

PENNSTATE
Office of the Vice Provost for Educational Equity

Overview

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Dr. W. Terrell Jones,
Vice Provost for Educational Equity

In this fall edition of the newsletter, I want to highlight a few of the many activities and initiatives in which Educational Equity is involved that are having a big impact on the University. More information on each of these can be found in articles within this newsletter.

We are involved in strategic initiatives both within Educational Equity and at the University-wide level that focus directly on student success. These include three Educational Equity task forces, a CORED task force on student institutional debt, and a University-wide steering committee on student transitions.

Awareness month activities have grown into popular, informative, and interesting series of events that appeal to broad segments of the University. Hispanic Heritage Month hosted more than a half dozen events relating to the theme “¿Quiénes somos?: Defining Latino Identity Through Popular Culture.” Disability Awareness Month hosted more than two dozen events under its theme of “Diversability.”

Finally, I want to highlight our progress on implementing *A Framework to Foster Diversity at Penn State*. As the article within this issue notes, we have recently completed a comprehensive review, with results available online at www.equity.psu.edu. I want to especially thank our staff who worked tirelessly behind the scenes to coordinate and implement this intensive and valuable process, as well as the many volunteers from throughout the University who chaired and served on the review teams.

To all of our Educational Equity staff who are actively bettering our University through their service of these and other committees: job well done!

Framework to Foster Diversity 2010 Progress Review, Results Online

Penn State has completed its review of the 2010–15 diversity strategic plans under *A Framework to Foster Diversity at Penn State: 2010–15*, as well as final review of implementation of *A Framework to Foster Diversity at Penn State: 2004–09*. Final documents are now available on the Educational Equity website at www.equity.psu.edu/Framework/Updates/index.asp.

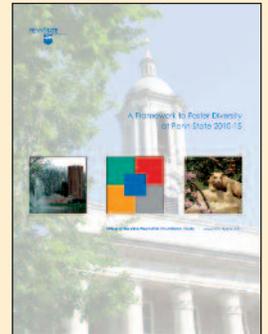
The documents include each unit’s 2004–09 update and 2010–15 plan, and the review team’s corresponding feedback on each, with unit response (if any) embedded in blue italics. Best practices identified by the review teams are also posted, as well as analysis indicating themes important to continued success.

Penn State has more than a decade of experience in advancing its diversity goals through a strategic planning approach and a rich history in valuing diversity.

While initial efforts were largely ad-hoc, a strategic planning approach was adopted in the 1990s, resulting in the five-year plan A

Framework to Foster Diversity at Penn State: 1998–2003. This approach has been institutionalized, and Penn State currently is within the third five-year planning cycle with *A Framework to Foster Diversity at Penn State: 2010–15*.

The website also contains links to background information on the development of the diversity strategic planning process at Penn State, unit plans and updates and best practices under the 2004–09 *Framework*, and an archive of materials associated with the 1998–2003 *Framework*.



Educational Equity Professional Development Retreat Features Speaker, BBQ

Educational Equity’s Professional Development Workshop and Retreat was held on Wednesday, June 9, 2010, in the Founder’s Room of the Bryce Jordan Center, bringing together Educational Equity staff from all of our offices throughout the state. Featured speaker Dr. Edwin E. Nieves, Kutztown University, conducted a workshop on “Professional Burnout: Doing More with Less.” A theoretical model describing the

phases of burnout as illustrated in literature served as the foundation for focus on the potential effects that may be elicited by the higher education trends of shrinking budgets and increasing demands for services. Student characteristics, mandated policies and procedures, management imperatives, unrealistic “success” goals, competitive grant application processes, and many other factors contribute to the



Diversability



October is Disability Awareness Month at Penn State. The theme for the month is “Diversability,” which emphasizes the varying abilities and talents of people with disabilities. The

intent of the “Diversability” events is to promote an atmosphere where individuals are comfortable discussing and exploring questions about accessibility, equality, and inclusion

for people with disabilities in their communities.

A variety of “Diversability” events—more than two dozen in total, including panel discussions, presentations, and activities—were 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.

One such event was sled hockey with the Johnstown Sitting Bulls from Johnstown, Pennsylvania. The event took place during the break at the Penn State Icers’ home hockey game against Ohio University on October 23. The Johnstown Sitting Bulls provided a demonstration of the equipment they use, and had a scrimmage with a team from Pittsburgh whose team members also have a disability.

The Office for Disability Services also distributed burgundy ribbons to show support for Disability Awareness month. For more information about Diversability, events, and resources, visit the “Diversability” website at www.equity.psu.edu/ods/diversability/index.asp.

