



# 2020 K-State Campus Climate Survey

Analysis, Highlights, Recommendations

May 2020

# Overview

- Part 1. Introduction
- Part 2. Analysis, Results, Recommendations
  - Descriptive Analysis
  - Comparative Analysis
- Part 3. Thematic Analysis of Open Comments
- Part 4. Recap and Future Directions

The seal of Kansas State University is partially visible on the left side of the slide. It features a circular design with the text "KANSAS STATE UNIVERSITY" and "FEBRUARY 1863" around the perimeter. In the center, there is a figure holding a sheaf of wheat and a plow, with the motto "WISDOM BY DEEDS" inscribed below.

# Part 1. Introduction

- Context of the survey
- Survey development and deployment
- Data analysis

# Valid Response Rates

	Sample Size	Responses	Response Rate
Students	20,041	3,968	20%
Staff	3,983	1,721	43%
Faculty	2,042	964	47%
Administrators	569	341	60%
<b>University Total</b>	<b>26,635</b>	<b>6,994</b>	<b>26%</b>



# Part 2. Analyses & Results



# Some Context about the Survey

- Very large scale (each has 60+ questions)
- Multiple sets of questions
  - 4 groups each with certain different questions
  - 7 subgroups and other demographic data
- Many open-ended questions ( $4 \times 8 = 32$ )
- Large quantity of responses (7,000)

# Methodology (1)

- Summarize answers to multiple choice questions by frequency count
- Identify highlights and areas of concerns
- Analyze similarities/differences among four groups of respondents
- Provide recommendations for future actions

# Methodology (2)

- Perform preliminary analysis to determine validity and reliability of the survey
- Perform descriptive analyses for subgroups and items
- Analyze each item for statistical significance between groups



# Definition of Samples

- Group (n=4): students, faculty, staff, administrators
- Subgroup (n=7): women, veterans, disabilities, LGBT, spiritual/political, color, international

# Group 1: Students

Undergraduate	76%	3,011
Graduate	24%	939

# What attracted you to K-State?

Distance to/from home	52%
Academic Reputation	40%
Offers program or degree in my field of interest	38%
Received a scholarship	34%
Cost of attendance	32%
Size of university	28%
Family member is an alum	26%
Credits transferred from another school	20%
High post-graduation job placement rate	18%
Geographic location	16%
University sports reputation	14%
Clubs/organizations that interest me	14%

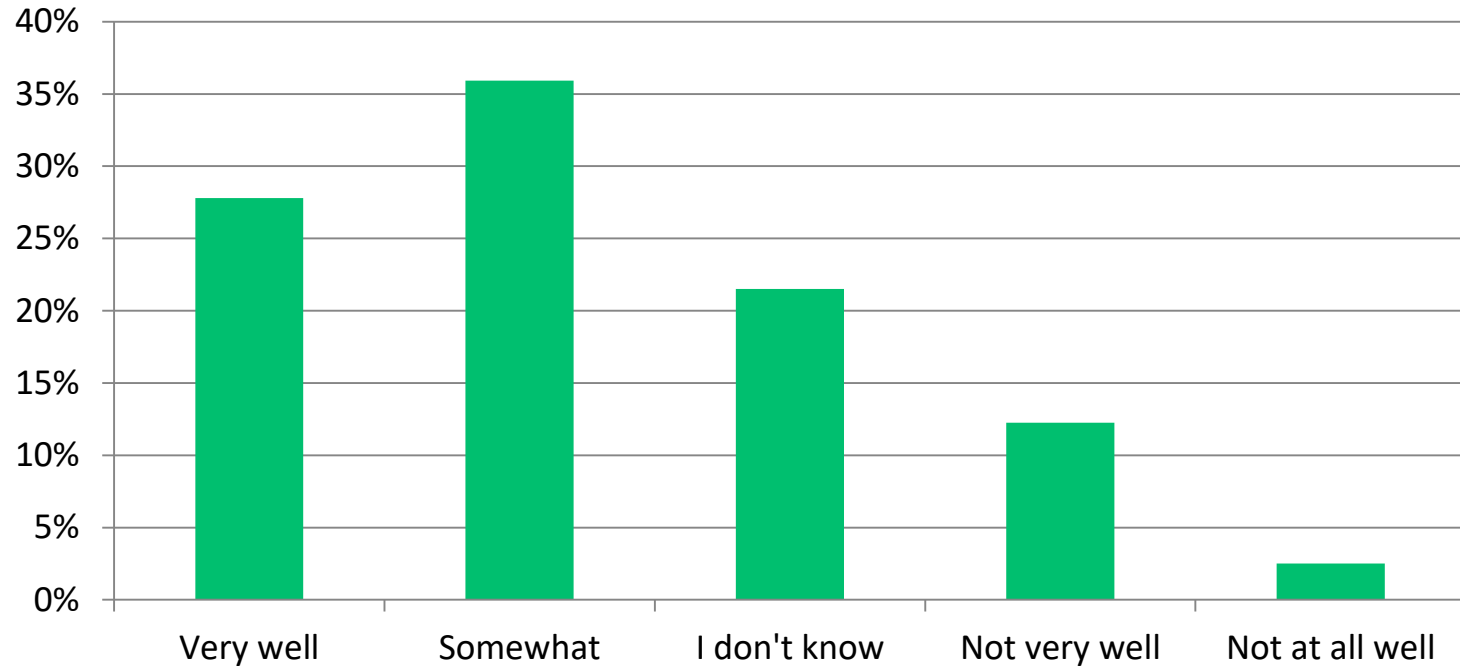
# Paying for education?

