



TO MAKE
KENT STATE UNIVERSITY
A *GREAT PLACE*
TO *LEARN,*
WORK* AND *LIVE



VERTICAL ENGAGEMENT ↑	Campus climate engagement sessions Institutionalizing Change retreat Individualized quantitative college and division reports Thematic qualitative report	Engagement that inspires positive change A learning-living environment that creates a genuine sense of place	CORE VALUES Diversity of culture, beliefs, identity and thought Freedom of expression and the free exchange of ideas	A collaborative community Respect, kindness and purpose in all we do
	MARK POLATAJKO, PH.D.		ALFREDA BROWN, ED.D.	JACK WITT, J.D.
	MANDY MUNRO-STASIUK, PH.D.		DANA LAWLESS-ANDRIC	
HORIZONTAL ENGAGEMENT ←→ Applied Project Management Principles; Data, Goal and Scholarship-Driven; Data Sources: COACHE, Climate Study, NSSE, Great Colleges to Work For; Supplemental Data Analysis				
CHAIRS	STUDENTS EBONI PRINGLE, PH.D. LAMAR HYLTON, PH.D.	FACULTY TINA BHARGAVA, DR.P.H. KATHY WILSON, PH.D.	STAFF KIMBERLY EDGE KEN DITLEVSON	REGIONAL CAMPUSES TIM PAGLIARI LARRY FROEHLICH, PH.D.
EARLY WINS	<ul style="list-style-type: none">▶ Climate Advisory Network▶ Climate Response Team▶ Intentional Efforts:<ul style="list-style-type: none">▷ Experiences of marginalized students▷ Unwanted Sexual Conduct	<ul style="list-style-type: none">▶ Faculty Mentoring Website▶ Faculty Mentoring Award▶ Increased communication around non-tenure track (NTT) professional development opportunities	<ul style="list-style-type: none">▶ Proposed Policy for Flexible Work Schedule▶ Draft Proposal for Staff Council▶ Draft Proposal for Anti-Bullying Policy▶ Draft Proposal for Volunteer Time Policy▶ Anti-Bullying webinars	<ul style="list-style-type: none">▶ Incorporating Regional Campus perspectives across all efforts▶ Reviewing and cultivating dynamic data collection efforts across the Regional Campuses
IN THE PIPELINE	<ul style="list-style-type: none">▶ Deeper dive on thematic qualitative data analysis▶ Interactive Resource Tool▶ Virtual portal/platform for climate-related dialogue and feedback	<ul style="list-style-type: none">▶ Deeper dive on thematic qualitative data analysis▶ Training and professional development opportunities	<ul style="list-style-type: none">▶ Deeper dive on thematic qualitative data analysis▶ Moving “draft” proposals to proposed recommendations	<ul style="list-style-type: none">▶ Deeper dive on thematic qualitative data analysis▶ Further integration of Regional Campuses into other GPI Subcommittees
LONG-TERM GOALS ↓	<ul style="list-style-type: none">▶ Prioritize attention to situations and ways in which students are marginalized▶ Educate and raise awareness around unwanted sexual contact	<ul style="list-style-type: none">▶ Recognize NTT faculty through salary structure▶ Create a position of “Employee Ombuds” to receive concerns relating to campus climate from faculty and staff▶ Implement best practices for writing ballots▶ Make useful ballot writing training available to deans	<ul style="list-style-type: none">▶ Explore performance-based employee initiatives, staff advisory group options such as Staff Council, and other initiatives focused on improving the daily cultural interactions and working relationships of our employees	<ul style="list-style-type: none">▶ Incorporate a strategic and complete data-gathering plan that serves the Regional Campus community. The Regional Campus system currently has limited data on the faculty, students and staff who call our campuses home. To solve this, we will partner with Institutional Research to implement a comprehensive suite of survey and data gathering tools that will focus on the entire university system.
FORTHCOMING → AD-HOC COMMITTEE ON DIFFERENT ABILITIES AD-HOC COMMITTEE ON RACE				