

Division of Student Affairs Diversity Report

2011-2012



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Introduction

The Student Affairs Division made significant progress toward our goal of strengthening our commitment to diversity during the 2011-2012 academic year. The Student Affairs Diversity Committee was charged by Vice President Dan Burcham to serve as the continuing catalyst for accomplishing our division's diversity goals. Members of the Student Affairs Diversity Committee are:

- Mike Cairns (Chair)
- Shana Beisiegel
- Matthew Chaney
- Sherry Hayes
- Nick Campau
- Julia Stellini
- Michael Wade
- Leroy Wright (Chair - starting January 2013)

The following report contains the Division of Student Affairs department diversity successes, challenges and recommendations for 2011-2012.

On November 9, 2012 the Student Affairs Diversity Committee members and Vice President for Diversity and Inclusion, Dr. David Pilgrim, met with the Division of Student Affairs Directors to review their diversity successes and to offer suggestions to help meet their challenges. The responses received from the committee and David Pilgrim, are listed at the end of each section.

2012-2013 Projected Major Diversity Initiatives

AUGUST

- **Welcome Week Diversity Event** – held immediately prior to the start of Fall classes – organized, implemented and sponsored by various departments, as well as Meijer and Y102.
- **Transitions to Success: Multicultural Freshman Orientation** – organized, implemented and sponsored by the Office of Multicultural Student Services (OMSS).
- **Diversity Speaker** – organized, implemented and sponsored by Student Affairs, Office of Dean of Student Life and Office of Diversity and Inclusion.

SEPTEMBER

- **Minority Get Acquainted Day** – organized, implemented and sponsored by the Office of Multicultural Student Services.
- **Spiritual Exploration Fair** – organized, implemented and sponsored by Dean of Student Life, Residential Life and Housing, Career Services and Student Leadership and Activities, Wesley House and Student Affairs.
- **Professional Career & Leadership Conference** – organized, implemented and sponsored by Career Services and Student Leadership and Activities.
- **Hispanic Heritage Celebration Events** – organized, implemented and sponsored by OMSS.
- **Native American Powwow** – organized, implemented and sponsored by OMSS, The Circle of Tribal Nations and the Diversity & Inclusion Office.
- **Hazing Prevention Week** – organized, implemented and sponsored by Panhellenic, Sigma Pi and Student Leadership & Activities.

OCTOBER

- **Tombstone Project** – Raising Awareness on Domestic Violence and Promoting Proactive Responses – organized, implemented and sponsored by OMSS.
- **National Mix-It-Up at Lunch Day** – Promoting diverse conversations – organized, implemented and sponsored by OMSS.

NOVEMBER

- **Native American Heritage Celebration Events** – organized, implemented and sponsored by OMSS.

JANUARY

- **MLK Celebration Events** – organized, implemented and sponsored by OMSS and various departments.

FEBRUARY

- **Black History Month Celebration Events** – organized, implemented and sponsored by OMSS.
- **Vagina Monologues** – organized, implemented and sponsored by Student Leadership & Activities.

MARCH

- **Women’s History Month Celebration Events** – organized, implemented and sponsored by OMSS.

APRIL

- **Take Back the Night** – organized, implemented and sponsored by Social Work, Student Life, Diversity and Inclusion, OMSS and Student Conduct.
- **International Festival of Cultures** – organized, implemented and sponsored by OMSS, Rankin Student Center and Office of International Education.
- **Transition to Success: Multicultural Student Graduate Recognition Program (proposed April)** – organized, implemented and sponsored by OMSS.
- **OMSS Pignic** (end of year picnic held at Hemlock Park) – organized, implemented and sponsored by OMSS.
- **Torch Bearer and Rising Star Awards** – organized, implemented and sponsored by Student Leadership and Activities.

JULY

- **Student Affairs Annual Diversity Retreat** – organized, implemented and sponsored by Student Affairs.

ON-GOING

- **T.O.W.E.R.S.** – *Teaching Others What Establishes Real Success*) Leadership Development Workshops – organized, implemented and sponsored by OMSS.

Cultural Awareness Celebrations – organized, implemented and sponsored by OMSS
- **The Presidents’ Military Veterans Breakfast** – organized, implemented and organized, implemented and sponsored by the President’s Office and Enrollment Services.
- 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.
- **Created programming board** that consists of Student Leadership and Activities, International Education Office, Office of Multicultural Student Services and Career Services. The programming board will at ways to combine event/workshop efforts to increase attendance of a diverse group of students.

