The Case for Supporting Educational Equity

Opportunity  Diversity  Equity

OFFICE OF THE VICE PROVOST
FOR EDUCATIONAL EQUITY
Opportunity Diversity Equity

Educational Equity: Opening Doors to Achievement and Success at Penn State
NEVER underestimate the impact that reaching out can make in the lives of our students. In my time as a university administrator, I have learned that even the most modest interventions can change lives. Sometimes it only requires that we go slightly beyond our normal routine to put students first. Sometimes, it requires a heavier investment on our part. But always, our students will benefit from our interest.

Graham B. Spanier,
President, The Pennsylvania State University
“We are eager to form close partnerships with individual and institutional donors.”

W. Terrell Jones

Pictured: W. Terrell Jones with John M. Jok, a student in the Comprehensive Studies Program
The Office of the Vice Provost for Educational Equity has annually served more than 5,000 students across the University since its inception in 1990. The programs in Educational Equity help to foster a supportive and diverse campus community, provide educational and developmental opportunities for economically disadvantaged students, and work with traditional student populations from a variety of backgrounds.

Our University has a long history of supporting access to opportunity and enhancement of diversity while maintaining academic excellence and striving for equity for all Penn State students and the constituent groups we serve. In order to continue providing critical academic support programs and scholarships for our students, we are eager to form closer partnerships with individual and institutional donors. I encourage you to join me, our alumni, and friends in providing our students with the resources they need to succeed both in the classroom and in life.

W. Terrell Jones
Vice Provost for Educational Equity
The Pennsylvania State University

With legislative and social milestones such as the Morrill Land Grant Act, immigration, the G.I. Bill, and the civil rights movement, higher education in the United States has undergone massive transformations as colleges and universities have continued to open their doors to diverse populations. This expansion of educational opportunities has improved learning, spurred innovation, and altered the very character of our nation.

Throughout its 150 years of existence, Penn State has strived to remain at the forefront of these social and educational transformations by remaining true to its historical land-grant mission. As Pennsylvania’s and the nation’s population grew and evolved, Penn State opened its doors to students of increasingly diverse backgrounds and has enhanced the systems that support these efforts.

DIVERSITY HIGHLIGHTS
1871: First female students enroll
1904: Calvin H. Waller, first African American male to graduate
1911: First international program established
   (Penn State in China)
1920: First full athletic program for women
1932: Mildred S. Bunton, first African American female to graduate
1948: Wally Triplett and Denny Hoggard, first African Americans to play in football’s Cotton Bowl
1965: Dr. Martin Luther King Jr. speaks at Recreation Hall
1968: Upward Bound Program begins at Penn State
1970: The American Indian Leadership Program begins
1974: Office of Veterans Programs opens
1979: Office for Disability Services opens
1981: Commission for Women created
1990: Office of the Vice Provost for Educational Equity established
1998: “Framework to Foster Diversity at Penn State” begins
2005: First Diversity Summit held at University Park campus
   Minority enrollment passes 10,000
Today, Penn State is more diverse than at any time in our history. Over the years, the University’s fabric has changed as we have expanded access to women, students of color, military veterans, international students, students with disabilities, students from migrant families, adult learners, and students of various sexual orientations. Each of these demographic groups brings a unique perspective to the University community. Each makes Penn State a better place.

Since 1998, all of Penn State’s colleges and administrative units have operated under a comprehensive diversity strategic plan titled *A Framework to Foster Diversity at Penn State: 1998–2003*. Following a comprehensive review of the initial Framework, the updated 2004–09 plan, highlighted on page 3, serves as the blueprint for diversity initiatives for all of Penn State’s colleges and administrative units. Under the Framework’s guidelines, Penn State has experienced significant gains in our efforts to recruit, retain, and graduate a diverse student body.

The Office of the Vice Provost for Educational Equity also staffs three commissions: Commission for Women; Commission on Racial/Ethnic Diversity; and Commission on Lesbian, Gay, Bisexual and Transgender Equity; and administers Equal Opportunity Planning Committee funds. These commissions advise the President of the University on maintaining a positive campus climate that is conducive to equity, diversity, and civility. For more information, please visit the Office of the Vice Provost for Educational Equity Web site at [www.equity.psu.edu](http://www.equity.psu.edu).

Garrick Baskerville never had any doubts about his career. “Ever since third grade I have wanted to be a doctor,” he says. What he wasn’t sure about was whether he could pursue that dream at a large university, where many students can feel intimidated or lost.

