

We the Students Demands

1. We demand transparency, shared governance, and equal representation for all students. All administration, namely the President and the President's Executive Team must be more transparent regarding events and decisions taking place that affect student life. More student representation should enhance this transparency. This representation must include students of color and other marginalized communities, including but not limited to students of communities whose identities are Black, Muslim, LGBTQA, undocumented, Hispanic, Asian, international, disabled, and more. This demand also requires that members of the administration update students and faculty on the reasoning behind changes or plans made to Innovation Campus, curriculum, athletic teams, tuition, changes to campus policies mandated by federal and state policies, and marketing strategies. There are background decisions being made without the input and involvement of students. Students have felt that they are not being valued nor represented at the administration level. Here are some examples of how the administration has consistently made decisions without consulting students, staff or faculty.
 - A. Parking: The University has failed to uphold promises made to students which have also brought forward questions in regards to transparency with the Parking Appeals Committee. The newly established ticketing system that uses license plate recognition software that was announced on March 18th, 2016 was stated to be implemented in stages beginning this summer. The university planned to hold campus focus group meetings later that spring semester to gather input on current and future parking needs. What were the results of these discussions? On July 13th, 2016, the headline of "Wichita State's new parking system is ready for rollout" is another example of lack of transparency. It was only until mid-October that the University utilized the software to enforce parking regulations. Secondly, there was a lack of transparency when the Parking Appeals Committee was announced to the Traffic Appeals Court on November 16th, 2016 with little notification to the student body. This inevitably led to students showing their frustrations with the new committee on February 15th, 2017 in R-59-031 Supporting Transparency and Accountability to the Parking Appeals Committee.
 - B. The Flats: The paucity of student representation on the decision to bring the Flats to campus is another illustration of the disregard for student opinions. With 1,500 students surveyed by Brailsford & Dunlavey to determine student demand for housing units, 81 percent of the surveyed students were satisfied with their living arrangements. Of all the factors considered, students concluded that the biggest factor was the total cost of rent and utilities, which off-campus students spend an average of \$533 per month on rent and utilities, with the suggestion that students would pay \$746 or more per month to live in a new residence hall. \$783, \$809, \$835, and \$939 per person, per month, not including electricity or parking for a four-person, three-person, two-person, or 1-person shared apartment respectively is evidence of the little regard to the survey conducted.
 - C. Conceal Carry Gun Legislation: The University administration has been uncommunicative regarding the new weapons policy, effective Saturday, July 1, 2017, that affects all students. The only instances where the administration disclosed information regarding the weapons policy was just recently via Shocker Blast on Friday, February 3, 2017 when the administration announced that a new weapons policy had been approved. A great proportion of our students, especially international students, are unaware of the impact that the Kansas Personal and Family Protection Act has on Wichita State's campus. Many are unaware of the processes that have taken place over the last several months and the lack transparency has had a negative impact on student morale. This lack of transparency regarding the weapons policy has also eroded the trust for the administration.
 - D. YMCA: More recently, the Wellness Center and YMCA proposal is a symbol of hypocrisy that was expected to be presented, debated, and voted on by the student body from March 1st to March 8th, within the matter of 1 week. The information given with the expectation for full approval from the student body is distasteful and a disrespect to those students who wish for answers to appropriate and necessary questions. What is more frustrating is the culture of dishonesty, unprofessionalism, and inconsistency with the presentation of the information. It was during the first presentation of this proposal on the March 1st, 2017 Senate meeting that Dr. Tomblin, Vice President for Research and Technology, spent nearly an hour presenting the proposal to bring a YMCA (including a childcare facility) and Wellness Center to campus and answering questions. After clearly and explicitly stating that this project would not carry forward without the support of the Senate, and after one week later when the proposal of the YMCA and Wellness Center had come to the floor for student senators to debate, the motion failed on a vote of 7-26-2. It is clear that during this meeting and following this

meeting, Dr. Hall, the Vice President of Student Affairs, had suggested that any and all decisions will be made by the President of the University.