Birkam Health Center

Submitted by: Renee Vander Myde

2011-2012 DIVERSITY SUCCESSES

- The Birkam Health Center (BHC) staff has been monitoring trends in health care disparities due to the ongoing work of staff RN, Melissa Sprague. Melissa first introduced the concept at a staff meeting in the spring of 2012 and the staff has been using the disparity information to better inform clinical and office practices. One example was the provision of specific information on Breast Cancer Awareness to YBBW as research shows that black women, while less likely to develop breast cancer than white women, they have a higher mortality rate than white women. Other disparities for several minority groups include limited access to health care and the lacking of insurance coverage. Services at BHC are high quality and low cost with the flexibility of any charges being put on a student's account with the University.
- The staff attends and participates in events and programming related to diversity on campus such as OMSS Get Acquainted Day, by providing information and services for diverse groups and individuals.
- BHC staff itself has become more diverse, representing multiple ethnicities and genders.
- Students continue to be able to see either a male or female provider at the Health Center.
- Religious and cultural inclusion is demonstrated by working individually with students whose religion and / or culture require special and / or sensitive practices in the BHC without compromising medical ethics.
- A user / non-user survey was created for administration that included specific questions related to diversity issues (sexuality, gender, race, ethnicity, religion) and how student patients felt they were being addressed (or not) in the BHC. Results will help future initiatives.
- The new medical software is able to track diverse student populations. By generating this information, staff will be better able to assess trends, disparities and overall care provided to diverse students.

2011-2012 DIVERSITY CHALLENGES

- The provision of medical interpretation for ESL and international students is not readily available. A current nursing staff member has begun addressing this challenge.
- Some recommendations made by David Pilgrim in 2011-12 have not been fulfilled, such as the creation of a video and the development of diversity training for staff.
- Addressing and educating diverse student groups about health care disparities.

2012-2013 RECOMMENDATIONS

- Mike Wade said that the Office of Multicultural Student Services has a video that is available for use.
- Matt Chaney offered to provide diversity discussions for Renee's staff.
- David Pilgrim would be willing to provide training to Renee's staff.
- David told Renee that if she found a well-developed diversity discussion video under \$400, he would be willing to pay for it.
- David is interested in reviewing the health center survey data as it relates to diversity.

Career Services

Submitted by: Angela Roman

2011-2012 DIVERSITY SUCCESSES

- Career Services successfully implemented the Involvement Certificate. Working with OMSS, International Education, Student Leadership and Activities and Health & Counseling Center, created a certificate for students who attend 7 educational workshops during the Spring 2012 semester. The workshops were related to topics on Careers, Diversity, Leadership, and Wellness. This allowed the departments to combine all events into one publication that increased attendance. 13 students completed the Involvement Certificate.
- Coordinated a Health Care Career Fair in Spring 2012. This allowed students in health professions careers have an opportunity to meet diverse employers that have not typically visited Ferris.
- Continue to hire a diverse student employee staff. This includes multi-cultural students, non-traditional students, Ferris Youth Initiative student, and students in a variety of degrees.
- Angie Roman continues to be a member of the TIP steering committee, First Lady's Attic advisory board, Social Work advisory board, and member of the Mecosta-Osceola Human Services Collaborative Board.
- Julia Stellini, Coordinator of Career Development is a member of the Student Affairs Diversity committee.
- Carrie Adams, Career Services assistant chaired the Spirituality Exploration committee and coordinated spirituality events.
- Continue to subscribe and make available to students career publications such as: Hispanic Business, Careers and the Disabled, Job Choices Diversity Edition, Black Collegian, and Workforce Diversity.
- Sponsored and co-sponsored diversity presentations: Alpha Phi Alpha Women's networking reception, Charlene Strong, Victory for You Conference, and Drea Avent.

2011-2012 DIVERSITY CHALLENGES

- Career Services' staff struggle with knowledge of special issues that diverse populations encounter in the workplace, but are interested in learning more.

2012-2013 RECOMMENDATIONS

- David asked if there is a way to have a big diversity initiative come out of Career Services; such as a Career Services Day, where Career Services works with the Hispanic Chamber of Commerce, Ferris Entrepreneurial Institute, etc. Work with professional organizations / companies that hire diverse students. It was suggested that a speaker like Jennifer Wallace, and alumni be brought in as speakers for Career Services Day.
- It was suggested that an event like Backpack to Briefcase be brought back to campus. OMSS would be willing to collaborate with Career Services to create the event.

Office of Dean of Student Life

Submitted by: Leroy Wright

The Office of the Dean of Student Life is committed to supporting the University's Diversity Vision by actively being involved in the cultivation of a diverse and inclusive campus community.