Garrick’s transition to life at Penn State was made easier thanks to summer seminars and tutoring sessions held by the Bunton-Waller Fellows program, which recruits a diverse group of accomplished students. “The instructors in the summer program made sure we all had the tools to succeed,” recalls Garrick. “By the time I came back in the fall, I had already made close friendships and was familiar with the campus and ready for my classes.”

After a successful career at University Park, Garrick is now pursuing his dream at the College of Medicine at Penn State Milton S. Hershey Medical Center, having enrolled with the class of 2007. After graduation, he plans to complete a residency in emergency medicine. “In emergency medicine,” says Garrick, “every day brings new challenges. It forces you to think on your toes.”

Garrick Baskerville ’03 Biology
College of Medicine

“I’m pretty spontaneous and have always loved new challenges.”

Garrick Baskerville
A Framework to Foster Diversity 2004–09

Campus Climate and Intergroup Relations

CHALLENGE 1
Developing a Shared and Inclusive Understanding of Diversity

CHALLENGE 2
Creating a Welcoming Campus Climate

Representation (Access and Success)

CHALLENGE 3
Recruiting and Retaining a Diverse Student Body

CHALLENGE 4
Recruiting and Retaining a Diverse Workforce

Education and Scholarship

CHALLENGE 5
Developing a Curriculum that Fosters Intercultural and International Competencies

Institutional Viability and Vitality

CHALLENGE 6
Diversifying University Leadership and Management

CHALLENGE 7
Coordinating Organizational Change to Support Our Diversity Goals
Since 1990, the Office of the Vice Provost for Educational Equity has played a central role in Penn State’s continuing efforts to support educational access at all of Penn State’s campuses and provide outreach programs to first-generation and low-income students throughout Pennsylvania. Staff members work with thousands of students, with an emphasis on first- and second-year Penn State students. The office’s goals remain the same for all of these students: to support the success of students from underserved populations, to enhance educational access, to support diversity at Penn State, and to ensure that all Penn State students reap the benefits of a superior education.

**Why Support Educational Equity at Penn State?**

The combined trends of tuition increases, reduced appropriations per student from the Commonwealth of Pennsylvania, and pressure to reduce or eliminate various programming budgets present an urgent threat to our students. At a time when the importance of diversity and educational access have been recognized nationally, Penn State’s continued success in these endeavors will depend in part on the philanthropy of alumni and friends who share our belief in this mission.

Educational Equity is now turning to a broad group of Penn State alumni, stakeholders, and friends to provide valuable philanthropic support to benefit students from underserved populations and low-income families. There are many ways that you can provide assistance, from undergraduate scholarships to funding for critical programs, and we can assist you in meeting your personal philanthropic goals. At Penn State and across the Commonwealth, your gifts and pledges of support promise to open new doors and bring within every student’s reach all the possibilities of a quality education.

“Just because I have an illness doesn’t mean I’ll let it consume me. I’m not the illness first. I’m Jeny.”  

Jeny Wakefield

Since the day she was born three months premature, Jeny Wakefield has been a fighter. As a teenager, she fought for her independence and escaped a violent inner-city neighborhood. Throughout her life she has battled Cyclic Vomiting Syndrome, a rare medical condition. When she came to Penn State—supported by no one but herself—her health worsened until she required hospitalization. Professors recommended she withdraw. Academic advisers suggested she settle for an associate degree.

But Jeny fought on, balancing her studies with three jobs, and she got help from the Student Support Services Program (SSSP). The SSSP staff talked to her professors, worked with her to manage her schedule, and made sure that she got the medical treatment she needed.

With SSSP on her team, Jeny made the Dean’s List during her final two years of college, and now she’s pursuing a career in social work. “I’ve always done what I can to help others,” Jeny explains. “My life was rough from the start, and I want to help children in the same position.”

Jeny Wakefield ‘04  
Human Development and Family Studies
How to Support Educational Equity

GENERAL GIFTS

Educational Equity General Fund gifts or pledges, of any amount, will be used to enhance Educational Equity's programs and scholarships for first-generation, low-income Penn State students, and for precollege outreach programs designed to prepare students from underrepresented groups for college. This fund may also be used to purchase books and assist low-income students with emergencies that may otherwise cause the student to withdraw.

Donors to scholarship and program funds can make gifts or pledges of any amount to existing scholarship and program funds that benefit students served by programs in Educational Equity. Contact the director of development for more information.

ENDOWMENTS

Endowments are held and managed in perpetuity by the University's Office of Investment Management. The initial gift is invested, and a portion (typically about 5 percent) of the fund’s market value is awarded annually for the purpose designated by the donor. Endowments may be established for support of a scholarship or program and may be named to honor or memorialize an organization or person of the donor's choice.

