

**Student Affairs Diversity Report Review**  
**Meeting Minutes**  
**November 9, 2012**

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Present:

Shana Beisiegel	Dan Burcham	Nick Campau	Matt Chaney
Sara Dew	Deanna Goldthwait	Cindy Horn	Kathy Lake
David Pilgrim	Angie Roman	Kristen Salomonson	Mark Schuelke
Julia Stellini	Linda Telfer	Renee VanderMyde	Mike Wade
Leroy Wright			

Leroy Wright thanked everyone for their continuous work on diversity.

Dan Burcham welcomed everyone. It was suggested that Student Affairs work closely with Latino studies.

David Pilgrim provided history of the diversity office. Student Affairs was the first to start the diversity process, thanks to Mike Cairns.

Leroy asked that if there are any additions or changes that need to be added to the Diversity Report to send them to Sherry Hayes.

**BIRKAM HEALTH CENTER - Renee VanderMyde**

HIGHLIGHTS

- Birkam Health Center staff met with a female Muslim student to discuss cultural and religious issues in international healthcare, and how BHC can be more accommodating for women especially.
- A Birkam nurse, Joan Kronlein, is addressing the issue of providing medical interpretation for ESL and international students.

CHALLENGES

- Renee mentioned that in the 2010-2011 Diversity Report David Pilgrim had mentioned creating a diversity training video for staff and wondered if the video is available.
- Addressing and educating diverse student groups about health care disparities.

## RECOMMENDATIONS

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

## PERSONAL COUNSELING CENTER – Renee VanderMyde

### HIGHLIGHTS

- Chris Richmond is a liaison between disability group and the diversity office. Chris is working to raise awareness of all disability groups.

### CHALLENGE

- Renee said that currently the Personal Counseling Center (PCC) isn't as diverse as she would like it to be. Currently, the counselors are mainly white men, with student and support staff being more diverse. The PCC brochures have been updated and show a diverse group of students to show that PCC is a welcoming and inclusive environment.

### RECOMMENDATIONS

- Kristen Salomonson said that through a survey that Admissions distributes to new students they found that Ferris doesn't offer a lot of services for the LGBTQIA (Lesbian, Gay, Bisexual, Transgendered, Queer, Intersexed, Allies) community. Charlotte Tetsworth is currently working on a list of services available for the LGBTQIA community. It was suggested that Renee contact Mischelle Stone, who is a great resource for services provided to the LGBTQIA community as well. David Pilgrim asked to see a copy of the survey that Admissions uses.
- The PCC has specific information for the LGBTQIA populations on their website. PCC has hired an intern majoring in Social Work to develop a LGBTQIA support group.

## CAREER SERVICES AND STUDENT LEADERSHIP AND ACTIVITIES – Angie Roman

### HIGHLIGHTS

- Angie said that she is proud of her staff for their work on diversity.

- Coordinated a Health Care Career Fair in Spring 2012
- Has sponsored and co-sponsored diversity presentations throughout the 2011-2012 academic year.

#### CHALLENGES

- Career Services and Student Leadership and Activities staff need more training on issues in the workplace and student groups. Career Services and Student Leadership and Activities continue to co-sponsor a variety of diverse events.
- Continues to encourage student groups to collaborate with other student groups.
- Continues to work with EU and other RSOs to think about “What is Entertainment?” as it relates to comedians and the language concerns.
- Working with Black Greek Council (BGC) on ways to increase their membership.
- Angie hopes that holding workshops on collaboration will encourage student groups to collaborate with departments and other student groups.
  - Mike Wade said that some student groups do not know how to use resources available to them or how to collaborate.
- Dealing with freedom of speech issues. Angie’s office is creating use of grounds guidelines to help with freedom of speech issues. Off campus groups are not allowed on campus after 5pm.
  - David suggested also handing off campus groups a copy of Ferris’ core values. We want to build an ethical community. Angie will add Ferris’ core values to the use of grounds guidelines.

#### RECOMMENDATIONS

- David asked if there is a way to have a big diversity initiative come out of Career Services; such as a Career Services Day, where Career Services works with the Hispanic Chamber of Commerce, Ferris Entrepreneurial Institute, etc. Work with professional organizations / companies that hire diverse students. It was suggested that a speaker like Jennifer Wallace, and alumni be brought in as speakers for Career Services Day.
- It was suggested that an event like Backpack to Briefcase be brought back to campus. OMSS would be willing to collaborate with Career Services to create the event.
- It was suggested as we look at Free Speech issues, that we consider passing out the University Core Values to speakers as guests to campus. We should also consider creating guidelines that assist speakers in understanding University expectations.

## **ENROLLMENT SERVICES - Kristen Salomonson**

### HIGHLIGHTS

- Admissions has enrolled 155 (nearly 8% increase) more minority students for Fall 2012. OMSS, LBGTQIA and other groups on campus have been included as part of the daily visits to increase recruitment of a diverse student population.
- The Admission's office is collaborating with international on study aboard opportunities. Working on joint marketing with international. Out reaching to tip program. Diversifying message given.
- Federal government terms not always appropriate so we are changing the terminology used.
- Admissions continue to build strong relationships with Detroit Public School Counselors by bringing them to campus to learn more about Ferris and what the University can offer Detroit area students.

### CHALLENGES

- Transportation costs for group visits are expensive, making it hard to get minority populations to visit campus.
- Ferris lacks in services and programs for the LBGTQIA student population. Collecting information and hoping to have more information for LGBQIA students for 2012-2013 academic year.
- The Hispanic Recruiter position has been posted three times, with no success.

### RECOMMENDATIONS

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

## **RANKIN STUDENT CENTER – Mark Schuelke**

### HIGHLIGHTS

- The Rankin Student Center staff collaborates with several areas to provide cultural events in the Rankin Student Center.
- Mark is currently part of a committee who is working on the development of plans for the new University Center.

