



# Compensation Philosophy Review

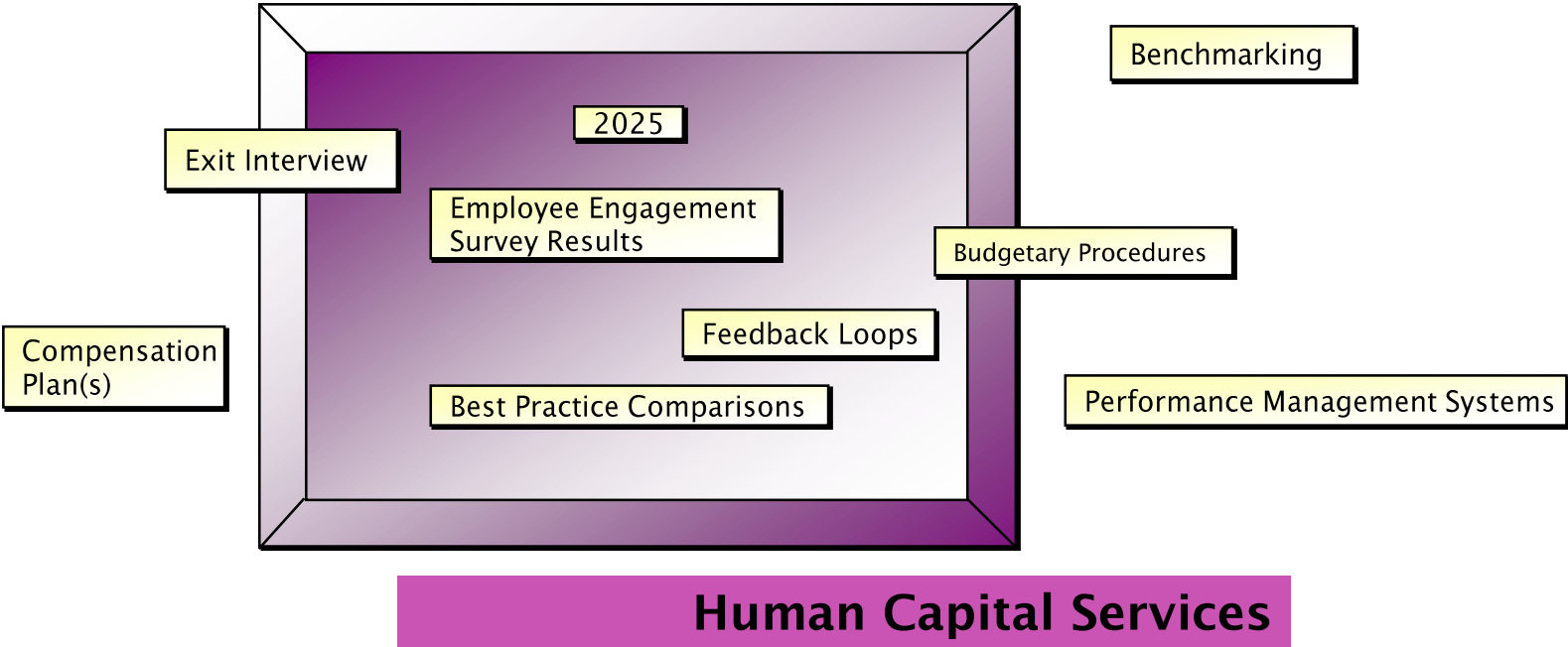
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Human Capital Services  
February 24, 2015



# In Frame/Out of Frame

Identification of what falls inside the compensation philosophy project and what falls outside



# Why Have One?

Foundation and guide for future compensation decisions

- Intentional practices
- Direct actions strategically in good times and bad times

Clear, consistent understanding and communication

- You, Faculty, Unclassified, USS are on the same page



# Philosophy/Strategy Development

Written statement of philosophies, objectives and standards

- Not specifics on design or administration details

Defines all the major elements of total compensation and how they will support the University's strategy

- Base pay
- Benefits
- Perquisites
- Wellness Programs
- Work Life
- Work Environment



