

PENNSTATE
Office of the Vice Provost for Educational Equity

Overview

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The 2007–08 academic year brings many changes within Educational Equity.



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

First, a significant change in our organizational structure: I am pleased to announce that Victoria Sanchez and Marcus Whitehurst have been named assistant vice provosts in the Office of Educational Equity, effective July 1, 2007. In their new positions, Victoria and Marcus are involved in leading Educational Equity's present

and new initiatives in helping the University create a positive climate for diversity for students, faculty, and staff. Both have longtime experience with Educational Equity: Victoria as a former senior diversity planning analyst and Marcus as former director of the Multicultural Resource Center.

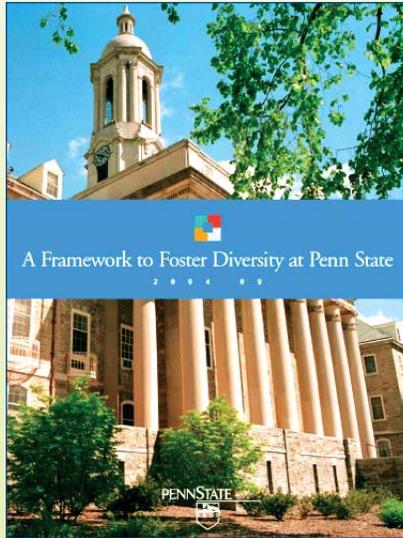
I am also pleased to announce that all of our federally funded TRIO programs have won grant renewals. Competition is fierce, and our success has been outstanding. Upward Bound, Penn State's longest-standing TRIO program, was renewed for the next four years. The Upward Bound Math and Science Center was ranked in the top 10 percent of proposals, which earned it an extended five-year grant. Each of our TRIO programs, along with our Comprehensive Studies (Act 101) Program funded by the Commonwealth of Pennsylvania, are instrumental in supporting historically underserved populations and students who would be the first in their families to attend college.

Additionally, Penn State has been awarded the Jack Kent Cooke Foundation grant to establish the Pennsylvania College Advising Corps—Penn State. You will find more information featured in this issue.

You will also find more information about our recent update to Penn State's Board of Trustees. Our strategic plan for diversity, *A Framework to Foster Diversity at Penn State*, provides a University-wide context for transforming the institution at all levels from administration through faculty, staff, and students at all of our campuses. Our report was well received by both the Board and the University community and can be found on our Web site at www.equity.psu.edu.

Your active support as a stakeholder in our progress is vital in creating a vibrant and inclusive University experience.

Update on Diversity Progress Presented to Board of Trustees



Penn State has more than a decade of experience in advancing its diversity goals through a strategic planning approach and a rich history in valuing diversity. W. Terrell Jones, vice provost for Educational Equity, and Victoria Sanchez, assistant vice provost for Educational Equity, recently provided an informational report and review of the University's progress under *A Framework to Foster Diversity at*

Penn State: 2004–09 to Penn State's Board of Trustees meeting on Friday, September 7, 2007.

A Framework to Foster Diversity at Penn State: 2004–09 is the second comprehensive five-year strategic plan for diversity, building upon the first strategic plan, *A Framework to Foster Diversity at Penn State: 1998–2003*. The *Framework* positions seven challenges within the context of the four dimensions of diversity drawn from national research.

All colleges, campuses, and administrative units within Penn State participate in the *Framework* and submitted midterm progress reports, which were reviewed in spring 2007. The *Framework* and review process represent a system of assessment accountability that is uncommon among colleges and universities nationwide and provides strategic direction to guide the transformation into a diverse and inclusive University that prepares its students for life and work in the twenty-first century.

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Educational Equity Advisory Board Launched

Educational Equity's Advisory Board held its inaugural meeting during Blue-White Weekend, April 20–22, 2007. The board is composed of eleven dedicated alumni volunteers who bring a valuable and diverse set of perspectives to serve as external advisers to vice provost Terrell Jones on a range of issues including:

- fundraising efforts for need-based scholarships;
- sustaining and improving the programs and services

for the 5,000 Penn State students that Educational Equity serves each year, including veterans and students with disabilities;

- supporting the precollege outreach programs to middle school and high school students.

