



FERRIS STATE UNIVERSITY

Student Affairs Diversity Report

2014-2015



July 2015

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Division of Student Affairs Mission:

We facilitate opportunities for students to access higher education and participate in student-centered learning through diverse experiences that support student engagement, retention, and graduation.

Division of Student Affairs Strategic Diversity and Inclusion Targets:

- To identify and highlight resources that support diversity and inclusion
- To establish goals for diversity that support enrollment, retention, and support services
- To be even more intentional about diversity in our programming and Divisional activities
- To assist the campus community in celebrating the pursuits of learning in a multicultural and inclusive environment
- To assist students in appreciating and increasing their understanding of individual differences and similarities within our global society

The Student Affairs Division made significant progress toward our goal of strengthening our commitment to diversity during the 2014-2015 academic year. The Student Affairs Diversity Committee was charged by the Dean of Student Life, Leroy Wright, to serve as the continuing catalyst for accomplishing our Division's diversity targets. Members of the Student Affairs Diversity Committee are:

- Michele Albright - Center for Leadership, Activities and Career Services (CLACS)
- Nicholas Campau - Office of the Dean of Student Life
- Leigha Compson - College of Engineering Technology
- Matthew Chaney - Office of Multicultural Student Services (OMSS)
- Angela Garrey - Admissions
- Amy Otteson - Institutional Research and Testing (IRT)
- Angela Palmer - Office of the Dean of Student Life
- Renee Vander Myde - Birkam Health Center (BHC) & Personal Counseling Center (PCC)
- Leroy Wright (Chair) - Office of the Dean of Student Life

The following report contains the Division of Student Affairs' 2014-2015 diversity successes and challenges, as well as general recommendations for 2015-2016.

Ongoing Projected Major Diversity Initiatives

AUGUST

- **Transitions to Success: Multicultural Freshman Orientation** – organized, implemented, and sponsored by the Office of Multicultural Student Services (OMSS).

SEPTEMBER

- **Minority Get Acquainted Day** – organized, implemented, and sponsored by OMSS.
- **Leadership Conference** – organized, implemented, and sponsored by the Center for Leadership, Activities and Career Services (CLACS).
- **Hispanic Heritage Celebration Events** – organized, implemented, and sponsored by OMSS.
- **Hazing Prevention Week** – organized, implemented, and sponsored by PanHellenic Council, Sigma Pi Fraternity, and CLACS.
- **Cultural Connections** – organized, implemented, and sponsored by OMSS, the Office of International Education, and the Center for Latin@ Studies.

OCTOBER

- **Career Week** – cooperative initiative among the Office of International Education and CLACS to provide information and resources for international students seeking employment for graduate school in the United States as well as students seeking opportunities abroad.

NOVEMBER

- **Native American Heritage Celebration Events** – organized, implemented, and sponsored by OMSS.

JANUARY

- **MLK Celebration Events** - organized, implemented, and sponsored by OMSS along with various departments from across campus.

FEBRUARY

- **Black History Month Celebration Events** – organized, implemented, and sponsored by OMSS.
- **Career Week** – cooperative initiative among the Office of International Education and CLACS to provide information and resources for international students seeking employment for graduate school in the United States as well as students seeking opportunities abroad.

MARCH

- **Women's History Month Celebration Events** – organized, implemented, and sponsored by OMSS.
- **Cesar Chavez March in Grand Rapids**– organized, implemented, and sponsored by OMSS and the Office of International Education.

APRIL

- **Take Back the Night** – organized, implemented, and sponsored by Social Work, the Office of the Dean of Student Life, the Diversity and Inclusion office, OMSS, the Student Conduct office, and various off-campus partners.
- **Leadership Conference** – organized, implemented, and sponsored by the Center for Leadership, Activities and Career Services (CLACS).
- **International Festival of Cultures** – organized, implemented, and sponsored by OMSS, the University Center, and the Office of International Education.
- **DSAGA Drag Queen Show** – organized, implemented, and sponsored by DSAGA and the University Center.
- **OMSS Picnic** (end of year picnic held at North Quad) – organized, implemented, and sponsored by OMSS, and is open to all faculty, staff, students, community, and alumni.
- **Torch Bearer and Rising Star Awards** – organized, implemented, and sponsored by CLACS and various student leaders. The program recognizes the accomplishments of a diverse community of leaders and RSOs.
- **Multi-Cultural Graduate Recognition Program**– organized, implemented, and sponsored by OMSS.

ON-GOING

- **T.O.W.E.R.S.** – (*Teaching Others What Establishes Real Success*) Leadership Development Workshops – organized, implemented, and sponsored by OMSS.
- **Cultural Awareness Celebrations** – organized, implemented, and sponsored by OMSS.
- **The President's Military Veterans' Breakfast** – organized, implemented, and sponsored by the President's Office and Enrollment Services.
- Members of the **Student Affairs Division will continue to support Registered Student Organizations (RSOs)** in creating programs that promote diversity, social justice, and inclusive communities.

- **Campus Pride Index** - initiated participation in this program by the Enrollment Services Department. This program has increased awareness of our efforts and services to support the LGBTQIA community.
- **Black Male Network Initiative** - organized, implemented, and sponsored by OMSS.

