



WICHITA STATE
UNIVERSITY

HR Annual Update FY2025

October 2024

Agenda

WSU Workforce Trends

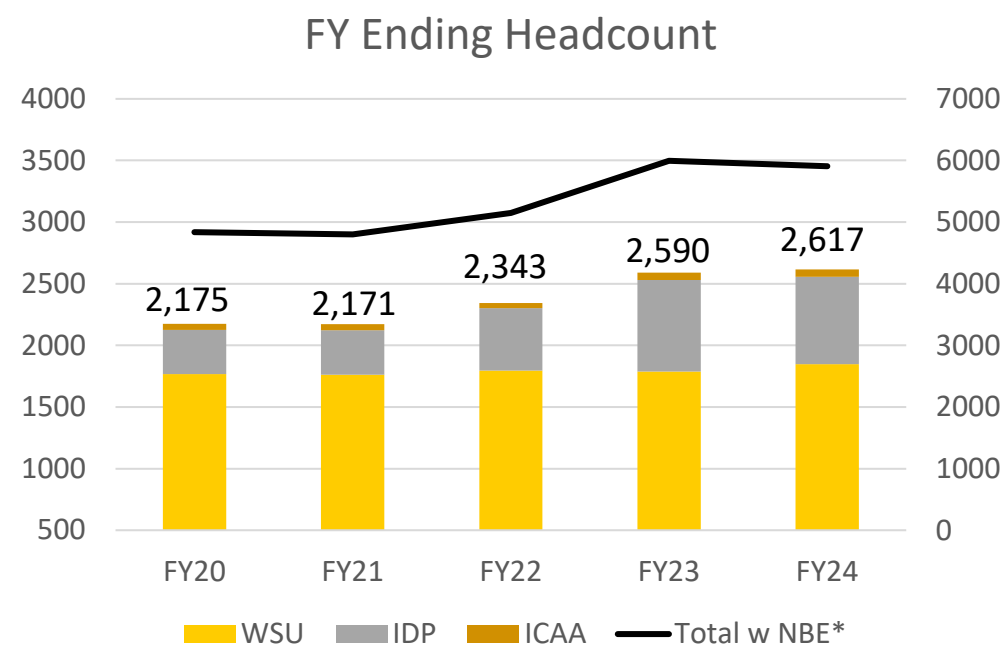
FY25 MBC Outcomes

FY24 HR Accomplishments

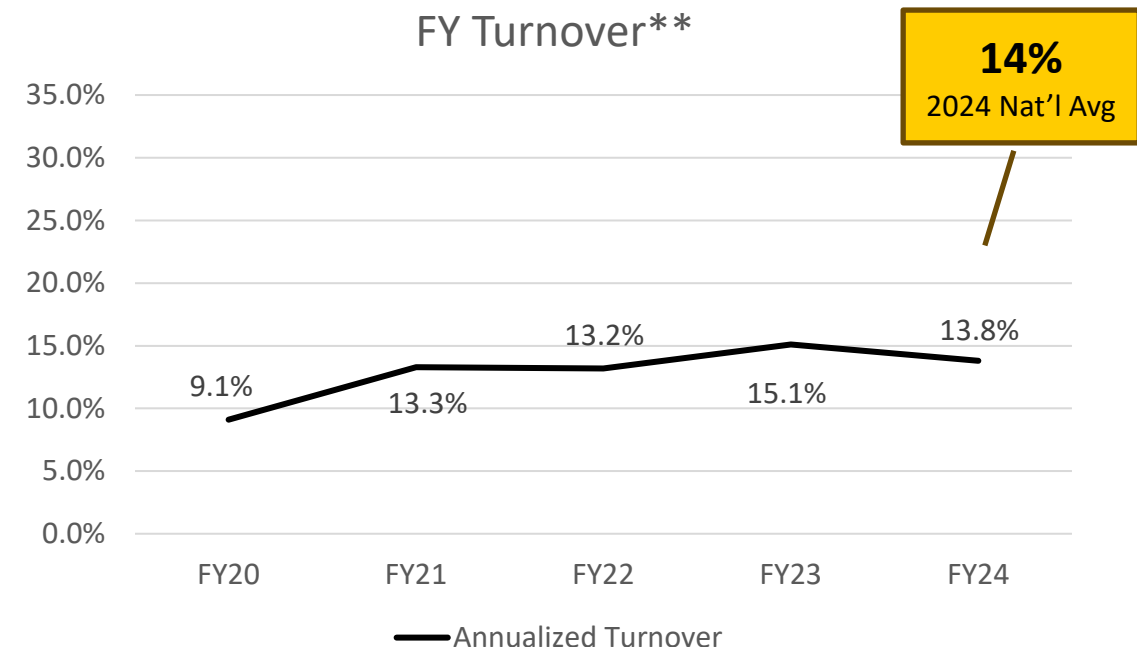
FY25 HR Priorities



Employee Head Count & Turnover



*Non-Benefit Eligible Employees (students, lecturers)



