

2010-2011

Ferris State University

Division of Student Affairs Diversity Report

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Introduction

The Student Affairs Division made significant progress toward our goal of strengthening our commitment to diversity during the 2010-2011 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
- Michael Wade
- Leroy Wright

The following report contains the Division of Student Affairs department diversity successes, challenges and recommendations for 2010-2011.

On November 15, 2011 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

2011-2012 Projected Major Diversity Initiatives

August

- **Welcome Week Diversity Event** - held immediately prior to the start of Fall classes (August) - organized, implemented and sponsored by various departments, as well as Meijer and Y102
- **Minority Get Acquainted Day** (August) - organized, implemented and sponsored by OMSS
- **Diversity Speaker** (August) - organized, implemented and sponsored by Student Affairs, Office of Dean of Student Life and Office of Diversity and Inclusion

September

- **Transitions to Success: Minority Student Orientation** (September) - organized, implemented and sponsored by OMSS
- **Professional Career & Leadership Conference** (September) - organized, implemented and sponsored by Career Services and Student Leadership and Activities
- **Hispanic Heritage Celebration Events** (September) - organized, implemented and sponsored by OMSS
- **Native American Student Mixer** (September) - organized, implemented and sponsored by OMSS
- **Anti-Hazing Speaker** (September) - organized, implemented and sponsored by Panhellenic and Student Leadership & Activities

October

- **Tombstone Project** - Raising Awareness on Domestic Violence and Promoting Proactive Responses (October) - organized, implemented and sponsored by OMSS

November

- **Native American Heritage Celebration Events** (November) - organized, implemented and sponsored by OMSS

January

- **MLK Celebration Events** (January) - organized, implemented and sponsored by OMSS and various departments

February

- **Black History Month Celebration Events** (February) - organized, implemented and sponsored by OMSS
- **Vagina Monologues** (February) - organized, implemented and sponsored by SL&A

March

- **Women's History Month Celebration Events** (March) - organized, implemented and sponsored by OMSS

April

- **Take Back the Night** (April) - organized, implemented and sponsored by Social Work, Student Life, Diversity and Inclusion, OMSS and Student Conduct
- **International Festival of Cultures** (April) - organized, implemented and sponsored by OMSS, Rankin Student Center and Office of International Education
- **Transition to Success: Multicultural Student Graduation Ceremony** (proposed, April) - organized, implemented and sponsored by OMSS
- **OMSS Picnic** - end of year picnic held at Hemlock Park (April) - organized, implemented and sponsored by OMSS
- **Torch Bearer and Rising Star Awards** (April) - organized, implemented and sponsored by Student Leadership and Activities

May

- **OMSS Imagine More Bus Tour** (proposed) - week long minority student recruiting events (May) - organized, implemented and sponsored by OMSS and Student Affairs

July

- **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) - organized, implemented and sponsored by OMSS
- **Sustained Dialogue** - organized, implemented and sponsored by Student Life, Residence Life and OMSS (On-going)
- **Cultural Awareness Celebrations** - organized, implemented and sponsored by OMSS
- **The Presidents' Military Veterans Pancake Breakfast** - organized, implemented and 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
- Created programming board that consists of Student Leadership and Activities, International Education Office, Office of Multicultural Student Services and Career Services. The programming board will at ways to combine event/workshop efforts to increase attendance of a diverse group of students

Birkam Health Center

Submitted by: Paul Sullivan

2010-2011 Diversity Successes

- The Health Center staff continues to support a diverse population of students as patients at the Clinic. The staff is sensitive to the medical needs of a wide variety of students who come here for treatment.
- The staff attends and participates in events and programming related to diversity on campus.
- While there has minimal staff turnover, a diverse number of students are continually hired to work at the Health Center.
- Students are able to see either a male or female physician at the Health Center.

2010-2011 Diversity Challenges

- The current medical software does not support tracking of diverse student populations but new software will permit the staff to generate this useful information starting next year or sooner.
- Getting the word out; marketing of our services continues to be a challenge.

