



2016-2017

# Student Affairs Diversity Report



AUGUST 2017

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Celebrating and promoting diversity and inclusion is the heart of our work in the Division of Student Affairs as we strive to cultivate a campus environment where all students feel they can bring their entire self to their college experience and thrive. This work is accomplished by facilitating access to higher education and through the provision of excellent, student-centered programs and services that educate, engage, and support student learning and personal development.

The Division of Student Affairs includes the following Departments/Units:

- Enrollment Services (Registrar's Office, Admissions, Financial Aid, and Institutional Research and Testing)
- Birkam Health Center/Personal Counseling Center
- Student Life (Dean of Student Life Office, Office of Multicultural Student Services, Student Conduct Office, Title IX Office, University Recreation, the University Center, and the Center for Leadership, Activities, and Career Services).

Enhancing the University's diversity and inclusion efforts is amongst the Division's priorities which include:

1. Stabilizing and optimizing our enrollment by increasing university-wide collaboration in recruitment and retention, increasing our enrollment and retention of a diverse student body, and enhancing University pride.
2. Creating opportunities for increased, intentional student engagement.
3. Promoting financial literacy and reducing student debt.

Highlights of our progress on these priorities (as it relates to diversity and inclusion), and the goals within the University's 2016-2021 Diversity & Inclusion Plan from July 1, 2016 through June 30, 2017 are bulleted below; however, a complete list can be found in the following pages of this report by individual department/unit (Diversity & Inclusion Plan Goal contained in parentheses):

- The hosting of events by the Strategic Planning for Diverse Enrollment (SPDE) Committee to bring awareness of Ferris to underrepresented populations (Goal 3).
- The Veteran's Office continued focus and work to provide more direct degree credit for prior learning and transfer courses/equivalencies (Goal 3).
- Birkam Health Center has begun working with the Northern Rural Expansion Team to provide healthcare options to veterans who attend Ferris (Goal 6).
- The Veterans Resource Center space was renovated to increase its size, provide a window, and allow for Veterans to work at computers without having their backs to the wall (renovation just under \$18,500) (Goal 2).
- The Office of Multicultural Student Services (OMSS) created and published a Multicultural Student Organizations Photobook highlighting Registered Student Organizations from diverse backgrounds to promote to incoming students and our campus community (Goal 3).

In addition, after a three semester break, we relaunched our Student Affairs Diversity Committee in the spring. Our shared goals included accomplishing Goal 2(F) of the Ferris State Diversity & Inclusion Plan by establishing a LGBTQ Resource Center within the Division of Student Affairs, of similar structure to our Veterans Resource Center, by fall 2017, and to support the Division in our *Major Diversity Initiative* to work intentionally to support transitioning, transgender, and gender-fluid students. The Committee's success this spring includes:

- Continued progress on our (improved) rating on the Campus Pride Index <https://www.campusprideindex.org/search/index.org>.
- Submission of a proposal to the President's Council for the creation and staffing of a LGBTQ+ Center within the UC Center.

The overall major diversity and inclusion challenges facing The Division of Student Affairs are as follows:

- Attracting and retaining students and employees from underrepresented groups.
- The culture shock of rural Big Rapids for our students who are from urban areas.
- Uninformed and offensive language by individuals that negatively impacts the experience of others; especially when the speech and/or behavior is constitutionally protected.
- Reaching a large cross-section of our students with our educational programs and events.
- A finite amount of resources for developing new programs and activities, to analyze and respond to the data we generate, and a lack of nimbleness in some of our infrastructure to adapt.

Efforts continue to be made to address these challenges. The Student Affairs Diversity Committee will focus 2017-2018 on continued work to meet the Division's *Major Diversity Initiative* of supporting transitioning, transgender, and gender-fluid students and on addressing the challenges noted above.

The Division of Student Affairs supports diversity and inclusion efforts at Ferris through our day to day work in ways that may not be covered completely in this report. An example of these efforts is the primary work of the Office of Multicultural Student Services, which promotes intellectual understanding and appreciation of diversity, inclusion, and social justice, and provides support for underrepresented student populations; many of whom are multicultural students. Another example is through the Veteran's Resource Center, which continues to provide support and advocate for the needs of student veterans on campus.

The Division will continue to strengthen our commitment to diversity and inclusion to meet the needs of all individuals in our community and to provide a campus environment where everyone feels at home and can thrive. The initiatives and activities highlighted in this report is a testament of how the Division's efforts have positively influenced the community of Ferris State University.

AUGUST

- **Transitions to Success: Multicultural Freshman Orientation** – organized, implemented, and sponsored by the Office of Multicultural Student Services (OMSS). Transitions to success impacts our institution’s diversity efforts by exposing students of color to the many resources on campus that will encourage their retention and overall success. In addition, Transitions provides students opportunities to meet faculty and staff from diverse backgrounds.
- **Bulldog Beginnings Inclusion Campaign** – organized by Center for Leadership, Activities, and Career Services (CLACS) in collaboration with Bulldog Beginnings activities. This campaign provides campus with a visual representation of our welcoming community, and includes buttons and yard signs welcoming students.

SEPTEMBER

- **Minority Get Acquainted Day** – organized, implemented, and sponsored by OMSS. This event impacts diversity by giving students opportunities to meet and establish relationships with diverse Registered Student Organizations at the beginning of the school year. Also, students have an opportunity to meet and find out more information regarding departments that will support their educational journey.
- **Hispanic Heritage Celebration Events** – organized, implemented, and sponsored by OMSS. Events that are coordinated for this cultural heritage celebration are designed to expose our campus community to the many important contributions made to our country by our Latino/a/x culture.
- **Cultural Connections** – organized, implemented, and sponsored by OMSS, the Office of International Education, and the Center for Latin@ Studies. This is an event to showcase our collaborative diversity efforts as an institution by three important departments on campus that work with students from diverse backgrounds. This event gives our campus community an opportunity to become connected in more intentional and meaningful ways while celebrating diversity.

OCTOBER

- **Career Week** – cooperative initiative among the Office of International Education and CLACS to provide information and resources for international students seeking employment for graduate school in the United States as well as students seeking opportunities abroad.
- **Hazing Prevention Week** – organized, implemented, and sponsored by CLACS Greek Life Center and Club Sports. This week is filled with a variety of events and education addressing culture of care, bystander intervention, and hazing awareness.

## NOVEMBER

- **Native American Heritage Celebration Events** – organized, implemented, and sponsored by OMSS. These events highlight the many contributions made to our society by our Native American community.
- **Leadership Week** – organized, implemented, and sponsored by the Center for Leadership, Activities and Career Services (CLACS). Students who participate can develop their personal mission, values, and skills; learn and practice leading in groups; and learn in a way that creates change in our world.