**Benefit Eligible Employees only

Sources: WSU Employee Data and CUPA-HR Turnover Report May 8, 2024

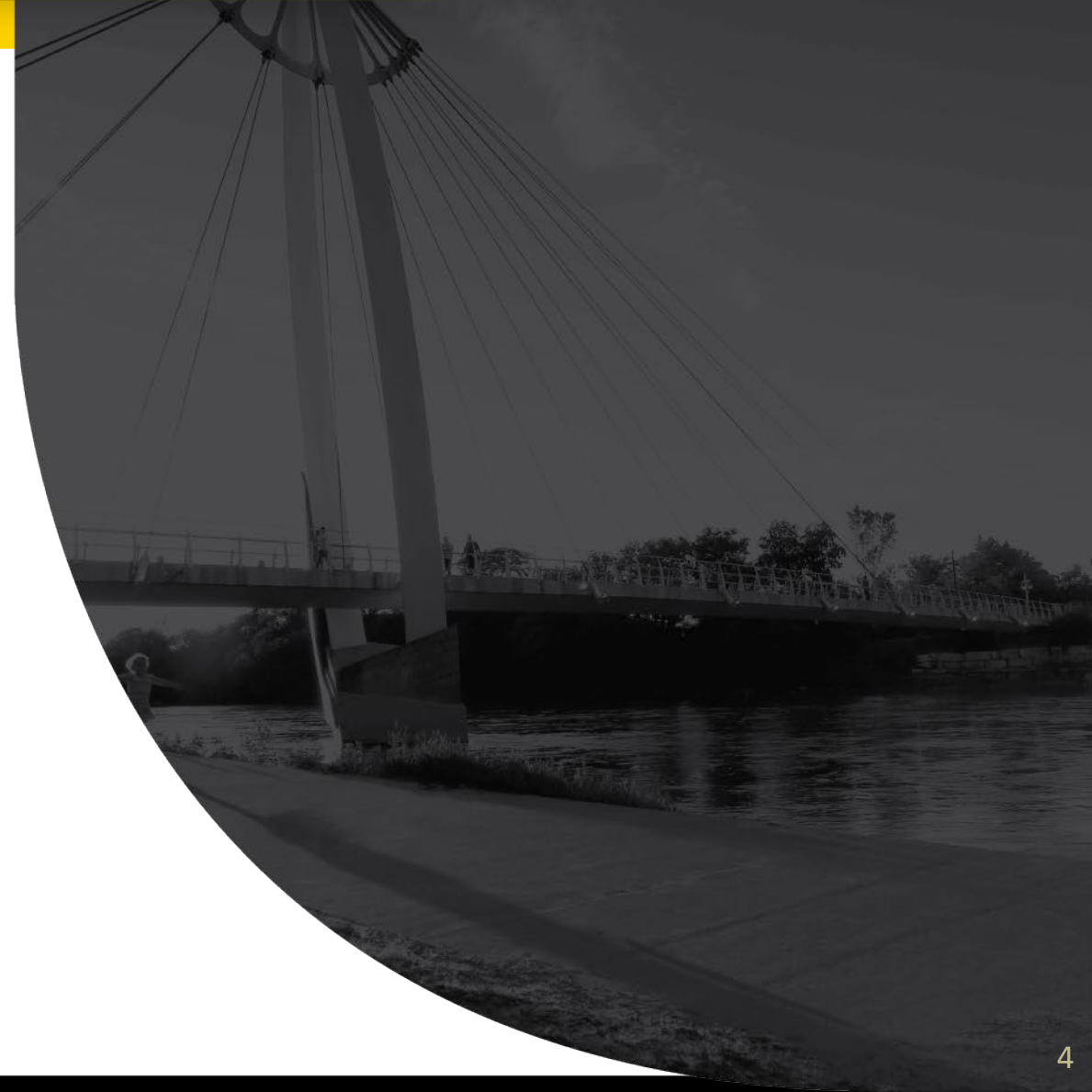
Agenda

WSU Workforce Trends

FY25 MBC Outcomes

FY24 HR Accomplishments

FY25 HR Priorities



Market-Based Compensation (MBC) Goals FY25

Our long-term goal at the university is to pay at the middle of the market (on average) within each respective job (staff) or rank & discipline (faculty); not leading and not lagging. We establish goals for each fiscal year to make progress year over year.

FY25 Goals:

