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# FERRIS STATE UNIVERSITY

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## Division of Student Affairs Diversity Report July 1, 2009 – June 30, 2010

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# Introduction

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The Student Affairs Division made significant progress toward our goal of strengthening our commitment to diversity during the 2009-2010 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)
- Matthew Chaney
- Sherry Hayes
- Kristin Norton
- Luzia Tartari
- Troy Tissue
- Michael Wade
- Leroy Wright

The following report contains the Division of Student Affairs department diversity successes and challenges for 2009-2010.

On November 12, 2010 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.

**Division of Student Affairs**  
**Projected Major Diversity Initiatives**  
**2010-2011**

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**2010-2011**

- **Welcome Week Diversity Event** - held immediately prior to the start of Fall classes (August) – sponsored by various departments, as well as Meijer and Y102
- **Minority Get Acquainted Day** (August) – sponsored by OMSS
- **Diversity Speaker** (August) – sponsored by Student Affairs, Office of Dean of Student Life and Office of Diversity and Inclusion
- **OMSS Transitions to Success** (August) - sponsored by OMSS
- **Professional Career & Leadership Conference** (September) – co-sponsored by Career Services and Student Leadership and Activities
- **Hispanic Heritage Celebration Events** (September) – sponsored by OMSS
- **Take Back the Night** (October) – sponsored by Social Work, Student Life, Diversity and Inclusion, OMSS and Student Conduct
- **Tombstone Project** (Raising Awareness on Domestic Violence and Promoting Proactive Responses) – sponsored by OMSS
- **Native American Heritage Celebration Events** (November) – sponsored by OMSS
- **MLK Celebration Events** (January) – sponsored by OMSS and various departments
- **Black History Month Celebration Events** (February) – sponsored by OMSS
- **Women’s History Month Celebration Events** (March) – sponsored by OMSS
- **International Festival of Cultures** (April) - co-sponsored by OMSS and International Center
- **OMSS Picnic** - end of year picnic held at Hemlock Park (April) – sponsored by OMSS
- **Torch Bearer and Rising Star Awards** (April) – sponsored by Student Leadership and Activities
- **OMSS Imagine More Bus Tour** (proposed) - week long minority student recruiting events (May) – co-sponsored by OMSS and Student Affairs
- **Student Affairs Annual Diversity Retreat** (Summer)

**On-going**

- **T.O.W.E.R.S.** (*Teaching Others What Establishes Real Success*) Leadership Development Workshops (On-going) – sponsored by OMSS
- **Sustained Dialogue** – co-sponsored by Student Life, Residence Life and OMSS (On-going)
- **The Presidents’ Military Veterans Pancake Breakfast** – co-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

## Career Services

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Submitted by: Angela Roman

### 2009-2010 Diversity Successes

- Collaborated with State of Michigan Veterans representative and FSU campus veterans to allow veteran community members to attend the Professional Career and Leadership Conference.
- Began intentional outreach to employer industry not done in the past; federal employment, non-profit, local, and energy/green industries.
- New Career Services website has student resources for diversity/special interests related to career preparation.
- Now offering webinars presenting career preparation topics to accommodate commuter, non-traditional, and extended site students.
- Career Services information table at OMSS Get Acquainted Day.
- Continue to hire a diverse student employee staff.
- Angie Roman continues to be a member of the TIP steering committee.
- 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*.
- We continue to request all on-campus employers to sign an equal employment opportunity statement.
- Angie Roman continues to be a member of the First Lady's Attic Advisory Board

### 2009-2010 Diversity Challenges

- Although our events are open to all students, we need to explore ways to promote events to a more diverse student population.

## Career Services – continued

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- We recognize the importance of student organizations and currently have collaboration with student groups but realize we need to diversify the groups we work with by reaching out to more multi-cultural student groups
- There are many FSU students with disabilities who may face a range of issues related to career success. We need to reach out more to this population.

### **Responses from Student Affairs Diversity Committee/David Pilgrim (November 12, 2010)**

- Career Services is having problems getting a diverse attendance at their events. It was suggested that Angie reach out to diverse student organizations prior to the events to try to attract them.
- Angie is working with Deb Cox, from Disabilities Services, to attract students with disabilities to attend their events. It was suggested that Career Services offer a career fair for students with special needs (disabilities, veterans, etc.) to provide them with resources that they need to be successful in the workplace. Angie said students with disabilities do not always identify themselves, making it hard to help them with their challenges.
- Troy Tissue suggested recruiting employers that hire employees with specialized training and would be interested in hiring veterans, etc.

