Human Capital Services' (HCS) mission is to provide progressive, responsive and innovative solutions to attract, retain, develop and reward a highly talented, diverse and inclusive K-State Community that cultivates an environment where students and employees flourish.

HCS is represented by 6 different units including: Benefits, Compensation and Organizational Effectiveness, Employee Relations & Engagement, Resource Center and Operations, Learning and Development and Talent Acquisition.

**2020 HIGHLIGHTS**

- **NEW EMPLOYEE ISSUE CASES**: A 54.6% increase
- **HCS Employees**: 32
- **Benefits Eligible Employees**: 4,657
- **Faculty & Staff Race/Ethnicity**
  - American Indian/Alaska Native
  - Asian
  - Black/African American
  - Hispanic/Latino
  - Native Hawaiian/OH Pacific Island
  - Did Not Respond
  - White
  - **Female**: 52%
  - **Male**: 48%

**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**
- **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**
- **433** 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**

Employees - 46%
Dependents - 54%

**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

**FAIR LABOR STANDARDS ACT (FLSA) REVIEWS**