## JANUARY

- **MLK Celebration Events** - organized, implemented, and sponsored by OMSS along with various departments from across campus. These coordinated events positively impact diversity on our campus by highlighting and promoting the legacy of Dr. Martin Luther King, Jr. and his impact on civil rights in our country.

## FEBRUARY

- **Black History Month Celebration Events** – organized, implemented, and sponsored by OMSS. These coordinated events promote diversity by highlighting the many contributions made to our society by the Black community.
- **Career Week** – cooperative initiative among the Office of International Education and CLACS to provide information and resources for international students seeking employment for graduate school in the United States as well as students seeking opportunities abroad.

## MARCH

- **Women’s History Month Celebration Events** – organized, implemented, and sponsored by OMSS. These coordinated events and activities promote diversity by highlighting the many contributions made to our society by women.

## APRIL

- **Take Back the Night** – organized, implemented, and sponsored by Social Work, the Office of the Dean of Student Life, the Diversity and Inclusion office, OMSS, the Student Conduct office, and various off-campus partners. This is an annual event to raise awareness about sexual assault, and to create a community of support for survivors. It involves a march, educational events, and a speak-out for individuals to share their stories, reactions, and emotions.
- **OMSS Pignic** (end of year picnic held at North Quad) – organized, implemented, and sponsored by OMSS, and is open to all faculty, staff, students, community, and alumni. This is an annual event that promotes diversity by giving students and alumni from diverse backgrounds an opportunity to celebrate the successful completion of another academic school year.

- **Torchbearer Leadership and Service Awards Ceremony** – organized, implemented, and sponsored by CLACS and various student leaders. The program recognizes the accomplishments of a diverse community of leaders and RSOs.
- **Multi-Cultural Graduate Recognition Program**- organized, implemented, and sponsored by OMSS. This event is designed to pay special recognition to underrepresented students who have been approved to participate in commencement, thus fulfilling their requirements in earning an associate’s, bachelor’s, master’s degree or higher in a program from Ferris State University.
- **Leadership Week** – organized, implemented, and sponsored by the Center for Leadership, Activities and Career Services (CLACS). Students who participate can develop their personal mission, values, and skills; learn and practice leading in groups; and learn in a way that creates change in our world.

#### ON-GOING

- **T.O.W.E.R.S.** – (*Teaching Others What Establishes Real Success*) Leadership Development Program – activities organized, implemented, and sponsored by OMSS. This program is a platform for success that emphasizes leadership through multicultural student engagement, learning, and development.
- **Cultural Awareness Celebrations** – organized, implemented, and sponsored by OMSS. Cultural Awareness Celebrations are recognized and celebrated on our campus each year. Some of the traditional celebrations are Hispanic Heritage Month, Native American Heritage Month, Dr. Martin Luther King, Jr. Celebration, Black History Month, Women’s History Month, and Asian Awareness Month. The OMSS recognizes that there are a multitude of cultural heritage celebrations in addition to ones mentioned and encourages students, faculty, and staff to share their ideas regarding other celebrations we can possibly highlight on our campus.
- **The President’s Military Veterans’ Breakfast** – organized, implemented, and sponsored by the President’s Office and Enrollment Services. This event is designed to pay special recognition to our military veteran students.
- Members of the **Student Affairs Division will continue to support Registered Student Organizations (RSOs)** in creating programs that promote diversity, social justice, and inclusive communities.
- **Campus Pride Index** – initiated participation in this program by the Enrollment Services Department. This program has increased awareness of our efforts and services to support the LGBTQIA community.
- **Black Male Network** – organized, implemented, and sponsored by OMSS. This initiative is designed to address the many issues associated with the achievement gap of

this particular demographic. The goal is to increase retention and graduation by coordinating discussions and activities to promote academic success.



## Successes and Challenges with Solutions In Support of the Diversity and Inclusion Plan

### 1. Create a University that is respectful of differences and civil toward people who are different.

#### Successes:

- BHC/PCC Director serves as member of Student Affairs Diversity Committee.
- Departments were represented at OMSS Get Acquainted Day, Founder's Day, Orientation, Bulldog Bonanza, Bulldog Beginnings, and Health Fair.
- Multiple staff members attended "Minds Aflame: A Beyond Globalization Event."
- PCC Co-Sponsored with Active Minds, "Walk for Life," on April 8, 2017, in an effort to help reduce stigma and increase knowledge of mental health awareness.

#### Challenges with Solutions:

- None to report.

#### Learning Outcomes within the Student Affairs Strategic Plan:

- Appreciate and increase an understanding of individual differences and similarities within our global society.
- Develop skills to think critically and apply knowledge.

### 2. Build and maintain an infrastructure that supports diversity and promotes inclusion.

#### Successes:

- Utilization of current electronic program for health records allowing for demographic information to include preferred name, gender, pronouns, and sexual orientation if a patient chooses to disclose.
- The BHC and PCC provides translation services via an interpreter line using three-way telephone conferencing for student patients who wish to use their first language, if not English, when receiving health care.
- Building renovations are complete, including ADA compliant check-out counter, allowing for ease of use for students in wheelchairs or those needing physical assistance.

#### Challenges with Solutions:

- Trying to configure a way (in conjunction with a Mediat Representative) for a student to elect this information privately without having to go through a BHC/PCC staff manual entry.

#### Learning Outcomes within the Student Affairs Strategic Plan:

- Gain access to an educational experience.
- Explore and demonstrate how making healthy lifestyle choices affects their success.

### **3. Recruit, retain, and graduate a diverse student population.**

#### Successes:

- PCC Counselor served as a mentor for the Promesa Scholarship program sponsored by the Center for Latin@ Studies.
- PCC Counselor provided “Stress Management with Cultural Considerations” workshop. This was a psychoeducational program for first-generational Latino students. The focus was to help students understand the significance of cultural influence on their learning and academic stress.
- PCC Counselor serves as a long-standing faculty advisor for the Active Minds RSO, which is committed to reducing the stigma for mental health issues.
- We have taken steps to form a Student Advisory Board that will represent the Health Center and Counseling Center to the student body.

#### Challenges with Solutions:

- There has been a challenge in getting a diverse group of students involved in the advisory board.

#### Learning Outcomes within the Student Affairs Strategic Plan:

- Gain access to an educational experience.
- Appreciate and increase an understanding of individual differences and similarities within our global society.
- Demonstrate personal responsibility and accountability.

