

## Faculty and Staff Diversity Mini-Grant Final Report

Project title Women Who Weld – College of Engineering Technology Community Outreach

Grant Recipients Brent Williams, Bruce Hammond, Sandra Larie

Date Project Started August 2, 2018 (Event held at FSU on 10/27/19)

Amount of Money Funded by the Mini-Grant \$2370.00

### 1. How was the grant used to address a diversity or inclusion related goal?

Funding supported a 1-day introduction to MIG welding workshop for adult women in the community. Offering a unique and dedicated experience for women demonstrates support of Goal #1 through the acknowledgement of potential differences among this distinct group, which tends to be underrepresented in terms of women in engineering or technology fields. The overarching goal of the project was to learn and develop unique approaches that support Goal #3 and the recruiting, retention and graduation of a diverse student population. Women Who Weld was identified as an existing organization that that operates successful programs that begin with introductory workshops and continue through job skills training courses. Traditionally, participant cost for a 1-day welding workshop is \$100. Our goals with the program were to understand more about participants and their interest in welding and potential career pathways. The potential for student success was also evaluated to ensure they developed basic MIG welding knowledge and skills during the allotted time. Funding from this grant was used to pay honorariums and expenses for Women Who Weld which reduced participant cost to \$25 in an effort to eliminate or reduce economic barriers and encourage more participation.

### 2. Describe the audience that was impacted by the grant's implementation.

Provide quantitative data, if available.

The workshop was capped at 15 participants to optimize equipment, workspace and support resources. The actual number of registrations included 10 women, 7 of whom actually participated in the event. Those who attended included current students (3), FSU faculty/staff (2), and other working professionals (2) who ranged in age from 18 to 50 years of age, came from a diverse educational background and traveled up to 60 miles for the workshop. Interest in welding among participants included support for hobbies and other professional activities. Some of the participants had prior experience with welding, but for many this was their first attempt at welding metal. As a group, all participants had positive comments regarding the workshop and all were interested in more welding programs. In addition, the welding program received a number of inquiries about alternate dates and age restrictions from members of the local community were also interested in future workshops. This is insightful and encouraging considering that women are an underrepresented minority in many CET programs like welding because it confirms interest levels and the need for such outreach programs.

3. Grant recipients are required to provide a short narrative that details the specific efforts each of the collaborators made to the implementation of the grant.


**Brent Williams** developed the 1-Day workshop program with Women Who Weld founder **Samantha Farr**. This involved planning and coordination of facilities, materials, consumables, personal protective equipment and funding. He worked with the welding program and University officials to obtain necessary permission and approvals before finalizing the event contract, working on event details, and securing grant funding through the University. Brent coordinated event marketing between Women Who Weld and University Marketing to develop a promotional flier that was then distributed electronically via Facebook, University Wide Notices and through email to the local media (FSU Torch, Pioneer, 9 &10 News, Michigan Works) for exposure. Prior to the event, Brent coordinated setup of the welding facility in the newly renovated Swan Annex and garnered student volunteer support from the Women In Technology RSO. He then coordinated industry support that included the donation of personal protective gear for each student to keep, welding equipment and materials. On the day of the event, Brent provided faculty supervision of the workshop, developed and administered the participant survey and concluded the program with payment to Women Who Weld. **Bruce Hammond** coordinated the welding materials and personal protective gear for the workshop. **Sandra Larie** supported the event as the informational contact and then handled all payments and reimbursements with the appropriate University departments.

4. What is your overall assessment of the project's impact on the Ferris community? How did this impact compare to what you expected?

This project supported the idea of opportunity within our learning community while demonstrating an interest and need for such programs that can help undecided, under-decided and otherwise interested students develop their own interest in welding and other CET fields. At the same time, we learned of unmet interest and needs for professional and employed women who are outside of our existing campus community. We expected to attract participants from around campus – with student participation being below expectations but faculty/staff being surprisingly above anticipated levels. It was also interesting to learn that 2 of the 7 participants traveled more than 60 miles or 1 hour to attend the workshop because there is a lack of opportunity for such programs in our area. It was also unknown to FSU whether a 1-day workshop would attract enough participants and be substantial enough to achieve student success and develop a greater interest among attendees. Feedback from our survey indicates all participants felt successful and were pleased with the results – with all indicating a desire for more workshops and welding opportunities.

5. Present a final budget including all funds received and spent related to the project, with special focus on the funds received via the Diversity Mini-grant.

Cost Type	Actual	Explanation
Honorarium	\$1500.00	Standard for hosting 1-day workshop
Lodging & Travel Expenses	\$ 268.49	1-night lodging for Ms. Samantha Farr
Program costs -Equipment, consumables, gases -Facility costs, overhead -Personal protective gear -Lab materials	\$0.00	All items were provided or donated through the Welding Engineering Technology program. Each participant took home \$25 in donated safety items.
<b>TOTAL COST</b>	\$1768.49	Workshop activities were planned to cost \$2370 but the actual cost was favorable by \$601.51 because of industry support.
<b>TOTAL Requested:</b>	\$1768.49	

Primary Grant Recipient's Signature   \_\_\_\_\_

Date January 8, 2019 \_\_\_\_\_