



OFFICE OF THE PRESIDENT

August 29, 2025

Senator Steve West
Representative James Tipton
Representative Scott Lewis
Interim Joint Committee on Education
700 Capital Avenue
Frankfort, KY 40601

Re: HB 4 Compliance Report

Dear Senator and Representatives,

In compliance with House Bill 4, please consider this correspondence, the University's report to the Interim Joint Committee on Education and the Attorney General.

The Institution's compliance efforts with the requirements of House Bill 4.

- A committee comprised of representatives from each academic college, and the Office of the General Counsel conducted a comprehensive review of course content to evaluate syllabi and materials to confirm that alternative viewpoints are presented with dominant perspectives, learning objectives remain free of normative claims, and course materials reflect a broad range of ideological perspectives. This work is complete. Utilizing the same objectives, each academic college's curriculum committee is charged with systematic review of existing course content and new curriculum as it is developed.
- The WKU Board of Regents passed a Resolution at the June 2025 quarterly meeting formally establishing the University's commitment to continual compliance efforts with House Bill 4 (KRS 164.2894 et seq.). The Board received updates on the University's efforts at their annual retreat in August.
- The University no longer supports or incentivizes students, faculty, or staff to attend diversity, equity, and inclusion training or conferences.

The Spirit Makes the Master

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- WKU has not historically maintained a diversity, equity, or inclusion office and did not employ any diversity, equity, and inclusion officers prior to or following the passage of House Bill 4.
- The University does not discriminate in student admissions based on religion, race, sex, color, or national origin.
- The University will no longer support affinity groups whose membership is limited by religion, race, sex, color or national origin.
- Application materials for prospective and current employees, students, and vendors do not compel or encourage the individual's experience or views on religion, race, sex, color, or national origin.
- Revisions to the procurement policy culminated in elimination of preference-based language.
- WKU's strategic communication plan underwent a comprehensive review.
- WKU amended its response process to complaints of discrimination and harassment based on religion, race, sex, color, national origin or perceived protected status to require written authorization from the Office of General Counsel to begin a formal investigation.
- Students self-select into living learning communities in university residence halls and upper-class students self-selected rooms in the residence hall of their choice. Beginning with the next academic year, living learning community selection is limited to academic cohorts.
- Information Technology completed an audit of the University's website. Recognizing the difficulty in eradicating all outdated websites, the University affirmed its commitment to eliminating noncompliant sites, if discovered through administrative processes or by an external constituent.
- All non-compliant programming for students, faculty, and staff was eliminated. Student outreach for at-risk students is targeted to first-generation college students, low-income students, non-traditional students, transfer students, military veterans, and students with unique abilities in compliance with House Bill 4.
- The University no longer offers scholarships to students based on religion, race, sex, color, or national origin. The last students awarded the Cornelius Martin Scholarship for underrepresented minorities are the class of 2028, at which point the University's scholarship commitment ends.
- Modifications of privately funded scholarships administered through the University's foundations that contain restrictions or preference-based language are underway with expected completion before the award date for the next academic year.

Obstacles to achieving and certifying compliance

WKU affirms its commitment to full compliance with the requirements of KRS 164.2894 et seq. The University recognizes that compliance is an ongoing effort and hereby attests to its continuing efforts to maintain compliance in all material aspects with the provisions of the Bill, now law.

Strategies for attracting and retaining faculty members with diverse perspectives and points of view

Central to the University's mission is to attract and retain the most qualified faculty candidates who have a commitment to scholarly excellence. In furtherance of this mission, the University is committed to becoming Kentucky's first Carnegie-classified Research 2 institution which would elevate our national profile, increase our competitiveness in attracting students and faculty alike, and foster new partnerships with industry, government-agencies, and other research institutions.

In furtherance of this mission, the University recognizes and celebrates faculty achievements and the applied learning opportunities for students that often accompany awards and grants. The University's newly amended faculty workload policy furthers opportunities for faculty achievement and is both a recruitment and retention tool. The flexibility created by this policy allows departments to align faculty responsibilities with individual strengths and professional goals to shape meaningful careers and support student success.

Strategies for fostering a campus environment that values the free exchange of ideas

The University utilizes a variety of methods to foster a community that values a wide range of intellectual, cultural, political, and ideological perspectives.

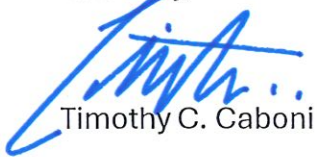
The WKU Board of Regents passed an Institutional Neutrality Policy at its June 6, 2025 quarterly meeting affirming the University's commitment to viewpoint neutrality, academic freedom, and the importance of actively encouraging a robust diversity of perspectives across the campus community. This policy formalized the University's long-standing practice of abstaining from public statement on local, national, or international issues tangential to higher education which reinforced an environment where the free exchange of ideas is not stifled by institutional statements or comments from leadership.

In the summer of 2024, the University adopted a Free Speech Policy and developed a webpage dedicated to free speech which celebrates the exchange of a wide range of perspectives and affirms the fundamental right of free speech and assembly.

The University demonstrated and defended the ideas of free speech and academic freedom and inquiry following a student organizations' invitation to a polarizing guest speaker in the spring of 2024 which incited significant controversy in the WKU community and beyond. Throughout the challenges posed by these events, WKU students, faculty, and staff embraced the opportunity to make their voices heard in a respectful, peaceful and safe manner. Through a day-long sit-in, protests, and questions posed to the speaker without disruption to the presentation, the WKU community demonstrated to those watching us from around our state and nation how the free exchange of ideas should unfold on a college campus.

Thank you for the opportunity to share the work of our campus community. We take seriously our responsibility to foster an environment where differing perspectives are met with respect and remain steadfast in our dedication to ensuring that every student feels valued, supported, and given every opportunity to succeed.

Sincerely,



Timothy C. Caboni

Cc: Attorney General Russell Coleman
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