Family contributions	50%
Loans	43%
Part-time employment	42%
Other scholarships	34%
Personal savings	33%
Merit scholarships	29%
Grants	23%
Full-time employment	11%
Work-study	6%
Inheritance	2%

# Items with Highest % of Disagree/Strongly Disagree

I can openly express my political views/worldviews at the university	26%*
I can openly express my political views/worldviews in the surrounding community	24%*
My political views/worldviews are treated with respect by students	21%**
As a student of color, I feel welcome at the university	20%
As a student of color, I feel welcome in the surrounding community	20%
Students of color are well-represented in the student body	19%***

## How well does our university promote interaction between diverse populations?



## To what extent are you satisfied with the following opportunities (very satisfied/satisfied)?

Academic advisors	72%
Free tutoring support	69%
Faculty office hours	64%
Faculty mentors	59%
Community service opportunities	56%
Meetings between students and administrators	52%
Career counselors	52%
Merit-based scholarships	50%
Social media engagement	50%
Need-based scholarships	44%
Open campus dialogue sessions	41%
Emergency funding for students experiencing financial distress	34%
Summer bridge programs to aid in certain academic areas	34%

## To what extent do you agree or disagree with the following statements about the overall learning experience (Strongly agree/agree)?

I would recommend our university to high school students	80%
I am satisfied with the quality of the education I am receiving	79%
I would recommend my campus to someone considering transferring from another college	79%
Support for my advancement and success is evident in my classes	72%
Goals of the university are relevant to preparing students for the world they will graduate into	67%
Our university is inclusive	64%
Faculty respect my points of view even if they disagree with them	60%
Our university is diverse	59%
Diversity and inclusion are core values of our university's mission	57%
Courses I have taken actively foster an appreciation for inclusion	56%
Public announcements by our university regarding internal communications and practices are honest and truthful	54%
Courses I have taken actively foster an appreciation for diversity	53%
Our university engages with external communities to understand their interests and respond to their needs	52%
I feel I have the freedom to express dissenting perspectives without fear of repercussion	50%
Leaders are held to appropriate measures of accountability and responsibility for university climate	47%
I have taken courses that require me to believe or conform to behaviors outside of my personal convictions	43%
The process by which my voice can be heard is effective	41%
The university president is effective at communicating with people who share my background	40%
Our university puts too much emphasis on diversity and inclusion	31%



## To what extent do you agree or disagree that your classroom experiences include the following?

The faculty creates a safe and welcoming environment for everyone in the classroom	81%
I feel safe among other students expressing my views and opinions in the classroom	69%
Students of all backgrounds interact well with each other in the classroom	69%

**To what extent do you agree or disagree with the following statements about your learning experience here? (Strongly agree/agree)**

I feel welcomed by other students in my study/learning environment	71%
There is a great sense of belonging	57%
My school/life balance is healthy	49%
My course load is too heavy	31%
There are too many expectations of me	29%
I have experienced microaggressions on campus	23%
I want to leave this campus	13%