Program Support Endowment: $25,000 minimum pledge over five years
Scholarship Endowments: $50,000 minimum pledge over five years

Trustee Matching Scholarships double the amount of scholarship dollars available for distribution, resulting in twice the impact on the lives of students who have significant financial needs that cannot be met with federal and state grants and loans.

Destiny Scholarships provide financial assistance to students who are the first generation in their families to attend a college or university. Because many first-generation students come from low-income backgrounds, financial need often curtails or prevents them from enrolling in college.

Enrichment Scholarships assist University Park students with unmet financial need whose ethnic, cultural, or national background contributes to the diversity of the student body.

General Scholarships may be designated for a particular campus, college, or groups of recipients, such as those from a specific geographic area. The benefactor of these scholarships also may give his or her preference, consistent with University policy, concerning other criteria.

For many students like Tien T. Hong, college is only a dream. His Vietnamese family spent fifteen years trying to flee Vietnam in the dangerous aftermath of the Vietnam War. In 1998, Tien’s parents came to the United States and moved across the country before finding work in Lancaster, Pennsylvania. When Tien graduated from high school, he assumed that a college education would be forever beyond his financial means.

That all changed when Tien learned of the College Assistance Migrant Program (CAMP). “The CAMP counselors helped me apply for financial aid and provided me with the foundation, structure, and educational support I needed to succeed in the classroom,” says Tien. “I don’t know how I would have survived my first year if it weren’t for CAMP.”

Tien now looks forward to a career in supply chain management. First, though, he is serving as a mentor to first-year CAMP students facing similar challenges. “CAMP has been so important to me,” explains Tien. “I want to give back while I’m still here.”

Tien T. Hong
Senior, Supply Chain and Information Systems

“Coming to Penn State was the turning point in my life.” — Tien T. Hong
# Programs for Penn State Students

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<th>Program</th>
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<td>Student Support Services Program—</td>
<td>works with first-generation college students to improve their retention and graduation rates. (federal TRIO program)</td>
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<td><a href="http://www.equity.psu.edu/sssp">www.equity.psu.edu/sssp</a></td>
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<tr>
<td>Multicultural Resource Center—</td>
<td>provides professional counseling and educational services for African American, Latino/Hispanic, Asian American, Pacific American, American Indian/Alaskan Native, and international undergraduate students.</td>
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<td><a href="http://www.equity.psu.edu/mrc">www.equity.psu.edu/mrc</a></td>
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<tr>
<td>Office of Veterans Programs—</td>
<td>provides comprehensive services for veterans including academic counseling and transition assistance to military veterans and their families.</td>
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<td><a href="http://www.equity.psu.edu/veterans">www.equity.psu.edu/veterans</a></td>
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<tr>
<td>Comprehensive Studies Program—</td>
<td>provides academic and personal support for Penn State students who qualify for Pennsylvania’s Educational Opportunity Program (Act 101) services.</td>
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<td><a href="http://www.equity.psu.edu/csp">www.equity.psu.edu/csp</a></td>
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<tr>
<td>Office for Disability Services—</td>
<td>provides services to students with disabilities at University Park and acts in an advisory capacity to the Disability Contact Liaisons at other Penn State campuses.</td>
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<td><a href="http://www.equity.psu.edu/ods">www.equity.psu.edu/ods</a></td>
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<tr>
<td>College Assistance Migrant Program—</td>
<td>offers academic, personal, and financial support for first-year students from migrant and seasonal agricultural worker backgrounds.</td>
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<td><a href="http://www.equity.psu.edu/camp">www.equity.psu.edu/camp</a></td>
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ANNUAL SCHOLARSHIPS

Annual Scholarships provide five-year renewable tuition assistance to students enrolled in various Educational Equity programs. With a minimum pledge of $12,500 paid over five years, benefactors can fund scholarships and establish preferences for their award, consistent with University policy.

Bunton-Waller Scholarships are designated for students who have demonstrated high academic achievement and whose gender or ethnic, cultural, or national background contributes to the diversity of the student body. The Bunton-Waller Scholarships are named in honor of Penn State’s first African American male and female graduates, Calvin Waller (1904) and Mildred Bunton (1932).

Office for Disability Services Scholarships are awarded annually to students with physical or learning disabilities who have unmet financial need.

Veterans Scholarships may be established for any veteran who has unmet financial need. Many veterans have unmet financial need because GI Bill benefits may cover only a portion of the cost of their education or may expire prior to their graduation.

