
Office of Diversity

K-STATE
2025

KANSAS STATE
UNIVERSITY



K-State 2025: Office of Diversity Update
“Accomplishments and Priorities”
February 28, 2017

Dr. Zelia Z. Wiley, Interim Associate Provost

Key Accomplishments:



- Increased visibility to internal and external audiences
- Completed report with Higher Learning Commission
- Multicultural Student growth and retention increase
- Students, faculty, staff, and community involvement
- College units reporting status of Diversity (PCMA reports)
- College Diversity Point People
- Active President's Commission on Multicultural Affairs (PCMA)
- Established partnerships to secure funding for Programs which provide vision and leadership to the diversification of all university functions with a special emphasis on the diversification of students, faculty, staff and the curriculum.
- Successful Partnership with Office of Provost Units
- Over 80 Tilford Grants awarded across campus, update website.
- New Courses/curricula is ongoing with the partnership of Office of Assessment and Teaching and Learning Center for Tilford Group for Multicultural Competencies and Diversity Student Outcomes.
- HEED award 3 consecutive years
- On going success with Office of Assessment for Annual Diversity Summit
- Multicultural Student Center process
- Faculty/Staff Affinity Groups



KSU Student Enrollment by Race/Ethnicity/Culture 2004 to 2016 University Totals¹

| | 2004 | 2010 | 2016 | %Change 2004-2016 |
|----------------------------|---------------|---------------|---------------|----------------------|
| Asian Am | 308 | 320 | 386 | 25.32 |
| Black | 645 | 993 | 856 | 32.71 |
| Hawaiian/ Pacific | | 35 | 30 | -14.29 |
| Hisp/Mex Am | 531 | 1,077 | 1,520 | 186.25 |
| Native Am | 115 | 113 | 105 | -8.70 |
| Multi-Racial | 200 | 408 | 754 | 277.0 |
| Total Multicultural | 1,799 | 2,946 | 3,651 | 102.95 |
| White | 19,768 | 18,687 | 17,850 | -9.70 |
| International | 1,024 | 1,812 | 1,979 | 93.26 |
| Missing data | 560 | 143 | 299 | -46.61 |
| Total University | 23,151 | 23,588 | 23,779 | 2.71 |



Key Success Multicultural Student Growth



Key Success: Project IMPACT

Project IMPACT is Kansas State University's **best-practice pipeline** of recruiting and retention programs that target multicultural students. (i.e., Relationship Recruiting, Intrusive Advising) which include:

- KOMPASS
- MAPS Summer Bridge Program
- College for a Day Institute
- Multicultural Alumni Mobilization
- Relationship Recruiting



For MAPS or multicultural academic success, the Office of Diversity partners with three academic colleges. This collaborative effort started in 2009.

- Agriculture
- Business Administration
- Engineering



Leadership Programs



- **Midwest Encuentro HALO Leadership Conference (October)**
 - Since 2011 over **2,012** participants served
- **Well-Made Leadership Lessons (Target 8 counties)**
 - Since 2014 over **300** participants served
 - Lessons include - Urban Gardening/Farming for the Future and Health Education
- **Black Student Union State-wide Leadership Conference (February)**
 - Since 2013 over **681** participants served
- **College for a Day Institute (on-going)**
 - Since 2011 over **2,062** participants served
- **IMHOTEP – Black Male Initiative**
 - Fall 2016 initiative with over 50 participants and mentors (on-going)



Multicultural Retention 2025

| Cohort - Fall | <u>2011</u> | <u>2012</u> | <u>2013</u> | <u>2014</u> | <u>2015</u> |
|-------------------|-------------|-------------|-------------|-------------|-------------|
| American Indian | 68.75 | 80.00 | 80.00 | 75.00 | 94.12 |
| Asian | 83.61 | 70.83 | 78.26 | 73.91 | 86.54 |
| Black | 59.20 | 63.98 | 72.08 | 64.12 | 79.13 |
| Hawaiian/ Pacls* | 20.00 | 100.00 | -- | 100.00 | 75.00 |
| Hispanic | 69.27 | 68.98 | 73.85 | 80.36 | 79.48 |
| Multiracial | 65.49 | 71.67 | 77.42 | 77.78 | 79.20 |
| Total minority | 66.55 | 68.20 | 74.69 | 75.41 | 80.38 |
| White | 82.91 | 83.76 | 84.84 | 85.35 | 86.50 |
| Nonresident Alien | 83.90 | 83.04 | 85.82 | 77.76 | 76.42 |
| Unknown | 84.85 | 74.47 | 76.36 | 77.08 | 81.25 |
| All University | 80.31 | 81.19 | 83.24 | 83.45 | 85.11 |

