

---

**Subject:** Next Steps

**Date:** Wednesday, September 14, 2022 at 6:04:01 PM Central Daylight Time

**From:** Ken Hush

EMPORIA STATE  
UNIVERSITY

# Office of the President

September 14, 2022

Dear Students, Faculty + Staff,

As many of you now know, today the Kansas Board of Regents approved the use of the ESU Workforce Management Framework from now through its expiration on December 31, 2022. This policy enables ESU to make program and workforce adjustments that best position ESU for the future.

This is one of many steps we are taking to further elevate our academic programs and enrich the student experience at ESU. To that end, I want to be clear that our focus is, and will remain, the students.

The next step after today's Board approval is to communicate by the end of this week with those who are directly impacted. Once we have spoken with affected employees, we will begin sharing additional information with you.

## **STUDENTS**

Because our responsibility is to you and to future students, we will continue to provide top quality, relevant programs that will prepare you for today's workforce upon graduation. The Workforce Management Policy will affect a limited number of students (less than 2%) in specific programs. Students affected by the policy will be communicated with and given a generous amount of time to complete their program without the need to transfer.

### **What do these changes mean to affected students?**

- **You will be able to complete your current program at the same quality and standard at Emporia State University. You do not need to transfer schools.**
- The quality of programming will continue through completion.
- You will continue to receive current scholarships and financial aid.
- Professional advisors will be there to help you as you complete your degree program as planned.

- You will have access to mental health services should you need them.

## UNIVERSITY EMPLOYEES

To provide the most advance notice possible, university employees (faculty + staff) directly impacted will be notified by Friday, September 16.

### Impacted Faculty + Staff

- The vast majority of impacted employees will have the opportunity to remain at ESU through May 2023, which is the end of this academic year, and will have the opportunity to receive three months' severance pay at that time.
- Impacted employees will have access to outplacement services to help you find your next opportunity.
- ESU human resources will be available to answer questions and provide resources to support you through the transition.
- You will have access to mental health counseling options.

I am deeply aware of how difficult and distressing the initial effects of this organizational restructuring may be for those who are directly impacted and for our campus community as a whole. We have been limited in how much information we can offer because of the sensitive and confidential nature of matters that involve personnel and programs. I realize this can be both unsatisfying and frustrating. These steps are necessary, however, to move us toward an exciting, successful future. I will keep you updated as information becomes available and is made public.

Sincerely,



Ken Hush  
President

---

**EMPORIA STATE**  
UNIVERSITY

1 Kellogg Circle  
Emporia, KS 66801-5415  
620.341.5551

[Unsubscribe](#). This is an official communication from Emporia State University. Unsubscribing could cause you to not receive future messages. **Questions?** Please contact [helpdesk@emporia.edu](mailto:helpdesk@emporia.edu).