Penn State Receives HEED Award

Penn State has been selected a recipient of the 2013 Higher Education Excellence in Diversity Award announced by INSIGHT into Diversity magazine on October 16. The HEED Award is the only national designation of its kind. HEED recognizes U.S. colleges and universities that have exceptional strategies and programs to achieve diversity and inclusion and are committed to making diversity and inclusion a top priority. “Penn State has an unprecedented number of programs and initiatives in place that provide substantial opportunities for students, faculty, and staff from all groups,” said Lenore Pearlstein, publisher of INSIGHT into Diversity magazine. “It is an imperative on their campuses.”

The extensive and comprehensive award application takes a broad approach to diversity and focuses on an institution’s level of achievement and intensity of commitment to advancing diversity and
Diversity and Inclusion at Penn State: Where are we now and What’s Next? continued from page 1

infrastructures for diversity and inclusion in the U.S.; features a diversity strategic plan among the top ten; stands out as one of the few in the country with emphasis on diversity accomplishments, outcomes, and impact; and ranks in the top four among peer institutions in achievements such as diverse undergraduate enrollment, diverse student graduation rates, and diversification of new faculty hires. With sustained effort and increased emphasis on assessment of outcomes and impact, we are on the verge of transformational accomplishment.

The findings quantify the level of incorporation of key proven factors and high impact practices associated with diversity excellence, document the extent to which Penn State has fulfilled its commitment to diversity and inclusion, reveal how we stand in relation to national benchmarks, and offer recommendations for further advancing the effectiveness of Penn State’s diversity goals. In co-sponsorship with the Office of Planning and Institutional Assessment, the report was presented as a Quality Advocates Session/Best Practices in Diversity Strategic Planning Workshop, which had record breaking attendance at University Park and via video conference to the campuses.

Halualani also presented to the Academic Leadership Council and met with the provost to review the findings, in addition to talking with numerous individuals and organizations with which her team had met during the February 2013 site visit that launched the study. More information, including the reports and a link to the recorded presentation session, are available at http://equity.psu.edu/workshop/2013-fall-workshops.

MRC, Farnsworth Recognized by Philadelphia Futures

Philadelphia Futures recognized Penn State with its Hats Off to You Award, and also individually honored Diane Farnsworth, assistant director and counselor in the Multicultural Resource Center, at the organization’s Graduation Celebration held June 6 at the Pennsylvania Convention Center in Philadelphia. “The University has made a commitment to educational equity and the academic advancement of low-income, first-generation-to-college students,” said executive director Joan Mazzotti.

Diane is an adviser with the Brook J. Lenfest Foundation Scholars Program, with which Penn State has partnered since 2002 to provide need-based full scholarships to students from Philadelphia. So far, fifty-seven Philadelphia Futures students remain committed to an inclusive future at Penn State.”

Penn State is one of only three institutions in Pennsylvania and fifty-six nationwide to receive the award. Read more at http://news.psu.edu/story/292013/2013/10/18/administration/penn-state-receives-higher-education-excellence-diversity.


Message from the Vice Provost for Educational Equity continued from page 1

Our College Assistance Migrant Program (CAMP), one of the few such programs in the east and one of only two in the Big Ten, celebrates twenty years at Penn State this year.

The findings of our external assessment, commissioned through Halualani & Associates have placed Penn State among the top universities in the U.S. in terms of our infrastructure and strategic planning approach to support diversity and inclusion and our accomplishments in diversifying our student body and workforce.

You can read more about these recognitions in this issue of Overview. As we enter the 2014 strategic planning process, we are well positioned to build on this foundation, strengthen our partnerships and collaborations, and focus more effectively on outcomes and impact for the good of our students and the entire University.

As always, it is your good work on the ground levels of these processes that has made the difference. Thank you for your continued support.
CAMP Celebrates 20 Years at Penn State

Twenty years and 600 hundred participants ago, Penn State welcomed the College Assistance Migrant Program (CAMP) to University Park. The U.S. Department of Education authorized CAMP in 1972 to assist the children of migrant and seasonal farmworkers with academic, personal, and financial support during their first year of college. Penn State received its first five-year CAMP grant in 1993. The first such program in the Eastern United States, CAMP- Penn State is one of only four CAMPs in the East and one of only two programs hosted by a Big Ten institution.