## Enrollment Services

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Submitted by: Kathy Lake/Supplemented by Troy Tissue

### 2009-2010 Diversity Successes

- Admission recruiting personnel have visited many of the Great Lakes states including Illinois, Indiana, Ohio, New York, and California. The College Fairs and High School Visitation participation is an increase over previous years and is projected to impact enrollment growth from these targeted states. For the upcoming year we are also visiting Florida, Missouri, and Pennsylvania.
- As a result of direct recruiting efforts, underrepresented student populations for Fall 2010 realized enrollment growth in the following reporting categories:
  - Black/African-Americans by 7.78% (69)
  - Hispanics by 14.86% (44)
  - Individuals that reported two or more races by 80.65% (112)

\*The number of unreported race and ethnicity decreased by 2.55% (27) from the Fall 2009 recruitment cycle.
- The military veteran population continues to grow at Ferris. We have added additional recruiting activities for military personnel by traveling military communities throughout the United States (i.e. San Diego, CA) for the purposes of attending College Fairs on the military base.
- Recruiters are targeted into geographic regions which support underrepresented prospective student recruitment. This includes specific targeted populations in Black/African-American and Hispanic communities. Such regions include locations within the State of Michigan (i.e. Southeast Michigan) and out-state regions (i.e. New York, California, Illinois).
- Messaging to State of Michigan prospective students who may be Tuition Incentive Program (TIP) eligible occurred twice during the recruitment cycle. This communication encouraged prospective students to further investigate the TIP program, their potential eligibility, and how it can be utilized when enrolled at the University. This was the first year which Admission & Records, in partnership with the Office of Scholarships and Financial Aid, directly messaged to this economically challenged prospective student pool during the recruitment cycle.
- Depicted a student of color on the front cover of Honors Program recruitment materials. Provided collaborative partnerships and programming efforts with Honors Program staff membership to promote a diverse and culturally rich Honors Program environment on the main campus.

### 2009-2010 Diversity Challenges

- The Admissions Office strives to be a workplace representing diverse race/ethnicities as well as other diversity factors such as gender, economic status, and the like.
- Asian populations and the recruitment of representative ratios to the campus population is a reoccurring challenge.
- Charter School recruitment. Based upon general enrollment of the University's Charter School programming, the enrolled student population's matriculation to the University is perceived as low.

### Responses from Student Affairs Diversity Committee/David Pilgrim (November 12, 2010)

- Enrollment Services has been successful in hiring a diverse team of recruiters, but their internal staff is not as diverse as they would like it to be. Due to budget restraints Enrollment Services is not currently hiring new staff, but will attempt to hire a more diverse staff in the future.
- Troy explained that he feels that the TIP program is frequently misinterpreted and considered to only be for black or Hispanic student, but it is geared toward all underprivileged students.
- David Pilgrim mentioned that he has met with the Provost, the Honors Program Coordinator and others to discuss the Honors Program and how to attract a more diverse student group to the program.
- Enrollment Services is currently making progress in recruiting black and Hispanic students, but Asian and other ethnic groups are still a challenge.
- It was suggested that Enrollment Services recruit within the Charter Schools.
- David Pilgrim feels that there is a problem with students not reporting their race on applications. Students will not always include their race because they feel that it might be held against them.
- Troy suggested that OMSS consider setting up a table at Dawg Days to help reach potential students.

## Office of Dean of Student Life

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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.

### 2009-2010 Diversity Successes

- The Office of the Dean of Student Life organized and chaired the White Ribbon Campaign, a campaign to promote ending violence and sexual assault against women.
- The Office of the Dean of Student Life showed support for multicultural students by attending the OMSS 1<sup>st</sup> Year Student Orientation Program - "Transition to Success."
- The Office of the Dean of Student Life showed support of the Vice President for Diversity and Inclusion during his participation in the Bulldog Values Day 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 Welcome Week/Bulldog Beginnings.
- The Office of the Dean of Student Life participated in the Minority Student 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 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 co-chaired MI Works! Youth Empowerment Day: Hosted by Ferris State University, as a one day seminar to help empower 16-24 year old students involved with the MI Works! Summer Youth Program.
- The Office of the Dean of Student Life gave a reading during the MLK Faculty/Staff In-Service.
- The Dean of Student Life served on the Student Affairs Diversity Committee.