*none in the 2013 cohort

Retention gap:

All University vs.
Minority

13.76

12.99

8.55

8.04

4.73

Source: Office of Planning and Analysis

**6-yr Graduation Rates of first time, fulltime, degree-seeking freshmen
by IPEDS race/ethnicity categories**



| Cohort - Fall | 2006 | 2007 | 2008 | 2009 | 2010 |
|-------------------|-------|-------|-------|-------|-------|
| American Indian | 44.44 | 42.86 | 50.00 | 43.48 | 53.33 |
| Asian | 39.39 | 44.19 | 51.52 | 52.78 | 61.11 |
| Black | 31.31 | 27.78 | 23.78 | 35.26 | 25.71 |
| Hawaiian/ Pacs* | -- | -- | 66.67 | 40.00 | 50.00 |
| Hispanic | 41.98 | 47.25 | 48.12 | 44.96 | 54.44 |
| Multiracial* | -- | -- | 42.55 | 45.45 | 55.70 |
| Total minority | 37.23 | 37.72 | 39.33 | 41.42 | 44.56 |
| White | 60.59 | 62.81 | 62.53 | 66.23 | 66.44 |
| Nonresident Alien | 45.65 | 50.00 | 42.78 | 49.41 | 43.75 |
| Unknown | 46.96 | 50.00 | 58.59 | 50.94 | 77.78 |
| All University | 58.15 | 59.92 | 58.84 | 61.90 | 62.83 |

* these categories not used until Fall 2008

Graduation gap:

| | | | | | |
|-----------------------------|--------------|--------------|--------------|--------------|--------------|
| All University vs. Minority | 20.92 | 22.20 | 19.51 | 20.48 | 18.27 |
|-----------------------------|--------------|--------------|--------------|--------------|--------------|

Source: Office of Planning and Analysis

Key Success: Multicultural Student Organizations (MSOs)

Four Core Multicultural Student Organizations

- Asian American Student Union (AASU)
- Black Student Union (BSU)
- Hispanic American Leadership Organization (HALO)
- Native American Student Association (NASA)

Academic MSOs

- American Ethnic Studies Student Association (AESSA)
- American Indian Science & Engineering Society (AISES)
- Minorities in Agriculture, Natural Resources, & Related Sciences (M.A.N.R.R.S.)
- Multicultural Student Business Association (MBSA)
- National Organization of Minority Architect Students (NOMAS)
- National Society of Black Engineers (NSBE)
- Society of Hispanic Professional Engineers (SHPE)

Affiliate MSOs

- African Student Union
- Ebony Theater
- Feminists Igniting Resistance & Empowerment (FIRE)
- League of United Latin America Citizen (LULAC)
- Poize Hip-Hop Dance Team
- United Black Voices Gospel Choir (UBV)



Greek Life



Fraternities

Alpha Phi Alpha Fraternity, Inc.
Kappa Alpha Psi Fraternity, Inc.
Phi Beta Sigma Fraternity, Inc.
Omega Psi Theta Fraternity, Inc.
Sigma Lambda Beta International Fraternity, Inc.

Sororities

Alpha Kappa Alpha Sorority, Inc.
Delta Sigma Theta Sorority, Inc.
Zeta Phi Beta Sorority, Inc.
Sigma Gamma Rho Sorority, Inc.
Sigma Lambda Gamma National Sorority, Inc.



