

PENNSTATE
Office of the Vice Provost for Educational Equity

Overview

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

Last fall, I wrote about the role and impact of Educational Equity on the academic success of the underrepresented/underserved students we reach and the national context. In this issue, I'd like to follow up with a little more information.

A recent study by the American Enterprise Institute titled, *Diplomas and Dropouts: Which Colleges Actually Graduate Their Students (and Which Don't)*, concludes that completion rates across U.S. colleges and universities varies dramatically, even among top tier institutions. This finding suggests that the role of institutional support is a powerful one. The report shows that Penn State fares well with an 85 percent overall graduation rate, which reflects the University Park campus.

Penn State's six-year graduation rates break down as follows:

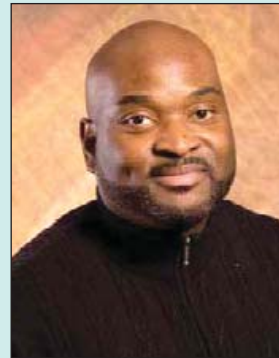
- U.P. total 85%; White 87%; Hispanic 77%; American Indian 75%; Asian 82%; Black 70%; and International 63%
- Penn State Campuses total 55%; White 57%; Hispanic 47%; American Indian 40%; Asian 49%; Black 43%; and International 52%.

Clearly, the key to improving these overall rates is to improve the success of our African American, Hispanic, and American Indian students, as well as our low-income, first-generation students in general, and our students at the Commonwealth campuses. Again, I am proud of the work that the staff in Educational Equity accomplishes in supporting the success of the University's at-risk students and of the University's continued commitment to diversity.

Diversity in Higher Education Scholar Gives Two Presentations

Dr. Fred A. Bonner, II, professor of Higher Education Administration and associate dean of Faculties at Texas A&M University-College Station, Texas, visited Penn State on Thursday, April 1, 2010, for two feature presentations.

At the Commission on Racial/Ethnic Diversity's fifth annual Promotion and Tenure Symposium "What's Diversity Got to Do With It?" Bonner presented the keynote address, "Diverse Faculty in Academe: On Track or Out of the Loop." Bonner discussed strategies for surmounting common challenges to academic success for diverse rising faculty. He also gave recommendations for institutions to foster a climate for academic success. The symposium was sponsored by the Commission on Racial/Ethnic Diversity and co-sponsored by the Commission for Women and the



Commission on Lesbian, Gay, Bisexual, and Transgender Equity.

Dr. Bonner's featured presentation was "Teaching and Advising the Millennial Generation in Higher Education," which was open to the University community and attended by fourteen Penn State campuses via video conference. This tremendously popular presentation explored the characteristics of the "millennial generation," noting that diverse students do not always reflect the typical characteristics of the generation. Dr. Bonner's research in this area was highlighted in a recent article in *The Chronicle of Higher Education* and his book on the topic is scheduled for fall publication.

Dr. Bonner's presentation was sponsored by the Office of the Vice Provost for Educational

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Framework to Foster Diversity Review Process 2010

Dr. Rodney Erickson, executive vice president and provost, and Dr. W. Terrell Jones, vice provost for Educational Equity, extend a sincere thank you to the members of the Penn State community who served on a *Framework to Foster Diversity* review team this spring. Teams prepared thorough feed-

back reports focusing on improvement, which comprise the basis of a discussion between each unit executive, the provost, and the vice provost.


"Penn State's strategic planning approach and evaluations have been important in encouraging

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Those listed in the photo above include, left to right: Dr. Harold Cheatham and Arlene Cheatham, founding members of the Stewart Society; Dr. W. Terrell Jones, vice provost for Educational Equity; and Dr. James B. Stewart.

Sophomore Action Day: Sculpting Your Destiny

The Office of Educational Equity's "Sophomore Action Day: Sculpting Your Destiny" took place on Wednesday, March 24, in the Grange Building on the University Park campus. This event provided sophomore students with an opportunity to inventory their experiences as students thus far, assess their needs, and connect with faculty and staff from various University offices and services that could address their concerns, discuss their future plans, and offer advice and resources for making the most of their time at Penn State. 



