Educational Equity Closes For the Future Capital Campaign Nearly 400% Above Goal

Over the course of the Penn State Capital Campaign For the Future: The Campaign for Penn State Students, Educational Equity has experienced an unprecedented level of success. As of the closing dinner on April 11, Educational Equity’s campaign total stood at $8,692,009, 217 percent above our campaign goal. Building on this already impressive success, an additional gift from the Brook J. Lenfest Foundation established a $7 million endowment in Educational Equity to offer approximately

Student speakers, such as Courtney Rose (pictured, recipient of the Joyce and Troy Shorts Scholarship in Educational Equity), spoke about the impact Educational Equity scholarships have had on their lives and academic careers. Image: Ron Williams

CORED Spring Symposium and Open House Features Dovidio

Keynote speaker John F. Dovidio, Carl Iver Hovland Professor of Psychology at Yale University, discusses his research on racial stereotyping. Image: Michelle Bixby

The Commission on Racial/Ethnic Diversity (CORED) held its annual spring symposium and open house Tuesday, March 4, which included a presentation by Yale researcher John F. Dovidio, smaller breakout sessions, and a student panel.

Dovidio, the Carl Iver Hovland Professor of Psychology at Yale University, is a preeminent researcher on stereotyping, prejudice, and discrimination with more than 300 articles, chapters,
The eleventh annual New Faces of an Ancient People Traditional American Indian Powwow was held April 5 and 6. The powwow, sponsored by Penn State and the State College Area School District, brought together five drums, twenty vendors, and over one hundred dancers from all parts of Indian Country, as well as more than 6,000 guests from the central Pennsylvania area. For eleven years, the powwow has been a unique opportunity for Penn State and the local community to experience an important and dynamic aspect of Native culture, to purchase authentic Native arts, and to get a taste of Indian Country from the Native kitchen.

With sadness, the 2014 powwow was the last. The powwow has made an impact in a number of ways. It has gained a reputation in Indian Country as one of the finest traditional powwows in the east. As a community event, it has earned a reputation of being one of the University’s most significant diversity events and one of the Centre Region’s best family-friendly events.

The powwow leaves Indian Country and Penn State with a lasting legacy. As its farewell, organizers worked with Penn State leaders to establish the New Faces of an Ancient People Traditional Powwow Trustee Scholarship, named in honor of the event. The scholarship should generate earnings of approximately $7,500 annually. Consideration for this scholarship shall be given to all undergraduate students enrolled or planning to enroll at The Pennsylvania State University who have a demonstrated financial need. The Office of Student Aid is responsible for identifying the eligible pool of students. To the extent permitted by law, students from the eligible pool who are American Indian will be considered favorably, along with other factors. Less than 20 percent of American Indians earn a bachelor’s degree or higher and less than 1 percent of Penn State’s undergraduate student population are American Indian or Alaska Native. So, this scholarship represents a tremendous opportunity to make a difference for Indian people. The scholarship will continue to exist as long as Penn State exists, providing many opportunities to deserving students over the years. All associated with the powwow are tremendously grateful for the creation of this scholarship and humbled by the University’s generosity in establishing this lasting legacy—a united effort of the Office of the President, the Penn State Alumni Association, the Office of University Development, the Office of the Vice Provost for Educational Equity, the College of Education, and Penn State Outreach.

Robin Bower (Sisseton/Wahpeton), Head Veteran Dancer. This is the first time a female has held the role at any powwow.

Dakota Sanchez (Ndeh Apache) carries the family Eagle Staff in Grand Entry.
Annual Martin Luther King, Jr. Banquet

The thirty-ninth annual Dr. Martin Luther King, Jr. Memorial Banquet was held on Wednesday, January 15—King’s birthday—in Presidents Hall at The Penn Stater Conference Center Hotel, with the largest number of participants, 714, to date. The theme was “Reflect on Yesterday. Experience Today. Transform Tomorrow.”