CAMP recruits one of the least represented populations in higher education to Penn State and assists

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Penn State was ranked number one among the “Best Colleges for Veterans” by U.S. News and World Report, which cited the University's military veterans’ new benefit of priority registration for classes, as well as the University's Office of Veterans Programs assistance with benefits, enrollment, and career services. The University Faculty Senate approved priority registration for honorably discharged student veterans of the United States Armed Forces, Reserve, and Guard, beginning with registration for spring 2014 classes. The Office of Veterans Programs estimates that about 3,500 veteran and active-duty military students are using their G.I. Bill benefits to earn a Penn State degree, with increases expected. Priority registration will facilitate their ability to schedule the courses they need in order to complete their degree in the eight semesters allotted by the G.I. Bill benefit.

Penn State has also been recognized as a top military-friendly school by G.I. Jobs, Military Advanced Education, and Military Times. The Office of Veterans Programs at the University Park campus is a comprehensive, direct service unit for veterans and Department of Veterans Affairs (DVA) benefits recipients, providing services outreach, certification, and general counseling for University Park and World Campus student veterans.

MRC, Farnsworth Recognized by Philadelphia Futures  

have been Lenfest Scholars at Penn State. Philadelphia Futures is a non-profit that prepares low-income, first-generation students with the tools, resources, and opportunities they need for admission to and success in college. Seventy-three Philadelphia Futures students have received degrees from Penn State since 1994. Read more at:

http://news.psu.edu/story/278199/2013/05/30/academics/partnership-between-penn-state-philadelphia-futures-yields-years
Students Engage in Cross Cultural Penn State Reads Discussion

Students from instructor/diversity analyst Annyce Schafft’s Language and Literacy Education (LLED) 10 class and students from the Intensive English Communication Program (IECP) came together in the University Office of Global Programs lounge on November 19 to discuss the first Penn State Reads text, *Beautiful Souls*. The “bistro style” set up matched pairs of students from each class who followed “getting to know you” conversations with a large group discussion of the book, including some background about author Eyal Press, and a review of vocabulary words in the chapter (test yourself! Can you define avuncular, quotidian, temerity, specious?) followed by larger questions regarding the ethics of the financial industry and the pros and cons of whistleblowing.

CAMP Celebrates 20 Years at Penn State

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participants in obtaining a bachelor’s degree through individualized counseling, tutoring, and guidance. Regardless of the obstacles, CAMP students demonstrate that their resilience and hard work, paired with support from staff committed to their success, results in educational and professional success. Our CAMP alumni include professionals in education, business, technology, science, law, medicine, human services, and many other fields; some have even become migrant education specialists, and are now assisting a new generation of migrant students.

CAMP has represented an academic bridge that helps them achieve academic success at Penn State; but CAMP is much more. CAMP also offers an invaluable support network. Participants characterize CAMP with words such as guidance, possibility, chances, opportunity, interaction, and empowerment. However, the sentiment that most feeds the pride of our staff is that “CAMP is not a program, it is family.”

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W. Terrell Jones, vice provost for Educational Equity, welcomed attendees, and Nick Jones, executive vice president and provost, delivered the keynote address, “A Conversation with the Provost.” Blannie Bowen, vice provost for Academic Affairs, spoke about “Strategies for Moving Forward.” For those who could not attend in person, the symposium was streamed live via MediaSite Live.

The second half of the class consisted of small group discussion. IECP students had worked hard to prepare stories of courage to share with their American peers. In turn, LLED students practiced their finely honed academic discussion skills, listening attentively, asking thoughtful questions, and sharing their own stories and observations in turn.

“This process taught me how to be more patient and understanding toward those who do not fluently speak English.”

