

**Ferris State University**  
**Faculty and Staff Diversity Mini-Grant Application**  
**Final Report**

**I. Identification**

Name of Primary Applicant: Karen GreenBay

Members of Team: Christopher Richmond, Karen GreenBay, Andresa Maciejewski, Denise Moulter, and Melissa Divietri

Department or Unit: University College-Liaison Committee for Students with Disabilities

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**II. Event Title (25 words or less)**

Disabilities Awareness Month

**III. Specific core value, strategic initiative, or goal related to diversity that the event will address. (See the University Strategic Plan and the Diversity Plan)**

The Disabilities Awareness Month activities as a whole will address all five (Collaboration, Diversity, Excellence, Learning and Opportunity) of the core values. In regard to FSU strategic goal initiatives, these activities will target Goal 2: “Develop a University community where all are valued, welcomed and informed.” The activities will target each of the seven areas under Goal 2. In regard to the FSU Diversity Plan, these activities will address the first goal of “creating a University that is welcoming to diverse populations.” Moreover, these activities will also help to address the second goal to “recruit, retain and graduate a diverse student population.” Last, it will target the fourth goal to “create environments for student learning that are inclusive of and sensitive to a diverse student population.

**IV. Abstract (150-200 word, use additional paper if necessary). If the application is approved the abstract will be posted on the Diversity and Inclusion Office website.**

The Liaison Committee for Students with Disabilities is organizing events for the Disabilities Awareness Month. The events include two nationally known speakers, Kathy Buckley and Johnny Tuitel, who will share and discuss their own experiences with disabilities. Kathy Buckley has been coined as “America’s First Hearing Impaired Comedienne, Actress, Motivational Speaker and Humanitarian.” Johnny Tuitel was born with cerebral palsy and has used a wheelchair his entire life. Mr. Tuitel will discuss how he has succeeded through acceptance, self-esteem and motivation. Additionally, the committee will bring the Michigan Sled Dogs to campus. The Michigan Sled Dogs are a team of hockey players with a variety of disabilities that play a sit down version of ice hockey; they will challenge a “celebrity” Big Rapids team at the Wink Arena. The fourth and final event is a showing of the movie, “Music Within.” This movie is the true story of Richard Pimentel and his work in Disability Employment and the Americans with Disabilities Act.

**V. Event Narrative (up to 4 pages single-spaced)**

- a. The conceptual framework that explains how the event will augment Ferris’s long- term commitment to diversity and inclusion.

Approximately 52 million of the United States population has some kind of disability, learning, behavioral, developmental, or physical. This constitutes the largest minority group in the country, cutting across the lines of race, ethnicity, age, gender, sexual orientation, and socioeconomic status. The Disabilities Awareness Month activities noted above target Ferris State University's strategic plan to develop a university community where all are valued, welcomed and informed. This series of month long events plans to provide a increased level of awareness regarding disabilities targeting Ferris State University students, faculty, staff, as well as Big Rapids community residents. These events and activities will help increase a sense of community for those individuals with disabilities. The events will provide an opportunity and forum for those with disabilities to connect with one another and develop a stronger sense of community. It will provide all attendees a greater understanding of the unique challenges faced by those with disabilities. These events will provide an opportunity to inform and educate students with disabilities about the resources for them here at FSU. It may also provide attention to needed resources that the University does not yet provide. We believe that as a product of this increased awareness, these efforts will help retain students with disabilities as they feel a stronger connection to their university community. In regard to the University's goal to provide a safe learning, living and working environment, these activities will call to attention the work that FSU has conducted to make the University more accessible to those individuals with disabilities. Additionally, it may also highlight other areas on campus that are still in need of updates. By bringing together a diverse group of University students and employees, as well as community residents, we hope to facilitate opportunities for further collaboration in both internal and external working relationships.

b. The goals and intended outcome(s) of the event.

