



WICHITA STATE  
UNIVERSITY

# HR Annual Update FY2025

*October 2024*

# Agenda

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WSU Workforce Trends

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FY25 MBC Outcomes

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FY24 HR Accomplishments

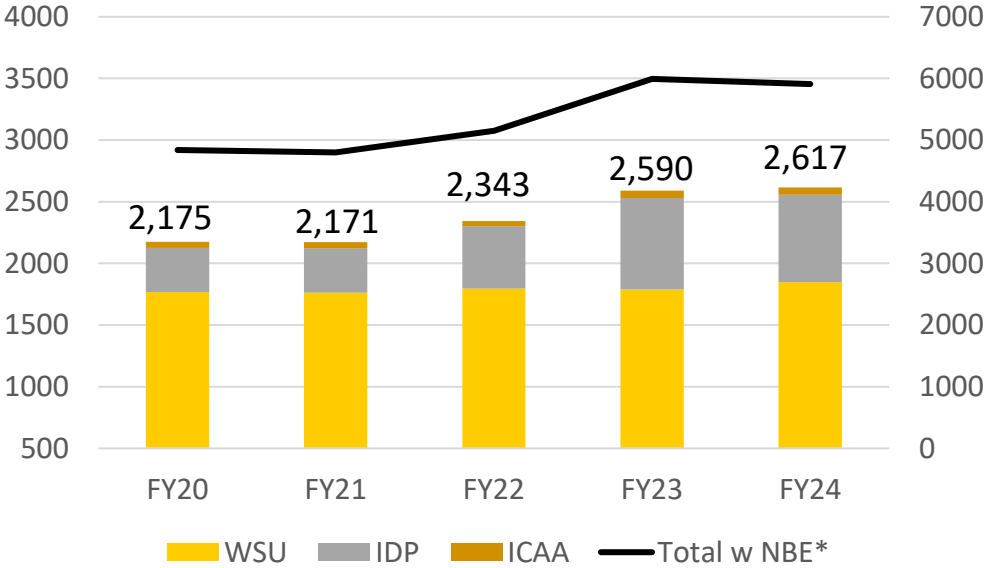
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FY25 HR Priorities



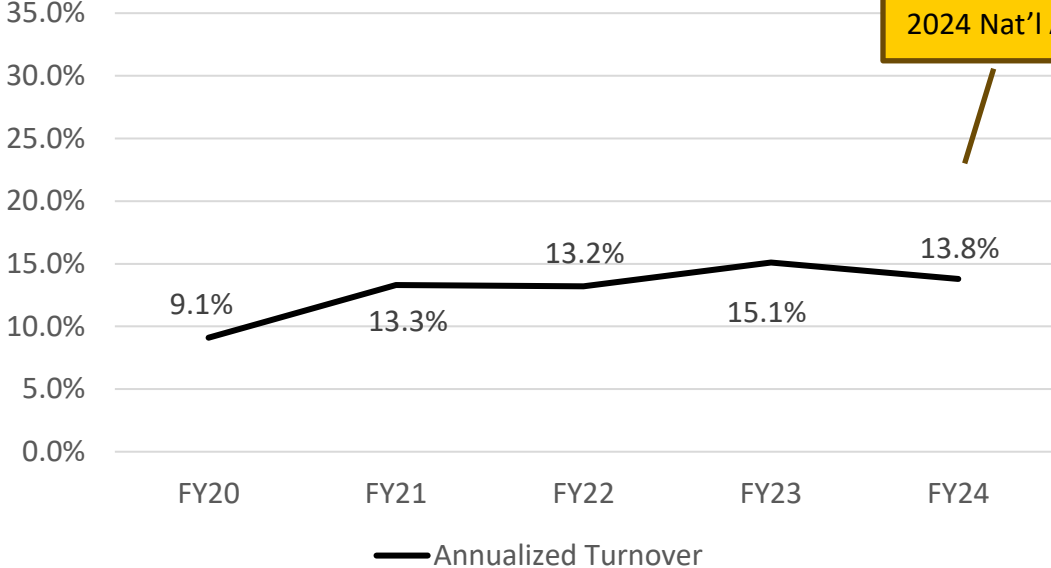
# Employee Head Count & Turnover

FY Ending Headcount



\*Non-Benefit Eligible Employees (students, lecturers)