Total Compensation

Define strategy “test” with stakeholders

# How We Derived at the Compensation Philosophy

- Conducted Focus Groups

Senates	Colleges and Departments	Affinity Groups	Campuses
USS	Cabinet Sub-Team	Black Faculty Staff Alliance	Olathe
Faculty Senate Leadership	Dean's Council	Alianza	Salina
Professional Staff Affairs	Budget Officers		Manhattan
	HCS Advisory Council		
	HCS		

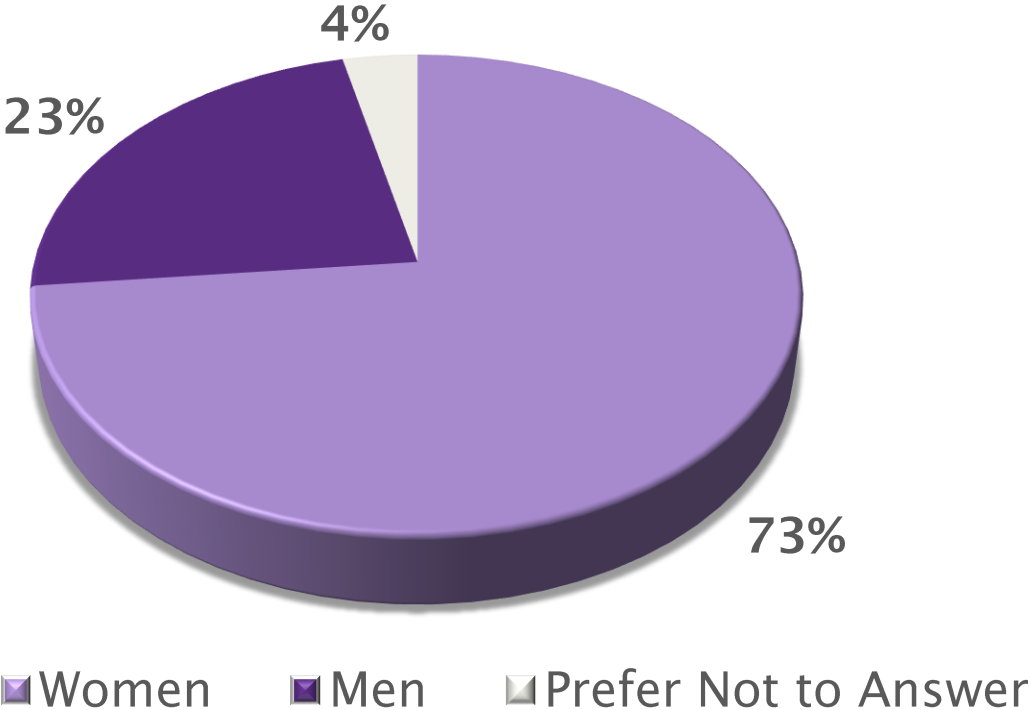
# Conducted Qualtrics® Survey

## Highlights:

- All together we heard from 1000 Voices of the Customer through the focus groups and the survey
- 528 Respondents to the survey
  - Publicized twice in the K-State Today with over 1400 page views
  - Broadcasted on Twitter and various list serves

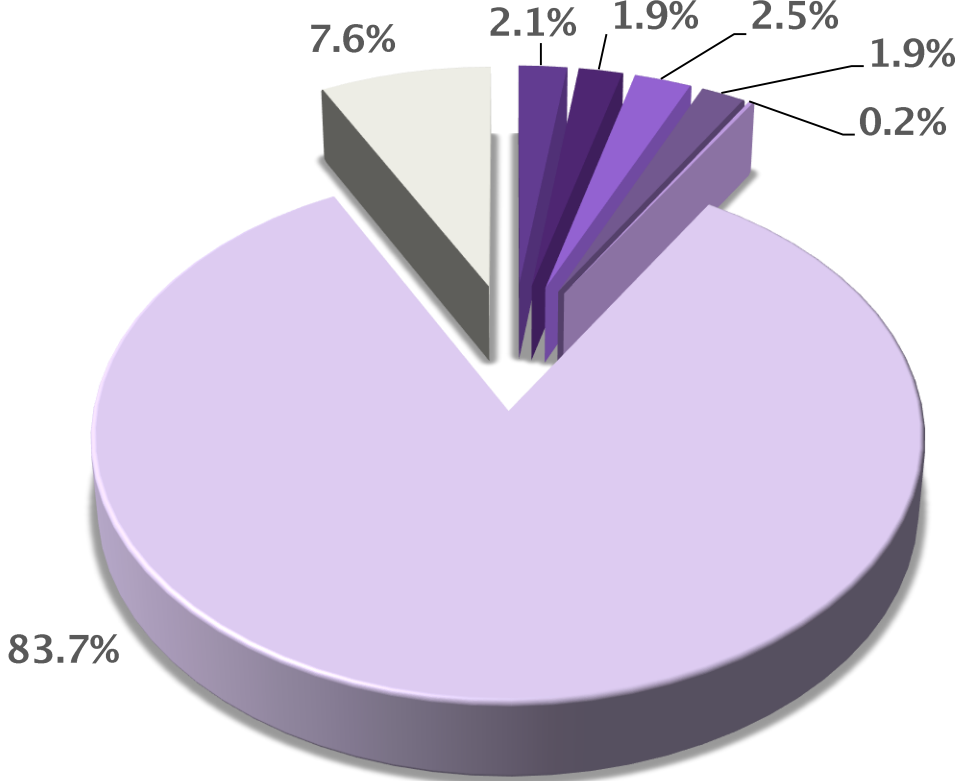
# Demographics of Qualtrics® Respondents