### CHALLENGES

- Finding space for meetings that have been held in Rankin, while the Rankin Center is shut-down for renovation.
- Hiring a diverse student staff.
- When naming the rooms in the new University Center they need to consider international student groups and how they preserve the name of the room. Currently, the Muslims do not like using the Constitution room and they don't like the Whitney Young room because of what it represents. Battery operated candles have been purchased to help with rituals needing candles.

#### RECOMMENDATIONS

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

### **OFFICE OF SCHOLARSHIPS AND FINANCIAL AID – Sara Dew**

#### HIGHLIGHTS

- Krissy Workman and Sara Dew attended the Day of Dialog. Krissy also attended a Foster Care event at Oakland University. Many students do not have parental support and attending these conferences / webinars helps Krissy and Sara to learn new ways to support students who do not have parental support.

#### CHALLENGES

- The Financial Aid office has had 54 students claiming to be homeless this year, which has increased considerably. The government leaves it up to Ferris to determine what should be done for students who claim to be homeless. Krissy verifies that students are in these situations and works with the students and helping them to attend school so that they have every opportunity to receive a degree. Sara does what she can, but there isn't enough money to help everyone claiming to need help.

#### RECOMMENDATIONS / COMMENTS

- Nick Campau said that getting the documents that Krissy has to get is not easy, but Krissy does an awesome job.

- David Pilgrim said that he is grateful for the work that has been done for the Foster Youth Program.

## **OFFICE OF STUDENT CONDUCT – Nick Campau**

### HIGHLIGHTS

- Have made progress in recruiting a diverse group of students, faculty and staff to serve on the University Committee on Discipline.
- Nick Campau, Renee VanderMyde, WISE and several Registered Student Organizations brought groups to campus to educate students on sexual assault prevention and awareness.
- Partnered with several areas to educating students about sanctioning and the Office of Student Conduct.

### CHALLENGES

- Finding funding for prevention awareness and sexual assault events is challenging. Nick would like to see programs created to educate students on sexual assault and prevention awareness. In the past, training was offered but not everyone was required to participate.

### RECOMMENDATIONS

- Mike Wade suggested providing information about sexual assault and prevention awareness at events throughout campus.
- David Pilgrim announced that the Diversity Action Team is in the process of being revised to help with things that may happen with faculty, staff and students, in the future.
- Leroy Wright said that with the push of Title IX we need to train faculty, staff and students. Leroy will work with Matt Olovson and Tamie Grunow to set-up training in the future.

## **OFFICE OF MULTICULTURAL STUDENT SERVICES – Matt Chaney**

### HIGHLIGHTS

- Organized over 40 events that focus on diversity and multiculturalism.
- Coordinates T.O.W.E.R.S. (Teaching Others What Establishes Real Success) Leadership Development Program.

- Provides support to several student groups such as Black Green Council, Hispanic Student Organization, Black Leaders Aspiring Critical Knowledge, You Beautiful Black Woman, Muslim Student Organization and the Asian Student Organization.
- Coordinates over 20 College Day programs/visits each year.

#### CHALLENGES

- Finding funding for required programming is a challenge.
- Getting students to participate in cultural events is challenging. OMSS tries to be creative in advertising and naming the events, but they do not always receive the attendance that they would like. Students seem to think that the cultural events offered are only geared toward a certain population, when they are open to everyone.

#### RECOMMENDATIONS

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

### **UNIVERSITY RECREATION CENTER – Cindy Horn**

#### HIGHLIGHTS

- Working on getting accessible equipment helped to purchase equipment that can be used for students who are handicapped. Cindy thanked the diversity committee for their support in purchasing the equipment.
- In the past, intramural sports didn't have a lot of female students participating. In 2011-2012 there was a significant increase in all female teams, as well as, females officiating.
- UREC has hired a diverse staff. An international student has also been hired to officiating games.

#### CHALLENGES

- UREC has a problem with the lobby door handicapped button not working. They have called the Physical Plant several times about this problem, but they tell them that the visitors are not pushing the button properly.
  - Dan Burcham will talk to Jerry Scoby about this issue.
- Senior citizens would like more events, but funding is short.

#### RECOMMENDATIONS

- David thanked Cindy for working with the Muslim students to find a place for them to have a Zumba class. The Muslim students ended up using the art gallery.
- Shana Beisiegel thanked Cindy for working with the Muslim female students to have a pool party, which was a huge success.
- David told Cindy to contact his office if she needs financial support when working with various student groups to make them feel comfortable.

### **OFFICE OF THE DEAN OF STUDENT LIFE – Leroy Wright**

#### HIGHLIGHTS

- The Dean of Student Life participates and supports in a variety of multicultural events offered on campus.
- Ferris State University is a Founding member of the Fostering Success Consortium in Michigan.
- Member of the Student Affairs Diversity Committee. Leroy will take over as the chair of the committee in January 2013.

#### CHALLENGES

- Getting students to participate in events such as the Spirituality Exploration Fair.
- Finding roles models and mentors to address challenges affecting students of color, differing sexual orientations and other underrepresented populations.

#### RECOMMENDATIONS

- David suggested focusing on small efforts, which make a big difference.

Leroy thanked everyone for attending and reminded anyone who had any additions or changes to send them to Sherry Hayes.

David said that he considers Student Affairs to be leaders in diversity and thanked Leroy for inviting him to be a part of the Student Affairs Diversity Report Review process.

Dan Burcham would like to talk more about some of the challenges encountered in administrative council.

Respectfully submitted by,

Sherry Hayes

Administrative Assistant to the Associate VP for Student Affairs