¿Quiénes somos?: Defining Latino Identity through Popular Culture

Hispanic Heritage Month was celebrated at Penn State September 15 through October 15, with the theme *¿Quiénes somos?: Defining Latino Identity Through Popular Culture*. Festivities began with an opening ceremony at noon on Wednesday, September 15, on the Old Main steps; closed with *Yo Soy Latina!*, an off-Broadway play (college version) performed on Friday, October 15; and included a variety of events throughout the month. Events included an international coffee hour; film, *Casi Casi*; cultural night; children’s day; El Grito de Lares Celebration; Una Noche en México; and a screening and discussion of *The Politics of Crossover: Latino Popular Music in the United States*. Visit the Hispanic Heritage Month 2010 website at

“¿Quiénes somos?”
Defining Latino Identity Through Popular Culture™

OPENING CEREMONY
Wednesday, September 15th
Noon – 1:00 p.m.
Old Main Steps

UNA NOCHE EN MÉXICO
A Night in Mexico
Saturday, September 25th
8:00 p.m. – 10:00 p.m.
Heritage Hall, HUB-Robeson Center
Featuring: San Queritales Dance Ensemble
Sponsored by the Mexican American Students Association

CULTURAL NIGHT
Saturday, October 2nd
7:00 p.m. – 12:00 a.m.
Days Inn State College, Pugh Street
Dinner: 7:00 p.m. (doors open at 6:45 p.m.)
Cost: \$15 students / \$25 non-students
Tickets: On sale at H&B tables on 9/24, 9/29, 9/30, and 10/1 or at the CAMP Office (319 Grange)
Tickets will not be sold at the door!
Keynote: Dr. Michelle Hubbell-Pallares, author of *Loca Moton: The Travels of Chicago and Latino Popular Culture*
DJ: Boogie
Reservations are open to all. Seating is \$10.00.

THE POLITICS OF CROSSOVER: LATINO POPULAR MUSIC IN THE UNITED STATES
Documentary & Discussion
Tuesday, September 21st
6:30 p.m. – 8:30 p.m.
119 Diamond Lab
Discussion by: Rafael & Diaz Torres, Doctoral Students, College of Communications

CHILDREN’S DAY
Sunday, September 25th
2:00 p.m. – 4:00 p.m.
Schlow Centre Region Library
Arts & crafts, games, music and food
FREE
Co-sponsored by Schlow Library

YO SOY LATINA!
Off Broadway Play (College Version)
Friday, October 15th
Details at www.equity.psu.edu/hhm
Sponsored by Chi Upsilon Sigma, Lambda Theta Alpha, and Sigma Lambda Gamma societies

HHM 2010 UPDATES
www.equity.psu.edu/hhm

Hispanic Heritage Month 2010 is partly funded by UPMC – Your Student Activity Fee at Work™ and the Office of the Vice President for Educational Equity. Design by Helena Landrau Hege.

www.equity.psu.edu/hhm/index.asp for more information about Hispanic

Heritage Month events and resources.



Strategic Initiatives Will Have Big Impact

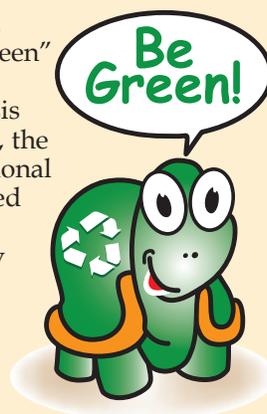
The Office of Educational Equity recently launched three task forces: "Getting a Jump on Student Success," led by Melissa Landrau-Rodriguez with the assistance of Debra Simpson-Buchanan and Tahirah Abdullah, is working on ways to maximize student success while not maxing out students' financial support. "Aligning Recruiting and Financial Success," led by Ron Williams with the assistance of Stephen Holoviak, is exploring ways to better align recruiting, admissions, and financial aid functions to focus more on student retention and success without financial overload. "Ed's Development Donors," a committee led by Ed Thompson with the assistance of Bill Welsh, will be engaged with development activities to support scholarship giving.

The Commission on Racial/Ethnic Diversity created the Student Institutional Debt Task Force in spring 2009 to evaluate the impact of financial holds on the success of students in achieving their baccalaureate degree, including the exploration of change in University processes, which will help minimize negative impacts. The

committee will present its recommendations to President Spanier at their spring meeting in 2011.

A University-wide Student Transitions Steering Committee has been formed to better support students who are changing campuses within the Penn State system. Historically, this transition point has been of critical importance to our students, and easing this transition will boost student success in grade-point average and retention. Tara Scales Williams is Educational Equity's representative to this committee.

To support Penn State's "going green" initiatives and strategic emphasis on sustainability, the Office of Educational Equity has formed a Green Team, headed by Shelly Aina and Emily Granville. Recognizing its connection to matters of social



justice and subsequent impact on the diverse communities we serve, it is the mission of the OVPEE Green Team to promote the responsible stewardship of fiscal, natural, and human resources through ecologically sustainable practices.

The Educational Equity Green Team has three specific goals:

- Inform the Educational Equity (EE) community about educational opportunities and best practices relating to ecological sustainability
- Encourage and support the use of ecologically sustainable practices by staff in all EE office operations and programming
- Model ecological sustainability for our diverse communities

The Educational Equity green team will provide us with information and easy-to-accomplish steps that demonstrate our support for the University's goal of greater sustainability.

