

# Ferris State University Faculty and Staff Diversity Mini-Grant Final Report

Michigan College of Optometry EYE-DOC Summer Program

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The Michigan College of Optometry (MCO) Diversity hosted a two day summer camp for high school students June 18-19, 2009, at the Michigan College of Optometry. Fourteen high school students from underrepresented racial/ethnic groups (10 African American, 4 Latino) from Grand Rapids City Middle High School attended the EYE-DOC (Enhancing Youth Empowerment-Diversity in Optometry Collaborative) summer camp activities which exposed students to the opportunities for careers in the health care professions.

Collaboration with Americorp staff from Grand Rapids Cherry Street Health Services was critical to the success of the program. Americorp staff work in the High School where they expedited selection of qualified participants and provided both chaperone and team-building services for the students by familiar faces throughout the two day experience at the Michigan College of Optometry. A member of the Americorp team even produced a promotional video on DVD using footage taken during the camp.

The students were welcomed by the Interim Dean of MCO and the FSU Chief Diversity Officer. The program continued with a motivational workshop which guided students through the process of developing life goals with emphasis being given to the benefits of an undergraduate education. A Ferris State University (FSU) Recruiting Officer carefully outlined the processes for application to undergraduate college. A presentation by the President-Elect of the Michigan Optometric Association, an African American, showcased the need and opportunity for students of underrepresented populations in the profession of optometry. Numerous MCO faculty led workshops including eye dissections, visual perception demonstrations and supervision in the use of slit lamp biomicroscopy. A panel discussion with pre-optometry undergraduate students, current optometry students (Caucasian) and post-graduate students (African American) allowed for very candid discussions.

Student assessment of the camp was very favorable. Twelve of the students had not been exposed to the optometric profession prior to the camp, yet following the camp ten students indicated that optometry may be a viable option for them. All said that they would recommend participation in the camp to a friend. The most valuable part of the experience was the goal setting exercise; most students reported altering their goals as a result. Generally, all aspects of the program were well-received. Students were visibly animated and interested throughout each of the activities over the two day period.

The EYE-DOC program was a productive first step toward recruitment of underrepresented racial and ethnic populations into the optometric profession. It will be sustainable provided financial and staffing support is provided. Collaboration with Americorp staff and numerous University entities are essential for the planning and execution of the program. An unexpected level of interest was shown by MCO alumni of color. It is hoped that this can be developed into advisory, manpower and financial support for diversity initiatives in the future.

In conclusion, underrepresented racial and ethnic populations of high school students were introduced to the optometric profession through collaboration with Grand Rapids City Middle High School and Americorp. Students actively participated and began a directed process to consider career goals including the possibilities of careers in health care. Considerable support of this initiative was noted from alumni, university entities, MCO faculty, staff and students, and high school administrators. It is hoped that the success of this program will be expanded. The financial and ideological support of the ASCO was essential to the success of this program, and it is hoped that this may be continued in the future.

Funding off EYE-DOC was provided by both the American Schools and Colleges of Optometry and by The Ferris State University Diversity Office. A spreadsheet is attached. A summary of participant responses which were assessed through written surveys are attached. The program objectives were met, and plans for expanding the program in the future are underway.

## Participants

female H.S. student	11
male H.S. student	3
pre-opt undergraduate students	3
grad students	3
Americorp team members	3
MCO Faculty and speakers	5
MCO staff	2
work study	1
<b>Total</b>	<b>31</b>

<b>Name</b>	<b>High School</b>	<b>Gender</b>	<b>Age</b>	<b>Grade</b>	<b>Race/Ethnicity</b>
Glover, Darmesha	City High	F	15	11	African American
Joseph, Salem	City High	F	15	11	African American
Johnson, Charisse	City High	F	14	10	African American
Hall, Nancy	City High	F	15	11	African American
Quinones, Genesis	City High	F	15	10	Hispanic/Latino
Ramos Carrillo, Yolanda	City High	F	16	10	Hispanic/Latino
Riley, Niara	City High	F	14	10	African American
Gonzalez, Maria	City High	F	15	10	Hispanic/Latino
Edwards, Aaliyah	City High	F	16	11	African American