Board members, their spouses, and guests attended the Friday business meeting and a Saturday networking event with President Spanier at the Blue-White football game.

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Penn State Awarded Jack Kent Cooke Foundation Grant



Debra Simpson-Buchanan, Director
Pennsylvania College Advising Corps-Penn State

The Jack Kent Cooke Foundation has awarded a \$1 million grant to Penn State as part of a nationwide initiative aimed at significantly increasing college enrollment and retention among low-income high school and community-college students. The foundation's grant has established the Pennsylvania College Advising Corps-Penn State, which places recent college graduates in selected high schools for one to two years as full-time advisers helping low-income students enroll in college. A total of ten higher education institutions in nine states received grants from the foundation, including two in Pennsylvania: Penn State and

Franklin and Marshall College.

Educational Equity is pleased to welcome Ms. Debra Simpson-Buchanan as director of Educational Equity's newest program. Debra most recently served as assistant director of the Paul Robeson Cultural Center and has worked at the Schuylkill and Harrisburg campuses in the Offices of Multicultural Affairs, Residence Life, International and Adult Student Learners, and Multicultural Academic Excellence Programs. Her office is located in the Williams Cottage at the Penn State Berks campus.

Offering individualized assistance, group workshops, and broad services in the participating schools, the program will reach a total of 15,500 students over four years, offering one-on-one college advising to 3,100 students. The program was launched with underserved high schools in Philadelphia, Harrisburg, and Reading, with additional school districts to be added later. 🇺🇸

Multicultural Resource Center Names New Director

The Multicultural Resource Center (MRC) is pleased to welcome Dr. Tara C. Scales as its new director. Dr. Scales joins MRC with several years' experience working with educational opportunity and comprehensive retention programs. It is her personal mission to provide services to students that ensure their personal, academic, and professional growth and success. She is extremely excited to be a part of MRC and Educational Equity!

Through counseling, outreach, and advocacy, the MRC is committed to supporting African/Black American, Latino/Hispanic American, Asian/Pacific Islander American, American Indian/Alaskan Native, and all other undergraduate students as they matriculate and graduate from Penn State.

To assist students in becoming familiar with their services, MRC held their annual fall orientation for first-year students in August. The event brought more than 250 students to Heritage Hall in the HUB-Robeson Center where they met MRC staff and key campus administrators. A similar orientation program for transfer students is scheduled for the spring.

MRC recognizes the importance of family involvement in the success of students. On Saturday, September 29, MRC hosted an open house as part of Parents and Families Weekend. Several students and family members attended the open house, where they had the opportunity to meet their assigned counselors and learn more about MRC's services. 🇺🇸

EOPC Focuses on Curricular Integration Initiatives

As the University moves forward from the midpoint of the current *Framework* strategic planning for diversity cycle, the University community is reminded that the Equal Opportunity Planning Committee (EOPC) provides seed funding for diversity initiatives that support the challenges of the Framework. This year, EOPC has established as a particular area of focus, initiatives that address Challenge Five: Developing a Curriculum That Fosters Intercultural and International Competencies.

A proposal writing workshop was offered at University Park and Webcast via Media Site Live technology to facilitate remote participation from all campuses. The recorded workshop Webcast remains archived for viewing reference. A link is available on the EOPC Web site at www.equity.psu.edu/eopc/. 🇺🇸

Intercultural Staff Mentoring Program Established

The Commission on Racial/Ethnic Diversity (CORED), in conjunction with Penn State's Office of Human Resources Multicultural Staff Support Center, has launched a new mentoring program for racially/ethnically underrepresented full-time staff and technical service employees. The Intercultural Staff Mentoring Program is designed to enhance the professional and personal development of participants by formally connecting them with mentors who can provide advice and support on a variety of work-related issues including career planning, job skills enhancement, University involvement, and community resources. More information is available on the Office of Human Resources Web Site at <https://ohr.psu.edu/psu-cored-app/index.cfm>. 🇺🇸



23 Students Receive Scholarships

Several new donors made generous contributions toward scholarships over the past year, which enabled the Educational Equity Scholarship Committee, formed in 2006, to increase their total awarded number of scholarships and need-based awards. During the 2007–08 school year, the committee awarded \$43,800 to twenty-three students. In the 2006–07 year, they awarded \$38,100 to twenty students.

