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University Staff Senate

Academic year 2022-2023

Talent Management Revisioning Update and Introduction April 18, 2023

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Talent Management Revisioning Update and Introduction

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Talent Management Revisioning Project

Talent Management refers to the strategy of an organization related to attracting, recruiting, retaining and developing people.

It spans the life cycle of an employee – starting with attracting them as a candidate who is matched to organizational needs, then developing their skills and expertise as an employee to retain them in a position that nurtures commitment and engagement and achieves desired results.



Talent Management Revisioning

- 2020 – Talent Management Revisioning Recommendation
 - Revisioning Project team members included representation from all areas for both Operational Leadership and Functional Leadership
 - Project team reviewed current processes, identification of gaps, and creation of vision for talent management at Wichita State
 - Identified and recommended vendor
- 2023 – Approved vendor and project
 - First project focus will be on Talent Recruitment, Sourcing, and Onboarding 2023
 - Second project focus will be on Learning, Performance and Succession 2024

Recruiting, Sourcing, and Onboarding Benefits

For our Candidates

Mobile: easier to view, apply and onboard

Text: easy to communicate

Experience: interactive and engaging

For our Employees

Single sign on: easy access

Text: easy to communicate; manage hiring process

One system: I-9 and Backgrounds

Dashboard: at-a-glance information

Talent Recruiting, Sourcing, and Onboarding Future Benefits – part 2

For our Hiring Managers, Department Assistants, and WSU end users

Text, mobile & dashboard: easy to communicate and manage hiring process

Marketing: advanced capability to promote open positions

Single sign on: easy access

Banner interface: reduces manual data entry

For WSU

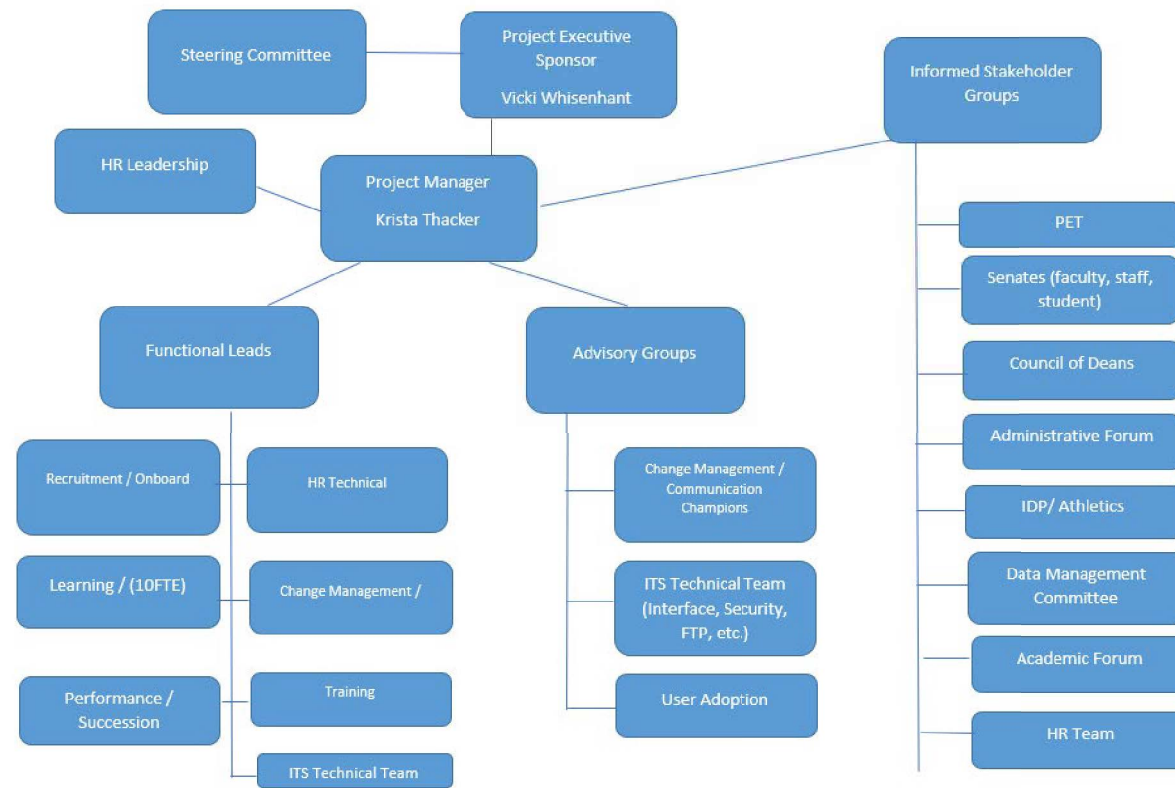
DEI & B: more accessibility, easier process, and better experience

