

**WICHITA STATE UNIVERSITY**

**VOLUNTARY SEPARATION INCENTIVE PROGRAM (VSIP) FAQs**

you have a question you don't see here, please email

Recurrent questions

*All eligible staff and faculty considering this voluntary incentive program are strongly urged to consult an attorney of their choosing and at their own expense. They also should consult with family, as well as their personal tax advisor.*

**Why is the University offering the VSIP?**

one time payments; endowed

**Who is eligible for the VSIP?**

KBOR Mandatory retirement plan, the KPERS Retirement Plan or the KP&F Retirement Plan

Are 62 years of age or older at the Retirement







**Will participating affect eligibility for emeritus status?**

WSU's

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**If I'm accepted may I still use my vacation and sick leave?**

**What happens if I apply and am approved, but then need to change my decision?**

and return the Notice of Retirement  
**is final**

**your decision to retire**

incentive pay but

**If I participate in the program will I still be eligible for the regular retiree benefits like email, Heskett Center access, and WSU Library use?**

[Retirement Eligibility](#)

[www.wichita.edu/services/humanresources/Total\\_Rewards/Benefits/Retirement/Retirement\\_Elig](http://www.wichita.edu/services/humanresources/Total_Rewards/Benefits/Retirement/Retirement_Elig)

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**Can I direct the lump sum and/or my leave payouts into a tax-deferred retirement plan?**

information about the maximum amount you can defer into the KBOR voluntary 403(b) retirement  
on Plan. The IRS provides maximum deferral

**Are employees who are in 100%**

**Does the rehire policy apply to individuals seeking employment at a WSU affiliate, such as  
the WSU Alumni Association or WSU Foundation?**

[Working After Retirement](#)

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**Is it advisable to discuss this possibility with one's supervisor before submitting the interest**

**What are the basis for any denials due to "best interest" of the WSU community?**

Since the VSIP is not an entitlement, applications are *approved*

President for Industry and Defense Programs/Executive Director of NIAR; or Vice President for

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**Is it true that the open positions will need to be left vacant or is that a college and/or department determination?**

Exception Review process

**I have been told that anyone with an administrative ap cannot find that requirement anywhere, is this true?**

faculty payments for summer sessions, overloads or other one time payments;

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