



Human Capital Services

2011-2021 Outcomes and Progress Report

2021 Fall Update with the President and Provost

K-STATE
2025

KANSAS STATE
UNIVERSITY

Positive impacts of K-State 2025

- Human Capital Services was created as a unit during the time of the 2025 strategic plan.
 - HCS now positioned as high functioning central experts and consultative partners-Benefits, Compensation & Organizational Effectiveness, Employee Relations & Engagements, Resource Center & Operations, Learning and Development and Talent Acquisition.
- Response to major initiatives and crises-Fair Labor Standards Act changes, Compensation Structure, Talent Acquisition System & Process, COVID-19 (federal leave programs, furloughs, hiring & salary freeze, training & guidance, ADA & Employee Relations, web site)

Progress/accomplishments

- Talent Acquisition System and Process in place (PageUp)
- Hiring data dashboard for Deans & VPs for Action Step #9 for a more inclusive K-State
- Compensation Structure (formerly known as Total Rewards) in place and functioning (market updates, reclassifications, reorganizations)
- Consultative Process developed during FLSA implementation that serves as model for future initiatives.
- Weathered a 20% loss in FTE since 2017.
- Supervisory Foundations training program.
- HRIS system upgrades, process improvement work and partnership with ITS.
- Benefits enhancements (paid parental leave, tuition benefits for term employees, ADA/Leave Coordinator)
- Employee Relations mediation, intervention and consultative services.
- Remote Work-policy, process, forms, guidance, training, web site.

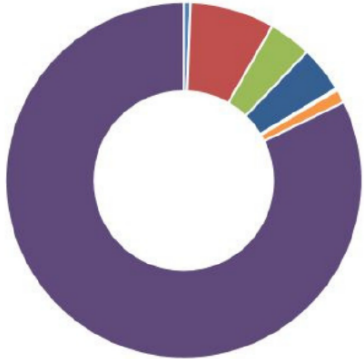
Key metrics



10,606 TOTAL EMPLOYEES

Faculty and Staff 5,858

Students 4,748

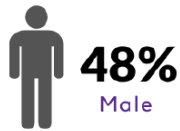
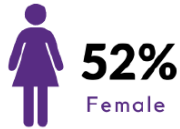


Faculty & Staff
Race/ Ethnicity

- American Indian/Alaska Native
- Asian
- Black/African American
- Hispanic/Latino
- Native Hawaiian/Oth Pac Island
- Did Not Respond
- White



32
HCS
Employees



Forbes 2021 #3
**BEST EMPLOYERS
BY STATE**



Key metrics

EMPLOYEE RELATIONS & ENGAGEMENT



881

NEW EMPLOYEE
ISSUE CASES - A 54.6%
INCREASE



201

ADA
ACCOMMODATIONS
A 100% INCREASE

LEARNING & DEVELOPMENT



48

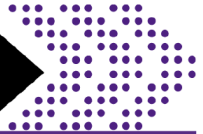
HCS PROFESSIONAL
DEV. SESSIONS
1,007 PARTICIPANTS

40

TRAINING SESSIONS
HCS SUPPORTED
433 PARTICIPANTS

60

SUPERVISORY
FOUNDATION
ATTENDEES



RESOURCE CENTER & OPERATIONS

PAYCHECKS
PROCESSED

227,021

3,822 SUPPLEMENTAL
PAYCHECKS
PROCESSED



9,481

PAYROLL
TRANSFERS

2,200

UNEMPLOYMENT
CLAIMS
+1,850 FRAUDULENT
CLAIMS VETTED



32,000

HRIS TRANSACTIONS
(JOB: NEW, REHIRE,
OTHER)

BENEFITS



\$8.9 M

VOLUNTARY
RETIREMENT
SAVINGS



\$35.1 M

ER & EE KBOR
RETIREMENT
SAVINGS



\$834 K

EE & DEPENDENT
TUITION

10,142 Lives Covered



■ Employees - 46% ■ Dependents - 54%

Key metrics

TALENT ACQUISITION



5 Executive
Recruitments



853
OFFERS
ACCEPTED



1,145
BACKGROUND
CHECKS COMPLETED



8,907
APPLICANTS

COMPENSATION & ORGANIZATIONAL EFFECTIVENESS



43
RECLASSIFICATIONS

FAIR LABOR STANDARDS
ACT (FLSA)
REVIEWS

285

AS A RESULT OF 2020
FLSA IMPLEMENTATION
PROJECT



941
POSITION DESCRIPTION
REVIEWS

Top priorities moving forward

Diversity &
Inclusion Action
Steps #9 and #11

Employee
Engagement/
Future of Work

Process and
System
Improvement