This banquet featured performances by Penn State and State College Area School District students, as well as Penn State’s ensemble, Essence of Joy. Highlights included the annual presentation of the Forum on Black Affairs Fannie Lou Hamer and W.E.B. DuBois Scholarship, the State College Area School District Awards as well as the presentation of the 2014 Humanitarian Service Award that was established in 1985 to honor a person who has provided outstanding service to African American citizens of Pennsylvania, especially at Penn State and in the Centre County region. The recipient of this prestigious award was Charles Dumas, professor of theatre arts in Penn State’s College of Arts and Architecture. Dumas was the first African American man to teach at Penn State’s School of Theater, and mentioned in his acceptance speech the first banquet he attended in honor of Dr. King was in 1995.

Remarkably, Dumas not only participated in the 1963 Civil Rights March on Washington, D.C. and met Dr. King during the 1968 Poor People’s Campaign, but he also met Nelson Mandela during the time that he spent in South Africa. Accepting this award also gave Dumas an opportunity to pay tribute to Nelson Mandela.

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

and leaves as its legacy a scholarship that will benefit generations of students to come.

Our Upward Bound Math and Science Program, serving Penn State for twenty-three years, has been refreshed with a whole new staff, refurbished offices, and a name change to return to the federal designation. The program open house celebrated past and future success and thanked colleagues for their support. Also, our College Assistance Migrant Program, one of the few on the East coast, celebrated twenty years.

We’ve also experienced losses. Thelma “Mom” Price passed away January 8, 2014, remembered fondly by generations of students as the motivating force in their college careers. We also said goodbye to Joe Mattivi, our Human Resources manager, who passed away December 24, 2013, after a courageous battle with colon cancer.

Building on the strong foundations we’ve laid since our inception in 1990, Educational Equity is again engaged in University strategic planning for the coming years. The University diversity planning process is now merged into this overall process, with the promise of greater achievement of our diversity and inclusive excellence goals. We are gearing up for a fall 2014 review to gauge the University’s progress.

This semester has been a busy one with many events and celebrations that you’ll read about in these pages. As always, we could not do the work that we do without the tireless dedication of our staff. Thank you!

Cores Spring Symposium and Open House Features Dovidio continued from page 1

Penn State seniors, from left, Alice Gyamfi, Melissa Creely, and Chelsea Spruell, discuss their experiences as women of color on campus during the Commission on Racial/Ethnic Diversity's spring symposium and open house. Image: Michelle Bixby

and books published. He spoke about “The Challenges and Promise of Diversity: Realizing its Potential,” noting research-based evidence that students, faculty, and staff from underrepresented groups still face cultural stereotyping and bias on college campuses. In a follow-up session, Dovidio explored “Fostering Diversity at Penn State: What Next?” Additional breakout sessions focused on “Advancing Inclusivity in Penn State Classrooms” and “Empowering Students.” The event concluded with a student panel exploring student perspectives on “Stereotype Threat and Social Identity at Penn State.” The symposium was co-sponsored by the Schreyer Institute for Teaching Excellence, the College of Earth and Mineral Sciences, and the Eberly College of Science. For more information see http://news.psu.edu/story/306926/2014/03/06/administration/cores-symposium-highlights-diversity-dynamics-potential
The Multicultural Resource Center (MRC) held its twenty-third annual Senior Awards and Faculty/Staff Diversity Recognition reception on Tuesday, April 15, in the Hintz Family Alumni Center, to recognize and thank MRC graduating seniors who excel in many educational and extracurricular activities. In addition, MRC recognizes outstanding Penn State faculty and staff who demonstrate a commitment to diversity efforts beyond their job responsibilities.

The students who receive the awards are nominated by their peers or by the faculty and staff who teach/work with them. The nominated students must have just graduated in the fall semester or will be graduating in either the spring or summer semesters. While there is not a grade-point average (GPA) requirement, students usually have a GPA over 3.0 and most who win the Academic Scholarship Award have a GPA higher than 3.9. Additionally, the Forum on Black Affairs Fannie Lou Hamer-W.E.B. DuBois Service Scholarship Award was presented.