Recommendations

- The Health Center currently has a male and a female doctor on staff. In February 2012, Dr. Newell will be retiring.
 - David Pilgrim suggested that Paul work with the Office of Diversity and Inclusion to post the position in areas that will attract a diverse pool of applicants.
- Birkam Health Center currently doesn't have diversity training for their staff. David Pilgrim will work with Paul to create a training program for the Health Center staff.
- David Pilgrim will work with Paul to create a video that will promote the health center.

Career Services

Submitted by: Angela Roman

2010-2011 Diversity Successes

- Continue to hire a diverse student employee staff.
- Angie Roman continues to be a member of the TIP steering committee and First Lady's Attic advisory board.
- 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.
- Career Services sponsored the Black & Gold Pageant. Angie Roman was a judge at the event.
- Held a special workshop for 6 Canadian students in the automotive program who will be interning this summer. Partnered with the Office of International Education to inform students about the work authorization process, ways to "sell" themselves when applying for a job and how Career Services can help them find a job.
- Sponsored the Alpha Phi Alpha Goldmine conference.

2010-2011 Diversity Challenges

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

Recommendations

- Career Services collaborates with several departments on campus, which includes the Office of Multicultural Student Services and the Office of International Education, to ensure that they creating and promoting events to a diverse group of students on campus.

2011-2012 Diversity Initiatives

- Created programming board that consists of Student Leadership and Activities, Office of International Education, Office of Multicultural Student Services and Career Services. The programming board will seek ways to combine event/workshop efforts to increase attendance of a diverse group of students.

Enrollment Services

Submitted by: Kathy Lake

2010-2011 Diversity Successes

In hiring, the Office of Admissions added a Hispanic and an African-American staff member to assist in increasing the inclusionary character of our recruitment efforts.

- Admissions recruiting personnel visited a greater number of areas with high concentrations of diverse prospective students including South Eastern Lower Michigan and areas out-of-state including the Chicago and Cleveland areas.
- Ferris Fall Enrollment of New Students of Color were up in nearly all categories (African-American + 9, Hispanic +15, Two or more Races +23, Asian +6 and Foreign +38).
- Efforts to insure that new applicants report their race to the University have yielded positive results. Sixty fewer students fell in the unknown category when compared to Fall 2010 (139 v. 199).
- In conjunction with the Office of the Vice President for Student Affairs, the Office of Admissions and the Office of Scholarships and Financial Aid messaged two times (once in October and again in February) to prospective students concerning the Tuition Incentive Program (TIP) and urged them to check with the State to determine their eligibility. The Vice President's Office communicated via letter to Michigan High Schools to gather lists of TIP-eligible students. They then follow-up with a letter to those students asking them to consider Ferris State University when they utilize their benefits.
- Increased recruitment of the military veteran population continued this year. We participated in three Veteran's College Fairs - one virtual and two terrestrial ones - for the first time this year. We have just under 500 who self reported their veteran's status and just under 300 who have been certified for Fall 2011.
- In conjunction with Academic Affairs and approved by the Board of Trustees, we signed a Memorandum of Understanding with the Marine Corp of the Western States to become an educational partner. This status allows active duty service members to explore our program offerings more easily.
- A diverse team of five Ferris State University interns worked throughout the Summer of 2011 to revamp our electronic and print communications to prospective students. The interns were comprised of a mix of men and women; as well as Hispanic, White, and African-American students. As a result of their efforts, our recruitment communications feature the diversity reflective of our student body at Ferris.
- We continue to have a presence with the Ferris Youth Initiative (FYI) in both Financial Aid and Admissions, with staff members being assigned as mentors.

- The Ferris Youth Initiative Scholarship was awarded for the first time to nine students. The scholarship was awarded to six students who have aged out of foster care and three students whose parents are deceased. The original intent of the program was to start small to ensure all the pieces of the program were in place and students were getting their needs met.
- Financial aid began its participation in the GEAR-UP (Gaining Early Awareness & Readiness for Undergraduate Programs) Program. The Office partnered with GEAR-UP Coordinator in the Office of Multi-Cultural Student Service and assisted students in filing the Free Application for Federal Student Aid (FAFSA).