- The Dean of Student Life attended a special breakfast on behalf of Naomi Tutu’s visit to campus.
- The Office of the Dean of Student Life, Financial Aid, Admissions, and the Office of Diversity and Inclusion began work developing the Ferris Youth Initiative.
- The Office of the Dean of Student Life began discussions with Residence Life and the Office of Multicultural Student Services in developing dialogue/open forums across campus that focuses on issues of diversity and inclusion.

#### **2009-2010 Diversity Challenges**

- Continue to find collaborative ways to produce programs related to diversity, inclusion, and social justice issues while being fiscally responsible.

#### **Responses from Student Affairs Diversity Committee/David Pilgrim (November 12, 2010)**

- Leroy said we need to address a growing challenge nationally and that is developing ways to better support African American men issues.
- Leroy is always looking for ways to collaborate with other departments and to find cost effective ways to educate students on diversity.
- Leroy said that within the Finance Division of Student Government he is challenged with students requesting large amounts of money to bring in one concert/event, when the money could be used to support several events and programs.
- Leroy would also like to continue seeing more diverse groups of students participating on the Finance Division.

## Office of Multicultural Student Services

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Submitted by: Matthew Chaney/Supplemented by Michael Wade

### 2009-2010 Diversity Successes

- Sponsored over 50 well attended programs and events throughout the academic year with a primary focus on diversity, multiculturalism and inclusion.
- Held annual “Transition 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.
- Continue to implement and administer the Federal/State funded GEAR UP/College Day Initiative; in its fifth year GEAR UP continues to educate underserved students and parents of students from as early as seventh grade to now sophomores and juniors in high school on important college information.
- Continued coordination of our T.O.W.E.R.S. (Teaching Others What Establishes Real Success) Leadership Development Program with Ferris State students.
- Sponsored a variety of programs and activities in celebration of “Hispanic Heritage Month” to expose and educate the campus on Latino culture. These events run from September 15 – October 15.
- Sponsored a Native American “Pow Wow Dance Exhibition” for the campus community in honor of Native American Heritage Month in November which was a Five Star Event and gained support from a very diverse audience.
- Sponsored our annual “MLK Freedom March” and “Tribute” program in honor of Dr. Martin Luther King, Jr. Also co-sponsored a variety of other successful events with the MLK Planning Committee.
- Sponsored the nationally acclaimed “NWC Race Show” in Williams Auditorium which was a Five Star Event and garnered a very diverse audience.
- Sponsored a variety of programs and events in celebration of “Black History Month” in order to expose and educate the campus and community on issues relative to Black history. These events are held in the month of February.
- Sponsored “Vincent Who?” documentary and discussion with the producer of the film Curtis Chin with the Asian Student Organization which focused on educating the campus on historic issues in the Asian American community.

- Sponsored a variety of programs and events in celebration of “Women’s History Month”, in order to share with the campus and community important contributions made by women throughout history. These events are held in the month of March.
- Updated the “Virtual Women’s Center” through our department’s web site to serve as a resource and to expose the campus, community and alumni to current articles and information relative to women’s issues and contributions made to society.
- Provided support to a variety of student groups such as, Black Greek Council, Hispanic Student Organization, Black Leaders Aspiring Critical Knowledge, Muslim Student Organization, Asian Student Organization, DSAGA, etc., in helping them to sponsor a variety of their programs and events for the campus.
- Organized the fourth annual “Imagine More” Student Life Bus Tour. This year we canvassed the Chicago inner city schools where we visited five schools and presented to over 1,500 students. As a result of the initiative, Chicago high school students learned more about Ferris State University and our student presenters learned about the significance of representing FSU and giving back to the community. We also completed on-site admits for eligible junior and senior students as a result of the tour.
- Our department continues to be an active member of the campus-wide Diversity Planning Committee.

#### **2009-2010 Diversity Challenges**

- Funding for Imagine More Bus Tour.
- Funding for Programming.
- Funding for student wages.