2011-2012 DIVERSITY SUCCESSES

- The Dean of Student Life gave a reading during the MLK Faculty/Staff In-Service.
- The Dean of Student Life met weekly with Joonas Laskela, an international student from Finland to discuss social connections, academic needs, and American culture.
- The Office of the Dean of Student Life presented at International Student Orientation about Ferris History and Traditions.
- The Associate Vice President of Student Affairs and Dean of Student Life attended the International Center Open House.
- The Dean of Student Life served on a variety of search processes across campus.
- The Office of the Dean of Student Life and Ferris State University became a founding member of the Fostering Success Consortium which brings Michigan Colleges and Universities together that have programs to assist youth who've aged out of the foster care system.
- The Office of the Dean of Student Life attended various Jim Crow Museum opening activities.
- The Office of the Dean of Student Life and the Director of Research and Grants, authored, submitted, and received a Youth in Transition grant to support participants in the Ferris Youth Initiative Program.
- The Division of Student Affairs representatives met periodically with students from various RSOs to foster a stronger relationship for collaboration, fairness, and equitable decision making as it relates to Finance Division allocation processes.
- The Office of the Dean of Students organized a meeting with various University officials to discuss international and domestic students' inability to manage their health appropriately.
- The Office of the Dean of Student Life serves on the Student Affairs Diversity Committee.
- The Office of the Dean of Student Life organized in Take Back the Night.
- The Office of the Dean of Student Life showed support for all students by attending the OMSS's Transition to Success Program.

- The Office of the Dean of Student Life is actively involved in supporting the annual diversity and inclusion lecture that Dr. David Pilgrim presents to the campus and community during Bulldog Beginnings (Welcome Week).
- The Office of the Dean of Student Life participated in the OMSS Get Acquainted Day.
- The Office of the Dean of Student Life participated in the OMSS End of the Year “Pignic.”
- During the Orientation Leader training program the Office of the Dean of Student Life invited David Pilgrim, the Vice President of Diversity and Inclusion, to explore the topic of diversity and stereotypes with student leaders. Orientation Leaders experienced the Jim Crow museum.
- Orientation leaders participated in sensitivity training and learned how to connect with a variety of students and their families. Orientation Leaders were trained to promote diverse activities and support services that are available to diverse students.
- The Office of the Dean of Student Life assisted in hosting for the second year, the Michigan Teen Conference at Ferris State University, which assists youth who are close to or have aged out of the foster care system in learning how to live independently.
- The Office of the Dean of Student Life, Student Leadership and Activities, International Education, Career Services, Residence Life, and Wesley House representatives came together to develop the 2nd Annual Spirituality Exploration Fair, which involved over 20 churches and registered student organizations.
- The Office of the Dean of Student Life, Financial Aid, Admissions, Personal Counseling Center, and the Office of Diversity and Inclusion, and the TIP Program works in collaboration to continue developing the Ferris Youth Initiative.
- The Office of the Dean of Student Life and Diversity and Inclusion hired a Coordinator of Independent Living/Life Coach for the Ferris Youth Initiative Program.
- The Office of the Dean of Student Life is a member of the MLK Week planning committee.

2011-2012 DIVERSITY CHALLENGES

- Continue to find collaborative ways to produce programs related to diversity, inclusion, and social justice issues knowing that resources are very limited.
- Getting more students to attend the Spirituality Exploration Fair, this past year we incorporated a panel discussion around spirituality and religion to generate more interest. This component helped to foster more dialogue but had a few people in attendance.

- We don't have enough role models and mentors to be even more intentional in addressing challenges affecting students of color, differing sexual orientations, and other historically underrepresented and underserved populations. We need to continue exploring ways to create "warm" and visible opportunities for students who may have experienced invisibility and "cold" or hostile experiences.

2012-2013 RECOMMENDATIONS

- The Office of the Dean of Student Life continues to do a lot with a small staff and no budget as it relates to educating others about inclusion, social justice, and diversity.
- Continue assessing whether or not we should host the Spiritual Exploration Fair in Fall 2013.
- Explore ways that the Office of the Dean of Student Life can support LGBTQIA (Lesbian, Gay, Bisexual, Transgendered, Queer, Intersexed, Allies) awareness and advocacy during the 2012/2013 academic year.
- David suggested focusing on small efforts that make a big difference.

