

Ferris State University
Faculty and Staff Diversity Mini-Grant Application

I. Identification

Name of Primary Applicant: Sheila MacEachron
Members of Team: Diversity Committee, College of Health Professions – Catherine Archer (Chair), Barbara Barnes, Natalia Carvalho-Pinto, Theresa Raglin (Administrator), Joe Wang and Five Student Members
Department or Unit: College of Health Professions
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Telephone: 231 591-2319 or 231 250-6614
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II. Event Title

The 15th Annual White Privilege Conference, Madison, Wisconsin

III. Specific core value, strategic initiative, or goal related to diversity that the event will address.

One of the Diversity Plan Strategic Goals is to “create environments for student learning that are inclusive of and sensitive to a diverse student population”. The members of the College of Health Professions’ Diversity Committee that attend the White Privilege Conference have an opportunity to learn strategies that work toward creating these environments. These strategies will then be shared with other faculty and staff within the college and university.

The committee members also want to help “create a university that is welcoming to a diverse population”. Awareness of diversity is a crucial component. Attending the White Privilege will hopefully create an awareness in the participants that may not have been there before or develop a deeper awareness. Once a student feels welcomed by administrators, faculty and staff he/she will be more likely remain at Ferris State University and graduate.

The major diversity goals for the College of Health Professions are:

1. To create a diversity-guided communication and evaluation tool for administration, faculty, staff and students in the college. This goal is set to be addressed in the 2014 – 2015 academic year. The strategies learned at the White Privilege Conference will be utilized.
2. To create a diversity-based environment that provides educational and informational activities for administration, faculty, staff and students in the college. This goal is the focus of this academic year. The White Privilege Conference is an excellent educational and informational activity for the members to attend to gain insight on how to achieve this goal.
3. To market, promote, recruit, and retain a diverse population of administration, faculty, staff and students in the college. Achievement of this goal is ongoing.
4. To create environments for student learning that are inclusive of and sensitive to a diverse student population. This goal was the focus of the 2012 – 2013 academic year.

IV. Abstract

The College of Health Professions' Diversity Committee embraces Ferris' definition on diversity. In previous years, the committee's focus was on faculty perceptions regarding the value of embracing diversity. While this was informative, the committee acknowledged that student input was crucial. During the 2012 – 2013 academic year, the committee held several student lunch/survey sessions and the results were presented to faculty and staff. The primary goal for this academic year is to create a diversity-based environment that provides educational and informational activities for administrators, faculty, staff and students. One of the ways to accomplish this goal is provide an opportunity for several committee members and students to attend the 15th Annual White Privilege Conference.

V. Event Narrative

The 15th Annual White Privilege Conference will be held in Madison, Wisconsin March 26 – 29, 2014. The conference according to its website is not “designed to attack, degrade or beat up on white folks”. It is a conference that challenges participants to examine concepts surrounding privilege and oppression. Solutions and team building strategies that work toward a more equitable world are emphasized. Race, gender, sexuality, class, disability, etc are examined.

More than 1500 attend this conference annually. Participants include high school and college students, teachers, university faculty, higher education professionals, nonprofit staff, activists, social workers, counselors, healthcare professionals, spiritual community members, and members of the corporate arena. More than 35 states are usually represented as well as Australia, Bermuda, Canada and Germany.

It is the desire of the College of Health Professions' Diversity Committee to have three members and three student members attend this conference. The members will arrive in Madison, Wisconsin on Wednesday, March 26th and attend the conference beginning Thursday, March 27th at 7:30 am. Departure would be Sunday, March 30th. The student members will be submitting a separate grant application.

The goals and intended outcomes for the College of Health Professions' Diversity Committee members that attend the conference are:

1. To explore and recommend ways that the college can become a better welcoming college to all.
2. To identify strategies that raise awareness of diversity issues among college faculty, staff and students.
3. To share the knowledge gathered at the conference.
4. To network with other higher education professionals as well as healthcare professionals.

The conference attendees will be expected to share their conference experiences with the other members of the committee during their April 2014 meeting. The Dean will be invited to this meeting as well. It is also expected that the attendees will develop a

presentation for the College of Health Professions' faculty and staff which will be presented during faculty week in August 2014 and/or the September 2014 college meeting. The Committee's goal for the 2013 – 2014 will also be presented at that time. A proposal or proposals will be developed for the Faculty Center for Teaching and Learning for a workshop based upon their experiences at the conference. It is the hope that the Faculty Center for Teaching and Learning will be interested in these proposals.

Timeline:

March 26 – 30, 2014	Attend White Privilege Conference
April 2014	Committee Meeting; Share experiences with other committee members and Dean
May 2014	Develop proposal(s) for diversity workshop for FCTL based upon knowledge garnered at White Privilege Conference
August/September 2014	Presentation to College of Health Professions' faculty and staff
September 2014	Student members present their experiences from the conference to FSU students.
Fall Semester 2014	If approved, conduct workshop(s) for FCTL for a university audience

The Diversity Committee will utilize the above for its next goal which is to create a diversity-guided communication and evaluation tool for administration, faculty, staff and students in the College of Health Professions.