## Which university office/organization/program has had positive impact on the climate for you?

KSUnite	48%
Wildcat Dialogues	21%
Diversity and Multicultural Student Organizations	19%
LGBT Programs and Resources	17%
International Student Programs	16%
Safe Zone Training	15%
Kansas State Book Network (KSBN) – Common Read	15%
MLK Celebration Week	13%
Diversity Dialogues	12%
Indigenous Peoples Day	11%

# Subgroups

- 90% of respondents feel that woman students feel welcomed at K-State and surrounding community
- Veteran students feel welcomed (76%) but satisfaction level toward veteran services is low (Overall 64%, support 48%)
- 56%\* of students with disabilities are satisfied with services provided (12% dissatisfied)

\* Multiple choice options included both "Neutral" & "I don't know"

# Subgroup Highlights

	Feel welcomed	Satisfaction overall	Satisfaction services
Women (N=2,400)	90%		
Veteran (N=161)	76%	64%	48%
Disabilities (N=315)	63%	56%	46%
Used LGBT Resource Center (N=130)		76%	
Students of Color (N=573)	61%	53%	49%
International (N=268)	89%		81%

*\*Percentages represent responses from particular subgroup*

# Comparative Analysis

- Students are more open to express their opinions among themselves than other groups
- Employees are more cautious when it comes to express their political and other opinions

# Group 2: Faculty

Professor	26%	249
Assistant professor	21%	204
Associate professor	24%	229
Adjunct professor	3%	29
Instructor	19%	182
Visiting professor	1%	5

# Items with Highest % of Disagree/Strongly Disagree

I can openly express my political views/worldviews at the university	45%
Faculty of color are well-represented in K-State workforce	43%
I can openly express my political views/worldviews in the surrounding community	37%
I can express my religious/spiritual beliefs at the university	32%
Information on university decisions and strategic directions are shared with transparency	31%*
Administrators respect the opinions of all stakeholders in decision making processes	29%*
I feel listened to in the K-State community	23%
I feel that I am valued in the University community	20%
I am treated equitably in the university community	19%

\* indicates that the administrator group responded significantly different from this group



# Subgroup Highlights

	Feel welcomed- KSU	Feel welcomed- community
Women (N=477)	77%	87%
Veteran (N=50)	80%	86%
Disabilities (N=44)	58%	55%
Faculty of Color (N=149)	67%	56%
International (N=97)	76%	69%

*\*Percentages represent responses from particular subgroup*

# Comparative Analysis

- Faculty (and staff) responded with *Agree/Strongly Agree* significantly less than administrators in the two items below
  - Information on university decisions and strategic directions are shared with transparency
  - Administrators respect the opinions of all stakeholders in decision making processes

# Group 3. Staff

Part-time	6%	109
Full-time	90%	1,548
Term	3%	53
Regular	16%	267
Salaried	24%	418
Hourly	28%	482

Some skipped the checkboxes.  
Total≠100%

# Items with Highest % of Disagree/Strongly Disagree

I can openly express my political views/worldviews at the university	36%
I can openly express my political views/worldviews in the surrounding community	28%
Information on university decisions and strategic directions are shared with transparency	25%*
I feel listened to in the K-State community	24%
I can express my religious/spiritual beliefs at the university	22%
Administrators respect the opinions of all stakeholders in decision making processes	20%*
Staff of color are well-represented in K-State workforce	19%**
I feel that I am valued in the University community	18%
As a staff of color, I feel welcome in the surrounding community	18%
As a staff of color, I feel welcome at the university	16%
I am treated equitably in the university community	15%

# Subgroups

- Woman staff members feel welcomed at K-State (86%) and surrounding community (90%)
- Veteran staff members feel welcomed at K-State (77%) and surrounding community (91%)
- Staff members with disabilities feel welcomed at K-State (58%) and surrounding community (57%)

# Subgroup Highlights

	Feel welcomed- KSU	Feel welcomed- community
Women (N=1,181)	86%	90%
Veteran (N=93)	77%	91%
Disabilities (N=117)	58%	57%
Staff of Color (N=166)	61%	56%
International (N=65)	80%	75%

*\*Percentages represent responses from particular subgroup*

# Comparative Analysis

- Staff responded with *Agree/Strongly Agree* significantly less than administrators in the two items below
  - Information on university decisions and strategic directions are shared with transparency
  - Administrators respect the opinions of all stakeholders in decision making processes
- Staff (and students) were less likely to respond with *Agree/Strongly Agree* in the statement below
  - Staff of color are well-represented in K-State workforce