Enrollment Services

Submitted by: Kristen Salomonson

2011-2012 DIVERSITY SUCCESSES

- From Fall 2011 to Fall 2012 total enrollment of Ferris minority students rose by 155 students (nearly 8%) with headcount increases in the following categories: Asian-American + 22, African-American + 46, Hispanic +29, Native Hawaiian/Pacific Islander +2, and Two or More Races +84.
- First-Time-In-Any-College (FTIAC) students identified as minority increased 12% from Fall 2011 to Fall 2012
- The Saturday Dawg Days visitation program now includes an informational table staffed by representatives from Office of Multicultural Student Services.
- The Group Visit program provides the opportunity to youth organizations and high schools to bring groups of students (up to approximately 50). This program has continued to expand its offerings to diverse populations. These visits include information and presentations from the Jim Crow Museum as well as the Office of Multicultural Student Services. The Financial Aid Office provides presentations that assist in educating our visitors on funding opportunities for gaining a higher education. Overall, 32% of the incoming organizations or high schools take part in one of these diversity outreach opportunities.
- The Student Recruiting Associate program has increased in diversity from past years, and now includes multiple students that are bilingual in Spanish. We also have an SRA (from Nigeria) representing our International Student population. The racial demographic of these employees include African American and Hispanic representation roughly in proportion with our University's minority population proportions. The composition of our student employees in all of Enrollment Services reflects the growing diversity of our campus population.
- Information about the TIP Program has been added to our high school recruitment letters. The letter contains information on when we are coming to visit and asks counselors to assist us in identifying eligible students before our visit. We now have the opportunity to meet with TIP-eligible students one on one. In addition, we have coordinated with the TIP services office at the University to provide more material about the services we offer at college fairs and high school visits.
- The Office of Admissions has rearranged duties of the recruitment staff creating a recruiter role around working to enhance all facets of diversity.
- Increased the number of College Fairs and other recruiting events that focus on various aspects of diversity. These include our first Campus Pride Event (LBGTQIA), Hispanic Recruitment Events (16) events, Asian American Event (1), Detroit Decision Day.
- Added an OMSS Slide highlighting their services and events to the daily visit presentation.

- In collaboration with University Advancement & Marketing the development of recruiting materials containing images that reflect the diversity of the University. These materials include a publication targeted specifically at the Veteran's population.
- Utilized college search engine campaigns (from Hobson's and Zinch) to message to diverse populations. These include geographic, socioeconomic and racial/ethnic diversity.
- Formed a committee with members from Admissions and the Academic Colleges to explore ways to increase our web presence for LGBTQIA prospects and students. The group researched peer institutions and others whose pages are rich in information for this population particularly in the area of recruitment.
- The Office of Institutional Research and Testing is in the process of changing how International Students are identified in the reports produced by the office. The Federal terminology used for these students is "Nonresident alien." It is defined as a person who is not a citizen or national of the United States. They are in this country on a visa or temporary basis and do not have the right to remain indefinitely. For many years we have used the word "Foreign" to designate these students in our institutional reports. Over the next year we will start to replace "Foreign" with "International" on our various reports.
- The Registrar's Office took an active role with the International Office while they were creating their permanent English as a Second Language program. We provided guidance in such areas as program changes, maintaining Academic Affairs's policy regarding course section creation, and appropriate classroom usage. These students bring great diversity to the University and community and we are proud to be a part of the continued success of the program.
- The Registrar's Office worked with the Study Away/Abroad area to streamline the study away process for Ferris students. This work included a change in how credit was transferred back to Ferris from these experiences, using specific transfer type equivalencies. Our efforts allow Ferris to continue to offer its students both domestic and international opportunities to earn credit and work towards their Ferris degree while expanding their own diversity experiences and bringing those experiences back with them to the Ferris community.

2011-2012 DIVERSITY CHALLENGES

- In regards to the Group Visit program, transportation costs are a challenge that prevents various minority populations from attending. If funds were available, this could potentially increase the number of these groups that attend an on-campus visit.
- Our information to our LGBTQIA prospective students needs improvement. It was determined by the committee that we do offer some information, but the larger issue is that we lack services, programs and staff related to LGBTQIA issues. Further discussions and information gathering is expected as well as bringing up the page for the 2012-2013 academic year.

- With the complex nature of the work needed from our student employees as well as the limited student employee budgets, finding the right person for the job can be daunting at times. We are committed to diversity amongst the student employees of the Admissions Office.
- We currently have an open position for a recruiter with Spanish-language skills in the Office of Admissions. It has been challenging to find a candidate with these skills and as a result after two searches the position remains unfilled. We are currently collaborating with Tony Baker in the Hispanic Center to locate and hire a suitable candidate. He is serving on the search committee and we look forward to this third search producing a fruitful end result.

2012-2013 RECOMMENDATIONS

- David suggested recruiting a diverse pool of alumni and working with the Latino Center to increase the diversity in Admissions.

