

2020 Conditions and Procedures
Plan to Correct
for Continuing Accreditation

Kendall College of Art and Design
of Ferris State University

Master of Architecture

Date: June 23, 2023



National
Architectural
Accrediting
Board, Inc.



Plan to Correct
(2020 Procedures)

Institution	<u>Kendall College of Art and Design of Ferris State University</u>
Name of Academic Unit	Master of Architecture Program
Degree(s) (check all that apply) Track(s) (Please include all tracks offered by the program under the respective degree, including total number of credits. Examples: 150 semester undergraduate credit hours Undergraduate degree with architecture major + 60 graduate semester credit hours Undergraduate degree with non-architecture major + 90 graduate semester credit hours)	☐ <u>Bachelor of Architecture</u> Track: ☒ <u>Master of Architecture</u> Track I: Undergraduate degree with architecture major + 60-66 graduate semester credit hours Track II: Undergraduate degree with nonarchitecture major + 90-96 graduate semester credit hours ☐ <u>Doctor of Architecture</u> Track: Track:
Year of Previous Visit	2022
Current Term of Accreditation (refer to most recent decision letter)	Continuing Accreditation (Eight-Year Term)
Program Administrator	Michael (Mick) McCulloch, Ph.D., AIA (Program Chair)
Chief Administrator for the academic unit in which the program is located (e.g., dean or department chair)	Stephen Halko, MFA (Dean of Academic Affairs)
Chief Academic Officer of the Institution	Stephen Halko, MFA (Dean of Academic Affairs)
President of the Institution	Tara McCrackin, M.Ed. (President)
Individual submitting the APR	Michael (Mick) McCulloch, Ph.D., AIA
Name and Email Address of Individual to Whom Questions Should Be Directed	Michael (Mick) McCulloch, Ph.D., AIA (michaelmcculloch@ferris.edu)



INSTRUCTIONS AND TEMPLATE GUIDELINES

A Plan to Correct is required in cases when the NAAB board determines that the program is not in compliance with one or more of the Conditions for Accreditation, either at the time continuing accreditation is granted or as a result of a Special Report review. Programs with a Plan to Correct will have two years to demonstrate compliance with Conditions for Accreditation noted to be out of compliance. Programs submitting a Plan to Correct will be required to provide a narrative response with supporting documentation and evidence of compliance for each Condition noted to be out of compliance.

Review of the Process. The Accreditation Review Committee (ARC) reviewers will make one of the following recommendations to be acted upon by the board:

- In the event a program has demonstrated compliance with all the Conditions for Accreditation previously noted to be out of compliance, accept the Plan to Correct and approve the program for the remainder of the term of accreditation.
- In the event a program has not demonstrated compliance with the Conditions for Accreditation previously noted to be out of compliance, defer action and require a revised Plan to Correct to address all remaining areas of non-compliance. (Submission timelines are December 15 and June 30.)
- In the event a program's Plan to Correct does not demonstrate compliance with Conditions for Accreditation within two years, continue the Plan to Correct, place the program on notice for a period not to exceed one (1) year, and inform the institution's Chief Academic Officer.
- In the event a program's Plan to Correct does not demonstrate compliance with Conditions for Accreditation within one (1) year of notice, place the program on probation for a period not to exceed one (1) year, require a focused visit on remaining areas of noncompliance within six months, and inform the institution's Chief Academic Officer. All accreditation decisions to place a program on probation will be made public on the NAAB website.

Decisions by the NAAB board regarding the program's Plan to Correct are not subject to reconsideration or appeal.

Instructions

1. Type all responses in the designated text areas. Add additional rows as needed to include all conditions not met.
2. Reports must be submitted as a single PDF following the template format.

Deadline and Submission

Programs determined to be out of compliance with one or more Conditions for Accreditation identified at the spring board meeting will be required to submit a Plan to Correct on or before December 15 of the same year.

Programs determined to be out of compliance with one or more Conditions for Accreditation identified at the fall board meeting will be required to submit a Plan to Correct on or before June 30 of the following year.

Programs that fail to submit a Plan to Correct by the deadline will be placed on Administrative Probation, after notice.

All Plans to Correct should be sent to accreditation@naab.org on or before the appropriate deadline.



Plan to Correct Form

Conditions Not Met <i>List the number and title of each condition that must be addressed in the Plan to Correct.</i>	Corrective Actions <i>Provide a narrative describing the corrective actions that have been taken and those that are planned but not yet implemented. For all actions taken, provide supporting evidence as described under the relevant Condition in the 2020 Conditions and 2020 Guidelines for the Accreditation Process.</i>	Timeline <i>List the timeline for all corrective actions, including actual or planned start and completion dates.</i>
5.4 Human Resources and Human Resource Development	Program Narrative: The VTR and Decision Letter noted areas for improvement in sub-condition 5.4.1, related to the workload of the Program Chair, and in 5.4.3 related to the professional development opportunities of non-tenure-track faculty. These are addressed in turn below: 5.4.1 Demonstrate that it balances the workloads of all faculty in a way that promotes student and faculty achievement. <i>Decision Letter: “the program needs to provide evidence of reducing the workload burden of the chair”</i> <i>Visiting Team Report (VTR): “Questions remain about the workload burden of the Program Chair”</i> <u>Corrective Actions:</u> The Program Chair was granted a 3-credit course release in Spring 2022 to support his work on the NAAB visit, as noted in the attached “chair workload reduction analysis.” Building on this precedent, in cases where the Chair needs to perform work beyond their duties as outlined in the KFA/KCAD collective bargaining agreement, they will request release time appropriate to that work in consultation with the Dean for Academic Affairs. The Chair of the KCAD M.Arch continues to benefit from the service of Graduate Assistants in balancing workload. These GAs assist with the planning and hosting of events, design fliers, scan readings, perform research and data entry tasks, etc. Further, the Chair has reduced his institutional service responsibilities. For AY 2021-2022, the Chair served on four institutional committees (Graduate Studies Committee, DEI Committee, Ad Hoc Committee on Assessment, Ferris Academic Leadership Council), beyond his institutional service as Chair. He has since reduced his institutional committee work, and has also transferred some of his program-related service responsibilities—namely the NCARB Faculty Advisor Role and the coordination of the program’s lecture series—to full-time M.Arch faculty member Michael Jen. These changes are noted in the chair workload reduction analysis document. 5.4.3 Demonstrate that faculty and staff have opportunities to pursue professional development that contributes to program improvement.	Beginning in spring 2022 and ongoing

