
Subject: Our Path Forward

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From: Ken Hush

EMPORIA STATE
UNIVERSITY

Office of the President

January 24, 2022

Dear Campus Colleagues,

Good afternoon! I hope you had a good weekend and are excited to start this semester's first full week of classes.

The last few weeks on campus have seen the announcement of decisive decisions and changes. I have made some initial changes that will allow us to prioritize the most important activities on campus, simplify the structure of ESU and acknowledge our top performers. The bonus was given thanks to feedback from faculty and staff members.

By now you can clearly see that the Kansas Board of Regents asked me to do more than just "keep things running" for the next several months. Although these first steps were based upon my initial assessment of university operations, this directive is a collective charge to all of us.

The Regents have asked us to assess our institution's business and position ESU for its next president. As a result of the rapidly changing landscape of higher education, the Regents have been asking institutions to re-engineer higher education in Kansas to meet the needs of today's students.

As a business, we must keep our focus on our core activity, which is our students. At Emporia State, we recruit students, educate them, retain them and prepare them for their future careers.

I have had many conversations with the Regents, and they are very favorable toward ESU and what we do here. They are looking to us to be a leader for the state of Kansas in terms of how we can think differently and challenge the status quo. This does not mean that KBOR is directing what and how we deliver educational services. What it does mean is that we are going to review and assess every inch of how we operate today and discuss what will advance ESU, and possibly higher education, in new and positive ways.

Starting today, I challenge each of you to consider the possibilities. Leave the "this is

how/what/why we've always done things" way of thinking to consider how things could work differently. What would you change to create a better experience for students, colleagues, alumni, community or state? How can we evolve our programs and curriculum in response to regional economic needs?

What can you expect? Over the next 90 days we will assess everything from organizational structure to processes and policies. We will continue to make changes that will optimize our efficiencies and position ESU to move into the future. We will deprioritize things that do not move ESU forward. We will do this together as a team.

Our outcomes will be:

1. An optimized leadership and organizational structure
2. Employee review and workforce development
3. Reprioritization of activity to align with university and KBOR priorities

I commit to you that we will continue to seek input from all parts of ESU to hear all voices. Thank you to everyone who has already given me feedback. I also commit to open and frequent communication as we work together over the next several months.

We have an opportunity to change and innovate for the betterment of our community, state and region. Together, we will position Emporia State University for the next 158 years.

Go Hornets!



Ken Hush
Interim President

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