- Gender



# Demographics of Qualtrics® Respondents

- Race



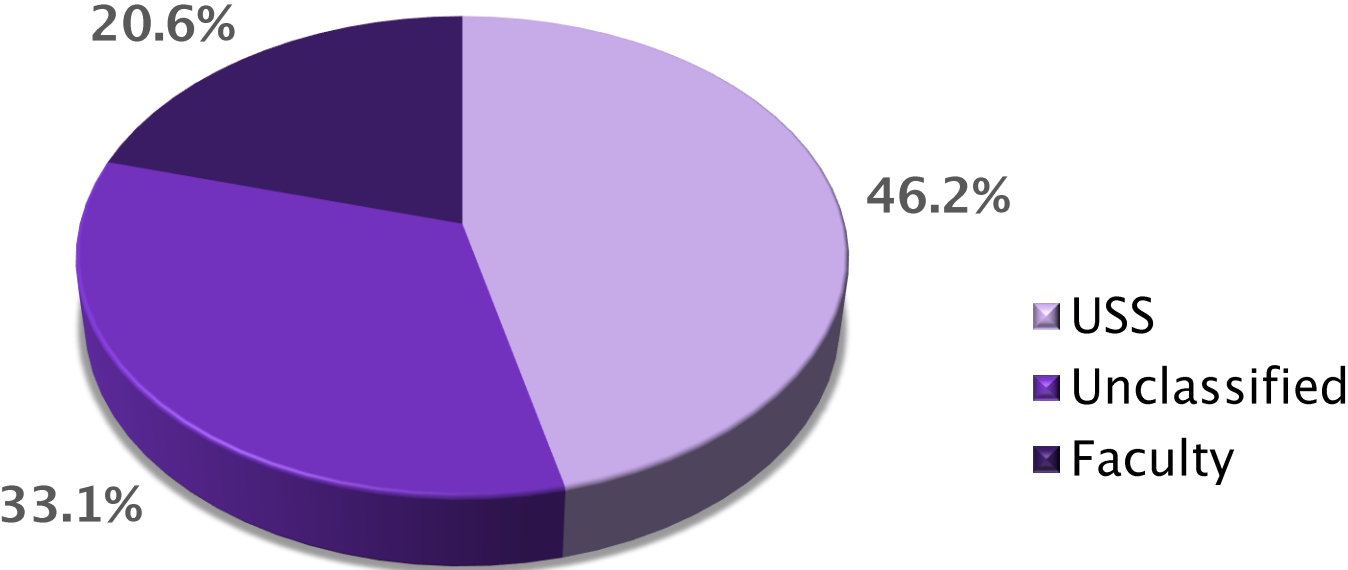
This participation rate reflects the demographics of our currently active employees.

