HCS Strategic Initiatives

Competency Modeling

Observations:
- No formalized, consistent process of executing talent management programs.

Goals:
- Job description and job families contain identified competencies.

Team Members:
- Michelle Bowen, Hale Library
- Adam Carr, student employee
- Diana LeBlanc, College of Agriculture & KSRE
- Marci Ritter, Global Campus

Career Development

Observations:
- The skills and experiences associated with the design and development of learning experiences (both classroom and non-classroom) is quite scattered across the university, with a lack of sufficiently dedicated staff to perform these functions.

Goals:
- Identify tools and programs to support employees and supervisors in creating and implementing employee development plans.
- Establish programs to support employee development, i.e. succession management, 360 feedback assessments.

Team Members:
- Valerie Barnett, College of Business Administration
- Jan Carlson, Global Campus
- Laurie Chandler, K-State Research & Extension
- Lindsey Fouquette, Human Capital Services
- Cyndi McNulty, Administrative Support Center
- Regina Nixon, Communication and Agriculture Education
- Bryan Samuel, Office of the President
- Charlotte Self, Human Capital Services
- Thurman Williams, College of Engineering
Career Paths

Observations:
- Lack of defined career paths for unclassified professionals leads to a perception that career opportunities are limited to one’s own current department’s structure, and that movement across the university is somewhat rare.

Goals:
- Identify the career paths, tracks (families/subfamilies), streams, critical roles and job structure.
- Identify tools and programs to support employees and supervisors in creating and implementing career paths.

Team Members:
- Jaci Begnoche, College of Veterinary Medicine
- Betsy Draper, Information Technology Services
- Casey Lauer, Division of Facilities
- Jaime Parker, Human Capital Services
- Kathy Roeser, College of Arts and Sciences
- Ashley Thomas, College of Business

Performance Management

Observations:
- Each department or college is left to design its own performance evaluation process and tools for faculty and unclassified staff and these are often inconsistently applied. A standard performance evaluation process for university support staff does exist, but it is often not liked.
- There are significant gaps that exist programmatically that affect faculty, unclassified professionals, and in some cases, university support staff including: the lack of clear policies pertaining to unclassified professionals; and talent management programs and processes including performance management and leadership development for all roles.

Goals:
- Develop standardization and best practices for unclassified professionals and university support staff performance review and evaluations.

Team Members:
- Stephanie Bannister, Student Life
- Thomas O'Briant, College of Veterinary Medicine
- Martin Draper, College of Agriculture
- Karen Horton, College of Health and Human Sciences
- Kerry Jennings, Housing and Dining
- Mylene Larson, Human Capital Services
- Bridget Seeman, Administrative Support Center
- Paul Volino, Human Capital Services