

PENNSTATE
Office of the Vice Provost for Educational Equity

Overview

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

Lately, I have been reflecting on our role and impact as the Office of Educational Equity at Penn State. As I write, Penn State has yet to receive its budget appropriation from the Commonwealth for the 2009–10 academic year. In this difficult economic climate, our students and their families are struggling to afford the cost of college. We have seen an increasing number of students withdraw from the University under a heavy debt load, and Penn State is struggling to absorb the delay and decrease in funding while maintaining a quality educational environment.

For several years, noted economists have stressed the key role of higher education for all in maintaining America's economic vitality and leadership within the new global economy. Arne Duncan, U.S. Secretary of Education, and President Barack Obama have added emphasis to the need to educate all students, particularly those from groups that have historically faced barriers to higher education.

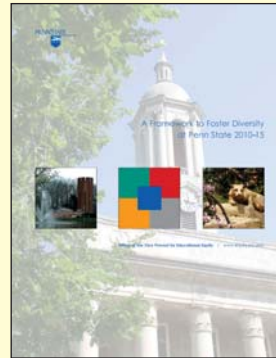
These are the students whom we serve, students who are from multicultural backgrounds, low-income families, or the first in their family to attend college; students with disabilities; and women who are dramatically underrepresented in the STEM fields. Within this context, it is clear that our students are the very students upon whose success rests the educational promise of America. And these are the students who benefit the most from the added support systems we provide through our various Educational Equity offices and initiatives.

I am proud of the dedication of our staff in maintaining the quality academic support which is so helpful to our students' success. I am also pleased that the University has emphasized student success in its new strategic plan *Priorities for Excellence*, renewed its commitment to *A Framework to Foster Diversity at Penn State*, and reinforced synergies between the plans. We must each do our part to make these goals a reality.

Leadership in Diversity Strategic Planning

Penn State continues to be among national leaders in fostering diversity through strategic planning. Released in July 2009, *A Framework to Foster Diversity at Penn State: 2010–15* is the University's third five-year diversity plan, rounding out a fifteen-year trajectory.

W. Terrell Jones, vice provost for Educational Equity, said promoting equity and inclusivity in higher education is not only the right thing to do, but the strategic thing to do. "A more diverse group is beneficial to higher education; it gives rise to creativity and a competitive edge," said Jones. "Because the demographics of the nation and workforce are changing, we need to successfully educate all students in order to maintain our institutional vitality and economic viability and to continue to contribute to our society and economy, locally and globally."



When the original five-year plan was established in 1998, seven Challenges were outlined as the infrastructure of this initiative. These Challenges continue to guide each five-year plan. Targeted areas for improvement provide focus for initiatives. Within each planning cycle, the University conducts midpoint and final progress reviews through a self-assessment of all campuses, colleges, and administrative units to ensure the promotion of equity among faculty, staff, and students. Each assessment reveals best practices and continuing challenges. Final updates under the 2004–09 plan, along with new unit plans for 2010–15, will be submitted to the vice provost in December for spring 2010 review. The comprehensive nature of the assessment process, along with the open availability of the results, contribute to Penn State's leadership in this area.

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Grace Hampton Appointed Senior Faculty Mentor

Grace Hampton, professor of art education and integrative arts and affiliate faculty member of the African and African American Studies Department, has been appointed to serve as senior faculty mentor. Hampton replaces James Stewart, who retired in June 2009.

The senior faculty mentor addresses a wide range of issues that impact the recruitment and



Dr. Grace Hampton


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Those listed in the photo include, Left to Right: Ed Thompson, director of development, Educational Equity; Irene Gallagher, David's mother; Christine Shindler, David's sister; and Frank Gallagher, David's brother

Gallagher-Newcombe Trustee Scholarship

A new Trustee Scholarship has been established with the presentation of a check for \$25,000 from the David Gallagher Foundation. Collaboration between the Gallagher Foundation and the Newcombe Foundation has created the Gallagher-Newcombe Trustee Scholarship, which will

benefit Penn State students with disabilities. The David Gallagher Foundation memorializes David Gallagher, a Penn State graduate who had epilepsy. Following his death in an auto accident, the family established the foundation in his honor. 