Submitted by: Renee Vander Myde

2014-2015 DIVERSITY SUCCESSES

- The Birkam Health Center (BHC) and Personal Counseling Center (PCC) staff participated in several all-staff trainings that focused on a variety of diversity topics and issues. The trainings were as follows: 1) *Americans with Disabilities Act Amendment Act (ADAAA)* training which covered the expanse of the definition of the term “disability,” 2) *Discrimination* training which focused on how discrimination can happen in an overt or covert way, 3) *Diversity for Employees* training which provided tips and information on everyday communication from a global perspective and discussed the impact culture has on the workplace, 4) *Section 504 Part 1 and Section 504 Part II* training as it related to the ADA and the IDEIA, which focused on helping staff understand accessibility to services as provided under the Rehabilitation Act of 1973, and 5) *Title IX of the Education Amendments Act of 1972* training which gave the history of Title IX and also focused on 10 key areas regarding sex discrimination and grievance procedures. Finally, the entire staff is participating in an ongoing effort to make the Birkam Health Center and Personal Counseling Center more welcoming and inclusive to LGBTQIA students through The Fenway Institute program, *Providing Welcoming Services and Care for LGBT People: A Learning Guide for Health Care Staff*.
- In addition to the above trainings, a Personal Counseling Center staff member participated in professional training to address the unique needs of student veterans, especially those who have returned from a deployment in a combat zone. These students may have unique challenges assimilating back into civilian life, let alone a college campus, in addition to any trauma they may have experienced.
- The Birkam Health Center and Personal Counseling Center rolled out Student Health 101, a well-accessed electronic student health and wellness magazine, that focuses on a diverse student population, as well as diverse health topics, from financial health to physical health. Recognizing that health encompasses a much larger content than simply physical wellness is key to total health.
- The Birkam Health Center provides translation services via three-way telephone conferencing for student patients who wish to use their first language, if not English, when receiving health care. The net goal is to have important forms for ESL patients translated in the needed languages. Most commonly needed languages are Arabic, Spanish, and Swahili.

- The Center has worked closely with the Office of International Education to help create policies and procedures regarding student safety when studying abroad. The process is to better ensure students are equipped with what they need for medical and emotional support while traveling abroad.
- With the financial support of the Diversity and Inclusion office, the Birkam Health Center and Personal Counseling Center partnered with the Office of Multicultural Student Services and DSAGA to bring Erin Davies and Fagbug Nation to campus. Erin Davies hosted a booth during a day on campus, and in the evening presented her 50 minute documentary with a discussion afterward. The entire program focuses on one individual's victimization of a hate crime for being gay, and her subsequent research and outreach.
- The Birkam Health Center participated in Wellness Wednesdays with the Center for Leadership, Activities and Career Services. The goal was to address various health-related topics to a wide array of students from stress management to sexual health and wellness.
- The staff attends and participates in events and programming related to diversity on campus, such as the Office of Multicultural Student Services' Get Acquainted Day. The events have become opportunities to collaborate, but also to disseminate important information regarding health disparities among diverse groups of people.
- Various staff members are part of campus and community-based committees and advisory groups addressing issues of diversity, such as the Domestic Violence Task Force, Health Promotion Committee, The Diversity Committee, Ferris Youth Initiative Advisory Committee, Coalition to Reduce Underage Drinking, Liaison Committee for Students with Disabilities, Disability Awareness Month Planning Committee, and Active Minds.
- The Birkam Health Center underwent a peer review by the American Health Association to identify strengths and challenges. We are currently implementing changes based upon some of the results and recommendations. They were specific to health disparities and care associated with LGBTQIA patients.
- Renovations were performed in the main reception area of the Birkam Health Center that included an ADA compliant check-in counter which increases the accessibility for a wheelchair bound patient. In addition, we purchased an ADA accessible exam table that can be adjusted to several heights and has support handles for patients with physical challenges.

2014-2015 DIVERSITY CHALLENGES

- Addressing and educating diverse student groups about medical and mental health care disparities continues to be a challenge as many students with these potential barriers do not utilize the BHC or PCC for services. Outreach efforts need to be improved but we have limited staff ability. However, we will be able to monitor SH101 readership to assist in determining whether or not we are reaching diverse groups more effectively.
- We need to continue to create a welcoming and inclusive environment, as well as direct services so that clients and patients “see themselves” in our service areas and can report feeling valued, welcomed, and supported.

Center for Leadership, Activities and Career Services (CLACS)

Submitted by: Angela Roman

2014-2015 DIVERSITY SUCCESSES

- The CLACS office partnered with Educational Counseling and Disability Services to have walk-in hours on Fridays for career counseling.
- All staff have attended multiple professional development opportunities in regards to diversity and inclusion: Kognito (Veteran's training), Inclusion Advocate Seminar, Managing the ARC of Diversity in the Workplace, Equal Opportunity, and Harassment.
- All staff have received multiple opportunities for reading professional development articles that are distributed by the Director of CLACS and the Dean of Student Life, which include topics such as the following: Assisting people with disabilities, Title IX, LGBT, and Veteran's assistance.
- The CLACS office coordinated Community Town Hall meetings to help understand the needs of the local Big Rapids community and how our students can assist in the solution.
- The CLACS office coordinated, supported, and attended a variety of diverse events and activities: OMSS Transition to Success, TOWERS meetings, the Cultural Connections Open House, the Minority Student Graduate Celebration, TIPS/Scholars Lunch & Learns, 5 Star diversity events, MLK activities, Office of International Education events, and much more.
- The CLACS office assisted the Diversity and Inclusion office with getting students to complete the Diversity Climate Survey.
- The CLACS office worked closely with the Academic Career Programs Specialists whose intentions are to get minority students into majority career programs (i.e. Women in Technology programs).
- The CLACS office supported a variety of diverse student organizations and their programming.
- The CLACS office posted a world map to encourage our students, faculty, and staff to put up different color pins that symbolized the various places they came from, have visited, and where they would like to go. This offered an innovative way to show our customers the diverse background of our community.