FY Turnover\*\*



\*\*Benefit Eligible Employees only

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



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WSU Workforce Trends

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**FY25 MBC Outcomes**

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FY24 HR Accomplishments

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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

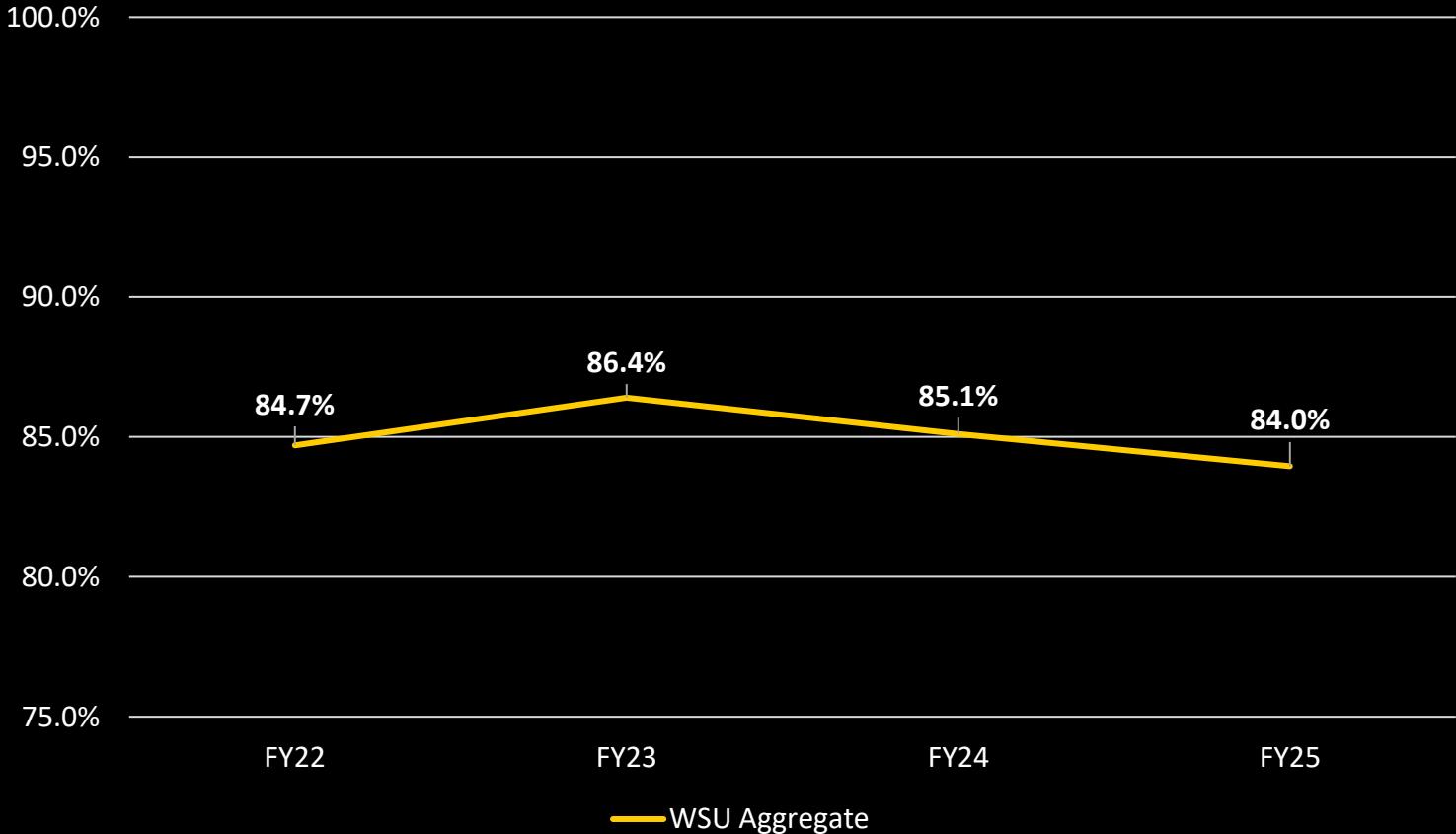
1. Continue moving employee pay towards the minimum of their respective pay range, where applicable.
2. Continue moving faculty pay towards pay analysis results for their respective rank and discipline.
3. Begin moving staff employee pay towards their respective quartiles.