- American Indian
- Asian
- Black
- Hispanic
- Pacific Islander
- White
- Prefer Not to Answer

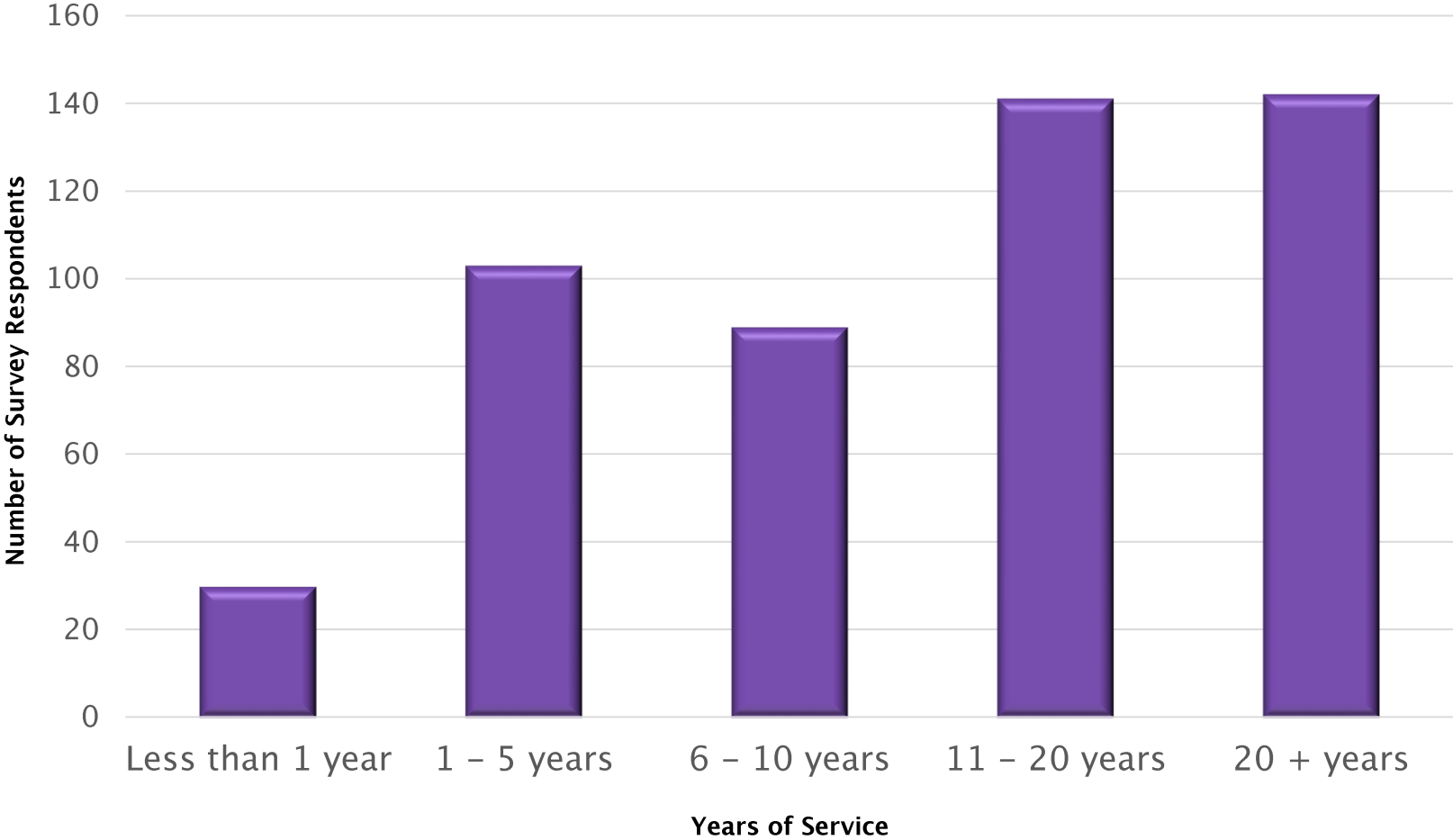


