



GOVERNMENT AND EXTERNAL RELATIONS

July 8, 2025

Co-Chair Steve Rawlings
Co-Chair Kim Banta
Co-Chair Steve Riley
Legislative Research Commission
700 Capitol Avenue
Frankfort, KY 40601

Dear Co-Chair Rawlings, Co-Chair Banta and Co-Chair Riley,

Thank you for the opportunity to provide an update on Western Kentucky University's (WKU) compliance with HB4 from the 2025 Legislative Session. Per the request by Co-Chair Rawlings, I have provided answers to the following questions:

Measures taken or planned to achieve compliance.

The WKU Board of Regents adopted a Viewpoint Neutrality Policy and a resolution to comply with HB4 at the June 6, 2025 meeting.

WKU identified 49 courses for an additional review of course content to ensure alignment with HB4. A committee was established with representatives from each of the five academic colleges, along with a member of the Office of General Counsel for the purpose of examining syllabi and sampling course content to confirm that alternative viewpoints are presented alongside dominant perspectives, that learning objectives remain free of normative claims, and that course materials reflect a broad range of ideological perspectives. It is anticipated that the committee will complete most of its work by the beginning of the fall semester; however, because some faculty members are not under contract during the summer, the review process may extend slightly beyond the semester's start.

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Office of Government and External Relations | Western Kentucky University | 1906 College Heights Blvd. #11001 | Bowling Green, KY 42101-1001
phone: 270-745-6824 | fax: 270-745-4492 | email: jennifer.breiwa.smith@wku.edu | web: www.wku.edu/govrelations

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WKU's response process to complaints of discrimination or harassment based on race, sex, color, national origin or perceived protected status was amended to require written authorization from the Office of General Counsel to begin a formal investigation.

WKU revised language in the university's procurement policy to better align with the parameters set forth by HB4. The WKU strategic communications planned for the year has been comprehensively reviewed to ensure that messaging is compliant.

WKU has assessed training and conference funding to ensure that we do not allocate resources toward training and conference opportunities that are not compliant. WKU's Center for Innovative Teaching and Learning is developing a series of training opportunities to help the campus community understand the new guidelines established by this legislation and learn how to engage in discussions that reflect a wide range of diverse viewpoints.

We have thoroughly audited the WKU website to ensure that references to diversity, equity and inclusion are removed.

President Caboni appointed a committee to review the Intercultural Student Engagement Center's (ISEC) mission and clearly define its purpose. While ISEC has always been open to all students, some of its services have traditionally focused on supporting specific demographic groups. It is expected that the center will continue to play a vital role in assisting students who often face additional challenges, including first-generation students, low-income students, those who are Pell-eligible and those with unique abilities. To ensure a thoughtful and deliberate approach, the University is engaged in a comprehensive assessment of the center. The University recognizes that this work may need to continue into the semester to ensure the work is thorough and effective.

Status of full compliance:

WKU is confident that we are near full compliance. Over the past several months, the University has engaged in good faith efforts to ensure our policies and practices align with the parameters established by this legislation. As noted specifically above, some committee work is still ongoing with anticipated completion prior to or during the fall semester.

Faculty or personnel that have been terminated or reassigned as a result:

No personnel have been terminated or reassigned due to this legislation.

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Craig Administrative Center | Western Kentucky University | 1906 College Heights Blvd. #11001 | Bowling Green 42101-1001

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Programs or departments that have been closed:

No programs or departments have been closed due to this legislation.

Savings achieved through compliance, and if no savings, why not:

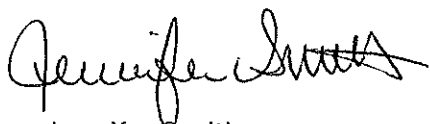
WKU no longer allows faculty or staff to attend diversity, equity and inclusion specific conferences or trainings, which will provide a savings of roughly \$13,000.

DEI-related measures continuing under different names or programs:

WKU has not renamed any programs or efforts due to this legislation.

WKU will continue to comply with HB4 and will use the parameters set forth in the legislation when creating future programs and initiatives. WKU's General Counsel will be available at the Interim Joint Committee Budget Review Committee on Education on July 15 to answer any questions.

Regards,



Jennifer Smith

AVP, Government & External Relations

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