2010-2011 Diversity Challenges

- Enrollment Services strives to be a workplace representing race/ethnicities as well as other diversity factors such as gender, economic status, etc.
- In planning New Student Receptions for students that have just been admitted or dinners for new scholarship recipients, we sometimes struggle to get a diverse population to attend. We frequently host them in Grand Rapids and the Detroit area to increase our chances of having a diverse turnout.
- We have added more diversity in the table offerings at Dawg Days but we can still look into expanding on this.
- From 2009-2010 to 2010-2011, Ferris has had an 8% increase in Pell Grant recipients. Fifty percent of our 2010-2011 undergraduate students were Pell Grant recipients. A continuing challenge is to make school affordable for low income families. At the Federal level they are already discussing ways to maintain costs of the Federal Pell Grant without decreasing the annual maximum Pell Grant. This could mean certain populations of students may be eliminated from Pell Grant eligibility, e.g. students who are enrolled half time, students may only have six semesters rather than nine to have Pell Grant available to them.

Recommendations

- Leroy Wright recommended offering more support systems for LBGT and Veteran students. Services needed include more counseling services, programming and activities. David Pilgrim will help to create the resources needed.
- David Pilgrim indicated that he did not think the term "foreign" was appropriate to use to refer to students who are attending Ferris and who are not US citizens. Kristen concurred, but indicated that these terms were the ones utilized by the Federal Government for reporting on race and other demographic factors. Kristen went on to say that it may be confusing for campus constituencies to see multiple terms used for the same group.

Kristen suggested that David and she bring a group together to discuss options for terminologies utilized at the University.

- David encouraged Enrollment Services apply for a Diversity Mini Grant to help them to support the creation of the publications.

Office of Dean of Student Life

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.

2010-2011 Diversity Successes

- The Dean of Student Life served as a keynote speaker at the Brotherhood Brunch hosted by Alpha Phi Alpha Fraternity, Inc.
- The Dean of Student Life presented a workshop on Diversity to FSUSU 100 Heavy Equipment Technology Students.
- The Dean of Student Life gave a reading during the MLK Faculty/Staff In-Service.
- The Office of the Dean of Student Life serves on the Student Affairs Diversity Committee.
- 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's Transition to Success 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 Bulldog Beginnings (Welcome Week).
- The Office of the Dean of Student Life participated in the OMSS 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 was instrumental in bringing the Michigan Teen Conference to Ferris State University, which assists youth who've aged out of the foster care system in learning how to live independently.

- The Office of the Dean of Student Life attended the Vagina Monologues.
- The Office of the Dean of Student Life attended the STEP Afrika.
- The Office of the Dean of Student Life hosted the “Day of Dialogue,” which brought a variety of representatives from the local community, across campus, other universities, and human service agencies to discuss issues impacting youth who’ve aged out of the foster care system attending college.
- The Office of the Dean of Student Life, Student Leadership and Activities, International Education, and Wesley House Representative came together to develop the Spirituality Resource Fair, which involved over 20 churches and student organizations.
- The Office of the Dean of Student Life, Financial Aid, Admissions, and the Office of Diversity and Inclusion, and the TIP Program works in collaboration to continue developing the Ferris Youth Initiative.
- The Office of the Dean of Student Life is a member of the Office of Diversity and Inclusions Faculty/Staff Diversity Mini-Grant approval committee.
- The Office of the Dean of Student Life is a member of the MLK Week planning committee.
- The Office of the Dean of Student Life helps plan and organize Take Back the Night activities.
- The Office of the Dean of Student Life showed support for international students by attending the Office of International Education's by conducting a session at International Student Orientation, and by attending the International Student Picnic, International Festival, and multiple events throughout International Education Week.

2010-2011 Diversity Challenges

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

Recommendations

- Mike Cairns said that Leroy does a lot with a small staff and no budget.