# Demographics of Qualtrics® Respondents

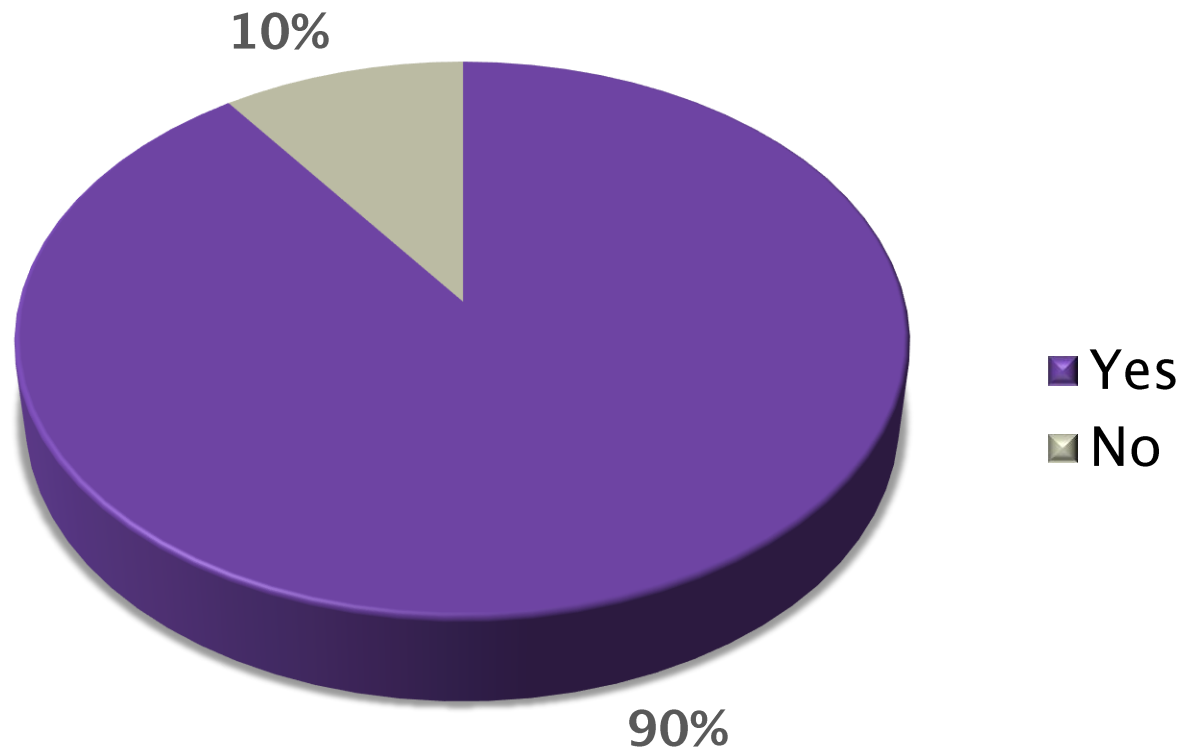
- Employee Type



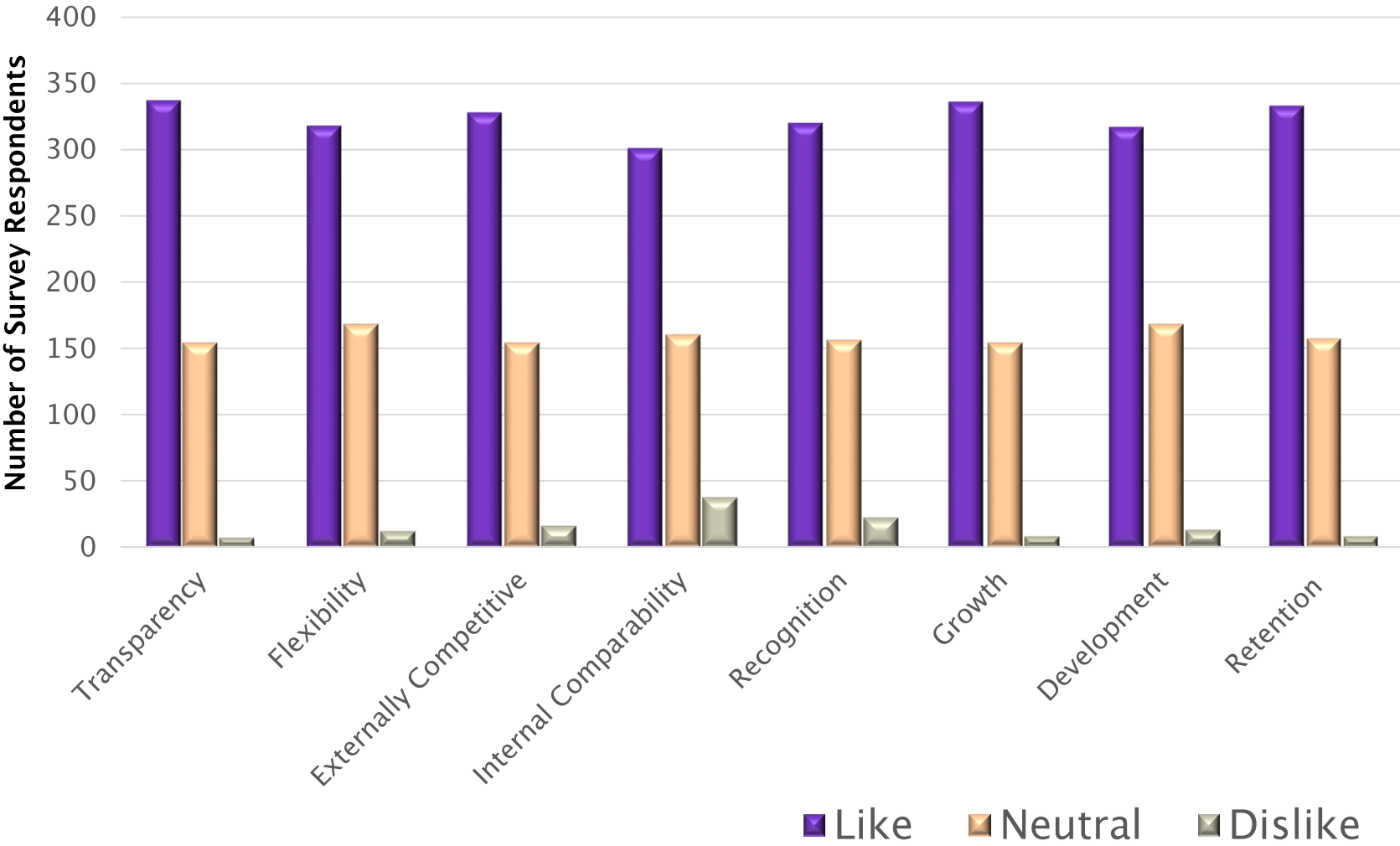