# Group 4: Administrator

Senior administrator (president, provost, chief officer, vice president, vice provost, dean)	9%	30
Administrator (associate/assistant vice president, asst./assoc. dean, executive director, director)	89%	302





# Items with Highest % of Disagree/Strongly Disagree

I can openly express my political views/worldviews at the university	38%
Administrators of color are well-represented in the university workforce	37%
I can openly express my political views/worldviews in the surrounding community	30%
Information on university decisions and strategic directions are shared with transparency	27%*
As an administrator of color, I feel welcome in the surrounding community	27%
Administrators respect the opinions of all stakeholders in decision making processes	26%*
I can express my religious/spiritual beliefs at the university	23%
As an administrator of color, I feel welcome at the university	23%
I am treated equitably in the university community	15%

Administrators feel the following groups should be required to participate in mandatory diversity and inclusion training (Strongly agree/agree).

Students	72%
Faculty	78%
Staff	77%
Administrators	80%
Search Committee Chairs	79%

# Subgroup Highlights

	Feel welcomed-KSU	Feel welcomed-community
Women (N=208)	91%	92%
Veteran (N=10)	80%	90%
Disabilities (N=12)	42%	42%
Administrator of Color (N=30)	47%	37%

*\*Percentages represent responses from particular subgroup*

# Comparative Analysis

- Administrators responded with *Agree/Strongly Agree* significantly more than faculty and staff in the two items below
  - Information on university decisions and strategic directions are shared with transparency
  - Administrators respect the opinions of all stakeholders in decision making processes



# Other Comparative Analysis

# Treated with Respect

Subgroups	Students	Faculty	Staff	Admin
Women	85%	70%	75%	75%
Veterans	70%	62%	55%	60%
Disabilities	70%	45%	50%	45%
Political views	48%	30%	25%	31%
Gender/sexual	80%	70%	65%	70%
People of Color	73%	55%	60%	60%
International	64%	60%	50%	47%



% of respondents said	Student	Faculty	Staff	Admin
they didn't know that the university have a university-wide strategic diversity and inclusion plan.		46%	46%	35%
promoting diversity and inclusion to the university leadership is very/somewhat important.	79%	83%	79%	91%*
the climate at K-State is central to its continued success	76%	88%*	77%	92%*

*\*Indicates a statistically significant difference*



**Indicate how much you agree with the following statements regarding climate concerns that you may have.  
(Strongly agree/agree)**

	<b>Student</b>	<b>Faculty</b>	<b>Staff</b>	<b>Admin</b>
If I have a concern that relates to the climate at K-State, I know to whom at K-State I can communicate a particular concern and my related ideas	43%	29%	44%	63%*
I feel that if I communicate to relevant K-State administrators my concerns about the climate, those concerns will be considered and addressed to the extent possible	44%	29%	37%	63%*

*\*Indicates a statistically significant difference*



# Overall, how comfortable are you with the climate at K-State?

Group	% Very Comfortable/Comfortable
Students	82%*
Administrator	77%
Staff	75%
Faculty	70%

\*Students rated significantly more comfortable than all other groups.

# Operations and Climate Concerns at K-State

**Administrators rated these items significantly more positive than all other groups**

The climate at K-State is central to its continued success

Information on university decisions and strategic directions are shared with transparency

Administrators respect the opinions of all stakeholders in decision-making processes

I feel that if I communicate to relevant K-State administrators my concerns about the climate, those concerns will be considered and addressed to the extent possible

# International Members of the K-State Community

All subgroups had concerns regarding specific aspects of our international community

International administrators, staff, faculty, and students are treated with respect by **students**

- Administrators and staff rated this item significantly lower

International administrators, staff, faculty, and students are treated with respect by **faculty**

- Administrators and staff rated this item significantly lower

International administrators, staff, faculty, and students are treated with respect by **administration**