### **4. Recruit, employ, and retain a diverse workforce.**

#### Successes:

- Various BHC/PCC employees completed the Institute on Inclusion and Inclusive Classrooms Workshop Series offered through the FCTL.
- BHC/PCC hired and on-boarded a female director.
- BHC/PCC renewed institutional membership with ACHA, allowing the departments to benefit from various webinars and trainings focused on diversity.
- Three members of the BHC team attended the 2017 ACHA Annual Conference, where diversity is promoted and celebrated in various forms of learning and understanding. BHC attendees focused on diversity related topics, specifically related to the LGBT populations.

#### Challenges with Solutions:

- None to report.

#### Learning Outcomes within the Student Affairs Strategic Plan:

- Appreciate and increase an understanding of individual differences and similarities within our global society.

**5. Improve inclusivity by incorporating diversity and inclusion in significant ways in teaching, learning, and research.**

Successes:

- A PCC Counselor provided QPR Training to Faculty and Staff (on main and GR campuses).
- PCC Counselors/Staff actively uses inclusive language and recognizes diversity when presenting general overview on mental health, and how to access services for classroom instructors as requested.
- The BHC/PCC Director attended an OMSS-sponsored student panel on “Diversity in the Classroom,” in order to gain a better understanding of what our diverse students’ needs are.

Challenges with Solutions:

- None to report.

Learning Outcomes within the Student Affairs Strategic Plan:

- Gain access to an educational experience.
- Appreciate and increase an understanding of individual differences and similarities within our global society.
- Demonstrate effective communication skills.

**6. Build upon existing partnerships and create new partnerships that enhance the University’s commitment to and work with diverse populations.**

Successes:

- A PCC Counselor co-presented on Micro aggressions in partnership with CLS, which was open to campus community.
- A PCC Counselor attended DSAGA meetings with plans to serve as their faculty advisor starting fall 2017.
- A PCC staff served on various campus committees, including the Students with Disabilities and Student Life Committee. A PCC staff also serves on the Community Task Force to address underage drinking and sexual assault.
- The Director assisted in planning the “Take Back the Night” program.

Challenges with Solutions:

- None to report.

Learning Outcomes within the Student Affairs Strategic Plan:

- Demonstrate personal responsibility and accountability.
- Develop skills to think critically and apply knowledge.

**7. Additional Diversity Successes and Challenges with Solutions Outside of the Diversity and Inclusion Plan.**

Successes:

- None to report.

Challenges with Solutions:

- None to report.

Learning Outcomes within the Student Affairs Strategic Plan:

- None to report.

## Successes and Challenges with Solutions in Support of the Diversity & Inclusion Plan

### 1. Create a University that is respectful of differences and civil toward people who are different.

#### Successes:

- CLACS brought a variety of Five Star lectures to campus with an average attendance of 222 people.

#### Challenges with Solutions:

- Five Star speaker, Ben Shapiro, was a very controversial speaker sponsored by College Republicans. We provided additional security and monitored behavior very closely.

#### Learning Outcomes within the Student Affairs Strategic Plan:

- Appreciate and increase an understanding of individual differences and similarities within our global society.
- Develop skills to think critically and apply knowledge.

#### Successes:

- CLACS implemented the first Greek Council retreat. Executive board members of Interfraternity Council, Panhellenic Council, Professional Greek Council, and Black Greek Council gathered for a weekend retreat. Topics were: mission, vision, and values; team building; and personal and group leadership development.

#### Challenges with Solutions:

- Attendance for a weekend retreat without providing housing was difficult to get students committed for the entire weekend.

#### Learning Outcomes within the Student Affairs Strategic Plan:

- Appreciate and increase an understanding of individual differences and similarities within our global society.
- Enhance their degree of engagement and sense of belonging.
- Demonstrate personal responsibility and accountability.
- Explore and demonstrate how making healthy lifestyle choices affects their success.
- Develop skills to think critically and apply knowledge.
- Demonstrate effective communication skills.

### 2. Build and maintain an infrastructure that supports diversity and promotes inclusion.

#### Successes:

- Approved new Registered Student Organizations, including the Association of Non Traditional Students (ANTS), Diversity in Pharmacy, and reactivating Black Student Union.

Challenges with Solutions:

- Minimum membership (5) in minority RSOs is difficult to maintain.

Learning Outcomes within the Student Affairs Strategic Plan:

- Appreciate and increase an understanding of individual differences and similarities within our global society.
- Enhance their degree of engagement and sense of belonging.

### **3. Recruit, retain, and graduate a diverse student population.**

Successes:

- Implemented on-demand/online soft skills training. Students accessed training on their own time via OrgSync. They read and took quizzes about the top 14 skills employers are looking for: workplace ethics, initiative, diversity and inclusion, ethical character, and more. These skills can be used throughout the rest of their educational experience and in the workforce. Students received a certificate if they completed the training and successfully articulated their learning through a behavior based interview.

Challenges with Solutions:

- None to report.

Learning Outcomes within the Student Affairs Strategic Plan:

- Gain access to an educational experience.
- Appreciate and increase an understanding of individual differences and similarities within our global society.
- Demonstrate personal responsibility and accountability.
- Demonstrate effective communication skills.

### **4. Recruit, employ, and retain a diverse workforce.**

Successes:

- None to report.

Challenges with Solutions:

- None to report.

Learning Outcomes within the Student Affairs Strategic Plan:

- None to report.

**5. Improve inclusivity by incorporating diversity and inclusion in significant ways in teaching, learning, and research.**

Successes:

- CLACS implemented a Five Star Follow-up program during Spring 2017 Semester. This program allowed students to gather after a Five Star event to discuss the topic in more detail.

Challenges with Solutions:

- The program was well attended after a sensitive topic/speaker and not attended well when the topic/speaker was not sensitive in nature.

Learning Outcomes within the Student Affairs Strategic Plan:

- Demonstrate effective communication skills.
- Develop skills to think critically and apply knowledge.

Successes:

- CLACS Career Center implemented an online practice interview system called Big Interview. This allowed off-campus and extended students access to practice interviewing without having to drive to main campus.

Challenges with Solutions:

- None to report.

Learning Outcomes within the Student Affairs Strategic Plan:

- Demonstrate effective communication skills.
- Develop skills to think critically and apply knowledge.
- Gain access to an education experience.

**6. Build upon existing partnerships and create new partnerships that enhance the University's commitment to and work with diverse populations.**

Successes:

- CLACS Volunteer Center partnered with MLK planning committee to provide a volunteer expo in collaboration with the MLK March.