- Many thanks to **Gary and Ralphine Gentzler** for establishing the first Trustee Scholarship designated specifically for students involved in one of Educational Equity's programs. Felix Herrera, an IST major in the College Assistance Migrant Program (CAMP), received the Gentzlers' scholarship. The Gentzlers also established a Trustee Scholarship in the College of Engineering.
- **Ronald Marlow '90 Lib** of Randolph, Massachusetts, established a scholarship fund in honor of his parents, James and Barbara. Students Georgiana Davies, Student Support Services Program (SSSP), and Kyle Wright, Multicultural Resource Center (MRC), received the Marlow scholarship.
- Philadelphia natives **Dr. Jeanette Williams Brewer '56 Edu** of Villanova, and **Shirley Davis Carroll Catalan '57 Edu** of Silver Spring, Maryland, teamed up to provide funding for a scholarship awarded to Betsy Briones, an MRC student.
- A small group of donors primarily from the Washington, D.C., area chapter of the African American Alumni Organization provided initial funding for an annual scholarship to be named the African American Alumni Organization Scholarship. The first recipient of the award is Jodi Ann Bailey. The donors for this

scholarship included **Reba Davis '62 A&A**, **Ila "Becky" Hayes Edwards '62 Edu**, **Dr. Judy Ringold Docca '62 Lib**, **Eugene Wethers '56 Lib** and **John Butler '75 H&HD**.

- Educational Equity students Antonio Young and Pedro Acosta were this year's recipients of the Larry Young Scholarship Fund and the Isabel J. Barnes Kempton Scholarship Fund.

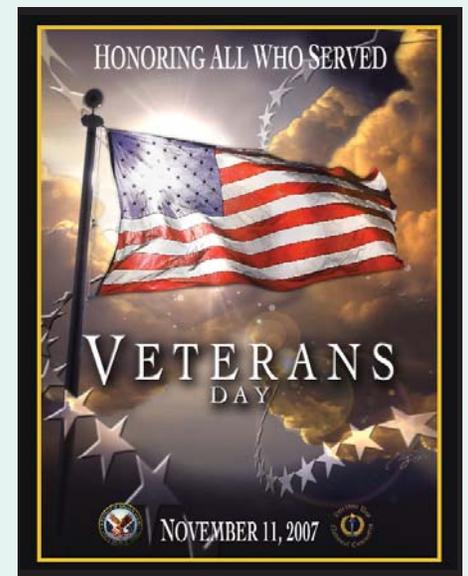


The Brewer Catalan Scholarship was established through the generosity of Shirley Catalan (seated, left) and Jeanette Williams Brewer (seated, right). Standing: Ed Thompson, associate director of development for Educational Equity Programs.

Support Veterans and Their Families Attending Penn State

November 11, 2007, marked the 88th annual celebration of Veterans Day. Originally called Armistice Day, the name was changed to Veterans Day in 1954 by President Dwight Eisenhower, brother of Penn State's eleventh President, Milton Eisenhower (1950–56). The Veterans Program Fund at Penn State is used to provide support for educational costs and emergency housing needs of sons, daughters, and spouses of deceased or totally disabled veterans; veterans whose GI Bill benefits have expired or ended; and disabled veterans.

Go to www.givenow.psu.edu to make a gift to support veterans and/or their



family members currently attending Penn State. Be sure to select "Other" from the drop-down menu.

Educational Equity Advisory Board Launched continued from front page

Board members include: Chair, **Dr. Harold Cheatham '61 Edu**, retired dean, Clemson University, Clemson, South Carolina; **Bill Carter '74 Eng**, project executive, Gilbane, Inc., Philadelphia, Pennsylvania; **Dr. Gary Gentzler '60, '70g Eng**, Gentzler Associates, Cincinnati, Ohio; **Jerry Grossman '65 Bus**, managing director, Houlihan Lokey Howard and Zukin, McLean, Virginia; **Tom Hogan '77g '83g Lib**, director of worldwide faculty recruitment, University of Maryland University College, Hyattsville, Maryland; **Heather James '92 Bus**, senior marketing manager, Wal-Mart, Bentonville, Arkansas; **Dr.**

