

PENNSTATE
Office of the Vice Provost for Educational Equity

Overview

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

In this issue of *Outlook*, you'll find many examples of the Office of Educational Equity's continued positive impact on the University. In

September, commission representatives met with Board of Trustees members to discuss issues affecting the success of underrepresented/underserved students, staff, and faculty and the importance of diversity in the searches for the next University President and Provost. In October, the President's equity commissions held a successful tenure and promotion symposium, focusing on information important to early tenure track faculty from underrepresented groups. The Equal Opportunity Planning Committee has implemented improvements aimed at stronger program proposals and review processes. We are pleased to host a Humphrey Fellow, who is serving her professional affiliation working with the diversity planning analysts. Perhaps most exciting, we have already significantly exceeded our development goals in the current campaign, and are still going strong.

The Office of Educational Equity has engaged consultants Halualani and Associates to undertake an assessment of Penn State's implementation of diversity and inclusive excellence goals. The team will visit Penn State in January 2013 to launch this process. We look forward to the results in late spring.

We are gearing up for our work toward the next cycle of diversity strategic planning, which will be combined with the University's general strategic planning process into an overall comprehensive plan. Unit plans and *Framework* updates are due July 1, 2014, with a fall 2014 review.

As we continue to work for diversity and excellence at Penn State, I deeply appreciate your commitment and ongoing efforts to make Penn State even better.

External Assessment of Framework Efficacy Planned

The Office of the Vice Provost for Educational Equity has engaged Halualani and Associates to undertake an assessment of Penn State's implementation of diversity and inclusive excellence goals. Rona Halualani, Ph.D., principal and founder of Halualani and Associates, and her team have developed an innovative "Diversity and Inclusive Excellence Scorecard" that gauges an educational institution's level of incorporation of key proven factors and high impact practices

associated with diversity excellence. Through this scorecard we will be able to document the extent to which Penn State has fulfilled its commitment to diversity excellence as well as how we stand in relation to national benchmarks. Dr. Halualani will be on the University Park campus January 24-25, 2013, to launch this process, meeting with key administrators and stakeholders to provide more information and engage in discussion of Penn State's diversity and inclusive excellence commitment.

Development Update: Educational Equity at 141 Percent of Campaign Goal

Educational Equity has reached 141.33 percent of its fundraising goal in the *For the Future: The Campaign for Penn State Students* development campaign, having raised \$5,658,621.67 against the goal of \$4,000,000. Educational Equity is one of only five units that have surpassed their goal, and we have surpassed it by the largest margin (the next closest being 115 percent). The campaign continues through 2015. The University has raised just over \$1.6 billion, or 83.25 percent of the campaign goal of \$2 billion dollars.

In other Development news...

- The Trustee Matching Scholarship may be coming to an end once available funds are spent. If you or someone you know is considering establishing a



Wil Del Pilar

Trustee Matching Scholarship, contact the Educational Equity director of Development as soon as possible.

- Development receptions will be held in Philadelphia, Washington, D.C., and New York City in upcoming months.



Commissions Luncheon with Board of Trustees

Representatives from the President's equity commissions: Commission for Women, Commission on Racial/Ethnic Diversity, and Commission on Lesbian, Gay, Bisexual, and Transgender Equity, along with representatives from the Commission for Adult Learners enjoyed lunch conversation with members of the Board of Trustees on Friday, September 14, 2012. Each commission was given the opportunity to make a brief statement concerning the commission's activities and accomplishments, followed by general table discussions about the work of each of the commissions. Topics included ongoing initiatives, strategic planning for diversity, and commission input into the search process for both the provost and the upcoming University Presidential search. "The luncheon provides a valuable opportunity for the Trustees to learn of the role that each commission serves at Penn State," says Paula Ammerman, director, Board of Trustees Office. More information about the commissions is available at equity.psu.edu/pec.

Over \$5 Million Dollars Awarded to Penn State TRIO Programs

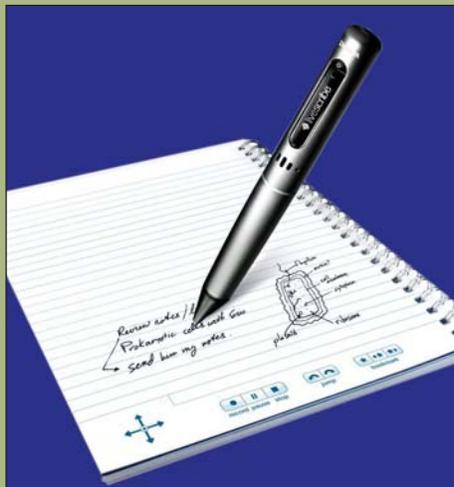
The U.S. Department of Education has awarded Penn State over \$5 million to make higher education more accessible to students in the Commonwealth. Upward Bound is a federally funded program that aids high school students in acquiring the academic skills and determination to continue their education beyond high school. Penn State's Upward Bound program has been in place since 1968 and has received a grant of \$2.4 million for the next five years. Penn State's Upward Bound serves a minimum of 116 students yearly from its six targeted high schools in Clearfield, Dauphin, Huntingdon, Mifflin, and Perry counties.

