

## Academic Affairs Diversity Plan

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The Academic Affairs Division will work in conjunction with colleges and departments to promote diversity through the implementation of the following Academic Affairs Diversity Work Action Plan.

Academic Affairs Diversity Goals and Action Items—To support the Ferris State University Diversity Plan, the Academic Affairs Division organized the goals into four categories with corresponding action items to be implemented across the Academic Affairs Division and in the colleges.

1. CREATE A DIVISION THAT IS WELCOMING TO DIVERSE POPULATIONS
  - 1.1 Participate in University-wide surveys of students, faculty, and staff
  - 1.2 Sponsor seminars and workshops to engage the faculty and staff in sustaining dialogue about and understanding of diversity
  - 1.3 Continue to nurture existing relationships and develop new working relationships with local agencies and organizations that provide support services for Ferris faculty, staff, students, and their families
  - 1.4 Produce a diversity action plan in collaboration with other divisions
  
2. RECRUIT, RETAIN, AND GRADUATE A DIVERSE STUDENT POPULATION
  - 2.1 Monitor recruiting, retention and degree completion rates
  - 2.2 Work with admissions to expand recruiting areas beyond the traditional recruiting “feeder” school districts
  - 2.3 Partner with community colleges to develop initiatives to recruit underrepresented students
  - 2.4 Recruit from Ferris-sponsored charter schools
  - 2.5 Implement grant activities related to recruiting with Student Affairs where appropriate (e.g., KCP; Gear-up, etc.)
  - 2.6 Create a pool of funding to assist in recruiting and retaining underrepresented students
  - 2.7 Outreach to communities (K-12 schools) with counselors and teachers
  - 2.8 Initiate new academic support services for students to promote retention and graduation
  - 2.9 Enhance existing academic support services
  - 2.10 Support student organizations that promote diversity
  
3. HIRE AND RETAIN A DIVERSE WORKFORCE
  - 3.1 Encourage underrepresented populations to apply for advertised positions through increased marketing and participating in academic conferences
  - 3.2 Work with UAM to develop brochures to support marketing and recruiting at graduate programs to recruit and retain diverse faculty members
  - 3.3 Travel to graduate programs to recruit directly from HBSCUs and other specialized colleges and universities
  - 3.4 Create a pool of funding for recruiting and retaining a diverse faculty and staff
  - 3.5 Expect search committees to be diverse in their composition
  - 3.6 Facilitate focus group meetings between the Diversity Committee and faculty from underrepresented groups to assess experiences at Ferris State University

- 3.7 Initiate exchange programs with HBSCUs, tribal colleges, Hispanic-serving institutions, gender-based colleges, and other specialized institutions in accordance to the Ferris State University Diversity Statement
  - 3.8 Examine salaries, rank, research initiatives, etc. to expand recruiting options and increase incentives to retain faculty
  - 3.9 Implement a “grow our own” model to support the professional growth and advancement of faculty and staff through the use of succession planning and interim appointments
4. CREATE ENVIRONMENTS FOR STUDENT LEARNING THAT ARE INCLUSIVE OF AND SENSITIVE TO A DIVERSE STUDENT POPULATION
- 4.1. In collaboration with the Center for Teaching and Faculty Development, examine alternative pedagogy models to promote learning for all
  - 4.2. Audit diversity content in general education courses
  - 4.3. Address diversity in content of majors and minors
  - 4.4. Re-instate “diversity counts” groups university-wide in collaboration with Student Affairs
  - 4.5. Assess the implementation of the core values by assessing learning outcomes
  - 4.6. Assess general education Race-Gender-Ethnicity (REG) outcomes for posting on Internet
  - 4.7 Sponsor co-curricular events – lectures, concerts, plays, exhibits – with diversity themes each year
  - 4.8 Support faculty and staff participation in diversity-related co-curricular planning

#### ACADEMIC AFFAIRS DIVERSITY COMMITTEE CHARGE

The Academic Affairs Diversity Committee will establish benchmarks and gather baseline data regarding diversity goals and activities to

- modify the plan (add, delete, or change) annually;
- monitor the formative progress of the plan;
- assess the learning outcomes related to the curriculum of diversity;
- review college plans and outcomes relevant to diversity; and
- report its findings with suggestions for the next academic year by April 30, starting April 30, 2009 , to the Provost and Ferris State University Diversity Committee.

#### ACADEMIC AFFAIRS DIVERSITY COMMITTEE MEMBERSHIP

The VPAA will appoint the members of the Academic Affairs Diversity Committee for terms of one, two, and three years to ensure continuity. Membership will include representation from all colleges, levels within the colleges, and members of underrepresented populations. The following list provides the suggested structure of the committee

- 1 dean
- 1 associate/assistant dean
- 1 chair/head
- 9 faculty members
- 2-3 students