



HLC Accreditation 2020-2021

## **Evidence Document**

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Office of the President

Diversity, Equity and Inclusion

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## **Draft of Comprehensive Plan**

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**Additional information:** See Comprehensive Plan on the Web page:  
<https://www.wichita.edu/administration/dei/comprehensive.php> (Accessed May 21, 2021).



## Comprehensive Plan

IN THIS SECTION 

### Draft of Comprehensive Plan

#### Letter from the Diversity Plan Development Committee and Chief Diversity Officer

- a. What problem are we solving?
  - i. **Inclusive Excellence - Be a campus that reflects and promotes – in all community members – the evolving diversity of society.**
- b. Who is involved?
- c. What was the methodology?
- d. What are next steps?
  - i. University engagement strategy

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- i. Executive Summary
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- iv. Goals, Objectives, and Tactics
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### University Overview

- a. **Vision:** Wichita State University is globally recognized as the model for applied learning and research.
- b. **Mission:** The mission of Wichita State University is to be an essential educational, cultural and economic driver for Kansas and the greater public good.
- c. **Core Values**
  - i. Integrity
  - ii. Transparency
  - iii. Personal Responsibility
  - iv. Collaboration
  - v. Access and Equity
- d. **Distinctive Values**
  - i. Seizing Opportunities
  - ii. Adaptive Approaches
  - iii. Positive Risk-Taking
  - iv. Innovation and Creativity
  - v. Knowledge Creation
  - vi. Dynamic Educational Opportunities
- e. **Priorities (President and university adopted priorities)**
  - i. Accessible and affordable education

- ii. Best student experience
  - iii. Recruit and retain talent
  - iv. Grow and diversify research for our economy
  - v. Embrace a mission of service
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#### **Current Diversity-Related Resources and activities**

##### **a. University Demographic Data**

- i. Enrollment and Retention Numbers
- ii. Comparative Data with Peer Institutions

##### **b. Comparative Data (Inclusive Excellence and Diversity Data) – MSA Student Population (incorporate here) (add Financial Aid information here)**

- i. Diversity, Equity and Inclusion Statistics
- ii. Resources activities
- iii. Current Challenges and Opportunities

###### **1. Strengths**

- i. Institutionalized Policies and Procedures
- ii. Forward University Momentum,
- iii. Energized Wichita Community
- iv. Passionate people who care about change and diversity

###### **2. Weaknesses**

- i. Lack of an Organizational Understanding of the Definition of Diversity
- ii. Engagement of Skeptical Stakeholders
- iii. Inadequate Resources

- iv. Inadequate recruitment and retention efforts for underrepresented faculty, staff and students

### 3. **Opportunities**

- i. Expand University Resources Pertaining to Diversity and Inclusion Initiatives
- ii. Integration of University Initiatives and Resources
- iii. Further improve communication and transparency

### 4. **Threats**

- i. Apathy, complacency and motivation to maintain the status quo
- ii. Geography
- iii. Political climate

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## **Definition of Diversity, Equity and Inclusion**

1. **Diversity** in its most simple form can be defined as "all the similarities and differences amongst people." Diverse groups may include but not exclusively age, ancestry, color, disability, gender, gender expression, gender identity, genetic information, marital status, national origin, political affiliation, pregnancy, race, religion, sex, sexual orientation, status as a veteran, and socioeconomic status.
2. **Equity** is impartiality and fairness within the procedures, processes, and distribution of resources by institutions or systems. Addressing equity issues requires an understanding of the underlying causes of outcome disparities within our university community.
3. **Inclusive excellence** is the collective agreement and shared responsibility for diversity, equity and inclusion. Inclusive excellence recognizes that our institutional success depends on how well we welcome, value, and affirm all members of the Wichita State University

community. Only through the inclusion of the rich diversity of students, staff, faculty, administrators, and alumni can we truly be excellent in our pursuits. A culture of inclusive excellence includes respecting ourselves and each other, moving beyond tolerance to acceptance and wholly embracing the richness of each individual.

