

PRESIDENT'S COMMISSIONS FOR EQUITY



CORED

COMMISSION ON
RACIAL/ETHNIC
DIVERSITY

EQUITY.PSU.EDU/CORED



CLGBTE

COMMISSION ON LESBIAN,
GAY, BISEXUAL, AND
TRANSGENDER EQUITY

EQUITY.PSU.EDU/CLGBTE



CFW

COMMISSION
FOR WOMEN

EQUITY.PSU.EDU/CFW

"EQUITY and INCLUSION: SUCCESSFULLY NAVIGATING the PROMOTION and TENURE PROCESS"

An Annual Pre-tenure Symposium Sponsored by the President's Commissions for Equity and the University Libraries

Friday, October 16, 2015
Paterno Library, University Park Campus

PANELISTS and PRESENTERS

Kathy Bieschke is the head of the Department of Educational Psychology, Counseling, and Special Education in the College of Education. She is a Professor of Counseling Psychology and Counselor Education. Dr. Bieschke's research focuses on the delivery of services to members of marginalized populations, particularly sexual and gender minorities. She is an active participant in the Center for Collegiate Mental Health, a collaborative practice-research network comprised of over 200 college counseling centers. Dr. Bieschke currently serves as the Vice-chair of the American Psychological Association's Commission on Accreditation. Dr. Bieschke received her Ph.D. in Counseling Psychology from Michigan State University and an M.S. in Clinical Psychology and a B.S. in Psychology from Illinois State University.

Blannie Bowen joined the central administration at Penn State as vice provost for Academic Affairs in July 2004. Prior to this appointment, from 1998 to 2004, he served as the head of the University's Department of Agricultural and Extension Education in the College of Agricultural Sciences and held the C. Lee Rumberger and Family Chair of Agriculture. He has also served as an associate dean and senior faculty mentor in the Graduate School. In his current position, Dr. Bowen works closely with the provost in faculty development, leadership training, tenure and promotion, executive searches and reviews, and other issues related to academic personnel and their concerns. He serves as the provost's contact person for the Committee on Institutional Cooperation (CIC), the University Faculty Senate regarding issues relating to faculty affairs, and is liaison for the provost and the President to the deans and chancellors. Dr. Bowen received his B.S. and M.S. degrees from North Carolina A&T State University and his Ph.D. from The Ohio State University, all in agricultural education.

Sandy Confer is the assistant to Barbara I. Dewey, Dean of University Libraries and Scholarly Communications. As the Dean's assistant, she is responsible for administering the promotion and tenure process in the University Libraries (which includes immediate tenure, provisional tenure reviews, promotion reviews, and non-tenure track promotions). She pursued and received an Associate Degree in Letters, Arts, and Sciences from the College of the Liberal Arts at Penn State as a returning adult student.

Barbara I. Dewey is the dean of University Libraries and Scholarly Communications at Penn State. She was dean of Libraries, University of Tennessee, Knoxville from 2000–2010. She held several administrative positions at the University of Iowa Libraries including interim university librarian. She also held positions at Indiana University, Northwestern University, and Minnesota Valley Regional Library in Mankato, Minnesota. She is the author or editor of six books and has published articles and presented papers on library research topics including digital libraries, technology, user education, fundraising, diversity, organizational change, and human resources. Her latest book, published by Chandos

Press, Oxford, UK, is *Transforming Research Libraries for the Global Knowledge Society*. She holds a B.A. in sociology/anthropology and an M.A. in library science from the University of Minnesota.

Erica Frankenberg is an associate professor in the Department of Education Policy Studies at the Pennsylvania State University. Her research interests focus on racial desegregation and inequality in K–12 schools, school choice and racial stratification, and the connections between school segregation and other metropolitan policies. Her work has been published in leading education policy journals, law reviews, and practitioner publications. Recent book publications include *Educational Delusions? Why Choice Can Deepen Inequality and How to Make Schools Fair*, *The Resegregation of Suburban Schools: A Hidden Crisis in American Education*, and *Integrating Schools in a Changing Society: New Policies and Legal Options for a Multiracial Generation*. She was the Research and Policy Director for the Initiative on School Integration at the UCLA Civil Rights Project.

