

Student Affairs Diversity Committee
Review of Student Affairs Diversity Report
Meeting Minutes
November 12, 2010

Committee Members:

Mike Cairns	Sherry Hayes	Cindy Horn	Kristin Norton
Troy Tissue	Michael Wade	Leroy Wright	

Guests:

Sara Dew	David Pilgrim	Angie Roman	Mark Schuelke
Alli Witucki			

Mike welcomed everyone and thanked everyone for attending.

Career Services – Angie Roman

Angie Roman discussed Career Services' successes for 2009-2010. It was suggested that in the future Angie include all of her successes in the report, not just her new successes, in order to show all of the diversity related activities Career Services participated in.

Angie mentioned that she has added a link on the Career Services' website to help with diverse students issues.

Diversity Challenges:

- Having problems getting a diverse attendance to their events. It was suggested that Angie reach out to diverse student organizations prior to the events to try to attract them.
- Angie is working with Deb Cox, from Disabilities Services, to attract students with disabilities to attend their events. It was suggested that Career Services offer a career fair for students with special needs (disabilities, veterans, etc.) to provide them with resources that they need to be successful in the workplace. Angie said students with disabilities do not always identify themselves, making it hard to help them with their challenges.
- Troy Tissue suggested recruiting employers that hire employees with specialized training and would be interested in hiring veterans, etc.
- David Pilgrim suggested adding information on the relationship with the First Ladies Attic to the Career Services report.

Enrollment Services – Troy Tissue

Troy reviewed Enrollment Services successes. A few successes discussed included: recruiters visiting Illinois, Indiana, Ohio, New York and California to recruit and promote the Great Lakes scholarship, sending recruiters to different states to recruit at college nights, attracting more veterans and recruiting in underrepresented areas to recruit in Black/African-American and Hispanic communities.

Diversity Challenges:

- Enrollment Services has been successful in hiring a diverse team of recruiters, but their internal staff is not as diverse as they would like it to be. Due to budget restraints Enrollment Services is not currently hiring new staff, but will attempt to hire a more diverse staff in the future.
- Troy explained that he feels that the TIP program is frequently misinterpreted and considered to only be for black or Hispanic student, but it is geared toward all underprivileged students.
- David Pilgrim mentioned that he has met with the Provost, the Honors Program Coordinator and others to discuss the Honors Program and how to attract a more diverse student group to the program.
- Enrollment Services is currently making progress in recruiting black and Hispanic students, but Asian and other ethnic groups are still a challenge.
- It was suggested that Enrollments Services recruit within the Charter Schools.
- David Pilgrim feels that there is a problem with students not reporting their race on applications. Students will not always include their race because they feel that it might be held against them.
- Troy suggested that OMSS consider setting up a table at Dawg Days to help reach potential students.

Dean of Student Life – Leroy Wright

Leroy touched on some of the successes of his area, which included encouraging collaboration of students groups, and other departments in looking at ways to support diversity, supporting the white ribbon campaign, the Ferris Youth Initiative, working with Michigan Works, etc.

Diversity Challenges:

- Leroy said we need to address a growing challenge nationally and that is developing ways to better support African American men issues.
- Leroy is always looking for ways to collaborate with other departments and to find cost effective ways to educate students on diversity.
- Leroy also said that within the Finance Division of Student Government he is challenged with students requesting large amounts of money to bring in one concert/event, when the money could be used to support several events and programs.
- He would also like to continue seeing more diverse groups of students participating on the Finance Division.

Office of Multicultural Student Services (OMSS) – Mike Wade

Mike Wade presented for Matt Chaney.

Mike W. said that OMSS has sponsored and co-sponsored close to 50 events within the last year. Some of OMSS's successes include Get Acquainted Day, Transition to Success, cultural month events, PIGNIC, Imagine More Bus Tour, MLK Events, GEAR UP/College Day, etc. Mike also mentioned that T.O.W.E.R.S. (Teaching Others What Established Real Success) leadership group had approximately 70 students participating in the group in 2009-2010 with 35 students actively participating at the end of the year.

