Ferris State University
Values, Mission, and Vision

Core Values

Collaboration:
Ferris contributes to the advancement of society by building partnerships with students, alumni, business and industry, governing bodies, accrediting agencies, and the communities the University serves.

Diversity:
By providing a campus which is supportive, safe, and welcoming, Ferris embraces a diversity of ideas, beliefs, and cultures.

Ethical Community:
Ferris recognizes the inherent dignity of each member of the University community and treats everyone with respect. Our actions are guided by fairness, honesty, and integrity.

Excellence:
Committed to innovation and creativity, Ferris strives to produce the highest quality outcomes in all its endeavors.

Learning:
Ferris State University values education that is career-oriented, balances theory and practice, emphasizes active learning, and fosters responsibility and the desire for the lifelong pursuit of knowledge.

Opportunity:
Ferris, with a focus on developing career skills and knowledge, provides opportunities for civic engagement, leadership development, advancement, and success.

Mission

Ferris State University prepares students for successful careers, responsible citizenship, and lifelong learning. Through its many partnerships and its career-oriented, broad-based education, Ferris serves our rapidly changing global economy and society.
Vision

Ferris State University will be:

The recognized leader in integrative education, where theory meets practice throughout the curriculum, and where multi-disciplinary skills important in a global economy are developed with the result that Ferris State University will also be:

- The preferred choice for students who seek specialized, innovative, career- and life-enhancing education;

- The premier educational partner for government, communities, agencies, businesses, and industries through applied research and joint ventures;

- A stimulating, student-centered academic environment that fosters life-long engagement, leadership, citizenship, and continuing intellectual development.

- A university that aligns its practices and resources in support of its core values of collaboration, diversity, ethical community, excellence, learning, and opportunity.

The mission and vision statements were formally adopted by the University’s Board of Trustees at their meeting on March 21, 2008.
Ferris State University
Goals and Initiatives

Goal 1: Become a demonstrable center of excellence in educational quality and student learning.

1. Enhance assessment and the use of assessment data at the program and course level to measurably improve student learning.
2. Enhance the availability of scholarships, including graduate and need-based, and respond effectively to donors.
3. Cultivate a stimulating, student-centered learning environment that integrates theory and practice.
4. Support the emphasis on quality performance by faculty, staff, administration that demonstrably improves student learning.
5. Review the curriculum and increase the emphasis on preparing students for a global society and leadership roles.
6. Develop and implement a plan for the Ferris State University online learning environment.
7. Develop and implement a plan for Ferris State University’s multi-site presence.

Goal 2: Develop a university community where all are valued, welcomed, and informed.

1. Implement and sustain the Ferris State University Diversity Plan.
2. Enhance the quality of external and internal responsiveness across the institution.
3. Review current structures for resolving conflicts and concerns and recommend strategies for improving conflict resolution.
4. Conduct a review of available locations, and where needed, create shared gathering spaces in buildings and on the grounds that are comfortable places to study, meet, and gather.
5. Enhance the sense of community for everyone at Ferris State University, including those attending or working online and at all FSU sites.
6. Enhance sharing of information among the University community.

Goal 3: Enhance the financial position of the institution.

1. Launch first-ever comprehensive capital campaign.
2. Expand the marketing campaign to promote Ferris State University.
3. Establish a comprehensive energy conservation effort.
4. Increase university and college budget transparency.
Goal 4: Provide a state-of-the-art, sustainable and safe learning, living and working environment.

1. Finalize and implement a plan to renovate or replace student living space to be competitive with other campus environments.
2. Develop and implement a plan for the renovation of the student (Rankin) center.
3. Upgrade lab spaces and classrooms based on the identified needs of the users.
4. Continue to enhance the parking plan to reduce concerns and provide better information to students, faculty, staff and visitors about parking.
5. Improve, implement, and communicate the emergency preparedness plans.
6. Develop and implement an environmental sustainability plan.
7. Develop and implement a wellness plan.

Goal 5: Foster collaborative internal and external working relationships.

1. Build positive long-term working relationships between the unions and the administration.
2. Develop and implement strategies for increasing collaboration among divisions, colleges, programs and student organizations.
3. Develop and implement a comprehensive plan for the University community to encompass the activities of its members engaged in volunteer, service and outreach initiatives.
4. Enhance relationships with industry, business, other educational institutions and government.
5. Enhance outreach to inform, support, and educate students about higher education, its processes (i.e. financial aid), career possibilities, and Ferris.

Goal 6: Foster innovation and improve processes to move the University forward.

1. Enhance programs to develop leadership for faculty, staff and administration.
2. Designate a standing “blue sky” committee to review market trends, identify opportunities and work with appropriate leaders and structures to facilitate the development of innovative programs.
3. Review and enhance committees, committee structure, reports and procedures.
4. Enhance personnel evaluation processes and the related performance improvement methodologies, keeping the University informed about those processes.
5. Identify the appropriate levels for budget responsibility and change the budgeting process accordingly.
The Michigan Public School Employees Retirement System
A MPSERS Timeline

1945 - Legislature adopted the Michigan Public School Employee’s Retirement Act to provide pension benefits (not health benefits) for former employees. The 1945 legislation defined the word “pension” as “annual payments for life derived from money provided by the State.” The State was responsible for fully funding the costs for MPSERS retirees and dependents.

- This grew to include Michigan K-12 public schools, Michigan community colleges, and seven public universities.
- The University of Michigan, Michigan State University, and Wayne State University were not mandated to participate in MPSERS.
- Participation was mandated for Central Michigan University, Eastern Michigan University, Lake Superior State University, Michigan Technological University, Northern Michigan University, Western Michigan University, and Ferris State University (the MPSERS universities).

1956 - Beginning with the University of Michigan-Flint, new public universities were not put into MPSERS – Oakland University, University of Michigan Dearborn and Flint, Grand Valley State University, and Saginaw Valley State University.

1974 - State assessed MPSERS universities, community colleges, and public schools a portion (up to 9%) of the MPSERS costs. From 1974 to date, benefits have increased and been extended for MPSERS retirees, without input from the universities, and without recognition for the increased costs that would result.

1975 – The State-mandated MPSERS to include the cost for retiree health benefits.

Early 1990’s - State transferred the full cost burden for MPSERS to institutions.

- Public schools, as a result of Proposal A, received additional resources to support the full MPSERS costs
- Universities did not receive ongoing base resources.

1995 - Legislation that excluded new university employees from belonging to MPSERS.

MPSERS assesses costs pursuant to three components:

1. Current Pension Costs - the monthly cash benefit earned by active employees, assessed against the payroll of current MPSERS employees
2. Current Retiree Health Benefits Costs
3. Unfunded Accrued Pension Liability - the amount MPSERS lacks when comparing the present benefits to current assets. MPSERS assesses a payroll percentage for current university MPSERS employees AND for current university employees who would have been in MPSERS but for the January 1, 1996 legislation to exclude them from MPSERS.

Of the estimated $42 million the universities will pay into MPSERS this year, 55 percent will support retiree health costs, 26% unfunded liability, and 19% normal pension costs.