## 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

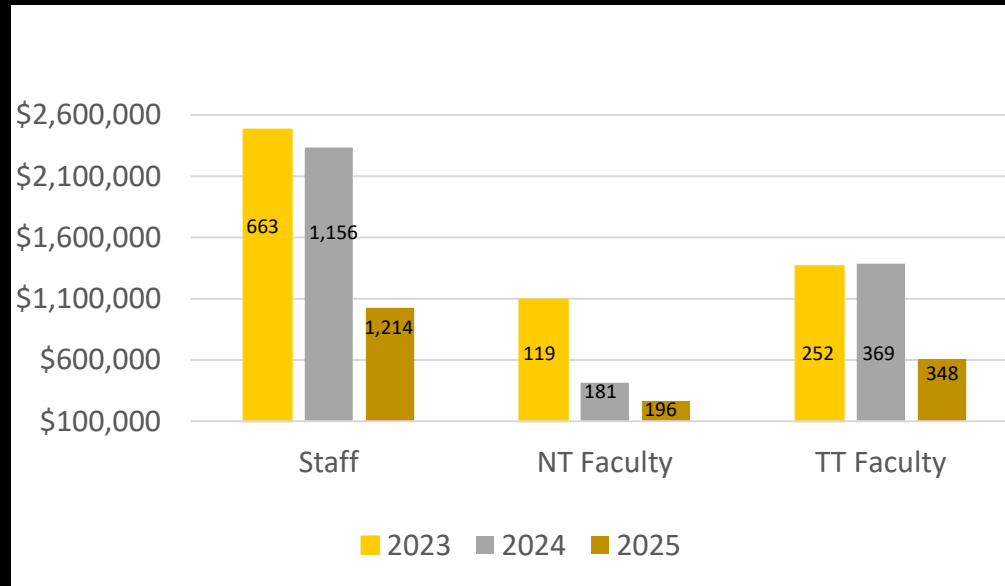
### Movement towards Middle of Market (100%)