#### **Responses from Student Affairs Diversity Committee/David Pilgrim (November 12, 2010)**

- Finding funding for events is a major challenge. Currently, OMSS collaborates with other departments or student groups to help support the cost of funding for programming. Mike Wade said that they have scaled back on events to save money and to provide quality events that they know will be well attended, instead of many events that are not attended. OMSS tries to support one featured presentation each month.

- Traveling outside of Michigan for the bus tour proved to be expensive, so OMSS is looking at moving the bus tour back into Michigan for 2011.
- OMSS struggles to find funds to support student workers. OMSS tries to encourage students who are not using their work study money to let Student Employment know so someone else can use the money.
- Troy suggested that OMSS work with Jason DaDay and Amber Balmer for the home town recruiting program. Mike said that they have been in contact with Jason and Amber.
- David Pilgrim said that OMSS does not have the funding to support events that they are expected to support. The Diversity and Inclusion Office has supported many OMSS events. David suggested that the Student Affairs Diversity Committee include signature events that the committee feels should be supported in the Student Affairs Diversity Report.
- David asked if Student Affairs has an advancement officer. Mike Cairns said that currently Student Affairs does not. David suggested that Student Affairs look into hiring an advancement officer who would work with private donors to retain funds for events. It was also suggested that Student Affairs check with University Advancement and Marketing to see if they know of any donors (Alumni) who would be interested in supporting events on campus.

# Office of Scholarships and Financial Aid

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Submitted by: Sara Dew

## 2009-2010 Diversity Successes

- Economic Diversity  
Through the combined use of need-based federal, state, and institutional financial aid, the Office of Scholarships and Financial Aid has provided access to students from diverse economic backgrounds. In Fall of 2010, over \$627,000 in Ferris financial aid grants alone were awarded to students with outstanding financial need. The expanded access to a Ferris education provided by scholarships for needy students is crucial if the University is to continue to fulfill its mission.
- Ethnic Diversity  
As the Great Lakes Scholarship has expanded to include additional states and provinces, it also continues to add ethnic diversity to our campus. For the 2010 Fall semester, 20% of Great Lakes recipients represent minority populations, up from 17% reported last year. Both of these numbers are well above the percentage for our student population as a whole.
- Social Diversity  
Also, it should be noted that 70% of the ten students currently signed up for the FYI program are from minority populations. Although it was not the intention of the program to address ethnic diversity, it certainly is a benefit worth noting.

## 2009-2010 Diversity Challenges

- Find more ways to offer more diversity related scholarships.
- Chance of losing TIP Scholarship - is in state legislature now.

## Responses from Student Affairs Diversity Committee/David Pilgrim (November 12, 2010)

- Currently the Office of Scholarships and Financial Aid do not have a recipient for the Detroit Compact scholarship. The scholarship was offered but the student did not choose to attend Ferris. The committee asked how the recipient of the scholarship is determined. Sara said that Tyrone Collins provides Financial Aid with a name. The committee suggested that Sara communicate with other areas/departments for nominees, choose two recipients with one being the back-up recipient, and work with Troy to come up with a communication plan.

- When the Financial Aid section of the Student Affairs Diversity Report was written the future of TIP was unknown but has since been funded for the 2010-2011 school year. Currently, there are 680 students in Phase I (Associate Degree), and 109 students in Phase II (Bachelor Degree). TIP funding is a yearly concern, with it being funded on a yearly basis.
- A message from Financial Aid was sent out on November 11, 2010 encouraging students to file their FASFA early, starting January 1 and leaving out March as the deadline. Sara said when they publicized that students should file their FASFA between January and March too many students waited until March to file and then wondered why they did not receive an award. The Financial Aid office hopes that telling students to start filing for FASFA as soon as possible after January 1 will encourage students and their families to get the information in sooner. The committee provided Sara with the following suggestions on how to communicate the message to students:
  - Send information to FSUS instructors.
  - Contact Alli Witucki to see if she can send it out through Org Sync.
  - Email communications out to last year's FAFSA parents.
  - Send out a REACH message.
  - Present the information at the RSO President's meeting in January.
  - Place information on the Parent and Commuter Student web pages.
  - Attend a Student Government meeting.

# Office of Student Conduct

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Submitted by: Kristin Norton

## 2009-2010 Diversity Successes

- We have partnered with other offices and administrators to provide educational opportunities to our students through sanctioning (Housing, Matt Chaney, David Pilgrim).
- Kristin is currently a member of the Diversity Action Team.

