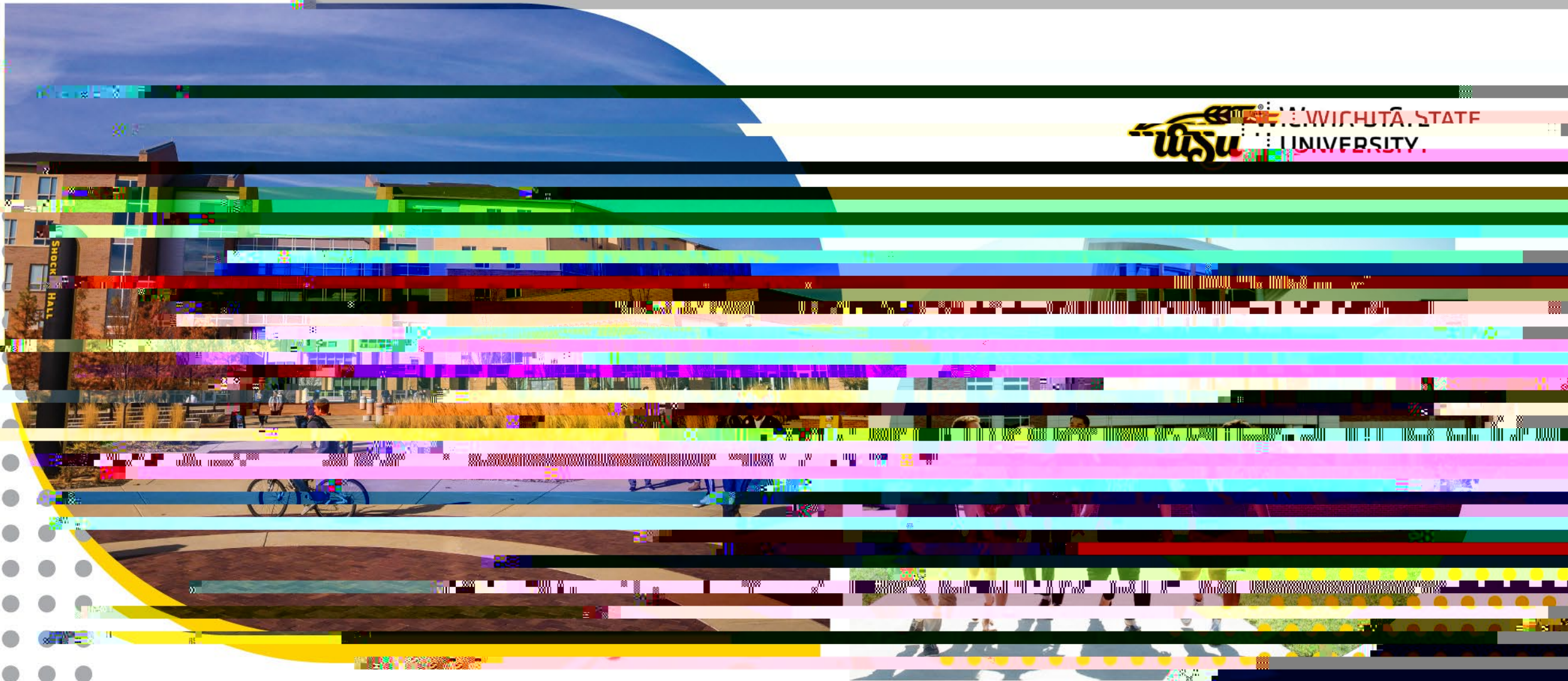




# 2022 Climate Survey



**WICHITA STATE UNIVERSITY**  
wsu



# 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

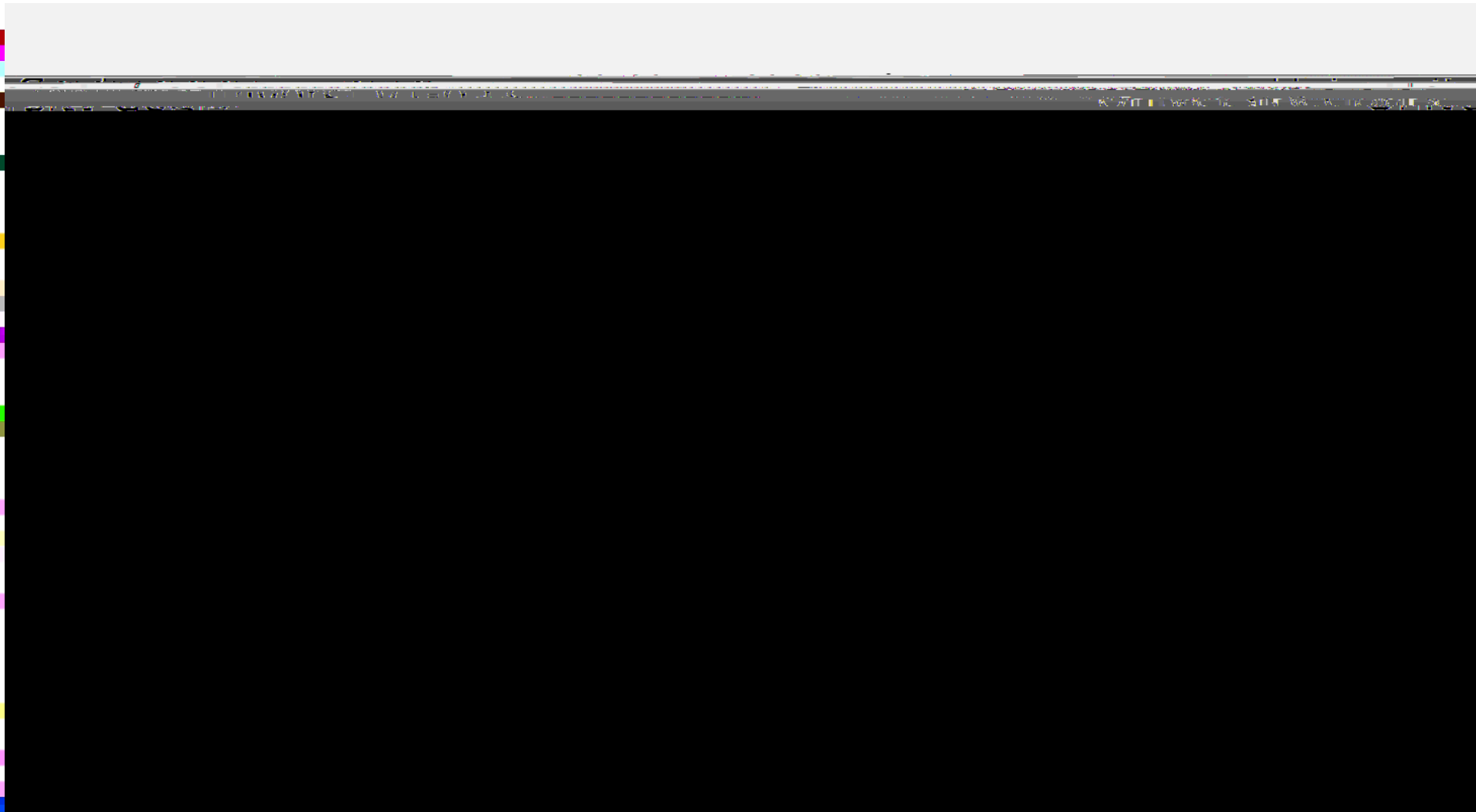
## Priority Action #2:

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



# 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 nonunderserved 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
  -