Full-Time Staff by Gender, and Race/Ethnicity



Source: HRIS on November 1

| | University Totals | | | | | | | % Change 2011-17 |
|----------------------------|-------------------|--------------|--------------|--------------|--------------|--------------|--------------|----------------------------|
| | Fiscal Year Total | | | | | | | |
| | 2011 | 2012 | 2013 | 2014 | 2015 | 2016 | 2017 | |
| Male | 1,128 | 1,160 | 1,171 | 1,245 | 1,283 | 1,303 | 1,295 | 14.8% |
| Female | 1,524 | 1,637 | 1,690 | 1,675 | 1,706 | 1,752 | 1,775 | 16.5% |
| African American | 104 | 100 | 111 | 118 | 129 | 138 | 133 | 27.9% |
| Asian | 175 | 193 | 187 | 197 | 205 | 205 | 188 | 7.4% |
| Hawaiian/ Pacific Islander | 1 | 1 | 1 | 2 | 2 | 1 | 3 | 200.0% |
| Hispanic | 94 | 102 | 120 | 123 | 136 | 133 | 141 | 50.0% |
| Multiracial | 18 | 26 | 28 | 30 | 35 | 38 | 40 | 122.2% |
| Native American | 20 | 19 | 15 | 15 | 14 | 16 | 19 | -5.0% |
| White | 2,222 | 2,337 | 2,378 | 2,414 | 2,451 | 2,507 | 2,532 | 14.0% |
| Other | 18 | 19 | 21 | 21 | 17 | 17 | 14 | -22.2% |
| Total | 2,652 | 2,797 | 2,861 | 2,920 | 2,989 | 3,055 | 3,070 | 15.8% |

Full-Time Faculty* by Gender, and Race/Ethnicity



Source: HRIS on November 1

| | University Totals | | | | | | | % Change |
|----------------------------|-------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| | Fiscal Year Total | | | | | | | |
| | 2011 | 2012 | 2013 | 2014 | 2015 | 2016 | 2017 | |
| Male | 826 | 834 | 847 | 875 | 880 | 881 | 886 | 7.3% |
| Female | 466 | 476 | 515 | 550 | 571 | 584 | 599 | 28.5% |
| African American | 29 | 29 | 28 | 32 | 35 | 34 | 38 | 31.0% |
| Asian | 146 | 161 | 171 | 177 | 178 | 181 | 187 | 28.1% |
| Hawaiian/ Pacific Islander | 0 | 1 | 0 | 0 | 0 | 0 | 1 | 0 |
| Hispanic | 40 | 34 | 43 | 44 | 53 | 62 | 63 | 57.5% |
| Multiracial | 9 | 9 | 10 | 11 | 12 | 14 | 19 | 111.1% |
| Native American | 4 | 6 | 6 | 7 | 7 | 5 | 5 | 25.0% |
| White | 1,052 | 1,056 | 1,088 | 1,133 | 1,143 | 1,143 | 1,150 | 9.3% |
| Other | 12 | 14 | 16 | 21 | 23 | 26 | 22 | 83.3% |
| Total | 1,292 | 1,310 | 1,362 | 1,425 | 1,451 | 1,465 | 1,485 | 14.9% |

*Includes people with faculty titles in Hale Library and Housing and Dining.

Key Success: Partnerships

- Faculty/Staff Affinity Groups
- K-State Alumni Association
- Offices of the President and Provost
- Diversity Point People (DPP)
- Big XII Chief Diversity Officers
- K-State University Foundation
- President's Commission on Multicultural Affairs (PCMA)
- President's Commission on the Status of Women
- Women of K-State
- Gender, Women, and Sexuality Studies
- Office of Assessment and Teaching and Learning Center - Tilford Group
- *Insight into Diversity*
- Career Center
- LGBTQ Center
- KS LSAMP for Recruitment, Retention and Diversity Training
- K-State Research & Extension (KSRE)
- Graduate School
- Office of Human Capital Services – Talent Acquisition
- Office of Veterans Affairs
- Office of Student Life and Admissions
- Educational Student Services and Student Access Center



