

Ferris State University
Faculty and Staff Diversity Mini-Grant Application

I. Identification

Name of Primary Applicant: **Piram Prakasam**

Members of Team:

1. Dan Adsmond, Physical Sciences
2. Dan Noren, Languages and Literature
3. Gary Hiel, Physical Sciences
4. Jung Choi, Accountancy Finance & Information Systems
5. Marilyn Skrocki, Allied Health
6. Patrick English, Automotive Technology
7. Rebecca Sammel, Languages and Literature
8. Rick Van Saant, Education & FCTL
9. Todd Stanislav, FCTL

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II. Event Title (25 words or less)

Critical Encounters with Globalization - a Colloquium series

III. Specific core value, strategic initiative, or goal related to diversity that the event will address. (See the University Strategic Plan and the Diversity Plan)

The goal for this project, as part of a larger initiative, called ***Globalization Initiative***, is to help prepare our students to be successful as leaders in a diverse globalized world as codified in the University's Strategic Plan "to [prepare our] students for a global society and leadership roles" (Goal 1, Initiative 5). This goal will be partly achieved, through this grant, by providing an opportunity for our students to become aware of the critical role diversity plays in societies around the world.

IV. Abstract (150-200 word, use additional paper if necessary). If the application is approved the abstract will be posted on the Diversity Office's website.

Higher educational Institutions are consciously creating environments where diversity is valued. This push towards diversity is needed not only for purely altruistic reasons of social justice and

fairness, but because the 21st century workplace demands it. With Globalization, the integration of societies and economies, happening at a rapid pace with advances in telecommunication, the concept of the workplace itself has changed. It is imperative that students understand Globalization and diversity as two synergetic forces that will alter their future.

In late Fall 2008, we formed an interdisciplinary, collaborative project called ***Globalization Initiative*** to explore common grounds of interest related to globalization and its impact on Ferris. This Initiative includes eighteen faculty (six different colleges), staff and administrators. Out of this Initiative the ***Critical Encounters with Globalization*** pilot project grew. It is a Colloquium series that will invite speakers to Ferris to encourage students to explore Globalization.

As part of this pilot project, the speaker series proposed here intends to provide the rationale for our students to realize the importance of diversity in a global economy. We achieve this by showcasing how diversity is practiced in other parts of the world. These talks will encourage our students and the Ferris community to strengthen their commitments to diversity.

V. **Event Narrative (up to 4 pages single-spaced)**

Context of this proposal:

In late Fall 2008, a group of faculty, staff and administrators formed an interdisciplinary, collaborative project called ***Globalization Initiative*** to explore common grounds of interest related to globalization and its impact on Ferris. This Spring 2009, this Initiative grew to include eighteen faculty, staff and administrators from six different colleges and a few administrative offices. Out of this Initiative the ***Critical Encounters with Globalization*** pilot project grew.

Recognizing that our students must be prepared for the global economy, a fact codified in the University's Strategic Plan, "to [prepare our] students for a global society and leadership roles" (Goal 1, Initiative 5), we propose the colloquium series ***Critical Encounters with Globalization***. This pilot project will examine the complex phenomena of globalization and its impact on Ferris State University and its students.

Globalization, the integration of societies and economies, has resulted in tremendous advances in how societies trade and communicate knowledge and goods. Advances in telecommunication and transportation have allowed movement of goods, labor and jobs at rates unheard of in human history. Ability to collaborate across time zones and national boundaries has created unprecedented opportunities for skilled workers. It is not uncommon to find successful Research & Development projects that are products of collaborative efforts advanced simultaneously by teams spread across continents.

Countries, regions and companies are forming groups to compete in this new global economy. Barriers that had separated people and nations have started to disappear albeit at a slower pace. When nations, groups and individuals come together, the prerequisite to forming an excellent working relationship requires more than accepting the differences in ideas, beliefs and cultures, but, valuing diversity.

The push towards diversity is not entirely necessitated by purely altruistic reasons of social justice and fairness. The 21st century workplace demands it. A recent study by RAND corporation report researching the labor market needs for 2020 in a report titled "21st Century at Work", sees the future American workplace to be much more diverse than today. Thirty three million Americans are foreign-born and that is more than 10% of the population. Globalization and the reality of changing demographics of labor workforce necessitate the need for higher education institutions to nurture diversity. To achieve this goal, educational Institutions need to create safe environments where these skills can be practiced and honed.

FSU Common Data Set for Fall 2008 shows that 84% of our student body are White, non-Hispanic students. Less than 70% of the general population around the country is White. These statistics along with the rural setting of Ferris demonstrate that dialog on diversity and its impact needs to be nurtured. This assertion is supported by the self-reported responses questions related to diversity in the National Survey of Student Engagement (NSSE) 2008 survey administered to freshman and senior students.

Ferris University has an excellent strategic plan in place to achieve diversity in its systems, structures, and culture of the University. In President David Eisler's address, "A Vision for Ferris and Its Future," the President wrote, "we must become the model we hope our students will become."

This proposal intends to provide the rationale for our students to acquire skills to thrive in a diverse workplace. It will show case the rationale for embracing diversity. This proposed speaker series will demonstrate that diversity dialog is not only a laudable altruistic process to value, but it is an essential tool to succeed in this 21st century global economy. The speaker series we propose will encourage our students and the Ferris community to strengthen their commitment to value diversity by showing in a tangible way the benefits of Diversity in a global society.