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	<i>Decision Letter: “the program also needs to provide evidence of providing professional development opportunities for adjunct faculty”</i> <i>VTR: “the APR also demonstrates that faculty development is supported for tenure and tenure track faculty, but has yet to be seen in support of the latest full-time faculty member of the program as well as professional development for the large number of adjunct faculty who are integral to the program”</i> Corrective Actions: Under article 17.3 Incentive Funding of the KFA/KCAD collective bargaining agreement, full-time term-appointment (non-tenure track) faculty are eligible to make proposals to the college’s President for funding of “professional activity, creative activity, writing, research, travel, or formal study.” Further, all faculty including adjunct faculty have access to professional development and training opportunities through the Ferris State University Faculty Center for Teaching and Learning (FCTL) and the Staff Center for Training and Development. Examples of recent opportunities shared by the FCTL with all Ferris faculty, including KCAD M.Arch adjunct faculty, are provided in the document “recent FCTL professional development opportunities.” Supporting Evidence: See attached “chair workload reduction analysis” and “recent FCTL professional development opportunities”	Beginning in spring 2022 and ongoing
5.5 Social Equity, Diversity and Inclusion	Program Narrative: The VTR and Decision Letter noted areas for improvement in sub-condition 5.5.2, related to faculty/staff diversity, and 5.5.3 related to student diversity. These are addressed in turn below: 5.5.2 Describe its plan for maintaining or increasing the diversity of its faculty and staff since the last accreditation cycle, how it has implemented the plan, and what it intends to do during the next accreditation cycle. Also, compare the program’s faculty and staff demographics with that of the program’s students and other benchmarks the program deems relevant. <i>Decision Letter: “The program needs to provide evidence of its plan and results of 5.5.2 maintaining or increasing faculty diversity...”</i> <i>VTR: “a clear plan with stated goals for consistently engaging with diverse voices and bolstering numbers of female faculty and faculty of color was not presented.”</i>	

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	Corrective Actions: The program tracks its faculty demographics for the NAAB Annual Report, and beginning in Spring 2023 is taking greater advantage of that data by viewing it comparatively and using it as the basis for planned actions. The program has researched the demographic characteristics of the local Grand Rapids architecture community (the local AIA chapter), and plans to annually compare the KCAD M.Arch faculty with the membership of this local chapter as part of the assessment of the results of its diversity-building efforts. The goal is to grow and maintain a faculty group that is more diverse than the local practice community overall. Among the AIA Grand Rapids membership in spring 2023, including both architect and associate members, 9% identify as BIPOC (including Asian, Black, Latino, Indigenous American and other identities), and 91% identify as white. 18% identify as female, while 82% identify as male. By comparison, the KCAD M.Arch faculty group for AY 2022-2023 is more racially diverse and more diverse in terms of gender: of the faculty group, 12% identify as BIPOC and 25% identify as female. In its efforts to maintain and increase the diversity of its faculty, the M.Arch program has consulted with the Ferris State Human Resources department and plan to incorporate a series of best practices for attracting a diverse pool in future searches. The KCAD HR Manager has updated his database in the recruiting program Handshake so that future M.Arch faculty searches will be promoted on that platform at all HBCU institutions with art, architecture and design programs. Further, all vacant positions at KCAD are shared with the West Michigan Hispanic Chamber of Commerce and the Grand Rapids chapter of the NAACP, and they post them on their websites. Finally, beginning last year, all Ferris State/KCAD position descriptions have been updated to require an understanding of and commitment to DEI as essential skills and duties for employment. In keeping with another DEI recruiting best practice, the M.Arch program assembled a diverse search committee, in terms of race and gender, for its most recent faculty search in Fall 2022. The M.Arch program has also made direct, intentional outreach to prospective faculty of color and prospective female faculty when it has performed faculty searches. In spring 2023 it began conversations with a local architect of color who has expressed interest in teaching, and aims to encourage his application for its next adjunct faculty opening. The faculty will do the same with any upcoming full-time searches, and in those cases will also plan to advertise those opportunities through the National Organization of Minority Architects (NOMA). Further, the KCAD M.Arch faculty will redouble their existing efforts to recruit women and people of color as guest critics, to ensure	Beginning in spring 2023 and ongoing

