

Talent Tip

Human Capital Services
Talent Acquisition

March 4, 2019

Did you know?

As of March 4, 2019, all new job announcements will list an anticipated hiring range and reference the pay grade for the position.

By shifting the way we talk about pay in our job announcements, we not only demonstrate our commitment to pay transparency – we also:

- * Increase our number of applicants – studies show 30% increase for jobs with salary ranges
- * Save time and increase clarity by communicating salary expectations up front
- * Avoid last minute offer rejections due to misaligned salary expectations

An example of the updated Job Announcement Template reflecting the change is pictured below:

Anticipated Hiring Range:

(enter anticipated hiring salary/pay range – if none, use pay grade minimum to midpoint)

Pay Grade:

(enter applicable pay grade – i.e. 06A, 09B, etc.)

For more information refer to the [March 4th K-State Today article](#) detailing this change. Please feel welcome to engage your [Talent Solutions team](#) with any questions or concerns.

Hiring Highlight – Share Your #MyKStateCareer Story!



Human Capital Services' Talent Solutions department invites all university faculty and staff to participate in the [#MyKStateCareer social media campaign](#).

The campaign began as a way to recognize K-State employees and the work they do in various jobs across the university. The campaign also provides an opportunity to educate the public on the variety of career opportunities we have here at K-State.

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