



Informational Report on Fostering Diversity at Penn State

**Presentation to the Board of Trustees'
Committee on Campus Environment
and Committee on Educational Policy**

September 7, 2007

PENNSTATE





W. Terrell Jones
Vice Provost for Educational Equity



PENNSTATE




Fostering Diversity at Penn State

The Dickinson School of Law tops the list of Minority Enrollment at American Bar Association Law Schools in Both Percentage Growth and Absolute Numbers

	School	% 2000	% 2005	Difference
1.	Dickinson	8.1	22.1	273%
2.	Kansas	8.9	17.9	201%
10.	Villanova	10.8	16.8	156%
15.	Pittsburgh	9.4	13.9	148%
46.	Penn	23.9	29.5	123%
47.	Illinois	27.1	33.4	123%
61.	Ohio State	19.4	22.5	116%
62.	Michigan	22.6	26.6	116%
64.	Temple	20.7	23.9	115%

Source: *The National Jurist*, March 2007, pp 16-25



*Penn State ranks 5th in the Nation and
3rd in the Big Ten in the Number of Black Faculty at
Flagship State Universities*

	School	# of Black Faculty
1.	Maryland	187
2.	Georgia	167
3.	Michigan	140
4.	Ohio State	123
5.	Penn State	115

Source: *Journal of Blacks in Higher Education*, Summer, 2006





*Penn State's LGBTQA Student Resource Center is Listed
Among the Top 20 "Best of the Best" Schools in the
Nation*

Source: *The Advocate College Guide for LGBT Students, 2006*

PENNSTATE



Fostering Diversity at Penn State



*Penn State ranks 10th in the Nation and
2nd in the Big Ten for
Graduation Rates among African American
Undergraduates at Flagship State Universities*

	School	6-Year Graduation Rate (%)
1.	Virginia	87
2.	SUNY Binghamton	72
3.	North Carolina	72
4.	Cal Berkeley	70
5.	New Hampshire	68
6.	Michigan	68
10.	Penn State	65
	National Average	43

Source: *Journal of Blacks in Higher Education*,
Winter 2006/07, pp. 58-66

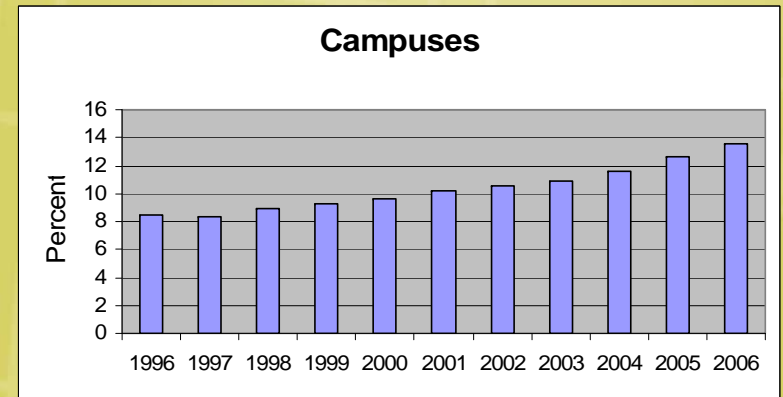
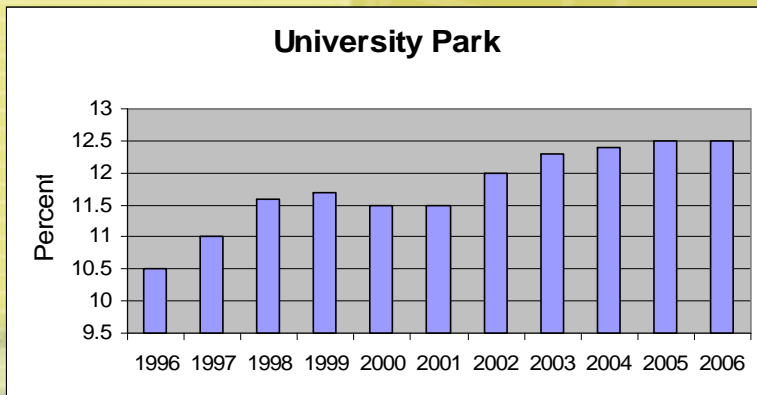
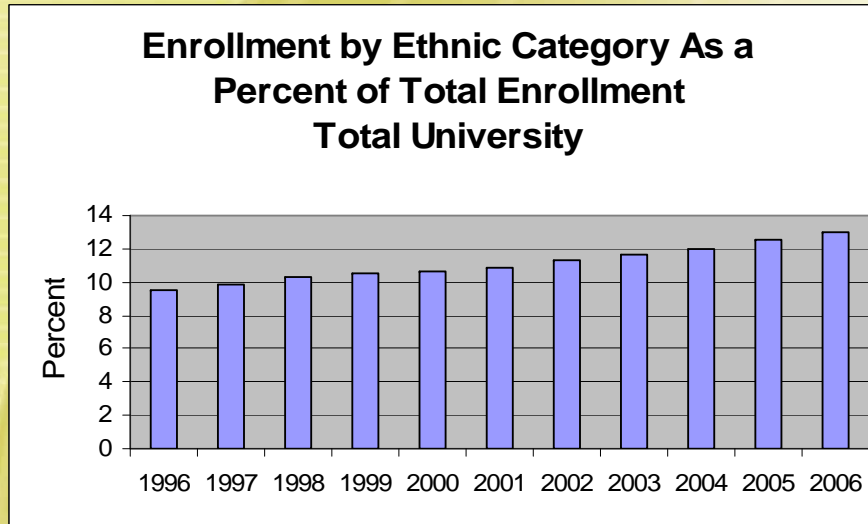
6 Year Graduation Rates by Ethnicity