- Continue moving employee pay towards the minimum of their respective pay range, where applicable.
- Continue moving faculty pay towards pay analysis results for their respective rank and discipline.
- Begin moving staff employee pay towards their respective quartiles.

FY25 MBC Outcomes - by Goal

FY25 Goals

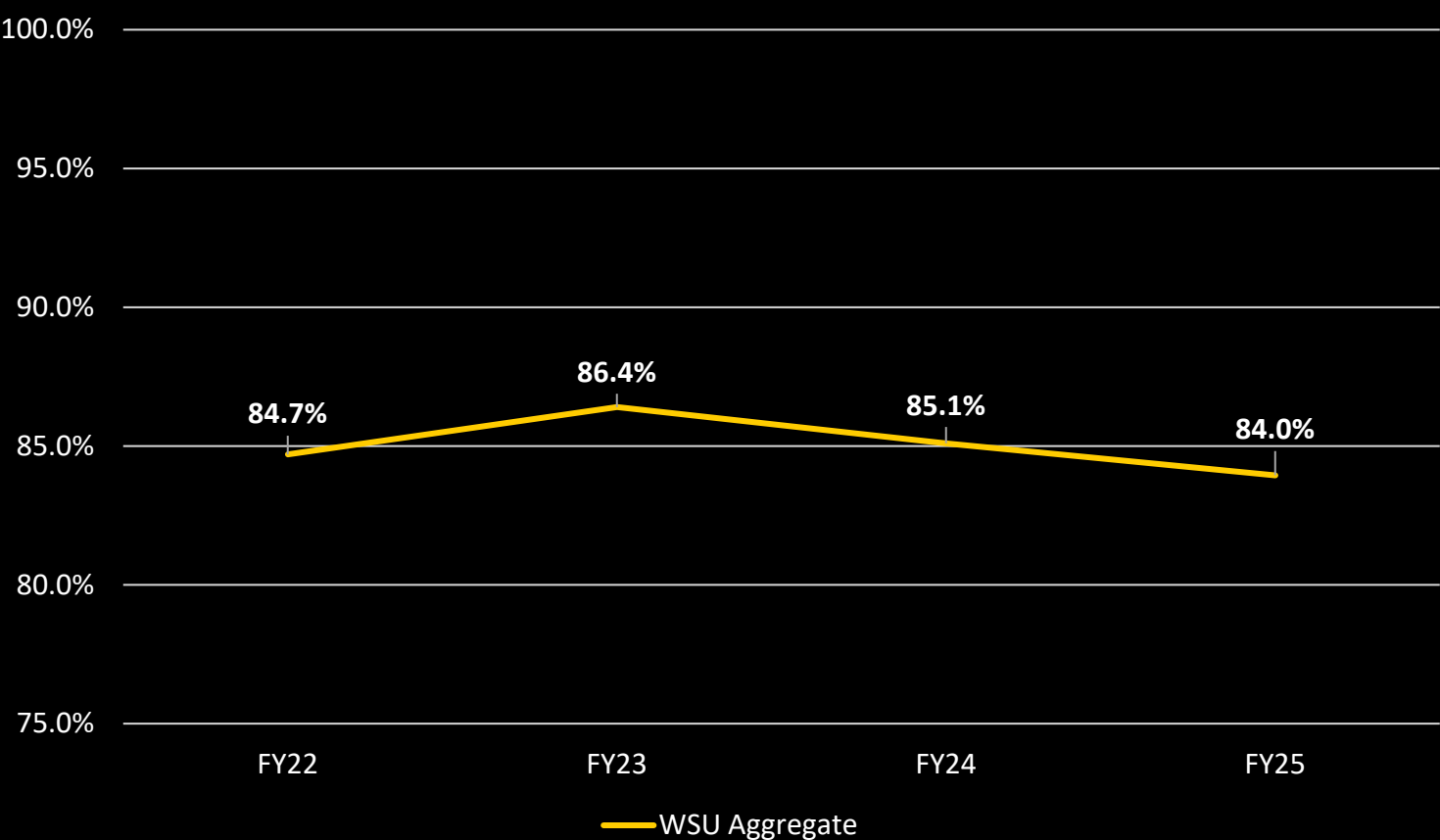
1. Continue moving employee pay towards the minimum of their respective pay range, where applicable.
2. Continue moving faculty pay towards pay analysis results for their respective rank and discipline.
3. Begin moving staff employee pay towards their respective quartiles.