2025 Tilford Conference

Since 1994 the Michael Tilford Conference has provided an opportunity for faculty, staff, and administrators at the Kansas Board of Regents' institutions to approach diversity in higher education by examining the challenges and opportunities in Kansas. Prior to 1997, the conference was named the ***Kansas Regents Conference*** and after Dr. Michael Tilford's death in 1996, it was renamed the ***Tilford Conference on Diversity and Multiculturalism***. The conference strives to:

- ✓ Inspire awareness of multiple dimensions of diversity, related practices of inclusion, and the transformation of higher education in Kansas.
- ✓ Encourage participation in workshops to learn about challenges and strategies for teaching diverse populations on Kansas campuses.
- ✓ For one to share their passion for teaching and interacting with students from all backgrounds.

In 2009 the Tilford conference started to rotate to KBOR institutions. Kansas State University hosted the conference in 2011 and 2012 with delegations of 140 or more.

- ✓ The K-State Tilford Group started in 1997
- ✓ Since 2006 K-State Tilford Faculty Incentive Grants have benefited over 88 faculty from the main and K-State Polytechnic campuses
- ✓ Tilford Group website - tilford.k-state.edu
- ✓ Collaboration of Teaching Learning Center and Office of Diversity to continue program implementation
- ✓ **Fort Hays State University, Hays KS will host the 2017 conference, October 23-24**



Dr. Michael P. Tilford
1936-1996

2025 Tilford Incentive Grants



FY16

Cydney Alexis and Theresa Merrick; Vibhavari Jani; and Saurav Pathak

FY15

Ryadi Adityavarman; Tanya Gonzalez, Katherine Karlin; Karrie Swan; and Zelia Wiley

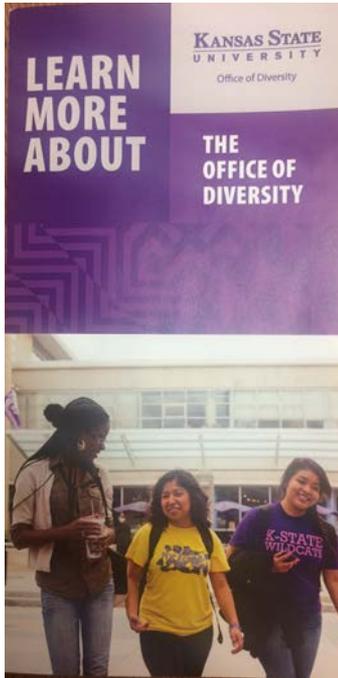
FY13

Ryadi Adityavarman; Ronnie Elmore; Bill Genereux and Becky DeGreeff; Tonnie Martinez, Charles Rankin and Albert Bimper; Debra Pryor and Jason Ellis; Gabriela Sabates, Jeffrey Smith and Salvador Oropresa; and Zelia Wiley

FY12

Lauri Baker; Aaron Calstrom; Gilbert Davila; Vibhavari Jani; Jeong-Hee Kim
Alison Knoblauch; Kara Northway; Marcelo Sabates; and Han Yu

Key Success: Office Informational Brochures



LEARN MORE ABOUT THE OFFICE OF DIVERSITY

KANSAS STATE UNIVERSITY
Office of Diversity




Office of Diversity



Multicultural enrollment

From 2002 to 2015, Kansas State University multicultural enrollment has grown more than 50 percent. Here is a breakdown within this time period:

| | 2002 | 2008 | 2015 | % Change 2008-2015 |
|---|---------------|---------------|---------------|--------------------|
| Student Enrollment by Race/Ethnicity/Culture | | | | |
| Asian American | 289 | 327 | 394 | 17.4 |
| Black | 616 | 618 | 875 | 4.4 |
| Hispanic/Latino | — | 26 | 28 | 7.6 |
| Hispanic/Latino American | 334 | 716 | 1,328 | 100.0 |
| Native American | 128 | 147 | 94 | -42.7 |
| Non-Hispanic | 191 | 164 | 294 | 32.2 |
| Underrepresented | 1,378 | 1,278 | 1,689 | 18.2 |
| White | 15,444 | 15,320 | 16,111 | 5.2 |
| International | 1,366 | 1,481 | 2,048 | 42.8 |
| Working-class | 464 | 491 | 372 | -46.1 |
| Total Students | 22,742 | 23,532 | 25,146 | 7.2 |

