

# College of Applied Studies Diversity, Equity, & Inclusion Report 2022-23 Introduction:

The [College of Applied Studies](https://www.wichita.edu/academics/applied_studies/) (CAS) is committed to producing qualified educators, counselors, athletic trainers, exercise scientists, organizational leaders, and sport management professionals here at Wichita State University. The CAS combines nationally accredited programs, exclusive scholarships, and unmatched applied learning opportunities to give our students everything they need to build bright futures.

Additionally, the CAS advances our [core values](https://www.wichita.edu/academics/applied_studies/Deans_Office/About/index.php) of Diversity, Integrity, Collaboration, Discovery, and Leadership by listening to and acting on diverse perspectives and viewpoints. We further enact these ideals through relevant, intensive, and fully integrated applied learning experiences for all our students where they become leaders in a variety of career fields. Moreover, the CAS’s core value of diversity states: We value inclusion, diversity, and human dignity to create a productive and respectful environment for all. This core value undergirds the college’s work in collaboration with our industry and community partners, students, faculty, and staff.

The following report is a brief summary of the CAS’s work for 2022-23 explicitly connected with Diversity, Equity, Inclusion & Belonging (DEIB) and the university’s strategic goal of inclusive excellence.

**NOTE:** Due to the current implementation of the University Strategic Plan, colleges do not have unique mission statements unless required by their accrediting body. Please see WSU’s [Strategic Plan](https://www.wichita.edu/about/strategic_plan/index.php) and/or Dr. Ashlie Jack, Sr. Associate Vice President of Institutional Effectiveness, for more information.

# College DE&I Initiatives:

During the 2022-23 academic year (fall 2022 through spring 2023), the CAS engaged, developed, participated in, and organized several DE&I-related initiatives. This report will identify six (6) activities/initiatives, including:

1. In *order to* [*promote educational opportunities and collaboration* ,](https://www.wichita.edu/about/strategic_plan/partnerships_and_engagement.php) the college diversity committee hosted a [“Faculty of Color Lecture Series”](https://www.facebook.com/photo.php?fbid=731066338766412&set=pb.100055891585912.-2207520000.&type=3) (February and April) to highlight research of our faculty of color. The series was held virtually and had engagement from over sixty faculty and staff members across campus.
2. As a way to [*significantly elevate diversity*](https://www.wichita.edu/about/strategic_plan/research_and_scholarship.php) *as a priority*, the department of Sport Management presented in New Orleans, Louisiana at the [American Athletics Conference](https://www.facebook.com/photo.php?fbid=724625829410463&set=pb.100055891585912.-2207520000.&type=3) [Academic Symposium.](https://www.facebook.com/photo.php?fbid=724625829410463&set=pb.100055891585912.-2207520000.&type=3) The presentation was on “Black Student-Athletes Surprise and

Sensemaking, Negotiating Expectations at a PWI”. The presentation complemented a

$14,000 grant received by faculty in the department. The grant was awarded by the American Athletic Conference, proposals asked to address Diversity and inclusion issues in intercollegiate athletics.

1. To contribute to *the* [*evolving diversity of society*](https://www.wichita.edu/about/strategic_plan/inclusive_excellence.php), the Wichita State Counseling Student Association within our Intervention Services and Leadership in Education (ISLE) department hosted, [LGBTQIA+ Competencies Within Counseling Workshop.](https://www.facebook.com/photo/?fbid=6706545879359905&set=a.533177486696806)
2. To continue to foster a [*supportive learning environment*](https://www.wichita.edu/about/strategic_plan/student_centeredness.php), our faculty are highly engaged across campus. Within the School of Education (SOE) we have a [Tilford Fellow,](https://www.wichita.edu/faculty/development/tilford-faculty-fellows.php) who has accomplished work in amplifying the diversity of language within curriculum.