Student Success and Persistence: one application, multiple job postings; easy access and communication

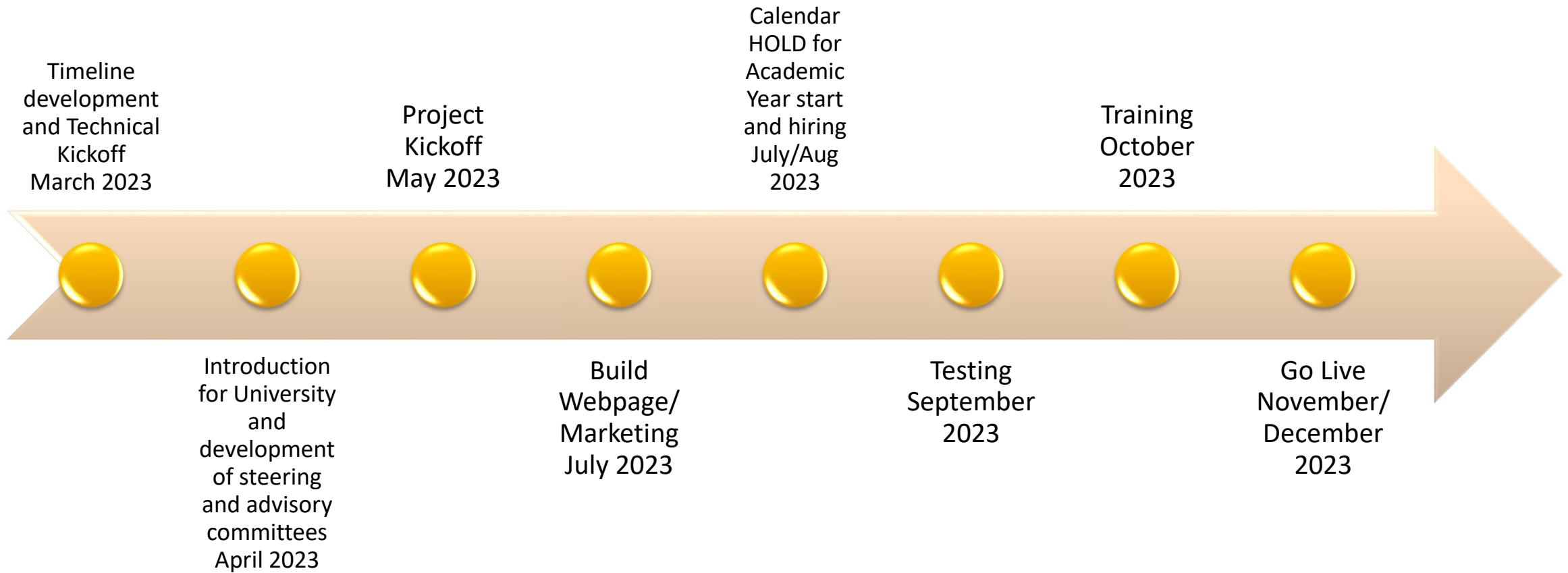
Enhanced information: increased reporting capability

Implementation Structure

TALENT MANAGEMENT SYSTEM IMPLEMENTATION STRUCTURE



Timeline Project 1 – Talent Acquisition



Next steps

- Contacting selected members to serve on Steering and Advisory Committees
- Introduction of Talent Management System to Informed Stakeholder Groups
- Name Project – we want your help
 - Use the ideas of talent management, transformation, candidate and employee experience, integration, interface, and any of the other gains that excite you to recommend a name for the project.
 - Send suggestions to Krista.thacker@wichita.edu
 - Suggestions accepted until May 1st