- Nicholas Smith served as an advocate for our transgendered students. He was able to assist our transgendered students in getting their Ferris email changed from their birth name to the name they identify with as a transgendered person.
- EU co-sponsored two large diversity programs with the Social Work Association and NAACP. The programs were the Herman Boone lecture and the Ferris Has Talent program.
- The Student Leadership and Activities Advisory Council approved new diverse student organizations, one of which was the Advocacy and Education of Gender Identity and Sexuality RSO (AEGIS).
- The CLACS office paid for the President of Black Greek Council to attend the Association of Fraternal Leadership Value (AFLV) conference in Covington, KY along with other Greek leaders. This was the first year the National Pan-Hellenic Council had the national convention in collaboration with AFLV, so the President was able to attend both conference sessions.
- Staff served on multiple committees that supported diversity and inclusion initiatives: TIPS Steering Committee, Student Affairs Diversity Committee, General Education Task Force, FSUS Steering Committee, and Political Engagement Committee.
- The CLACS office introduced weekend and late night activities during the 2015 Spring semester. The goal was to offer a healthy and safe programming opportunity for students who stay on campus during the weekend.

2014-2015 DIVERSITY CHALLENGES

- Greek Life's historically segregated originations have posed some issues for some of our chapters in regards to inclusion.
- It has been a challenge to get diverse student organizations to collaborate.
- Inclusion in regards to events has been difficult. Our office assumes the following may be happening: reluctance to collaborate, emphasis on quantity over quality of programming, over-scheduling of events, late planning which provides a late invitation and makes it difficult for all to participate, and others forgetting to reach out to our office.

Enrollment Services (Admissions, Financial Aid, IRT, and Registrar's Office)

Submitted by: Kristen Salomonson

2014-2015 DIVERSITY SUCCESSES

- The Strategic Planning for Diverse Enrollment (SPDE) was formed in January 2015 with a varied membership from multiple University divisions and locations.
- Chase Watts, Senior Recruiter, and Amina McGee, Staff Assistant from the Admissions Office, sought and earned the "I'm First" designation for the University. The "I'm First" Organization is an online resource and community geared toward supporting first generation college students, and highlighting colleges and universities who have achieved excellence in serving this important group. Currently, Ferris is one of only four member institutions in Michigan (others are Kalamazoo College, University of Michigan Ann-Arbor and University of Michigan-Flint). "First Generation Coffee Meet and Greet" are currently being held during New Student Orientation.
- Our Student Admissions Representatives (STARs) program embraces diversity on campus. We have two students on staff able to speak Spanish with incoming Spanish populations. In addition, our group of student staff reflects the diversity of our prospective students and their families. This year, about ¼ of our STARs are from minority populations.
- Jeff Stewart, Recruiter, coordinated a college lead name purchase from ACT focusing on underserved students in the United States. We received contact information from 300,000+ juniors and seniors. This enhanced our ability to reach out to this diverse population via email and a targeted postcard mailing, inviting these prospects to apply with our free application.
- Jessica Simon, Recruiter, hosted the "Camp College" event in partnership with the State of Michigan and the Michigan Association of College Admission Counseling in May 2015. It is a camp created to help students learn more about college, from preparing academically, selecting an institution, to planning for financial considerations. The target audience is lower income and first generation students.
- As part of our enhanced efforts to maximize exposure to higher education options amongst a diverse potential student pool, Jason Daday, Assistant Director from the Office of Admissions, coordinated 33 Group Visits with more than 600 students from schools, churches, governmental agencies, and community-based organizations with predominately black or Hispanic memberships.
- In previous years, funding for transportation was a large barrier for schools with diverse student bodies in being able to visit our Big Rapids Campus. To ameliorate the situation, we set aside a total of \$7,500 as part of a plan to offer transportation to select groups on a limited basis. This Spring Semester we hosted our first visit, utilizing these funds to

provide bus transportation for a visit from *Detroit Edison Academy*.