Office of Multicultural Student Services

Submitted by: Matthew Chaney

2010-2011 Diversity Successes

- Organized and implemented over 50 well attended programs and events throughout the academic year with a primary focus on diversity, multiculturalism and inclusion.
- Held annual “Transitions 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 from as early as seventh grade through high school graduation 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 students.
- Organized and implemented featured presentation “Portraits of Courage: Latinos Shaping A Nation” in addition to other events in celebration of Hispanic Heritage Month.
- Organized and implemented a Native American “Art Exhibit” and guest speaker Aaron Payment for the campus community in honor of Native American Heritage Month in November.
- Organized and implemented our annual “MLK Freedom March” and “Tribute” program, and nationally acclaimed guest speaker Dr. Marc Lamont Hill in honor of Dr. Martin Luther King, Jr.
- Organized and implemented nationally recognized group “Step Afrika!” as the featured presentation for Black History Month during the month of February.
- Organized and implemented a lecture by FSU Prof. Susan Morris and a featured presentation “The New Faces of America” in celebration of Women’s History Month in March.
- Organized and implemented University of Michigan Prof. Emily Lawsin with the Asian Student Organization. The event focused on educating the campus on historic issues in the Asian American community.

- Provided support to a variety of student groups such as Black Greek Council, Hispanic Student Organization, Black Leaders Aspiring Critical Knowledge, You Beautiful Black Woman, Muslim Student Organization, and the Asian Student Organization in helping them to sponsor a variety of educational programs for the campus community.
- Our department continues to be an active member of the Diversity and Inclusion Office's Inclusion Council.

2010-2011 Diversity Challenges

- Funding for the “Imagine More” Student Life Bus Tour.
- Funding for cultural programming.
- Under-staffed for the volume of programs and initiatives sponsored.
- Funding for student wages.

Recommendations

- David Pilgrim suggested putting together a document that explains specifically what the Imagine More Bus Tour does for the university as a recruitment tool. The document should then be taken to the President's Council by Dr. Burcham and Dr. Pilgrim for support.
- David suggested talking with tribal leaders to see if they might be interested in helping to support Native American History Month events.
- David suggested talking to the AAUW (a women's group) to see if they might be willing to support the Women's History Month events.

Office of Scholarships and Financial Aid

Submitted by: Sara Dew

2010-2011 Diversity Successes

- The Ferris Youth Initiative Scholarship was awarded for the first time to nine students. The scholarship was awarded to six students who have aged out of foster care and three students whose parents are deceased. The original intent of the program was to start small to ensure all the pieces of the program were in place and students were getting their needs met.
- Financial aid began its participation in the GEAR-UP (Gaining Early Awareness & Readiness for Undergraduate Programs) Program. The Office partnered with GEAR-UP Coordinator in the Office of Multi-Cultural Student Service and assisted students in filing the Free Application for Federal Student Aid (FAFSA).

2010-2011 Diversity Challenges

- From 2009-2010 to 2010-2011, Ferris has had an 8% increase in Pell Grant recipients. Fifty percent of our 2010-2011 undergraduate students were Pell Grant recipients. A continuing challenge is to make school affordable for low income families. At the Federal level they are already discussing ways to maintain costs of the Federal Pell Grant without decreasing the annual maximum Pell Grant. This could mean certain populations of students may be eliminated from Pell Grant eligibility, e.g. students who are enrolled half time, students may only have six semesters rather than nine to have Pell Grant available to them.

Recommendations

- Sara Dew is interested in receiving some cultural sensitivity training for her staff. She would like to learn more about cultural differences when working with international students. Sara said that she feel that her staff seems to struggle a bit when it comes to communicating with International students.
 - David Pilgrim suggested contacting Piram Prakasam from the Office of International Education to see if he would be able to help.
 - Matt Chaney and David Pilgrim will meet with Piram to improve communication between International students and the Financial Aid office.
 - Leroy Wright recommended attending some of the international events to build trust with the students, which seems a good way to connect with them.

