Division of Human Capital Services
Human Capital Services

2025 Update
Diversity with inclusion

• Annual engagements are conducted and includes demographical information on workforce composition, attrition, and sourcing and recruiting ideas that have a positive impact. (T5-6)

• Yearly collaborative sessions are conducted with the Office of Diversity and the college diversity point person.

• Provide all colleges with AAP sector reports to aid these colleges in hiring diverse, top talent. (T5-5, T5-6)
Diversity with inclusion

- Hiring managers and university leadership utilize the HCS dashboard reports and infographics to assist in the hiring decisions.

- Directors’ Roundtables and supervisory training programs incorporate diversity with inclusion in the curriculum.

- Selection committees are comprised of diverse panels.

- 100% participation by new hires and 50% of current employees in web-based anti-discrimination training and ADA training in new hires and existing employees.
Total Rewards

- My Money
  - Retirement Plans
  - Spending Accounts
  - Take-Home Pay
  - Paid Time Off

- My Insurance
  - Medical
  - Dental
  - Vision
  - Life
  - Disability

- My Lifestyle
  - Child Care
  - Sports and Entertainment
  - Tuition Reimbursement

- My Health
  - Wellness Initiatives
  - EAP
  - HealthQuest

Kansas State University
Total Rewards

- Job families and career ladders are identified to support vertical and horizontal career movement.

- 100% of job descriptions and job families contain identified competencies.

- 100% of jobs in the K-State workforce have a compa-ratio and are associated with a job family or ladder for career progression.

- 50% of job descriptions and job families contain identified competencies.
Total Rewards

• 50% of job announcements contain identified competencies for the K-State workforce.
• All nontenure-track faculty salaries are market competitive by discipline. (T5-3)
• All staff salaries are market competitive. (T5-3)
Metrics

• Competitive compensation packages for faculty and staff.

• % of tenure/tenure-track faculty by demographic group.

• % of full-time staff by demographic group.
Communications and Marketing

2025 Update
Theme I – Research, Scholarly and Creative Activities, and Discovery

• Perspectives and now Seek! magazine.
• TV news service.
• Radio news service.
• Media placements.
• Global Food Systems.
New MMS Alert - Kansas State University

Results@TVEyes-Alerts.com <Results@TVEyes-Alerts.com>
Saturday, October 8, 2016 at 9:08 AM
To: Jeffery Morris

Media Alert From TVEyes Media Monitoring Suite

**Kansas State University on KRVY (NBC) - Reno, NV**
10/07/2016 16:16:10
News 4 at Four (News)
... case closed. >>> and health news kansas state university researchers are developing a vaccine for the zika virus. initial test show great promise. ...

**Kansas State University on KTMJ (FOX) - Topeka, KS**
10/07/2016 17:20:15
How I Met Your Mother (Other)
... a way to get that degree you've always wanted. kansas state university global campus provides flexible online learning and professional development opportunities. ...

**Kansas State University on KTMJ (FOX) - Topeka, KS**
10/07/2016 23:17:59
Family Feud (Other)
... a way to get that degree you've always wanted. kansas state university global campus provides flexible online learning and professional development opportunities. ...

**Kansas State University on KSNT (NBC) - Topeka, KS**
10/08/2016 05:38:35
KSNT News at 5am (News)
... a way to get that degree you've always wanted. kansas state university global campus provides flexible online learning and professional development opportunities. ...

**Kansas State University on KTMJ (FOX) - Topeka, KS**
10/07/2016 23:17:59
Family Feud (Other)
... a way to get that degree you've always wanted. kansas state university global campus provides flexible online learning and professional development opportunities. ...

**Kansas State University on KSNT (NBC) - Topeka, KS**
10/08/2016 05:38:35
KSNT News at 5am (News)
... a way to get that degree you've always wanted. kansas state university global campus provides flexible online learning and professional development opportunities. ...
Theme II – Undergraduate Educational Experience

• Revised recruiting materials.
• Polytechnic rebrand.
• Web 1.0 and 2.0.
• Mobile app 1.0 and 2.0.
• Live Safe app.
• Social media management.
• Wildcat Watch/newsroom.
Theme IV – Engagement, Extension, Outreach and Service

• Cooperative news teams.

• Combined printing operation.

• Combined technology platform.

• Global Food Systems team.
Theme V – Faculty and Staff

• K-State Today.
• Crisis communications.
• K-State Alerts.
Test Information:

K-State Alerts was tested on Monday, March 21 at 1:22 p.m. CST. Emergency notification channels tested included: text messaging, automated phone calls, email to all K-State accounts, Facebook and Twitter posts, digital signs, and the alert beacons installed in several buildings on the Manhattan, Salina, and Olathe campuses.

Rave Wireless statistical data:
  Text messages:
  10,643 text messages sent in 2 minutes 38 seconds (first pass)
  13,218 sent in 2 minutes 51 seconds (overall)

  Automated phone calls:
  10,911 calls made in 33 minutes 13 seconds

  Email:
  23,691 sent in 1 minutes 34 seconds (first pass)
  46,692 sent in 1 minutes 48 seconds (overall)
Theme VII – Athletics

• Wildcat Way campaign.
• Big 12 Consortium.
• Engineering and video support.
• Licensing revenue.