- In concert with our University core values of collaboration, the Office of Admissions partnered with the Office of Multicultural Student Services and their staff to present at 15 group visits. The sessions focused on the diversity of our student body, available services, and the welcoming environment at Ferris. We also partnered with the Jim Crow Museum for five group visits that combined a traditional admissions presentation and tour with a visit to the Museum.
- The Office of Admissions hosted a group of 30+ students from the College Assistance Migrant Program (CAMP). The group was composed of migrant students from the Shelby/Hart area who are working toward their GED or high school diploma. We provided bus transportation, as well as an admissions presentation in Spanish and English, given by Omar Gonzalez from the Office of Admissions. Next, Dulce Legaria, a STAR, conducted a campus tour in Spanish.
- The Office of Admissions provided funding for the Promesa CARE 102 course tuition for 25 students. This is a summer bridge program for under-served high school juniors. The group is composed of high-achieving students interested in the Science, Technology, Engineering, and Math (STEM) fields.
- The Office of Admissions collaborated with Israel Ledesma, Grand Rapids Recruiter, to coordinate a campus visit with West Michigan Arts Center for Technology. A group of 45 students interested in STEM fields from the greater Grand Rapids area, was participants in a unique experience at two of our campuses. The students first arrived to Ferris Grand Rapids and were given an admissions presentation, as well as a tour. They then had a presentation from a representative from our Digital Animation and Game Design (DAGD). The students were then bussed to the Ferris State University Big Rapids Campus for lunch at The Rock and a tour. Jake Pollock and Andrew Peterson, faculty members, provided the students an opportunity to participate in the learning lab in FLITE that highlighted the technological tools (e.g. Google glass and Oculus rift) and experience a few sample DAGD-developed video games.
- Jessica Cruz, Director from the Center for Latin@ Studies, coordinated a campus visit through Grand Rapids Public Schools and Burton Middle School. Our SPDE committee provided bus transportation. The students were given an admissions presentation, visited the nursing simulation lab, and toured a variety of programs in the College of Engineering Technology.
- The Office of Admissions provided an annual sponsorship for Latin Americans United for Progress (LAUP). It is an organization that focuses on education, offering services to teach and empower Latinos in bettering themselves and becoming positive and integral members of the community. This networking opportunity allows Ferris to play a vital role and show our support in Michigan's Latino community.

- The Office of Financial Aid has collaborated with the Center for Latin@ Studies for myriad projects. Melanie Mulder, Financial Aid Advisor, has participated in Hispanic Group Visits (an informal conversation about how to fund college); traveled to Traverse City for outreach to the Latino community; and met with Latino families who were referred by our Admissions recruiters. She also helped to create the Migrant and DACA student brochure published in October 2014.
- Financial Aid staff participates in an annual event hosted by the “Students with Children” Program. This Program assists students in networking with other families; it identifies family-friendly campus and community resources and services; and allows students to participate in parenting skill development, as well as ask financial aid related questions.
- Krissy Workman, Financial Aid Advisor, continues to serve on the Ferris Youth Initiative (FYI) Advisory Board. The Ferris Youth Initiative is designed to provide support and learning opportunities to foster care youth and low-income orphans throughout their academic career by incorporating academic success, character development, and positive approaches to their holistic well-being. Krissy continues to serve as a mentor to a FYI student, as well as on a committee that interviews students prior to admission into the program.
- Krissy Workman, Financial Aid Advisor, serves as our Single Point of Contact (SPOC) for the state’s foster care caseworkers and school district McKinney-Vento Liaisons to assist with unaccompanied homeless youth. She serves as a liaison to students and connects them with resources on campus and within the Big Rapids community. By providing a SPOC, students in a vulnerable situation have one “go-to” person rather than having to seek out these resources on their own.
- As a recommendation from the Achievement Gap Task Force, the Office of Financial Aid increased communications to incoming and continuing students regarding what work study is and ways to make sure they were considered for Federal or Institutional work study when they file the FAFSA each year.
- The Office of Institutional Research & Testing reports that from Fall 2013 to Fall 2014, total enrollment of Ferris minority students rose by 114 students to a total of 3,219. Ferris experienced headcount increases in the following categories: African-American +10, Hispanic +49, International +35, and Two or More Races +43.
- The Orientation Leader program has continued to support diversity on campus. This academic year, our minority rate is 27%. We continue to provide diversity and acceptance training to our student leaders, and focus on embracing the facets that make us all unique individuals in our campus community. This includes but is not limited to racial, religious, sexual orientation, gender, and cultural diversity dimensions.

- The Registrar's Office implemented an electronic transcript ordering process. Our partner, the National Student Clearinghouse, developed an electronic transcript solution that allows "touch-free" processing and delivery of an official and secure .pdf in as little as 10 minutes from order to the inbox of the recipient. The electronic receipt of transcripts can take place in two different ways: 1) via any valid email address or 2) via an international registry of Electronic Transcript Exchange (EXT) that sends the transcript directly to a registered school. Since implementation on April 29, 2015, 40% of our transcripts have been delivered as a .pdf or through the EXT. Some recent recipients range from the University of Glasgow in the U.K., to the Palau National Scholarship Board, to students themselves who have already traveled internationally since leaving Ferris. This enhancement has optimized service to our increasingly diverse and global student body.

2014-2015 DIVERSITY CHALLENGES

- For all of the departments in Enrollment Services, providing quality service to our increasingly diverse student prospect pool is certainly a growing challenge. As we continue to add new and refine existing efforts to attract a diverse student applicant pool, the realities of people and purchasing power are troublesome – as they are for all of us in the Ferris community. As we delve more deeply into our University Strategic Planning Process, the Strategic Enrollment Process, and the Diversity Audit Results, we will face some difficult decisions regarding priorities and resources.
- Attracting and maintaining a diverse workforce remains a significant challenge. It is critical for the Enrollment Services area to have a workforce that is reflective of the students we wish to enroll to continue to be able to recruit successfully. As the new diversity plan is developed, we will work to introduce and sustain best practices in the human resources area to attenuate this challenge.
- Financial aid continues the struggle of making school affordable for low-income and undocumented families. Added to this is the university-wide initiative to minimize student loan debt, which at times can be two competing goals. New and innovative ways to award need-based aid requires annual evaluation in order to meet the continuing needs of our students, as well as supporting the University's Strategic Enrollment Plan.
- Orientation has had a challenge in regards to communicating with Spanish-speaking parents of incoming Hispanic students. While we have two Spanish-speaking recruiters, their schedules do not always permit them to be available to interpret for these families each day. Our Orientation Leader Team was unable to find a Spanish-speaking candidate and our two Spanish-speaking employees on the STARs team were unavailable during the summer. This is something that needs more consideration for next summer. On a positive note, we did have another employee from across campus, fill in for one of the days this occurred. This vignette represents a larger area of concern. By focusing on recruiting a diverse class, we must ensure that all University services have the capacity to assist students and their families.

