**

House Bill No. 2348 is unnecessary, unfounded, and damaging to higher education in Kansas. The Council of Faculty Senate Presidents of the Kansas Board of Regents urges lawmakers to reject this bill and instead support policies that strengthen Kansas universities' ability to attract and retain world-class faculty. Academic excellence depends on a robust tenure system that ensures accountability while maintaining the security and freedom necessary for scholarly achievement.

We welcome the opportunity to engage with policymakers to discuss how Kansas can best support higher education without jeopardizing its faculty workforce and institutional reputation.

Sincerely,

Council of Faculty Senate Presidents of the Kansas Board of Regents  
*(on behalf of faculty governance at Kansas public universities)*