FY25 Outcomes

1. 155 staff received pay adjustments to the minimum of their respective pay range.
2. 314 faculty received pay adjustments; 109 NTT and 205 TT.
3. 1,706 faculty and staff received a 1% increase.

FY25 MBC Outcomes - Overall

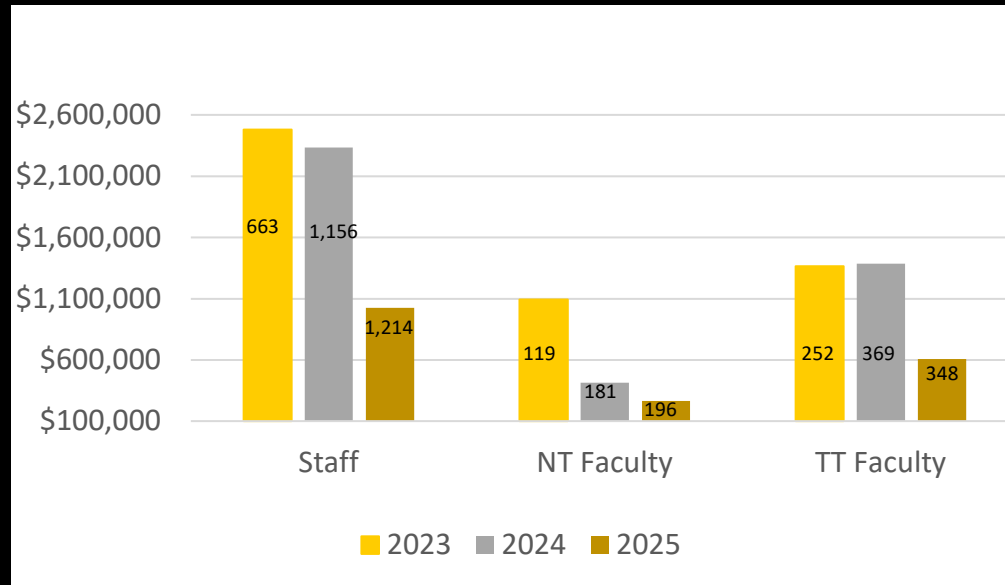
Movement towards Middle of Market (100%)