Office of Multicultural Student Services (OMSS)

Submitted by: Matt Chaney

2011-2012 DIVERSITY SUCCESSES

- Organized and implemented over 40 well attended programs and events throughout the academic year with a primary focus on diversity, multiculturalism and inclusion.
- Held annual “Transitions to Success” and “Minority Student Get Acquainted Day” programs for the incoming and returning students to come out and learn about the variety of different resources and minority student organizations as well as to create networking opportunities for students, faculty and staff.
- Coordinated a revamped model of our T.O.W.E.R.S. (Teaching Others What Establishes Real Success) Leadership Development Program with Ferris students.
- Organized and implemented featured presentation “Michael Reyes” and the "Hispanic Festival" in celebration of Hispanic Heritage Month.
- Organized and implemented the "Tombstone Project" in honor of Domestic Violence Awareness Month.
- Organized and implemented a Native American Documentary Series and hosted a "Native Dance Exhibition" from the Ziibiwing Center for the campus community in honor of Native American Heritage Month in November.
- Organized and implemented our annual “MLK Freedom March” and hosted "The Meeting" play as a featured presentation, as well as a variety of other engaging events in honor of Dr. Martin Luther King, Jr.
- Organized and implemented a Black History Documentary Series, Critical Knowledge discussion, Student Tribute and hosted the "Drum Majors for Justice" exhibit as a featured presentation for Black History Month during the month of February.
- Co-sponsored the “Taste of Asia” events with the Asian Student Organization in celebration of Asian American Awareness Month.
- Co-sponsored the Sports Communication guest speaker "Drea Avent" on campus.
- Assisted with coordination of the ALSAME Conference at Ferris State for High School Latino students from across the state of Michigan.
- Assisted with coordination of the Jim Crow Museum Opening activities such as the "GVSU Act on Racism" presentation and discussion.

- Coordinated over 20 workshops and presentations relative to diversity, student development and retention for the campus community.
- Provided support to a variety of student groups such as Black Greek Council, Hispanic Student Organization, Black Leaders Aspiring Critical Knowledge, You Beautiful Black Woman, Muslim Student Organization, and the Asian Student Organization in helping them to sponsor a variety of educational programs for the campus community.
- Our department continues to oversee the GEARUP/College Day Program grant implemented in schools in Baldwin, Muskegon, Morley-Stanwood and Big Rapids.
- Our department coordinated over 20 College Day presentations and visits for diverse student groups in collaboration with Admissions.

2011-2012 DIVERSITY CHALLENGES

- Funding for the required programs and initiatives.
- Engaging student participation and attendance at key events and workshops.
- Funding for student wages.
 - Having Assistant Director/Coordinator positions for Hispanic, Native American and Asian American students would address the needs of these growing populations and promote diversity and inclusion.

2012-2013 RECOMMENDATIONS

- David Pilgrim would like the bus tour brought back. David suggested having the tour every other year to help with the cost of the event.
- David would like to see the T.O.W.E.R.S. group offer a mentoring program for students in 2 year and 4 year majors.
- Angie Roman said that Career Services using social media to promote events. Mike Wade said that OMSS also uses social media to promote events. Students seem to be getting the information they just don't seem to be responding. David suggested focusing more on small group dynamics. David also suggested working with faculty members to have them require participation events.

Personal Counseling Center

Submitted by: Renee Vander Myde

2011-2012 DIVERSITY SUCCESSES

- The Personal Counseling Center (PCC) continues to close the gap in terms of providing services to both males and females at close to the same rate. While more females tend to present for counseling, more males continue to request services each semester.
- During this year, we were fortunate to have a bachelor's level intern who was able to provide case management-type services to two students in the PCC. The students did not need on-going counseling, but were unique in that their mental health was such that they benefited from the additional support the BSW intern could provide, while her own internship experience was enriched.
- A counselor hosted a table at Get Acquainted Day, presented by Multicultural Student Services.
- Active Minds, a nationally recognized RSO, was started on our campus in collaboration with the PCC faculty as advisors. Active Minds primary function is to reduce the stigma associated with mental health needs and mental illness on college campuses.
- Last year as part of the Liaison Committee for Students with Disabilities we offered campus wide events to raise awareness of all disabilities. Approximately 52 million of the United States population has some kind of disability: learning, behavioral, developmental, or physical. This constitutes the largest minority group in the country, cutting across the lines of race, ethnicity, age, gender, sexual orientation, and socioeconomic status.
- The PCC has several brochures on display regarding specific mental health and social issues from anxiety and depression to relationship concerns and eating disorders. The brochures and pamphlets were chosen specifically with cover art and photos that represent several races, ethnicities, sexual orientation and other areas of human diversity.

