
FERRIS STATE UNIVERSITY

Division of Student Affairs

Department Diversity Report

July 1, 2008 – June 30, 2009

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Introduction

The Student Affairs Division has made significant progress toward our goal of strengthening our commitment to diversity. The Student Affairs Diversity Committee was charged by Vice President Dan Burcham to serve as the continuing catalyst for maintaining our division's commitment to diversity. Members of the Student Affairs Diversity Committee are:

- Mike Cairns (Chair)
- Matthew Chaney
- Sherry Hayes
- Kristin Norton
- Luzia Tartari
- Troy Tissue
- Leroy Wright

The following report contains the Division of Student Affairs department diversity successes and challenges for 2008-2009.

Admissions and Records

Submitted by: Troy Tissue

2008-2009 Diversity Successes

- Increased the number of states qualifying for the Great Lakes Scholarship. This scholarship, offered to non-State of Michigan residents, has resulted in 100%+ increase of these targeted population groups entering the University from F08 to F09. We have increased the geographic diversity attending the University through these efforts.
- Increased programming in support of the military veteran population for both prospective and current students. Examples of this programming include:
 - Hiring two U.S. Veteran Affairs work study students to assist in staffing programming and outreach to veteran markets.
 - Staffing of FSU veteran programming representative at the CPTS Grand Rapids campus to aid and assist FSU-GR and Kendall students.
 - Involvement in the Supportive Education for the Returning Veteran (SERV) programming.

These examples of services have resulted in university wide growth of the veteran population. Currently we have 300+ veterans enrolled at the University. The number has increased over last year approximately 40 students and compares well with other public institutions in Michigan.

- The Office of Admissions & Records hired a recruiting officer who is tri-lingual. This person is embedded in the College of Allied Health Sciences and is assigned geographical recruiting territories throughout the State of Michigan which will enable the University to leverage her linguistic abilities with underrepresented prospective student populations.
- The Transfer Office has hired a hearing-impaired student to perform data entry work on incoming college and high school transcripts.
- Admission recruiting personnel have been deployed to the outlying states of Illinois, Indiana, and Ohio. The College Fair and High School Visitation participation is an increase over previous years and is projected to impact enrollment growth from these targeted states.
- Our minority enrollment for Fall 2009 increased for African-Americans, Hispanics, and American Indians over the previous Fall. Also, we have made gains in our multi-racial population as well.

Admissions and Records – continued

2008-2009 Diversity Challenges

- The Admissions & Records strives to be a workplace representing diverse race/ethnicities as well as other diversity factors such as gender, economic status, and the like.

Career Services

Submitted by: Angela Roman

2008-2009 Diversity Successes

- Coordinator of Career Services is a member of: TIP steering committee, FSUS advisory board, First Lady's Attic advisory board. All supporting the development of our diverse student population.
- Supported YBBW by purchasing an ad in their Spring Fashion Show booklet.
- Continue to subscribe and make available to students career publications such as: Hispanic Business, Careers and the Disabled, Job Choices Diversity Edition, Black Collegiate, and Affirmative Action Register.
- We pride ourselves in hiring diverse students to work in our office. We have a variety of genders, races, academic levels, non-traditional students, and all are from different educational programs.
- We continue to require all on-campus employers to sign an equal employment opportunity statement.
- Michael Wade from OMSS presented at a Career Services Workshop titled Professionalism in the workplace. Information about attire, communication, leadership, handling conflict while working in a diverse workplace.
- Career Services presented at OMSS Towers program about Job Fair Etiquette Fall 2009.
- Work with International center to highlight employers at Fall 09 job fair that were willing to hire international students.
- Collaboration with CPTS to ensure Career Services is available to students in all of our extended sites in addition to main campus.

Career Services – continued

2008-2009 Diversity Challenges

- This year we identified the hardship for International students to obtain employment after graduation in order to stay working in US. Jobs are not easily accessible for these students and the language/culture differences make it hard to sell themselves in a competitive job market. Career Services and International Center are partnering to offer workshops and webinars to these students regarding this topic. We are also showing a webinar in November 2009 available to all students to encourage global experiences and how this can propel their future careers.
- We recognize a lack of employers on campus looking for Arts and Sciences majors and recognize the change in hiring trends towards non-profit and federal employment opportunities. Career Services is working in the next year to conduct a Federal Employment Career Fair and working with Arts and Sciences faculty and staff to educate students on how to find jobs in their career field even when those employers are not coming to campus to recruit.
- Career Services continues to strategically attend campus events that allow us to interact with our diverse student population.