## Goals, Objectives, and Tactics

### Goal 1: Student Centeredness

**Promote holistic student success through a supportive learning environment in which all of our students – past, present and future – continually thrive and grow.**

Objectives	Tactics	Timeframe	Area Lead	Metrics
1.1 Embrace Universal Design on campus	Apply universal design concepts to all new or newly renovated campus spaces. (Louden & Harrington, 2017)			
1.2 Reduce distance between students and accommodations and other support services.	Centralize various student support functions on campus. (Louden & Harrington, 2017) (This may or may not still be part of the long-term plan in conjunction with the Barton School moving into a new building.)			
1.3 Identify, evaluate and update courses for cross-listing for an inclusive excellence and diversity certificate.	Update offerings in the Tilford Certificate Incentivize faculty/staff participation in IED course offerings			
1.4 Expand experiential learning opportunities for underrepresented students	Collaborate with disciplines that require experiential learning to target opportunities for minority students.			

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**Goal 2: Research and Scholarship**

**Accelerate the discovery, creation and transfer of new knowledge.**

Objectives	Tactics	Timeframe	Area Lead	Metrics
2.1 Assess research and scholarship policies/processes for diversity and inclusive excellence	Remove “tenure track only” restrictions on university and school level research funding. Non tenure track faculty are currently not provided the same level of support or incentive to engage in scholarly work.			
2.2 Create forums for research dissemination and publication for underserved faculty and staff	Explore expansion of Tilford Symposium/Conference and other research forms to provide opportunities and exposure			
2.3 Increase sponsored research funding for diversity and inclusive excellence				

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**Goal 3: Campus Culture**

**Empower students, faculty, staff and the greater Wichita community to create a culture and experience that meets their ever-changing needs. (incorporate the Fine Arts)**

Objectives	Tactics	Timeframe	Area Lead	Metrics
3.1 Integrate climate survey results into the IED and Strategic Plan objectives/strategies	Collaborate with the President’s Diversity Council subcommittee to operationalize results			

<p>3.2 Discover opportunities for students, faculty and staff to voice their needs/thoughts and be involved in ways to enhance campus culture/experiences.</p>	<p>Create forums in addition to those provided by SGA to voice concerns</p> <p>Add cultural component, operations input (all members of the campus community)</p> <p>Expand speaker series in collaboration with ODI and other university offices</p>			
<p>3.3 Identify and expand university traditions</p>	<p>Spotlight opportunities within Fine Arts</p> <p>Educate university faculty, staff and students Black Greek traditions</p> <p>Collaborate with the Office of Student Success on programming</p>			

**Goal 4: Partnerships**

**Advance industry and community partnerships to provide quality educational opportunities and collaborations to satisfy rapidly evolving community and workforce needs.**

Objectives	Tactics	Timeframe	Area Lead	Metrics
<p>4.1 Update university procurement practices to incorporate principles of diversity and inclusive excellence</p>	<p>Review university procurement policies</p>			

4.2 Leverage alumni from diverse populations to serve as mentors to current students.	Identify alumni who can serve as mentors to current students both personally and professionally. Foster potential internships and/or future employment through these relationships.			
4.3 Look into additional opportunities to offer students access to internships/credits on campus and with our campus partnerships.	Discuss those opportunities with departments and relay information to those who could benefit.			

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**Goal 5: Inclusive Excellence**

**Be a campus that reflects and promotes – in all community members – the evolving diversity of society. (Support for boards, partners to promote diversity)**

Objectives	Tactics	Timeframe	Area Lead	Metrics
5.1 Assess talent deficiencies and provide university support for ongoing strategies	Collaborate with Human Resources on hiring strategies			
5.2 Identify implementation strategy to operationalize the plan	Collaborate with the across campus with exiting groups including PDC, HR, OIEC, Integrated Planning			
5.3 Develop a process to promote to illuminate inclusive excellence through board service and community partnerships				

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**Process Limitations**

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## Sustainability Planning

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### Appendix

### Feedback

Leave a comment or question for WSU's Chief Diversity Officer or send email to [marche.fleming-randle@wichita.edu](mailto:marche.fleming-randle@wichita.edu).

If you see this don't fill out this input box.

Name

Email address

Phone

Question or Comment\*

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