

Diversity Planning Committee Meeting Summary

January 22, 2009

The following members were in attendance: Mike Berghoef, Mike Cairns, Jim Cook, Deb Cox, Susan Fogarty, Scott Herron, Warren Hills, Thuy Karafa, Amanda Karel, Brian Kurisky, Russell Leonard, Janel Lockwood, Pam Meadows, Jessica Mills, Mary Murnik, David Pilgrim, Fran Rosen, Todd Stanislav, Kent Sun, Luzia Tartari, Robbie Teahen, Patty Terryn, Troy Tissue, Mike Wade and Leroy Wright. Also, attending were 4 guests from Yoplait in Reed City.

Absent: Yolonda Barnes, Marty Bledsoe, Travis Cervandes, Matt Chaney, Don Green, Sharon Hopper, Eunice Merwin-Beck, Lyle Mourer, Gretchen Spedowske, Susan Starkey, Paul Sullivan and Hurdylyn Woods.

The meeting summary from December 9, 2008 was approved.

Diversity Events -

- Discussed the ongoing MLK events, January 18-24, 2009.
- Faculty Center for Teaching and Learning “Bridging Campus Classrooms: Connecting Diverse Students.” At present, only a few faculty have expressed interest in participating in this initiative. This could be a major diversity initiative; therefore, strategies need to be identified to encourage faculty to participate.
- International Potluck will be held January 28, 2009, 6-8pm.
- January Jams will be held January 29, 2009.
- University-wide Theme meeting, January 30, 2009, in the Rankin Founders Room. This will serve as a preliminary discussion. The SPARC may consider holding stakeholders conferences to make sure that the process is inclusive.
- Register in February for “Home Town Recruiter”
- The Job Fair, February 5, 2009.
- The First Lady’s Attic Grand Opening and Open House will be held February 12, 2009.
- Live Underground Railroad, February 12, 2009
- The Vagina Monologues will be held February 19, 2009 at 7:30pm, at Williams Auditorium.
- FSU Summer University will be held June 8, 9 and 10, 2009

Yoplait Partnership –

The DPC welcomed 4 members of the Yoplait Diversity Committee to the University. Yoplait is interesting in partnering with Ferris on diversity issues. Their committee would like to begin diversity/inclusion training for their employees. Currently, Yoplait has about 400 hourly and 30 salary employees. Yoplait employees are always welcome to attend campus events; those dates and events can be found on the FSU campus calendar which is located on the website. It was also suggested that maybe Admissions staff could do some type of “Yoplait Welcome Day” similar to Dawg Days. Members of the DPC asked what can Yoplait do for Ferris; a couple of ideas were mock interviews for students and job shadowing.

Emerging Issues –

- **OMSS Relocation Project** – David Pilgrim reported that the project is moving ahead; he has a meeting next week.
- **Faculty/Staff Grant** – Fran Rosen reported that the Faculty/Staff Grant Committee has met twice. The committee will meet the first Tuesday of each month and requests that any grants be submitted by the

last Wednesday of the previous month. David commented that he is aware of four groups working on grant proposals to submit.

- **Other Issues:**

- **Team Approach** – There was an upsurge in instances of conflict in the residence halls during the recent presidential election. The issue is how we equip our students with the skills necessary to engage in civil discourse when they disagree.
- **Distance and Online Students** – Susan Fogarty asked how do we get these students involved in the activities at the University. One proposed idea was the creation of a website for distance learners and the webcasting of classes. SPARC has recently added a relevant initiative to the University’s Strategic Plan.
- **Diversity at Ferris 2008** – David Pilgrim reported that he will be presenting the report to the Board of Trustees on February 20, 2009. The report will be sent to the Vice Presidents and DPC members to review for suggested changes. The DPC discussed and debated the following six recommendations found in the report.

1) All employees should be *required* to attend trainings, workshops and professional development programs on sensitivity, respectful workplace, the student dignity policy, and the employee dignity policy. Attendance at diversity “training” should be encouraged but *voluntary*.

2) A comprehensive, University-wide strategic plan to improve student retention and graduation should be created and implemented.

3) A section should be added to the Performance Evaluation for all supervisors and managers for diversity/inclusion related goals and accomplishments.

4) Voluntary University-wide sessions should be offered to train employees to be “inclusion advocates.” When they serve on search committees they will communicate the university’s commitment to diversity in general and to hiring and retaining a diverse workforce in particular.

5) In their diversity work plans, each academic college should identify at least one new initiative for each of the four goals. The initiatives should be assigned to specific individuals, given time-tables and resources, and implemented.

6) All action plans should demonstrate a seamless integration of diversity initiatives. Inclusion of diversity initiatives must be a critical criterion for evaluating these action plans.

Members of the DPC will continue sending critiques and revisions of the recommendations to David.