## Student Participant Demographics



	<b>Dr. Nash</b>			
	Rocked!	Pretty Good	So-so	Poor
Knowledge of Subject	13	3		
Quality of Presentation	8	5	3	
Usefulness of Information	8	8	2	
Quality of Slides, audio, multimedia	7	8	1	
Quality of Handouts	3	7	1	2
Attend again?	10	4		
	<b>Build an Eye</b>			
	<b>Dr. Rajaram</b>			
	Rocked!	Pretty Good	So-so	Poor
Knowledge of Subject	15	1		
Quality of Presentation	13	2		
Usefulness of Information	12	3		
Quality of Slides, audio, multimedia	12	2	1	
Quality of Handouts	11	2		2
Attend again?	13	1		
	<b>Realizing Your Potential</b>			
	<b>Dr. Dotson</b>			
	Rocked!	Pretty Good	So-so	Poor
Knowledge of Subject	15	1		
Quality of Presentation	12	4		
Usefulness of Information	14	2		
Quality of Slides, audio, multimedia	10	6		
Quality of Handouts	9	3	2	2
Attend again?	15	1		

## EYE-DOC 2009 SUMMER PROGRAM EXPENSES

Area	Item	UNIT COST	UNITS	EST COSTS	ACTUAL COSTS	ASCO GRANT	FSU DIVER. GRANT	
<b>Mailing</b>	Orientation packs	\$2.26	16	\$36.16	\$36.16	\$36.16		
<b>Staff</b>	Paula (hrs) -artwork	\$20.00	6	\$120.00	\$120.00		\$120.00	
	Workstudy (hrs)	\$10.00	37	\$370.00	\$370.00		\$370.00	
<b>Food</b>	Breakfast items (bus)	\$30.00	1	\$30.00	\$30.00		\$30.00	
	Pizza luncheon (FSU catering)	\$7.99	30	\$239.70	\$239.70		\$239.70	
	Westview dinner	\$7.50	20	\$150.00	\$150.00		\$150.00	
	Westview breakfast	\$5.50	20	\$110.00	\$110.00		\$110.00	
	Picnic lunch (FSU catering)	\$9.99	30	\$299.70	\$287.70		\$287.70	
	Snacks (2 days)	\$30.00	2	\$60.00	\$64.51		\$64.51	
	Cake (Walmart)	\$30.00	1	\$30.00	\$28.36		\$28.36	
<b>Transportation</b>	47 passenger FSU bus @ 3.43/mi x 260	\$892.00	1	\$892.00	\$782.04		\$782.04	
<b>Housing</b>	Dormitory bed	\$16.50	19	\$313.50	\$330.50		\$330.50	
<b>Activities</b>	UREC (rock climbing, pool, etc)	\$3.00	20	\$60.00	\$60.00		\$60.00	
<b>Binders</b>		\$6.00	35	\$210.00	\$210.00	\$210.00		
<b>Markers</b>		\$10.00	2	\$20.00	\$20.00	\$20.00		
<b>Copies</b>		\$0.10	300	\$30.00	\$30.00	\$30.00		
<b>Dissecting kits (for 16)</b>		\$270.74	1	\$270.74	\$270.74	\$270.74		
<b>Speakers -travel</b>		\$300.00	1	\$300.00	\$300.00		\$300.00	
<b>Speakers -gifts</b>	MCO bag/portfolio	\$35.62	2	\$71.24	\$71.24	\$71.24		
	Gillmore Collection rest. gift card	\$200.00	1	\$200.00	\$200.00	\$200.00		
<b>Speaker -honorarium</b>	(Greg Dotson)	\$500.00	1	\$500.00	\$500.00	\$500.00		
<b>Shirts</b>	T-Shirts (Hanging by Thread)	\$8.00	30	\$240.00	\$486.00		\$486.00	
	Staff polo shirts (Hanging by Thread)	\$12.00	10	\$120.00	\$120.00		\$120.00	
<b>Gifts for participants</b>	FSU Bookstore Gift Cert.	\$25.00	1	\$25.00	\$203.83		\$203.83	
	MCO Nalgene Bottle	\$10.00	2	\$20.00				
	FSU pen	\$11.98	1	\$11.98				
	Sticker	\$4.98	1	\$4.98				
	Misc. (FSU duffel bags)	\$500.00	1	\$500.00	\$447.74		\$447.74	
	USB drives (in kind MCO)	\$2.00	25	\$50.00	\$50.00		\$50.00	
<b>Mileage for GR travel/meetings/other (in kind faculty)</b>		\$10.00	4	\$40.00	\$100.00		\$100.00	
				<b>Totals</b>	\$5,325.00	<b>\$5,618.52</b>	<b>\$1,338.14</b>	<b>\$4,280.38</b>

ASCO GRANT  
FSU DIVER. GRANT

SOURCE	AMOUNT OF GRANT	ACTUAL COSTS	BALANCE
ASCO GRANT	\$1,305	\$1,338.14	<b>(-33.14)</b>
FSU GRANT	\$4,000	\$4,280.38	<b>(-280.38)</b>
IN-KIND GIFTS	\$450	grant shortages: <b>(313.52)</b>	\$186.48