Dean of Student Life

Submitted by: Leroy Wright

2008-2009 Diversity Successes

- The Dean of Student Life showed his support for multicultural students by attending the Multicultural Student Orientation - "Transitions for Success."
- The Dean of Student Life showed support of the Chief Diversity Officer during his participation in Bulldog Values Day.
- The Dean of Student Life discussed the University's mission and diversity as a core value of FSU and their connection to being a student and community member during Bulldog Values Day.
- The Dean of Student Life participated in the Minority Student Get Acquainted Day.
- The Dean of Student Life serves as a member of the Division of Student Affairs' Diversity Committee.
- The Dean of Student Life serves as a member of the Diversity Committee for the Association for Student Judicial Affairs (ASJA) which is now called the Association of Conduct Administrators.
- The Dean of Student Life was an active participant in the Faculty/Staff MLK Tribute.
- The Dean of Student Life wrote a letter to faculty inviting them to send their classes to participate in MLK activities.
- The Dean of Student Life serves as a member of the University's Diversity Planning Committee.
- The Dean of Student Life supports the Diversity Action Team's activities as it relates to tracking and assisting students in addressing diversity related incidents on campus and in the surrounding communities.
- During the Orientation Leader training program the Dean of Student Life invited David Pilgrim, the Chief Diversity Officer to explore the topic of diversity and stereotypes with our student leaders. Student Orientation leaders participated in the Jim Crow Museum experience. Orientation leaders participated in sensitivity training and learned how to connect with a variety of students and their families. Orientation Leaders were trained to promote diverse activities and support networks that are available to diverse students.

Dean of Student Life – continued

- The Dean of Student Life met with the Student Ambassadors and stressed the importance of helping to recruit a diverse student body as well as the importance of promoting diverse activities and support networks that are available to diverse students.
- The Dean of Student Life serves as co-chair of Criterion 5 in support of the Higher Learning Commission’s visit to campus for accreditation review. Diversity initiatives, multicultural activities, and inclusive programming are included in the data collection for developing the Engagement and Service report in preparation of our self-study.

2008-2009 Diversity Challenges

- **Oversight of Office of Student Conduct** - Developing a campaign to educate students and raise campus awareness regarding the Code of Student Community Standards. We need resources to engage all students; however, specifically creating university/community mentorship for men of color in understanding due process, fundamental fairness, conduct and criminal system differences, and our educative approach to addressing destructive behaviors. The Office of the Dean of Student Life will look to formulate partnerships with OMSS and OSC to better mentor our men of color.
- **Oversight of Career Services** - Strengthening connections to serve all students, especially in working with students of color and students who identify as members of the LGBTQTA community with their job search processes and career preparation.
- **Response to Bias/Hate Graffiti** - Swiftly responding to issues of racism and discrimination when comments are etched in bathroom stalls with permanent markers. We need to develop a quick plan of action to report the issue to the police, document the situation, take a picture of the issue, remove the offensive language, share information with DAT, and hold a discussion meeting if appropriate.

In addition, this process would include ways to address issues when written on whiteboards outside of rooms in residence halls or in classroom dry erase boards. Developing a stronger partnership with Residence Life, OSC, OMSS, DPS, Dean of Student Life, and Chief Diversity Officer is really important in addressing these issues.

Financial Aid

Submitted by: Rob Wirt

2008-2009 Diversity Successes

- Economic Diversity - Through the combined use of need-based federal, state, and institutional financial aid, the Office of Scholarships and Financial Aid has provided access to students from diverse economic backgrounds. In 2009-10, over \$900,000 in Ferris aid was awarded to students with outstanding financial need due to recent, major economic hardship. This expanded access is crucial if the University is to continue to fulfill its mission.
- Ethnic Diversity - Although only in its first year of expansion, the Great Lakes Scholarship program has increased the ethnic diversity of our student population. 17% of the GL Scholarship recipients in 2009-2010 are from minority populations, which is a greater percentage than our student population as a whole.