The University Registrar, 2016 (top row), Kansas State University | © U.S. Census Bureau, State and County Quick Facts | *Rounding error

Project IMPACT

Project IMPACT connects talented, diverse students to invaluable resources for graduate school, internships and careers. Project IMPACT Traps into opportunity through:

- Recruitment** — Holds College-for-a-Day institutes for high school students.
- Retention** — Uses summer programs, leadership development, advising and scholarships to develop current K-State students into strong leaders.
- Graduation/Placement** — Organizes industry tours, professional-development seminars and more to place graduates in successful positions.

Multicultural student organization snapshot

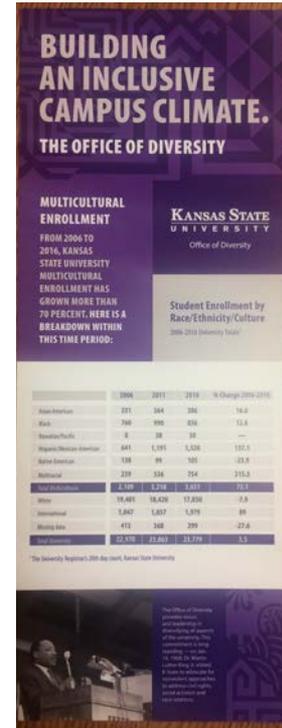
- Asian American Student Union (AASU)
- Black Student Union (BSU)
- Hispanic American Leadership Organization (HALO)
- Native American Student Association (NASA)
- More than 11 multicultural fraternities/societies

Faculty/staff affinity organizations

- Black Faculty and Staff Alliance (BFSA)
- Alianza
- Indigenous Alliance

Building an inclusive campus climate.

KANSAS STATE UNIVERSITY



BUILDING AN INCLUSIVE CAMPUS CLIMATE. THE OFFICE OF DIVERSITY

MULTICULTURAL ENROLLMENT

FROM 2004 TO 2016, KANSAS STATE UNIVERSITY MULTICULTURAL ENROLLMENT HAS GROWN MORE THAN 70 PERCENT. HERE IS A BREAKDOWN WITHIN THIS TIME PERIOD:

KANSAS STATE UNIVERSITY
Office of Diversity

Student Enrollment by Race/Ethnicity/Culture 2004-2016 (January data)

| | 2004 | 2011 | 2016 | % Change 2011-2016 |
|---------------------------------|---------------|---------------|---------------|--------------------|
| Multicultural Enrollment | 4,199 | 6,770 | 9,841 | 72.1 |
| Asian American | 231 | 344 | 394 | 14.0 |
| Black | 790 | 990 | 876 | -11.6 |
| Hispanic/Latino | 8 | 28 | 28 | — |
| Hispanic/Latino American | 441 | 1,191 | 1,328 | 101.1 |
| Native American | 128 | 91 | 100 | 12.0 |
| Non-Hispanic | 239 | 424 | 754 | 215.0 |
| Underrepresented | 4,199 | 6,770 | 9,841 | 72.1 |
| White | 19,491 | 18,420 | 17,836 | -2.9 |
| International | 1,847 | 1,887 | 1,891 | 0.1 |
| Working-class | 412 | 340 | 299 | -27.6 |
| Total Students | 22,432 | 23,482 | 23,278 | -1.1 |

The University Registrar, 2016 (top row), Kansas State University

Office of Diversity
Institutional
Development
Office of Equity
and Inclusion
Office of Student
Engagement
Office of Student
Leadership
Office of Student
Success
Office of Student
Transition
Office of Student
Wellness
Office of Student
Workforce
Development



10 | 04 | 18
THE 10TH ANNUAL
Midwest H.A.E.O.
Enuentro
8:00 AM - 2:30 PM
Kansas State University
Main Ballroom

Featuring
Shayla Rivera
Rivera is a former Aerospace Engineer with NASA turned Keynote Speaker, TV Host, Emcee/Host, Humorist, Comedian, Actor, Writer, Producer, and Seminar Facilitator.

