





# Human Resources – Team Members

By Request.....

Meet your Human Resources team



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# 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)
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# 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.





# 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](https://www.wichita.edu/services/humanresources/Total_Rewards/Compensation/Market_Based_Compensation/index.php)