- E. We demand the following actions be taken:
 1. We demand that the school increase the transparency of organizations, committees, and task forces on the administration level that deal with issues of student fees, campus issues, and diversity with public bi-annual reports made available to the student body beginning by the end of this academic year. Additionally, we ask that the Division of Student Affairs be tasked with the responsibility of making students aware of these groups and the services they provide.
 2. We demand that all University committees that make decisions that impact students, in any manner, require representation of the students. A list of all these committees must be made public, followed with the members of these committees, in addition to a University policy that states that there must be student representative(s).
 3. We demand there be an annual report from parking services to see the inflow and outflow of monies accrued from the parking presented to Student Government Association.
 4. We demand that members of the Parking Appeals Committee host multiple student forums this semester to discuss ways to improve both the rules surrounding parking and the transparency of the Parking Appeals Committee.
 5. We demand that the University administration promotes the new weapons policy more openly. We also demand that a frequently asked questions webpage be generated so that students can ask University administration about the new weapons policies and about the process of approval of these policies by the Kansas Board of Regents. We demand that a timeline be created highlighting the process that was undertaken, starting from 2013 when the Personal and Family Protection Act became law (campus exemption) to present-day (New weapons policy approved in December, Exemption in state law for Kansas universities expires).
 6. We demand that the University conducts a competitive bidding process in which bids from competing contractors, suppliers, or vendors are invited by openly advertising the scope, specifications, and terms and conditions of the proposed contract as well as criteria by which the bids will be evaluated. This will ensure that goods and services are obtained at the lowest price, by stimulating competition, and preventing favoritism. This process will also ensure that the best option is properly considered for the Wellness Center without inclusion of the YMCA. We demand that students are included in the competitive bidding process, to evaluate the proposed contracts that are submitted by competing companies. Following this, the University will conduct student forums and develop methods for engaging the student body for the Fall 2017 semester to present a proposal that shall be debated and voted on by the Student Government Association in Spring of 2018.
 7. We demand that the University respect the wishes of the student body, of which Student Government Association represents, and discontinue any consideration of bringing a Y to campus unless the student body decides that they want to move forward with the Y proposal.
2. Faculty and staff are not treated as valuable members of the institution. Instead of being treated as stakeholders, a part of the collaborative process of operating the institution, they are not able to speak candidly about issues such as diversity, safety, and inclusion. Therefore, the process of operating the institution is reactive process rather than a proactive and integral process. Staff are bullied, threatened, and inevitably forced to resign or are terminated by the University because of their support for students, of which they receive no settlement. Or they must make the claim of “resigning,” knowing that they have no other choice but to play into the hands of the University and have their stories be told for them. They are then required to stay silent and pretend as if nothing has happened as they slowly fade behind the WSU Strategic Communications focus on a Starbucks on campus or the Men’s basketball team making it to the NCAA tournament. For faculty, input is often non-existent and the efforts to communicate with faculty and staff are superficial at best and patronizing at the worst. As students, we are concerned with not only the transparency between the University administration and faculty/staff, but their treatment as well. The perception that only part of the University, mainly higher administration, is being involved in the future direction of the institution while the rest of the university community is left to fend for itself has never been more true. Here are some examples of how the administration treats staff and faculty and the ongoing issues relevant in the world of academic affairs.
 - A. Threatening members of the faculty and faculty-senate with the defunding and cutting of GTAs’ and RAs’ when mandating another report, review, or self-study to be conducted.