VI. Budget

Anticipated expenses:

Lodging	4 nights @ approx. \$150 per night, 3 rooms total	\$1800.
Mileage	One personal vehicle, 760 miles @0.565 per mile	\$429.40
Meals	5 days @ \$40 per day, 3 persons	\$600.
Registration	\$295 per person, 3 persons	\$885.
Total		\$3714.40

Funding is not anticipated from other sources. The total amount of \$3714.40 is requested from the Faculty and Staff Diversity Mini-Grant.

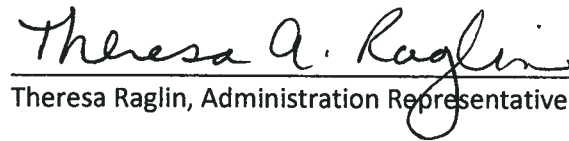
VII. Final Report

To be submitted no later than three months after the funded event. The final report will address a self-evaluation, results of the event assessment, attendance figures and a final budget.

Applicants' Signatures:


Sheila MacEachron, Primary Applicant, Member, CHP Diversity Committee


Catherine Archer, Chair, CHP Diversity Committee

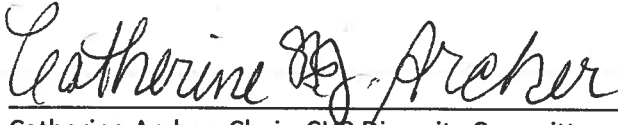

Theresa Raglin, Administration Representative, CHP Diversity Committee

Submission Date:
November 14, 2013

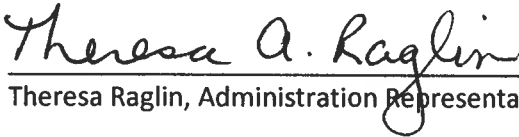
Applicants' Signatures:



Sheila MacEachron, Primary Applicant, Member, CHP Diversity Committee



Catherine Archer, Chair, CHP Diversity Committee



Theresa Raglin, Administration Representative, CHP Diversity Committee

Submission Date:

November 14, 2013

Budget Overview

	Requested Grant Funds	Funding from other sources	TOTAL BUDGET
STIPEND	\$0	\$0	\$0
HONORARIA	\$0	\$0	\$0
TRAVEL	\$429.40 Mileage \$1800 Hotel	\$0	\$2229.40
FOOD	\$600	\$0	\$600
RENTALS	\$0	\$0	\$0
PRINTING & DUPLICATING	\$0	\$0	\$0
PROMOTION	\$0	\$0	\$0
SUPPLIES & POSTAGE	\$0	\$0	\$0
RESOURCE MATERIALS	\$0	\$0	\$0
ASSESSMENT TOOLS	\$0	\$0	\$0
OTHER: Registration	\$885	\$0	\$885
TOTAL	\$3714.40	\$0	\$3714.40

Criteria	Points Possible	Points Received
<p>Need For Project</p> <ul style="list-style-type: none"> ❑ The activity/program/event has a strong conceptual framework that can be identified as strengthening Ferris' long-term commitment to diversity. (5pts) ❑ The activity/program/event reflects the mission and core values of Ferris as expressed in the University's Strategic Plan. (5pts) ❑ The activity/program/event has a direct impact upon a significant portion of the University community or targets an under-represented or under-served group at the University and has broad visibility. (5pts) ❑ The activity/program/event brings clear and valuable benefits to the FSU community (5 points) ❑ The activity/program/event is new and/or innovative to the Ferris community (10pts) <p><u>Comments:</u></p>	30 points	
<p>Quality of Project Design (The activity/program/event is clearly defined with easily identified starting and ending points, specific activities, specific goals, and measurable outcomes, and a plan for assessing learning.)</p> <ul style="list-style-type: none"> ❑ Goals, Objectives, and Outcomes Specified (4 pt) ❑ Goals, Objectives, and Outcomes Measurable (4 pt) ❑ Clear description of activities (3 pt) ❑ Clearly defined project leader and project team with roles specified and information about qualifications. (5 pt) ❑ Clearly specifies the audience and, if different, the beneficiaries of the project (5 pt) ❑ Has a clear project timeline, specifying what events will occur, when, and in what order (3 pt) ❑ The project design makes use of specific and relevant data (1pt) <p><u>Comments:</u></p>	25 points	
<p>Budget</p> <ul style="list-style-type: none"> ❑ Itemized budget indicates all funding required for the project with a clear delineation of what funding is being requested in this application (10 pt) <p><u>Comments:</u></p>	10 points	

<p>Quality of Evaluation Plan (The activity/program/event is clearly defined with easily identified starting and ending points, specific activities, specific goals, and measurable outcomes, and a plan for assessing learning.)</p> <ul style="list-style-type: none"> ❑ Goals, objectives, and outcomes produce quantitative or qualitative data (5 pt) ❑ Assessment has a clear time-frame, with a schedule for completion, and itemized activities that assess the impact of the activity/program/event. (22 pt) ❑ Assesses impact on Ferris and surrounding community (3 pt) ❑ Indicates how assessment results will be used to develop future activities and plans (3 pt) ❑ Indicates how information will be disseminated (2 pt) <p><u>Comments:</u></p>	35 points	
Total	100 points	