Six-Year Graduation Rates 1999-2000 Cohort and 4 Class Average

	Men	Women	Total	4-Class Average
American Indian	0	0	0	68%
Asian American	77%	89%	83%	78%
Black	59%	71%	66%	65%
Hispanic	64%	80%	73%	70%
Total Minority	67%	79%	74%	72%
White	85%	87%	86%	85%
International	74%	83%	77%	53%
Total	82%	86%	84%	83%

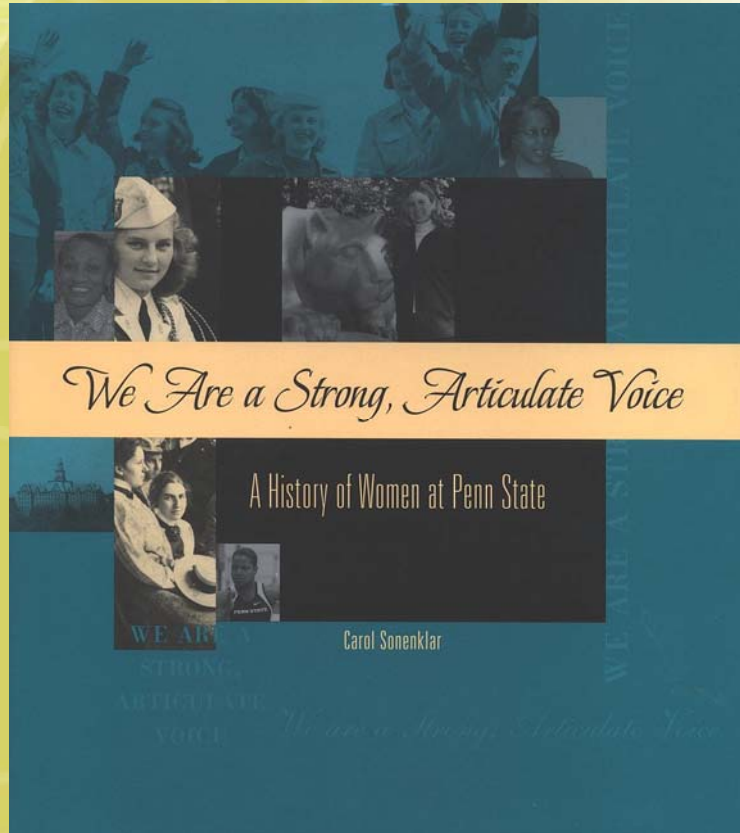
Source: NCAA

Penn State's Minority Enrollments Continue to Rise



Source: Penn State Fact Book

*We Are a Strong, Articulate Voice: A History of Women at Penn State,
Published by the Commission for Women*



The New Faces of an Ancient People *Traditional American Indian Powwow*



- **Partnership between Penn State and State College Area School District**
- **One of the largest and best traditional powwows in the East**
- **More than 105 dancers, 6 drums, and 25 vendors participate**
- **More than 6,000 people visit the two-day event**





Alliance for Earth Sciences, Engineering, and Development in Africa


- ***Precollege Summer Experience in Earth and Mineral Sciences (SEEMS)***
- **More than \$150,000 in corporate sponsorship for dual degree partnership with Fort Valley State University**
- **AESEDA received the U.S. Congressional Black Caucus' Champion Partnership Award**





Penn State Supplier Diversity Program

- **Establishes partnerships with diverse businesses:**
 - Woman-owned
 - Minority-owned
 - Veteran-owned
 - HUBZone-certified
- **Information seminars and online information**



"In Their Shoes" – A Web-based Interactive Training
Module on Disability Issues – Penn State Altoona

<http://www.altoona.psu.edu/intheirshoes/flash.htm>



PENNSTATE



Fostering Diversity at Penn State



Institutionalizing Diversity Strategic Planning at Penn State

- **1994: Analysis of ad-hoc efforts**
- **1998: *A Framework to Foster Diversity at Penn State: 1998-2003***
- **2001: Comprehensive mid-point review process**
- **2004: Comprehensive final review process**
- **2004: *A Framework to Foster Diversity at Penn State: 2004-09***