We will invite two speakers to inform Ferris students and the larger community the role diversity plays in two contrasting economies vis a vis the European Union and India. Both India and European Union are democratic societies. But, EU is a developed economy and India is a developing economy. The economic pie shared by 300 million EU citizens is much larger than the economic pie shared by over a billion Indians. EU countries had the benefit of colonization and occupation to see Globalization, from the context of historical perspective, as a positive experience with challenges. India and other countries with post colonial political structure see the value in Globalization but are wary of economic subjection by outside forces. The strength in Indian democratic system and the history of accepting diversity has given the impetus to move forward in a global economy. Interplay of globalization and diversity is the underlying theme that drives the changes in EU and India. The speakers will expose our students to these unprecedented historical changes and help them realize the impact the synergistic forces of Globalization and Diversity plays in the larger world.

Our students will have the opportunity to visualize diversity in the context of economic advancement of societies and tool for global competitiveness. Seeing diversity in this light would help Ferris strengthen the argument for diversity.

Colloquium Series Format. A typical event would include:

1. The “Critical Encounter:” one-hour presentation by invited speaker
2. Student-facilitated discussion following the presentation
3. Faculty provided with materials relevant to each specific Critical Encounter presentation, such as discussion questions, writing assignments, and class projects on globalization issues, to encourage inclusion of Critical Encounters in their courses.
4. Discussion with Global Initiative group
5. Meal (sponsored by Faculty Center for Teaching and Learning) with Global Initiative

Timeline:

1. Two speakers to visit Ferris within the academic year: early November, early March
2. Written reports submitted to Diversity Office during the month of March.

External Funds:

This Colloquium series is part of a larger initiative to bring dialog on globalization.

1. We are applying for Exceptional Merit Grant award sponsored by the Ferris Foundation. We plan to invite four speakers with the Exceptional Merit Grant that would address issues other than diversity with those funds.
2. We have secured assistance from the Faculty Center for Teaching and Learning to support us with the meal and miscellaneous expenses.

Dissemination Plan:

We will take a five-pronged approach to disseminating this colloquia.

1. Announcements, posted fliers, emailed announcements, and visits to classes will encourage attendance and participation.
2. The project will seek the assistance of the PEP and Diversity Council to enrich the offerings of *Critical Encounters with Globalization*.
3. Members of the Globalization Initiative will assist in disseminating the colloquia.
4. By including these events in the calendars of the Ferris Torch, University-Wide Announcements,
5. The colloquia will be advertised through the Faculty Center for Teaching and Learning mailing list.

Future Plans:

This project will continue as a permanent feature of FSU, growing and developing to encompass both evolving issues of globalization and the expertise and interests of involved faculty and students involved. To continue the Critical Encounters project, the Global Initiative Group will seek funding from administrative and external funding sources.

Outcomes:

The following outcomes are envisioned:

1. The long term outcome expected is to demonstrate the viability of offering a Colloquium series on Globalization and its impact on Ferris. It will always include the issue of diversity as it is one of the foundational pillars of Globalization.
2. This project should allow the Globalization Initiative to be more visible across campus.
3. The speaker series will support the mission of Office of Diversity in the long-term.

4. Students should understand the rationale behind the need for diversity and the intrinsic value it brings to 21st century workforce.
5. Make opportunities available for faculty to use the speaker series to introduce Globalization and Diversity in their curriculum by providing lesson plans and make ancillary material available for class discussions. Instructors will be requested to provide feedback on the impact the discussion had on their course outcomes.

VI. Budget

a. Anticipated expenses:

Approx cost for two speakers:

Speaker fees: \$ 2,000

Speaker travel fees: \$ 2,000

b. Funds anticipated from other sources:

Dinner (sponsored by Faculty Center for Teaching and Learning) with Global Initiative.

c. Total \$ 4,000

VII. Final Report

A final report is required and it will appear on the Diversity Office's website. That report is due no later than three months after the funded activity. The final report should address:

- a: A self-evaluation
- b: Results of the event assessment
- c: Attendance figures
- d: Final budget

Applicants' Signatures:

Piram Prakasam

Submission Date: Feb 26th 09

Submit applications to Patty Terry, Diversity Office, CSS 312. Review of applications will begin upon receipt and continue contingent on available funds.

Student Assessment:

Grant applicants will identify specific courses that will participate in the assessment of the colloquia series. Lesson plans will be provided to the participating Instructors and courses. Grant applicants will provide sample rubrics to evaluate the colloquia topic related course outcomes.

- 1) A pre- and Post- survey will be administered to measure student's knowledge on colloquia topic over the course of the semester
- 2) Targeted questions related to the colloquia topic will be embedded in exams and quizzes to evaluate students' knowledge on the topic.
- 3) Students will submit Research Papers/ Reports on the colloquia topic. A simple rubric (Scale of 1 to 5 to evaluate the depth of student understanding, 5 being excellent understanding and 3 being average etc.) will be used to evaluate the outcome.
- 4) Instructor feedback on student perception will also be used to evaluate the outcome.

Faculty Assessment:

Evaluating faculty outcomes assessment will be achieved using the following methods:

- 1) Faculty Participation numbers.
- 2) A simple survey will be provided pre-and post colloquium for faculty participants to evaluate the following:
 - a. If faculty gained new ideas for classroom application
 - b. If faculty gained new knowledge.
- 3) Increased faculty participation in the Globalization initiative.

A final assessment report would be generated to evaluate and appraise the effectiveness of the colloquia series and a copy would be submitted to the Diversity Office.