From left to right: Dr. Moses Davis, director, MRC; Francis Lam (Student Speaker Award); Fuad Ligali and LaQuint Lockhart from the National Association of Black Accountants (Student Organization Award); Kalyn Flournoy (Inspiring Student Leader Award); Shanae Hunter (Volunteer Service Award); Dayanna Reeves (Student Leadership Award); Rhoda Mois, recipient of the Fannie Lou Hamer-W.E.B. DuBois Service Scholarship Award; Leslie Sotomayor (Resilient Student Award); Muhammad Wasil Wahi-Anwar (Academic Scholarship Award); Diane Leos (Faculty/Staff Diversity Recognition Award-DUS Adviser); Ro Nwranski (Faculty/Staff Diversity Recognition Award, Adviser from the College of Health and Human Development).

Dr. Christopher Rizzo (not pictured, was recipient of the John Romano Faculty/Staff Diversity Recognition Award).

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Since 2002, Penn State has partnered with the Brook J. Lenfest Foundation, which provides need-based scholarships to students from the Philadelphia area. Through a generous donation from the Brook J. Lenfest Foundation, we have significantly expanded the program to support thirty rather than fifteen students, with an endowed funding model. The Brook J. Lenfest Foundation Trustee Scholarship will help students who have significant financial need and have graduated from the Philadelphia School District, particularly those who have graduated from a Mastery Charter School or participated in the Philadelphia Futures Program. The scholarship will fund students in any major at Penn State University Park. Read more at http://news.psu.edu/story/316990/2014/05/27/academics/brook-j-lenfest-creates-7-million-trustee-scholarship-philly.
Penn State’s Commission for Women held its eighth annual awards luncheon on Monday, April 14, in Presidents Hall at The Penn Stater Conference Center Hotel to honor this year’s Rosemary Schraer Mentoring and Achieving Women awards recipients. The keynote address was delivered by Nichola Gutgold, associate dean for Academic Affairs in the Schreyer Honors College.

The Rosemary Schraer Mentoring Award was created in memory of Rosemary Schraer, former associate provost for Penn State, and is presented each spring to a University employee who exemplifies Schraer’s giving of herself as a mentor and who has voluntarily, over a period of time, helped others recognize and achieve their potential. This year’s recipient was Mary Beth Pinto, professor, Sam and Irene Black School of Business, Penn State Erie, The Behrend College.

The Achieving Women Awards recognize Penn State women who have shown notable leadership and accomplishment in their fields, and have gone beyond the requirements of their employment duties and responsibilities in support of the University’s diversity efforts, promotion of equal opportunity or contribution to human causes and public service activities. For more information and a list of 2014 award winners, visit http://equity.psu.edu/cfw/awards.

The Commission for Women (CFW) recently launched a new public awareness project to recognize Penn State Women with Influence. The project recognizes women in positions of administrative and academic leadership who have demonstrated a commitment to strategically advancing Penn State and who also exemplify the goals of the Commission for Women.

A kick-off panel discussion to recognize Penn State Women with Influence took place on Wednesday, April 16, in the Mann Assembly Room of the Pattee-Paterno Library. Following on this kick-off panel discussion, a series of digital mini-posters will be released monthly and showcased as a gallery on the Commission for Women website.

“With this project we are celebrating the contributions and achievements of women at Penn State and also bringing attention to the need for more qualified women and diversity in the pipeline for advancement into the most senior levels of leadership,” noted current CFW chair Lisa German. “We know from research that having excellent role models and mentors can make all the difference to a woman’s career.”

The digital posters are available in the Women with Influence gallery on the commission’s website, with additional posters being added monthly http://equity.psu.edu/cfw/wwi.
**Inaugural Black Male Empowerment Symposium**

A lively and energetic Black Male Empowerment Symposium was held on Saturday, March 22, at the Smeal College of Business hosted by the Multicultural Resource Center in conjunction with the Center for Counseling and Psychological Services. The symposium was held as an initial opportunity to bridge the “Generational Divide” and develop lifelong friendships both professionally and personally.

