



Human Resources

Judy Espinoza – Executive Director

USS/UP Senate General Session – December 5, 2019



Human Resources – Team Members

By Request.....

Meet your Human Resources team



Centers of Expertise

OPERATIONS AND SYSTEMS – Susan Martin, Director

Nancy Thompson

Vickie Chrisman

Lyndsay Pletcher

Sara McIntyre

Dale Catlin

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Centers of Expertise

TOTAL REWARDS – Jamie Olmsted, Director
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Centers of Expertise

TALENT ACQUISITION – Marcie Holsteen, Director

Meghan Tucker-White

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ORGANIZATIONAL DEVELOPMENT – Sheryl Propst, Director
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HR Business Partners

Marcie Holsteen (.5 FTE)–Marcie.Holsteen@wichita.edu

Rebecca Reiling– Rebecca.Reiling@wichita.edu

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How do I contact them? Email them 😊 or, call them.



Fair Labor and Standards Act - Update

- On September 24, 2019, the Department of Labor released a final rule which raises the minimum salary threshold for exempt positions from \$23,660 (\$455/week) to \$35,568 (\$684/week)
- Analysis conducted to identify impacted positions at the University
- Approximately 60 employees may transition to non-exempt status or receive a pay increase to the minimum threshold
- HR business partners working with leaders of those impacted; leaders will communicate directly with those who report to them
- The final rule goes into effect on January 1, 2020. Due to the University's pay periods, any changes will be effective on the pay period that begins on December 29, 2019.



Talent Management Redesign - Update

HR is in the project planning phase to engage University stakeholders to provide a recommendation to redesign talent management, including software and business transformation. The working committee is being identified and plans are to launch this activity mid-January.

Talent Management is inclusive of:

- Sourcing (where we find our talent)
- Hiring/Onboarding (how we bring people into our organization)
- Performance evaluation (how we evaluate our people)
- Learning and Development (how we develop our people)
- Succession planning (how we identify those who are ready to lead)



Transition to Market-Based Compensation Program - Update

- 2013 – WSU strategic plan established a goal (7): Assessments, Rewards and Incentives
- WSU engaged outside resources (CBIZ) to begin this work
- 2018-2019 – Faculty pay review committee established to collaborate with HR in the transition of tenured faculty to market-based pay
- 2019-2020 – WSU identified as a priority to...”develop and implement a market-based compensation structure for faculty and staff”

Planning and work is underway to transition the rest of the University in Spring 2020. This transition is being done by internal resources (HR) in collaboration with University leaders.



Market-Based Compensation Plan

There are seven steps to complete the transition:

1. Define the jobs that are needed at WSU
2. Create a job catalog of those jobs
3. Map the current positions to the catalog based on job duties
4. Compare each of the jobs to similar jobs in external market and assign pay range and FLSA exemption status
5. Review each employee's experience, education and skill-set to assess placement within the pay range
6. Implement compensation administrative guidelines
7. Budget dollars in FY21 and annually thereafter (multi-year plan to implement pay changes)



Transition to Market-Based Compensation Program - Update

Dr. Rick Muma and Werner Golling have hosted four (4) leader briefings and will host a last one on December 10

- Leaders will meet and discuss the transition with those that report to them
- All materials are available to view on HR dedicated web page:
https://www.wichita.edu/services/humanresources/Total_Rewards/Compensation/Market_Based_Compensation/index.php