For More Information
Contact Mirra Chavez
Director of Multicultural Programs
mirra@ksu.edu
785-832-6276



YOU PEOPLE
mistrust of the other
A Panel Discussion

Organized by
Margaret Keller Beach Museum of Art
in conjunction with their exhibition:
Mistrust of the Other: Portraits and Prints by Roger Shimshak
April 9 - May 13, 2018

Artwork in this panel discussion by Roger Shimshak
April 9 - May 13, 2018

Kansas State University
www.ksu.edu




KANSAS STATE UNIVERSITY BLACK STUDENT UNION PRESENTS

BLACK HISTORY MONTH 2017

HUNGRY FOR KNOWLEDGE | HUNGRY FOR CHANGE

FEBRUARY 1, 2017 | 7:30 PM
BLACK HISTORY MONTH KEYNOTE LECTURE:
ANGELA DAVIS
K-STATE STUDENT UNION BOARD BALLROOM
COTTOWOOD ROOM

FEBRUARY 8, 2017
MY BLACK IS BEAUTIFUL WEEK
FOLLOW SOCIAL MEDIA OR VISIT OUR WEBSITE FOR LIST OF EVENTS.

FEBRUARY 7, 2017 | 8:30 PM
THE ROOM: TIPS FOR A YOUNG BLACK PROFESSIONAL
K-STATE WELCOMING CENTER

FEBRUARY 14, 2017
10TH ANNUAL BIG BIG CONFERENCE
ON BLACK STUDENT GOVERNMENT
UNIVERSITY OF TEXAS, AUSTIN TX

FEBRUARY 20, 2017 | 4 PM
THE FIRST, THE ONLY, THE DREAMS
PRESENTED BY PRESENTATION
K-STATE STUDENT UNION
COTTOWOOD ROOM

FEBRUARY 21, 2017 | 7 PM
BRING UNITY:
A VARIANCE OF BLACK EXCELLENCE
K-STATE STUDENT UNION ROOM 207

FEBRUARY 26, 2017 | 7 PM
SONG CAPS
BEARING CRISTAL TRILLIANT
K-STATE STUDENT UNION MAIN BALLROOM

FEBRUARY 28, 2017 | 7 PM
BLACK JEWELRY
K-STATE STUDENT UNION
ROOM 207

www.k-state.edu/bsu

UNWRITTEN **RULES** OF THE WORKPLACE

Join featured speaker **JADE PERRY** as she tackles topics about expressing your identity in the workplace.

NOV. 1 @ 4PM @ BFWC THEATER

Kansas State University Career Center
k-state.edu/careercenter



NATIVE AMERICAN STUDENT ASSOCIATION PRESENTS:

NATIVE AMERICAN HERITAGE DAY

FREE ADMISSION | Free Native American food samples while supplies last

FRIDAY, NOVEMBER 4, 2016 | 10 am - 3 pm
Courtway, ground floor of K-State Student Union.



Lee Shaker, play Native American flute 10am - 11am
Roshon Inse-Horne-Kane, Iowa Tribe of KS and NE, displaying traditional Pueblo regalia 10am - 3pm
Dr. Dakota Babish, Chiriqu-Chiriqu/Dakota PI, The Tribes, displaying traditional Pueblo regalia 10am - 3pm
Native American Dancers 11am - 1pm
Dennis Rogers, Dink Tuba, demonstrating sandpainting and displaying traditional regalia 1 - 3pm

Monday, January 25
Tuesday, January 26
Wednesday, January 27

"This is for Real:
What's Going On With Diversity?"

FEATURING:
TERRI R. JOHNSON
ASSISTANT DEAN FOR STUDENT MULTICULTURAL AFFAIRS, SOUTHWESTERN UNIVERSITY

WORKSHOP
WEDNESDAY, APRIL 13TH

REGISTRATION 4:30 P.M.
WORKSHOP STARTS AT 5 P.M.
PIZZA PROVIDED
RSVP TO CAITLYN WELLS BY MON. APRIL 11TH AT CAIWELLS@KSU.EDU
TOWN HALL LEADERSHIP BLDG.

