






FSUSA TODAY

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In This Issue:

-  Assessment Updates
-  Diversity Reports
-  Department News

Welcome!

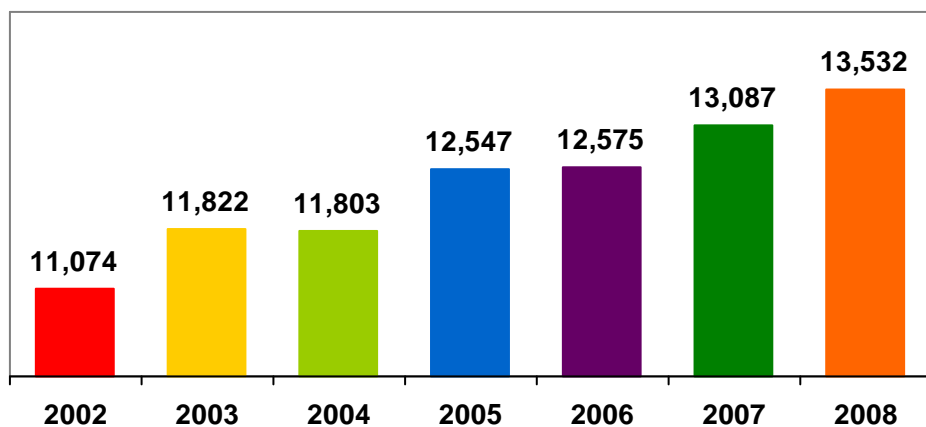
Welcome to *FSUSA Today*, the first issue of the Student Affairs Newsletter. The purpose of this newsletter is to share what Student Affairs educators are doing to help create environments and experiences *outside* the classroom that support, extend and enhance student learning. Within our departments over 100 Student Affairs employees work collaboratively with students, faculty, staff, community members and others to provide services that support the core function of the University – student learning. We are engaged daily in providing activities, programs and “behind-the-scenes” services that offer real educational benefits to our students, and thereby the University. A genuine commitment to advance student learning and personal and career development has *always* been at the heart of Student Affairs work at FSU. We hope you enjoy the inaugural issue of *FSUSA Today*.

Just one example of how we engage students in active learning is through our Student Affairs Student Employee Survey. We use this survey to measure the so-called “soft skills” that *all* employers ultimately seek in their employees. We work with students to enhance such things as:

- ability to appreciate cultural and ethnic differences
- ability to make decisions by identifying and consider options
- ability to work effectively and cooperatively with others
- ability to resolve conflicts
- ability to manage time effectively
- ability to develop confidence

Enrollment Increases

Official numbers for Ferris State University Enrollment for the past seven years



Upcoming Events

- 2/18 New Student Reception, Grand Rapids
- 2/20 Friends of Ferris Dinner and Auction
- 2/21 Dawg Day– College of Allied Health
- 2/25 New Student Reception, Big Rapids
- 3/7-15 Spring Recess
- 3/23 First Day of Summer/Fall Registration
- 3/26 W.I.L.L. Conference
- 3/28 Dawg Day– General Visit
- 4/9-12 Mid-semester Recess
- 4/18 The BIG Event
- 4/19 International Festival of Cultures
- 4/29 Service Awards
- 5/1 Final Day of Classes
- 5/4-8 Examination Week
- 5/8-9 Commencement
- 6/8-10 Summer University



Assessment

Section A

HLC in Progress

Over 100 faculty, staff, administrators, community members, students and others are involved in the long and complex process of ensuring that the University is reaccredited. This project was started at the end of 2007 and will continue until the Higher Learning Commission (HLC) performs their on-site evaluation on **April 18-20, 2011**.

This semester, the HLC Criterion Committees will be completing data collection and will begin drafting reports by August 2009.

Keep yourself posted on HLC news:

- check out the website at: <http://www.ferris.edu/htmls/administration/academicaffairs/HLC/>
- attend an informational meeting
- look for the HLC newsletter.

Take Action With Assessment

According to *Assessment Reconsidered*, co-authored by Ric Underhile (Educational Counselor in the College of Arts and Sciences), "Developing strategies for responding to assessment data further increases professional integrity and ensures that change in programs is logical, coherent, and defensible." By analyzing data from assessment you can make decisions with more confidence, become innovative and think outside the box to improve and support student learning.