- B. Failing to respond adequately to questions posed by Faculty-Senate to Provost Vizzini during senate meetings, to which there is only a smile, shrug, patronizing remarks such as “that’s a great question,” with there being no satisfactory answer to the initial question.
 - C. Creation of useless committees with no legitimacy, no clear objectives, with vague goals forcing bodies to spend hours trying to figure out what the purpose of said committee would be.
 - D. Announcing various plans and/or reorganization without faculty involvement, only to be abandoned in a few years when the next trendy consultant-based buzzword comes along that in turn requires more reports, studies, and forms along with the response of “this time it will be different.”
 - E. Requesting and expecting faculty to handle budget cuts while the number of administrative, 6-figure salaries increase in addition to pay increases of members of the PET with no justified reason.
 - F. We demand the following actions be taken:
 - a. We demand that the administration does not threaten the jobs of the faculty, staff, or administrators that support our list of demands. Such threats will result in an escalation of our response.
 - b. We demand for the rehire of Eric Maki as the Director of Campus Recreation and an apology for forcing him to leave the University.
 - c. We demand that the diversity competency be embedded into formal evaluations of faculty, staff and administration. If Wichita State truly values this diversity as a part of its strategic goals, we demand members of the faculty, staff, and administration should be assessed on this competency.
 - d. We demand that by the academic year 2018-19, Wichita State University increases the percentage of faculty of color and staff members of color campus-wide by 10 percent
 - e. We demand that Wichita State University enforces comprehensive intersectional and cultural awareness and inclusion curriculum created by the Office of Diversity and Inclusion throughout all campus departments and units, mandatory for all students, faculty, staff and administration. This curriculum must be vetted, maintained, and overseen by a board comprised of students, staff and faculty of marginalized communities.
 - f. We demand that there is a mandate or create a new policy that allows faculty and staff to criticize Wichita State University freely and constructively without the fear of losing their jobs.
3. The University Strategic Goal #6 is to “be a campus that reflects, in staff, faculty and students the evolving diversity of society.” The university must do more to not only get people of color on campus, but ensure that they graduate at the same rate as their white counterparts. In order to create a more equitable campus we need the university to actively work on the following initiatives:
- A. We demand the following actions be taken:
 - a. We demand that gender-neutral restrooms be maintained and supported on campus despite the retraction of policies on the federal level. Our university must provide gender neutral housing and restrooms that are accessible and convenient. We call for our university to create a streamlined process for changing gender markers and names within university databases and records. We require that university personnel use personal gender pronouns as indicated by the individual.
 - b. We demand yearly sensitivity trainings available to students, faculty, staff, and administration on what qualifies as Islamophobia and the harms of it.
 - c. We demand that the Interfaith Prayer Space Proposal be accepted, supported, and acted upon by the University. This includes the establishment of a wash station in the family restroom on the north end of the RSC 1st floor in addition to institutional recognition in the form of a University web page as directed by the student body and an external signage that says “Interfaith Prayer Space” to be placed below the current sign on the Harvey D. Grace Memorial Chapel.
 - d. We demand that there is institutional recognition of the interfaith space so that all students feel welcomed on campus regardless of religious or nonreligious beliefs.
 - e. We demand that Wichita State University composes a strategic 10-year plan on May, 1 2017 that will increase recruitment and retention rates for black and DACA students, sustain diversity curriculum and training, ensure academic success for students of color and students from marginalized communities and promote a safer and more inclusive campus.
 - f. We demand programs for local public schools, with an emphasis on schools that have the highest percentage of free or reduced lunch, undocumented students, black students, and students from marginalized communities.

- g. We demand that Wichita State University decrease the disparity in average GPA between our black and white students by at least 3 tenths of a point by the end of the 2018-2019 academic year. We demand that more programs are developed utilizing evidence-based research to address the disparity in GPAs and that students and faculty are consulted in the development of said programs.
- h. We demand for the creation of an endowment with the long-term goal of creating scholarships, internships, work-study employment for undocumented and black students. Improve affordability and financial access to Wichita State University for students of color, students from low socio-economic backgrounds, and otherwise marginalized students; this should be done with meaningful student input and transparency
- i. We demand that the student code of conduct be revised to hold students accountable for hate crimes, hate speech, and sexual assault and a detailed reporting structure be developed for students to report such incidents. This reporting structure should be easily accessible to anyone who wishes to report such incidents without retaliation.

Conclusion:

We believe that there has been consistent effort from students to ask the questions that the President and Administration has failed to respond to. At this University, inaction speaks louder than words. It is the inaction of our President and of the President's Executive Team who have refused to meet the demands of students in the past few years. It is in the avoidance of answering to the faculty's calls to improve shared governance.

This complacency and culture of fear is never justified in any public institution, and we as a collective of concerned students refuse to accept that at Wichita State University. We call on students, faculty, staff, and members of the administration to show your commitment towards defending justice and respect at our institution. We call on you to support our call for transparency, for eradicating the system of corruption, and to stand in solidarity with all marginalized and underrepresented students and communities against all forms of discrimination and systemic oppression. The fight for justice and for the rights of students is essential in ending the complacency within our University's leadership. We organize because we all have a vested interest in a better and affordable education and experience.

When no one will fight for our interests, the only solution is for us to fight for ourselves. We the Students stand united; we will not be silenced or turned away. We the Students will hold the Administration accountable for every word that is spoken and every promise that is made.

— A collective of concerned students
We the Students

The Chancellor of this institution, Wichita State University, must address and meet these demands by 5:00 PM this Wednesday, March 15th, 2017.

President or Representative's signature: _____ Date: _____

Witness' signature: _____ Date: _____