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
W. Terrell Jones
Vice Provost for Educational Equity
The Dickinson School of Law tops the list of Minority Enrollment at American Bar Association Law Schools in Both Percentage Growth and Absolute Numbers

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

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

<table>
<thead>
<tr>
<th>School</th>
<th># of Black Faculty</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Maryland</td>
<td>187</td>
</tr>
<tr>
<td>2. Georgia</td>
<td>167</td>
</tr>
<tr>
<td>3. Michigan</td>
<td>140</td>
</tr>
<tr>
<td>4. Ohio State</td>
<td>123</td>
</tr>
<tr>
<td>5. Penn State</td>
<td>115</td>
</tr>
</tbody>
</table>

Penn State’s LGBT Student Resource Center is Listed Among the Top 20 “Best of the Best” Schools in the Nation

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

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

### Six-Year Graduation Rates

**1999-2000 Cohort and 4 Class Average**

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

*Source: NCAA*
Penn State’s Minority Enrollments Continue to Rise

Enrollment by Ethnic Category As a Percent of Total Enrollment
Total University

University Park

Campuses

Source: Penn State Fact Book

Fostering Diversity at Penn State
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
Each Year there are 1,000 Diversity-related Events Held at Penn State

Source: Penn State Diversity Calendar
Institutionalizing Diversity
Strategic Planning at Penn State

- 1994: Analysis of ad-hoc efforts
- 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
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