2008-2009 Diversity Challenges

- The economic situation in MI has resulted in an increase in the number of students who need additional aid. We are concerned that these trying circumstances will attenuate the number of diverse students in the coming semesters.

Institutional Research & Testing

Submitted by: Kristen Salomonson

2008-2009 Diversity Successes

- In compliance with Federal Regulations, we implemented the new IPEDS race ethnicity reporting requirements. We established a work group comprised of representatives from across campus to ensure University-wide input. We surveyed both the current student and faculty/staff populations. In addition, we modified our applications for both students and employees to reflect the new categories. The reporting categories are: *Hispanic/Latino, American Indian or Alaska Native, Asian, Black or African American, Native Hawaiian or Other Pacific Islander, and White.*

2008-2009 Diversity Challenges

- We continue to struggle with individuals reporting their race/ethnicity on the application. This is an issue especially for Kendall College which has the highest percentage of missing data for this measure.

Multicultural Student Services

Submitted by: Matthew Chaney

2008-2009 Diversity Successes

- Held annual “Minority Student Get Acquainted Day” program for the entire campus to come out and learn about the variety of different minority student organizations and create networking opportunities for students, faculty and staff.
- Sponsored a variety of programs and activities in celebration of “Hispanic Heritage Month” to expose and educate the campus on Latino culture. These events ran from September 15 - October 15.
- Sponsored our annual “MLK Freedom March” and “Tribute” program in honor of Dr. Martin Luther King, Jr. Also co-sponsored a variety of other successful events with the MLK Planning Committee.
- Sponsored a variety of programs and events in celebration of “Black History Month” in order to expose and educate the campus and community on issues relative to Black history. These events are held in the month of February.
- Sponsored a variety of programs and events in celebration of “Women’s History Month”, in order to share with the campus and community important contributions made by women throughout history. These events are held in the month of March.
- Updated the “Virtual Women’s Center” through our department’s web site to serve as a resource and to expose the campus, community and alumni to current articles and information relative to women’s issues and contributions made to society.
- Hosted the annual “Ferris’ Finest Talent Showcase” which highlights Ferris talent in a very diverse atmosphere, including students, faculty and staff from a variety of different backgrounds encompassing a variety of different talents.
- Continue to implement and administer the Federal/State funded GEAR UP/College Day Initiative which serves to expose and educate underserved students as early as eighth grade and their parents on important college information.
- Provided support to a variety of student groups such as S.T.A.N.D., Black Greek Council, Hispanic Student Organization, Muslim Student Organization, DSAGA, etc., in helping them to sponsor a variety of their programs and events for the campus.

Multicultural Student Services – continued

- Our department continues to be an active member of the campus-wide Diversity Planning Committee.
- Organized the third annual “Imagine More” Student Life Bus Tour. This year we canvassed the lower south eastern portion of the state visiting, Flint Public Schools and Detroit Public Schools.
- Co sponsored Tres Vidas, a phenomenal musical/theatrical production as a part of our Hispanic Heritage Month celebration. A trio musical based on the lives of three legendary Latin American women: Mexican Painter, Freda Kahlo, Salvadoran peasant activist, Rufina Amaya and Argentinean poet, Alfonsina Storni. The musical play was written by Marjorie Agosin and directed by Matthew Wright.
- Writings on the Wall Project: Open Discussion - facilitated open discussion on the project that dealt with hate, discrimination and oppression on campus.
- The Langston Hughes Project, music ensemble which highlighted the “12 moods of Jazz” according to Harlem Renaissance poet, Langston Hughes as part of our Black History Month programming.
- Co-sponsored speaker for the 2009 W.I.L.L. Conference Stephanie Brown, Youth Director of the NAACP as a part of our Women’s History Month Celebration.
- Office relocation for OMSS, which provides for a more visible department that increases departmental participation by students, faculty and staff from diverse backgrounds.
- Implementation of T.O.W.E.R.S. (Teaching Others What Establishes Real Success) Leadership Development Program.