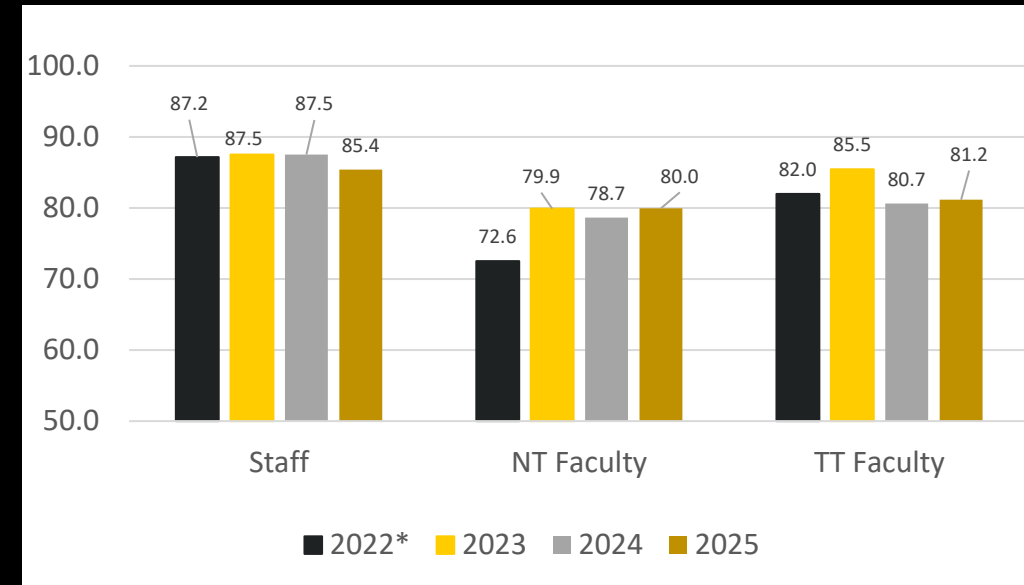
FY25 MBC Outcomes – by Employee Type

Our long-term goal at the University is to pay at the middle of the market (on average) within each respective job or rank & discipline; not leading or not lagging the market. We establish goals for each fiscal year to make progress year over year.