Penn State has also been awarded a \$1.25 million grant to establish a new Upward Bound Migrant program that provides similar services to students with migrant farm worker backgrounds. Penn State's Upward Bound Migrant program will serve a minimum of sixty students yearly from its three targeted high schools in Berks, Lebanon, and Luzerne counties.

This was the only new Upward Bound grant to be awarded in the state. Additionally, Penn State's Ronald E. McNair Post-Baccalaureate Achievement Program has been refunded for another five years with an award of \$1.48 million. The McNair Scholars Program prepares low-income and first-generation undergraduates, along with those from groups underrepresented in graduate education, for pursuing a doctoral degree. Penn State's McNair Scholars Program funds at least thirty-four undergraduate participants annually. Competition was especially tough; a \$10 million cut in federal program funding resulted in approximately 25 percent of the programs nationwide not receiving awards. "I firmly believe the strong in-kind commitments we received from across the University and the Office of the Vice Provost for Educational Equity helped play a large part in our funding success," says Teresa Tassotti, director, McNair Scholars Program at Penn State.

"Smartpen" Pilot Program

The Office for Disability Services is piloting the use of LiveScribe "smart-pens" to help students with disabilities improve their classroom and studying experiences. Students are loaned a smartpen, which records audio and digitizes notes written on special paper, all of which can be uploaded onto the student's computer for easy access and review. The pen allows the student to play back sections of audio content by tapping on the notes and helps students organize and recall information. Students in the program say that the pens help them to focus on what their professor is saying rather than struggling to take notes or relying on contracted note-taking services. "The benefits for disabled students are vast," Terrell Jones, vice



provost for Educational Equity says. "We are sure to see many more benefits in the future from this and other technology-assisted study aids."

Development Update: Educational Equity at 141 Percent of Campaign Goal

continued from page 1

- A new initiative, Scholarship Impact Statements, provide a summary of the impact of Educational Equity scholarships, outlining the amount of the awards, number of students receiving the awards, and information about student retention and graduation in relation to the award.

For more information about Educational Equity development efforts or to give, visit equity.psu.edu/giving or contact Wil Del Pilar, director of Development for Educational Equity programs at wzd107@psu.edu or 814-865-7698.



Commissions Sponsor Tenure and Promotion Symposium

An annual pre-tenure symposium, “Equity and Inclusion: Successfully Navigating the Promotion and Tenure Process,” sponsored by the President’s equity commissions and hosted by the University Libraries, was held on Friday, October 26, from 9:00 a.m. to 3:15 p.m. in the Paterno Library on the University Park campus. Plenary sessions and breakout discussion groups addressed issues important to early tenure-line faculty from underrepresented groups, including women. Panel and concurrent sessions included:

- Funding and Publishing your Research
- Publishing about Diversity Issues
- Work-life Balance
- Commonwealth Campus Concerns
- Garnering Respect in the Classroom
- Assertiveness: Asking for What You Need and Getting Smart about Service
- The Role of the Senior Faculty Mentor



Additionally, Michael Adewumi, vice provost for Global Programs, delivered the keynote address, “The Evolving Face of Academia,” and Blannie Bowen, vice provost for Academic Affairs, delivered the closing address, “Strategies for Moving Forward: The Importance of Mentoring.”

For those who could not attend in person, the symposium was available by MediaSite Live or Adobe Connect. The symposium is held each year at no cost to participants.

The Commission on Lesbian, Gay, Bisexual, and Transgender Equity, Commission on Racial/Ethnic Diversity, and Commission for Women are advisory groups to the President of Penn State. The commissions identify areas of concern, provide a forum for exchange of ideas, and propose programs that can translate into improved practices for our constituent groups at Penn State and improve the climate for diversity within Penn State. More information about the commissions is available at equity.psu.edu/pec.

Equal Opportunity Planning Committee Provides Proposal Training Workshop

In order to assist faculty and staff in developing successful proposals, the Equal Opportunity Planning Committee (EOPC) conducted its annual proposal writing training on Tuesday, October 9, 2012, in 112 Kern Building from 1:30-3:30 p.m. Additionally, the presentation is available online through Media Site Live. EOPC invites Penn State faculty and staff to submit proposals for EOPC seed funding to support the University’s diversity efforts. Funding can be obtained for programs that address one of the seven Challenges identified in *A Framework to Foster Diversity at Penn State: 2010–15*. The *Framework* is available online at equity.psu.edu/framework.