Office of Student Conduct

Submitted by: Kristin Norton

2010-11 Diversity Successes

- Kristin, Nick Campau, and Renee Douglas secured a Diversity Mini-Grant that allowed Angela Rose, a speaker on sexual assault, to come campus in April during of Sexual Assault and Domestic Violence Week. In addition, the committee coordinated the efforts for the week which included the White Ribbon Campaign and These Hands Are Not For Hurting campaign.
- 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.
- Title IX of the Education Amendments of 1972 prohibits discrimination on the basis of sex. All public and private institutions of postsecondary education that receive financial funding from any source must comply with Title IX. Sexual harassment is a form of sex discrimination and is therefore prohibited under Title IX. The Office of Civil Rights, on April 4, 2011, issued a “Dear Colleague Letter” in regards to a school’s obligation to respond to sexual harassment. Ferris State University was already in compliance with many of these stipulations as they were originally outlined in the January, 2001 DOE’s *“Revised Sexual Harassment Guidance: Harassment of Students By School Employees, Other Students, or Third Parties”*. Since the 2011 Dear Colleague Letter’s distribution, we have made some simple changes that align us even more closely with the Department of Education’s expectations.

A committee comprised of Dr. Mike Cairns (Assoc VP for Student Affairs), Warren Hills (Assoc VP for Human Resources), Leroy Wright (Dean of Student Life), Ken Plas (General Counsel), Nick Campau (Student Life) Renee Douglas (Counseling), Kristin Norton (Student Conduct), and Tim Jacobs (DPS) began meeting in May 2011 and has carefully reviewed these requirements and suggestions and determined where the University is in compliance and where we are not. Kristin Norton compiled the information and wrote the report that was send to the President's Council for review.

2010-11 Diversity Challenges

- 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.

Recommendations

- Kristin Nortin tries to educate students on the Code of Community Standards but would like to reach more students. Students do not seem to care about the code until they are in trouble and need to know it.
- It was suggested that a Student Conduct Educator would be helpful to in providing workshops and presentations to students, Greek and RSO groups.

Personal Counseling Center

Submitted by: Renee Douglas

2010-2011 Diversity Successes

Sex and Gender

- In previous years, it appears the Personal Counseling Center treated more females, on average, than males. While this was still the case in 2010/11, the gap has closed significantly. Our client population served identified as 60 percent female and 40 percent male.
- Our new intake forms are more inclusive of sexual orientation, gender identification and relationship status. Students are always given the option not to answer, but their options from which to choose reflect that we recognize and affirm this aspect of diversity.
- The Personal Counseling Center co-sponsored the AFE Film Series and continues to have representation in the AFE.
- We have a SAFE trained staff member and display the SAFE logo throughout the Personal Counseling Center and on our website. We are proud to be a SAFE place on campus.
- As part of Domestic Violence and Sexual Assault Awareness, the Personal Counseling Center co-authored a Diversity Mini Grant with Office of Student Conduct and The Dean of Student's office to fund The Tombstone Project. A counselor sat on a panel discussion regarding domestic violence hosted by the sociology department and Multicultural Student Services. The Personal Counseling Center also helps sponsor Take Back the Night with Student Leadership and Activities.

Race and Ethnicity

- Client diversity in race and ethnicity (fairly consistent with enrollment statistics at FSU) was represented at the Personal Counseling Center by the following percentages:

	<u>PCC</u>	<u>FSU</u>
Caucasian / White	84%	79%
African American / Black	8%	7%
Latino / Hispanic	2%	2%
Asian American / Asian	2%	2%
American Indian / Alaskan Native	1%	1%
No Response / Other	3%	9%

- 2 percent of students who presented for counseling reported themselves as International Students.
- Whether or not issues of race and ethnicity are impacting (positively or negatively) the student's well-being are asked of students on their intake assessments so that may be addressed appropriately in session.
- One student required translation services which are provided by the Personal Counseling Center, so that this service could be available to even that one student.
- Each year, a counselor hosts a table at Get Acquainted Day, presented by Multicultural Student Services.

Spirituality and Religion

- Clients are asked on their intake forms, to what degree spirituality is important to them, and if it is important, we follow-up in session to foster their connection to those spiritual resources while in college.
- The Personal Counseling Center organized the Pastoral Support Team as part of a campus emergency response effort. This team is comprised of 13 area clergy who are emailed and/or text messaged when there is a campus-wide alert so they may be available to support students in need.