## 2009-2010 Diversity Challenges

- We are still hearing concerns from some students of color (and other constituents) that they feel as though they are being addressed through the conduct process not because of their behavioral issues but because of their race. We need to work with everyone involved in the conduct process (i.e. RA's, Hall Directors, hearing officers, UCD members) and provide more training on diversity issues.
- We need to increase our effort to recruit and train a more diverse group of students, faculty, and staff to serve on the University Committee on Discipline.
- We don't keep statistics based on race or gender for our annual report, but I think it might be helpful to do so in a few areas to ascertain if we are meeting the needs of our students by providing fair services to all students.

## Responses from Student Affairs Diversity Committee/David Pilgrim (November 12, 2010)

- Kristin is looking for ways to educate students in understanding that they are not being discriminated against because of their color, race, etc. Kristen said that she tries to counsel and educate as well as deliver fair sanctions. The Office of Student Conduct has developed a partnership with OMSS and the Diversity and Inclusion office and has called on them to meet with students who have a concern.
- Students do not know the policies and therefore, get into trouble. The Office of Student Conduct has created a marketing plan to educate the students on the policies.
- David asked if Kristin knows the race and ethnicity of the students who go through the student conduct process. Kristin does not currently keep this type of information. David said that if we had this information we might be able to pin point some of the areas that we need to educate students on. Mike Wade suggested that Kristin consider holding focus groups to get information out to the campus community.

# Rankin Student Center

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Submitted by: Mark Schuelke

## 2009-2010 Diversity Successes

- The Rankin Student Center supports a diverse variety of Social, cultural and educational events yearly. Last year we supported 4,294 reservations request for the use of the student center. The signature event that draws a diverse crowd would be the International Festival of Cultures held in the Rankin Dome Room every spring semester.

## 2009-2010 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.

## Responses from Student Affairs Diversity Committee/David Pilgrim (November 12, 2010)

- The Student Affairs Committee offered the following suggested to attract a more diverse student staff.
  - Actively recruit at weekly meetings that are held in Rankin.
  - Place flyers with job posting in RSO mailboxes.
  - Recruit students to work in your office through Orientation, Student Ambassadors, etc.
- The Rankin Student Center struggles with the size of the rooms and not always having a room available when requested. A lot of activities/events are turned away because the Rankin Student Center not having a room available for all of the activities/events requested. Mark said that Ferris needs a more multi-functional space. Mike Wade said that the Rankin staff (including student staff) is always willing to help with whatever is needed to make their events a success, which is appreciated.

# Student Leadership and Activities

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Submitted by: Allissa Witucki

## 2009-2010 Diversity Successes

- The Bulldog Beginnings Planning Committee made it a top priority to infuse diversity into the programming for Welcome Events 2009. FSU's Chief Diversity Officer, Dr. David Pilgrim, presented "Stories of Tolerance, Intolerance, and Inclusion" and it was well received by students.
- 2010 Greek Week had great participation from all Greek Councils. Fourteen out of sixteen organizations participated including Black Greek Council who participated as one team. Next year, we will be pushing for all Greek organizations to participate in the event to show there is Greek unity on campus.
- As co-sponsorship with MLK Committee, Entertainment Unlimited brought a Five-Star Event "The N\*W\*C\* Race Show" during the MLK Celebration Week. "The Race Show" is three actors, of different ethnicities, that have create a hilarious hip-hop send-off of their personal identity while living in American's middle class culture. The event had great attendance from students, faculty, and staff.
- As co-sponsorship with the Asian Student Organization, Entertainment Unlimited brought "Chinese Dragon Acrobats" for the Bulldog Beginnings Welcome Event 2009. Attendance was over 1,000 people in Williams Auditorium.
- Entertainment Unlimited brought a very diverse lineup of musical artists again this year for Ferris Fest. The headlining artist was alternative rock group Anberlin. Other artists throughout the day included nationally-recognized country singer Chuck Wicks, and upcoming hip-hop artists Mike Posner and Big Sean. Despite rainy weather conditions, the event was well attended by a diverse audience.