Challenges with Solutions:

- None to report.

Learning Outcomes within the Student Affairs Strategic Plan:

- Enhance their degree of engagement and sense of belonging.
- Demonstrate personal responsibility and accountability.

**7. Additional Diversity Successes and Challenges with Solutions Outside of the Diversity and Inclusion Plan.**

Successes:

- None to report.

Challenges with Solutions:

- None to report.

Learning Outcomes within the Student Affairs Strategic Plan:

- None to report.



## Enrollment Services (Admissions, Financial Aid, IR&T, and Registrar's Office)

### Successes and Challenges with Solutions in Support of the Diversity & Inclusion Plan

#### 1. Create a University that is respectful of differences and civil toward people who are different.

##### Successes:

- A Preferred First name policy was developed and approved by President's Council (**Registrar**).

##### Challenges with Solutions:

- Now that the policy has been approved, we need to have the infrastructure in place to actuate the policy. This is a continued effort to coordinate the several areas necessary to implement and navigate the obstacles.

##### Learning Outcomes within the Student Affairs Strategic Plan:

- Appreciate and increase an understanding of individual differences and similarities within our global society.
- Enhance their degree of engagement and sense of belonging.
- Gain access to an educational experience.

#### 2. Build and maintain an infrastructure that supports diversity and promotes inclusion.

##### Successes:

- A work group for implementing a preferred first name option in Banner was developed (**Registrar**).
- Research was done on best practices from other intuitions and a reasonable preferred first name solution was found (**Registrar**).
- The Banner customization required was agreed upon by an appropriate committee (**Registrar**).

##### Challenges with Solutions:

- We lost the primary technical person who was working with our found solution. We are currently bringing a new technical person into the fold to help assist where he is able.
- Ellucian/Banner has a proposed solution; however, the implementation of it will depend on Ferris changing some of its infrastructure, which is still in the future.
- A decision on the best solution, technically speaking, has not been decided and there is no proposed implementation time line. The committee continues to meet to try to move this project/policy implementation forward.

- Students and other stakeholders continue to request a preferred name option and we still do not have a good offering available. We communicate our efforts and commitment to implementing a solution.

Learning Outcomes within the Student Affairs Strategic Plan:

- Gain access to an educational experience.
- Appreciate and increase an understanding of individual differences and similarities within our global society.
- Enhance their degree of engagement and sense of belonging.
- Demonstrate personal responsibility and accountability.

Successes:

- Office of Admissions increased its financial support for group visit transportation costs and increased the funding from \$10,000 to a total of \$15,000. We utilized these funds to provide bus transportation for group visits from institutions where there is a high degree of diversity in the student populations. The Vice President of Student Affairs Office contributed to this increase (**Admissions**).

Challenges with Solutions:

- Each time we increase the dollars available, we have more and more institutions that want to visit and require transportation assistance. We will look this year toward spreading the funding out more effectively by reimbursing institutions who arrange their own services (often at a lower cost than Ferris approved providers), as well as negotiating to cover a portion of the cost and have the institutions contribute as well.

Learning Outcomes within the Student Affairs Strategic Plan:

- Appreciate and increase an understanding of individual differences and similarities within our global society.
- Enhance their degree of engagement and sense of belonging.
- Gain access to an educational experience.

Successes:

- The Office of Institutional Research continues to provide more diversity-related data to multiple University constituents. The Office of Institutional Research and Testing reports that from Fall 2015 to Fall 2016, total enrollment for Ferris overall and Ferris minority students declined. There was a decline in the overall population of 3.6%, and the decline in minority students was 2%. The largest decline was in our International Students -146, then Black, African American -84 and Hispanic -24, the increases in minority students were American Indian +5, Asian +27, Native Hawaiian/Pacific Islander +2, and Two or More Races +5 (**Institutional Research**).
- The Office of Institutional Research and Testing fulfills the data requirements for the West Michigan Presidents' Compact Committee (WMPCC), which was established by the Presidents of several public and private colleges and universities in West Michigan,

and is charged with promoting anti-racism, diversity, and inclusion efforts at member institutions and the West Michigan community (**Institutional Research**).

- The Office of Institutional Research has collaborated with the Center for Latino Studies to provide enhanced student data on students in the Promesa program as well as Ferris students utilizing their services. We provide retention and academic achievement data as well as college participation of those students who opted to attend another post-secondary institution (**Institutional Research**).

Challenges with Solutions:

- Once a new set of data are produced, additional departments and people want more data. It is a terrific problem to experience, but it is difficult to satisfy these requests in a timely fashion. We are implementing some enhancements to the Web Focus reporting product which may assist in this area.

Learning Outcomes within the Student Affairs Strategic Plan:

- Appreciate and increase an understanding of individual differences and similarities within our global society.

### 3. Recruit, retain, and graduate a diverse student population.

Successes:

- Jeff Stewart, Assistant Director of Admissions, and Omar Gonzales, Coordinator of Recruitment, enhanced engagement activities in West Michigan to better serve the populations in that vital community. Omar now spends two days per week out of the office with a focus on establishing relationships with community leaders, prospective students, and their families. Many of these efforts focus on our partnership with the “T2C Studio” supporting the “To College Through College” initiative (**Admissions**).

Challenges with Solutions:

- For our recruitment staff, providing quality service to our increasingly diverse student prospect pool is certainly a growing challenge. As we continue to add new and refine existing efforts to attract a diverse student applicant pool, the realities of people and purchasing power remain a significant barrier.

Learning Outcomes within the Student Affairs Strategic Plan:

- Appreciate and increase an understanding of individual differences and similarities within our global society.
- Enhance their degree of engagement and sense of belonging.
- Gain access to an educational experience.

Successes:

- Jason Daday, Assistant Director of Admissions, continues to refine and expand the diversity initiatives for our group visitation program. Over the course of this academic year, Admissions collaborated with the Office of Multicultural Student Services on 23

visits with over 800 prospective students attending. We also partnered with the Center for Latino Studies on five visits with over 200 prospective students participating. Finally, we had three visits focusing on our Native American populations with groups from Grand Traverse Band of Ottawa & Chippewa Indians, Saginaw/Chippewa Indian Tribe of Michigan, Sutton's Bay HS (**Admissions**).

#### Challenges with Solutions:

- For our recruitment staff, providing quality service to our increasingly diverse student prospect pool is certainly a growing challenge. As we continue to add new and refine existing efforts to attract a diverse student applicant pool, the realities of people and purchasing power remain a significant barrier.