The Imagine More Bus tour took place in Chicago in May 2010. Mike Cairns suggested that Mike Wade add information about bus tour and how they are assessing learning taking place among the student leaders. The primary mission is recruiting new students, but student leaders/presenters are also learning. Students learned that no matter what they were doing they were representing the university at all times while on the bus tour. The students were encouraged to make their presentation powerful, meaningful and have students walk away with good information on Ferris.

Diversity Challenges:

- Finding funding for events is a major challenge. Currently, OMSS collaborates with other departments or student groups to help support the cost of funding for programming. Mike W said that they have scaled back on events to save money and to provide quality events that they know will be well attended, instead of many events that are not attended. OMSS tries to support one featured presentation each month.
- Traveling outside of Michigan for the bus tour proved to be expensive, so OMSS is looking at moving the bus tour back into Michigan for 2011.
- OMSS struggles to find funds to support student workers. OMSS tries to encourage students who are not using their work study money to let Student Employment know so someone else can use the money.
- Troy suggested that OMSS work with Jason DaDay and Amber Balmer for the home town recruiting program. Mike said that they have been in contact with Jason and Amber.
- David Pilgrim said that OMSS does not have the funding to support events that they are expected to support. The Diversity and Inclusion Office has supported many OMSS events. David suggested that the Student Affairs Diversity Committee include signature events that the committee feels should be supported in the Student Affairs Diversity Report.

- David asked if Student Affairs has an advancement officer. Mike Cairns said that currently Student Affairs does not. David suggested that Student Affairs look into hiring an advancement officer who would work with private donors to retain funds for events. It was also suggested that Student Affairs check with University Advancement and Marketing to see if they know of any donors (Alumni) who would be interested in supporting events on campus.

Office of Scholarships and Financial Aid – Sara Dew

Sara highlighted the successes of the Office of Scholarships and Financial Aid. The successes included: Office of Scholarships and Financial Aid provided over \$627,000 in Ferris financial aid grants for Fall, they expanded the Great Lakes Scholarship to include additional states and provinces, and collaborated with the Office of the Dean of Student Life, Diversity Inclusion Office and others to create a Ferris Youth Initiative for students who are orphaned or have aged out of the foster care system.

Diversity challenges:

- Funding the Detroit Compact scholarship. Currently the Office of Scholarships and Financial Aid do not have a recipient for the scholarship. The scholarship was offered but the student did not end up attending Ferris. The committee asked how the recipient of the scholarship is determined. Sara said that Tyrone Collins provides Financial Aid with a name. The committee suggested that Sara other areas/departments for nominees, choose two recipients with one being the back-up recipient, and work with Troy to come up with a communication plan.
- When the Financial Aid section of the Student Affairs Diversity Report was written the future of TIP was unknown, but has since been funded for the 2010-2011 school year. Currently, there are 680 students in Phase I (Associate Degree) and 109 students in Phase II (Bachelor Degree). TIP funding is a yearly concern, with it being funded only year-to-year.
- A message from Financial Aid was sent out on November 11, 2010 encouraging students to file early, starting January 1 and leaving out March as the deadline. Sara said when they publicized that students should file their FASFA between January and March, too many students waited until March to file and then wondered why they did not receive an award. The Financial Aid office hopes that telling students to start filing for FASFA as soon as possible after January 1 will encourage students and their families to get the information in sooner. The

committee provided Sara with the following suggestions on how to communicate the message to students:

- Send information to FSUS instructors
- Contact Alli Witucki to see if she can send it out through Org Sync
- Email communications out to last year's FAFSA parents
- Send out a REACH message
- Present the information at the RSO President's meeting in January
- Place information on the Parent and Commuter Student web pages
- Attend a Student Government meeting

Office of Student Conduct – Kristin Norton

Kristin said that the Office of Student Conduct was successful in collaborating with other offices to provide educational opportunities for students through sanctioning. The Office of Student Conduct has between 1,600 and 2,000 cases a year.

Diversity Challenges:

- Finding ways to educate students in understanding that they are not being discriminated against because of their color, race, etc. Kristen said that she tries to counsel and educate as well as deliver fair sanctions. The Office of Student Conduct has developed a partnership with OMSS and the Diversity and Inclusion office and has called on them to meet with students who have a concern.
- Students do not know the policies and therefore, get into trouble. The Office of Student Conduct has created a marketing plan to educate the students on the policies.
- David Pilgrim encouraged Kristin to add her participation in the Diversity Action Team to the diversity report.
- David asked if Kristin knows the race and ethnicity of the students who go through the student conduct process. Kristin does not currently keep this type of information. David said that if we had this information we might be able to pin point some of the areas that we need to educate students on. Mike Wade suggested that Kristin consider holding focus groups to get information out to the campus community.

