



## FERRIS STATE UNIVERSITY

### Library for Information, Technology and Education Memorandum

TO: Leah Monger, Acting Dean  
FROM: Emily Mitchell  
SUBJECT: FLITE Diversity Committee – Annual Assessment Report  
DATE: November 24, 2009

#### **FLITE Diversity Committee**

- 2/11/09 First FLITE Diversity Committee meeting of the new year is held.
- 3/20/09 Second FLITE Diversity Committee meeting of 2009 is held.
- 4/17/09 Third FLITE Diversity Committee meeting of 2009 is held.
- 5/22/09 Fourth FLITE Diversity Committee meeting of 2009 is held.
- 10/21/09 Fifth FLITE Diversity Committee meeting (first with new members) is held. Current committee members are Randall Schroeder (chair), Emily Mitchell (recorder), Fran Rosen (liaison to University Diversity Planning Committee), Melinda Isler, Lyle Mourer, and Mari Kermit-Canfield.
- 11/18/09 Sixth FLITE Diversity Committee meeting of 2009 is held.

#### **FLITE Diversity Committee Activities**

- Kept current with what other universities are doing to promote diversity, including an oral report by Randall Schroeder on diversity-related information from ALA Midwinter meeting.
- Evaluated the ClimateQual assessment tool, which measures organizational climate and diversity as a follow-up to LibQual.
  - Decided that this instrument, while not worthwhile at the moment, might be of interest to us when it is further developed.
- Proposed ALA's "Library Bill of Rights" as a library diversity statement for FLITE and posted it to FLITE's web site.
- Began the currently ongoing revision of FLITE Diversity Committee's policy.
- Wrote minutes for all FLITE Diversity Committee meetings.
- Kept abreast of University DPC goings on via Fran Rosen's updates on their meetings.
- Drafted and approved proposal for the creation of library subject guides on diversity topics.
- Established a file drawer in the Dean's Office to store print materials related to the FLITE Diversity Committee's activities.
- Had Matt Chaney, Director of Multicultural Student Services, speak at an All-FLITE meeting.

#### **Next Steps**

- Create subject guides to highlight FLITE and web resources.
- Offer educational programming in FLITE and compile periodic reports of the number and types of diversity-related programs hosted in FLITE.
- Provide a report on FLITE Diversity Committee activities at least twice a year at the All-FLITE Staff meeting.

- Advocate participation in and arrange work schedules for FLITE employees who desire to attend diversity-related presentations and activities.
- Schedule regular meetings for the FLITE Diversity Committee.
- Post FLITE Diversity Committee minutes and documents for easy electronic access by FLITE employees.
- Target FLITE instruction initiatives to older students, transfer students, and international students.