Student Affairs Work Plan/ Assessment Timeline

2008-2009	Event
July 1, 2008- June 30, 2009 Cycle	<ul style="list-style-type: none"> • Directors assess activities, program and/or services, with a focus on assessing student learning.
As needed	<ul style="list-style-type: none"> • Complete departmental assessment plans using the Student Affairs Assessment Form.
June 1	<p>Please submit the following:</p> <ol style="list-style-type: none"> <u>2008-2009 Annual Report</u> <ul style="list-style-type: none"> • Discuss what your department accomplished during fiscal year 09.
June 1	<ol style="list-style-type: none"> <u>2008-2009 Assessment Report</u> <ul style="list-style-type: none"> • This report is a summary of each department's major <u>assessment activities</u> and what you learned as a result.
June 1	<ol style="list-style-type: none"> <u>2009-2010 Annual Work Plan</u> <ul style="list-style-type: none"> • This is a report of what you plan to do during fiscal year 2010 based on an evaluation of what you did in fiscal year 2009.
June 2-24	<ul style="list-style-type: none"> • AVP and Dean of Enrollment Services will meet with Directors to discuss (1.) Annual Report, (2.) Assessment Report and (3.) Annual Work Plan.
July 1	<ul style="list-style-type: none"> • New fiscal year begins. • Work Plan/Assessment cycle continues

NCHA: Launching Another Survey Spring 2009

The National College Health Assessment (NCHA) is a nationally recognized research survey that assists universities in collecting precise data about students' health habits, behaviors, and perceptions. Having current, relevant data about our students' smoking habits, contraception use, mental health issues, relationship difficulties, sexual behaviors, exercise habits, preventive health practices, and perceptions of drug and alcohol use, is important in the development of educational programs and student services.

This year President Eisler targeted mental health related concerns as an important area to address, especially following the Virginia Tech and Northern Illinois tragedies. Of particular interest were the areas of depression and suicide.

It should be noted that the Ferris State University data is very consistent with the national data that is based on 94,806 respondents at 118 universities. The following web site contains the Executive Summary from the most recent NCHA from Ferris State University.

<http://www.ferris.edu/htmls/administration/StudentAffairs/SocialNorm/goals.htm>



Diversity

Section B

Diversity Plan Conclusions

Dr. David Pilgrim addressed the following in the current diversity plan:

- The University climate will be welcoming for all groups, including those that are currently underserved.
- Using all available management tools, vice presidents and deans will be held accountable for creating and maintaining a climate inclusive of diversity within their divisions/colleges.
- Diversity will be an integral part of Ferris' identity and this will be consistently communicated.
- Relationships between the University and surrounding communities will be improved.
- The demography of the University's students, staff and faculty will more closely reflect that of the diversity in Michigan.
- Innovation, learning, and engagement will be informed by an authentic appreciation for diversity; successful attempts by faculty and staff to add diversity to these areas will be rewarded.
- Ferris will have in place administrative and organizational structures that lead to the University-wide infusing of diversity.
- There will be a mechanism in place to collect and organize data to systematically and effectively assess progress—and accountability will be assigned to make sure that the plan is implemented. This plan is a starting point and will be seen as organic and responsive to changing conditions. It will form the basis for and give momentum to continuous assessment and improvement of Ferris' diversity efforts and for programs that support those efforts.
- Finally, Ferris will produce graduates prepared to live in, work in, and contribute to a complex pluralistic society.

Student Affairs Divisional Diversity Highlights

Birkam Health Center & Counseling and Psychological Services (CAPS)

While the Health Center does not maintain statistics on race or international students, the Counseling Center has historically seen higher proportions of students from diverse backgrounds.

Dean of Student Life

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 also participated in the Jim Crow Museum experience.

Enrollment Services

Realizing that many students and families from the Detroit and Flint areas are unable to visit campus, enrollment services is taking the Financial Aid workshop on the road as a part of the New Student Receptions. This has allowed them to reach out to families with help filing their FAFSA's so that their student will have the best financial aid packages available to them.

International Recruitment and Admissions

The International Center was created in a joint effort involving Academic and Student Affairs, bringing together International Recruitment and Admissions, International Advising and Study Away. The center, located on FLITE suite 408, has the goal of better serving international students on campus, providing them with a lounge area and the combined services they need. Students interested in Study Away and all interested students have an opportunity to meet with international students, staff and faculty for a multicultural experience.

Institutional Research and Testing

IR&T expanded their reporting to the State of Michigan with regard to success rates for minority students in vocational programs. IR&T is reporting for the Perkins Vocational Act includes a comprehensive set of data including student enrollment by race/ethnicity, retention, graduation, and employment information.

