



FERRIS STATE UNIVERSITY

COLLEGE OF EDUCATION AND HUMAN SERVICES

MEMORANDUM

TO: David Pilgrim, Ph.D., Vice President for Diversity and Inclusion

FROM: Michelle Johnston, Ph.D., Dean, College of Education & Human Services

RE: **College of Education & Human Services Diversity Progress Report**

DATE: December 10, 2012

This report delineates the activities that the College of Education and Human Services pursued to accomplish the following four major diversity and inclusion goals:

Goal 1: Create a University that is welcoming to diverse populations

- The College personnel actively engage in LGBTQ initiatives, including chairing committees.
- A College faculty member chairs the Academic Senate Diversity Committee.
- The Dean and others met with representatives from Detroit, Grand Rapids, Baldwin and Muskegon, Michigan to find opportunities for teacher candidates to tutor and participate in field-based practicums in those communities, and to encourage students from those communities to become students at Ferris State University.
- Working with the Center for Latino Studies, the School of Education faculty and administrator are facilitating a panel discussion, preparing English as a Second Language teaching minor, and organizing to offer courses for on-site delivery at Union High School in Grand Rapids.
- The School of Digital Media offers classes at the Kent County Career Technical Education Center and, in time, structures which allow dual enrollment as its outreach initiative in Grand Rapids.
- The College continues to work with Recco Richardson to welcome students from the Flint/Genesee County area.
- The College is reconvening its Diversity and Inclusion Committee on January 10, 2013.

Goal 2: Recruit, retain, and graduate a diverse student population

- The School of Education has a King-Chavez-Parks grant to eliminate the barriers for underrepresented students and to ensure that they can succeed in teacher preparation.
- The School of Education continues to add teacher certification endorsements to recruit, retain, and graduate a broader population of students.

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- The Schools of Criminal Justice and Education serve Michigan by offering their programs in areas where underrepresented populations have difficulty accessing post-secondary education.
- The School of Digital Media is creating a new associate's of applied science degree (AAS) to recruit a broader range of students and to give them more options for retention when they complete their AAS degrees.

Goal 3: Hire and retain a diverse workforce

- The College administrators will be meeting in January with Mr. Olovson from the General Counsel's office to discuss diversity in the workforce and hiring practices.
- The Chair of the newest search met with the Vice President of Diversity and Inclusion.
- When the College of Education and Human Service personnel engaged in searches, they expanded the distribution of their postings by advertising in additional periodicals, contacted a variety of associations, and communicate directly with colleges and universities.
- The School of Education continues to disaggregate Michigan Tests of Teacher Competency (MTTC) data for decision making about student success and instructional delivery.

Goal 4: Create environments for student learning that are inclusive of and sensitive to a diverse student population

- The School of Education and the Physical Plant remodeled the fourth floor restroom in Bishop Hall to make it accessible.
- Classrooms on the second floor are accessible.
- Using the KCP grant, underrepresented students receive tutoring to pass the MTTC and financial support to ensure that they can take the tests, student teach, and apply for teacher certification.
- The Little River Schoolhouse project recognizes the significance and influence of Isaac Barry, a runaway slave, and his Mormon wife in influencing the diversity of the region. The College is a leading partner in the program/curriculum development of the Little River Schoolhouse restoration project.
- Add Ginny's film

Diversity and Inclusion Successes

1. Continuing to disaggregate data, have relationships with external partners such as Recco Richardson, implement the KCP grant, and engage in outreach with communities and community colleges across Michigan.
2. Developing initiatives with the Center for Latino Studies and Union High School.
3. Participating in the Little River Schoolhouse Project.

Identify Diversity Challenges

The College of Education and Human Services continues to find recruiting diverse faculty a challenge. Additionally, recognizing that Michigan ranks high in the relative proportion of poor rural communities, the College needs to find new inroads into the rural communities to work as partners for social justice and improvement.

Major Diversity Initiatives Led by the College

1. KCP grant for underrepresented students in teacher preparation programs.
2. Program outreach to communities and community colleges.
3. Engagement with the Center for Latino Studies and Union High School.
4. Involvement with Little River Schoolhouse.