2008-2009 Diversity Challenges

- There is a challenge in our department in funding guest lecturers considering the rising cost of honorariums that they tend to charge and our operating budget not keeping pace with these rising costs.
- A challenge is for our department creating and finding scholarships for minority students especially in the wake of the Michigan Civil Rights Initiative or Proposal 2.
- There are current challenges with the State’s budget that could impact our GEAR UP, KCP Future Faculty Fellowship and Visiting Professor Programs.

Student Leadership and Activities

Submitted by: Allissa Witucki

2008-2009 Diversity Successes

- The Welcome Week Planning Committee made it a top priority to infuse diversity into the programming for Welcome Week 2008, themed “Developing the Big Picture, Focusing on You at FSU.” Added to the schedule of events was a lecture featuring FSU’s Chief Diversity Officer Dr. David Pilgrim. His presentation “Civility, Respect, & Diversity” was well received by students.
- 2008 Greek Week featured the Greek Unity Basketball game at Crossroads Charter Academy. Interfraternity Council (IFC), Black Greek Council (BGC), and Pahlennic Council came together for the game. The teams were split evenly so each Council was represented on a team. It brought out the brotherhood and sisterhood in each organization that is described in their purpose.
- The main goal of Entertainment Unlimited’s Fall Speaker Series was diversity. As part of the Series, Entertainment Unlimited brought “Stand-Up for Diversity” which is an effort to discover more comedic voices from a variety of diverse backgrounds. The fall Speaker Series also included Matt Glowacki “Diversity According to South Park and Family Guy” and Jodie Sweetin “A Young Star’s Road to Recovery.” Sweetin spoke about her struggles with addiction and did a thirty minute question-answer period.
- As co-sponsorship with MLK Committee, Entertainment Unlimited brought Kirk Nugent “Pursue Your Passion” during the MLK Celebration Week. Nugent spoke about his past life experiences to motivate the audience to strive for their dreams. The audience was very responsive and participated in discussions. The Rankin Dome Room was not a be enough venue for the number of people that attended the event.
- As part of the Spring Speaker Series, Entertainment Unlimited co-sponsored with Diverse Sexuality & Gender Alliance (D-SAGA) for “Why Not Have It All” with ANT presentation. ANT presented on self-doubt, internalized homophobia, depression, and chemical dependency. It was listed as one of the Five Star programs for the Spring semester. Also during the series, Entertainment Unlimited presented Mike Shiley “Inside Iraq.” Shiley spoke about his journey in Iraq, which highlighted the challenges, opportunities, and the inside lives of the Iraqi people and the US soldiers.
- Entertainment Unlimited brought a very diverse lineup of musical artists again this year for Ferris Fest. The featured artist was pop/hip-hop performer Three Six Mafia. Other artists throughout the day included nationally-recognized Treaty of Paris, Spill Canvas and Sublime Tribute Band Wrong Way. Despite rainy weather conditions, the event was well attended by a diverse audience.

Student Leadership and Activities – continued

- Student Leadership & Activities was able to maintain having a diverse student workforce. During our employee selection process, our professional staff was intentional with hiring the best students possible and a diverse group of students to represent our office.
- Torchbearer Awards' keynote speaker was Kia Hunter, who won the Torchbearer Award previously. She spoke about how she became a leader and some of the struggles she had. The Greek Awards were also presented at the Torchbearer Awards for the first time. IFC, BCG, and Panhellenic Council were asked to submit applications for the various leadership awards and it was a great honor for the Greek Awards to be presented that night.

2008-2009 Diversity Challenges

- Our office had difficulty obtaining a diverse cross section of nominees for our annual Torchbearer and Rising Star awards. Despite efforts to publicize the nomination process to all students (even targeting certain individuals to help with the nomination process) our pool of nominees lacked ethnic diversity. We will strive to work more closely with different departments to inform them of the upcoming nominations.
- IFC, BGC, and Panhellenic Council continue to struggle with unity between all Greeks but they continue to work on it. The groups are trying to collaborate during Homecoming and Greek Week, but some groups are not willing to participate.

Student Conduct

Submitted by: Kristin Norton

2008-2009 Diversity Successes

- We are continually striving to actively listen to the concerns of *all* of our students.
- We have been able to recruit and train a more diverse group to serve on the University Committee on Discipline.

