

The 2012-2013 Diversity Report
to
The President's Commission on Multicultural Affairs
K-State Salina

College: **K-State Salina**_____ Date Submitted: **_8/29/14**_____

Contact: **_Dixie Schierlman**_____ Title: **_Associate Dean of Students**_____

Phone: **_785-826-2643**_____ E-mail: **_dixies@ksu.edu**_____

I. Leadership, Planning, and Accountability for Diversity

Describe the infrastructure the college has in place to lead, coordinate, and measure efforts to promote diversity. Please address the following:

A. Dean's leadership efforts

K-State Salina works diligently to provide students, faculty and staff with opportunities, training, and skills to develop and enhance an environment that promotes diversity. To support the college initiatives in meeting the diversity goals for the college and university, Dean Verna Fitzsimmons appoints a diversity point person for the campus. At this time, the diversity point person is Associate Dean Dixie Schierlman. Dean Fitzsimmons also supports the Multicultural Connection Committee, which is comprised of faculty, staff and students, some appointed and some selected by departments.

The Multicultural Connection Committee supports the college in developing and implementing the recruitment and retention of students, faculty, and staff who identify with traditionally underrepresented populations. The committee collaborates with the President's Commission on Multicultural Affairs, Tilford Group and other university-wide diversity committees to enhance awareness of others, and to build multicultural, multiethnic and interpersonal skills for effective global communication and to provide activities that promote diversity on campus.

B. Diversity Point Person: Name, title, and responsibilities

Dixie Schierlman, Associate Dean of Students, assumed the role of the Diversity Point Person in spring of 2014, replacing Assistant Dean Alysia Starkey, as job responsibilities shifted on the K-State Salina campus. Her job responsibilities include:

- Serving as the liaison between the college and university's diversity committees, programs and initiatives
- Chair K-State Salina's Multicultural Connection Committee (MCC)
- Oversight of Admissions/Recruiting
- Oversight of Financial Aid
- Oversight of Campus Housing
- Oversight of Student Life (Student Life/Rec Center)

- Liaison between Manhattan and Salina Student Support Services and Upward Bound (TRIO) programs
- Dean's Leadership Team

C. Strategic Plan for Diversity: Status of planning, diversity goals, and action items

K-State Salina Strategic Plan
Theme II-Undergraduate Experience

CE-1 Communications and Marketing	T2-A Excellent, customized academic advising and services available to all students to support their success and degree completion	T2-J Excellent reputation for high quality teaching and advising that prepares students for their professional, community,	T2-P Faculty teaching and advising awards comparable to our benchmark institutions
CE-2 Culture	T2-B Engaged students benefitting from high impact educational practices used by excellent faculty and staff across the university	T2-K Superior and diverse faculty recognized for teaching excellence	T2-Q Freshman to sophomore retention ratios comparable to benchmark institutions
CE-3 Diversity	T2-C Increased participation by undergraduates in expanded opportunities for meaningful research	T2-L All UG students engaged in a diversity of experiences that expand their viewpoint	T2-R Six-year graduation rates comparable to benchmark institutions
CE-5 Funding	T2-D Successful integration of undergraduate education and meaningful research is standard practice	T2-M Increased undergraduate contributions in the creation of scholarship through research	
CE-6 International	T2-E Effective evaluation practices that recognize and reward teaching, advising, and life-long learning/professional development	T2-N Ongoing improvement of six-year graduation rates and retention ratios	
CE-7 Technology			