Submitted by: Leroy Wright

2014-2015 DIVERSITY SUCCESSES

- The Dean of Student Life delivered a reading at the Annual MLK Jr. Faculty/Staff In-Service, participated in the MLK March, and attended the “Ferguson, What Would MLK Do?” discussion.
- The Office of the Dean of Student Life staff participated in the Tunnel of Oppression Exhibit.
- The Dean of Student Life attended the NASPA AVP Institute where discussions were highlighted around women in leadership, Student Affairs’ commitment to diversity in hiring practices, and working with diverse populations of students as an executive leader on campus.
- The Dean of Student Life participated in the Student Life Academic Senate Committee discussion which centered on supporting International student needs and professor responsibilities.
- The Office of the Dean of Student Life staff attended the 2015 Image Awards and the Dean of Student Life was recognized by students, staff, and faculty as the recipient of the Thurgood Marshall Award.
- The Office of the Dean of Student Life staff participated in a series of discussions regarding African American, LGBTQIA, and International student experiences at Ferris State University.
- The Dean of Student Life attended several diversity workshops at the 2015 NASPA Conference in New Orleans, LA.
- The Office of the Dean of Student Life staff attended the OMSS Multicultural Graduate Recognition Program.
- The Office of the Dean of Student Life staff participated in many discussions related to violence against women, Title IX, sexual harassment/discrimination, etc.
- The Dean of Student Life chaired the search process for the new Title IX Coordinator.
- The Dean of Student Life serves on the Beyond: Diversity Advisory Committee.
- The Office of the Dean of Student Life staff participated in the International Student Orientation.

- The Office of the Dean of Student Life staff is actively involved in the Ferris Youth Initiative Program, with the Associate Dean of Student Life serving as a co-advisor to the program.
- The Office of the Dean of Student Life staff participated in the Cultural Connection/Open House Program.
- The Office of the Dean of Student Life staff attended the Hispanic Heritage Celebration Mixer.
- The Dean of Student Life participated in discussions related to creating a Diversity Certificate Program through the leadership of the Diversity and Inclusion Office.
- The Office of the Dean of Student Life staff challenged sororities and fraternities to take the HAVEN challenge to learn more about sexual assault prevention and healthy relationships.
- The Office of the Dean of Student Life participated in Black Alumni Homecoming activities.
- The Office of the Dean of Student Life staff participated in the University-wide Diversity Audit planning meetings through the leadership of the Diversity and Inclusion Office.
- The Dean of Student Life participated on a Diversity Audit subcommittee to review survey instruments for student feedback and faculty/staff feedback.
- The Office of the Dean of Student Life staff participated in discussions related to the Achievement Gap Initiative.
- The Office of the Dean of Student Life staff participated in the Las Cafateras Program.
- The Associate Dean of student Life participated in discussions related to academic support for at-risk student athletes.
- The Office of the Dean of Student Life staff participated in discussions about the Campus Climate Survey in regards to sexual assault.
- The Associate Dean of Student Life assisted the Department of Public Safety in addressing CLERY and VAWA compliance issues.
- The Associate Dean of Student Life served as an academic advisor for a diverse group of students who are career undecided through his involvement in FSUS 100.

- The Office of the Dean of Student Life staff attended the, “Together We Can Make a Difference – EBOLA,” fundraiser.
- The Associate Dean of Student Life attended the annual YBBW Fashion Show.
- The Dean of Student Life attended the Alpha Phi Alpha Gold Mind Conference.
- The Office of the Dean of Student Life staff participated in the Testimonios Celebrating Promesa event.
- The Office of the Dean of Student Life staff participated in FYI – Mentor Training sessions.
- The Office of the Dean of Student Life facilitated a discussion about the purpose of the Diversity Incidents Team.

2014-2015 DIVERSITY CHALLENGES

- The Office of the Dean of Student Life continues to meet the challenges of Title IX/Cleary/VAWA compliance requirements.
- Facilitating campus wide discussions around gender based harassment is a challenge.
- The Office of the Dean of Student Life is faced with challenges in regards to revisiting the purpose of the Virtual Women’s Center and how it can be packaged differently through the lens of the Title IX compliance webpage.
- Creating more gender neutral restroom accommodations across campus continues to be a challenge.