The symposium was engaging with open and constructive dialogue, and addressed a broad spectrum of topics including: Self-Empowerment, (Mr. Dwayne Wright); Leadership/Ethics, (Dr. Edgar Farmer); Spiritual Health, (Dr. Jason Gines); Networking and Community Service, (Mr. Curtis Marshall); School-to-Work Transition, (Dr. Vernon Carraway); and Educational Expectations, (Mr. Maurice Washington). Each lecturer provided unique insights and sage advice to the attendees.

Dr. W. Terrell Jones, vice provost for Educational Equity; Dr. Blannie Bowen, vice provost for Academic Affairs; and Dr. Moses Davis, director, Multicultural Resource Center; participated on the leadership roundtable and provided the group of more than forty-five attendees with next step action planning initiatives.

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**College Assistance Migrant Program 20th Anniversary, 1993–2013**

The College Assistance Migrant Program (CAMP) celebrated its twentieth anniversary on Friday, May 2, at Celebration Hall, State College, Pennsylvania, with a dinner, program, and dance. The program featured highlights of CAMP’s successful history at Penn State and reflections from current and past CAMP students and families. The band, Grupo Ultimátum, entertained the guests.

CAMP is a federally funded program designed to assist first-year college students from migrant and seasonal farm worker families in their pursuit of higher education. Established nationally in 1972, CAMP has been working with students at Penn State since 1993. CAMP offers precollege transition and first-year assistance to help students develop the skills necessary to ensure continued enrollment and eventual graduation. In addition, the program provides support services to satisfy the educational and personal needs of each participant.

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**Earth Day Arboretum Walk**

The Educational Equity Green Team hosted a celebratory Earth Day Arboretum Walk during the lunch hour on April 22. Colleagues brought their walking shoes, lunch, and umbrellas to join the celebration, starting at the steps of Boucke Building and making their way to the Penn State Arboretum, where they enjoyed spring flowers and lunch conversation. Earth Day was started in 1970 and is now recognized and celebrated in over 192 countries each year on April 22. The Educational Equity Green Team is co-chaired by Dara Sanoubane and Michael Brahosky.

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**In Memory of Joseph Mattivi**

A good friend and colleague, Joe Mattivi passed away on December 24, 2013, at the age of 50 following a long and courageous battle with colon cancer. As the Human Resources representative for the Office of the President, Joe worked closely with Educational Equity, providing exemplary HR support always with a friendly smile and helpful attitude.
Penn State Featured in June Issue of Insight Into Diversity Magazine

As a 2013 winner of the Insight into Diversity Higher Education Excellence in Diversity Award, Penn State is featured in a HEED Award Spotlight article in the June 2014 issue of the magazine. The article “Penn State Embraces the Breadth of Diversity” overviews Penn State’s many efforts toward “nurturing an environment that is both welcoming and supportive for students who color its campuses with unique cultures, backgrounds, and perspectives.” Initiatives such as diversity strategic planning, academic support programs and activities, and support for students who are veterans are featured.

The HEED award recognizes colleges and universities that demonstrate an outstanding commitment to diversity and inclusion. Penn State was one of only three institutions in Pennsylvania and fifty-six nation-wide to receive the award. The article is available online at http://www.insightintodiversity.com/past-issues.

2014 Way Pavers Award

Dr. Grace Hampton was the recipient for the 2014 Way Pavers Award for a Community Member at the Council of College of Multicultural Leadership annual luncheon on April 2 at The Nittany Lion Inn. The award was created to honor those who have “paved the way” in supporting diversity initiatives, which have positively enhanced student life and the climate throughout the college and local community, while maintaining a high level of character and leadership.

New Penn State Website for Veterans

A new Penn State website, www.veteran.psu.edu, makes it easy for military veterans to find the information they need about undergraduate and graduate programs, both online and residential instruction, as well as information about services for veterans at each Penn State campus and information about financing their education. The website is part of the University’s commitment to being a veteran-friendly institution and is a collaborative effort among World Campus, Undergraduate Admissions, Office of the Vice President for Commonwealth Campuses, and the Office of the Vice Provost for Educational Equity.

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thirty scholarships per year to students from Philadelphia in perpetuity. Educational Equity will close the campaign having raised over $15,887,740, 397.19 percent of our campaign goal of $4 million! We were the first unit of the University to surpass 100 percent of the campaign goal and we close the campaign leading the University in percentage over goal.