# Length of Service



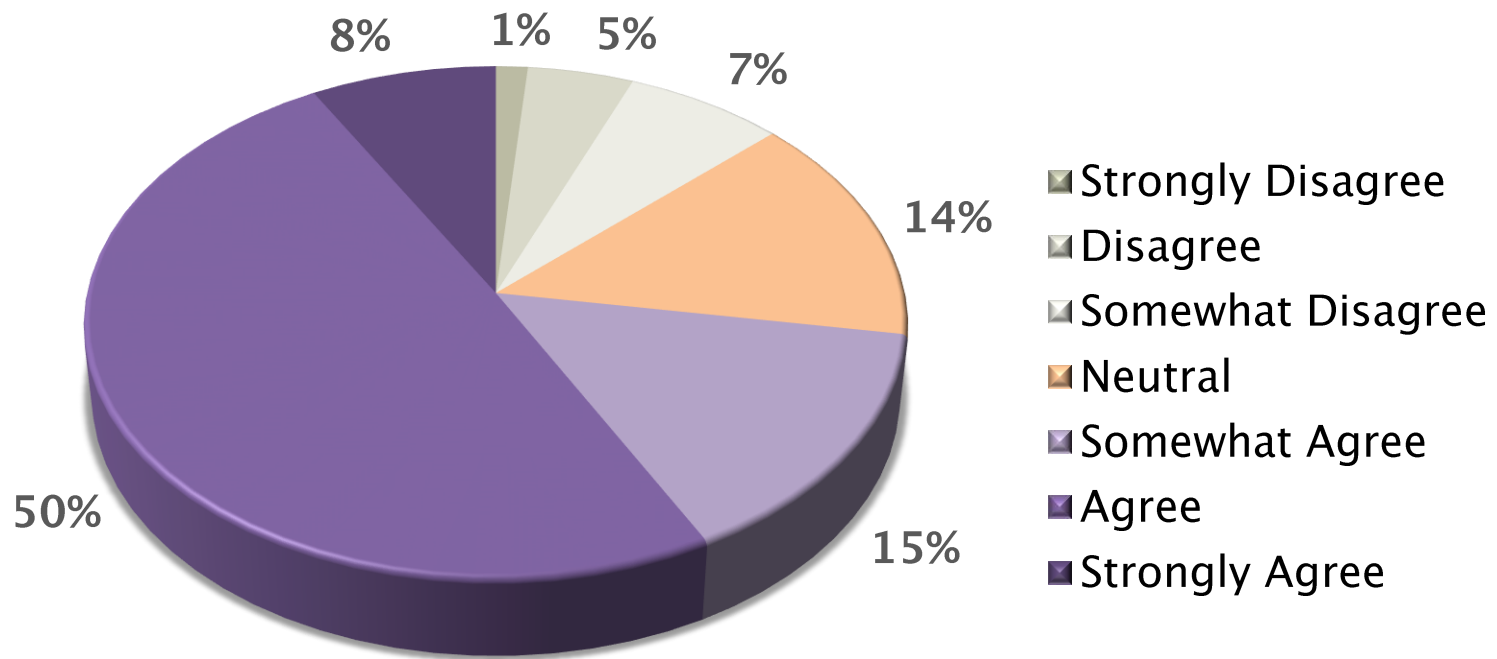
# The Compensation Philosophy was easy to understand



