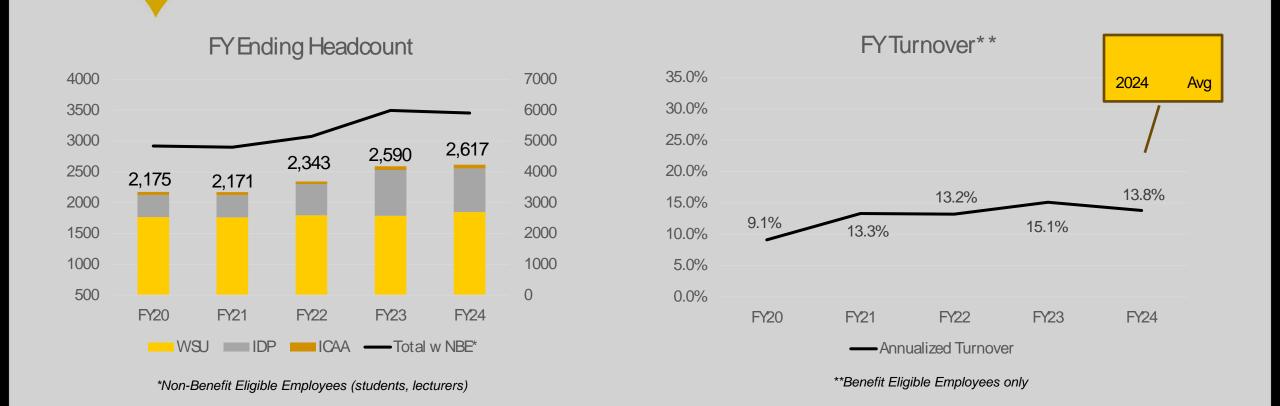




FY25 MBC Outcomes

FY24 HR Accomplishments





FY25 MBC Outcomes

FY24 HR Accomplishments



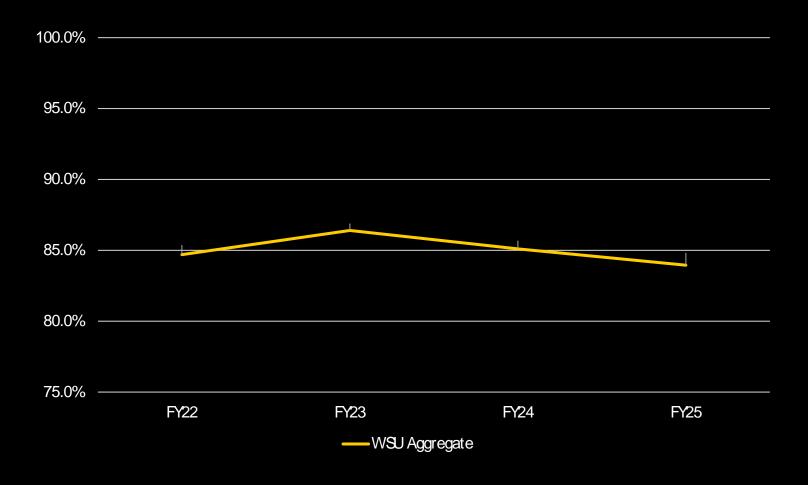


- 1. Continue moving employee pay towards the minimum of their respective pay range, where applicable.
- 2. Continue moving faculty pay towards pay analysis results for their respective rank and discipline.
- 3. Begin moving staff employee pay towards their respective quartiles.

- 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.

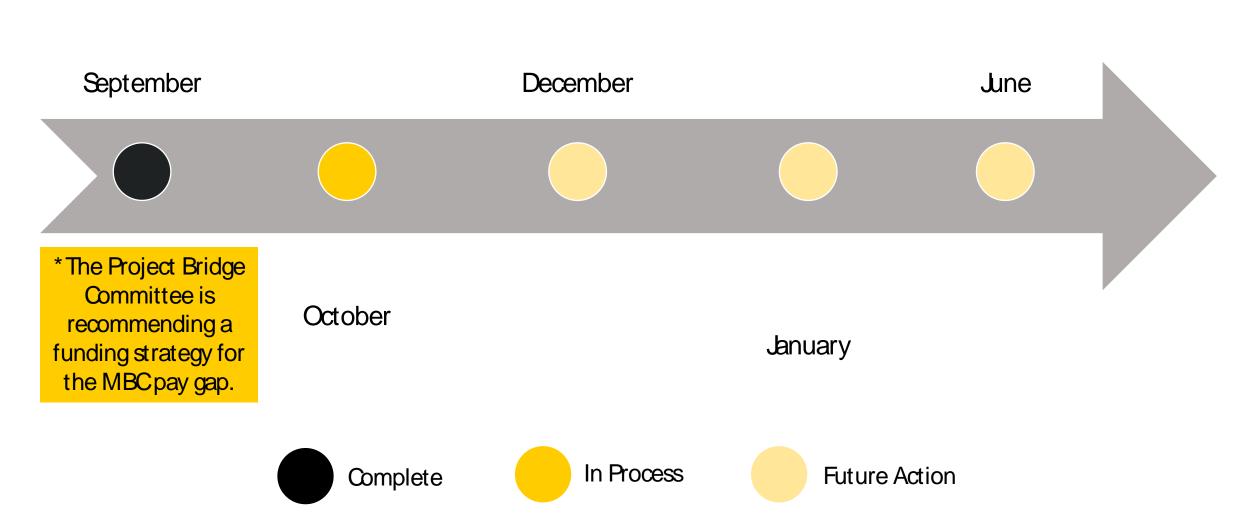






Our long-term goal at the University is to pay at the middle of the market (on average) within each respective job or rank & discipline; not leading or not lagging the market. We establish goals for each fiscal year to make progress year over year.

WSJ 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.





FY25 MBC Outcomes

FY24 HR Accomplishments

Student Centeredness

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

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 DEL&B into policies, processes & programs

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

Continue team coaching

Invest in professional development
Quarterly team training
Targeted training for individuals

Establish HR metrics HR Dashboard



FY25 MBC Outcomes

FY24 HR Accomplishments

WICHITA STATE
UNIVERSITY

HR 2025 Strategic Priorities

Student Centeredness



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

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

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



