Progress/accomplishments

- Pandemic Response
- Completed OFCCP Audit
- Executive Searches
- Reclassification Window - Year Round
- FLSA Implementation Project
# Progress/accomplishments

**Pandemic Response**
- Developed administrative and emergency furlough processes and toolkits

**Highlights**
- Coordinated a voluntary salary reduction identification process
- Authored FFCRA Policy for University
Progress/accomplishments

ACCOLADES

DiversityJobs.com Top Employer for 2020

2020 Forbes #9 of Kansas Employers
**PANDEMIC RESPONSE**

**COVID-19**

- **20 Consultations**
  - Emergency Furlough consultations with ten colleges/units.

- **09 Consultations**
  - Administrative Furlough consultations with colleges/units.

- **682 Processing**
  - Emergency Furlough HRIS transactions + 240 for VSR

- **910 Processing**
  - Unemployment claims processed March - Sept. 2020

- **180 Processing**
  - Manual FFCRA calculations for employees and students

- **1,811 Processing**
  - Manual overload payments

- **341 Impacted**
  - Employees from emergency furloughs

- **170 Impacted**
  - Employees from administrative furloughs - VSR

- **92 Completers**
  - For FY21 navigating administrative furlough training

- **2,622 Completers**
  - For come back cats training

- **59 Supervising at K-State During COVID-19**
  - Training Completers

**Kansas State University**
**Human Capital Services**

**Key Metrics**

**HCS Employees**
6 Units: Benefits, Employee Relations & Engagement, Learning & Development, Resource Center and Operations, Talent Acquisition, Comp. & Org. Effectiveness

32

**K-State New Employee Welcome Attendees**

293

**Supervisory Foundations Session Attendees**

60

**Supervisory Foundations Completers**

20

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**Employee Relations & Engagement**

685
New Employee Issue Cases - A 54.6% Increase

116
ADA Accommodations - A 100% Increase

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**Comp & Org Effectiveness**

285
As a Result of 2020 FLSA Implementation Project

78
Completers of 2020 FLSA Training

**Talent Acquisition**

474
Recruitments Since Hiring Freeze

301
Position Description Reviews

627
Background Checks

30
Reclassifications

39
College/Units

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**K-State 2025**
Top priorities moving forward

- Action Plan for a More Inclusive K-State: Cultural Competency and Hiring & Retention
- Maximize Korn Ferry Competency Framework
- Develop KSF Pillar II: Enhancing Your Supervisory Foundation
- HRIS System Updates