



FERRIS STATE UNIVERSITY
OFFICE OF ADMINISTRATION & FINANCE

July 23, 2009

Dr. David Pilgrim
Chief Diversity Officer
Ferris State University
Big Rapids, MI 49307


Dear Dr. Pilgrim:

As Vice President of the division of Administration & Finance, I encourage our employees to be committed to the ideals of our founder. We are dedicated to inclusion of actions, ideas, and activities of our University's diverse stakeholders including students, faculty and staff.

We will demonstrate this commitment through the following actions:

- By developing diverse employment applicant pools, providing the best qualified candidates for vacant positions at the University
- By providing professional development opportunities, allowing current employees opportunities to qualify for internal advancement
- By developing University para-professional employment opportunities in the form of student internships, providing a mechanism to develop a diverse work force
- By evaluating progress and commitment through the annual employee evaluation process, documenting steps taken that reflect commitment to diversity
- Through participating in campus activities which celebrate and promote diversity

The division of Administration & Finance is committed to supporting the ongoing successful commitment to diversity at Ferris State University.


Jerry L. Scoby