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	that their perspectives are strongly present within the program's academic culture. Finally, the program plans to take advantage of KCAD/Ferris's strong university-wide DEI culture to ensure that the KCAD M.Arch is a welcoming place. In this spirit, in spring 2023, M.Arch students and faculty attended an LGBTQIA+ DEI & Pronouns Training session and a workshop on racial microaggressions, which will be offered by the Office of Multicultural Student Services. In June 2023, KCAD Architecture and Interior Design faculty will attend a training workshop put on by Disability Advocates of Kent County, and in fall 2023 KCAD will host a SAY IT LOUD exhibition of design work by female- and BIPOC-identifying architects and interior designers, in collaboration with the AIA Grand Rapids, AIA Southwest Michigan, and diversity advocate Pascale Sablan, FAIA, who will provide a keynote lecture. 5.5.3 Describe its plan for maintaining or increasing the diversity of its students since the last accreditation cycle, how it has implemented the plan, and what it intends to do during the next accreditation cycle. Also, compare the program's student demographics with that of the institution and other benchmarks the program deems relevant. <i>Decision Letter: "The program needs to provide evidence of its plan and results of... 5.5.3 maintaining or increasing student diversity."</i> <i>VTR: "the program's plan for monitoring and augmenting the declining diversity within student numbers is not clear."</i> <u>Corrective Actions:</u> The program tracks its student demographics for the NAAB Annual Report, and beginning in Spring 2023 is taking greater advantage of that data by viewing it comparatively and using it as the basis for planned actions. For 2022-2023, the KCAD Master of Architecture's 14 students are more diverse than the local AIA Grand Rapids chapter in terms of gender, with 43% identifying as female and 57% identifying as male. The group is slightly less diverse than the local professional organization, with 7% identifying as BIPOC and 93% identifying as white. Among the current student group there are additional dimensions of diversity that are highly valuable as well, in terms of national origin and sexual orientation. The program has consulted with a member of its Board of Formation who identifies as Black, who has recommended engagement with NOMA as a way to increase the racial diversity of the program's students. It has also begun to work with the KCAD Admissions team to determine ways to	Beginning in spring 2023 and ongoing

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	increase student diversity, and has identified recruitment targeting the more-diverse metropolitan regions of Detroit and Chicago as opportunities. For AY 2023-2024, the program and the KCAD admissions team intend to coordinate recruitment activities targeted toward these more-diverse markets and to explore attendance of the NOMA national conference in Portland, OR. Finally, the effort to continue emphasizing the presence of female guest critics and guest critics of color, and continued participation in workshops that help the students and faculty learn how to be more inclusive, will aid in the maintenance and increasing of student diversity as well. The SAY IT LOUD exhibition described above will celebrate the design work of female and BIPOC-identifying students and alumni of the M.Arch program, and encourage prospective applicants from diverse backgrounds to consider KCAD for their graduate education. Supporting Evidence: See attached KCAD DEI and Ferris Office of Multicultural Student Services event posters, Disability Advocates of Kent County workshop webpage print, and SAY IT LOUD call for submissions.	
5.8 Information Resources	Program Narrative: Related to criterion 5.8 the VTR and Decision Letter requested evidence that the KCAD library staff is conveniently and equitably available to the students/faculty/staff of the Master of Architecture program: 5.8...The program must demonstrate that all students, faculty and staff have access to architecture librarians and visual resource professionals who provide discipline-relevant information services that support teaching and research. <i>Decision Letter: "The program needs to provide evidence of convenient and equitable student, faculty and staff access to architecture librarians and visual resource professionals."</i> <i>Visiting Team Report: "Although there is not a dedicated architecture library, the KCAD library is just three floors below the architecture program spaces, and provides a wealth of subject-specific and interdisciplinary content"</i> <i>"The KCAD library currently has a vacant position for a Reference and Instruction Librarian, and it is unclear if and when this position will be filled."</i> <u>Corrective Actions:</u> The KCAD Library is staffed by two ALA-certified art and design librarians, Elise Bohn and Ben Boss, who have	Beginning in spring 2023 and ongoing

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	experience and a record of success working with Master of Architecture students. Over the past several years they have acquired what the VTR described as a wealth of architectural and interdisciplinary materials. While the APR and VTR note a vacant position for a reference and instruction librarian, the college has since determined that the current staff of two full-time librarians is appropriate to the smaller, present-day size of the KCAD student body following enrollment declines in recent years. Currently the KCAD Library serves about 500 students total, 14 of whom are Master of Architecture students. KCAD's librarians are available for consultation with these architecture students Monday through Friday, and eager to help them with research. While students do take advantage of this opportunity, Elise and Ben are available to have further engagement with these students as needed. In order to study the extent to which KCAD's librarians are conveniently and equitably available to the students and faculty of the Master of Architecture program, and to invite suggestions for improvement in this regard, the KCAD Library surveyed this group in spring 2023. The survey demonstrated that while the majority of students/faculty are aware that the librarians offer reference and research assistance, only one third of respondents had used those services. Qualitative comments described KCAD's library services as helpful, approachable, and provided with a quick turnaround time, but also suggested that the availability of these services could be better advertised to the students. In summer 2023 the M.Arch faculty and the KCAD librarians will meet to discuss strategies to increase student use of the reference and research assistance offered by the library staff. One clear strategy that we intend to initiate is an annual fall semester orientation session, similar to the woodshop and FlexLab orientations we provide, to increase awareness and promote personal connections between the library staff and the M.Arch students. Supporting Evidence: See attached library services survey results.	

