

The Diversity and Inclusion Plan Gap Analyses - 2016-17

		Academic Affairs	Administration & Finance	Executive	Governmental Relations & General Counsel	Student Affairs	University Advancement & Marketing
Goal 1: Create a University that is respectful of differences and civil toward people who are different							
	A. Offer "Respectful Workplace" program to all faculty and staff.		AVP-HR Co-Champion 2017-18		Co-Champion		
	B. Provide diversity and anti-bias training annually for Residence Advisors, Student Government, and leaders of Registered Student Organizations.		AVP-Aux. Enterprises Co-Champion Ongoing		Co-Champion	Co-Champion	
	C. Institute ongoing university-wide climate studies to frame and direct future action on diversity and inclusion.						
	D. Make faculty and staff more aware of accommodations for students and employees who are religious and individuals with disabilities.	Co-Champion			Co-Champion		
	E. Identify best practices for handling food in ways inclusive of medical, religious, ethnic, and philosophical concerns.		AVP-Aux. Enterprises Champion 2016	Co-Champion			
	F. Investigate the need for and logistics of relocating the Educational Counseling and Disabilities Services Office.						
	G. Designate some single-stall restrooms as gender neutral.		AVP-Physical Plant Champion 2016				
	H. Display art with diversity and inclusion themes across the campus.	Champion		Co-Champion		Co-Champion	
	I. Investigate current support for mothers (faculty, staff, and students) who are nursing and identify space and resources for a lactation room.		AVP-HR Champion 2016-17			Champion	

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Goal 2: Build and maintain an infrastructure that supports diversity and promotes inclusion							
	A. Establish a university-wide Diversity and Inclusion Work Group to sustain diversity and inclusion initiatives and support the implementation of the diversity and inclusion plan.			Champion			
	B. Establish a Multicultural Student Advisory Group to provide informal counsel to the Vice President of Diversity and Inclusion on various issues affecting the undergraduate experience. This group acts as a sounding board, provides constructive feedback, and identifies issues needing attention.		Athletics would like to nominate some student athletes when nominations are being sought	Champion		Co-Champion	
	C. Reallocate a faculty member to the Diversity and Inclusion Office (DIO) to serve as a liaison to that Office and the diversity work teams in divisions and colleges.						
	D. Each division should designate a person to work with the DIO Office. This person should be a part of that division's diversity work team.	Co-Champion	Chairperson of A&F Diversity Committee	Champion	Co-Champion	Co-Champion	Co-Champion
	E. Designate spaces for individuals to pray, contemplate, meditate.	Champion					
	F. Create an LGBTQ Resource Center.			Co-Champion		Champion	
	G. Enhance the physical and technological infrastructure to provide accessibility for all University members.		Chief Technology Officer Co-Champion with VPGR&GC, and ____				Champion

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Goal 3: Recruit, retain, and graduate a diverse student population							
	A. High-quality training will be provided for professionals who work in Student Services and in other areas of the University that focus on students.					Co-Champion	
	B. Establish and market processes and resources for translation of key marketing materials into Spanish (print and online). Explore other critical language/translation needs.					Co-Champion	Co-Champion
	C. Create a Center of Academic Literacies.	Champion					
	D. In each college someone should be charged with monitoring the achievement gaps in the college.	Champion	Collaborate with partners in Academic Affairs to identify ways to increase graduation rates for football, and men's and women's basketball.				
	E. Strengthen the academic resources in the Office of Multicultural Student Services (OMSS) and foster a stronger collaboration between OMSS, colleges, and faculty to create intentional learning opportunities for students.	Co-Champion				Champion	
	F. Assess the academic and social needs of homeless students enrolled at the University.			Champion		Co-Champion	

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Goal 4: Recruit, employ, and retain a diverse workforce							
	A. Develop a clear and consistent message to faculty, staff, and administration that having a diverse workforce is an institutional priority and that efforts to create and maintain an inclusive campus community include faculty, staff, and administrators as well as students.		AVP-HR Co-Champion to help recruit and retain a diversity work force as an ongoing agenda	Co-Champion	Co-Champion	Co-Champion	Co-Champion
	B. Have divisions, in cooperation with the Diversity and Inclusion Office, develop plans for increasing diversity of workforce.	Co-Champion		Co-Champion	Co-Champion		Co-Champion
	C. In each division someone should be designated who is charged with monitoring diversity in employment pools and hires.			Co-Champion	Co-Champion	Co-Champion	
	D. Develop a University-wide mechanism for the sharing and coordinating of effective recruiting strategies and best practices, focused on underrepresented faculty and staff.		AVP-HR Co-Champion	Co-Champion		Co-Champion	
	E. Evaluate current support efforts specifically focused on underrepresented faculty and staff, and add mechanisms as needed (e.g. targeted orientation and onboarding programming, mentoring, and Affinity Groups, etc.).		AVP-HR Co-Champion				
	F. Find and create opportunities for career advancement and professional development of women and members of underrepresented groups who are employed as Ferris State University faculty and staff, such as succession planning, job shadowing, interim appointments, and mentoring.	Co-Champion	AVP-HR Champion the staff portion of this initiative: Deliver quality programming to help employees improve their skills and be more productive in the workplace. Welcome faculty to engage with the Center whenever interested. (Done;	Co-Champion			Co-Champion
	G. Establish mentoring and other support systems for faculty in tenure process, particularly faculty from underrepresented groups.	Champion					

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Goal 5: Improve inclusivity by incorporating diversity and inclusion in significant ways in teaching, learning, and research							
	A. Host State of Michigan Equity in the Classroom Conference in 2017.	Co-Champion		Co-Champion		Co-Champion	
	B. Host an Institute to teach faculty and staff how to implement a Difficult Dialogues program.			Co-Champion		Co-Champion	
	C. Develop an online resource to share successful inclusive teaching and assessment strategies.						
	D. Create a Diversity and Inclusion Certificate program which will create opportunities for faculty and staff to explore topics related to diversity and inclusion.		The Staff Center for Training and Development will partner with the champion			Co-Champion	
	E. Develop applied research opportunities in collaboration with university partners to provide meaningful undergraduate research opportunities based in diverse communities.						

Goal 6: Build upon existing partnerships and create new partnerships that enhance the University's commitment to and work with diverse populations	Academic Affairs	Administration & Finance	Executive	Governmental Relations & General Counsel	Student Affairs	University Advancement & Marketing	
	A. Enhance partnerships with local organizations to provide information and community resource materials to new faculty, administrators, and staff that may address the needs of potential employees (e.g., employment opportunities in region for spouse/partner, housing, religious organizations, social integration in the region).					Co-Champion	
	B. Collaborate with Grand Rapids area universities to provide student services, such as financial aid advising, social service supports, financial supports, mentoring, access to on-line resources for summer courses, re-admission advising, and other services as needed to area youth.						
	C. Develop meaningful relationships with tribal nations, tribal community colleges, and other tribal and Indigenous organizations in Michigan and the greater Great Lakes region to determine how we can best collaborate.						
	D. Develop an Academic Center for Rural Health to address underserved populations while providing educational opportunities.						
	E. Create ways to intentionally bring students, including students from underrepresented groups and international students, and local community people together.			Co-Champion		Co-Champion	