

May 31, 2022

**Attention:** Emmanuel D. Jadhav

Ferris Academic Senate,

On behalf of the University Academic Senate Diversity Committee I would like to provide a yearly report per your request for the 2021-2022 academic year.

Our faculty members for this committee this past year included Florence Dood, Julie Herrema, Laila Duncan, Chris Redker, Tracey Ward, Joe Wist, Paula McDowell and Catherine Browers.

As far as our accomplishments this year, all of our meetings occurred via Zoom the 4th Thursday of each month at 11:00 A.M. We met with Dr. Pilgrim multiple times to see how our committee could be of assistance to his department, initiatives, multicultural scholarships, high school / college connections, professional development to colleges, increased awareness on campus and/or provide strategies to improve impartial selection to expand diversity for open positions at Ferris. Dr. Pilgrim provided the committee with a comprehensive survey that was conducted and submitted by students as it relates to Ferris State diversity. We reviewed the data and conclusions and met again to go through all our suggestions to address the concerns and provide feedback to address the alarming issues. We also solicited diversity plans from different colleges across campus to see how colleges are addressing diversity as a whole. We found out some colleges do a lot while some don't do much surrounding diversity education and initiatives. We also participated in giving feedback to the diversity, inclusion and strategic initiatives department on how the University can move forward to fix some of the deficiencies identified in the campus-wide assessment on diversity. Our committee feels there should be a more uniformed approach campus-wide for all colleges as it relates to diversity so it is consistent and sends a uniform message. It appears the approach to address diversity is approached vastly different from college to college.

Our committee made a number of recommendations including but not limited to incorporating use of an impartial staffing firm to first triage applicants because there are faculty/staff that treat applicants differently based on their name and/or cultural identity. This would also help to ensure the best candidate rises to the top without any prejudice. We also suggested more scholarships for students from under privileged cities to expand diversity. We felt Ferris should create a strong relationship with Kent ISD in Grand Rapids Michigan to help bring more diversity to Ferris from their student body. Their programs align very well with program and/or certification degrees we offer. We suggested brining speakers to campus and also working with student affairs to expand opportunities. As far as our recommendations for next year, it would be nice if our committee had a charge from the Academic Senate as to what they would like us to achieve instead of us trying to fumble and find our own direction. Please feel free to reach out to me should you have any questions about our activities or suggestions as a committee,

Sincerely,

Tracey Ward, Chair University Diversity Committee 2021-2022 Academic Year