



# Faculty Senate Archives

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Faculty Senate

Academic year 2022-2023

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## Volume XXXVI Documents and Reports

2022 Climate Survey Presentation  
November 14, 2022

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**Additional information:** Archived in SOAR: Shocker Open Access  
Repository at: <https://soar.wichita.edu/handle/10057/24833>



# 2022 Climate Survey



# Key Objectives of Survey

- How do stakeholders perceive the Wichita State University (WSU) campus climate, especially as it relates to diversity and inclusion?
- How does the current climate compare to the climate in previous years?
  - Stakeholders in Survey: Wichita State Faculty, Staff, Students
  - Administration of Survey: 2016, 2019, 2022

# Plans to communicate the results to the broader campus community

- **President's Diversity Council**
  - Review recommendations
  - Develop ideas to address recommendations
  - Encouraged to take Hanover Report back to their college & discuss themes
- Hanover Survey available for Faculty & Staff on MyWSU under Employee Toolbox
- Dr. Marche Fleming-Randle and Dr. Ashlie Jack will share with **other campus groups** in October & November
  - Council of Deans (October)
  - Faculty Senate (November)
  - Advisory Council (campus academic advisors) (November)
  - University Staff Senate (November)
  - Student Affairs Assessment Committee (November)
  - SALT (November)
- Work with **Strategic Communications** on stories and communication

# Connect Hanover Recommendations to NISS Recommendations

## Priority Action #2:

Standardize academic advising to ensure students receive consistent support across all majors

## Priority Action #4:

Strengthen financial aid through collaboration with other units and coordinated, proactive outreach to students

# Connect Hanover Recommendations to University Strategic Goals

## University Goals



### 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.



### Research and Scholarship

Accelerate the discovery, creation and transfer of new knowledge.



### Campus Culture

Empower students, faculty, staff and the greater Wichita community to create a culture and experience that meets their ever-changing needs.



### Inclusive Excellence

Be a campus that reflects and promotes – in all community members – the evolving diversity of society.



### Partnerships and Engagement

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

# Connect Hanover Recommendations to President's Goals

- Goal 1: Provide an accessible, affordable and impactful higher education for all Kansans
  - Implement a plan to increase enrollment
  - Partner with WSU Foundation to raise need-based aid and provide student spaces to foster student success in the next capital campaign
  - Allocate university funds toward student aid and retention efforts
  - Implement Shocker Promise: Full tuition/fees for Pell-eligible incoming high school students - Shocker Neighborhood
  - **Equalize completion among underserved and non-underserved students**
    - Implement in NISS gap analysis
- Goal 4: Prioritize University Support and Advocacy of all Title IX, Equal Employment Opportunity (EEO) and Diversity Equity and Inclusion efforts
  - Continue robust educational awareness and support efforts across campus to increase reporting
    - Require training for all students and employees
    - Dedicate an intake and outreach position with the Office of Institutional Equity and Compliance
  - Implement Diversity Equity and Inclusion (DEI) Plan
  - Continue to transition towards national Hispanic serving institution designation and age-friendly university

# General Trends

## KEY THEMES

General trends from Hanover's analysis include:



Overall satisfaction with WSU remains high among students and staff. Nevertheless, respondents are feeling significantly less comfortable at on-campus events.



Discrimination most commonly occurs in the form of verbal comments and exclusion, with no significant change from prior years. Still, respondents often do not think incidents are serious enough to report.



Experiences with discrimination vary based on gender, sexual orientation, race, and religion. However, more respondents report dissatisfaction with the handling of their bias/harassment/discrimination incident report.