Student Services Strategic Plan-Diversity

Student Services Strategic Plan-Diversity

Key Activities	Short Term (2013-2015)	Intermediate (2016-2020)
1. Identify and target specific populations of students for recruitment such as Hispanic, Asian, African American and international students, in collaboration with academic units	2. Identify and target specific populations of students for recruitment such as Hispanic, Asian, African American and international students, in collaboration with academic units	3. Increase awareness of campus diversity programs, as shown by increased attendance at identified diversity events [T2-L]
4. Develop a K-State Salina international student online orientation, in collaboration with Continuing Education	A. Increase international student retention by 10% [T2-H, T2-L]	B. Increase international student retention by 10% [T2-H, T2-L]
5. Explore living options that appeal to a more diverse student body	C. Increase diversity of the student body by 15%[T2-G, T2-L]	D. Increase diversity of the student body by 15%[T2-G, T2-L]

a. International students b. Married students c. Non-traditional students		
	E. Increase veteran student enrollment [T2-G]	F. Increase veteran student enrollment [T2-G]
	G. Provide students with opportunities that promote cultural awareness in an effort to create globally prepared citizens [T2-L] H. Improvement of service and support in the area of students with disabilities.	I. Provide students with opportunities that promote cultural awareness in an effort to create globally prepared citizens [T2-L] J. Improvement of service and support in the area of students with disabilities.

D. Diversity Committee: List of members, titles, and activities during 2012-2013

Becky DeGreef	MCC Chairperson-Appointed	AS&B Dept.
Bill Genereux	Faculty-Appointed	Engineering Tech Dept.
Kelly Carrico	Academic Advisor-Mandated Representation	Academic Advising Center
Rachel Bouza	Residence Life-Mandated Representation	Res Life/Student Services
Amy Sellers	Interim Director of Student Services	Student Services
Kate Behan	Faculty-Appointed	Manhattan Based Majors
Kimm Sanchez	Classified	Business Office
Rene Doherty	Classified-Appointed	Facilities
Jess Simpson	SSS Representative-Mandated	Student Support Services
David Hardman	Admissions Representative-Mandated	Student Services
Eric Shappee	Faculty-Appointed	Aviation Dept.
Alysia Starkey	Assistant Dean-Appointed	Academic Affairs

Multicultural Connection Committee activities include:

- Martin Luther King Jr. Celebration
- Black History Month
- Women History Month Veteran's Day Celebration
- Native American History Month Multicultural Tasting Fair
- International Education Week

II. Recruitment and Retention of Historically Under-represented Students

A. Describe recruitment activities aimed at increasing the number of students from historically under-represented groups.

Recruitment of historically under-represented students has focused on Hispanic students from southwest Kansas and Black students from Houston, as well as first-generation students in Kansas, particularly focusing on high school AVID classes and Upward Bound programs. Recently, Dean Fitzsimmons has focused on partnerships in China that may have some impact on future international student enrollments. Past efforts have had some focus on Native American Indians, with little to no success.

- B. Describe retention activities aimed at helping students from historically under-represented groups to persist and graduate, including any evaluation data or metrics associated with existing efforts (e.g. program retention rates).
Retention of historically under-represented students focuses on providing an adequate support system with tutoring available for all general education classes, at no charge. A writing center is also available for all students, at no charge. In addition, organized study groups have started in the residence halls. The Student Services Strategic Plan has a proposal to hire a Diversity Coordinator on the short-term list of activities that will possibly contribute to recruiting and retention.
- C. Please attach as Appendix A the data regarding the number of students broken down by gender and race/ethnicity. The 2012 information has been compiled from institutional databases and may be found at <http://www.k-state.edu/diversity/pcma/appendixa.html>. Please review these data and make comments about the College's status and trends.

III. Recruitment and Retention of Historically Under-represented Faculty and Staff

A. Faculty

1. Describe strategies you are using to increase faculty diversity.

All search committees receive a cage from the Dean to actively search and establish diverse pool of candidates.

All announcements are sent to individuals, list serves, and groups for dissemination to multicultural and women's groups

2. Describe activities related to the retention of faculty from historically under-represented groups.

Faculty are invited to attend university-wide programs, webinars and community events that support and encourage historically underrepresented groups.

1. Please attach as Appendix B the data regarding the number of faculty members broken down by gender, race/ethnicity, and instructional category. The 2012 information has been compiled from institutional databases and may be found at <http://www.k-state.edu/diversity/pcma/appendixb.html>. Please review these data and make comments about the College's status and notable trends.