Students with Disabilities

- One counselor on staff has been specially trained to assess for ADD/ADHD and collaborates with Birkam Health Center to provide medication management for those with a positive diagnosis. Referrals for assessment come from either Birkam Health or Disabilities Services. Short-term counseling is then offered to newly diagnosed students to help them cope and adjust.
- 6.2 percent of the students seen had registered disabilities which included hearing impairment, learning disorders, mobility impairment, neurological impairment or visual impairment. Appropriate accommodations are always considered and made when available.
- The Personal Counseling Center collaborates with Disabilities Services and Educational Counseling to provide each semester, a 2-part Test Anxiety Workshop.

- A counselor regularly participates on the Students with Disabilities Committee. He co-hosted a Disabilities Awareness Month movie night event titled, The Music Within.

Student Veterans

- Of the students seen this year, 28 of them identified as being veterans or current military personnel. They sought counseling due to military stress and issues related to their deployment overseas, mostly Afghanistan and Iraq.
- The counseling staff participated in a webinar training for Post Traumatic Stress Disorder, a disorder often experienced by people who have suffered psychological trauma, as many vets have from experiencing war and/or war-torn countries.

2010-2011 Diversity Challenges

- Reducing the stigma associated with seeking services and issues around mental health is an ongoing challenge in all areas, but especially with some minority groups such as African American/black groups and with men and boys. Improving education and outreach targeted at those groups is needed.
- Providing a wider range of support services for students with disabilities highly correlated with mental health, such as Asperger's Autism, is a growing need on many college campuses and in counseling centers.
- While the Personal Counseling Center has been able to find a diversity of staff in our reception office, a diverse clinical staff continues to be extremely difficult, especially with no funds to hire.

2011 - 2012 Initiatives

Based upon current challenges and emerging trends, our initiatives include:

- Creating a diverse environment in the Personal Counseling Center where students of all diverse backgrounds can feel welcomed, accepted and comfortable. This includes each counselor considering décor, set up, messages, etc. within their counseling offices in addition to the waiting room and other areas where students will find themselves within the center.

- Discussing issues of diversity within our staff meetings—business and clinical alike—to ensure that we are keeping diversity issues on the table in a regular and consistent way.
- When funds become available to increase staff, and / or as we bring in new interns, we will make a concerted effort to recruit and retain a more diverse staff.

Rankin Student Center

Submitted by: Mark Schuelke

2010-2011 Diversity Successes

- The Rankin Student Center supports a diverse variety of social, cultural and educational events yearly. Last year we supported 3,624 reservation requests for the use of the student center. Some of the signature events were Dr. Pilgrims, “Images of Women”, during Welcome Week; Multicultural Student Services, “Transition to Success”; the Muslim Student Prayer meetings; the International Festival of Cultures; B.L.A.C.K. Image Awards After-Glo and the MLK Week Activities.

2010-2011 Diversity Challenges

- The Rankin Student Center continues to be challenged with hiring a diverse student staff. We had a good representation of gender but lack other diverse representation.

Recommendations

- David Pilgrim would like to see more diverse artwork throughout the Rankin Center and/or the new University Center when it is complete. The Jim Crowe Museum has artwork that they would be willing to loan out.