Chelsea Humphries

Commissions
Host Promotion
and Tenure Symposium

An annual pre-tenure symposium, “Equity and Inclusion: Successfully Navigating the Promotion and Tenure Process,” sponsored by the President’s Commissions on Equity and hosted by the University Libraries, was held on Friday, October 25, from 9:00 a.m. to 3:00 p.m. in the Paterno Library on the University Park campus. Plenary sessions and breakout discussion groups addressed issues important to early tenure-line faculty from underrepresented groups, including women. Topics of the day focused on strategizing for success in research, teaching, service, and work-life balance. Panel and concurrent sessions included:

- Funding and Publishing your Research
- Publishing about Diversity Issues
- Work-life Balance
- The Nuts and Bolts of Promotion and Tenure
- Garnering Respect in the Classroom
- Assertiveness: Asking for What You Need and Getting Smart about Service
- Work-life Unbalance

W. Terrell Jones, vice provost for Educational Equity, welcomed attendees, and Nick Jones, executive vice president and provost, delivered the keynote address, “A Conversation with the Provost.” Blannie Bowen, vice provost for Academic Affairs, spoke about “Strategies for Moving Forward.” For those who could not attend in person, the symposium was streamed live via MediaSite Live.
Fifth Annual Senior Faculty Mentor Seminar Engages Academic Administrators

The fifth annual Senior Faculty Mentor seminar took a different approach this year; rather than addressing underrepresented tenure line faculty, it engaged those who have direct involvement with the tenure and promotion process, including academic deans, associate deans, department chairs, campus directors of academic affairs, and senior faculty members who serve on promotion and tenure committees at the departmental and college levels. Led by Senior Faculty Mentor Grace Hampton, the seminar, held on October 17 at The Nittany Lion Inn, University Park, was a working session that summarized issues raised by underrepresented faculty members and focused on identifying guidelines for better supporting underrepresented faculty members through advising, assistance with tenure and promotion efforts, mentoring, and retention initiatives. Blannie Bowen, vice provost for Academic Affairs, and W. Terrell Jones, vice provost for Educational Equity, provided additional comments and perspectives.

Hispanic Heritage Month

Penn State kicked off its celebration of Hispanic Heritage Month with the Friday, September 13 Penn State Forum that featured speaker Pedro Noguera, a leading voice on education reform and the achievement gap. Over a dozen programs, exhibitions, and other activities to honor the month were held throughout the University. More information about Hispanic Heritage Month at Penn State, including the full calendar of events is available at: http://equity.psu.edu/hhm.

Joint Diversity Awareness Task Force

Penn State formed a Joint Diversity Awareness Task Force in April 2013, comprised of a diverse group of students, faculty, and administrators that will review issues related to cultural awareness and make recommendations of curricular and co-curricular changes to enhance the learning experiences of students in relation to diversity. The Task Force was formed in response to a request from members of the Student Diversity Awareness Task Force that addressed the University Faculty Senate meeting regarding incidents of intolerance and lack of cross-cultural respect. More information is available on the University Faculty Senate website at http://www.senate.psu.edu/about_senate/committees/jdatf-charge_041613.pdf.

Penn State Wins Sloan Foundation Grant for Graduate STEM Education

Penn State has been named a University Center of Exemplary Mentoring (UCEM) in the Alfred P. Sloan Foundation’s Minority Ph.D. Program and has been awarded $845,000 over three years to recruit and graduate minority doctoral students in STEM fields. Only three proposals were funded, making Penn State among the first institutions to successfully compete for the new UCEM initiative. Awards were made based on proven exemplary track record of successfully mentoring and advancing underrepresented minority doctoral students in STEM disciplines. Sloan Foundation program director Elizabeth Boylan characterized the successful institutions as having “demonstrated a truly exceptional commitment to the education of underrepresented minorities in STEM fields. These institutions are doing whatever it takes to ensure that minority students have the resources and environment they need to succeed.” The funds are targeted directly to the students for supplemental stipend support and professional development. Read more at http://news.psu.edu/story/283461/2013/08/05/academics/sloan-foundation-partners-penn-state-support-under-represented.
News of Note

- A reception was held on June 13 to honor Dr. Tara Scales Williams for her six years of service as director of the Multicultural Resource Center. Tara has moved with her family to the Washington, D.C. area.