2011-2012 Diversity Challenges

- While the PCC has been able to find a diversity of staff in our reception office, a diverse clinical staff continues to be extremely difficult, especially with no funds to hire.
- Another challenge is making our reception area welcoming and inclusive to all who enter. We would like to have posters and / or art work that are inclusive so that anyone who comes in could find something that they could relate to.

2012-2013 RECOMMENDATIONS

- Kristen Salomonson said that through a survey that Admissions distributes to new students they found that Ferris doesn't offer a lot of services for the LGBTQIA (Lesbian, Gay, Bisexual, Transgendered, Queer, Intersexed, Allies) community. Charlotte Tetsworth is currently working on a list of services available for the LGBTQIA community. It was suggested that Renee contact Michelle Stone, who is a great resource for services provided to the LGBTQIA community as well. David Pilgrim asked to see a copy of the survey that Admissions uses.

Rankin Student Center

Submitted by: Mark Schuelke

2011-2012 DIVERSITY SUCCESSES

- The Rankin Student Center supports a variety of diverse social, cultural and educational events yearly. Last year we supported 3,057 reservation requests for the use of the student center. Some of the signature events included Dr. Pilgrim's "Us vs. Them: Images of Separation" presentation, Minority Student Affairs' Get Acquainted event, Eve of Nations Cultural Dinner, Gear-up High School Visits, Muslim Student Prayer meetings and the Spiritual Exploration Fair.

2011-2012 DIVERSITY CHALLENGES

- The Rankin Student Center continues to be challenged with hiring a diverse student staff. We have a good representation of gender but lack other diverse representation.

2012-2013 RECOMMENDATIONS

- Cindy Horn said that the Student Recreation Center has a couple rooms available that could be used for small meetings.
- David Pilgrim thanked the Rankin Student Center staff for the helping with Muslim prayer and working with other groups needing special accommodations.
- David suggested networking and recruiting a diverse group of students through OMSS and the Latino Center.

Office of Scholarships and Financial Aid

Submitted by: Sara Dew

2011-2012 DIVERSITY SUCCESSES

- Need based aid awarding philosophy was changed to more equitably distribute limited need-based grants. Through a combination of federal, state, and institutional grants our office attempted to cover 33% of undergraduate student's costs with need-based aid.
- Krissy Workman and Sara Dew attended the Day of Dialog, hosted by Ferris State University, which brought together Ferris representatives, local agency resource representatives, state agency resource representatives, and faculty and staff from other Universities that have programs for youth who have aged out of the foster care system to discuss ways to better help this population be successful in college. Krissy Workman also attended a Foster Care event at Oakland University where she heard directly from students that have aged out of foster care on how we can be of more assistance to them. This information carried over into the financial aid process of reviewing dependency override requests because students completing these requests are also lacking parental support. The two groups of students have many other similarities so we learned ways to build trust with the students, and we also learned better questions to ask to gather the information needed to help them.
- Krissy Workman attended a meeting at the Mecosta Osceola Intermediate School District regarding Unaccompanied Homeless Youth. The group included Krissy and representatives from several local school districts. We identified some of the barriers these students face to attend college. We also discussed ways to minimize the barriers because one of the group's goals is to increase the number of students in this situation that attend college. In addition to that meeting, Krissy also attended a webinar on this topic that gave several resources including how to recruit these youth to our institution, how to support them once they are attending, and ways to connect with programs that are already in place.
- Financial aid saw another increase in Tuition Incentive Program (TIP) students for Fall 2012; 74 new freshmen enrolled for a 22% increase from last year. Thirty-eight more students than last year moved to Phase II from Phase I TIP benefits indicating they continued their education by seeking a Bachelor's degree.

2011-2012 DIVERSITY CHALLENGES

- Financial Aid continues the struggle of making school affordable for low-income families. Added to this is the University-wide initiative to minimize student loan debt, which at times can be two competing goals. New and innovative ways to award limited need-based aid will need to be examined to meet the continuing needs of our students as well as supporting the University's enrollment.

