Office of Diversity
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 Totals

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

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

*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

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

* 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

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<tr>
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</thead>
<tbody>
<tr>
<td>Male</td>
<td>1,128</td>
<td>1,160</td>
<td>1,171</td>
<td>1,245</td>
<td>1,283</td>
<td>1,303</td>
<td>1,295</td>
<td>14.8%</td>
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<tr>
<td>Female</td>
<td>1,524</td>
<td>1,637</td>
<td>1,690</td>
<td>1,675</td>
<td>1,752</td>
<td>1,775</td>
<td>1,775</td>
<td>16.5%</td>
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<tr>
<td>African American</td>
<td>104</td>
<td>100</td>
<td>111</td>
<td>118</td>
<td>129</td>
<td>138</td>
<td>133</td>
<td>27.9%</td>
</tr>
<tr>
<td>Asian</td>
<td>175</td>
<td>193</td>
<td>187</td>
<td>197</td>
<td>205</td>
<td>205</td>
<td>188</td>
<td>7.4%</td>
</tr>
<tr>
<td>Hawaiian/ Pacific Islander</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>2</td>
<td>2</td>
<td>1</td>
<td>3</td>
<td>200.0%</td>
</tr>
<tr>
<td>Hispanic</td>
<td>94</td>
<td>102</td>
<td>120</td>
<td>123</td>
<td>136</td>
<td>133</td>
<td>141</td>
<td>50.0%</td>
</tr>
<tr>
<td>Multiracial</td>
<td>18</td>
<td>26</td>
<td>28</td>
<td>30</td>
<td>35</td>
<td>38</td>
<td>40</td>
<td>122.2%</td>
</tr>
<tr>
<td>Native American</td>
<td>20</td>
<td>19</td>
<td>15</td>
<td>15</td>
<td>14</td>
<td>16</td>
<td>19</td>
<td>-5.0%</td>
</tr>
<tr>
<td>White</td>
<td>2,222</td>
<td>2,337</td>
<td>2,378</td>
<td>2,414</td>
<td>2,451</td>
<td>2,507</td>
<td>2,532</td>
<td>14.0%</td>
</tr>
<tr>
<td>Other</td>
<td>18</td>
<td>19</td>
<td>21</td>
<td>21</td>
<td>17</td>
<td>17</td>
<td>14</td>
<td>-22.2%</td>
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<tr>
<td>Total</td>
<td>2,652</td>
<td>2,797</td>
<td>2,861</td>
<td>2,920</td>
<td>2,989</td>
<td>3,055</td>
<td>3,070</td>
<td>15.8%</td>
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</tbody>
</table>
**Full-Time Faculty**
by Gender, and Race/Ethnicity

Source: HRIS on November 1

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<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Male</td>
<td>826</td>
<td>834</td>
<td>847</td>
<td>875</td>
<td>880</td>
<td>881</td>
<td>886</td>
<td>7.3%</td>
</tr>
<tr>
<td>Female</td>
<td>466</td>
<td>476</td>
<td>515</td>
<td>550</td>
<td>571</td>
<td>584</td>
<td>599</td>
<td>28.5%</td>
</tr>
<tr>
<td>African American</td>
<td>29</td>
<td>29</td>
<td>28</td>
<td>32</td>
<td>35</td>
<td>34</td>
<td>38</td>
<td>31.0%</td>
</tr>
<tr>
<td>Asian</td>
<td>146</td>
<td>161</td>
<td>171</td>
<td>177</td>
<td>178</td>
<td>181</td>
<td>187</td>
<td>28.1%</td>
</tr>
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<td>0</td>
<td>0</td>
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<td>0</td>
<td>1</td>
<td>0</td>
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<tr>
<td>Hispanic</td>
<td>40</td>
<td>34</td>
<td>43</td>
<td>44</td>
<td>53</td>
<td>62</td>
<td>63</td>
<td>57.5%</td>
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<tr>
<td>Multiracial</td>
<td>9</td>
<td>9</td>
<td>10</td>
<td>11</td>
<td>12</td>
<td>14</td>
<td>19</td>
<td>111.1%</td>
</tr>
<tr>
<td>Native American</td>
<td>4</td>
<td>6</td>
<td>6</td>
<td>7</td>
<td>7</td>
<td>5</td>
<td>5</td>
<td>25.0%</td>
</tr>
<tr>
<td>White</td>
<td>1,052</td>
<td>1,056</td>
<td>1,088</td>
<td>1,133</td>
<td>1,143</td>
<td>1,143</td>
<td>1,150</td>
<td>9.3%</td>
</tr>
<tr>
<td>Other</td>
<td>12</td>
<td>14</td>
<td>16</td>
<td>21</td>
<td>23</td>
<td>26</td>
<td>22</td>
<td>83.3%</td>
</tr>
<tr>
<td>Total</td>
<td>1,292</td>
<td>1,310</td>
<td>1,362</td>
<td>1,425</td>
<td>1,451</td>
<td>1,465</td>
<td>1,485</td>
<td>14.9%</td>
</tr>
</tbody>
</table>

*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
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
Key Success: Dr. Martin L. King, Jr. University-wide observance

The year 2018 will mark the 50th anniversary of Dr. King’s speech at Kansas State University.
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!