Educational Equity Scholarships: Be a Part of Penn State's Future

Did you know that, by making an outright or planned gift of cash, securities, or real estate, you can **create a named fund** or even **receive a lifetime income** through a charitable remainder trust or gift annuity? Such a gift would benefit you now (and can be for a spouse or partner) and Penn State Educational Equity Programs in the future.

Or, you may want to consider including Penn State Educational Equity Programs in your will. We can provide suggested language to ensure your wishes are carried out. Another option is a "bequest" of retirement plan assets, which passes to Penn State free of income and estate tax so the entire value of the account is applied for purposes you designate.

To learn more about these opportunities, please contact:


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Brian Casey
Gift Planning Officer
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Office of Veterans Programs Serves Student Veterans

Penn State's Office of Veterans Programs provides outreach, certification, and counseling to veterans and their family members eligible under the G.I. Bill. All Pennsylvania veterans are contacted by the office as they leave military service and offered assistance for accessing their benefits to further their education.

The Office of Veterans Programs serves University Park and World Campus students, and is a resource to counselors working with student veterans at all Penn State campuses. "Penn State recognizes the tremendous contributions being made by our servicemen and women and wants to ensure they have access to a Penn State education, regardless of their state of origin," said Brian Clark, director of Penn State's Office of Veterans Programs.

Most Penn State campuses participate in the Yellow Ribbon Program, part of the Post-9/11 G.I. Bill. Qualified veterans who have served on active duty since September 11, 2001, can have their tuition costs covered for most Penn State degrees as part of the program. Additionally, Penn State's World Campus and Pennsylvania College of Technology have been recognized as military-friendly institutions for the educational opportunities they offer to veterans. 
For more details, visit:
<http://live.psu.edu/story/40769> and
<http://live.psu.edu/story/42875>





Focus on Student Success

The Quality Advocates Network, sponsored by the Office of Planning and Institutional Assessment (OPIA), sponsored a series of panels focusing on student success. On April 6, 2009, "Enhancing Student Success" addressed Penn State's current and future efforts to enhance student success, including efforts identified through the work of the University Strategic Planning Council and Task Force on Ensuring Student Success. Panelists included Yvonne Gaudelius, assistant vice president and associate dean for Undergraduate Education, who led the task force; W. Terrell Jones, vice provost for Educational Equity; Damon Sims, vice president for Student Affairs; and moderator Louise Sandmeyer, executive director of OPIA.


Following on the success of the spring session, the fall 2009 series has explored multiple aspects of defining and fostering student success with additional panels composed of administrators, faculty, staff, and students. The fall series kicked off on October 9 with "What is Student Success?" W. Terrell Jones, vice provost for Educational Equity, moderated the session, which focused on how student success can be defined, how policies and processes of the University can support or hamper student success, student engagement in the classroom, and how Penn State represents itself in advertising.

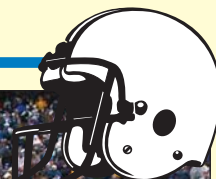
On November 13, Damon Sims, vice president for Student Affairs, moderated "Student Success: Connecting Policy and Practice to Student Success." Panelists discussed Penn State policies,

processes, and practices in relation to facilitating student success and focusing on a learning-centered approach.

The series concluded on December 4 with "Who is Responsible for Student Success?" Moderator Robert Pangborn, vice president and dean for Undergraduate Education, led the discussion of how responsibility for student success is shared by students and the University. Panelists identified barriers to student success, noted the necessity of increased communication and collaboration to enhance student

support, and emphasized the importance of making information and resources readily available.

Summaries of each of the sessions in the Quality Advocates series are available at www.psu.edu/president/pia/advocates/index.htm. The Quality Advocates Network is an informal group that meets several times each semester to share ideas and examples of improvement and innovation. The Quality Advocates Network is open to all Penn State faculty, staff, administrators, and students. 



From left to right: **Robert C. Hicks** '50 H&HD, **John R. Finley** '49 H&HD, **William "Rip" Sherer** '49 H&HD, **Wallace "Wally" Triplett III** '49 H&HD, **I. Thomas Smith** '49 H&HD, **Robert J. Williams** '49 H&HD, **Robert R. Ross** '50 Eng., **V. Lee Henry, Jr.** '50 Eng., **Elwood L. Petchel** '49 H&HD, **Joseph J. Sarabok** '50 H&HD, and family members **Todd Hedderick**, son of **Raymond Hedderick**, '50 H&HD, and **Matthew J. Suhey** '80 Bus., son of **Stephen J. Suhey** '50 H&HD (deceased), and grandson of **Robert A. Higgins** '18 Lib. (deceased).