Institutionalizing Diversity Strategic Planning at Penn State

- **2004: Comprehensive review of unit implementation plans**
- **2006: Unit mid-point progress reports due for comprehensive mid-point review process, spring/summer 2007**
- **2009: Reports due for comprehensive final review process**
- **Next Framework cycle**

Advantages to Planning Strategically

- **If you do not know where you are going, any road will get you there!**
- **Penn State is a national leader in diversity planning**



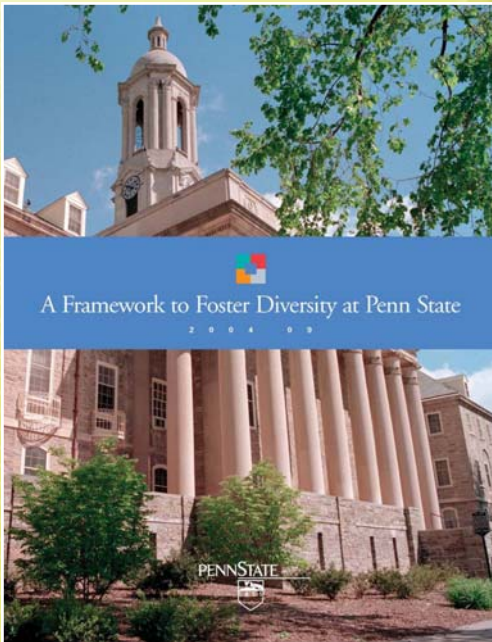


Victoria Sanchez

Assistant Vice Provost for Educational Equity



A Framework to Foster Diversity at Penn State: 2004-09



Campus Climate and Intergroup Relations

Challenge One: Developing a Shared and Inclusive Understanding of Diversity

Challenge Two: Creating a Welcoming Campus Climate

Representation (Access and Success)

Challenge Three: Recruiting and Retaining a Diverse Student Body

Challenge Four: Recruiting and Retaining a Diverse Workforce



A Framework to Foster Diversity at Penn State: 2004-09

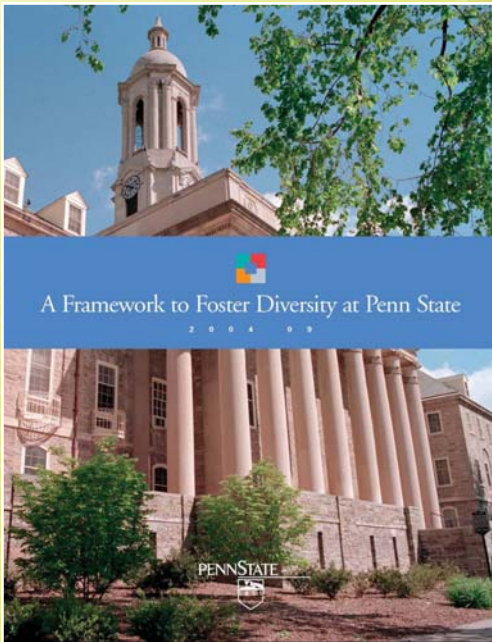
Education and Scholarship

Challenge Five: Developing a Curriculum That Fosters Intercultural and International Competencies

Institutional Viability and Vitality

Challenge Six: Diversifying University Leadership and Management

Challenge Seven: Coordinating Organizational Change to Support Our Diversity Goals



Accountability: the Review Process

- **Comprehensive**
- **Participatory**
- **Highly visible**
- **Assessment questions**
- **Continuity and improvement**
- **Integrity**



Timeline: the Review Process

- **December 2006, Unit updates submitted**
- **January-March 2007: Review Teams review unit updates**
- **March 2007: Review Team Feedback Reports are provided to Provost and Vice Provost for Educational Equity**



Timeline: the Review Process

- **May-June 2007: Provost and Vice Provost meet with unit executives**
- **Units have opportunity to respond**
- **Best Practices are compiled**
- **September 2007: Final materials posted on Educational Equity Web site: www.equity.psu.edu/Framework/Updates**





Best Practices

- **Purposeful, integrated approaches across units**
- **Collaborative, participatory approaches**
- **Broad and inclusive communications strategies**
- **Alignment between diversity planning and general strategic planning**
- **Effective measures of success and assessment**
- **Active leadership**

What We Have Learned: Challenges and Next Steps

- **Active support of executive leadership**
- **Progress requires sustained momentum**
- **Strategic Indicators**
- **Additional Data**
- **Aligning initiatives with broader definitions of diversity**



lesbian, gay, bisexual, transgender, queer, intersex, genderqueer, questioning...



We are Penn State, too.
And we are proud.

Pride Week Rally. Monday, April 3, 2006.



What We Have Learned: Challenges and Next Steps

- **Successful institutionalization goes several layers deep**
- **Curricular integration**
- **Still opportunity for improvement**
- **Emphasize “strategic” thinking and performance indicators to gauge success**





Informational Report on Fostering Diversity at Penn State



PENNSTATE