Introducing the James B. Stewart Society


The Office of the Vice Provost for Educational Equity is pleased to announce a new giving society to recognize donors whose lifetime giving has reached \$10,000 or more on behalf of any allocation within Educational Equity.

The new giving society honors Dr. James B. Stewart, the University's first vice provost for Educational Equity from 1990 to 1998, and the author of the original *A Framework to Foster Diversity at Penn State: 1998-2003*.

"I am truly honored to have my service to Penn State recognized by the creation of the James B. Stewart Society. Having my name associated with efforts to increase opportunities for students to attend Penn State is the best tribute I can imagine!" ~ James B. Stewart

The founding members of the society were recognized with a plaque at a dinner on April 23 at The Nittany Lion Inn. Students who received scholarships were also honored.

Please consider becoming a member of the James B. Stewart Society by establishing a financial need-based scholarship for low-income, under-represented students, or by making a gift to the *Educational Equity Future*

Fund. Give online at www.giveto.psu.edu or contact Ed Thompson, director of Development for Educational Equity, at ent4@psu.edu or 814-865-7698. 

“ I am truly honored to have my service to Penn State recognized by the creation of the James B. Stewart Society. ”

James B. Stewart 


CFW Fourth Annual Awards Luncheon

The Commission for Women's fourth annual awards luncheon was held on Thursday, April 15, 2010. Attendees enjoyed a buffet lunch while honoring this year's Rosemary Schraer Mentoring and Achieving Women award recipients. For more information about the Commission for Women, including award recipients, visit www.equity.psu.edu/cfw. 

Diversity in Higher Education Scholar Gives Two Presentations

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Equity, University Faculty Senate Committee on Educational Equity and Campus Environment, The Schreyer Institute for Teaching Excellence, and the Office of

Planning and Institutional Assessment. For more information, visit www.schreyerinstitute.psu.edu/FredBonner/. 



CLGBTE Recognition Awards



From left to right: Yvette Lerma, Outstanding Service Award recipient; Stephen Lucas, CLGBTE member; and Matthew Rupert, CLGBTE Chair-elect

The Commission on Lesbian, Gay, Bisexual, and Transgender Equity (CLGBTE) held its annual recognition awards ceremony in conjunction with the Lavender Graduation and Awards presented by the Lesbian, Gay, Bisexual, and Transgender Student Resource Center on Friday, April 23, 2010. These awards recognize individuals who have made exceptional contributions to the Penn State LGBTQ community in the areas of outstanding service, ally recognition, and curricular integration.

For more information about CLGBTE visit www.equity.psu.edu/clgbte.

2010 Black Alumni Reunion Sets \$100,000 Goal for Scholarship Fund

The 2010 Black Alumni Reunion (BAR) will be held September 10-12, 2010, with the theme "It's About Giving." Jeff Moore, '91 '94g and Naomie Williams '06g, co-chairs, have set a goal to raise **\$100,000 by asking 1,000 alumni to give \$100 or greater to the African American Alumni Organization Trustee Scholarship.**

To register for the 2010 BAR go to: www.alumni.psu.edu and click on Events. For questions about making a donation, contact Brian Casey, gift planning officer, bsc14@psu.edu, 814-863-0911, or Ed Thompson, ent4@psu.edu, 814-865-7698.

American Indian Powwow Marks 7th Year

American Indian dancers and drum groups from across North America traveled hundreds of miles to Mt. Nittany Middle School in State College, Pennsylvania, for the seventh annual New Faces of an Ancient People Traditional American Indian Powwow, held on Saturday and Sunday April 10 and 11, 2010. The powwow is sponsored jointly by Penn State and the State College Area School District.

John Sanchez (apache), powwow coordinator, noted "This year at our grand entry we especially honored United States World War II veterans—both Native and non-Native." These veterans were part of a special Honor Guard while Native drums honored them

with a traditional warrior's song.