2008-2009 Diversity Challenges

- We are hearing concerns from students of color (and other constituents) that some students feel as though they are being addressed through the conduct process not because of their behavioral issues but because of their race. We need to work with everyone involved in the conduct process (ie. RA's, Hall Directors, hearing officers, UCD members) and provide more training on diversity issues.
- Although improved, we need to increase our effort to recruit and train a more diverse group to serve on the University Committee on Discipline.
- We don't keep statistics based on race for our annual report, but I think it might be helpful to do so in few areas to ascertain if we are meeting the needs of our students of color and providing fair services to all students.

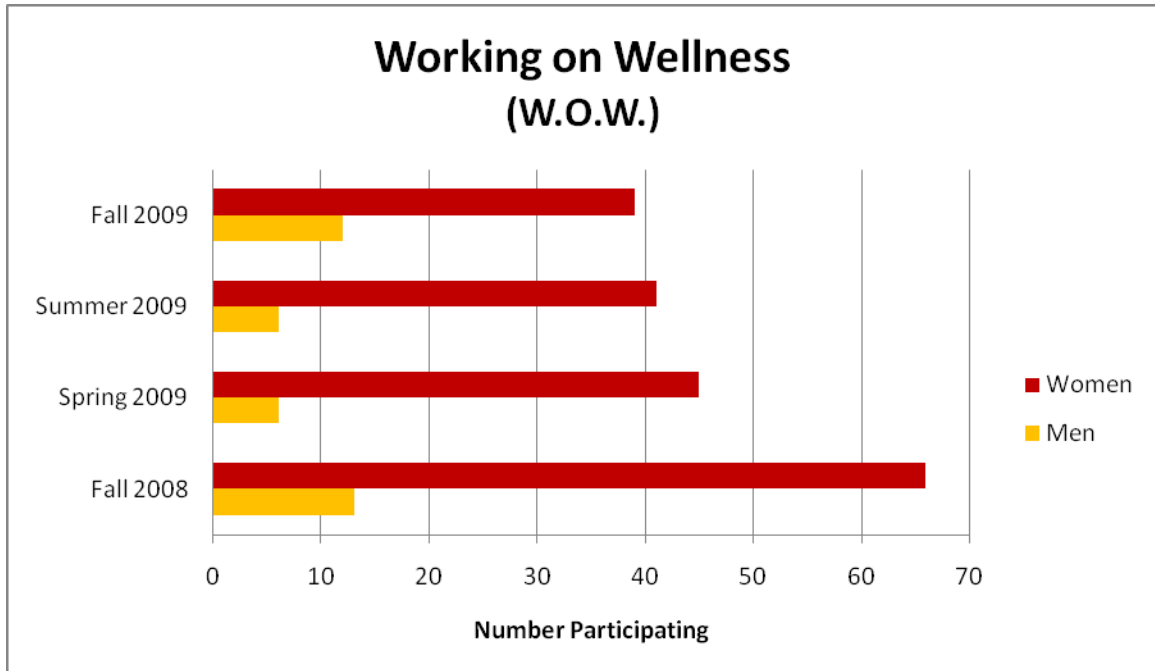
University Recreation

Submitted by: Cindy Horn

2008-2009 Diversity Successes

- Wellness

Working on Wellness (W.O.W.) our employee based wellness program has had the following participation (based on gender):



While the W.O.W. program has maintained participant numbers over the past year, there was a decline in male participation for both Spring and Summer (6 each semester). The number of males involved in the W.O.W. program has doubled from the Spring/Summer 2009 to Fall 2009, with 12 male participants.

- Fitness Classes

The following fitness classes have been successful, based on number of participants attending the classes on a regular basis. The variety of these classes targets different populations and offers a wide range of fitness levels/types of exercise.

- Final Cut: 5-6 females; 2 males
- Pilates: 6-8 females; 2 males
- Step Aerobics: 7-8 females
- Yoga for strength: 7-8 females; 2 males

2008-2009 Diversity Challenges

- Intramural Sports

We currently offer men’s leagues, and co-recreational leagues, but do not offer female leagues due to lack of female only teams. While this is a challenge, the female participation in co-recreational leagues continues to grow and this is progress.

The information below shows that while Softball is a sport with much higher male participation (522 males vs. 150 females); Volleyball and Soccer had equal number of both male and female participants.