Beaver Stadium Homecoming Game, October 17, 2009 Penn State 20 – Minnesota 0

Nittany Lion teammates and families from the 1948 Cotton Bowl Team (9-0-1) were honored during halftime.


Penn State has featured in several venues the 1946 and 1947 Nittany Lion football teams and their contribution to not only Penn State's football fame, but also racial justice and civil rights. In fact, the iconic chant "We Are ... Penn State" is attributed to the team's decision to play "all or none" when the 1946 team was

asked to leave its African American players home by its season finale opponent, University of Miami. For more information, including a link to the *Penn Stater* magazine article, blog, and a story and interview with Wally Triplett, visit <http://live.psu.edu/story/42785>. 





News of Note:

- Eduardo Juarez was named the new director of the Educational Opportunity Center in Philadelphia, Pennsylvania, effective August 3, 2009.
- JoVon Hill has been promoted to counselor in our EOC office in Philadelphia. JoVon was formerly the staff assistant for the program.
- Jennifer Hadley has been promoted to full-time counselor in Upward Bound. In that role, she will continue to provide outstanding support to high school students in each of the seven school districts served by UB.
- Desmond Harrison and Ingrid Lundquist have joined the Talent Search team, working at the Farrell and New Castle offices, respectively.
- Beth Tamminga, staff assistant, and Michael Chestnut, language and literacy coordinator, are new hires to our CAMP office.
- Jacqueline Gardner and Annyce Schafft have joined the diversity planning analysts for the *Framework* review process through April 2010. Bao-Ming Li of the Multicultural Resource Center will also serve in this capacity for the review. 

EOC-SWPA Staff Member Honored with First Staff Service Award


Patty Forrest, staff assistant for the Educational Opportunity Centers of Southwestern Pennsylvania, was honored with a Staff Service Award on Friday, April 24, 2009, at Penn State's Beaver campus.

The award recognizes the consistently outstanding performance of a nonexempt staff member who has demonstrated and practiced a commitment to the philosophy of continuous quality improvement, team spirit, excellence in the performance of assigned duties, and dedicated focus to customer service. This is the first year the award has been presented.

Leadership in Diversity Strategic Planning

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The Office of the Vice Provost for Educational Equity Web site maintains a comprehensive repository of unit diversity strategic plans, updates, and feedback reports


from each *Framework* cycle. Results of the 2010 assessment will be available in fall 2010. The *Framework* is available at www.equity.psu.edu/Framework. 

Grace Hampton Appointed Senior Faculty Mentor


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retention of minority faculty, working directly with W. Terrell Jones, vice provost for Educational Equity, and Suzanne Adair, senior director of the Office of Graduate Educational Equity Programs. Hampton will provide a variety of supportive services to tenure-track faculty members belonging to underrepresented racial/ethnic groups to facilitate attainment of tenure and promotion. In addition to being a mentor, Hampton will give individual consultations regarding

progress toward tenure and promotion, including review of dossiers; vitae maintenance and development; and supplemental travel support to attend conferences.

Hampton has held a variety of positions at the University, including head of the African and African American Studies Department, executive assistant to the provost for development of the arts, chair of the Commission for the Advancement of the Arts, professor of art and art education, vice provost, and director of the School of Visual Arts in the College of Arts and Architecture. 

James B. Stewart, First Vice Provost for Educational Equity, Retires

In May 2009, the Office of Educational Equity hosted a retirement reception for Dr. James (Jim) B. Stewart. In 1990, Jim was named the first vice provost for Educational Equity, and most recently served as our senior faculty mentor. Congratulations Jim! 



Dr. James B. Stewart

Penn State's College Assistance Migrant Program Participates in First CAMP National Blood Drive

Penn State was among the CAMP programs participating in the CAMP Alumni Association's inaugural National Cesar Chavez Blood Drive Challenge in spring 2009.

Among the forty-two participating programs nationwide, the program

was tied for seventh place, and was the only Eastern Stream program to make the top ten. This event is among the largest Hispanic-focused blood donor drive in the U.S. Penn State's CAMP, a federally funded TRIO program, has recently received grant approval for the next five years. 