Rankin Student Center – Mark Schuelke

The Rankin Student Center supports a variety of events (social, cultural and educational). In 2009-2010 the Rankin Student Center had 4,294 reservation requests, with 53% of the reservations being student groups.

Rankin Student Center challenges include:

- The Rankin Student Center struggles with the size of the rooms and not always having a room available when requested. A lot of activities/events are turned away because the Rankin Student Center not having a room available for all of the activities/events requested. Mark said that Ferris needs a more multi-functional space. Mike Wade said that the Rankin staff (including student staff) is always willing to help with whatever is needed to make their events a success, which is appreciated.

Student Leadership & Activities – Alli Witucki

Alli shared Student Leadership & Activity successes which included the following, infused diversity into Welcome Events programming, 2010 Greek Week participation of fourteen out of sixteen student organizations, co-sponsored MLK Events, co-sponsored “Chinese Dragon Acrobats with the Asian Student Organization, and brought in a diverse group of musical artists to campus.

Diversity Challenges:

- Have had trouble obtaining a diverse group of nominees for their annual Torchbearer and Rising Star Awards. Alli said that she feels the GPA requirements have deterred students from qualifying for awards.
- Currently have 2 males working in office with all other employees being women. Alli said that she would like to have a more diverse office in the future and has in the past, but this year they struggled with it.
- Troy asked Alli if she has had a lot of students sign up for Org Sync. Alli said that she does have a lot of students using Org Sync. Recently, a survey was sent out but the majority of students taking the survey were freshmen and sophomores. Alli said that she doesn't feel that they are getting the participation that they would like to see from juniors and seniors. Leroy said he wondered if juniors and seniors used to the old way of doing things and haven't taken the time to learn Org Sync.
- SL&A has received complaints that they do not bring in the events that the students want to see. Mike Cairns suggested sending out a note reminding students that SL&A tries to bring a diverse group of events to campus. Alli said that they send out surveys after each event and student feedback shows that they want to see more comedians. Leroy said that we need to remind students that SL&A is not the only departments who bring events to campus; RSOs bring specific speakers to campus as well. Mike Wade said that he has found that students sometimes want the easy way of learning about race, ethnicity or diversity, not always the speakers, etc, and what they want is not always what they need.

Mike Cairns said that when we talk about diversity it isn't just about race, it is about a lot of other things such as diversity of ideas, opinions, politics, religious beliefs, etc. Ferris has to be engaged in some heavier subjects, which takes more work than just watching a comedian.

University Recreation – Cindy Horn

Cindy discussed University Recreations' successes, which included female participation in club sports, a diverse student staff, and creating a social, as well as learning, atmosphere for student workers.

Diversity Challenges:

- Currently UREC does not have all female intramural sports. Female students do participate in co-ed intramural sports, but no all female groups. The women are not complaining, but internally UREC staff is wondering why females are not interested in competing in intramural sports.
- UREC is having a hard time recruiting international students. Cindy said that she has hired two international students in the past but one didn't interview well and the other quit (before he was fired). Cindy said that she felt that some of the problems that she had with the international student that worked for her and quit might have been a difference in their cultural beliefs.
- Female referees do not want to referee all male sports. They do not have a problem refereeing co-ed sports, but do not want to referee all men sports.
- Would like to implement other sports besides football, basketball and softball, but have not had the participation in other sports that they would like to see.
- Mike Cairns asked Cindy if she had diversity stats for intramurals. Cindy said that they only have gender. Troy said that the information could be tracked by their student number. Mike suggested using the stats to try to target different groups of students.
- Cindy announced that she is close to hiring an Intramural Coordinator and hopes to have the coordinator work on some of the diversity challenges they face after he gets settled in the position.

Respectfully submitted by,

Sherry Hayes
Administrative Assistant to the
Associate VP for Student Affairs