PLANNED GIVING

Planned Giving is a technique consisting of including charitable giving in your total financial plan through gifts of cash, securities, other assets, or estate gifts. The government encourages philanthropy with advantageous tax treatment of gifts under state and federal law. University professionals will work closely and confidentially with you to ensure that your gift to Penn State achieves your individual goals and expresses your personal vision for Penn State.

Ambrose’s amazing experience at Penn State began with the staff in the Comprehensive Studies Program (CSP), who eased her transition to college with advice on everything from academics to managing personal finances. “The advisers in CSP are like your parents at Penn State,” explains Ambrose. “You can talk to them about any problem.”

Ambrose has flourished at Penn State, and she hopes to return to Africa after graduation to develop educational programs to improve children’s health. “If people knew the cost of sickness, I’m convinced they would take preventive measures,” she says. “People lack education, and that’s what I can give them.”

Ambrose Kusi-Appiah
Junior, Biobehavioral Health and African and African American Studies

When Ambrose Kusi-Appiah came to the United States from Ghana in 1998, she began living her dream of accomplishing great things and helping others. A double-major in Biobehavioral Health and African Studies with a minor in Peace and Conflict Studies, she has studied world hunger in Italy and HIV in South Africa. “College isn’t about the degree,” she says. “It’s about learning.”

“Education is important because if you don’t know what’s going on in the world, you can’t do anything to change it.”

Ambrose Kusi-Appiah
## Precollege Outreach Programs

### Women in the Sciences and Engineering (WISE) Institute—
coordinates with K–12 educators and colleges across Penn State to increase participation and retention of women in the fields of science, mathematics, engineering, and technology.
[www.equity.psu.edu/wise](http://www.equity.psu.edu/wise)

### Upward Bound—
helps eligible high school students gain the skills and motivation to continue their education beyond high school. (federal TRIO program) [www.equity.psu.edu/ub](http://www.equity.psu.edu/ub)

### Upward Bound Math and Science Center—
provides educational opportunities to low-income high school students with an interest in math and science. (federal TRIO program) [www.equity.psu.edu/ubms](http://www.equity.psu.edu/ubms)

### Talent Search (University Park and York)—
helps eligible youth and adults continue and complete secondary education or its equivalent and to enroll in or reenter a college or training program. (federal TRIO program) [www.equity.psu.edu/ts](http://www.equity.psu.edu/ts)

### Educational Opportunity Centers (Philadelphia and southwestern Pennsylvania)—
help adults nineteen and older who live in these areas begin or continue a postsecondary education. (federal TRIO program) [www.equity.psu.edu/eocswpa](http://www.equity.psu.edu/eocswpa)
Recognition at Penn State

Before she even set foot on a college campus, Julie Bigelow knew she would need some assistance, and she found that assistance through Penn State’s Women in the Sciences and Engineering (WISE) Institute.

As a high school junior in Beaver, Pennsylvania, Julie attended WISE Week, a program that allows young women to explore careers in math, science, and engineering. “WISE Week exposed me to Penn State’s resources and really showed me the value of studying at a large university,” she says. Later, WISE provided Julie with tutoring, a residence-hall community (WISE House), and a strong social support network at Penn State.

Julie is now preparing for a career in chemical engineering, but she has never forgotten the impact that WISE had on her. She now assists with WISE programs in order to help other high school and college students like her. “I’ve come full circle in WISE,” she says. “Now I’m the one that younger students come to for help. I know what they’re going through and how to help them.”

Julie Bigelow
Junior, Chemical Engineering

“WISE makes it easy to succeed. They’re ready to assist you with anything, whether it’s educational or personal.” Julie Bigelow
I invite you to learn more about the Office of the Vice Provost for Educational Equity at Penn State and the role it plays in providing academic and financial support to students in all colleges of the University.

Many of our students are economically disadvantaged and many are first-generation college students, but they all share one trait: a belief in the power of a Penn State education to transform their lives, their families, and their communities.

The Honorable Cynthia A. Baldwin
Chair, Board of Trustees, 2004–06

“Never underestimate the impact reaching out can make … .”

Graham B. Spanier
The Case for Supporting Educational Equity

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Invest in Educational Equity at Penn State—and Invest in the Future. HELP US OPEN DOORS TO ACHIEVEMENT AND SUCCESS. PLEASE CONSIDER MAKING A FINANCIAL COMMITMENT TO PENN STATE. YOUR SUPPORT WILL HELP US CONTINUE TO GROW OUR DIVERSE STUDENT COMMUNITY AND PROVIDE THEM WITH THE RESOURCES THEY NEED TO SUCCEED IN THE CLASSROOM AND IN LIFE.