Submitted by: Matt Chaney

2014-2015 DIVERSITY SUCCESSES

- OMSS created an initiative to address the nation-wide phenomenon of the lowest achieving demographic in higher education which is the black male student. In order to address this important issue, OMSS created The Black Male Network (BMN). This initiative was created under the umbrella of our Center for Intercultural Engagement and Learning. The BMN seeks to promote an environment where black men can excel as leaders by connecting them with other students, faculty, staff, and alumni. Students will participate in activities and receive resources that aim to increase their personal, social, and academic level of success. The mission of BMN is to increase the retention, progression, and graduation of black males at Ferris State University. The vision of BMN is to create activities that all Ferris black male students can utilize to excel on a personal, social, and academic level.
- Gaining Early Awareness and Readiness for Undergraduate Programs (GEAR UP) has experienced an increased participation rate under the leadership of Danyelle Gregory. We have realized a 15% increase in physical participation with students attending programs, such as in school assemblies and after school programs and initiatives, and there has been a 25% increase in on-line activities. The total number of students that we serve is 845 and we have exceeded all of our benchmarks per our Annual Performance Report.

Strategic Collaborations and Partnerships

Our office has been intentional in our efforts to partner with other departments and with student groups in order to create meaningful and successful initiatives for our campus community.

Collaboration: OMSS Programs and Activities

Departments and Registered Student Organizations

Cultural Connections Open House

1. Center for Latin@ Studies
2. Office of International Education
3. FSU Catering
4. News Services

Transitions to Success

5. Academic Support Center
6. Center for Leadership, Activities and Career Services
7. Center for Latin@ Studies
8. Office of International Education
9. Personal Counseling Center

10. Retention and Student Success
11. Student Conduct

Minority Student Get Acquainted Day

12. Academic Support Center
13. African Student Union
14. Alpha Kappa Psi Fraternity, Inc.
15. Asian Student Organization
16. Black Leaders Aspiring Critical Knowledge
17. Black Greek Council
18. Black Student Union
19. Center for Latin@ Studies
20. Center for Leadership, Activities and Career Services
21. Delta Sigma Pi Fraternity, Inc.
22. FSU Catering
23. Housing and Residence Life
24. InterFraternity Council
25. National Association for the Advancement of Colored People
26. Saudi Student Organization
27. Sigma Lambda Gamma Sorority, Inc.
28. Spanish Club
29. Standing in the Gap
30. Student Government
31. Tuition Incentive Program
32. University Recreation
33. You Beautiful Black Woman

Hispanic Heritage Celebration

34. Black Leaders Aspiring for Critical Knowledge
35. Center for Latin@ Studies
36. College of Health Professions
37. Dining Services
38. Diversity and Inclusion Office
39. Hispanic Student Organization
40. Office of International Education
41. Music Industry Management Association
42. News Services
43. Sigma Lambda Gamma Sorority, Inc.
44. Spanish Department

Native American Heritage Celebration

45. Circle of Tribal Nations
46. FSU Catering
47. News Services

- 48. Office of International Education
- 49. Social Sciences Department

Dr. Martin Luther King, Jr. Celebration

- 50. Black Greek Council
- 51. Diversity and Inclusion Office
- 52. Delta Sigma Pi Fraternity, Inc.
- 53. Entertainment Unlimited
- 54. International Student Organization
- 55. National Association for the Advancement of Colored People
- 56. News Services
- 57. Residence Hall Association
- 58. Residence Life - Harmony Project
- 59. University Center
- 60. Student Government
- 61. You Beautiful Black Woman

Black History Month Celebration

- 62. African Student Union
- 63. Alpha Phi Alpha
- 64. Black Leaders Aspiring Critical Knowledge
- 65. Diversity and Inclusion Office
- 66. National Association for the Advancement of Colored People
- 67. News Services
- 68. You Beautiful Black Woman

Women's History Month Celebration

- 69. Diversity and Inclusion Office
- 70. Office of International Education
- 71. News Services
- 72. Sigma Lambda Gamma Sorority, Inc.
- 73. Student Government
- 74. You Beautiful Black Woman

Asian Pacific American Heritage Celebration

- 75. Asian Student Organization
- 76. Diversity and Inclusion Office
- 77. News Services
- 78. Student Government

OMSS Graduate Recognition Program

- 79. Center for Latin@ Studies
- 80. Diversity and Inclusion Office
- 81. Office of International Education

Collaboration: Services and Initiatives

82. Admissions (Orientations, Group Visits, GEAR UP)
83. Athletics (5 Star event - Herman Boone)
84. Center for Leadership, Activities and Career Services (TOWERS)
85. Housing and Residence Life (GEAR UP)
86. Faculty Center for Teaching and Learning (New Faculty Orientation)
87. Motor Pool (Various)
88. Physical Plant (Various)
89. Retention and Student Success (FSUS, SCHOLAR, HONORS, TIP)
90. Social Work Association (5 Star event - Herman Boone)
91. Social Work Department (Internships)
92. University Recreation (OMSS Get Acquainted Day)

2014-2015 DIVERSITY CHALLENGES

- The lack of adequate funding to support quality diversity programs and initiatives is a challenge.
- The lack of adequate staffing to support a growing diverse student population is a challenge.
- The lack of student wage dollars to fund needed positions in our department and to help diversify our staff is a challenge.