KCAD Master of Architecture

Chair Workload Reduction Analysis for NAAB Plan to Correct

Item #	Chair Workload Spring 2021 (Reflected in APR)	Chair Workload Spring 2023 (Workload Reductions Noted)
1	18 credits per year teaching load	Dean's office can provide course releases when needed for special projects, as was done in Spring 2022 for NAAB visit
2	Coordinate program and course assessment per NAAB PC/SC	Assessment work now shared with full-time faculty member Michael Jen
3	Develop program schedule and budget; communicate with faculty, students, alumni and advisors	Unchanged
4	Coordinate Master of Architecture Admissions Committee	Continuing to lead the process, but now with support from Full-time faculty member Michael Jen
5	Service on Faculty Senate	Unchanged
6	Service on Ferris Academic Leadership Council	Rotated off of this committee in Fall 2022; KCAD is well represented by other faculty and administrative participants on this council
7	Co-Chair of KCAD DEI Committee	Rotating off of this committee after 6 years of service
8	Member of KCAD Ad Hoc Committee on Assessment	Service completed in Spring 2022
9	Chair of KCAD Graduate Studies Committee	Stepped down from Chair role beginning Fall 2022, and this committee has shifted from 4 meetings per semester to 2 meetings per semester
10	Faculty advisor to KCAD AIAS group	Unchanged
11	NCARB Faculty Advisor	Full-time faculty member Michael Jen has taken over this responsibility beginning Spring 2023
12	Coordinate Architecture Lecture Series	Full-time faculty member Michael Jen has taken over this responsibility beginning Spring 2023
13	Advise students on Scholarship Opportunities	M.Arch Alum Anne Doornbos has begun to serve in the role of Scholarship Advisor to the program, researching available scholarships and sharing them with the students

"Student Mental Health: When Concerns Arise in the Classroom." Friday, February 24, 11:00 AM-12:30 PM, on Zoom

FCTL <fctl@ferris.edu>

Wed 2/22/2023 5:13 PM

You are invited to Friday's session "Student Mental Health: When Concerns Arise in the Classroom." This workshop, led by Andy Slater, LPC, University Counselor and Interim Director of FSU's Personal Counseling Center, will provide a basic overview of the most common mental health challenges our students face. We will discuss steps a faculty member can take to build a classroom culture that supports all students, including those who may be struggling with mental health concerns. Faculty members will learn what red flags to look for when a student may be in crisis, skills to help support a student in a mental health crisis, and how and when to refer students to the Personal Counseling Center. We will also provide an overview of counseling services available to our students.

RSVPs are appreciated but not required! To request a calendar invitation or if you have questions, please contact the Faculty Center for Teaching and Learning at fctl@ferris.edu.

To connect please use this [Zoom link](https://zoom.us/my/fctl1) (<https://zoom.us/my/fctl1>) or dial in: 312-626-6799, meeting ID 307 437 1663.

An FCTL Book Discussion: "What Inclusive Instructors Do: Principles and Practices for Excellence in College Teaching"

FCTL <fctl@ferris.edu>

Wed 1/25/2023 2:25 PM

The Faculty Center for Teaching and Learning is hosting a discussion group on the 2021 book *What Inclusive Instructors Do: Principles and Practices for Excellence in College Teaching* and you are invited!

FACILITATOR: Eric Warner, Faculty-in-Residence, FCTL

COLLABORATOR: Lucero Flores-Páez, Associate Professor of Spanish

About the book from the [publisher's website](#): "Inclusive teaching is no longer an option but a vital teaching competency as our classrooms fill with racially diverse, first generation, and low income and working-class students who need a sense of belonging and recognition to thrive and contribute to the construction of knowledge.

This book uniquely offers the distilled wisdom of scores of instructors across ranks, disciplines and institution types, whose contributions are organized into a thematic framework that progressively introduces the reader to the key dispositions, principles and practices for creating the inclusive classroom environments (in person and online) that will help their students succeed." (*What Inclusive Instructors Do* is [available online and free through FLITE](#))

Meeting dates and times

- Week 1 (Get to know each other, establish norms, reason for selection): Thursday, Feb 2, 3-4pm in FLITE 405 or Friday, Feb 3, 10-11am via [Zoom](#)
- Week 2 (Chapter 1 Discussion): Thursday, Feb 9, 3-4pm in FLITE 405 or Friday, Feb 10, 10-11am via [Zoom](#)
- Week 3 (Chapter 2 Discussion): Thursday, Feb 16, 3-4pm in FLITE 405 or Friday, Feb 17, 10-11am via [Zoom](#)
- Week 4 (Chapters 3 & 4 Discussion): Thursday, Feb 23, 3-4pm in FLITE 405 or Friday, Feb 24, 10-11am via [Zoom](#)
- Week 5 (Chapters 5 & 6 Discussion): Thursday, March 16, 3-4pm in FLITE 405 or Friday, March 17, 10-11am via [Zoom](#)
- Week 6 (Chapter 7 and Final Discussion): Thursday, March 23, 3-4pm in FLITE 405 or Friday, March 24, 10-11am via [Zoom](#)

How to register

Please send an email to fctl@ferris.edu by Jan 27, 2023, indicating if you are more likely to attend in-person on Thursdays, via Zoom on Fridays, or a combination of both. If you intend to participate in the discussion group for most or all the sessions, and would like a physical copy of the book, please indicate that in your message. Refreshments to be served during all Thursday face-to-face meetings in FLITE 405.

Consider planning for a Feedback Experience in Spring 2023

FCTL <fctl@ferris.edu>

Thu 1/5/2023 11:22 AM

Colleagues,

Welcome back to the start of a new year and semester! We hope your holiday break was rejuvenating and rich with grace and love.

