

Attachment 3
Proposed revisions to University Handbook
Section A: Introduction

A1 Kansas State University, established as Kansas State Agricultural College on February 16, 1863, under the terms of the Morrill Act of 1862, is the nation's first land-grant university. The college accepted the land, buildings, and library of a private school, Bluemont College, and opened its doors in the fall of 1863. One hundred and six students enrolled in its first year of operation.

A2 At that time Manhattan was on the edge of the western frontier. Kansas State University and Kansas, which became a state in 1861, grew together. Kansas has changed from a state with a predominantly rural population to one that includes a sizable urban population. The university, renamed Kansas State College of Agriculture and Applied Science in 1931, and Kansas State University of Agriculture and Applied Science in 1959, has broadened its scope into most branches of higher learning, especially in graduate work and research.

A3 Kansas State University has evolved and now includes multiple campuses, colleges, divisions, and departments to carry out increasingly complex functions of higher education. Kansas State University Salina, hereafter referred to as K-State Salina, is home to the College of Technology and Aviation, and Kansas State University Olathe, hereafter referred to as K-State Olathe, is the academic research presence within the Kansas Bioscience Park. The university has established departments as the primary administrative unit for the academic disciplines. However, there are also administrative units designated as schools, institutes, and centers. Refer to Appendix B in the [University Handbook](#) for more information (<http://www.kstate.edu/academicpersonnel/fhbook/fhsecb.html>).

A4 Kansas State University is committed to its students, to Kansas, and to the wise development of the state's physical and human resources. The student body, faculty, unclassified professionals, and classified staff make up an integral part of the Kansas culture and economy. Representing a wide range of fields, faculty members, through teaching, research, and service, provide an unparalleled source of expertise available to serve all sectors of the state. In addition, the university adds value to the local and regional community by offering opportunities for educational, cultural, and recreational activities.

The Board of Regents

A10 Kansas State University is governed by the [Kansas Board of Regents](http://www.kansasregents.org/) (<http://www.kansasregents.org/>).

The Legislature

A20 The legislature adopts an annual budget and enacts appropriation bills for support of Kansas State University. The university is subject to state and federal government legislative action.

CURRENT VERSION

A1 KANSAS STATE UNIVERSITY--established at Kansas State Agricultural College on February 18, 1863, under the terms of the Morrill Act of 1862--is the nation's first land-grant university. The college accepted the land, buildings, and library of a private school, Bluemont College, and opened its doors in the fall of 1863. The first year of operation, 106 students enrolled.

A2 At that time Manhattan was on the edge of the western frontier, where the final act of a drama involving plains Indians, buffalos, and Old West characters was still in progress. In a real sense, Kansas State University and Kansas, which became a state in 1861, grew up together. Kansas has changed from a state with a predominantly rural population to one which includes a sizable urban population. Likewise, K-State--renamed Kansas State College of Agriculture and Applied Science in 1931 and Kansas State University of Agriculture and Applied Science in 1959--has broadened its scope into most branches of higher learning, especially in graduate work and research.

A3 The growth of the institution has been accompanied by the addition of colleges, divisions, and departments that are useful for carrying out increasingly complex functions of higher education. The university currently is organized into nine colleges, a graduate school, the Bureau of General Research, the Agricultural and Engineering Experiment Stations, the Division of Continuing Education, the Cooperative Extension Service, and the Kansas Industrial Extension Services. Departments have been established as the primary administrative units for the academic disciplines.

A4 Now one of the foremost land-grant institutions in the country, K-State has a commitment both to its students and to the state it serves, a commitment that has had much to do with wise development of the state's physical and human resources. The student body, faculty, unclassified professionals and other employees of K-State make up an integral part of the culture and economy of the community of Manhattan. Representing a wide range of fields, the faculty constitutes an unparalleled source of expertise available to serve all sectors of the state. Equally, in its opportunities for educational, cultural, and recreational activities, the university is a resource of value to the whole community.

The Board of Regents

A10 The Kansas Board of Regents governs six state universities, and supervises and coordinates 19 community colleges, five technical colleges, six technical schools and a municipal university. The governor appoints nine regents, confirmed by the state senate, for staggered renewable four-year terms. Traditionally, no more than five regents may belong to the same political party.

A11 The Kansas Board of Regents is empowered by the legislature to enact ordinances, by-laws, and regulations for the government of the university. The Regents have the authority to appoint and to remove the president of the university and to determine the allocation of funds to the branches of the university and to set budget policies. Overall physical planning, building programs and priorities, and general personnel policies are significant responsibilities of the Regents.

The Legislature

A20 The legislature has adopted an annual budget and enacted the appropriation bill for support of K-State since 1963. Though matters of internal organization and procedure are usually determined by administrative processes under legislative supervision, many relationships with the state and federal government and matters of broad policy are subject to legislative action.

Equal Employment Opportunity

A30 It is K-State policy to assure compliance with equal opportunity laws for qualified individuals regardless of their race, color, religion, national origin, ancestry, sex, sexual orientation, gender identity, age, disability, or status as a Vietnam Era or disabled veteran. K-State also promotes the full realization of employment opportunity for minorities (African American, Hispanics, Native Americans, Asian Americans) and women through a comprehensive [Affirmative Action Plan](#). (Revised FSM 5-14-91)

A31 The Affirmative Action Plan covers all aspects of employment relationships including recruitment, hiring, assignment of duties, promotion, tenure, compensation, selection for training, and termination. The plan applies to all units and governs employment of all employees, including student employees, of K-State.

A32 The administration of K-State affirms its support of the principle of equal employment opportunity and charges units within the university to conduct their recruitment and employment practices in conformity with this principle and in accordance with its Affirmative Action Plan.

A33 Responsibility for monitoring the implementation of this plan is delegated by the president of the university to the Affirmative Action Office.

A34 The Affirmative Action Plan at K-State complies with, but is not restricted to the following federal and state laws and regulations:

Executive Order 11246 as amended by Executive Order 11375

Title VII of the Civil Rights Act of 1964 (as amended)

Equal Pay Act of 1963 (as amended)

Title IX of the 1972 amendments to the Higher Education Act of 1965

Vietnam Era Veterans Readjustment Assistance Act of 1974

Sections 503 and 504 of the Rehabilitation Act of 1973

Governor's Executive Order No. 80-47

The Kansas Act Against Discrimination (as amended)

Age Discrimination in Employment Act of 1967

(The complete text of the Affirmative Action Plan is on the Office of Affirmative Action's website at: <http://www.k-state.edu/affact/Plan/index.htm>.)