Submitted by: Erik Wessel/Nicholas Campau

2014-2015 DIVERSITY SUCCESSES

- The Office of Student Conduct continues to provide training on culturally sensitive conduct practices as part of the Conduct Case Manager training.
- We continue to partner with various offices and administrators (Housing & Residence Life, Office of Multicultural Student Services, and the Diversity and Inclusion office) to provide educational opportunities to our students who go through our conduct sanctioning process.
- The Office of Student Conduct regularly collaborates with colleagues across campus to consult when a conduct case involves a student from a minority group, international population, or other group that may benefit from their input and expertise.
- In the 2014 report, it was noted that a higher-than-expected number of student athletes were involved in incidents resulting in disciplinary action. In 2015, the number of student athletes in the process declined precipitously. This may be attributed to a variety of factors, but much of this success could be attributable to the students themselves encouraging their peers to make responsible decisions.
- We continue to modify our practice to be in compliance with the Title IX of the Education Amendments of 1972, which prohibits discrimination on the basis of sex. All public and private institutions of postsecondary education that receive financial funding from any source must comply with Title IX. Sexual harassment is a form of sex discrimination and is therefore prohibited under Title IX. The Office of Civil Rights, on April 4, 2011, issued a “Dear Colleague Letter” in regards to a school’s obligation to respond to sexual harassment. Ferris State University was already in compliance with many of these stipulations as they were originally outlined in the January, 2001 Department of Education’s (DOE), *“Revised Sexual Harassment Guidance: Harassment of Students by School Employees, Other Students, or Third Parties.”* Since the 2011 Dear Colleague Letter’s distribution, we have made and continue to evaluate and modify our practices to align us even more closely with the Department of Education’s expectations.
 - The Director of Student Conduct serves on the University Taskforce for Responding to Sexual Assault on Campus.
 - The Director of Student Conduct is the co-chair of the Taskforce sub-committee for developing bystander intervention initiatives aimed at prevention of sexual violence on campus.
 - The Student Conduct office has revised its Code of Student Community Standards to ensure compliance of policy and procedure with 2014 Office of Civil Rights

(OCR) guidance, 2014 Whitehouse Taskforce guidance, and new requirements following the implementation of the VAWA amendments to CLERY.

2014-2015 DIVERSITY CHALLENGES

- The Office of Student Conduct has seen an increase in students from a minority and low SES background who are turning to the sale/distribution of controlled substances (Marijuana) to supplement their income for basic necessities (housing, food, etc.). The Office of Student Conduct attempts to take into consideration one's circumstances and put into place a plan of action that can support the student, encourage success, and ensure community safety. These action items include mentoring meetings and critical support service referrals. However, this is an institutional problem that needs to be addressed prior to the student ending up in a conduct process.
- We need to continue to find ways to develop and improve proactive measures to eliminate gender-based bias and violence in our community. Bystander intervention is a multi-departmental initiative/collaboration that needs to be adequately resourced in order to be effective.
- For the last three Spring Semesters, the Office of Student Conduct has assessed demographic data from students who have had conduct conferences. We continue to see an overrepresentation of students who identify as Black/African American.

Submitted by: Mark Schuelke

2014-2015 DIVERSITY SUCCESSES

- The University Center held a job fair at the end of October 2014 to fill the new student positions available. We were hiring Student Managers, Setup Staff, and Information Center student employees. The job fair had approximately 151 students attend and we had eighteen positions to fill. The positions were filled by 61% female students and 22% students of ethnic minority.
- The University Center supported a variety of diverse cultural, social, and educational events during the spring and the first part of summer semester. During that time, we supported 1,993 reservation requests for use of the University Center. Some of the signature events included MLK Tribute and Freedom March, BLACK Image Awards, the Office of International Education's Minds of Flame, the Festival of Arts Grand Opening Reception, Music Industry Management Independent Showcase, the YBBW Fashion Show, the Student Government WILL Conference, and the International Festival.
- The University Center worked with the Art Gallery and the Diversity and Inclusion office to find the appropriate space to display the *Cloud of Witness* mural. The mural is a diverse collection of individuals who were killed during the Jim Crow period. It was painted by Jon McDonald, a professor at Kendall College. A larger version is on display in the Jim Crow Museum.

2014-2015 DIVERSITY CHALLENGES

- Because the facility was brand new, our staff's biggest challenge was working with the different organizations and trying to meet their needs. We were challenged at times to help the organizations visualize what the event space would look like set up. The audio/visual technology also created great challenges for the staff during Spring Semester.

Submitted by: Cindy Vander Sloom

2014-2015 DIVERSITY SUCCESSES

- Our department collaborated with the School of Education and the College of Business to offer adventure gear accommodations for a camping trip for a group of international students. Funding was paid for by a diversity grant.
- Fernando Labra presented during the International Orientation to discuss the programs and services that our department offers, as well as student employment possibilities.
- The Club Sports program added the Ferris State Wrestling Team, the Fishing Club, the Figure Skating Club, and Crossfit this year. The program continues to research and expand its diverse representation.
- Due to the ongoing efforts in recruitment, there are five groups of students working on creating the following for Club Sports: Women's Club Soccer, Fencing, Women's Club Softball, Bowling, and Cricket.
- Efforts to increase female participation in Intramural Sports resulted in an increase from 24 teams last year to 43 teams this year.
- In addition to the Club Sport banners displayed in the Student Recreation Center, there are now 16 additional banners representing the 16 social Greek organizations in the InterFraternity and Panhellenic Councils. These banners were made possible by the hard work of the InterFraternity and Panhellenic Council to represent the unique aspects of each group while having a consistent appearance. This initiative was driven by student leaders in the councils/groups and funded through their respective budgets.
- To address the recommendations given last year, our department will include additional diversity training at our annual fall student staff training. We are in the early planning stages at this time, but plan to invite a speaker from our campus to address, engage, and educate our student staff about our ongoing efforts for Inclusive Excellence.

