“Get all the knowledge you can, but use your knowledge in the right way and it will be of untold benefit to you. Don’t use it in oppressing others. And when you see a man or woman trying to rise and doing the right thing don’t be selfish but try to help that person rise.”

--Woodbridge Nathan Ferris

*Making the World Better* (Speech), 1910
The Diversity and Inclusion Office partnered with Goodwill of Greater Grand Rapids to collect professional clothing for the First Lady’s Attic. The initiative, *Santa Brings a Law Suit*, solicited business attire from attorneys in West Michigan. Thanks to Paul Boyer for facilitating this collaboration.
Feeding Our Students

- In addition to the mini-food pantry, the University has partnered with Wesley House to create a large food pantry.
- Ferris: There is Food Here! Facebook page
- We have survival kits for students without housing.
The Committee on Inclusion, from the College of Business, hosts a conference to encourage open discussions about diversity. The presenters are successful business leaders who share their personal and professional experiences.
The Office of Multicultural Student Services hosts campus-wide discussions about race.
disABILITY: DEBUNKED!

October 2017

The Disability Liaison Committee organized events for Disability Awareness Month programing—among them, two film showings, a resource fair, and an educational forum.
The Staff Center offers Accessibility Workshops to help employees create accessible Word Documents, PDFs, create forms, and create accessible captioned videos.
The Faculty Center for Teaching and Learning organized the 2nd Annual Equity by Design forum. Tasha Souza, the associate director for the Center for Teaching and Learning at Boise State University, was the keynote speaker. She offered guidance on strategies for creating more inclusive learning environments.
Hundreds of students, employees and community members attended the International Festival of Cultures. The Office of International Education has facilitated this event—which has been put on campus for more than a quarter of a century.
We have a long and proud tradition of celebrating other cultures

Diwali Festival

Ghost Supper
Ferris community celebrated the Lunar New Year (Chinese New Year).
Ferris students celebrated the Mid-Autumn Festival. It is celebrated by Chinese, Korean, and Vietnamese cultures. The event was sponsored by the Faculty and Staff Diversity Mini-Grant program.
We have increased our activities related to our Latinx students
This event recognizes the underrepresented students who have been approved to participate in commencement.
At the Annual Veterans Day Breakfast, Ferris State University employees recognize members of our community who served in the military.

Veterans were also honored by the West Central Concert Band at its annual Veterans Day concert. Music from all five branches of the Armed Services was featured.
Challenges

• The University has experienced a significant decrease in its enrollment of International students.
International Enrollment

- 404 in 2013
- 439 in 2014
- 536 in 2015
- 390 in 2016
- 298 in 2017
- 238 in 2018
Honoring our Opportunity Institution Tradition

- The University has suffered an even greater loss of students eligible for and/or receiving Pell Grants.
### Honoring our Opportunity Institution Tradition

**Pell Grant**

<table>
<thead>
<tr>
<th>Award Year</th>
<th>Undergraduates at Ferris</th>
<th>Pell Eligible Students</th>
<th>% of Students Eligible</th>
<th># of Pell Students Awarded</th>
<th>% of Pell Students Awarded</th>
</tr>
</thead>
<tbody>
<tr>
<td>2018-19</td>
<td>11,885</td>
<td>4,560</td>
<td>38.37%</td>
<td>4,270</td>
<td>35.93%</td>
</tr>
<tr>
<td>2017-18</td>
<td>12,504</td>
<td>4,918</td>
<td>39.33%</td>
<td>4,649</td>
<td>37.18%</td>
</tr>
<tr>
<td>2016-17</td>
<td>12,866</td>
<td>4,891</td>
<td>38.00%</td>
<td>4,624</td>
<td>35.90%</td>
</tr>
<tr>
<td>2015-16</td>
<td>13,304</td>
<td>5,467</td>
<td>41.09%</td>
<td>5,200</td>
<td>39.09%</td>
</tr>
<tr>
<td>2014-15</td>
<td>13,357</td>
<td>5,874</td>
<td>43.98%</td>
<td>5,290</td>
<td>39.60%</td>
</tr>
<tr>
<td>2013-14</td>
<td>13,469</td>
<td>5,761</td>
<td>42.77%</td>
<td>5,453</td>
<td>40.49%</td>
</tr>
<tr>
<td>2012-13</td>
<td>13,261</td>
<td>5,757</td>
<td>43.41%</td>
<td>5,486</td>
<td>41.37%</td>
</tr>
<tr>
<td>2011-12</td>
<td>13,350</td>
<td>5,676</td>
<td>42.52%</td>
<td>5,575</td>
<td>41.76%</td>
</tr>
<tr>
<td>2010-11</td>
<td>13,134</td>
<td>5,645</td>
<td>42.98%</td>
<td>5,548</td>
<td>42.24%</td>
</tr>
</tbody>
</table>

*The percentages do not match in all cases because some students are not eligible for the Pell Grant due to an enrollment status that doesn’t allow Pell to pay, and other students have reached their lifetime Pell Grant limit of 6 years.*
We have the same challenges faced by other schools:

• How do we keep college affordable?
• How do we make sure that our campuses are welcoming?
• How do we handle conflicts between different groups?