July 8, 2025

Information Requested by the Interim Joint Budget Review Subcommittee on Education

The following is the Kentucky Community and Technical College System's (KCTCS) response to the information request received on June 16, 2025. Jessica Stigall, General Counsel, and Todd Kilburn, Senior Vice President and Chief Financial Officer will attend the meeting on behalf of KCTCS.

1. **Measures taken or planned to achieve compliance;**

   In order to achieve compliance, KCTCS has taken the following measures:

   - Reviewed and made appropriate changes to college/system programs, activities, events, partnerships, courses, units, personnel and sponsorships;
   - Reviewed and updated webpages for all 16 colleges and the system office; and
   - Reviewed and made appropriate changes to scholarship criteria.

   In addition, the KCTCS Board of Regents (BOR) unanimously adopted the following at its June 12-13 Board of Regents Meeting:

   - Institutional Neutrality Policy (Attachment A)
   - Updated Board of Regents Policy 4.12: Policy on Collaborative Program Development removing the cultural competency requirement for students seeking an Associate of Arts, Associate of Science and Associate of Fine Arts degree (Attachment B)
   - Updated mission statements for the following colleges (Attachment C)
     - West Kentucky Community and Technical College
       - Removed the statements "promotes equity as we champion" and "within a diverse and inclusive campus community."
     - Jefferson Community and Technical College
       - Removed the statement "in an inclusive environment"
     - Hazard Community and Technical College
       - Removed the term "equitable"
   - Updated KCTCS Strategic Plan to remove the following (Attachment D):
     - "Inclusion, equity, respect, and global diversity" from the KCTCS values;
     - "Infused Priority: Ensure diverse, equitable, and inclusive campus communities" from the goal, "Increase Learner Success;" and
     - The term, "diversity" from the first objective under the strategic plan goal "Increase Learner Success."
   - HB 4 Resolution regarding compliance (Attachment E)

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KCTCS is an equal educational and employment opportunity institution.

2. **Whether full compliance has been achieved; if not, the anticipated date for full compliance;**

   - As of the June 12-13, 2025 BOR meeting, the KCTCS BOR adopted a resolution that the institution is compliant with HB 4 (Attachment E). The BOR delegated the responsibility to maintain continued compliance to the KCTCS President and General Counsel.

3. **Whether any faculty or personnel have been terminated or reassigned as a result;**

   - No personnel have been terminated, though one individual voluntarily retired and the position was eliminated. Vacant positions were eliminated. Existing personnel with some or all DEI-related responsibilities were reassigned or reclassified to roles serving all students (ie. Student services, counseling, student financial services, recruitment and enrollment).

4. **Whether any programs or departments have been closed;**

   - Offices and departments across the system with DEI-related responsibilities have been closed.
   - Institutional sponsorships of community and industry programs and/or conferences have ceased.
   - KCTCS is not fundraising for private scholarship programs with DEI-related criteria. System, college and foundation staff are actively engaging with donors to restructure and broaden criteria to be based on academic merit, financial need or other non-identity specific criteria. Scholarships otherwise grandfathered in HB4 are paused until new criteria can be outlined in partnership with donors.

5. **What savings have been achieved through compliance, and if there have been no savings, why not;**

   - No savings have been achieved enterprise-wide through compliance. Resources previously directed to DEI-related functions have been redirected toward general student success initiatives, enrollment, recruitment, retention, accreditation-related activities, merit-based scholarships and other programs that advance KCTCS.

6. **Whether DEI-related measures are continuing under different names or programs.**

   - No.

Enclosures: Presentation and Attachments A-E