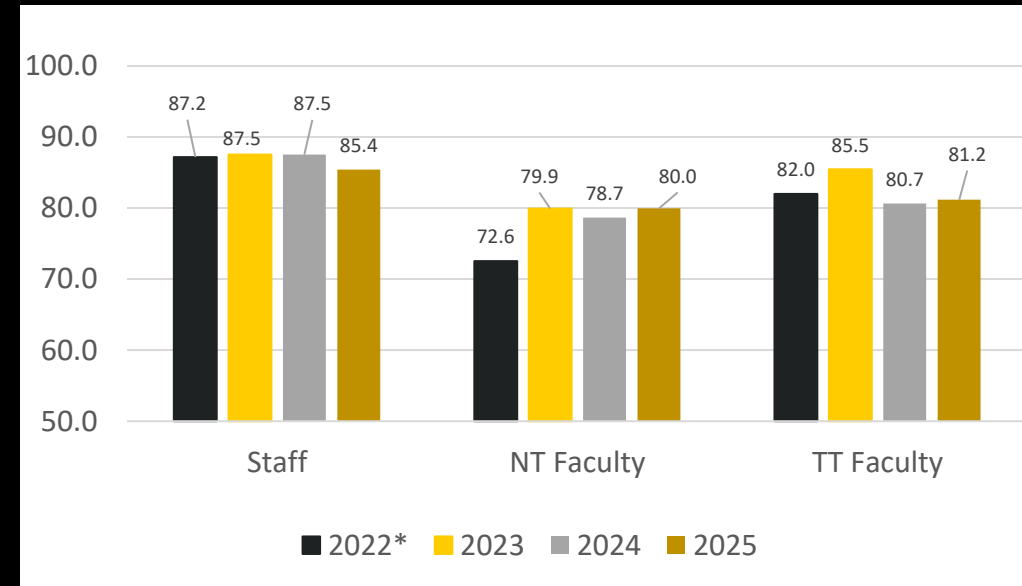
# FY25 MBC Outcomes – by Employee Type

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**

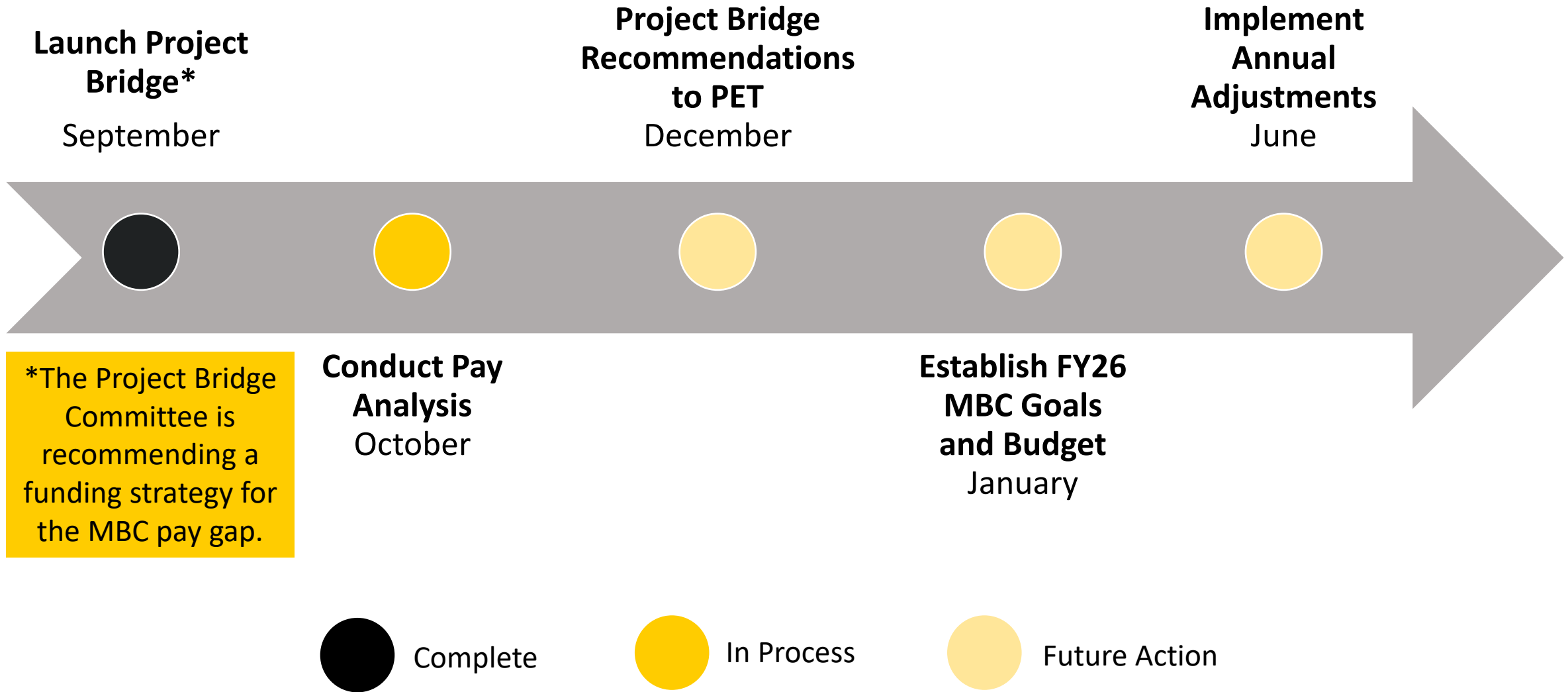


WSU invested \$1.9 million in pay adjustments in FY25 and \$12m over the past three years. There have been no increases to employee-paid benefit premiums since 2019 and there will not be an increase in 2025 for the sixth year in a row.

\*2022 was our baseline year



# FY26 Annual Pay Analysis Cycle



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FY25 MBC Outcomes

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**FY24 HR Accomplishments**

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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

➤ In Progress   ✓ Complete   ❖ New

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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!!**