

Management Update - Special Edition - March 18, 2009

Trustees Approve University Employee Separation Plan

The Kent State University Board of Trustees today (March 18) approved a University Employee Separation Plan (UESP), which will be offered to select employees. This innovative plan does not cut programs, reduce pay or lay off employees. Instead, it is an opportunity for eligible employees to take advantage of a separation package, while enabling the university to respond to the current economic crisis and continue to move forward to attain strategic initiatives.

The UESP is a one-time offer to full-time faculty, unclassified and classified (represented and unrepresented) employees who will have 15 or more years of service with Kent State as of June 30, 2009. Part-time employees and employees who have retired and were subsequently re-hired by the university are not eligible to participate in the plan.

Eligible employees who choose the UESP will leave the university on **June 30, 2009**, with a separation package that includes a base amount plus an amount equivalent to a portion of the employee's accrued sick leave pay. An e-mail with more details on the UESP will be sent this afternoon to faculty and staff at all campuses.

Letters will be mailed tomorrow (**March 19**) to the home address of all eligible employees. The election period runs from **April 6** through **May 22**, with a seven-day revocation period that ends on **May 29**. Informational meetings for **eligible employees** will be conducted at the Kent Campus during the election period, and individual faculty and staff counseling sessions will be offered at the Kent and Regional Campuses (as needed) in April.

Managers and department heads are receiving this information prior to the general university announcement so that you are aware of the program; no action is required on your part. The UESP will be implemented by Educators Preferred Corp. (EPC), which has successfully implemented innovative approaches to early separation plans for school systems, colleges, government entities, municipalities, health care organizations and corporations across the country.

If you receive questions about the plan from an eligible employee, please direct him or her to contact EPC at the phone number listed in their letter. If **eligible employees** in your unit want to attend one of the EPC informational or individual counseling sessions, please adjust your office schedule so he or she may attend.

Further updates on the UESP will be communicated in future editions of *Management Update*.