As you prepare syllabi for your Spring 2023 courses, we encourage you to include in your schedule time to obtain feedback about your courses, your teaching, and your students' experiences. The Faculty Center for Teaching and Learning (FCTL) offers three options for assisting you in gathering these insights:

- **Small Group Instructional Diagnosis (SGID):** An FCTL faculty member will facilitate an evidence-based focus group process through which you will receive feedback from your students.
- **Video Recordings:** An FCTL staff member will record your class. Then, an FCTL staff member or colleague will provide feedback using an observation protocol. The protocol will help surface insights into how you use class time and interact with students and they with you, and how students interact with each other and engage with the course content.
- **Class Observations:** An FCTL staff member or colleague will observe your class (in any format, including reviewing a Canvas shell) and provide feedback using an observation protocol. The protocol will help identify insights into the learning experiences you create for your students.

The middle of the semester (around weeks 5-8) is a great time to obtain such feedback; however, we're happy to assist you at any time.

By participating in a Feedback Experience, you will also have the opportunity to earn a \$100 [Professional Development Incentive](#) (PDI), which may be used as a reimbursement for materials or resources related to your teaching or your students' learning, conference travel, and other professional development purposes. To obtain PDI, you'll be asked to debrief your Feedback Experience with your facilitator and/or an FCTL staff member and complete a brief reflection on the Experience. This PDI is available for up to two Feedback Experiences per semester (that is, you can earn up to \$200 in PDI each semester).

You may still elect to have a Feedback Experience without debriefing with your facilitator or writing a reflection; in this case, you will not be eligible for the PDI.

To learn more or request a Feedback Experience, please complete this [online survey](#) or send an email indicating which option you are interested in to fctl@ferris.edu. If you have questions, please contact FCTL at fctl@ferris.edu or 231-591-3826.

An invitation from FCTL. "In Their Words: Why Belonging and Rapport Matter to our Students' Learning and Success"

FCTL <fctl@ferris.edu>

Tue 3/15/2022 11:56 AM

Please join us for the next session in FCTL's series *Investing in Equity, Inclusion, and Relationships*!

We are particularly excited that this session will feature several Ferris students who will candidly discuss their own experiences with belonging, rapport, and community, and answer your questions about these important goals.

In Their Words: Why Belonging and Rapport Matter to our Students' Learning and Success

Friday, March 18, 2022, 9:00-10:30 AM; via [Zoom](#)

(URL: <https://www.zoom.us/my/fctl1>)

In this session, we will share research on how belonging and rapport impact students and hear first-hand from our students about their own experiences. We will consider classroom interventions that foster a sense of community and increase student learning and success. While no RSVPs are necessary, if you would like to request a calendar invitation or if you have any questions, please email [FCTL](#) or call us at 231-591-3826. **Don't miss this opportunity to learn from students and support them as they share their stories!**

Should you like to request accommodations for this event, please contact FCTL at fctl@ferris.edu.

Thursday, March 17, 3 PM. Finding Open Educational Resources that Align with Your Course, Needs, and Interests: Examples from Your Discipline

FCTL <fctl@ferris.edu>

Fri 3/11/2022 2:29 PM

We invite you to join us for the second session of a three-part series on open educational resources, *Finding Open Educational Resources that Align with Your Course, Needs, and Interests: Examples from Your Discipline*.

When: Thursday, March 17, 3:00 – 3:50 PM

Where: On [Zoom](#) (URL: [zoom.us/my/fctl1](https://zoom.us/j/9123456789))

About the Session: If you have even a cursory interest in open educational resources (OERs) and would like to consider utilizing them for a course you teach, this session is for you! Get inspired as you learn about the range and variety of OER such as assignments, rubrics, open test banks, research and creative works, images, videos, podcasts, whole courses, virtual reality simulations, textbook repositories, and more!

If you hope to attend, we invite you to complete a brief [pre-session survey](#); we will use the feedback to help us make the session as meaningful and relevant to you as possible.

Session facilitators:

- Stacy Anderson, FLITE Assessment Librarian
- Todd Stanislav, FCTL Director

If you would like an accommodation to be able to participate in this session, please contact FCTL at fctl@ferris.edu.

**DATE**

Tuesday, January 24, 2023

TIME

12:30p - 2:00p

LOCATION

Boyer Hall, WNF

REGISTER HERE:

DELL DARNELL

The DEI Committee is pleased to announce a KCAD-sponsored quest speaker, Dell Darnell from OutFront Kalamazoo. LGBTQIA+ DEI & Pronouns Training will be offered to faculty and students together, with the goal of shoulder-to-shoulder learning that can improve accountability for our KCAD community.

TOPICS WILL INCLUDE:

- gender diversity
- common terms and definitions within LGBTQIA2S+ discussions
- intersectionality
- an overview of inclusive policies and practices
- tips on how to be an affirming ally
- solutions and strategies for working through missteps together

ADDITIONAL BENEFITS:

Certificates of completion for faculty and students who attend for use in SEFARs and CVs.
Snacks and drinks provided!

DEI Workshop: First Thoughts with Darnell Lewis

Wednesday, April 12, 2:00-3:00 PM
Boyer Hall – WNF 217



Darnell Lewis from the Ferris State University Office of Multicultural Student Services will present an introductory diversity, equity, and inclusion workshop **open to all KCAD students, faculty, and staff**. Participants will learn to think critically about diversity, understand the importance of challenging stereotypes, and learn resources to build cultural competency. Snacks and drinks provided.



Scan the QR code to register



Individuals with disabilities who require special accommodations to participate should contact Mary Ellen Fritz at maryellenfritz@ferris.edu or 616.446.5636 at least 72 hours in advance.



