

Context for Our Findings

!!





Qualitative Input

Subject Matter Experts and Key Stakeholders

!! **Subject Matter Experts**—offices and people



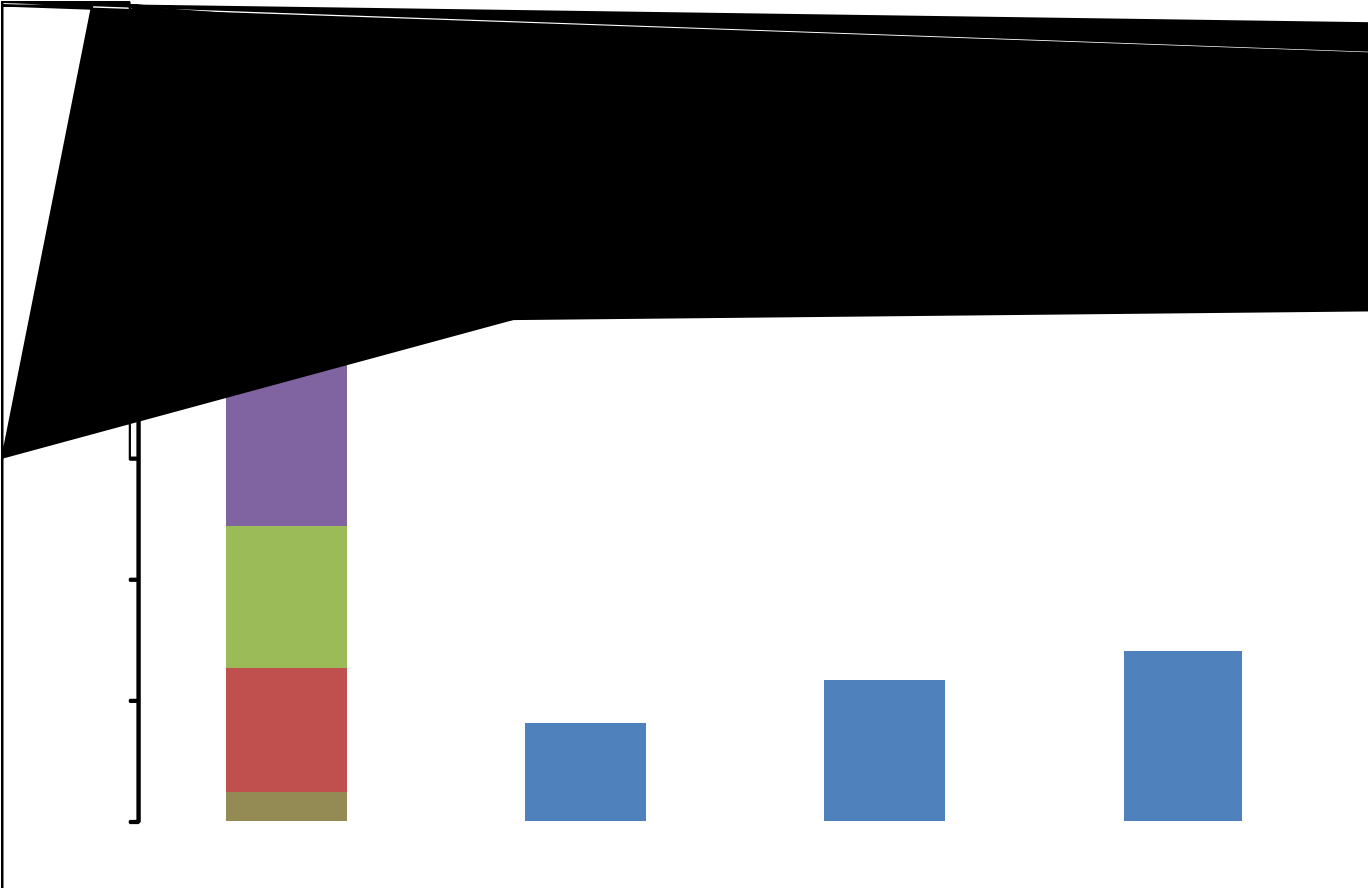


Process Fragmentation Results in Inefficiencies

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Dark blue rectangular block

Proportion of Time Spent is Highly Administrative

This excludes time spent by Personnel Specialists on Non-HR activities

Source:

-! Kansas State University Activity Survey



Realign and Rebuild Structure





Redesign the Recruitment Process

!! The current process is highly fragmented and should be redesigned with a



Provide Programmatic Support for Unclassified Staff

!! There is not a direct responsibility today for the care and development of