Additionally, another SOE faculty member, presented at the [2023 Gender and Sexuality](https://www.wichita.edu/academics/fairmount_college_of_liberal_arts_and_sciences/sociology/Gender_Conference/KGSC2023_fullprogram.pdf) [Conference](https://www.wichita.edu/academics/fairmount_college_of_liberal_arts_and_sciences/sociology/Gender_Conference/KGSC2023_fullprogram.pdf) on **“**Recognizing, Affirming, and Teaching Diverse Genders and Sexualities Using the Award- Winning Middle Grades and Young Adult Novels of Kacen Callender.”

1. To help *establish and promote* [*holistic student success*](https://www.wichita.edu/about/strategic_plan/student_centeredness.php), the CAS was heavily involved in the [HSI workshop](https://www.wichita.edu/calendar/index.php?eID=20842) that brought together individuals from Newman University, Friends University, WSU Tech, and Wichita State University. The workshop was designed to provide the four institutions of higher education the opportunity to discuss the best ways to serve our LatinX students as institutions evolve from an emerging HSI to an HSI. The workshop hosted Dr. Gina Garcia; our college’s Dean, Dr. Jennifer Friend, initiated a university-wide book study using Dr. Garcia’s book “Transforming Hispanic-Serving Institutions for Equity and Justice”.
2. In an effort to [*support the greater Wichita community*,](https://www.wichita.edu/about/strategic_plan/campus_culture.php) the Physical Education student organization (Team K12) in collaboration the Office of Engagement secured, sorted, and delivered canned goods to the [shocker neighborhood.](https://www.facebook.com/photo?fbid=573898771498654&set=pcb.573969974824867)

# Future Goals, Suggestions, Recommendations, and Lessons Learned:

As we approach Fall 2023, the CAS has identified several activities connected with DE&I-related work here at WSU. The non-exhaustive list includes:

1. Student success and persistence (SSP): continue to make progress on our SSP plan, which was submitted to the university. Specifically, our SSP plan—among a number of metrics and initiatives—will address decreasing equity gaps in persistence and 6-year graduations rates amongst our First-Generation students and our underserved full-time undergraduate degree seeking students.
2. CAS faculty fellowship: the CAS created a Diversity, Equity, Inclusion and Belonging faculty fellowship allowing a faculty member to work with our Assistant Dean on college-wide Diversity initiatives, which will include professional development.
3. Curriculum: the CAS continues to explore curricular and academic offerings explicitly connected to the salient issues of diversity, equity, inclusion and belonging. In response to the results of the 2019 Hanover Climate Study, the CAS Diversity Committee created a rubric, unanimously approved by the college faculty, to help review and evaluate diversity content within curriculum.
4. Conversations and reflections: we will continue having important conversations that engage internal and external college stakeholders. Specifically, our college is hosting a podcast study group in continuation of our work centered on becoming an HSI; this is an extension from the book study group.

# Conclusion:

Overall, the CAS had a successful year, which resulted in crucial conversations on DEIB allowing us—as a college and community—to make progress in creating a culture centered on living into our core value of diversity and the university goal of inclusive excellence. A possible take-away and lesson learned from this past year’s work is the following: When we equip and empower our faculty, staff, and students, advancement is inevitable.

In order to provide additional context for CAS DE&I work/initiatives/activities, please see the

college’s DEI plan, which is located in this report’s appendix.

APPENDIX

# College of Applied Studies DEI Plan

The following CAS Diversity plan is in alignment with the university’s [DEI plan](https://www.wichita.edu/administration/dei/comprehensive.php) and directly connect college-level initiatives with university strategic goals.