English

[Blog\(/blog/\)](/blog/)[Podcast\(/blog/podcast/\)](/blog/podcast/)

Donate

[\(https://www.dakc.us/donate/\)](https://www.dakc.us/donate/)[Home \(https://www.dakc.us\)](https://www.dakc.us) / [Events \(https://www.dakc.us/events/\)](https://www.dakc.us/events/) /

Absolutely Accessible Kent

ABSOLUTELY ACCESSIBLE KENT

June 14, 2023 1:00pm - 4:00pm

DeVos Place, Monroe Avenue Northwest, Grand Rapids, MI, USA

Register Now

<https://givebutter.com/5thAnnualAAK>

What does the future look like to you? Imagine what our cities and spaces could look like during the fifth annual Absolutely Accessible Kent!

From [Ileana Rodriguez \(https://www.instagram.com/chefdemiSSIONrpt/?hl=en\)](https://www.instagram.com/chefdemiSSIONrpt/?hl=en), a Paralympian, to [Chris Downey \(http://arch4blind.com/\)](http://arch4blind.com/), an architect who maintained his practice after becoming blind, nationally recognized speakers have joined us each year to discuss Universal Design. Most recently, [Sara Hendren \(https://sarahendren.com/\)](https://sarahendren.com/), an author and design researcher, led participants in a hands-on design exercise exploring iterative design concepts.



PRESENTERS

KEYNOTE ADDRESS | RANDY LEWIS

Biography

In 2004, as Senior Vice President of Logistics and Supply Chain at Walgreens, Randy Lewis initiated a new generation of large-scale distribution centers like no others in the world. The work – acknowledged by the White House – has been called the “gold standard of disability employment” by the National Governors Association (NGA).

After retiring from Walgreen’s in 2013, Lewis launched the NOGWOG Disability Initiative in 2014 to assist businesses and communities in developing and launching similar disability hiring initiatives. His efforts have influenced major global corporations like Lowe’s, P&G, Best Buy, UPS, Marks & Spencer (UK), and Ica (Sweden) in launching their own such initiatives.

Additionally, Lewis is the author of *No Greatness Without Goodness*, which was released in 2014 and was named by *Fast Company* as one of its “10 New Books You Need To Read This Year”.



URBAN PLANNING TRACK | STEVE WRIGHT



Biography

Steve Wright is a Pulitzer Prize-nominated journalist who has nearly four decades of experience in urban design, planning, architecture, mobility, and universal design. His work appears frequently in *Planning Magazine*, and he has published more than 5,000 articles on best practices for creating inclusive places. Wright has presented at the American Planning Association's national conference as well as the International Making Cities Livable conference series in Paris. He has also exhibited photographs from his urban work worldwide in cities such as Istanbul, Paris, Barcelona, Marrakech, Cairo, Lisbon, London, Buenos Aires, Rio de Janeiro, Medellin, and countless major cities in North America. His storytelling has advised corporate clients, architecture students, and community officials alike on diversity, equity, inclusion, and accessibility—with a focus on creating a better built environment for people with disabilities.

Presentation

Participants in this passionate presentation will learn about Universal Design as a powerful approach to creating places that are welcoming and accessible to all. Too often, accessibility is considered only through a lens of Americans with Disabilities Act (ADA) compliance. Thus, accessibility morphs into an onerous, "check the box"-style undertaking. This produces technically compliant but still largely inaccessible and uninviting space designs. As just one example, often hidden, narrow, and separate access ramps are used to justify grand staircases into a brand-new buildings. Whether intended or unintended, arrangements like these segregate, isolate, and humiliate individuals with mobility disabilities by dividing them from the mainstream.

This highly visual session promotes awareness of the principles of equitable and inclusive placemaking while reminding attendees that the ADA is not a building code that can be waived by variance. Rather, it is federal civil rights law. Attendees will learn from concrete examples of good, bad, and ugly accessible design in neighborhoods, parks, plazas, sidewalks, crosswalks, transit stops, buildings, and other elements of the built environment.

A 15-minute open, candid Q&A will follow.

ARCHITECTURE TRACK | NOAM PLATT



Biography

Noam Platt is a certified healthcare architect via the American College of Healthcare Architects and the founder of MakeGood Inc, a 501c3 organization that designs and fabricates assistive technology for people globally. He is an award-winning specialist in designing and producing novel technology for the disability community. His goal is to bring people together to engage in curiosity and adaptive design to create a flourishing community of makers and need-knowers. He is inspired by the families and friends who reach out to MakeGood for help bringing independence into their lives.

Presentation

Drawing on his expertise as a healthcare architect, Noam Platt will show attendees how evidence-based design (EBD) in healthcare can inform the broader design field via EBD's consumer-centered approach. This approach challenges practitioners to innovate beyond base-level regulatory compliance by instead striving toward best practices that promote patient well-being and human flourishing.

Additionally, sharing from a personal passion, Platt will detail how architects can play exciting and important roles in new realms of adaptive product design fueled by transformative technologies within maker communities and makerspaces.



ABOUT US

The fifth annual Absolutely Accessible Kent event takes place as part of a larger program aimed at making West Michigan a more accessible community. Our team provides accessibility reviews for organizations and workplaces. Volunteer test pilots examine spaces and provide feedback on user-friendliness. By joining us on June 14, you can be part of making Kent County absolutely accessible!

***EXT* SAY IT LOUD Michigan Call for Submissions**

AIA Grand Rapids <aiagrandrapids@gmail.com>
via mailchimpapp.net

Wed 4/19/2023 12:30 PM

To: Michael P McCulloch <MichaelMcCulloch@ferris.edu>

****External Email****



**AIA Grand Rapids together with AIA Southwest Michigan
are Proud to Present SAY IT LOUD Michigan**

In honor of our chapters' Centennial Anniversaries, [AIA Grand Rapids](#) and [AIA Southwest Michigan](#) are partnering together to bring the [SAY IT LOUD](#) exhibit to Michigan this Fall!

