

I **oppose** HB 2348. Based on the Memorandum of Agreement (MOA) between faculty at Fort Hays State University, the administration at Fort Hays State University, the Kansas Board of Regents (KBOR), and the Kansas Department of Administration, "The granting of tenure by the Board of Regents is not a right. Tenure will be granted when the faculty member has been shown to have the proper qualifications and when it is in the long-term interest of the university." (MOA, Article IX.1, pp. 11-12). Tenure is not a life-long appointment without checks and balances. It affords faculty employment, financial, and professional security to better serve the people of Kansas and educate and employ the next generation. Once tenured, faculty continue to be reviewed by peers to ensure qualifications and matching interests with the university.

HB 2348 is a short-sighted attempt to usurp the long-standing contract between Fort Hays State faculty, administration, KBOR, and the Kansas Department of Administration. As stated in the terms of the MOA, conditions of employment, including tenure, are determined by meeting and conferring with the faculty bargaining unit. HB 2348 violates this requirement.

"The Employer recognizes FHSU-AAUP as the exclusive representative for the University Faculty Bargaining Unit for the purpose of meeting and conferring with respect to grievances and conditions of employment as certified on May 5, 2000, by the Kansas Public Employee Relations Board (PERB) in case number 75-UDC-1-1999." (MOA, Article II.1, p. 1).

In addition, the bill will effectively strip the property rights of thousands of faculty across the state. It will negatively affect national university rankings and accreditations with the Higher Learning Commission. Faculty members will be lost, and the people of Kansas will not be served by the committed and outstanding faculty through community engagement, education, and employment. Significant revenue will be lost from grants, tuition, tax dollars, and other monies.

A handwritten signature in black ink, appearing to read "J.T. Lacy" followed by a stylized "Ph.D." or similar initials.

J.T. Lacy, Ph.D.
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