#### Learning Outcomes within the Student Affairs Strategic Plan:

- Appreciate and increase an understanding of individual differences and similarities within our global society.
- Enhance their degree of engagement and sense of belonging.
- Gain access to an educational experience.

#### Successes:

- Our staff continues to reach out and broaden our array of activities and strategies to ensure prospective students from all backgrounds are engaged and excited about the Ferris community. Here are some highlights of these recruitment efforts over the past year (**Admissions**).
1. LAUP Youth Conference- Omar attended as a volunteer to assist in higher education access for predominately Hispanic students.
  2. US College Expo 2017- Toronto, Ontario.
  3. National Hispanic Institute (NHI) National College Fair in Chicago as well as 2 (NHI) regional fairs.
  4. College Fair and visits to Hope Academy which is one of our Charter Schools.
  5. Metro Detroit Youth Day- Youth event in Detroit to assist in promoting better futures for the youth in the Metro Detroit Area- Omar, Brenden, Tyrone.
  6. Collaborated with College of Arts and Sciences for visits to Innovation Central High School in Grand Rapids. Staff met with the Juniors and Seniors, as well as presented to a group of them on campus.
  7. Tyrone assisted at the MACAC Camp College event this year and serves on the committee, which gives many first generation and low income students a real feel for college by having a two-day event.
  8. We are a featured institution in the Campus Pride Index again this year which is primarily focused around LGBTQIA students.
  9. Collaboration with the First-Generation College Students RSO on campus so that we can connect our incoming students to the other students on our campus. We will be inviting the students that express interest at orientation (at our First

- Generation/Parent table) to join the RSO as well as to connect with them at their fall kickoff with Retention and Student Success.
10. Collaboration with our Center for Latino Studies to develop better recruitment efforts and follow up with Promesa students.
  11. A current Admissions Counselor used their faculty/staff credit allotment to begin taking Spanish.

Challenges with Solutions:

- For our recruitment staff, there are always time constraints which force us to choose between many high-quality events and strategies. Especially during peak times in the recruitment cycle, we cannot cover all we would like to because of the limitations of people and monetary resources. We are utilizing alumni as well as current students to assist us in this arena.

Learning Outcomes within the Student Affairs Strategic Plan:

- Appreciate and increase an understanding of individual differences and similarities within our global society.
- Enhance their degree of engagement and sense of belonging.
- Gain access to an educational experience.

**4. Recruit, employ, and retain a diverse workforce.**

Successes:

- The Orientation Leader program has continued to support diversity on campus. We continue to provide diversity and acceptance training to our student leaders, and focus on embracing the facets that make us all unique individuals in our campus community. This includes but is not limited to racial, religious, sexual orientation, gender, and cultural diversity. Orientation has had Office of Multicultural Student Services and the Center for Latin@ Studies in attendance at the resource fair, and we discuss diversity as a core value in our welcome presentation. We continue to hire students as orientation leaders who are members of TOWERS and RSO's such as D-SAGA. Historically, the orientation leader program has been predominantly women. This year, we hired 32% male and 68% female employees, which is a more representative ratio than we have had in the past (**Orientation**).

Challenges with Solutions:

- Last year we discussed hiring Spanish-speaking orientation leaders to aid in translation services. We hired a Spanish-speaking orientation leader this year, but the student dropped from the program early in training for a better job opportunity. This remains a challenge we will continue to overcome for the upcoming year. This year, our Spanish-speaking recruiter helped with any guests (primarily parents) who only spoke Spanish during orientation.

Learning Outcomes within the Student Affairs Strategic Plan:

- Gain access to an educational experience.
- Appreciate and increase an understanding of individual differences and similarities within our global society.
- Enhance their degree of engagement and sense of belonging.
- Demonstrate personal responsibility and accountability.
- Develop skills to think critically and apply knowledge.
- Demonstrate effective communication skills.

Successes:

- Our Student Admissions Representatives (STARs) program embraces diversity on campus. We have two students on staff able to speak Spanish with incoming Spanish populations covering both phone conversations and tours. In addition, our group of student staff reflects the diversity of our prospective students and their families. This year, about one quarter of our STARs are from minority populations. Our current STAR staff has representation from every college on our main campus, including the two graduate programs of Pharmacy and Optometry, allowing us to better recruit a diverse group of students for the entire campus. In addition, 25% of the current STAR staff are first-generation college students (**Admissions**).

Challenges:

- It remains challenging to attract the best and the brightest students to accept the STAR role. We will continue our outreach to various campus entities to keep our recruitment of our STARs robust.

Learning Outcomes within the Student Affairs Strategic Plan:

- Gain access to an educational experience.
- Appreciate and increase an understanding of individual differences and similarities within our global society.
- Enhance their degree of engagement and sense of belonging.
- Demonstrate personal responsibility and accountability.
- Develop skills to think critically and apply knowledge.
- Demonstrate effective communication skills.

**5. Improve inclusivity by incorporating diversity and inclusion in significant ways in teaching, learning, and research.**

Successes:

- None to report.

Challenges with Solutions:

- None to report.

Learning Outcomes within the Student Affairs Strategic Plan:

- None to report.

**6. Build upon existing partnerships and create new partnerships that enhance the University's commitment to and work with diverse populations.**

Successes:

- The Office of Financial Aid and Scholarships took their highly successful "Get Real" financial literacy event to the Ferris Grand Rapids site this year. The program offers a fun and interactive way to learn about debt management, credit, and what to expect upon completing college and entering the "real" world. This event was in collaboration with Donna Ewigleben and her staff (**Financial Aid**).

Challenges with Solutions:

- It is a time and staff intensive program to conduct. Our plan is to produce a comprehensive training and resource kit so that people from across the institution can use the tools to put the program on themselves.

Learning Outcomes within the Student Affairs Strategic Plan:

- Demonstrate personal responsibility and accountability.
- Develop skills to think critically and apply knowledge.

**7. Additional Diversity Successes and Challenges with Solutions Outside of the Diversity and Inclusion Plan.**

Successes:

- None to report.

Challenges with Solutions:

- None to report.

Learning Outcomes within the Student Affairs Strategic Plan:

- None to report.