For 2012-13, there were 83 full-time faculty, with 90% being white and 57% male. As more efforts are placed on creating/finding a more diverse pool of applicants, it will be interesting to see how the numbers/percentages change over the course of the next 5 years, hopefully aligning with strategies placed in the Vision 2015 for the university. The location of the campus, in the center of the state on the plains has not been conducive to drawing a large diverse applicant pool. In addition, the salaries have not been as competitive as costal cities. The location can't change, so our efforts will need to be more diligent and focused than previously.

2. Using the table below, please provide tenure and promotion data for instructional faculty in the 2012-2013 academic year.

Name of College 2012-2013 Academic Year Tenure and Promotion for Instructional Faculty by Gender, Race/Ethnicity and Job Category							
	Tenure		Associate Professor		Full Professor		Total Number Accepted
	Applied	Accepted	Applied	Accepted	Applied	Accepted	
Male	0	0	0	0	3	3	3
Female	0	0	1	1			1
White	0	0	1	1	3	3	4
African American	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0
Asian/Pacific Islander	0	0	0	0	0	0	0
Native American	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	4

B. Staff

1. Describe strategies you are using to increase the historically under-represented staff in your college.
 - A. All search committees are given the charge from Dean Fitzsimmons to actively search and establish a pool of diverse candidates
 - B. All search committee chairs are given a packet of information from the Salina HR that gives instructions of where to look for diverse places to advertise positions.
2. Describe activities related to the retention of historically under-represented staff in our college, including any formal mentorship programs. Staff is encouraged to attend any relevant training or support groups associated with the university. There are no formal mentorship programs.
3. Please attach as Appendix C the data regarding the number of staff by gender, race/ethnicity, and job category. The 2012 information has been compiled from institutional databases and may be found at <http://www.k-state.edu/diversity/pcma/appendixc.html>. Please review these data and make comments about the College's status and notable trends.

In 2012-13, there were 122 staff, of which 89% were white and 60% were male. As with faculty, the location and salaries are not conducive to recruiting a diverse pool of applicants. A more focused effort will need to be devised to meet the strategic plans outlined in the Vision 2025 plans for the college.

2. Multicultural Curriculum Transformation

A. Describe efforts to assess courses for multicultural content and pedagogies for diversity.

None that I am aware of, at this time.

B. Describe efforts to infuse courses with multicultural content and/or to promote or support the Tilford Group Multicultural Competencies.

None that I am aware of, at this time.

C. Describe efforts to build, expand, or support American Ethnic Studies, Women's Studies, Latin American Studies, Native American Studies, African languages, etc.

There are no efforts that I am aware of on the K-State Salina campus.

3. Diversity Partnerships

A. Describe the nature of any partnerships or relationships with the following types of institutions:

1. Historically Black Colleges and Universities

K-State Salina has had a partnership with Tuskegee University in the Aviation Department, providing opportunities for Professional Pilot training during the summer months.

2. Hispanic Serving Institutions-None

3. Tribal Colleges and Universities-None

4. International institutions in:

a. Africa-

b. The Caribbean-None

c. Latin America-None

d. Asia and the Pacific Rim-Dean Fitzsimmons has made a trip to China to start exploring opportunities for partnerships with universities.

B. Describe the nature of any private sector partnerships for the advancement of K-State diversity.-No formal partnerships

C. Describe any other partnerships for the advancement of K-State diversity.

There has been a great deal of work committed to heavily populated Hispanic regions of the state in transfer agreements with community colleges, such as Dodge City Community College, Garden City Community College and Seward Community College.

4. Fundraising for Diversity

- A. Development/Fundraising: Using the template below, please summarize funding for diversity initiatives and programs in 2012-2013. Funding may come from an internal source such as the Office of the Provost or from an external source such as a private donor or a corporation. Please identify any pending development activities.