The goals and intended outcomes of the Disabilities Awareness Month Activities include providing the University and Big Rapids communities with a greater awareness and understanding of all disabilities (learning, behavioral, developmental, and physical). Provide an avenue by which FSU students with disabilities can make connections with one another. Furthermore, these events will help to inform and educate students with disabilities about the resources available to them here at FSU. These events will also help in the retention of FSU students with disabilities. This is particularly important because, a multitude of studies demonstrate that people with disabilities have the lowest level of education of any minority group and drop out of school at an alarmingly high rate.

c. A statement on how the event relates to the curriculum or a specific discipline, if appropriate.

One part of the targeted audience will be the FSUS 101 students. The FSUS 101 instructors will be made aware of the Disabilities Awareness Month activities so that their students may take part in any and all of these activities to address the course goal to improve appreciation for diverse cultures and ethnic groups.

d. A timeline.

All of the Disabilities Awareness Month activities will take place in October 2010. We have already made arrangements to ensure that each of the speakers and the Michigan Sled Dogs are available in October 2010.

e. Description of the target audience, including the estimated number of participants.

The primary targeted audience is students with disabilities, but also extends to faculty, staff and Big Rapids community residents, who have an interest in increasing their awareness and understanding of disabilities. We plan to accommodate up to 250 people at the Kathy Buckley, Johnny Tuitel and Michigan Sled Dogs events. For the "Music Within" movie we plan to accommodate up to 100 people.

f. The expected impact that the event will have on Ferris.

It is expected that the Disabilities Awareness Month Activities will help increase retention of FSU students with disabilities. It may also help to attract students with disabilities, as these events will also target Big Rapids residents who may be considering FSU as an option for college. These events will help to unite students with disabilities. The events will increase awareness and understanding of disabilities including learning, behavioral, developmental, and physical. Overall, the expected impact would be to minimize the limitations that the physical and social environments impose on people with disabilities.

g. A specific plan to assess the impact of the event on the University.

All the events and activities provided during the Disabilities Awareness Month will be assessed with evaluations completed by the participants. The evaluations will rate the speakers, team and movie, as well as the overall experience of each event. Participants will be given an opportunity to provide a narrative concerning the most helpful or noteworthy component of the event, and whether or not there was anything that could have been done to enhance the event.

## **VI. Budget**

a. Anticipated expenses (itemize and briefly explain).

Anticipated expenses to support the project would be \$15,497.25. A detailed budget is attached.

b. Funds anticipated from other sources (please list).

We plan to request funding in the total amount of \$5,000 from sponsorships from the President's Office, Diversity Office, University College, The Educational and Career Counseling Center, Governmental Relations/General Counsel, the SCHOLAR Program, as well as other Dean's Office support. The remaining balance will be requested by collaboration with the Disabilities Students Organization by a formal request to the Student Finance Committee. The detailed budget attached lists an account of each of the sponsors and the amount to be contributed.

c. Total amount requested from Faculty and Staff Diversity Mini-Grant.

The amount requested from the Diversity Mini-Grant is \$4,000.

## **VII. Final Report**

A final report is required and it will appear on the Diversity Office's website. That report is due no later than three months after the funded activity. The final report should address:

- a: A self-evaluation
- b: Results of the event assessment
- c: Attendance figures
- d: Final budget

## **Final Report - Overview**

The committee hosted Johnny Tuita on October 29 and 84 people were in attendance. Johnny's message about not looking at the outer package resonated with the group due to his use of humor and his stories.

The committee took Johnny to lunch after the event and he entertained us with more life stories. He has been approached by a businessman who is willing to provide money for a disability conference. Johnny asked if Ferris would like to coordinate this conference. We discussed our current statewide group, MIAHEAD, already does this; we will ask our MIAHEAD president if there is a need for additional funding?

The Michigan Sled Dogs sled hockey team was a great event for the University and community to see the talented individuals have despite their disabilities. 75 people paid a \$1 to attend or a can good could be brought a canned good that went towards the Disability Book Scholarship. The can goods were taken to Starburst. The FSU club hockey and local Big Rapids Hockey Team participated in the 2 period hockey game. Unfortunately, a member of the Sled Dogs suffered a heart attack and passed away at Mecosta County General Hospital.