The [SAY IT LOUD](#) exhibit is a global traveling activation that elevates the work and identities of local, diverse designers. The state-wide exhibit will feature projects by women and diverse design professionals, as well as interviews about their experiences in the architecture and design professions. The initiative shares, protects and celebrates the journey of the underrepresented to inspire the next generation. SAY IT LOUD founder, [Pascale Sablan](#), [FAIA](#), [NOMA](#), [LEED AP](#), is an Associate Principal at [Adjaye Associates](#) where she co-leads the New York studio and serves as the current 2023 President of the [National Organization of Minority Architects' \(NOMA\)](#).

This will be a month-long celebration of our state's underrepresented designers and architects in conjunction with [ArtPrize](#) and will be hosted by [Kendall College of Art and Design of Ferris State University \(KCAD\)](#) at their [Alluvium Gallery](#). Pascale will give a Keynote Lecture on Thursday, September 28th at KCAD's Boyer Hall in honor of the Exhibit. Detailed Keynote Event information will be released at a later date.

DATES + DEADLINES:

July 1, 2023 – Exhibition Submission Window Closes**July 2023** – Selected Architects | Designers Announced**August 28, 2023** – SAY IT LOUD Michigan Exhibit Opens @ KCAD Alluvium Gallery**September 28, 2023** – Pascale Sablan, FAIA, NOMA, LEED AP Keynote Lecture**October 1, 2023** – SAY IT LOUD Michigan Exhibit Concludes @ KCAD Alluvium Gallery**SUBMISSION COST:****Individual Submission Fee:** \$100**Student Submission Fee:** \$25 w/ **PROMO CODE***

** Students should reach out to [AIA Grand Rapids](#) to receive the discounted Entry Submission Promo Code.**

WHY SAY IT LOUD

- Be part of the SAY IT LOUD international movement.
- Beyond the Built Environment will market and continue to raise the visibility of the exhibition from planning through execution on the website and social media.
- Beyond the Built Environment will also add the designers to the [Great Diverse Designers Library](#).
- Based on your selection Beyond the Built Environment would include your featured profile in future SAY IT LOUD's exhibitions in conferences / conventions.
- Beyond the Built Environment will submit the work of the featured designers to digital and print publications.
- The ultimate goal of all these SAY IT LOUD's is to create a reference book that you could be featured in.

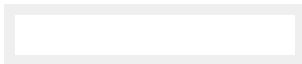
We hope you will consider entering a project in the [SAY IT LOUD Michigan Exhibition!](#)

Please [CLICK HERE](#) for the [2023 SAY IT LOUD Michigan Submission Information](#).

SUBMIT to SAY IT LOUD Michigan

SPONSOR EXHIBITION + KEYNOTE LECTURE

LEARN MORE HERE



Thank You to our 2023 Event Partners + Sponsors:



Kendall College of Art and Design
of Ferris State University



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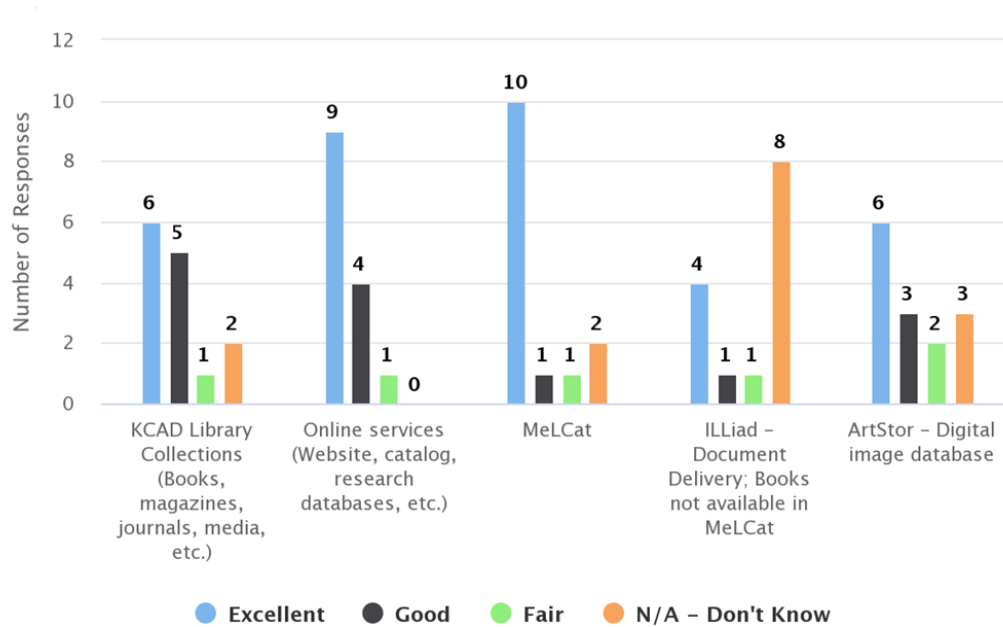
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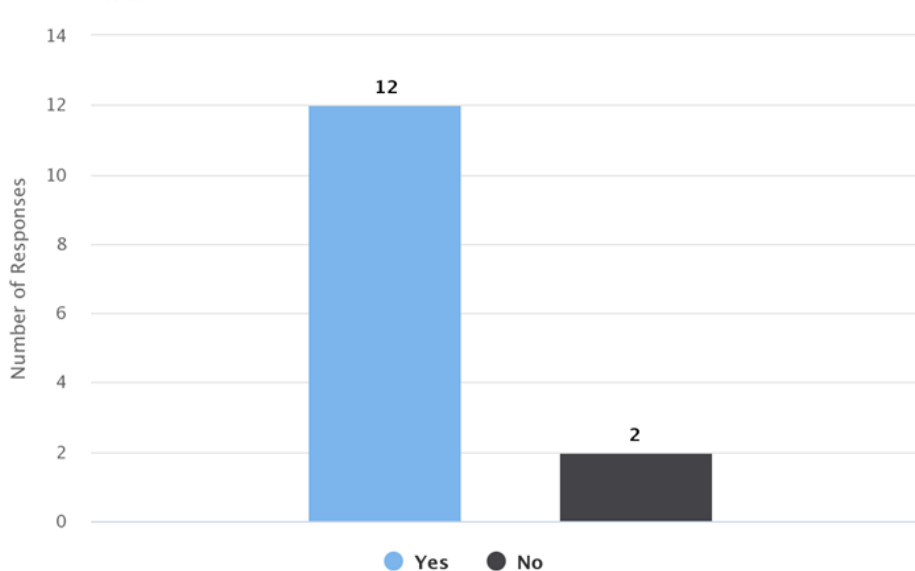
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Survey Questions and Responses:

