Penn State’s Framework to Foster Diversity in the Limelight

Penn State’s Framework to Foster Diversity is attracting attention from universities nationwide. “Penn State is pleased that many colleges and universities over the past few years have visited or contacted our office about our successful equity programs, particularly both Framework to Foster Diversity initiatives,” said Terrell Jones, vice provost for Educational Equity, in a recent Penn State Live article. A Framework to Foster Diversity at Penn State: 2004–09 is the second five-year cycle of the University’s strategic plan for diversity, continuing the 1998–2003 Framework.

In November 2008, three administrators from Auburn University, including the chief diversity officer, met with a number of Penn State senior administrators, college multicultural officers, and educational equity analysts and directors during a three-day visit. “This is the second visit for Auburn University, which first came five years ago,” Jones said. “They modeled some of their approaches after those at Penn State and are returning for a review and update.”

Recently, Penn State has also hosted similar visits from Clemson University, University of California at Berkeley, and Louisiana State University, along with a number of additional inquiries by phone and e-mail. “Our visitors inform us that there is no similar model like the Framework among U.S. higher education institutions,” Jones said. “The Framework emphasizes a system of assessment accountability, which is uncommon among colleges and universities nationwide, but found to be important in effective diversity initiatives on campuses.”

More information about A Framework to Foster Diversity at Penn State can be found at www.equity.psu.edu/Framework.

Educational Equity Advisory Board Reviews Program Videos

The Educational Equity Advisory Board chair, Dr. Harold Cheatham ’61, met in September in conjunction with the All Volunteer Summit. More than 200 alumni volunteers composed of development board members from each college, campus, and unit met at The Penn Stater Conference Center Hotel to kick off the leadership phase of For the Future: The Campaign for Penn State Students.

The advice and financial support that our board members provide is exceedingly valuable. They plan to expand their reach in 2009 by increasing contacts with other...
**Dr. William E. Cross Visits Penn State**

Educational Equity staff had the opportunity for lunch and conversation with eminent scholar, provocative thinker, and former Penn State professor William E. Cross. Dr. Cross, who is currently head of Social-Personality Psychology at City University of New York, visited Penn State to deliver the 2008 Africana Research Center Scholar address, “Transacting Black Identity in Everyday Life,” on April 17, as well as the Educational Equity luncheon conversation.

Cross, a scholar of the psychology of African American identity development in the United States, authored the 1991 groundbreaking book, *Shades of Black: Diversity in African American Identity*, which is one of the most frequently referenced texts on Black identity. His model conceptualizing the states of Black identity development has generated an ever-expanding number of essays, commentaries, and empirical studies, and has stimulated the growth of identity-development models for application to a wide range of additional groups.

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**Meet the New Members of WISE**

Raysun Goergen, director of Women in the Sciences and Engineering Institute (WISE), is proud to welcome Jessica Hoyt, assistant director, and Kim Siggins, administrative support assistant. We are excited for the opportunity to advance the vision of WISE at Penn State, both nationally and internationally. Our positive attitudes, team spirit, and vibrant personalities will enable us to continue to move WISE into the new millennium. Stop by 319 Boucke to meet the dynamic trio!

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**News of Note:**

- Geri Weilacher, assistant to the vice provost, retired on October 31, with twenty years of service to the University. Geri was instrumental in establishing the full complement of TRIO programs at Penn State, as well as other grants. We wish her all the best.
- Ron Williams has been named the new director of the Student Support Services Program. Previously, Ron served as director of the Comprehensive Studies Program.
- Tina Thomas, advising program coordinator in the Student Support Services Program, had a baby girl on September 9, Lydia Elizabeth Thomas.
- Raysun Goergen, director of the Women in the Sciences and Engineering Institute, had a baby boy on October 23, Patrick Meryll Goergen-Frost.
- Terry Johnson, counselor/certifying official in the Office of Veterans Programs, celebrated twenty-five years with the University this fall, with most of them spent in the Vets office.