The Music Within was a great success with 46 people attending the movie. The movie was appropriate for Disability Awareness Month because the story line was how the Americans with Disabilities Act came to be. Many people stayed for the discussion of the movie. A few Big Rapids community members contributed to the conversation and were grateful to learn about what Ferris does to help students with disabilities.

We were not able to afford to bring the comedian, Kathy Buckley to campus. All in all the events provided a picture of people with disabilities as those with abilities. Additionally, this event encouraged individuals that diversity is around us and something we should include in our lives as we think about humanity.

Self-Evaluation: All in all the events provided a look at people with disabilities as those with abilities additionally, this event encouraged individuals that diversity is around us and something we should include in our lives as we think about humanity.

Results of the event assessment: At each event, except the Sled Dogs, individuals were asked to evaluate the event. There were no negative comments at any event.

### Attendance figures:

<b>Johnny Tuita</b>	<b>84 people</b>
<b>Michigan Sled Dogs</b>	<b>75 people</b>
<b>The Music Within</b>	<b>46 people</b>

d: Final budget

**Disability Awareness Month  
October 2010 Budget Report**

				<b>Estimated</b>	<b>Funded</b>	<b>Remaining</b>
				<b>Expenses</b>	<b>Amount</b>	<b>Balance</b>
<b>Speakers/Entertainers</b>						
		Michigan Sled Dogs - Saturday, October 2nd		2000.00	2000.00	0.00
		Ice Arena Rental (\$140 @ 3hrs)		420.00	420.00	0.00
		Speaker - Johnnie Tuitel - Thursday, Nov. 4th		2500.00	2500.00	0.00
		Disability Movie Night - Wednesday, October 20th		350.00	321.00	29.00
		<b>Speaker Subtotal</b>		<b>5270.00</b>	<b>5241.00</b>	<b>29.00</b>
<b>Catering/Banquet Dinner</b>						
		Lunch w/speaker (\$8 @ 10/peop) at Westview		80.00	0.00	80.00
		<b>Catering Subtotal</b>		<b>80.00</b>		<b>80.00</b>
<b>Advertisement/Printing/Copies</b>						
		Torch Ad - Printed in the 09/29/10 Issue		150.00	115.50	34.50
		8.5x11 & 11x17 Flyers/Pluggers/Table Tents		37.50	37.50	0.00
		Big Rapids Tri-County Advertisement		0.00	0.00	0.00
		Michigan Sled Dogs Full Color Poster		7.50	7.50	0.00
		Music Within Posters		75.00	75.00	0.00
		Posters and Table Tents		117.50	117.50	0.00
		<b>Advertisement Subtotal</b>		<b>387.50</b>	<b>353.00</b>	<b>34.50</b>
<b>Achievements/Awards</b>						
		AAD Memorabilia		315.00	315.00	0.00
		<b>Achievement Subtotal</b>		<b>315.00</b>	<b>315.00</b>	<b>0.00</b>
			<b>Total Expenses</b>	<b>6052.50</b>	<b>5909.00</b>	<b>143.50</b>
<b>Sponsoring Departments</b>				<b>Donation</b>	<b>Received</b>	
		Academic Affairs	\$ 500.00			
		CPTS	\$ 1,000.00	\$1,000.00		
		Counseling/Birkam Center	\$ 100.00	\$50.00		
		Diversity Mini Grant	\$2,850.00	\$2,850.00		
		ECCC	\$280.00	\$170.00		
		Gov'l Relat. & General Coun.	\$ 200.00	\$200.00		
		President's Office	\$500.00	\$500.00		
		SCHOLAR Program	\$ 500.00	\$500.00		
		University College	\$ 250.00	\$250.00		
		<b>Total Contributions</b>	<b>\$ 6,180.00</b>	<b>\$5,520.00</b>		

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