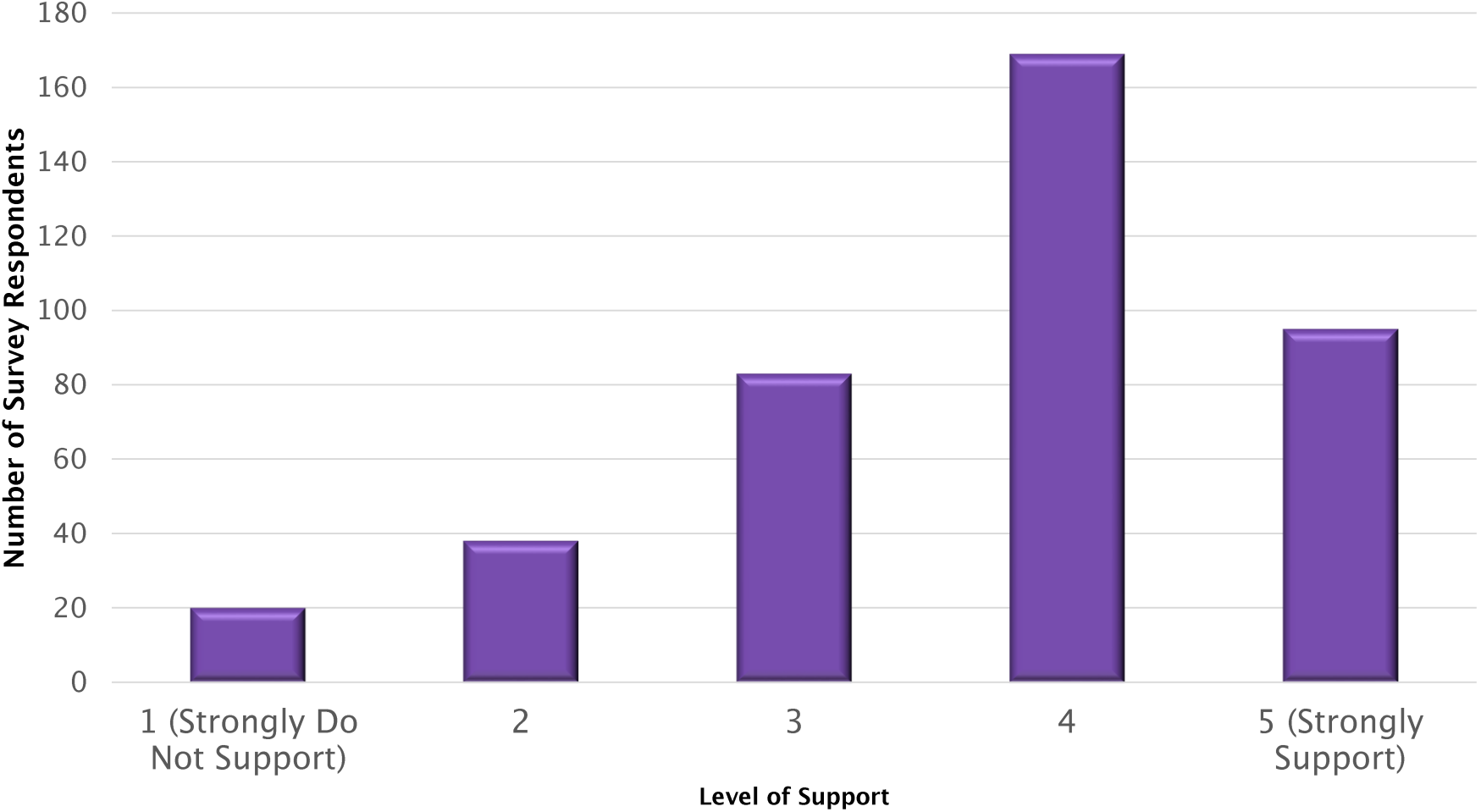
# For each value indicate whether you like or dislike the value