- Faculty rated this item significantly lower

# How welcoming is K-State for the following?

**These subgroups had the lowest averages in response to how welcoming the university is:**

Those from the Middle East or Middle Eastern origins

Those who are Native American or from Native American origins

Non-Christians

Non-religious

Undocumented students

# Which of the following safety measures must exist at our university in order for you to feel safe?

	Stu	Fac	Staff	Adm
<b>Parking lot lighting</b>	<b>82%</b>	<b>84%</b>	<b>78%</b>	<b>89%</b>
<b>Street lighting</b>	<b>79%</b>	<b>78%</b>	<b>73%</b>	<b>81%</b>
<b>Ability to anonymously report concerns about a student or employee</b>	<b>78%</b>	<b>79%</b>	<b>78%</b>	<b>83%</b>
<b>Walkway lighting</b>	<b>76%</b>	<b>81%</b>	<b>76%</b>	<b>83%</b>
Emergency call boxes	70%	71%	69%	73%
Emergency services for incidents of sexual assault	68%	70%	69%	72%
Interior lighting in campus buildings after dark	65%	66%	62%	69%
Maintenance of improperly working safety item	63%	74%	69%	76%
Information about emergency procedures	62%	72%	69%	79%
Quick response by administration to emergencies	60%	66%	69%	76%
Surveillance cameras	57%	59%	43%	60%
Designated walking/bike paths	49%	48%	51%	49%
Bike or foot patrol campus police	45%	57%	51%	56%
Escorts to other buildings on campus	37%	45%	38%	46%
Banning guns	37%	41%	67%	49%
Shuttle bus waiting areas	35%	43%	41%	44%
Allowing guns	24%	20%	9%	9%
Volunteer designated drivers	22%	24%	22%	23%
Efforts to keep non-students or non-employees off campus	21%	11%	11%	11%
Parking lot attendants	19%	18%	12%	10%



# Part 3. Thematic Analysis of Open Comments

# Methodology

- Identify themes
- Summarize themes by using key words/phrases
- Present counts of key words/phrases in charts/tables
- Present highlights and areas that need attentions

# Pros and Cons of Analysis

## Pros:

- Simplify lengthy text
- Highly summarized themes
- Terse and easy to digest and communicate
- Avoid distractions from certain irrelevant and offensive comments

## Cons

- Loss of original meaning





# Open Comments Questions

- Open comments were gathered from four groups of respondents: students, faculty, staff, and administrators
- Each group had opportunities of providing comments in eight questions, including:
  - Seven subgroups
  - Overall comments about campus climate

# 1. Women

Theme (N: Number of open comments received)	Students (N=267)	Faculty (N=176)	Staff (N=194)	Admin (N=53)
Treatment equity/support/respect (e.g., promotion/opinion/pay)	18	37	44	8
Much improved climate/support/represented/no difference	15	11	15	7
More representation in upper admin/STEM/senior faculty	9	29	20	10
Male dominant culture/respect/bullying/sexism	15	30	21	5
Assault/harassment, offensive languages/behaviors, safety concerns	37	7	5	
Women of color	2	4	5	1

# Highlights/Concerns

- Patterns of themes are similar among three employee groups but very different for students
- Many positive comments about overall respect and improvements
- Some concerns of sexual assault, harassment, comments, and behaviors, particularly, among students
- Many students mentioned about issues related to interactions with faculty and some staff members
- Atmosphere in fraternities, Aggieville, Engineering, and greater Manhattan area is a concern

# Recommendations for Actions

- Trainings for certain units with majority male employees and/or students
- Pay closer attention to complaints from victims of sexual harassment, misconduct, and behaviors
- Incorporate above training into new student and employee orientations

## 2. Military Veterans

Theme	Students (N=52)	Faculty (N=33)	Staff (N=38)	Admin (N=12)
Very supportive/much improved environment	18	14	13	6
More resources & support including military families/female veterans/veteran students/mental health	13	11	12	3
Enhance communication regarding veterans' services/student in class/student leadership	12	5	8	1
Hire more veteran employees		3	5	2
Improve responsiveness & efficiency in VA services	9			

# Highlights/Concerns

- K-State has a great number of online veteran students and has potential to attract more
- Lack of interactions between veteran student group and other student groups
- Service efficiency and responsiveness by VA office needs more attention
- Need more support of mental health, military benefits, and timely paperwork processing

# Recommendations for Actions

- Flexible faculty office hours to fit veteran students' schedules
- Enhance productivity/responsibility of VA Office
- Provide specific dates for counselling, mental health discussions

# 3. Disabilities

Theme	Students (N=123)	Faculty (N=46)	Staff (N=75)	Admin (N=6)
More support/understanding/respect from teacher/administrator/student/event organizer	31	8	14	1
Provide more friendly/accessible/supportive environment	15	4	16	3
Need to make buildings/classrooms on all floors/labs/on campus apartments/satellite locations/bathrooms/parking/between buildings more accessible	56	25	23	
More training/resources to accommodate and support persons with mental health challenges	9	6	15	2
More representation	8	2	3	
Avoid making assumptions about people when it comes to disabilities	4	1	4	