Senior Faculty Mentor Fall Reception

Dr. Grace Hampton, senior faculty mentor, hosted the annual fall reception on Thursday, October 7, 2010, at the Faculty Staff Club in The Nittany lion Inn, University Park campus. The reception introduces new faculty of color to returning faculty, staff, and administrators, providing opportunities for networking and learning more about University resources to support their success. New this year were presentations of recent research by continuing Penn State faculty of color. Presenters included: Derrick Lampkin, assistant professor of geography, College of Earth and Mineral Sciences; Lindah Mhando, assistant professor of African and African American studies and women's studies, College of the Liberal Arts; Vincent Benitez, assistant professor of music, College of Arts and Architecture; and Xiaoye You, assistant professor of English and Asian studies, College of the Liberal Arts.

Expanding Your Horizons



On November 13, the Women in the Sciences and Engineering (WISE) Institute hosted its annual Expanding Your Horizons™ one-day camp and adult conference at Penn State's University Park campus. The one-day camp for girls in grades 7 and 8 provided an opportunity for students to explore careers in science, technology, engineering, and mathematics (STEM) by engaging in fun and innovative hands-on workshops. The students also interacted with female role models,



It was great to be around other women as passionate about science, particularly women in science, as I am.

Adult Participant



which included women students in STEM majors and women professionals in STEM fields. A total of seventy-two students participated in the camp.

In addition, eighteen parents, teachers, and counselors participated in the adult conference. The conference offered an opportunity for parents, teachers, and counselors to engage in

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There are many fun careers to do involving science, math, and technology.

Student Participant



News of Note:

- The Multicultural Resource Center welcomes Elizabeth DeAngelo-Tucker, who joins the office as administrative support assistant.
- Congratulations to Rachel Lyday on her new role as information technology specialist in Educational Equity. Her new role in Educational Equity Information Technology now is in IT support, with particular focus on training initiatives, maintaining database applications, and providing ad hoc data reporting assistance.
- Educational Equity Information Technology welcomes Katie Deitrich, who joins the team as the administrative support assistant.
- The Office of Educational Equity welcomes Annyce Schafft, who joins us as a diversity planning analyst, serving as the liaison to the Commission on Lesbian, Gay, Bisexual, and Transgender Equity; editor of the Diversity Calendar; and assisting with work related to *A Framework to Foster Diversity at Penn State*. Annyce also continues as LLED instructor.
- The Office of Educational Equity welcomes Emily Granville, who joins Penn State as administrative support assistant in our administrative offices in Grange Building, where she will work with diversity planning and provide support to the Commission for Women and the Equal Opportunity Planning Committee.

Expanding Your Horizons

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similar workshops as the students and to receive tips on how to encourage girls to pursue a career in the STEM fields. The conference also provided the participants with the knowledge to engage in career-related discussions with students, whether or not they attended the EYH camp. WISE received very positive feedback from student and adult participants about EYH. 🇺🇸

Educational Equity Professional Development Retreat Features Speaker, BBQ

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phenomenon of professional burnout, which may result in exhaustion, cynicism, and ineffectiveness. Discussion of possible strategies for “doing more with less” and approaches for preventing burnout and fostering engagement to maintain energy, involvement, and efficacy in enhancing student success concluded the workshop.

Plans for an afternoon retreat with lunch provided by Clem’s BBQ in Tudek Park got rained out, but thanks to quick thinking and action by Vice Provost Jones, the day continued at the Bryce Jordan Center with an inside picnic and featured informal networking and discussion. As they say, “a good time was had by all.” 🇺🇸



Carol Ahmed and W. Terrell Jones

Carol Ahmed Retires

With thirty-five years of service to Penn State and more than ten years with the Office of Educational Equity, Carol Ahmed celebrated her retire-

ment with a reception on June 21, 2010. During her time in Educational Equity, Carol served as a staff assistant working with the senior diversity planning analysts, Commission for Women, and the Equal Opportunity Planning Committee. A reception catered by JAVA was held in the Alumni Lounge of Old Main, and was attended by a multitude of colleagues from Educational Equity and many other Penn State offices. Several of Carol’s family members also attended, including her daughter Jalelah, an undergraduate student at Penn State who is majoring in international politics. 🇺🇸

Black Alumni Reunion Supports African American Alumni Organization Trustee Scholarship

The 2010 Black Alumni Reunion (BAR) was held at Penn State during the weekend of September 10-12 with the theme “It’s About Giving.” Activities included a career fair, student-alumni networking reception, tours, a tailgate party at the Penn Stater to watch the Penn State-Alabama football game, and

more. The 2010 BAR committee has set a goal to obtain 1,000 donations of \$100 in order to raise \$100,000 in new funds for the African American Alumni Organization Trustee Scholarship Endowment. To donate, contact Ed Thompson, director of Development, Educational Equity, at ent4@psu.edu or 814-865-7698. 🇺🇸

Student Aid Adviser Available On Site in Grange Building

Linda Soltis, student aid adviser in the Office of Student Aid, is now providing on-site office hours in Grange Building to better assist students in Educational Equity programs. Linda is located in 327 Grange Building and her office hours

are Tuesdays 1:00-5:00 p.m., Wednesdays 8:00 a.m. to noon, and Thursdays 1:00-5:00 p.m. Appointments can be scheduled by contacting Robyn Murphy, administrative support assistant for Student Support Services Program, at 814-863-9442. 🇺🇸