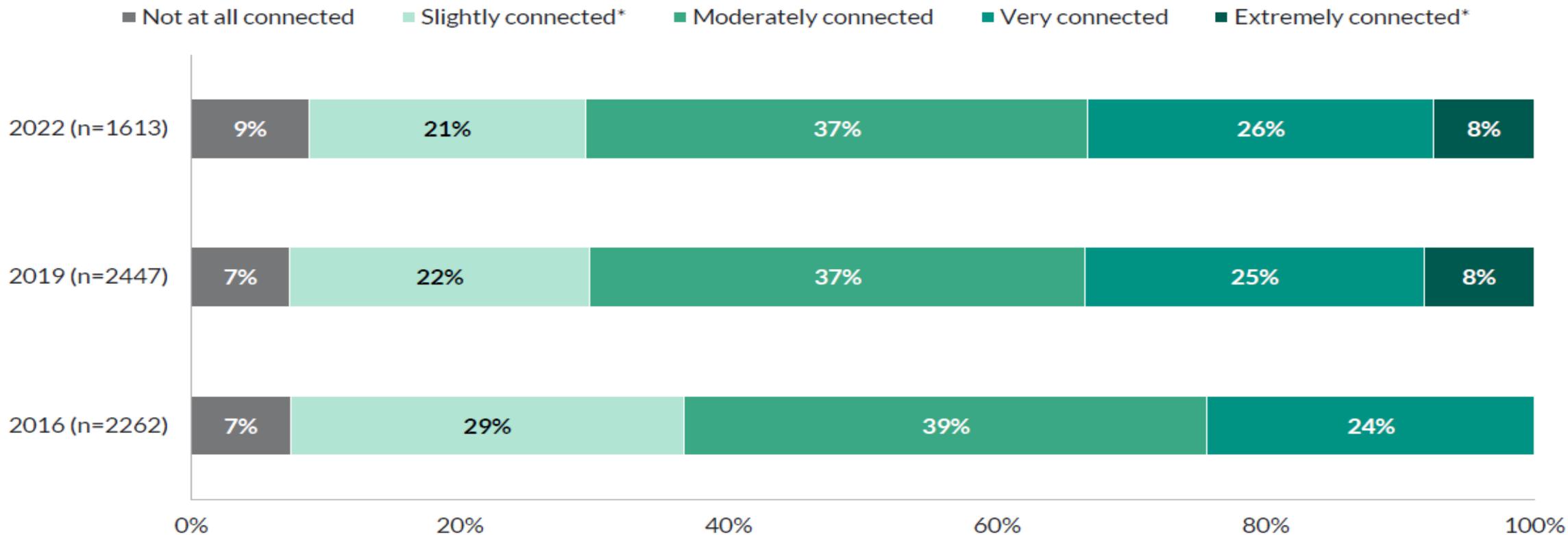


Respondents report providing a clear and fair process to resolve conflicts as most important to changing the environment at WSU.

# CONNECTEDNESS TO WSU

Respondents this year have similar levels of connectedness to Wichita State University as those who took the survey in the 2019. One-third of respondents indicate feeling very or extremely connected to WSU. Segmenting by role, staff respondents feel significantly more connected to WSU (42% very or extremely connected) than students. Moreover, when segmenting by college, engineering (42%) and LAS natural science and math respondents (34%) feel the most connected to WSU, significantly more than respondents in other colleges.

## How connected do you feel to WSU?



# Review of Recommendations

- What are we currently doing in areas addressed within the recommendation?
- What can we do in addition to our current practices?
- Education: How can we meet the needs of our faculty, staff, & students in regard to:
  - R#1 - increase access and resources
  - R#2 – remove roadblocks for reporting
  - R#3 – address food security problems
  - R#4 - verbal comments and exclusion

# Hanover Recommendation #1

## Examine existing support mechanisms for opportunities to increase access and resources.

When asked why respondents considered leaving WSU during this academic year, the leading causes were not feeling welcomed or supported, struggling with mental health challenges, and not feeling close to anyone at WSU.

- Reach out to students and, in particular, faculty and staff to make sure that they feel welcomed, and that faculty and staff have the sufficient resources they need to do their job properly.
- Additionally, consider how the evaluation process is being conducted, as staff respondents are not as satisfied with it and how fair it is, a particular concern for Hispanic, Latino, or Chicano respondents.
- Make sure there are sufficient resources to accommodate the increasing trend of respondents indicating they have mental health conditions and communicate the availability of these resources to the WSU.
- Consider enacting or revamping social programs that encourage interaction and foster friendship among the student population.