Name of College Summary of Funds Raised for Diversity 2012-2013		
Amount	Purpose	Source of Funds
NONE		
Total		

- B. Grants to Support Diversity: Using the template below, please describe any grants that supported diversity efforts in 2012-2013. Grants may come from any local, state, or federal, or foundation source. Please identify any pending grants.

Name of College Summary of Grants for Diversity Programming 2012-2013		
Amount	Purpose	Source of Funds
NONE		
Total		

5. Enhancing the Community, Climate, and Centrality of Diversity

- A. Describe education, training and/or other methodologies used to enhance the cultural competence of people who work in the College.

Encouraged attendance at the Tilford Conference, diversity related university programs and workshops.

- B. List diversity-related events sponsored by the College.

Student Services Diversity Tea

Ethnic Food Fair

- C. List any faculty or staff who has participated in diversity-related events and activities.

Diversity Tea	
Alysia Starkey	Academic Affairs
Dixie Schierlman	Student Services
Alyson Rome	Business Office
Pat Ackerman	Faculty
Kathy Sanders	Dean's Office
Jackie Tolbert	Student Services
Kimm Sanchez	Business Office
Kate Behan	Faculty

David Hardman	Student Services
Mona Pool	AS&B
Annette Hernandez	Engineering Technology
David Delker	Academic Affairs
Natalie Blair	Marketing
Kaleen Knopp	Faculty
Judy Collins	Faculty
Rachel Bouza	Student Services
Denise Werth	Business Office
Kelli Long	Business Office
Heather Wagoner	Marketing

6. Faculty and Staff Scholarship on Diversity-Related Topics

- A. Research –None
- B. Publications -None
- C. Presentations -None

7. Awards Received for Diversity Excellence by Individuals or the Unit/Department

- A. University awards-None
- B. State or national awards-None
- C. Professional association awards-None

X. Multicultural Alumni Engagement

- A. Describe efforts to engage multicultural alumni.-None, although a new person has been hired to work with alumni and this may be part the alumni plan.
- B. Describe ways in which multicultural alumni participate in the unit.
All alumni are invited to the KSU Open House and an Alumni Luncheon

XI. Comments/Suggestions

Increasing diversity on the K-State Salina campus in the faculty, staff, and student numbers must be a focus for future planning. Although there are many reasons the diversity of the campus is very limited, it is a challenge that must be met head on and incorporated in the long-term strategic plans. To do anything otherwise is a dis-service to the students that we are preparing for a global existence and career.

Appendices

A. Student Enrollments by Gender and Race/Ethnicity

Fall 2012	
Amerind	4
Asian	15
Black	42
Hawpaci	3
Hispanic	73
International	19
Multirac	33
Not Specified	23
White	670
Female	230
Male	606

B. Instructional Faculty by Gender, Race/Ethnicity, and Instructional Category

Instructional Category	All Departments
	F----M
Amerind	0---1
Asian	4---2
Black	0---1
Hawpaci	0---0
Hispanic	0---0
International	0---0
Multirac	0---0
Not Specified	0---0
White	32---43
Female	36
Male	47

C. Staff by Gender, Race/Ethnicity, and Job Category

K-State Salina Staff	Executive, Administrative & Managerial	Professional Non-Faculty	Clerical & Secretarial	Technical & Paraprofessional	Skilled Crafts	Service/Maintenance
	F ---M	F----M	F----M	F----M	F----M	F----M
Amerind	0---0	0---0	0---0	0---0	0---0	0---0
Asian	0---0	0---4	0---0	0---0	0---0	0---0
Black	0---0	0---3	0---0	0---0	0---0	1---1
Hawpaci	0---0	0---0	0---0	0---0	0---0	0---0
Hispanic	0---1	2---0	0---0	0---0	0---0	0---1
International	0---0	0---0	0---0	0---0	0---0	0---0
Multirac	0---0	0---0	0---0	0---0	0---0	0---0
Not Specified	0---0	0---0	0---0	0---0	0---0	0---0
White	8---5	23---36	8---1	2---3	0---11	5---7
Female	8	25	8	2	0	6
Male	6	43	1	3	11	9