# This compensation philosophy reflects K-State's Values



# Indicate your support for this compensation philosophy



# Compensation Philosophy

Kansas State University is committed to providing a fair and competitive total rewards program — i.e., base pay, benefits, perquisites, work environment — that will attract, retain and reward a high-performing and diverse employee community at all levels.

Kansas State University is also committed to providing a competitive total rewards package that will lead to the achievement of both individual and, when appropriate, group results as we seek to meet our K-State vision and mission.

It is Kansas State University's policy to pay salaries over time that are market equitable and reflect the duties and responsibilities of the position, as well as the complexity and quality of the work performed, in comparison with other University employees. It is also the intention of the University to take an incremental approach for achieving a set of dynamic salary ranges that provide competitive pay opportunities comparable with relevant labor markets.

# Compensation Philosophy Continued...

The compensation program is designed to adhere to values, which are measured by the following:

We value **transparency** and will provide managers and employees information about job-related content, pay guidelines, and salary ranges.

We value **flexibility** and will support a diverse organization to accommodate differences and changes in job requirements, job market, supply and demand factors, and the economy.

We value compensation programs that are **externally competitive** and reflect total rewards for comparable jobs within the relevant labor market, which could be local, regional, national, or international.

We value **internal comparability** and will provide pay guidelines that ensure disciplines and/or programs are paid equitably across the organization.

We value the opportunity for **recognition** of the workforce for extraordinary performance through flexible and varied recognition programs.



# Compensation Philosophy Continued...

We value the opportunity to honor the workforce for **longevity** through varied appreciation programs.

We value providing **growth** opportunities for employees through career enhancements, career paths, and training and development.

We value the **development** of leaders who coach, mentor, and guide employees and others to realize their full potential and contribute as high-performing employees.

We honor institutional knowledge and value the **retention** of a workforce that continuously learns, grows, and contributes to the vision and mission of K-State.

We value and will recognize contributions to scholarly **research** and/or those who devote significant time to the mentoring of others.

We value and will invest in the development of a **performance management** system that provides processes, structures, tools and leadership development to support the delivery of a fair and competitive rewards program.

# When we adopt this philosophy this means...

We will move towards a “total rewards” philosophy

Rewards could be based on individual achievement and when appropriate group results might be rewarded

We will deploy market equitable benchmarking and will take an incremental approach to closing any gaps depending on our funding sources

The compensation system will be transparent which means:

- Pay guidelines and ranges will be published,
- How compensation is administered will be communicated broadly



# When we adopt this philosophy this means...

Compensation designs may vary depending on the needs of the organization. This could look like a variety of compensation designs including:

- Job Families
- Career Ladders
- Pay for Skills
- Pay for Competencies
- Merit Based Pay

Compensation comparisons may be conducted locally, regionally, nationally or internationally based on where we recruit the talent and our goals for attracting and retaining that talent.

We seek ways to match compensation of internal comparable disciplines and related programs when applicable

We will seek ways to recognize employees beyond monetary awards



# When we adopt this philosophy this means...

Seniority no longer is the sole factor for determining one's compensation

We will seek ways to support people in growing their careers at KSU

We will invest in the development of people leaders so that they master the art and science of leading their work teams

We value retention and expect people to contribute continuously to the vision and mission of KSU.

We value those who conduct scholarly research.

We expect managers to provide employees with feedback and coaching so that each employee and contribute to their full potential.



**KANSAS STATE**  
UNIVERSITY