

## CAMPUS COMMUNITY & INCLUSION TASK FORCE

*...a task force focused on developing options for additional shocker-specific programs on our campus to further enhance the student and campus community experience, with a special focus of celebrating our diversity, inclusivity, creative activities and university accomplishments.*

Committee Members:

Aaron Austin – Student Affairs & Co-Chair

Kristin Beal - Strategic Communications

Bobby Berry - Academic Affairs

Susayn Brandes – Community Representative

Cheyly Clawson – Faculty Senate

Paula Downs - Office of Diversity & Inclusion

Becky Endicott - Athletics

Gabriel Fonseca – UP Senate

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# CAMPUS COMMUNITY & INCLUSION TASK FORCE

## **Executive Summary**

Campus Community & Inclusion was charged with developing options for additional Shocker-specific programs on our campus to further enhance the student experience through the promotion of a stronger sense of community with a special focus of celebrating our diversity, inclusivity, research, creative activities and university accomplishments. The Task Force subsequently identified four major areas for consideration. Four sub-committees were created to explore the following areas of concern. They are listed below, with their charge, and a brief summary of their findings:


1. **SUB-COMMITTEE #1: Art on.24 ①**

# CAMPUS COMMUNITY & INCLUSION TASK FORCE

SUB-COMMITTEE #1:

**RECOMMENDED ACTION/PROGRAM/INITIATIVE #1:**

**Periphery & outdoor experience of campus:** Periphery campus experiences often transition into campus buildings. Thinking of how to energize pathways from outside to inside as well as creating a welcoming experience for campus visitors.

**Description:** Enhancing the periphery of campus to the Wichita community as well as the outdoor campus experience had by students, prospective students, faculty/staff, alumni and guests. **To include:** 

**RECOMMENDED ACTION/PROGRAM/INITIATIVE #2:**

**Enhancing**

**RECOMMENDED ACTION/PROGRAM/INITIATIVE #3:**

**Enhancing campus common and public spaces:** In addition to visually enhancing our campus periphery and buildings, the key to building a strong identity to visually enhancing our campus

Square, WSU common spaces/assets, and potentially Shocker Studios, WSU West Campus; WSU South Campus and a partnership with WSU Tech.

**Space activation ideas include:** Coffee Conversation Events (on-campus activity for all students, faculty and staff); campus events/tours in conjunction to sporting events; outdoor art; portable murals, chalkboard walls, painted crosswalks, photo opportunity spaces; recreational amenities (games, hammocks); community garden; food carts; contests, tours, walks; concerts, festivals and events. Events and activities would utilize outdoor and indoor



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Alicia Sanchez – Chair, Diversity & Inclusion

Jess Prudence - Spectrum LGBTQ

Bobby Berry - Academic Affairs

Rachel Spencer – Student Government Assoc.

Gabriel Fonseca – UP Senate

Aseayram Gopalakrishanan – International Students Organization

Teri Hall – Student Affairs

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**Bob Smith, Chair - Finance and Admin**

**Brian Lee - WSU-Tech**

**Jim Granada - Faculty Senate**

**Katherine Holmgren - Foundation**

**Matt Houston - USS Senate**

**Trish Gandu - UP Senate**

**Becky Endicott - Athletics**

**Rosemary Hedrick - USS Senate**

**Andrew Hippisley - Academic Affairs**

**ISSUES TO BE ADDRESSED:** Recognized Faculty and Staff Organizations and Identity Based Group Support

**STRENGTHS THAT POSITION THE INSTITUTION FOR SUCCESSFUL**

**IMPLEMENTATION/CHANGE:** For the University to “be a campus that reflects and promotes – in all community members – the evolving diversity of society,” as outlined in the Inclusive Excellence strategic plan goal; we have developed recommendations which include strategies, and practices to support a diverse and inclusive faculty and staff community. These efforts will leverage the effects of an inclusive campus to achieve greater recruitment and retention rates for faculty and staff.

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**RECOMMENDED ACTION/PROGRAM/INITIATIVE #1:**

**"YOU ROCK" INITIATIVE**

**Description of action/program/initiative:** Co-workers will nominate their fellow co-workers for doing exceptional things. All of the nominees are submitted to HR. Every month, four nominees are chosen to win a prize: \$10 gift card. The "You Rock" submission is shared along with the announcement of the winners.

**Purpose, goals, objectives:** Wichita State, while an excellent place to work, does not have awards other than annual awards.