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|  | **Priorities/Objectives** | **College Initiatives** | **Examples/Evidence** |
| Inclusive excellence: Be a campus that reflects and promotes – in all community members – the evolving diversity of society. | | | |
|  | 1Access and affordability | providing opportunity for impactful higher education programming | * CHAMPS * Dining and dialogues * The Fuse |
| Student centeredness: Promote holistic student success through a supportive learning environment in which all of our students — past, present and future — continually thrive and grow. | | | |
|  | 1Access and affordability | Regular review ensuring diverse and impactful curricula; providing  opportunity for impactful higher education  programming | * SMGT completed annual   diversity curriculum review   * 100% of CAS departments will complete reviews by August 2023 * FG virtual student panel |
| Research and scholarship: Accelerate the discovery, creation and transfer of new knowledge. | | | |
|  | 2Talent pipeline; 3increasing  economic prosperity | Faculty’s annual scholarship of research activity and/or professional development  as related to DEI&B. | * Faculty participation in DEI- centric conferences or   professional development  opportunities |
| Partnerships and engagement: Advance industry and community partnerships to provide quality  educational opportunities and collaborations to satisfy rapidly evolving community and workforce needs. | | | |
|  | 2Talent pipeline; 3increasing  economic prosperity | Responsive outreach and  programming to local, state, and regional stakeholders | * Partner with USD 259 on Men of Color/Educators of Tomorrow. * SMGT’s paid internship partnership with the YMCA. * WISE Clinic and Play Therapy |
| Campus culture: Empower students, faculty, staff, and the greater Wichita community to create a culture and experience that meets their ever-changing needs. | | | |

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|  | 1Access and affordability | Stakeholder communication | * Increasing communication with key stakeholders * College and department specific All Majors (and Minors) meetings |

\*University priorities:1=Helping families through access and affordability (Provide an accessible, affordable, and impactful higher education for all Kansans with increased community

connections and networks.); 2=Supporting Kansas organizations/businesses with a talent pipeline that meets employers’ needs; and 3=Increasing economic prosperity with higher education that benefits the Kansas economy.

College initiatives and examples: What follows is a brief bulleted summary further detailing each identified initiative, strategy, and relevant examples.

* + Inclusive excellence:
    - CHAMPS (student organization centered on addressing DEI issues in the sport industry)
      * Women in Sport Week
      * Black History Month
      * Dining and Dialogue (a support group for students of color enrolled in School of Education)
      * The FUSE (an outreach initiative within the college that provides opportunities for engagement for all students)
      * Hoodies for the Holidays a drive to benefit Gordon Parks Elementary
      * Ready, Set, Lead! (a class created for all incoming first-year students participating in Passage 2 Success)
  + Student centeredness:
    - CAS have unanimously committed to examine diversity content within each

academic program and modify curricula as needed. This proposal was initiated based on data received from the Hanover Climate Survey and internal

conversations within the college regarding our desire to elevate our core value of diversity.

* + Research and scholarship:
    - Faculty participation in DEI-centric conferences or professional development opportunities (e.g., Gender and Sexuality conference, Tilford conference)
  + Partnerships and engagement:
    - Our college in partnership with USD 259 (BAASE and Educators Rising), launched a new initiative called Men of Color/Educators of Tomorrow. The intention of this program is to provide support to secondary and WSU students by way of

mentoring, family engagement and scholarships to grow the number of males of color in education and community leadership related careers.

* + - SMGT has partnered with the Greater Wichita YMCA system to support/offer semesterly and annual paid internships for students.
    - SMGT and OLL provided paid networking and professional development opportunities for students. Select SMGT students received paid memberships to Teamwork Online as part of the Teamwork U program. Select OLL students

received free tickets to the annual Global Leadership Summit hosted, annually, in Wichita.

* + - The WISE Play Therapy & Counseling Clinic provides an array of mental health counseling services as a positive approach to dealing with life's challenges and transitions to local community members free of charge.
  + Campus culture:
    - Establish and continue publishing the CAS Insider, a monthly newsletter sent to all CAS faculty, staff and students highlighting events, resources, and community efforts that uplift diversity, equity, and inclusion. Prioritize DEI in faculty/staff

searches, including search plans and ensuring that interviews involve dedicated discussion to WSU’s core value of DEI.

* + - Increased social media content related to diversity, equity, and inclusion (e.g., Black History Month, Women’s History Month).