- Support Services Program welcomes Devin Ferraro as its new academic coordinator. Devin joins Penn State from Southern Illinois University Carbondale where she worked in Student Life and Intercultural Relations and also taught University College 101.

- A reception was held on July 31 to honor Jody Markley for her nine years of service as director of the Upward Bound Math and Science Center. Jody has accepted a position as director of Multicultural Experiences in the Russ College of Engineering and Technology, Ohio University.

- Congratulations to Dr. Michael Blanco, senior diversity planning analyst, who marked his twenty-fifth anniversary of service to Penn State with a reception held on August 14.

- Office for Disability Services welcomes Keith Jervis as its new director. Keith was promoted from his prior position as disability specialist and acting director.

- Educational Equity Information Technology is pleased to welcome Paul Rentschler as programmer/analyst. Paul is a Penn State graduate with a B.S. in electrical engineering and more than fifteen years’ experience in building websites and web applications. Most recently, he was a multimedia specialist in the Huck Institutes of the Life Sciences for the past five years.

- The Multicultural Resource Center welcomes Dr. Moses Davis as its new director. Moses has held a number of counselor and director positions at universities in New York and Michigan and most recently served as assistant director of Residence Life here at Penn State.

- Congratulations to Annette Struble, administrative support assistant in the Office for Disability Services, who celebrated twenty-five years with Penn State. A reception was held on September 26 to mark the occasion.

- Upward Bound welcomes Salim George as its new co-curricular programming coordinator. Salim has worked with Upward Bound and Upward Bound Math and Science Center for three summers, most recently as a residential coordinator. A 2012 Penn State graduate, he has also worked with the World in Conversation program.

- Educational Equity welcomes Ricky Bohn who joins us as an administrative support assistant in our administrative office in Grange Building where he will work with the diversity planning analysts and provide support for the Commission on Racial/Ethnic Diversity, Commission on Lesbian, Gay, Bisexual, and Transgender Equity, and diversity strategic planning. Ricky is a graduate of Kutztown University having also attended Penn State Berks and is currently pursuing an M.A. in higher education administration through Drexel University’s online program.

College of Communications wins AEJMC Diversity Award

The College of Communications received the 2013 Equity and Diversity Award, which is presented annually by the Association for Education in Journalism and Mass Communication (AEJMC) to recognize journalism and mass communication academic units that have attained measurable success with approaches to increasing racial, gender, and ethnic equity and diversity.

The award was presented August 8 during the keynote session of the annual AEJMC conference in Washington, D.C. Deb Aikat, chair of the AEJMC Equity and Diversity Award advisory committee, noted that “the Penn State College of Communications has fostered an inclusive curriculum, a diverse academic community and a supportive climate for research, teaching and public service” and that “Penn State has distinguished itself with equity and diversity.” Read more at http://news.psu.edu/story/279957/2013/06/21/academics/college-communications-earns-diversity-award

Diversability

October 2013 | Disability Awareness Month

October is Disability Awareness Month at Penn State. The theme of “Diversability” emphasizes the various abilities and talents of people with disabilities and promotes an atmosphere where individuals are comfortable discussing and exploring questions about accessibility, equality, and inclusion for people with disabilities. This year’s events included activities such as wheelchair basketball and exercise, information about living with disabilities, workshops on web accessibility, a syllabi workshop to help students organize and stay on task, and workplace information such as overcoming stigma and utilizing Penn State’s Opportunity Network for Employment (ONE) Program. Also featured were a concert by Rob Guttenberg, and talks by Josh Swiller, Michael Platzer, and Rohan Murphy. Diversability events are sponsored by Penn State’s Disability Advisory Group, a consortium of individuals from across the University working together to enhance disability initiatives at Penn State. More information is available at http://equity.psu.edu/ods/diversability/schedule.