Educational Equity has awarded $1,283,161 in scholarship support to Penn State students since the 2008 academic year creating 746 scholarship awards benefitting 453 students. The average amount per award was $1,720, in 2013–14 there were 197 scholarships awarded to students benefitting from the services of Educational Equity. Scholarship recipients excel academically, earning an average grade-point average of 3.18 and a graduation rate of 93.75 percent. Educational Equity scholarship recipients are represented throughout the University, with students at every academic college and the Commonwealth campuses.

News of Note

- Educational Equity welcomes Angela Miller as the new director of the Upward Bound Math and Science Program. Previously, Angela served as the Talent Search program assistant director for a number of years and brings a wealth of experience into her new role.

- Upward Bound Math and Science Program welcomes Shawna Gonsman as the new program administrative support assistant. Shawna joins Educational Equity from the Student Affairs Office of Human Resources and brings great experience to the UBMS Program.

- Upward Bound Math and Science Program welcomes Willie West as the program’s new assistant director. Willie has worked with the Clarion Upward Bound Program, was a Residence Hall director for a small liberal arts college in New Jersey, and most recently has served as the program coordinator for the HUB-Robeson Center.

- Upward Bound Migrant welcomes Marienel Corniel as its new counselor. Marienel has worked with UBM students in Reading for the past year as a success coordinator and is a former student support specialist with the Migrant Education Program. Additionally, she has been an ESL Instructor and has worked closely with families as a parent academy adviser with the Reading School District. Marienel will manage services for UBM students in Hazleton, Lebanon, and Reading, with her office located in Reading High School.

- The Office of Student Aid welcomes Roberta Milillo into the Enrollment Services Specialist (Student Aid Coordinator) position. In this role, Roberta will work closely with Educational Equity program students and will maintain office hours in Grange Building.

- Educational Equity welcomes Ashley Jackson who joins us as an administrative support assistant in our administrative office in Grange Building, where she will work with the diversity planning analysts and provide support for the Commission for Women and the Equal Opportunity Planning Committee, and diversity strategic planning and review. Ashley is a 2007 graduate of Penn State and a Bunton-Waller Fellow. For the past five years, Ashley has worked in Japan as an instructor in English and international affairs at the high school level.

- Educational Equity IT welcomes Joel Reed as the IT assistant manager. Joel received his B.S. from Juniata College in Huntingdon, Pennsylvania, and began his career with a ten-year stint as an IT manager with Penn State’s Office of International Programs (now Global Programs), followed by an IT research consultant position with Materials Research Institute, and the last three years as a systems administrator in the Office of Student Aid. Joel will manage the Help Desk and assist with other IT projects and planning.

- The Talent Search Program welcomes new assistant director Melissa Walker. Melissa joins the program from Penn State’s Office of Physical Plant Human Resources, where she has worked since 2010. Melissa has a master’s degree from Concordia University and is currently a Ph.D. candidate in Workforce Education here at Penn State.

- Educational Equity has been proud to host Charmaine du Plessis, a 2013–14 Humphrey Fellow, as a short-term intern. Charmaine came to us from the University of Johannesburg, South Africa, where she is senior manager of Strategic Communication in the Office of Institutional Advancement, and where she seeks to implement diversity education programs for students, faculty, and staff. Charmaine immersed herself in various change management processes and projects and contributed to this newsletter.

In Memory of Thelma Price

Penn State and State College icon Thelma Price passed away on January 8, 2014, at age 88. Family, friends, former colleagues and former students gathered on Saturday, January 18, to celebrate the life of the Penn State administrator and civil-rights advocate. “She will be remembered for her strong advocacy for minority student concerns,” said W. Terrell Jones, vice provost for Educational Equity. “Her tireless energy, vision, and courage” made her a leader in many ways. Price joined Penn State in 1964 at the New Kensington campus, came to University Park in 1971 and became the first black woman appointed assistant vice president for Student Affairs in 1972. Price retired from Penn State in 1986, and remained active in the State College community. A scholarship has been established in her name.