2014-2015 DIVERSITY CHALLENGES

- The low and high ropes courses are not universally accessible. Our Adventure Coordinator is exploring solutions.

- The Student Recreation Center is limited in accessible showers and bathrooms. To address this challenge, we will be installing new locks on the family and accessible locker room near the pool. As it works now, when using this locker room, patrons can access the pool using the automatic operator even when the pool is closed. This poses a serious risk issue as we only have lifeguards on duty when the pool is open. New locks will allow the locker room entry door to be unlocked for use, still leaving the door to access the pool locked and secure.
- Due to the lack of response during the coordination efforts, the Black Greek Council and the Professional Fraternity Council are not represented in the Student Recreation Center with the other Greek Life banners. Director, Cindy Horn, will work with Matt Chaney to encourage and engage the groups.
- Intramural Sports currently does not have programs for our students with disabilities. Some sports researched this year are wheel chair basketball, goal ball, and beep ball. The biggest roadblock tied to this challenge is the funding to purchase the equipment necessary to offer these sports. To address this funding issue, we will seek funding in a variety of ways, possibly writing another Faculty/Staff Mini Diversity Grant.

Conclusion

The Division of Student Affairs and the Student Affairs Diversity Committee is proud of the ongoing progress made by our departments to foster, encourage, and support diversity and inclusion efforts at Ferris State University. Nevertheless, we acknowledge that we have more to do. We will continue working on ways to celebrate, enhance, advance, and support diversity/inclusion efforts University-wide.

General Recommendations and Action Steps

Birkam Health Center and Personal Counseling Center (BHC & PCC)

- In an effort to provide continued welcoming services to all students and patrons of the Birkam Health Center and Personal Counseling Center, the Director will continue to encourage and provide professional development opportunities for her staff that will promote inclusive service to all clients and patients.
- The Director will continue to look for opportunities to work with the Office of Diversity and Inclusion as well as other departments across campus in determining the need for the creation of an LGTBQIA Center and/or ongoing support services for the LGTBQIA community at FSU.
- The Birkam Health Center is implementing a Follow-Up Friday program as a continuation from information provided at the Wellness Wednesday program.

Center for Leadership, Activities and Career Services (CLACS)

- CLACS will assist the Greek Life community in exploring ways to assist fraternities and sororities in promoting their organizations as an inclusive and welcoming environment for those who might otherwise feel uncomfortable joining the organization.

Enrollment Services (Admissions, Financial Aid, Institutional Research, and Registrar's Office)

- The Office of Diversity and Inclusion would like to work with the Division of Student Affairs in exploring opportunities to better serve our homeless youth. It was recommended that through this collaboration, Masters of Social Work program could assist in leading this initiative.
- It was recommended that we look into using MapWorks as a resource for retention challenges.
- If the need is warranted, the Office of Diversity and Inclusion would work with the Division of Student Affairs/Enrollment Services in bringing back a new version of the

annual “Bus Tour” that support underprivileged students who may not be able to afford transportation to participate in various recruiting initiatives on and off campus.

- The Office of Financial Aid will explore visiting various offices, such as OMSS and Center for Latin@ Studies, to better assist the financial needs of our minority students.

Office of Multicultural Student Services (OMSS)

- OMSS will assess the TOWERS program and what students are learning as a result of their participation. Staff members recognize that this program should be viewed as a best practice to support student retention.
- OMSS will continue to explore possible scholarship opportunities for students and seek out ways to raise funds externally to support various programmatic initiatives.
- OMSS will explore opportunities to facilitate and/or present diversity and inclusion training workshops through the Staff Center for Training and Development.
- In collaboration with the Office of Diversity and Inclusion, OMSS will continue to explore opportunities for sustained and continued dialogue with students regarding sensitive topics impacting their experience at FSU. Look for opportunities where key staff members in and outside of the Division could assist in facilitating these conversations.
- The Office of Diversity and Inclusion offered to purchase additional resources for training purposes and suggested the video, “Arc of Diversity,” that could be used university-wide.

Office of Student Conduct

- The office will explore using current campus conflicts/issues/trends as developmental topics in educating staff through various training opportunities.

University Center

- The University Center director will work with various University constituents to display art on the walls of the center that will aid in the continued promotion of a welcoming and inclusive atmosphere.
- The University Center director will continue to explore ways to assist RSOs in planning diverse events when they are seeking creative uses for the meeting rooms and open spaces throughout the facility.

University Recreation

- The University Recreation staff in collaboration with appropriate University departments, will assess where the accessibility gaps/concerns are in the facility. The goal is to determine all possible solutions for accessible showers and bathrooms.

- The University Recreation staff will continue to explore ways to have low and high ropes courses universally accessible.
- The University Recreation staff work with OMSS and CLACS to coordinate continued efforts to promote opportunities for the Black Greek Council and the Professional Fraternity Council to have banners displayed in the Student Recreation Center.
- The University Recreation staff will explore intramural sport opportunities for students with disabilities. Through their ongoing research, they will explore the feasibility of having wheel chair basketball, goal ball, and beep ball. They will explore grants and other departmental/divisional funding sources to purchase equipment necessary to offer these sports.