Office of Multicultural Student Services

This year the Office of Multicultural Student Services will be coordinating the third "Imagine More" Student Life Bus Tour, which is a major recruitment initiative sponsored the department. This year the tour plans to visit schools in Lansing, Battle Creek, Jackson and Detroit. In the previous two years the tour has made stops at high schools in Saginaw, Flint, Detroit, Muskegon, Grand Rapids, Kalamazoo and Benton Harbor. The tour utilizes a variety of different student organizations ranging from social action groups, fraternities, sororities, faith based, etc., who choreograph well rehearsed presentations that entertain and inspire high school college bound students on the benefits of a Ferris education. While touring each high school, the students also receive admissions material, financial aid information and interested students are able to be admitted on-site.

Office of Student Conduct

Every year the Student Conduct Office invites faculty, staff, and students to assist the university community by serving on University Committees on Discipline and Appeal Boards. The volunteers who participate in the University Committees on Discipline and Appeal Boards represent a broad range of the University's population.

Student Leadership and Activities

The Welcome Week Planning Committee makes it a top priority to include educational events as well as fun-filled events for new and returning students. On Wednesday, September 3, 2008, FSU's Chief Diversity Officer, Dr. David Pilgrim, shared dialogue with over 150 students on "Civility, Respect and Diversity." The event proved to be a huge success with standing room only available. In addition to the presentation by Dr. David Pilgrim, the Welcome Week Planning Committee also planned for hometown maps of state, country and world to be available at Rockin' in the Rec Center. The maps help students to realize how many different cultures and countries are represented at Ferris.

University Recreation

For staff development UREC utilized a game called Diversity Card Sharks to introduce the Core Values of the University which provoked a deeper discussion about what diversity means to the FSU community. The discussion revolved around areas such as how many ethnic/ gender minority faculty/ staff are employed at FSU, the graduation rates of minority students, and what challenges the institution faces on recruiting and retaining a diverse student and professional population.



Department News

Section C

Featured Department: University Recreation

University Recreation is continuing to offer the WOW (Working on Wellness) program to FSU faculty and staff. The program has grown from the initial focus of weight loss (biggest loser) to a more holistic program which focuses on choices such as food, exercise and education. WOW is well received by the FSU community and it continues to grow in participants and results with each semester.

WOW members have expressed that this program is motivational and helps them focus on goals, personal health and to be more conscience of their decisions. Additionally, they feel that this program is a great benefit offered by the University and they truly appreciate this service.

New Faces

Welcome our newest members to the Student Affairs team.

Jason Cronkrite
Enrollment Research Specialist

Larrey Eberts
Set-up Coordinator in Rankin

Shelli Garland
Student Service Representative 2 in the transfer office

Krista Hansen
Recruiting and Financial Aid Officer for Southwest Michigan

Kia Hunter
GEAR-UP Specialist

Kristen Leach Luhr
Recruiting and Financial Aid Officer for Traverse City

Kristin Norton
Director of Student Conduct

Angela Roman
Coordinator of Career Services

Rob Wirt
Director of Financial Aid

NSSE Results Show Our Strengths

The National Survey of Student Engagement (NSSE) results were released in November 2008. Our report highlights the University's strengths and opportunities for improvement. The data highlights our performance as well as general comparisons to national scores and our selected peers. Our selected peers are universities comparable to Ferris in size and location. These peers include Central Michigan University, Eastern Michigan University, University of Michigan-Flint, University of Toledo, Western Michigan University, and Wright State University. The NSSE is administered at Ferris every two years during the Spring Semester. The survey compares the responses of first-year and senior students on a variety of measures that assess student involvement in academics and other campus activities. The following chart shows our top five strengths.

Question	Ferris State	Selected Peers	NSSE 2008
First-Year Students			
1. Asked questions/contributed to class discussions	60%	51%	59%
2. Made a class presentation	42%	27%	33%
3. Worked with other students on projects during class	52%	45%	43%
4. Positively rated their relationships with faculty members	71%	64%	71%
5. Positively rated their relationships with administrative personnel and offices	58%	50%	54%
Seniors			
1. Asked questions/contributed to class discussions	76%	69%	71%
2. Made a class presentation	69%	60%	61%
3. Worked with other students on projects during class	64%	51%	47%
4. Worked with classmates outside of class to prepare class assignments	63%	53%	58%
5. Positively rated their relationships with administrative personnel and offices	58%	49%	52%

When comparing the first-year and senior student percentages in the chart above, four of the five questions were the strengths for both groups. Besides comparing Ferris to other institutions, it is also meaningful to examine how our students develop from their first to their senior year. For example, the percentages for questions one through three all increased dramatically from first-year students to seniors. Even though question five remained at 58%, the selected peers and national averages for that question both dropped from first-year students to seniors.

Take these highlights and relate them to your department. Notice that relationships with students have scored extremely high, so keep in mind that they do benefit from interaction. Continue to think of ways to reach out to students. The graphs below, based on the table above, indicate the percent advantage over our selected peers.