**Successes and Challenges with Solutions, in Support of the Diversity and Inclusion Plan**

**1. Create a University that is respectful of differences and civil toward people who are different.**

Successes:

- OMSS developed and coordinated the following cultural awareness events:
  - Get Acquainted Day
  - Latin@ Heritage Celebration
  - Native American Heritage Celebration
  - Dr. Martin Luther King, Jr. Celebration
  - Black History Month Celebration
  - Women's History Month Celebration
  - Asian Pacific Islander Heritage Celebration
  - Multicultural Graduate Recognition

Challenge with Solutions:

- Finding more ways to increase student attendance for the variety of cultural awareness events is a challenge. We are active with all of our social media platforms and have created a social media position to manage our pages. We are working with Academic Affairs to promote our events in the classroom, such as FSUS, and other various colleges and departments.
- Finding more ways to chronicle our impact on student learning of students who attend our events is a challenge. In addition to surveys, we have collaborated on academic service learning projects (i.e. with Communications and our Conversations on Race series).

Learning Outcomes within the Student Affairs Strategic Plan:

- Appreciate and increase an understanding of individual differences and similarities within our global society.
- Enhance their degree of engagement and sense of belonging.
- Develop skills to think critically and apply knowledge.
- Demonstrate effective communication skills.

**2. Build and maintain an infrastructure that supports diversity and promotes inclusion.**

Successes:

- OMSS developed and maintains cultural heritage planning committees and our student programming council.

Challenge with Solutions:



- Maintaining consistent participation with committees is a challenge. We have assessed the participants of our committees and researched best practices. Upon which, we will be implementing changes in the upcoming academic year.

Learning Outcomes within the Student Affairs Strategic Plan:

- Enhance their degree of engagement and sense of belonging.
- Demonstrate effective communication skills.

### **3. Recruit, retain, and graduate a diverse student population.**

Successes:

- For recruitment, we manage and coordinate the MI GEARUP program, and continuously partner with Enrollment Services on various functions and events.
- For retention, we continue to coordinate our TOWERS Leadership Development program and the Black Male Network.

Challenges with Solutions:

- With GEARUP, participation of students in the program and consistent relationships with school partners is a challenge. Through the implementation of effective communication strategies, we have been able to increase participation and awareness about GEARUP with students and partners.
- With TOWERS, gender diversity has been a challenge, and with TOWERS and the Black Male Network, consistent participation from students overall has been difficult. To solve these challenges, we have increased our communication and marketing efforts.

Learning Outcomes within the Student Affairs Strategic Plan:

- Gain access to an educational experience.
- Enhance their degree of engagement and sense of belonging.
- Demonstrate personal responsibility and accountability.
- Explore and demonstrate how making healthy lifestyle choices affects their success.
- Develop skills to think critically and apply knowledge.
- Demonstrate effective communication skills.

### **4. Recruit, employ, and retain a diverse workforce.**

Successes:

- Over the past year, the OMSS staff has served on various university-wide search committees.

Challenges with Solutions:

- None to report.

Learning Outcomes within the Student Affairs Strategic Plan:

- Develop skills to think critically and apply knowledge.

- Demonstrate effective communication skills.

**5. Improve inclusivity by incorporating diversity and inclusion in significant ways in teaching, learning, and research.**

Successes:

- OMSS created, developed and coordinated a campus dialogue series titled, “Conversations on Race.” Each discussion was held in partnership with campus stakeholders, such as Registered Student Organizations and the Communications program.

Challenge with Solutions:

- At the discussions, attempting to cover a vast array of topics during the time presented was a challenge. To address this challenge, we narrowed the amount of topics down to a manageable number for each conversation.

Learning Outcomes within the Student Affairs Strategic Plan:

- Appreciate and increase an understanding of individual differences and similarities within our global society.
- Enhance their degree of engagement and sense of belonging.
- Demonstrate personal responsibility and accountability.
- Explore and demonstrate how making healthy lifestyle choices affects their success.
- Develop skills to think critically and apply knowledge.
- Demonstrate effective communication skills.

**6. Build upon existing partnerships and create new partnerships that enhance the University’s commitment to and work with diverse populations.**

Successes:

- We continue to build collaborations with other entities on campus, such as Academic Affairs, Administration and Finance, Student Affairs, and a variety of Registered Student Organizations.

Challenges with Solutions:

- Finding opportunities with our various campus partners to connect in order to enhance our commitment to and for diverse populations can be challenging. To address this challenge, we maximize the opportunities that we do have in order to be productive in serving diverse populations.

Learning Outcomes within the Student Affairs Strategic Plan:

- Gain access to an educational experience.
- Appreciate and increase an understanding of individual differences and similarities within our global society.
- Enhance their degree of engagement and sense of belonging.

- Develop skills to think critically and apply knowledge.
- Demonstrate effective communication skills.

## 7. Additional Diversity Success and Challenges with Solutions Outside of the Diversity and Inclusion Plan.

### Successes:

- OMSS coordinated a successful outreach campaign to incoming multicultural students who were attending the New Student Orientation scheduled throughout the summer.
- OMSS collaborated with over 45 campus partners to coordinate cultural awareness events and initiatives throughout the academic year.
- In partnership with ACPA-Michigan, our department successfully coordinated and hosted “IGNITE,” the first state-wide multicultural & diversity professional’s summit.
- Through our department, MI GEARUP hosted close to 100 high school seniors at the 2017 Reality Remixed Youth Empowerment Summit.

### Challenges with Solutions:

- Funding. We continue to collaborate as needed to pool our wealth. Also, we continue to benchmark best practices with other institutions.

### Learning Outcomes within the Student Affairs Strategic Plan:

- Gain access to an educational experience.
- Appreciate and increase an understanding of individual differences and similarities within our global society.
- Enhance their degree of engagement and sense of belonging.
- Demonstrate personal responsibility and accountability.
- Explore and demonstrate how making healthy lifestyle choices affects their success.
- Develop skills to think critically and apply knowledge.
- Demonstrate effective communication skills.

**Successes and Challenges with Solutions, in Support of the Diversity and Inclusion Plan**

**1. Create a University that is respectful of differences and civil toward people who are different.**

Successes:

- The Office of Student Conduct assessed student conduct appeals with a goal of improving our process. Through that assessment, we believed many appeals could have been avoided if staff would have taken time to meet with a student and had a conversation with them about their incident and the outcome. As a result, we adjusted our training and messaging to conduct cases managers to encourage them to meet with students, even though their conduct conference may have passed.

Challenges with Solutions:

- We continue to struggle with ways to address behavior and educate our community around inappropriate speech that doesn't rise to a policy level violation.

Learning Outcomes within the Student Affairs Strategic Plan:

- Demonstrate personal responsibility and accountability.
- Develop skills to think critically and apply knowledge.
- Demonstrate effective communication skills.

**2. Build and maintain an infrastructure that supports diversity and promotes inclusion.**

Successes:

- None to report.

Challenges with Solutions:

- None to report.