## 2009-2010 Diversity Challenges

- Our office had difficulty obtaining a diverse cross section of nominees for our annual Torchbearer and Rising Star awards. Despite efforts to publicize the nomination process to all students (even targeting certain individuals to help with the nomination process) our pool of nominees lacked ethnic diversity. We will strive to work more closely with different departments to inform them of the upcoming nominations.
- Student Leadership and Activities was able to maintain having a diverse student workforce, but feel that they lack ethnic diversity. The Student Leadership and Activities office will reach out to a more diverse group of students in future.

## Student Leadership & Activities – continued

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### Responses from Student Affairs Diversity Committee/David Pilgrim (November 12, 2010)

- Student Leadership and Activities has had trouble obtaining a diverse group of nominees for their annual Torchbearer and Rising Star Awards. Alli said that she feels the GPA requirements have deterred students from qualifying for awards.
- Student Leadership and Activities currently has 2 males working in their office, with all other employees being women. Alli said that she would like to have a more diverse office in the future and has in the past, but this year they have struggled. The following suggestions were made by the Student Affairs Diversity Committee:
  - Actively recruit at weekly meetings held in Rankin.
  - Place flyers with information on your job posting in RSO mailboxes.
  - Recruit employees through Orientation, Student Ambassadors, Student Alumni Gold Club, Student Government, etc.
- Student Leadership and Activities has received complaints that they do not bring in events that the students want to see. Mike Cairns suggested sending out a note reminding students that SL&A tries to bring a diverse group of events to campus. Alli said that they send out surveys after each event and student feedback shows that they want to see more comedians. Leroy said that we need to remind students that SL&A is not the only department who brings events to campus; RSOs bring specific speakers to campus as well. Mike Wade said that he has found that students sometimes want the easy way of learning about race, ethnicity or diversity, and not to listen to speakers, etc. He feels that what they want is not always what they need. Mike Cairns said that when we talk about diversity it isn't just about race, it is about a lot of other things such as diversity of ideas, opinions, politics, religious beliefs, etc. Ferris has to be engaged in some heavier subjects, which takes more work than just watching a comedian.

# University Recreation

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Submitted by: Cindy Horn

## 2009-2010 Diversity Successes

- While the intramural program lacks in all female sports, there are many options for female participation in club sports.
- University Recreation employs between 50-150 student staff members per year. Of those students, the break down between genders *averages* 50% male - 50% female.
- Friendships have developed between student staff members from different backgrounds; they often talk about their shared experiences at the FSU Challenge Course and how well they got to know each other through these activities. We will continue to include the FSU Challenge Course in staff development.

## 2009-2010 Diversity Challenges

- No all female intramural sports due to poor registration.
- Low numbers of international student participation in intramural sports.
- Low numbers of international student staff applicants.

## Responses from Student Affairs Diversity Committee/David Pilgrim (November 12, 2010)

- Currently UREC does not have all female intramural sports. Female students do participate in co-ed intramural sports, but there are no all female groups. The women are not complaining, but internally UREC staff wonders why females are not interested in competing in intramural sports.
- UREC is having a hard time recruiting international students. Cindy said that she has hired two international students in the past but one didn't interview well and the other quit (before he was fired). Cindy said that she felt that some of the problems that she had with the international student that worked for her and quit might have been a difference in cultural beliefs.
- Female referees do not want to referee all male sports. They do not have a problem refereeing co-ed sports, but do not want to referee all men sports.

## University Recreation – continued

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- UREC would like to implement other sports besides football, basketball and softball, but when they have added other sports in the past they haven't seen the participation they would like to see.
- Mike Cairns asked Cindy if she had diversity stats for intramurals. Cindy said that they only have gender. Troy said that the information could be tracked by their student number. Mike suggested using the stats to try to target different groups of students.
- Cindy announced that she is close to hiring an Intramural Coordinator and hopes to have the coordinator work on some of the diversity challenges they face.

# Student Affairs Diversity Report

## Conclusion/Recommendations

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### Conclusion

The Division of Student Affairs and the Student Affairs Diversity Committee supports all of the diversity initiatives listed throughout this document. We are proud of the tremendous progress made by our departments to foster, encourage and support diversity and inclusion efforts at Ferris State University.

### Recommendations

The Student Affairs Diversity Committee recommends that the University explore the feasibility of identifying certain events as “Signature Diversity Events,” and as such, receive central funding for their continued operation.

The Division of Student Affairs needs to explore the feasibility of having its own embedded Development Officer who would raise funds for “Signature Diversity Events” and other major events, programs and services for which our division is administratively responsible.