# Highlights/Concerns

- Lafene Counseling has free appointments, but a long wait list
- Getting up to the right floor in Holton can be a challenge
- Living in Derby complex is a struggle
- Not all online learning offers closed captioning
- Doorknobs on campus are not ADA compliant
- Parking pass not connected to housing
- More flexible class attendance policies
- Automatic door button often does not work
- Too few disabled parking spaces around the student union
- Eisenhower Hall 3<sup>rd</sup> floor/Grad Student Service are inaccessible to handicaps

# Recommendations for Action

- Implement a regular inspection practice to improve accessibility to inside and outside of buildings and classrooms.
- More could be done to allow students that use a wheelchair to participate in lab sections
- All buildings should be handicap friendly including elevators, more handicap accessible ramps
- More signs of where elevators are for wheelchair bound students
- Some water fountains need to be lowered for students in wheelchairs
- Student Access Center should be fully internet accessible
- Starting with universal design principles for new/renovated buildings rather than retrofit

## 4. Religion/Worldview/Spiritual Affiliation

Theme	Students (N=135)	Faculty (N=113)	Staff (N=137)	Admin (N=47)
Avoid talking about political/religious views at work/on campus; keep it private	29	62	77	23
Promote equality/understanding/tolerance of different religions/political views	67	34	29	15
Climate varies by unit	7	3	7	
K-State has supportive environment	7	1	3	
Promote freedom of speech/religion in classroom/campus	16	8	2	2
Political/religious views are highly divided	9	5	7	3

# Highlights/Concerns

- Many do follow University Policies
- The campus has highly divided political/religious views and sometimes resulted in many petty/passive-aggressive behaviors.
- There is not much diversity in student population
- Political/religious chalk around campus raised controversy
- Some voices against having ultra-right groups on campus
- Some concerns related to faculty imposing their own political views to students in classes

# Recommendations for Action

- Continue to promote inter-cultural/faith dialogues and interactions

# 5. LGBTQIA at K-State

Theme	Student (N=74)	Faculty (N=57)	Staff (N=77)	Admin (N=24)
Acceptance/support at workplace/campus	15	10	8	4
Everyone is equal	15	9	17	5
Incorporate into training/understanding/tolerance	29	13	9	9
Vary by unit	8	3	8	2
Should be a private/personal matter	17	22	35	4

# Highlights/Concerns

- K-State has made some positive efforts and is moving in the right direction; overall climate is adequate
- Lack of gender-neutral bathrooms
- Gender and sexual orientation should not be a topic at the workplace/classroom
- LGBT Center is short-staffed

# Recommendations for Action

- All-gender restrooms in every building on campus.
- Allocate more rooms in the resident halls for transgender students



# 6. People of Color at K-State

Theme	Student (N=112)	Faculty (N=52)	Staff (N=53)	Admin (N=18)
Promote more voices/diversity	30	19	12	7
Much improved climate	4	3	2	2
Varies by unit	8	2	3	3
Everyone is equal	17	7	12	2
K-State is a supportive campus	15	8	11	4
More adequate support/service/understanding	38	13	13	

# Highlights/Concerns

- Lack of resources to support diversity & inclusion
- Not much diversity in workforce
- Some organizations/groups on campus are a concern
- The services that the DMSA provides are not advertised enough for students of color

# Recommendations for Action

- Continue to promote diversity at K-State through a systematic and well-planned approach

# 7. International at K-State

Theme	Student (N=73)	Faculty (N=41)	Staff (N=44)	Admin (N=12)
More support/understand/training	24	11	5	4
Great qualifications/insight/wisdom	4		2	1
K-State is a supportive campus	16	4	9	2
Everyone is equal	4		2	2
More representations	2	1	4	2
Pay attention to unique cultural/language needs/barriers	11	17	19	1
Varies by units	7	4		
More communication/cooperation between students/instructors/Faculty	5	4	3	

# Highlights/Concerns

- Some students are not empathetic towards international staff/faculty; some are worried about being unable to understand what the faculty members are saying in classes which would impact their ability to learn
- Culture/language/style differences and barriers frequently create challenges for communication and interactions
- International students cut off from other students is a concern