Office of Student Conduct

Submitted by: Nicholas Campau

2011-2012 DIVERSITY SUCCESSES

- Nick Campau, Renee VanderMyde, WISE, and multiple RSOs secured enough funding to bring Steve Thompson to campus for Take Back the Night, in April during the Sexual Assault and Domestic Violence Week. In addition, the committee coordinated the efforts for the week which included These Hands Are Not For Hurting campaign.
- We have partnered with other offices and administrators to provide educational opportunities to our students through sanctioning (Housing, Matt Chaney, and David Pilgrim).
- Nick is currently a member of the Diversity Action Team.
- Title IX of the Education Amendments of 1972 prohibits discrimination on the basis of sex. All public and private institutions of postsecondary education that receive financial funding from any source must comply with Title IX. Sexual harassment is a form of sex discrimination and is therefore prohibited under Title IX. The Office of Civil Rights, on April 4, 2011, issued a “Dear Colleague Letter” in regards to a school’s obligation to respond to sexual harassment. Ferris State University was already in compliance with many of these stipulations as they were originally outlined in the January, 2001 DOE’s “Revised Sexual Harassment Guidance: Harassment of Students by School Employees, Other Students, or Third Parties”. Since the 2011 Dear Colleague Letter’s distribution, we have made some simple changes that align us even more closely with the Department of Education’s expectations.
- We have made great strides in our effort to recruit and train a more diverse group of students, faculty, and staff to serve on the University Committee on Discipline. Although, more work is always needed, we now have a larger pool of trained individuals from a diverse background.

2011-2012 DIVERSITY CHALLENGES

- We need to continue our effort to recruit and train a more diverse group of students, faculty, and staff to serve on the University Committee on Discipline.
- We need to find ways to fund sexual assault prevention and awareness programs and materials.

2012-2013 RECOMMENDATIONS

- Mike Wade suggested providing information about sexual assault and prevention awareness at events throughout campus.

- David Pilgrim announced that the Diversity Action Team is in the process of being revised to help with things that may happen with faculty, staff and students, in the future.
- Leroy Wright said that with the push of Title IX we need to train faculty, staff and students. Leroy will work with Matt Olovson and Tamie Grunow to set-up training in the future.

Student Leadership and Activities

Submitted by: Angela Roman

2011-2012 DIVERSITY SUCCESSES

- Student Leadership and Activities continues to promote a diverse range of events and activities.
- The Fall 2012 President's meeting was revamped to include a 20 minute presentation from Disability Services on how to make events and meetings more accommodating for those that are disabled. A hearing impaired student was part of this presentation telling students how to be more comfortable around those that may not be able to hear.
- Amber Balmer was hired as a Coordinator to manage Greek Life. She planned a hazing prevention week with special guest presenter. She is beginning to plan a Greek Presidents Council to bring together Panhellenic, IFC, and BGC to increase collaboration.
- The Bulldog Beginnings Planning Committee made it a top priority to infuse diversity into the programming for Welcome Events 2012. Ferris State University's Chief Diversity Officer, Dr. David Pilgrim, presented and it was very well received by students.
- Diversity is our University value of focus this year. We choose one core value to focus on each year. This requires our staff to be continuously thinking about diversity and how we can play an important role in mentoring students with regard to diversity.
- We have implemented and continue to implement processes that make for a more fair and unbiased way of judging 5 Star organizations, approving 5 Star events, and approving new student organizations.

2011-2012 DIVERSITY CHALLENGES

- Collaboration continues to be a challenge for student organizations. We are working to add questions to processes and forms that encourage organizations to collaborate.
- We continue to see Black Greek Council fraternities and sororities struggle with low membership and would like to help change this.

2012-2013 RECOMMENDATIONS

- It was suggested as we look at Free Speech issues, that we consider passing out the University Core Values to speakers as guests to campus. We should also consider creating guidelines that assist speakers in understanding University expectations.

University Recreation

Submitted by: Cindy Vander Sloot

2011-2012 DIVERSITY SUCCESSES

- One of our 2010-2011 Diversity Challenges was to better serve students with disabilities. In May 2012, The Department of University Recreation was awarded a Ferris State University Faculty and Staff Diversity Mini-Grant in the amount of \$5000.00. This money, with an additional \$2500.00 from the Department of University Recreation, has been used to purchase two pieces of accessible exercise equipment that was necessary to provide a physical activity experience to our underserved population of persons with disabilities. This equipment was delivered on October 11, 2012, and is available for use in the fitness center.
- University Recreation collaborates with, and supports, many diverse student organizations through event reservations. In March 2012, The Department of University Recreation collaborated with The Office of International Education to provide a pool/swimming experience to a group of Muslim females.
- Our Learn-To-Swim program serves 21 male and 21 female participants ranging in age from 18 months to 13 years old.
- Another 2010-2011 Diversity Challenge we had was to increase All-Female teams in Intramural leagues and tournaments from zero participation. This past season, we had several All-Female teams participate in Intramural volleyball, soccer and basketball.
- Another 2010-2011 Diversity Challenge our department faced was to increase participation in international student participation in Intramural sports. This past season, we had two International Student organizations compete in Intramural soccer and one team in flag football.