Isabel Kempton '58 Agr, retired dean, Ferris State University, Big Rapids, Michigan; **Bruce Rush '79 Sci**, and '90g Bus, president, The Marketing Store, Philadelphia, Pennsylvania; **Dr. John Settle '61 Agr**, retired veterinarian, Laburnum Veterinary Hospital, Virginia Beach, Virginia; **Joyce Shorts '62 Edu**, Shorts and Associates, Mount Laurel, New Jersey; and **Troy Thornton '91 Lib**, vice president, Eastern Division sales manager, Goldman Sachs, New York, New York.

The next board meeting will be held April 18–19, 2008.



African American Alumni Organization Scholarship Sets \$100,000 Goal by April 2008

Barry Robinson '67 Lib and Ndubueze Onyike '91, '95g Bus recently made gifts toward the goal of raising \$100,000 by April 2008 for the African American Alumni Organization Scholarship Endowment. This endowment was initiated by Cynthia Hamlin '93 Bus. To reach endowment status, the scholarship needs more than \$90,000 in additional gifts or pledges. Individuals are encouraged to make gifts in 2007 and 2008 to realize the \$100,000 goal. 

Triplett Receives Distinguished Alumni Award



Wally Triplett '49 H&HD of Detroit, MI (right), is shown with his wife, Leonore, and Roger Williams, executive director of the Penn State Alumni Association.

This photo was taken on the evening that Wally received Penn State's most prestigious award, the Distinguished Alumni Award, for his trailblazing career as an African American football player at Penn State and in the National Football League. Wally is a supporter of Educational Equity and says that P and O are the most important letters in the alphabet: "P is for preparation and O is for opportunity. That's what life is all about—preparing for opportunity." 

Update on Diversity Progress Presented to Board of Trustees

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During the current *Framework* period, Penn State experienced many successes, which were outlined in the presentation. These include several national rankings and innovative national and international programs. The slides and text of the presentation are available online at the Educational Equity Web site (www.equity.psu.edu).

The site also contains links to all of the materials associated with the 2004–09 *Framework* and review: the 2004–09 unit plans, unit midterm updates, review team feedback, and unit responses. Additional links point to background information on the diversity strategic planning process, timelines, and best practices. The archive link contains the 1998–2003

Framework and associated materials. The final assessment of Penn State's diversity progress will be completed in academic year 2009–2010 by teams coordinated by the vice provost for Educational Equity.

"Challenges facing Penn State for continued progress are the cost of an education for first-generation, low-income students and their families; the need for other measures of success such as postgraduation career activities of our graduates; and the growing need for K–12 school partnerships," vice provost Jones noted. "But Penn State is demonstrating proactive leadership and commitment in its *Framework* initiatives and with the dedicated ideas and work of our colleagues at all campuses." 

Students with Disabilities Receive Services and Scholarships

The Office for Disability Services provides academic adjustments, auxiliary aids, and services on an individualized basis to qualified Penn State students with disabilities to ensure equal access and an equal opportunity to participate in courses. Even with the support services available, students with disabilities may incur various additional costs that those without disabilities would not have, e.g., the cost of adaptive or assistive technologies, medical expenses, medications, tutoring, transportation, and other costs directly related to their disability. Additional resources and scholarships are vital to providing additional support for these students to ensure their success.

Since 1982, the Charlotte Newcombe Foundation of Princeton, New Jersey, has provided more than \$830,000 in matching gifts to support

scholarships that assist students with a variety of disabilities. The foundation has helped support hundreds of Penn State students with disabilities through the annual Charlotte W. Newcombe Scholarships for Students with Disabilities. In addition, the Office for Disability Services administers nine scholarships to support students with disabilities at all Penn State campuses.

You can help support this important effort. To learn more, contact Jane Childs, Corporate and Foundation Relations (814-863-4308, jlc3@psu.edu) or Bill Welsh, director, Office for Disability Services (814-863-1807, wjw9@psu.edu). For additional information regarding the Office for Disability Services and the current scholarships available, go to www.equity.psu.edu/ods/. 