# Hanover Recommendation #2

## **Consider amending the bias/harassment/discrimination reporting process to remove reporting roadblocks.**

- There is a slight negative trend in terms of satisfaction with the reporting process.
- Additionally, most respondents do not report the incident of bias/harassment/discrimination they experienced because they downplay their experience.
- WSU should make sure there is a clear and fair reporting process in place as well as educate faculty, staff, and students to properly understand what instances are reportable.

In WSU  
Today on Oct  
25th



The graphic features three yellow circular icons: an eye, an ear, and a smiling mouth. To the right, a hand holds a smartphone displaying a QR code and the text 'SCAN ME to visit wchita.edu/ReportIt'. Below the icons, the text reads 'SEE SOMETHING.', 'HEAR SOMETHING.', and 'SAY SOMETHING!' in bold. The words 'REPORT IT' are written in large, bold, yellow letters. A black speech bubble contains the text 'VISIT [WICHITA.EDU/REPORTIT](http://WICHITA.EDU/REPORTIT) TO SUBMIT A CONCERN.' followed by a list of reportable issues: COVID-19 | CARE TEAM | TITLE IX DISCRIMINATION | BIAS INCIDENT | STUDENT ADVOCATE | CONDUCT INCIDENT RESPONSE | ACADEMIC INTEGRITY | CLERY REPORT. At the bottom of the speech bubble, it says 'IF YOU NEED TO REPORT AN EMERGENCY, CALL THE WICHITA STATE UNIVERSITY POLICE AT 316-978-3450, OR DIAL 911.' A yellow banner at the bottom of the graphic contains the text 'STUDENT AFFAIRS | WICHITA STATE UNIVERSITY | *Connecting Every Student*'. A black footer bar contains social media icons and contact information: '@wsustudentaffairs', '@wchitastatesa', 'wchita.edu/sa', '(316) 978-3021', and 'Rhatigan Student Center - room 210'.

**SEE SOMETHING.**

**HEAR SOMETHING.**

**SAY SOMETHING!**

**REPORT IT**

SCAN ME to visit  
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**VISIT [WICHITA.EDU/REPORTIT](http://WICHITA.EDU/REPORTIT) TO SUBMIT A CONCERN.**

COVID-19 | CARE TEAM | TITLE IX  
DISCRIMINATION | BIAS INCIDENT  
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## See something, hear something? Say something

Visit [wchita.edu/reportit](http://wchita.edu/reportit) to submit a concern. Concerns related to COVID-19, the CARE Team, Title IX and discrimination, bias incidents, student advocates, conduct incident response, academic integrity, and Clery Report can be reported through the Report It page.

If you need to report an emergency, call the Wichita State University Police at 316-978-3450 or 911.

# Hanover Recommendation #3

## Continue to fight food security problems faced by faculty, staff, and students.

- Across all indicators tested in the survey, WSU is making headway in combating food insecurity among its stakeholders.
- Still, about one-third of respondents indicate that they could not afford to eat balanced meals or that the food they bought was not enough and they did not have enough money to get more.
- WSU should continue to take steps to ensure food insecurity is addressed and curtailed as much as possible. This problem particularly affects students and minorities, be they gender-based, race/ethnicity-based, or sexual orientation-based, and could have detrimental effects on their academic achievement.

# Hanover Recommendation #4

## Consider ways to curtail instances of bias/harassment/discrimination, centering on verbal comments and exclusion.

- Across all attributes tested, respondents indicate that the main channels through which they experienced or witnessed bias/harassment/discrimination were verbal comments and acts of exclusion.
- WSU should emphasize through sensitivity campaigns the impact such comments can have on the target groups or individuals.
- Additionally, WSU could foster a sense of camaraderie by hosting events and activities that include individuals from all backgrounds, regardless of gender, race/ethnicity, sexual orientation, or religion. By providing an opportunity for social interactions to occur on campus and among groups that otherwise may not interact, WSU can take a leading role in building a stronger social network and address instances of bias/harassment/discrimination