2011-2012 DIVERSITY CHALLENGES

- University Recreation struggles to recruit and retain a culturally diverse student staff.
- The Student Recreation Center has an ongoing problem with the Handicap-Accessible door into the building. It is not in working order several times a month and, even with work orders placed, continues to be broken and unusable.

2012-2013 RECOMMENDATIONS

- David suggested that Cindy contact his office if she needs financial support when working with various student groups in order to make them feel comfortable.

2011-2012 Diversity Report Conclusion/Recommendations/Action Steps

Conclusion

The Division of Student Affairs and the Student Affairs Diversity Committee is proud of the ongoing progress made by our departments to foster, encourage and support diversity and inclusion efforts at Ferris State University. Nevertheless, we acknowledge that we have more to do. We will continue working on ways to celebrate, enhance, advance and support diversity / inclusion efforts University-wide.

General Recommendations and Action Steps

Enrollment Services and Admissions

- David suggested that we continue to explore networking opportunities and stronger collaborative relationships across campus with areas such as OMSS and the Center for Latino Studies to assist in recruiting diverse groups of students from a variety of geographic locations in Michigan and across the country.
- Charlotte Tetsworth will continue to develop a comprehensive list of LGBTQIA resources that may be available at Ferris and in the local community to promote a visible presence and supportive environment when recruiting new students. Mischelle Stone is a great resource for learning what support services and resources are available or needed for the LGBTQIA community. Kristen Salmonson will share with David Pilgrim the survey that is distributed to new students regarding their feedback about LGBTQIA services.

Personal Counseling and Birkam Health Centers

- Michael Wade will work with Renee Vander Myde regarding diversity training and video resources available in OMSS that could be instrumental in educating her staff more about diversity.
- Matthew Chaney offered to provide diversity discussions for the Personal Counseling and Birkam Health Center staffs.
- David Pilgrim would be willing to provide additional training to the Personal Counseling and Birkam Health Center staffs.
- David Pilgrim will work with Renee Vander Myde in paying for and finding a well-developed diversity discussion video under \$400 that she could have for ongoing staff training.
- Renee Vander Myde will provide David Pilgrim with health center survey data as it relates to diversity.

Office of Multicultural Student Services

- David Pilgrim would like to revisit the concept of the “Bus Tour” and to explore having the tour take place every other year versus every year to help reduce the costs of the event.
- David Pilgrim would like to see the T.O.W.E.R.S. group offer a mentoring program for students in 2 year and 4 year majors.
- It was suggested that the OMSS work more with faculty members to help generate more participation in events.
- OMSS will continue exploring other ways to help generate more student interest in out of class events. OMSS will continue assessing what get students are learning as a result of them participating in events. OMSS will continue using social media to inform students of events on campus but will also continue exploring ways to get more students to actually attend the events.

Office of the Dean of Student Life

- The Office of the Dean of Student Life will continue to explore through collaborative efforts, ways to better support LGBTQIA (Lesbian, Gay, Bisexual, Transgendered, Queer, Intersexed, Allies) awareness and advocacy on campus.

Office of Student Conduct

- The Office of Student Conduct will explore ways of developing educational materials about sexual assault prevention and awareness in conjunction with the Counseling Center and Title IX Coordinator to disseminate at various campus events and across campus as appropriate.

Office of Student Leadership & Activities and Career Services

- David asked if there is a way to have a big diversity initiative come out of Career Services; such as a Career Services Day, where Career Services works with the Hispanic Chamber of Commerce, Ferris Entrepreneurial Institute, etc. Work with professional organizations / companies that hire diverse students. It was suggested that a speaker like Jennifer Wallace, or an alumni be brought in as speakers for Career Services Day. Angela Roman will revisit these suggestions in future planning of office events.
- It was suggested that an event like “Backpack to Briefcase” should be repackaged and brought back to campus as major event. OMSS would be willing to collaborate with Career Services to revitalize the event.
- Angela Roman will continue to engage the campus community regarding how the University responds to guests and speakers requesting to utilize the campus quads as a “Free Speech” event/activity.

1. Pass out the University Core Values to speakers and other guests when reserving the Campus Quad.
2. Create guidelines that assist speakers in understanding University expectations and policies.

University Recreation

- Cindy Horn will work with David Pilgrim regarding securing additional financial resources when working with various student groups in order to make them feel comfortable when utilizing the recreational facilities.