An American Indian storyteller shared old Native stories, vendors from all over Indian Country sold Native-made arts and crafts, and the kitchen offered traditional Native foods such as fry bread, corn soup, and buffalo. *continued on back page*



What's Diversity Got to Do With It?

The Commission on Racial/Ethnic Diversity (CORED) hosted its fifth annual Promotion and Tenure Symposium entitled, What's Diversity Got to Do With It? on Thursday, April 1, 2010, in the Hintz Family Alumni Center on the University Park campus. The symposium complements department and college programs focused on promotion and tenure and is co-sponsored by the Commission for Women and the Commission on Lesbian, Gay, Bisexual, and Transgender Equity.

Guest speaker Dr. Fred A. Bonner, II, presented "A Diverse Faculty in Academe: On Track or Out of the Loop." Dr. Blannie Bowen, vice provost for Academic Affairs, presented "The Promotion and Tenure Process: A Few Strategies and Our Numbers." A faculty panel shared their experiences and offered practical suggestions regarding the navigation



From left to right: Eileen Trauth, Aldo Morales, Jeanine Staples, Steve Broadnax, Courtney Young

of the promotion and tenure process at the department, campus, college, and university levels, and answered audience questions.

For more information about CORED visit www.equity.psu.edu/cored/.



News of Note:

- The Educational Opportunity Centers of Southwestern Pennsylvania welcomes Marlene Guzy and congratulates Karen Keedy. Marlene will serve as staff assistant in the Fayette office, where Karen has taken on the role of Interim Educational Counselor.
- Educational Equity welcomes back Wade Breon who returns to us as Information Technology Specialist.
- The WISE Institute welcomes Kristin Dreyer who has joined the office on a six-month appointment as Student Programs Coordinator.
- Hector Sambolin, retention counselor in our CAMP office, successfully completed his doctoral defense. Congratulations Dr. Sambolin!
- Edna Packer celebrated her twenty-five years at Penn State with a reception on February 19, 2010.
- Jessica Hoyt, assistant director in WISE, gave birth to Bryan Mitchell Blake Hoyt on December 27, 2009.
- Derek James, assistant director in UBMS, and wife Natalie had a baby boy named Micah Derek James on Monday, January 18, 2010.
- Tara Scales Williams, director in MRC, gave birth to baby boy Ocean Tyrie Alexander Williams on January 29, 2010.
- Raysun Goergen, director of the WISE Institute, gave birth to baby girl Eliana Isabel Goergen-Frost on April 25, 2010.

Framework to Foster Diversity Review Process 2010

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progress in achieving the University's diversity goals," said Dr. Jones. "The care and consistency shown by review teams has been the basis for maintaining confidence that a balanced approach is taken across the University."

Final materials, including unit reports

and plans, team feedback, and best practices, will be available on the Educational Equity Web site at the conclusion of the process. For more information about diversity strategic planning at Penn State, the review process, and the final materials from previous reviews, visit www.equity.psu.edu.



2010 Achievement Conference

"Bridging the Gap: Creating a Better Tomorrow through Innovation, Insight, and Imagination"

This year's tenth annual Achievement Conference was held February 5 and 6 at The Nittany Lion Inn on the University Park campus.

Presented by the Black Graduate Student Association, this conference aims to foster relationships among juniors, seniors, and graduate students of color, along with faculty and administrators. This year's theme was "Bridging the Gap: Creating a Better Tomorrow through Innovation, Insight, and Imagination." The keynote address was delivered by Dr. Kimberly Griffin, assistant professor and research associate in Penn State's Center for the Study of Higher Education. The conference also featured a research exhibition for

participants to showcase their endeavors and achievements.

American Indian Powwow Marks 7th Year *continued from page 3*

This powwow draws more than six thousand visitors annually and has earned a national reputation as one of the finest traditional powwows in the northeast. The powwow is free and open to the public and everyone is welcome. For more information about the powwow, visit www.powwow.psu.edu.