**Challenge(s) to action/program/initiative:** The primary challenge will be the ability and/or willingness for current employees to take





### RECOMMENDED ACTION/PROGRAM/INITIATIVE #3:

#### FACULTY AND STAFF BIRTHDAY CELEBRATION

**Description of action/program/initiative:** Host monthly birthday celebration for employees who have birthday in that month, coffee/donuts or cookies or ice cream.

**Purpose, goals, objectives:** To recognize employees for this milestone in their lives.

**Challenge(s) to action/program/initiative:** The primary challenge will be logistics of organizing. The secondary challenge will be procuring adequate funding and resources for staff, operations, and programming.

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**Required resources:** Financial and operational resources.

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**Anticipated cost & funding source:** To be determined depending upon how centralized the celebration is (possible multiple receptions across campus). Funding sources could be a mix of funding from Academic Affairs and Finance and Administration.

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**Champion:** Dr. Rick Muma, Provost; Dr. Teri Hall, Vice President for Student Affairs; Werner Golling, Vice President of Finance and Administration, Darron Boatright Director of Athletics.

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## RECOMMENDED ACTION/PROGRAM/INITIATIVE #4:

### FALL WELCOME EVENT FOR FACULTY AND STAFF

**Description of action/program/initiative:** Host a “welcome back” celebration for staff during the week prior to the beginning of the Fall semester.

**Purpose, goals, objectives:** To recognize employees, for their hard work and to wish them an excellent academic year.

**Challenge(s) to action/program/initiative:** The primary challenge will be logistics of organizing. The secondary challenge will be procuring adequate funding and resources for operations and programming.

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**Required resources:** Financial and operational resources.

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**Anticipated cost & funding source:** To be determined depending upon how centralized the celebration is (possible multiple receptions across campus). Funding sources could be a mix of funding from Academic Affairs and Finance and Administration.

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**Champion:** Dr. Rick Muma, Provost; Dr. Teri Hall, Vice President for Student Affairs; Werner Golling, Vice President of Finance and Administration, Darron Boatright Director of Athletics.

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## RECOMMENDED ACTION/PROGRAM/INITIATIVE #5:

### HEALTH AND WELLNESS – FITNESS RELEASE TIME

**Description of action/program/initiative:** Employees may make use of a three (3) hour per week release time benefit for physical fitness purposes.

**Purpose, goals, objectives:** To encourage employees, especially those whose work is often sedentary, the opportunity to engage in healthy physical activity.

**Challenge(s) to action/program/initiative:** The primary challenge will be logistics of scheduling. The secondary challenge will be calculating funding and resources for operations and programming.

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**Required resources:** Financial and operational resources.

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**Anticipated cost & funding source:** To be determined depending upon which employees opt to take advantage of the program. Funding sources could be a mix of funding from Academic Affairs and Finance and Administration.

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**Champion:** Dr. Rick Muma, Provost; Dr. Teri Hall, Vice President for Student Affairs; Werner Golling, Vice President of Finance and Administration; Judy Espinosa, Director of Human Resources.

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**Partners:** Academic Affairs, Student Affairs, Finance and Administration, Human

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## **RECOMMENDED ACTION/PROGRAM/INITIATIVE #7:**

CREATE/SPONSOR WICHITA STATE UNIVERSITY MEETUP  
(idea source – meetup.com)

**Description of action/program/initiative:** Create meetups targeted for WSU employees and their interests. Only meetup in Wichita (WSU related) is GoCreate.

**Purpose, goals, objectives:** We can aim towards creating events hosted at different campuses with staff/faculty joint interests. Meetups can be designed to bridge similar major interests between students, faculty, and staff between online, WSU Tech, and WSU programs. Example: IT, Robotics, Nursing, etc.

**Challenge(s) to action/program/initiative:** The primary challenge will be logistics of organizing. The secondary challenge will be





**RECOMMENDED ACTION/PROGRAM/INITIATIVE #9:**

VOICES OF THE FACULTY AND STAFF  
(idea source – Michigan University)

**Description of action/program/initiative:** Legacy committee based







**Anticipated cost & funding source:**

Cost is to be determined depending upon the size and scope of the program. Funding sources could be a mix of funding from Academic Affairs and Finance and Administration. However, **n-Powered's** platform would also save the University thousands of dollars each year in personnel and resource costs.

**Champions:**

Dr. Rick Muma, Provost; Dr. Teri Hall, Vice President for Student Affairs

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