

**Testimony of Dr. Brooke Mann, Assistant Professor of Psychology
Before the House Judiciary Committee
Regarding HB 2348**

Chairperson Humphries, Vice Chairperson Williams, and members of the Committee,

Thank you for the opportunity to provide written testimony. My name is Dr. Brooke Mann, and I am an Assistant Professor in the Department of Psychology at Fort Hays State University. I am writing to express **my strong opposition** to HB 2348.

As an assistant professor on the tenure track, I am deeply concerned about the implications of this bill. The Memorandum of Agreement (MOA) between the faculty at Fort Hays State University, the administration, the Kansas Board of Regents (KBOR), and the Kansas Department of Administration clearly states that tenure is not a right but a privilege granted when a faculty member has demonstrated the proper qualifications and when it is in the long-term interest of the university (MOA, Article IX.1, pg 11-12). **Tenure provides faculty with the employment, financial, and professional security necessary to serve Kansas's people effectively and educate and employ the next generation.** This is not a life-long appointment without checks and balances. **It is a well-earned status at the university that is mutually beneficial to the employed faculty, university, students, and communities at large.** Once tenured, faculty continues to be reviewed by peers to ensure qualifications and matching interests with the university.

HB 2348 appears to be a short-sighted attempt to undermine the long-standing contract between Fort Hays State faculty, administration, KBOR, and the Kansas Department of Administration. According to the MOA, conditions of employment, including tenure, are determined through meetings and negotiations with the faculty bargaining unit. HB 2348 violates this requirement and disregards the established process for determining these conditions. The MOA explicitly recognizes the Fort Hays State University chapter of the American Association of University Professors (FHSU-AAUP) as the exclusive representative for the University Faculty Bargaining Unit for the purpose of meeting and conferring on grievances and conditions of employment (MOA, Article II.1, pg 1). By bypassing this process, HB 2348 threatens to strip the property rights of thousands of faculty members across the state.

Furthermore, the passage of HB 2348 would have severe consequences for our state's higher education system. It would negatively impact national university rankings and accreditations with the Higher Learning Commission, leading to a loss of faculty members and diminishing the quality of education and community engagement. The Clinical Psychology graduate program at FHSU, which I currently serve as the director of, provides high quality education to future clinical psychologists focused on providing mental health supports to Kansas residents where there is currently a shortage of clinical psychologists. An inability to retain and recruit faculty for programs like these may result in a reduction of Kansas graduate programs who are training future professionals to provide essential services to individuals and families across Kansas.

In conclusion, **I urge you to oppose HB 2348.** This bill undermines the principles of academic freedom and shared governance that are essential to the success of our universities. It jeopardizes the quality of education and the future of higher education in Kansas.

Thank you for your time and consideration.