LECTURE
THURSDAY, APRIL 14TH

4:30 P.M. - 6 P.M.
"OPEN TO THE PUBLIC"
ROOM 123 LEADERSHIP BLDG.

Assistant Dean Johnson will discuss critical topics including intersectionality, microaggressions, past and current activism and their impact on making change. She will engage difficult questions concerning how to embrace and advocate for social, political, and economic equality for all.

Kansas State University
JRN/ENR/ENR
MANRRS
K-STATE WOMEN'S STUDIES DEPARTMENT

NEVER STOP PURSUING THE DREAM
MLK Week Calendar 2016

Monday, January 25
Identity Tea
Hosted by the Kansas Humanities Council
The Heritage of "I Am the Greatest" by Martin Luther King Jr.
Location: The Heritage Center
Contact: Kansas Center for the Book, 114 S. Lawrence Street, 2nd Floor, Lawrence, KS 66044

Wednesday, January 27
Annual MLK Program & Dedication
Hosted by the Kansas Humanities Council
The Heritage of "I Am the Greatest" by Martin Luther King Jr.
Location: The Heritage Center
Contact: Kansas Center for the Book, 114 S. Lawrence Street, 2nd Floor, Lawrence, KS 66044

Thursday, January 28
MLK Week Fellowship Luncheon
The One Big Beautiful State Luncheon
Location: The Heritage Center
Contact: Kansas Center for the Book, 114 S. Lawrence Street, 2nd Floor, Lawrence, KS 66044

Friday, January 29
MLK Week Fellowship Luncheon
The One Big Beautiful State Luncheon
Location: The Heritage Center
Contact: Kansas Center for the Book, 114 S. Lawrence Street, 2nd Floor, Lawrence, KS 66044

Saturday, January 30
MLK Week Fellowship Luncheon
The One Big Beautiful State Luncheon
Location: The Heritage Center
Contact: Kansas Center for the Book, 114 S. Lawrence Street, 2nd Floor, Lawrence, KS 66044

Sunday, January 31
MLK Week Fellowship Luncheon
The One Big Beautiful State Luncheon
Location: The Heritage Center
Contact: Kansas Center for the Book, 114 S. Lawrence Street, 2nd Floor, Lawrence, KS 66044

Key Success: Increased Corporate and State Partnerships

- Fred and Mary Koch Foundation - 2007
- KOCH Industries Inc. - 2007
- Cargill/Ardent Mills - 2008
- Phillips 66 - **2014**
- AT & T Foundation - **2014**
- KS Dept. for Children and Families - **2014**
- Union Pacific - **2015**
- John Deere - **2016**
- Hormel – **2016**
- **And more for the future!**





Next Steps: Priorities

- Multicultural Student Center Process and Implementation
- Enhance Internal and External Partnerships
- Campus Climate Survey
- Diversity Trainings for Faculty/Staff and students
- Increase retention of Multicultural Faculty/Staff
- Improve Multicultural student retention, graduate and placement rates
- Enhance Corporate and State partnerships to “Fundraise for Diverse success”
- Office of International Programs
- Target growth areas in Colleges
- Publish success in research journals
- Higher Education for Excellence in Diversity (HEED) award and other award submissions
- K-State Police Partnership
- Improve website and social media presence



Office of Diversity Staff



Dr. Zelia Z. Wiley- Interim Associate Provost for Diversity

Mirta Chavez- Director, Multicultural Programs and Services

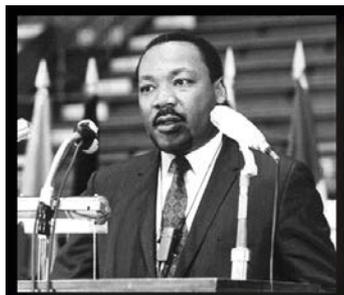
Brandon Clark- Program Coordinator

Caitlyn Wells-Project Coordinator

Karen Wilson- Accounts Manager

Romaine Schell-Senior Administrative Assistant





Thanks to all for our success!