As some examples of the types of programs that EOPC has funded during the past few years, Penn State Mont Alto has conducted a program titled *Jump Start*, which has helped to raise the level of academic preparedness for first-generation students along with students from diverse racial/ethnic groups in their first year of college; *World Wide Narratives: Digital Stories of the Penn State Harrisburg Community* uses online technologies to highlight the often untold or neglected stories of students, faculty, and staff who come from communities outside the American mainstream in order to help

continued on page 4

Penn State Hosts PADE Northwest Regional Conference

The Pennsylvania Association of Developmental Educators (PADE) held its Northwest Region Fall 2012 Workshop “Developmental Education: Gateway to Opportunity” on Friday, October 12, at the Bryce Jordan Center on the University Park campus. Michael Wityk, counselor in the Multicultural Resource Center and coordinator of the Comprehensive Studies Program, is the PADE Northwest regional representative and provided the workshop welcome. Annyce Schafft, diversity planning

continued on page 4



News of Note:

Educational Equity welcomes Steve Dolphin, who joined us on November 5 as an administrative support assistant in our administrative office in Grange Building where he will work with the diversity planning analysts and provide support to the Commission for Women, Equal Opportunity Planning Committee, Joint Commissions Committee, and diversity strategic planning. Steve has recently completed a bachelor's degree in Criminal Justice Administration and comes to Penn State having retired from the Marine Corps at the rank of Master Sergeant, serving most recently as the Chief Paralegal of the Joint Law Center at the Air Station in Cherry Point, North Carolina.

Student Support Services Program welcomes Kim Bowmaster as the program's new administrative support assistant, as of October 29. Kim has an associate's degree in Office Information Technology and comes to Penn State from the Central Susquehanna LPN Career Center in Lewisburg, Pennsylvania, where she worked as a practical nursing administrative assistant.

The Office of Educational Equity welcomes Constansia Banda, a Humphrey Fellow at Penn State who is fulfilling her program's professional affiliation with Educational Equity. Constansia is from Namibia, and holds a master of business administration in International Business from the University of Wales Cardiff Institute. Her field of study as a Humphrey Fellow is in Human Rights with concentration on women's rights, gender equality, and policy reform and development. She is working closely with the diversity planning analysts to gain experience with the commissions and strategic planning.

Congratulations to the Multicultural Resource Center's Dara Sanoubane and her husband Brian on the birth of their son Maxwell Bryce Khamthan Algeo, born Tuesday, October 9, 2012.

The Educational Equity development team welcomes Cathy Almeida as the new administrative support assistant. Cathy grew up in Kuwait and she and her family evacuated to the United States in 1990 during the First Gulf War. Cathy has lived in Toronto, Canada, and Dubai, United Arab Emirates, working for various international corporations. She and her husband decided to relocate to State College when they fell in love with the area after visiting here last year.

Upward Bound welcomes Robyn Murphy to her new position within Educational Equity as administrative support assistant with Upward Bound and the Upward Bound Migrant

Program, beginning August 1. In her previous position, Robyn had been a valued member of the Student Support Services Program for more than nine years.

Educational Opportunity Center Philadelphia (EOC) congratulates Oscar Almodovar on his promotion from counselor to assistant director of the program. Oscar has been with the EOC for more than ten years. In his new role, he will continue to provide counseling to program participants and also take a more active role in outreach, staff training, and program assessment.

College Assistance Migrant Program welcomes Dolores Pavliska as the program's new administrative support assistant. Dolores previously worked in Educational Equity's IT office part-time as a work-study student.

Equal Opportunity Planning Committee Provides Proposal Training Workshop

continued from page 3

enhance understanding of diversity for the campus community and beyond. For information on other EOPC programs, training sessions, or on developing EOPC proposals, including proposal submission deadlines, visit the EOPC website at equity.psu.edu/eopc.

Penn State Hosts PADE Northwest Regional Conference

continued from page 3

analyst and instructor in Educational Equity, presented the afternoon session: "LLED and Me." The presentation discussed the overall structure and goals of the Comprehensive Studies Program's developmental reading course, Language and Literacy Education 010, as well as discussion of best practices and innovative techniques for creating a challenging and rewarding learning environment.

EOPC is improving its website and trainings with more user-friendly information. New additions include:

- Training information for new reviewers
- Additional online examples of proposal narratives and budget reports
- Joint session with the President's equity commissions focusing on the Penn State Emerging Leaders Program and its efforts to recruit a diverse participant pool.