Human Capital Services
2011-2021 Outcomes and Progress Report
2021 Fall Update with the President and Provost
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

Benefits Eligible Employees 4,657

Faculty and Staff 5,858
Students 4,748

Faculty & Staff Race/ Ethnicity
- American Indian/Alaska Native
- Asian
- Black/African American
- Hispanic/Latino
- Native Hawaiian/Other Pacific Island
- Did Not Respond
- White

52% Female
48% Male

Best Employers by State

Forbes 2021 #3
Key metrics

**Employee Relations & Engagement**
- 881 New Employee Issue Cases - a 54.6% increase
- 201 ADA Accommodations - a 100% increase

**Resource Center & Operations**
- 227,021 Paychecks Processed
- 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)

**Learning & Development**
- 48 HCS Professional Dev. Sessions - 1,007 Participants
- 40 Training Sessions - HCS Supported - 453 Participants
- 60 Supervisory Foundation Attendees

**Benefits**
- $8.9 M Voluntary Retirement Savings
- $35.1 M ER & EE KBOR Retirement Savings
- $834 K EE & Dependent Tuition

10,142 Lives Covered
### Key metrics

#### Talent Acquisition
- **853** Offers Accepted
- **1,145** Background Checks Completed
- **8,907** Applicants
- **5** Executive Recruitments

#### Compensation & Organizational Effectiveness
- **43** Reclassifications
- **285** As a result of 2020 FLSA Implementation Project
- **941** Position Description Reviews

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*Kansas State University*
Top priorities moving forward

- Diversity & Inclusion Action Steps #9 and #11
- Employee Engagement/Future of Work
- Process and System Improvement