# General Trends

## KEY THEMES

from that over analysis include:

roll up information with WGL in regional high speed rail data effort

discrimination can treat small business in the favor of member maintenance

## KEY THEMES

General trends

campus events





# Review of Recommendations



# Hanover Recommendation #1

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

- 

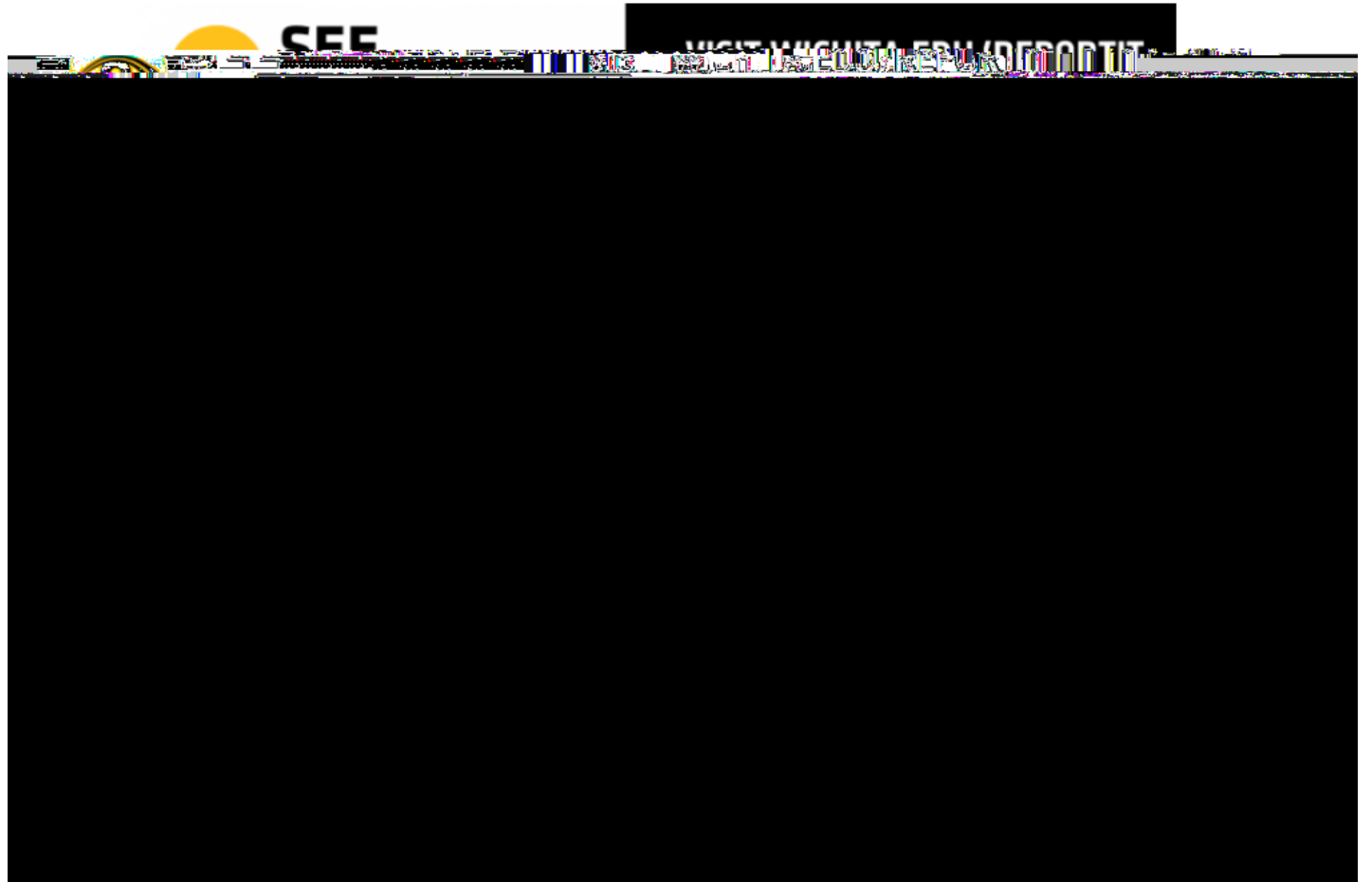
-

# 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



# Hanover Recommendation #3

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

- 

- 

-

# Hanover Recommendation #4

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