Learning Outcomes within the Student Affairs Strategic Plan:

- None to report.

**3. Recruit, retain, and graduate a diverse student population.**

Successes:

- None to report.

Challenges with Solutions:

- None to report.

Learning Outcomes within the Student Affairs Strategic Plan:

- None to report.

**4. Recruit, employ, and retain a diverse workforce.**

Successes:

- None to report.

Challenges with Solutions:

- None to report.

Learning Outcomes within the Student Affairs Strategic Plan:

- None to report.

**5. Improve inclusivity by incorporating diversity and inclusion in significant ways in teaching, learning, and research.**

Successes:

- None to report.

Challenges with Solutions:

- None to report.

Learning Outcomes within the Student Affairs Strategic Plan:

- None to report.

**6. Build upon existing partnerships and create new partnerships that enhance the University's commitment to and work with diverse populations.**

Successes:

- The Office of Student Conduct was part of a team that submitted a proposal to the State of Michigan to extend our Youth in Transition grant to fund a Campus Coach position on campus.

Challenges with Solutions:

- None to report.

Learning Outcomes within the Student Affairs Strategic Plan:

- Gain access to an educational experience.

**7. Additional Diversity Successes and Challenges with Solutions Outside of the Diversity and Inclusion Plan.**

Successes:

- We changed many pronouns in the Code of Student Community Standards to general neutral.

Challenges with Solutions:

- We continue to look for training solutions that focus on cultural competency, equity, and identity.

Learning Outcomes within the Student Affairs Strategic Plan:

- Gain access to an educational experience.

## Successes and Challenges with Solutions, in Support of the Diversity and Inclusion Plan

### 1. Create a University that is respectful of differences and civil toward people who are different.

#### Successes:

- The Title IX Coordinator provided training for appellant agents, including cultural competence within Title IX investigations.
- Choices, Communication and Consent presentation for FSUS students focused on inclusive language and diverse sexualities.
- The Title IX office organized the “Take Back the Night” march as a part of Sexual Assault Awareness Month activities.

#### Challenges with Solutions:

- Finding ways to teach students to engage in healthy conflict resolution is a challenge. We are currently exploring the development of a conflict resolution, in-person program for an educational sanction in the conduct process.

#### Learning Outcomes within the Student Affairs Strategic Plan:

- Demonstrate personal responsibility and accountability.
- Develop skills to think critically and apply knowledge.
- Demonstrate effective communication skills.

### 2. Build and maintain an infrastructure that supports diversity and promotes inclusion.

#### Successes:

- None to report.

#### Challenges with Solutions:

- The Title IX Coordinator began collaboration with Students in AEGIS and D-SAGA, as well as faculty about Safe Zone training initiatives across campus.

#### Learning Outcomes within the Student Affairs Strategic Plan:

- Appreciate and increase an understanding of individual differences and similarities within our global society.
- Enhance their degree of engagement and sense of belonging.

### 3. Recruit, retain, and graduate a diverse student population.

#### Successes:

- None to report.

Challenges with Solutions:

- None to report.

Learning Outcomes within the Student Affairs Strategic Plan:

- None to report.

**4. Recruit, employ, and retain a diverse workforce.**

Successes:

- None to report.

Challenges with Solutions:

- None to report.

Learning Outcomes within the Student Affairs Strategic Plan:

- None to report.

**5. Improve inclusivity by incorporating diversity and inclusion in significant ways in teaching, learning, and research.**

Successes:

- None to report.

Challenges with Solutions:

- None to report.

Learning Outcomes within the Student Affairs Strategic Plan:

- None to report.

**6. Build upon existing partnerships and create new partnerships that enhance the University's commitment to and work with diverse populations.**

Successes:

- The Title IX Office created partnerships with the Center for Latin@ Studies to provide bilingual training on Title IX processes.
- The Title IX Office increased partnerships with AEGIS and D-SAGA around Safe Zone Training, and travel to MBLGTACC Conference.

Challenges with Solutions:

- None to report.

Learning Outcomes within the Student Affairs Strategic Plan:

- Gain access to an educational experience.
- Enhance their degree of engagement and sense of belonging.



## **7. Additional Diversity Successes and Challenges with Solutions Outside of the Diversity and Inclusion Plan.**

### Successes:

- The Title IX Office developed and implemented active and passive programming in April for Sexual Assault Awareness Month.
- The Title IX Coordinator trained and supervised 13 student volunteers in the Step Up program. This group presented 12 presentations through the Spring semester on Bystander Intervention.

### Challenges with Solutions:

- Continued professional development within Title IX is a challenge.

### Learning Outcomes within the Student Affairs Strategic Plan:

- Gain access to an educational experience.

**Successes and Challenges with Solutions In Support of the Diversity and Inclusion Plan.**

**1. Create a University that is respectful of differences and civil toward people who are different.**

Successes:

- The University Center staff worked with several diverse organizations in their event preparations and activities to insure they were safe and successful (Bakari Sellers, Ben Shapiro, YBBW Fashion Show, BLACK Image Awards and MI DEQ).

Challenges with Solutions:

- Defining what level of staff/security support is efficient for the event is a challenge. In our pre-event meetings, we will be requesting more information in regards to the event.

Learning Outcomes within the Student Affairs Strategic Plan:

- Gain access to an educational experience.
- Appreciate and increase an understanding of individual differences and similarities within our global society.

**2. Build and maintain an infrastructure that supports diversity and promotes inclusion.**

Successes:

- The UC was involved in the expansion of the Veteran's Resource Center.

Challenges with Solutions:

- Agreeing on a space/area in the University Center that would meet the needs with minimal disruption to the University Center foot print posed a challenge.

Learning Outcomes within the Student Affairs Strategic Plan:

- Enhance their degree of engagement and sense of belonging.

**3. Recruit, retain, and graduate a diverse student population.**

Successes:

- None to report.

Challenges with Solutions:

- None to report.

Learning Outcomes within the Student Affairs Strategic Plan:

- None to report.

**4. Recruit, employ, and retain a diverse workforce.**

Successes:

- The UC continues to employ a diverse student staff to meet the needs of the university community.

Challenges:

- None to report.

Learning Outcomes within the Student Affairs Strategic Plan:

- Develop skills to think critically and apply knowledge.
- Enhance their degree of engagement and sense of belonging.
- Demonstrate personal responsibility and accountability.

**5. Improve inclusivity by incorporating diversity and inclusion in significant ways in teaching, learning, and research.**

Successes:

- None to report.

Challenges with Solutions.

- None to report.