\$ Allocation by Employee Type & # of Employees



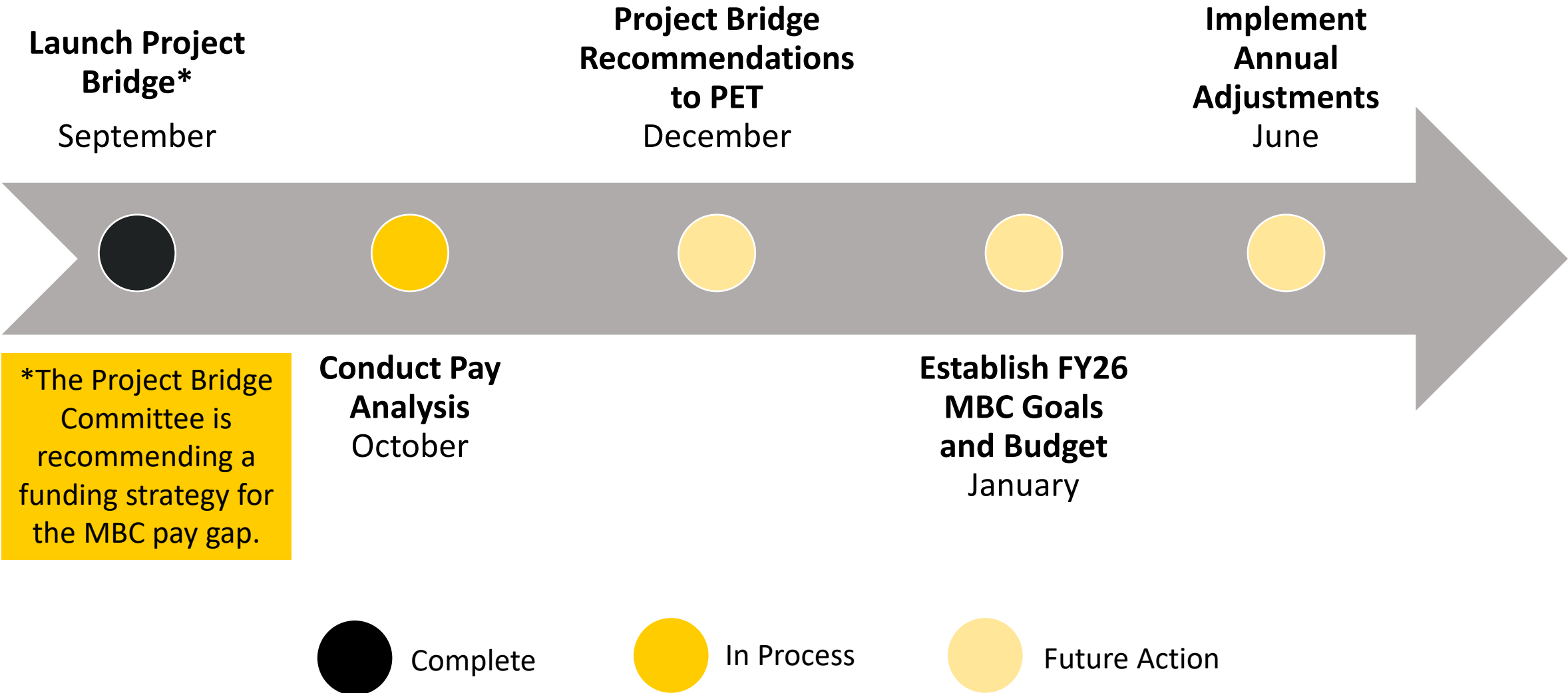
Movement towards Middle of the Market



WSU invested \$1.9 million in pay adjustments in FY25 and \$12m over the past three years. There have been no increases to employee-paid benefit premiums since 2019 and there will not be an increase in 2025 for the sixth year in a row.

*2022 was our baseline year

FY26 Annual Pay Analysis Cycle



Agenda

WSU Workforce Trends

FY25 MBC Outcomes

FY24 HR Accomplishments

FY25 HR Priorities



HR FY24 Strategic Accomplishments

Student Centeredness • Research & Scholarship • Campus Culture • Inclusive Excellence • Partnerships & Engagement

HR Vision: Create an excellent employee experience, every time.

Generate a culture of high-trust

- Implement strategy-focused, professional development
 - ✓ Onboard Learning Specialist
 - ✓ Pilot 1-2 leadership dev programs
- Close compliance gaps
 - Leave/ADA outsourcing
 - ✓ Implement DOL regs, if applicable
 - Remote Work
- Advance diversity, equity, inclusion and belonging
 - ✓ Continue integrating DEI&B into policies, processes & programs

Attract & Retain Talent

- Transform hiring and onboarding experience
 - Implement Page Up & support
- Refine market-based compensation program
 - ✓ Hone pay variables
 - ✓ Provide leader education
- Stabilize ICAA support
 - ✓ Execute transition plan
 - ✓ Onboard additional HRBP
- Easier employee access to HR information
 - Website/Intranet updates

Evolve HR Team

- Continue team coaching
- Invest in professional development
 - ✓ Quarterly team training
 - ✓ Targeted training for individuals
- Establish HR metrics
 - ✓ HR Dashboard

Agenda

WSU Workforce Trends

FY25 MBC Outcomes

FY24 HR Accomplishments

FY25 HR Priorities



HR 2025 Strategic Priorities

Student Centeredness • Research & Scholarship • Campus Culture • Inclusive Excellence • Partnerships & Engagement

HR Vision: Create an excellent employee experience, every time.

Generate a culture of high-trust

- Implement strategy-focused, professional development
 - Operationalize KLC programs
 - Pilot 1-2 management development programs
- Close compliance gaps
 - Leave/ADA
 - DOL regs, phase 2
 - Remote work
 - E-Group maintenance
- Advance inclusive excellence
- Easier access to HR information
 - HR Website/SharePoint

Attract & Retain Talent

- Transform hiring and onboarding experience
 - Implement Wu-Hire (Page Up)
 - Enhance learning resources for hiring managers and search committees
- Establish merit-based performance and compensation strategy.
 - Develop plan to fund MBC pay gap
 - Evaluate current staff performance management processes
 - Create process for managing merit compensation
 - Evolve faculty pay structures

Evolve HR Team

- Refine organizational structure and roles
 - Onboard compensation analyst
 - Evaluate leave administrator role
 - Evolve the employee relations specialist role
- Invest in professional development
 - Continue HR team training
 - Continue HR services work
 - Targeted coaching for individuals
- Establish HR metrics
 - Develop hiring & performance management metrics

Questions / Comments?

Thank you and Go Shockers!!