

## Questions from USS Senate Open Forum – September 30, 2019

1. Last year at the forum a question was asked about the possibility of a buyout. Has there been, or do you expect, any future consideration to offer a buyout?

There has not been much discussion about a “buyout.” Paying for employees’ insurance for a period of time in the form of a health care bridge is the most typical example of this. They tend to be very expensive (about \$17,000/year per employee as we must pay health insurance at retiree rates). Buyouts rarely save the university money unless you would not replace the employee leaving. It is not something we are considering right now.

2. Since we have to pay for parking, at least we should get our own assigned spot.

Parking services is an auxiliary that is totally self-supporting from revenue generated from parking permits and fines to fund their operating costs and maintenance on the parking lots. If an employee purchases a parking permit, the permit allows the employees to park in a designated parking lot which may or may not be close to the building they work. Reserved parking stalls are limited and are available at a premium cost to employees appointed in administrative positions. Additional parking information can be found at <https://www.k-state.edu/parking/>.

3. How would you handle racial tension and how would you make sure new hiring director, manager, supervisor to make sure they have not prior racial issues in the past and the future? This is a problem with the K-State University.

If there are racial discrimination issues going on the university prohibits such discrimination and it should be reported to the Office of Institutional Equity for investigation. They may be reached at 532-6220 or on their web site at: <https://www.k-state.edu/policies/ppm/3000/3010.html>

When we interview candidates we assess their qualifications for the position and as part of that we often ask questions related to their commitment to diversity and inclusion. We check references and try to assure that we have search committees that reflect our diversity as well. Again, if someone is having specific issues we would encourage them to report those.

4. Is it true that there are several IT employees in Unger have been given 45 day notices? Is that a sign of layoffs?

As I mentioned this morning during the forum, six USS positions across the university were eliminated in budget cuts. I would not get specific with where those positions were so as to protect, as much as is possible, their confidentiality. Those six position eliminations are the only USS position eliminations we experienced in the latest round of budget cuts.