Learning Outcomes within the Student Affairs Strategic Plan:

- None to report.

**6. Build upon existing partnerships and create new partnerships that enhance the University's commitment to and work with diverse populations.**

Successes:

- None to report.

Challenges with solutions:

- None to report.

Learning Outcomes within the Student Affairs Strategic Plan:

- None to report.

**7. Additional Diversity Successes and Challenges with Solutions Outside of the Diversity and Inclusion Plan.**

Successes:

- The Director of the UC worked with the Title IX Coordinator on placing the Step Up wall in the University Center.

- The UC Director worked with the Student Affairs Diversity Committee to secure a proposed location for the LGBTQ Resource Center in the University Center.

Challenges:

- The University Center has had several requests for additional resource areas within the facility.

Learning Outcomes within the Student Affairs Strategic Plan:

- Enhance their degree of engagement and sense of belonging.
- Demonstrate personal responsibility and accountability.
- Appreciate and increase an understanding of individual differences and similarities within our global society.

## Successes and Challenges with Solutions In Support of the Diversity and Inclusion Plan

### 1. Create a University that is respectful of differences and civil toward people who are different.

#### Successes:

- University Recreation offers a wide variety of recreational (free access to Student Recreation Center) and sports (club and intramural) related activity for students on the Big Rapids campus.
- The Student Recreation Center is open to students, alumni, faculty, staff, and community members. We serve populations from 6 months old (swimming lessons) to senior citizens (water aerobics).
- The Challenge Ropes Course programs are utilized by diverse groups (Criminal Justice, Orientation, Registered Student Organizations, Ferris camps, churches, schools, etc.) who engage in inclusive activities.

#### Challenges with Solutions:

- Visiting international students learning English as a second language are often unable to communicate with front desk staff at the Student Recreation Center and they have no Ferris ID. We worked with the International Office to provide a list of these student's names to be kept at the front desk for the duration of their campus stay and staff put a check mark next to their name.

#### Learning Outcomes within the Student Affairs Strategic Plan:

- Gain access to an educational experience.
- Appreciate and increase an understanding of individual differences and similarities within our global society.
- Enhance their degree of engagement and sense of belonging.
- Demonstrate personal responsibility and accountability.
- Develop skills to think critically and apply knowledge.
- Explore and demonstrate how making healthy lifestyle choices affects their success.

### 2. Build and maintain an infrastructure that supports diversity and promotes inclusion.

#### Successes:

- University Recreation created and awarded the first annual *Club Sport Core Value* award at the Torchbearer Leadership Awards. The award is given to a Club Sport that embodies the Ferris Core Values on the playing field, throughout campus, and within our community. Women's Club Rugby was the first recipient of this award.
- We currently have a large amount of Club Sport participation (26 clubs):

- 9 co-ed club sport teams
  - 8 all-male teams
  - 9 all-female teams
  - 329 males competed
  - 235 females competed
  - The Fishing Team had 4 females on their roster; this gave them the *first* all-female fishing team in the State of Michigan. Click here for news story: <http://www.9and10news.com/story/35474306/ferris-state-universitys-first-all-woman-college-fishing-team>
- We currently have a large amount of Intramural Sports participation (unique numbers):
    - 985 males participated
    - 414 females participated

Challenges with Solutions:

- None to report.

Learning Outcomes within the Student Affairs Strategic Plan:

- Appreciate and increase an understanding of individual differences and similarities within our global society.
- Enhance their degree of engagement and sense of belonging.
- Explore and demonstrate how making healthy lifestyle choices affects their success.
- Demonstrate effective communication skills.

### 3. **Recruit, retain, and graduate a diverse student population.**

Successes:

- University Recreation staff participate in Orientation and Dawg Days recruitment events to showcase the opportunities available for students.

Challenges with Solutions:

- None to report.

Learning Outcomes within the Student Affairs Strategic Plan:

- Gain access to an educational experience.
- Enhance their degree of engagement and sense of belonging.
- Explore and demonstrate how making healthy lifestyle choices affects their success.

### 4. **Recruit, employ, and retain a diverse workforce.**

Successes:

- University Recreation recruits and interviews new students for employment at Orientation. Current UREC student staff members were involved in the application and interview process.
- University Recreation conducted the Assistant Director for Intramural & Club Sports search in lines with EEO guidelines. The self-identification demographic information for this search was:
  - 50 applicants
  - 2 Hispanic/Latino
  - 6 Black or African American
  - 40 White
  - 7 Females
  - 41 Males
  - 1 Veteran

Challenges with Solutions:

- None to report.

Learning Outcomes within the Student Affairs Strategic Plan:

- Gain access to an educational experience.
- Demonstrate personal responsibility and accountability.
- Enhance their degree of engagement and sense of belonging.
- Develop skills to think critically and apply knowledge.
- Demonstrate effective communication skills.

**5. Improve inclusivity by incorporating diversity and inclusion in significant ways in teaching, learning, and research.**

Successes:

- None to report.

Challenges with Solutions:

- None to report.

Learning Outcomes within the Student Affairs Strategic Plan:

- None to report.

**6. Build upon existing partnerships and create new partnerships that enhance the University's commitment to and work with diverse populations.**

Successes:

- University Recreation partnered with the Office of Community Engagement (Tony Baker) at Ferris, and Mecosta Youth Center (Non-Profit Organization provides after-

school activities) in a rock climbing program. Students engaged in a 4-5 week program on campus at Ferris and dined at the Rock.

- The Student Recreation Center incurred significant damage from a flood (Memorial Day 2017) and the facility was closed for approximately one month. During the shutdown, we reached out to Student Employment and Risk Management for approval to have UREC staff work elsewhere on campus and within the community, while using the UREC student wage budget. We were able to keep our students engaged with employment by partnering with the following:
  - Salvation Army
  - University Center
  - Center for Leadership, Activities, and Career Services
  - Title IX office
  - City of Big Rapids
  - Leonard Johnson - Disc Golf Tournament
  - Athletics
  - Grounds
  - College of Pharmacy
  - Advancement & Marketing

Challenges with Solutions:

- None to report.

Learning Outcomes within the Student Affairs Strategic Plan:

- Gain access to an educational experience.
- Demonstrate personal responsibility and accountability.
- Enhance their degree of engagement and sense of belonging.
- Demonstrate effective communication skills.

## **7. Additional Diversity Success and Challenges with Solutions Outside of the Diversity and Inclusion Plan.**

Successes:

- None to report.

Challenges with Solutions:

- None to report.

Learning Outcomes within the Student Affairs Strategic Plan:

- None to report.