Student Leadership and Activities

Submitted by: Allissa Witucki

2010-2011 Diversity Successes

- The Bulldog Beginnings Planning Committee made it a top priority to infuse diversity into the programming for Welcome Events 2010. FSU's Chief Diversity Officer Dr. David Pilgrim presented "Spoiling the Images of Women" and it was very well received by students.
- The Vagina Monologues is a play designed to spread awareness of violence against women and ways to stop it. Vagina Monologues donated \$3,306 to WISE this past year from ticket sales and fundraising. The cast and crew included 22 students, faculty, staff, and community members who were dedicated to making the show a success.
- Our office tried to make the Five-Star Events more diverse this past year. Some of the speaker topics were relationship advise, tolerance, domestic violence awareness, alcohol prevention and leadership and career development. We also opened up to the campus the opportunity for a student organization or department to host a Five-Star Event to bring more diverse topics, and we plan on continuing this next year.
- Entertainment Unlimited brought a very diverse lineup of comedians throughout the year and musical artists for Ferris Fest. The comedians included Kevin Shea, Kira Soltanovich, Roy Wood Jr., Kevin Bozeman, Josh Sneed, and Cristela Alonzo, and around 1,400 students attended the comedians throughout the year. The Ferris Fest lineup included Gunnar & the Grizzly Boys, Steve Means, Cartel, and Sean Kingston. The event was indoors, but it did not stop the students from attending. EU had to close the doors for the headliner, Sean Kingston, because the Wink Arena had reached capacity.

2010-2011 Diversity Challenges

- Our office had difficulty obtaining a diverse cross section of nominees for our annual Torchbearer Leadership Awards. Despite efforts to publicize the nomination process to all students, our pool of nominees lacked ethnic diversity. We will strive to work more closely with different departments to inform them of the upcoming nominations.
- Entertainment Unlimited is working to have their programs appeal to a more diverse crowd of students. EU has collaborated with several different student organizations and departments on different events, but as the campus programming board, the organization should be trying to program for all students. For next year, we would like to have a more diverse executive board to help bring more diversity to our programming.

Recommendations

- Alli Witucki finds it challenging to get individuals to nominate students for the Rising Star and Torch Bearer awards.
 - Leroy suggested sending out a personalized email to individuals on campus encouraging them to nominate a student(s). Alli indicated that she does send a note out via university-wide notes and to some departments.
- Alli can't always find the financial support needed to bring in speakers for Vagina Monologues and Take Back the Night.
 - David suggested talking to the AAUW (a women's organization) to see if they might provide some support.

University Recreation

Submitted by: Cindy Horn

2010-2011 Diversity Successes:

- University Recreation collaborates with, and supports, many culturally diverse student organizations through event reservations.
- University Recreation offers a diverse mix of fitness classes such as; Senior Water Aerobics, Yoga, Belly Dance, Total Tone, and Complete Core.
- University Recreation employs approximately 100 - 125 student staff members; of those students, the break down between genders *averages* 50% male - 50% female.
- University Recreation employs 4 full-time professional staff members; of those employees there are 3 females (Caucasian) and one male (Hispanic).
- The University Recreation Challenge Ropes Course serves a variety of diverse groups such as; sports teams, faith based organizations, FSU academic programs/classes, FSU summer camps, international groups, community groups, educational groups, and registered student organizations.
- The University Recreation Intramural program made it top priority to market to and attract “all-female” teams for the sports we offer. We are proud to say we do have two female soccer and two female flag football teams competing in our leagues this fall semester. It is a small step in the right direction and we believe these numbers will get better with time. Overall, females participate in our programs in large numbers. Currently we have 175 female participants in our softball and volleyball programs.
- The University Recreation Intramural program made it a goal to hire and develop the best female candidates to officiate our sports. Last fall we had 2 female officials in the entire program which employed 30 student staff. In the spring we had 5 female officials and 1 female supervisor among 35 student staff. This fall we have 12 female officials and 4 female supervisors among 39 student staff members. Most of these female officials do not have a problem officiating or supervising all male sports. The program also has an Intramural Assistant position which is held by a female member of our student staff.

- The University Recreation Club Sports program made it a goal to increase female participation as well. Currently, Women’s Lacrosse Club is working on their Registered Student Organization status and will hopefully be a new club this spring semester. Overall, the female participation numbers are good with female members in clubs like Women’s Rugby, Athletics Dance Team, Disc Sports Club, Running Club, Club Tennis, Adventure Racing Club, Equestrian Club, Crimson Spotlight, Table Tennis and Club Volleyball. The program also has a Club Sports Assistant position which is held by a female member of our student staff.

2010-2011 Diversity Challenges

- University Recreation struggles to obtain and retain a culturally diverse student staff.
- The Student Recreation Center is limited in serving students with disabilities due to lack of adaptive exercise equipment.
- It is a continual challenge to increase participation of all female teams in University Recreation Intramural leagues and tournaments.
- It is a continual challenge to increase participation of international student participation in University Recreation Intramural sports.