# Recommendations for Action

- Communication between students and instructors is important
- Resources to fully support success
- They should intermingle more with the general population
- Organization/programs where students can seek help for their language related questions
- More conversations between instructors and students may help
- Strengthen and improve services for International Students and Scholars

## 8. Overall Comments

Theme	Students (N=490)	Faculty (N=245)	Staff (N=331)	Admin (N=83)
Standing united/stronger actions against hate/ racism/sexism/sexual assault/bullying/discrimination (age)	27	27	32	12
Promoting broader diversity/involvement/participation in multicultural activities/shared experiences/inter-group dialogs/tolerance/political perspectives/morale	27	13	22	3
K-State has mutual respect, good climate, supportive environment, happy place, traditional values, moving towards the right direction/varies by departments + levels	18	26	30	10
Focus more on academic support/mental + physical health/safety/inclusion/financial needs/veterans/non- traditional students/pregnant/student-parents/wellbeing	33	8	8	3
More work yet needs to be done/grassroot approach/ transparency/taking timely actions/curriculum/listening	31	14	34	9

# Highlights/Concerns

- Greek life was frequently mentioned as a concern for promoting diversity and inclusivity
- Some areas/departments need to take greater actions in promoting respect, diversity, and inclusivity
- Providing support to students with mental, physical, anxiety, and family challenges
- Uncomfortable to share different political, cultural, and/or religious opinions
- A widespread area of concern of budgetary issues and work environment that are affecting climate and morale
- Some antipathy against survey method, especially with sensitive information and controversial subjects





# Concerns about the Survey

- Many raised concerns regarding the format of the survey as well as some apparent bias in the items
- Many have felt uncomfortable answering certain questions
- The organization of the Likert scale used, which included a neutral middle category AND an “I don’t know” (AND the option to skip the question entirely) has allowed people who likely have an opinion to avoid telling us what that opinion is

The seal of Kansas State University is partially visible on the left side of the slide. It features a circular design with the text "KANSAS STATE UNIVERSITY" and "FEBRUARY 1863" around the perimeter. In the center, there is a figure holding a sheaf of wheat and a plow, with the motto "WISDOM BY DEEDS" below it.

# Recommendations for Actions

- Further promote intercultural conversations
- Establish standard procedures and take timely actions when having complaints and incidents
- Some missing parts for future surveys: pay, financial impact, retaining young talent, online/non-Manhattan group, university life, surrounding community, academic climate

# Some Other Takeaways from Open Comments

- There is some discrepancy in themes between students and employees as well as among employee groups
- There is some very general but constructive feedback and also specific concerns. K-State may want to use this feedback and prioritize future actions
- Some follow-up studies and discussions might be helpful

The seal of Kansas State University is partially visible on the left side of the slide. It features a circular design with the text "KANSAS STATE UNIVERSITY" and "FEBRUARY 1863" around the perimeter. In the center, there is a figure holding a sheaf of wheat and a plow, with the motto "WISDOM BY DEEDS" below it.

# Part 4. Recap & Future Directions

- Strengths
- Opportunities
- Recommendation for future directions

# Strengths

- Students are the most comfortable with the climate at K-State
- K-State has made great effort
- Overall climate has been improving
- There seems to be a united front that campus climate is important to all stakeholders
- There is a general understanding and support toward more diversity and inclusion, mutual respect, equity and equality, and actions

# Opportunities (1)

- Make physical improvements for campus safety
- Create and communicate a better mechanism/process for reporting issues and concerns
- Improve the consistency of policy and practice regarding climate related issues across all units
- Continue to promote a broader conversation between K-State campus and surrounding communities

# Opportunities (2)

- Focus on areas that have a broader impact on campus climate, such as:
  - Sexual harassment/bullying/inappropriate behaviors
  - Intercultural understanding, respect, and tolerance
- May even incorporate discussions regarding the impact of COVID-19 crisis and the new norm on campus climate and future efforts
- Continue to improve survey instrument and methodologies (e.g., questions, length of survey, focus, sampling method...)



# Recommendations for Future Directions

- Institutionalize 1-2 cyclical information-gathering practices (e.g., annual focus group discussions, panel dialogues)
- Identify and prioritize actionable items; follow through on some critical action items suggested in each section
- Establish certain baseline data, include them into campus diversity and inclusion plan, and measure progress
- Further explore certain areas of the survey data at more targeted and/or granular levels
- Link survey results to our decisions, plans, actions, and communicate outcomes to demonstrate we are taking responses from this survey seriously.