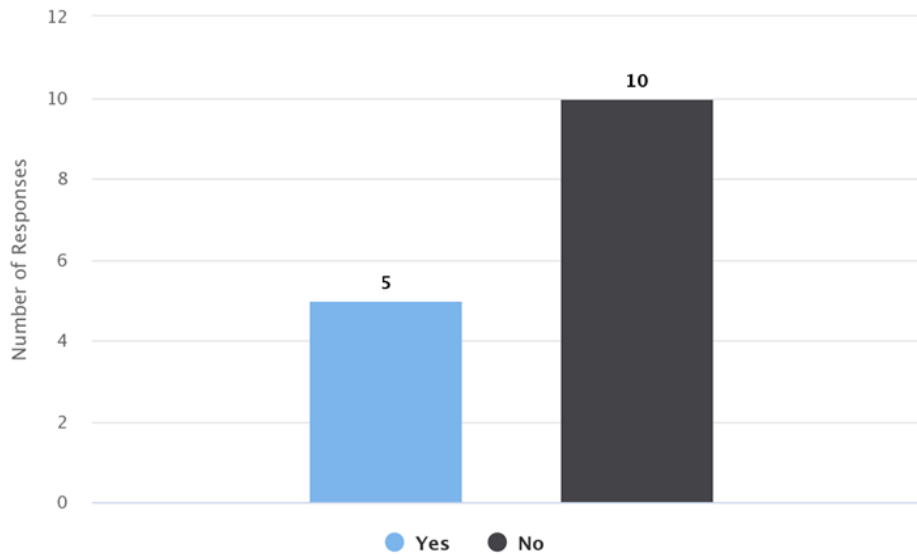
1. How would you rate each of the following library resources and services?



2. Are you aware that the library offers reference and research assistance?



3. Have you consulted with a librarian for research assistance?



4. If yes, could you provide a brief review of the service you received?

- Looking for books regarding my thesis and extending rentals.
- It was great! I needed assistance both in identifying possible research sources and more efficient means of reviewing potential source material. Ultimately, I was able to 4 or 5 solid reference materials that aided in development.
- Elise Bohn is a great librarian. She has helped me find several resources and is ALWAYS willing to help students with their research needs.
- Very knowledgeable and helpful in finding materials I needed for a project.

5. What do you value most about the library?

- Research resources
- The expansive resources available online.
- The quick response from staff.
- Access to many collections
- I would say what I value the most about KCAD's library is the database of online sources, I frequently use it for research and other endeavors.
- convenience, ability to help, quality of material
- The librarians are always ready and willing to help and provide assistance to students, there is a wide availability of books, so I generally find everything I need for my research work. Also, MeLCat services are excellent if the materials I'm looking for are not available at the school library.

- Ability to order books from other sources
- Online resources and assistance in terms of finding materials - I think it's a very approachable and easy to use service.
- The library has been critical for my thesis research. I think that the reason I have not used the library until now is because my peers and I all have the same project deliverable/description. So my thought was that everyone would be using the same research and therefore it wasn't helpful to set myself apart from other projects. I value the kindness and helpfulness of staff and student interns in the Library. I appreciate being walked through step by step the process of checking out books and retrieving books from MeLCat when I cannot find them at my own school.
- Don't use it much - no comment

6. How could the library and/or its services be improved, if at all?

- Better outreach to students
- The architecture collection onsite is great but one can always wish for more books.
- longer book rentals.
- It would be nice to have video tutorials on how to use some of the resources for those times of day/week when I am not on campus, but need some assistance.
- I think perhaps making it more well known or visible within KCAD culture could be an area of improvement
- a larger sized library could always be beneficial
- The library is great, but I'm not sure of all the resources involved with it. Giving us more information about what the library and website can provide us would be great.
- I look forward to seeing the collection of KCAD's library grow.
- I often purchase the books I am interested in to build my personal library so honestly, I haven't used the library resources too often.
- I think a greater emphasis on the library during the first year of architectural study would have been helpful. Similar to how we go to the woodshop to get an overview of the services offered as well as the flexlab, it would be nice to get a walkthrough of the library with Elise to understand the services offered and how the library works