Recommendations

- University Recreation would like to get more International students to participate in intramural sports. University Recreation does work with the Office of International Education to offer one day events for International students.
 - Matt Chaney suggested holding an international sport’s fair. He also suggested inviting International students to help with the planning of the event.
 - Kristin Norton suggested contacting Yug Gill to help with setting up Cricket, which is a popular sport for International students.
 - Leroy Wright suggested talking with Shana Beisiegel about new International students visit the Student Recreation Center during International Student Orientation so they can learn what the Student Recreation Center has to offer.

2010-2011 Diversity Report

Conclusion/Recommendations/Action Steps

Conclusion

The Division of Student Affairs and the Student Affairs Diversity Committee is proud of the ongoing progress made by our departments to foster, encourage and support diversity and inclusion efforts at Ferris State University. Nevertheless, we acknowledge that we have more to do. We will continue working on ways to celebrate, enhance, advance and support diversity / inclusion efforts University-wide.

Recommendations and Action Steps

- Dr. Pilgrim will work with Dr. Sullivan to post vacant positions in the Birkam Health Center (BHC) so as to attract a diverse pool of applicants.
- The BHC currently does not have diversity training for their staff. Dr. Pilgrim will work with Dr. Sullivan to create a training program for the BHC staff.
- Dr. Pilgrim will work with Paul to create a video that will promote the BHC.
- Leroy Wright recommended offering more support systems for LBGT and Veteran students. Services needed include more counseling services, programming and activities. Dr. Pilgrim will help to create the resources needed.
- Dr. Pilgrim indicated that he did not think the term "foreign" was appropriate to use to refer to students who are attending Ferris and who are not US citizens. Kristen concurred, but indicated that these terms were the ones utilized by the Federal Government for reporting on race and other demographic factors. Kristen went on to say that it may be confusing for campus constituencies to see multiple terms used for the same group. Kristen suggested that David and she bring a group together to discuss options for terminologies utilized at the University.
- Dr. Pilgrim encouraged Enrollment Services apply for a Diversity Mini Grant to help them in the creation of some of their publications.
- Dr. Pilgrim suggested putting together a document that explains specifically what the *Imagine More Bus Tour* does for the university as a recruitment tool. The document should then be taken to the President's Council by Dr. Burcham and Dr. Pilgrim for support.
- Dr. Pilgrim suggested talking with tribal leaders to see if they might be interested in helping to support Native American History Month events.
- Dr. Pilgrim suggested talking with the American Association of University Women (AAUW) to see if they might be willing to support the Women's History Month events.

- Sara Dew is interested in receiving cultural sensitivity training for her Financial Aid staff. She would like to learn more about cultural differences when working with international students.
 - Dr. Pilgrim suggested contacting Piram Prakasam from the Office of International Education to see if he would be able to help.
 - Matt Chaney and Dr. Pilgrim will meet with Piram to improve communication between International students and the Financial Aid office.
 - Leroy Wright recommended attending some of the international events to build trust with the students, which seems a good way to connect with them.
- Dr. Pilgrim would like to see more diverse artwork throughout the Rankin Center and/or the new University Center when it is complete. The Jim Crowe Museum has artwork that they would be willing to loan out.
- Alli Witucki finds it challenging to get individuals to nominate students for the Rising Star and Torch Bearer awards.
 - Leroy suggested sending out a personalized email to individuals on campus encouraging them to nominate a student(s). Alli indicated that she does send a note out via university-wide notes and to some departments.
- Alli can't always find the financial support needed to bring in speakers for Vagina Monologues and Take Back the Night.
 - Dr. Pilgrim suggested talking to the AAUW to see if they might provide some support.
- University Recreation (UREC) would like to get more International students to participate in Intramural sports. University Recreation does work with the Office of International Education to offer one day events for International students.
 - Matt Chaney suggested holding an international sport's fair. He also suggested inviting International students to help with the planning of the event.
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