



2007-2008 Unit Action Plan

Division:

Diversity Office

College/Unit:

Executive Division

Department:

President's Office

Significant Areas of Success:

The Diversity Office was founded in January 2007. The material in this report should reflect that the office was in existence less than three months when the Unit Action Plan was submitted.

During the 2006-2007 academic year the following successes were noted by the Diversity Office:

- 1) The creation of a Diversity Office web site, www.ferris.edu/diversity;
- 2) The creation of a campus-wide diversity planning committee;
- 3) A review of diversity plans at other universities;
- 4) The beginning of a comprehensive diversity plan that will guide the University's efforts to transform into a truly diverse institution;
- 5) The creation of a definition of diversity to be used by Ferris;
- 6) The conception of a "diversity statement" to be placed in all job postings;
- 7) The identification of nine goals related to diversity that will guide the University's diversity-related planning;
- 8) An initial assessment of Ferris' status regarding the nine goals;
- 9) Preliminary recommendations related to the initial goals;
- 10) Meetings with numerous individuals and groups to address issues of diversity on campus, including, but not limited to, the Senate Diversity Committee, D-SAGA, the Honors Program, students with disabilities, Counseling Center, Student Government, COALE, the Diversity Action Team, Human Resources, Articulation Office, College of Arts and Sciences, Charter Schools, and Tuition Incentive Program (TIP).



Ongoing or Proposed Significant Activities:

The major responsibilities of the Diversity Office are to cultivate, nurture, and assess the transforming of Ferris into a truly diverse institution—all activities of the Diversity Office are done with these responsibilities in mind. The following is a list of on-going and proposed activities that involve the Diversity Office in a direct way:

1. The diversity plan is envisioned as a document that reflects the ideas of and has the support of the Ferris campus. As the plan evolves it is crucial that input from a wide range of campus members be reflected in the document. Beginning in April 2007, campus-wide forums will bring the fledgling plan to the Ferris campus—where it can be discussed, debated, and changed. These campus-wide forums will continue through September 2007.
2. Beginning in April 2007, focus groups will be organized to study and critique the ideas in the diversity plan.
3. During the 2007 year, meet with every major division on campus to address three questions: 1) What is your division's charge regarding diversity? 2) What are your current efforts to address your charge? and, 3) How can the Diversity Office help you achieve your objectives regarding diversity?
4. On December 7, 2007, the diversity plan will be completed and given to the President.
5. Within the evolving diversity plan there are initiatives that will be acted upon before the plan is completed, among these are:

Creating a Safe and Welcoming Campus Community

- A. Work with students with disabilities to address issues that impact them;
- B. Work with the Diverse Sexuality and Gender Alliance (D-SAGA) group and the Counseling Center to resolve some of the issues related to Gay, Lesbian, Bisexual, Transgender (GLBT) students on campus;
- C. Identify or create an instrument that will be used to assess the campus climate as relates to diversity;
- D. Participate in Ferris Summer University committee to design a "diversity day," including organizing sessions and facilitating sessions;
- E. Develop more campus-wide dialogue and discussion about diversity issues in both formal and informal settings.

Creating a Diverse Campus

- A. Work with Admissions to improve the recruitment process as relates to recruiting minorities;



- B. Work with Jennifer Wallace of the Michigan Department of Treasury, and the Ferris Admissions Office to increase the number of Ferris recruits in the Tuition Incentive Program (TIP);
- C. Work with Ron Rizzo at the Charter Schools to look for ways to make Ferris attractive to charter school graduates;
- D. Provide leadership and counsel for “gatekeepers” at Ferris, providing them with strategies for identifying, recruiting, and retaining underrepresented groups;
- E. Work with Academic Affairs and Minority Student Affairs to improve the retention of minority students;
- F. Assist Academic Deans with strategies for identifying minority faculty candidates;
- G. Conduct a feasibility study to determine if Ferris should pursue articulation agreements with historically Black, Hispanic-serving, and Tribal colleges.

Other Activities Related to the Diversity Plan

- A. Help coordinate and promote the work being done by diversity-theme organizations;
- B. Serve on Scholarships in Science, Technology, Engineering and Mathematics (S-STEM) committee to promote the S-STEM scholarships;
- C. Work with the Faculty Center for Teaching and Learning, to help faculty develop the skills to infuse diversity issues and content into their teaching;
- D. Work with Governmental Relations and General Counsel to make sure that Ferris is in compliance with Proposal 2.
- E. A plan that is not implemented is not a plan. The Diversity Office will play an important role in the upcoming strategic planning process—making sure that diversity is central to the University’s Strategic Plan.

After the Diversity Plan is completed, the Diversity Office and Diversity Planning Committee will shift from designers to implementers and evaluators. In other words, the first year, 2007, the focus is on planning and proposals for implementation; in subsequent years the focus will be on evaluating. Each year beginning in December of 2008, the Diversity Office will provide the campus with an annual Diversity Report. In order for this report to be done the Diversity Office must receive accurate and timely information from the following

- A. Annually, Human Resources will supply statistical data on the presence of women and minorities in the Ferris workforce.
- B. Annually, Human Resources will supply descriptive and quantitative data on the presence and use of hiring strategies that target underrepresented groups.
- C. Annually, Alumni Relations will report on projects that target minority alumni.
- D. Annually, Marketing and Advancement will report on strategies to infuse diversity into their projects.



- E. Annually, Institutional Research and Testing will supply statistical data on the enrollment of women and minorities in the student body, including students at Kendall College, Ferris State University in Grand Rapids, and other Ferris satellite campuses.
- F. Biennially, Institutional Research and Testing will conduct a campus climate survey.
- G. Annually, the Honors College will report demographic data on the population of enrolled Honors students and data on recruitment efforts.
- H. Annually, Admissions and Records will provide a list and descriptions of recruitment projects that target underrepresented groups.
- I. Annually, Student Affairs will supply a list and description of major projects and activities that have diversity themes.
- J. Annually, the Office of Minority Student Affairs will provide a list with descriptions of their major initiatives/programs that are designed to recruit and retain minority students.
- K. Biennially, Public Safety will provide a report of hate crimes and bias incidents.
- L. Biennially, the Governmental Relations and General Counsel Division will furnish a report on Proposition 2 and other legal issues related to diversity at Ferris.
- M. Annually, Academic Affairs will report the names and descriptions of courses that are diversity-related, especially new courses.
- N. Annually, Academic Affairs will provide a list and description of major academic programming-for example, a visiting lecturer or the hosting of a conference-that relates to diversity.
- O. Annually, Disability Services will report on issues related to students, faculty, and staff with disabilities, including assessing the University's progress toward implementing the recommendations found in the Disabilities Task Force report.
- P. Annually, the Articulation Office will report on the status of articulation agreements with historically Black colleges, Tribal colleges, and Hispanic-serving institutions.