Keith Gilyard is Edwin Erle Sparks Professor of English and African American Studies, with specializations in African American Literature and Language; Rhetoric and Composition; and Race and Ethnicity Studies. He is interested in the complex interplay among race, ethnicity, language, writing, and politics. He is the recipient of two American Book Awards—for his education memoir *Voices of the Self* and his biography *John Oliver Killens*. Throughout his career, Gilyard has been actively involved in the National Council of Teachers of English (NCTE), including serving on the editorial board and the executive committee. He served as NCTE president in 2011–2012, during its centennial. Dr. Gilyard received his Bachelor of Science degree from the City University of New York, his Masters of Fine Arts degree from Columbia University, and his doctorate (Ed.D.) from New York University.

Nicholas P. Jones, Penn State's executive vice president and provost, works closely with the President, vice presidents and vice provosts, deans of academic colleges and other units, academic staff, the University Faculty Senate, and various committees in setting academic priorities and allocating funds to move priorities forward. He also chairs the University Strategic Planning Council, which is finalizing a new University Strategic Plan for 2016-2020. Dr. Jones holds an M.S. and Ph.D. in Civil Engineering from the California Institute of Technology. His undergraduate degree in Civil Engineering is from the University of Auckland in his home country of New Zealand. He came to Penn State from Johns Hopkins University, where he served as the Benjamin T. Rome Dean of the Whiting School of Engineering.

Zuleima Karpyn is associate professor and Quentin E. and Louise L. Wood Endowed Faculty Fellow in Petroleum and Natural Gas Engineering. Dr. Karpyn specializes on multiphase flow and transport phenomena in porous media, and digital rock physics, including applications in reservoir engineering, unconventional resources characterization, underground hydrology, and environmental remediation. She holds a B.S. in chemical engineering from Universidad Central de Venezuela, and an M.S. and Ph.D. in petroleum and natural gas engineering from The Pennsylvania State University. Dr. Karpyn is a recipient of the 2005 Penn State Wilson Research Initiation Grant, 2008 Faculty Early Career Development (CAREER) Award granted by the National Science Foundation, and the 2010 Wilson Award for Excellence in Teaching. She is also assistant editor for the *Journal of Petroleum Science and Engineering* (2014–present) and associate editor of the *Society of Petroleum Engineers Journal* (2009–2014).

Wanda B. Knight is Associate Professor of Art Education and Women's, Gender and Sexuality Studies at the Pennsylvania State University. She is president of the Forum on Black Affairs at Penn State, past president of the United States Society for Education through Art (USSEA) and past chair of the National Art Education Association (NAEA) Committee on Multiethnic Concerns. A previous editor of the *Journal of Social Theory in Art Education*, she has published and presented her research on culturally responsive teaching in leading scholarly venues. Knight's honors include the Pennsylvania Art Education Association Outstanding Higher Education Art Educator Award, the NAEA J. Eugene Grigsby Jr. Award for outstanding contributions to the field of art education and the Kenneth Marantz Distinguished Alumni Award from The Ohio State University, where she earned her Ph.D.

Nancy Luke is a social demographer whose research focuses on the role that social relationships in the family and community play in shaping health and wellbeing in developing countries. Dr. Luke's recent work concerns important health issues, including sexual behavior and HIV risk in Kenya, and marital violence, son preference and skewed sex ratios, and child nutrition in India. Dr. Luke's research is interdisciplinary, incorporating theoretical and methodological insights from sociology, economics, anthropology, and public health. She has designed and directed large-scale surveys

as well as conducted qualitative studies in Kenya, Malawi, Ethiopia, India, and Vietnam. Dr. Luke received a dual Ph.D. in sociology and demography from the University of Pennsylvania, an MA from Johns Hopkins SAIS, and a B.A. from Miami University.

Rama Radhakrishna is assistant dean for Graduate Education and professor of Agricultural and Extension Education in the College of Agricultural Sciences. Dr. Radhakrishna's teaching, research, and Extension activities focus on the design, delivery and evaluation of educational programs in both formal and non-formal settings. In 2010, he completed his Fulbright-Nehru Fellowship at UAS, Bangalore, India. He is actively involved in the American Evaluation Association. Dr. Radhakrishna is a senior fellow of the American Association for Agricultural Education and the Association for International Agricultural and Extension Education. Dr. Radhakrishna received his Ph.D. in Agricultural Education from Penn State and M.S. and B.S. degrees from the University of Agricultural Sciences, Bangalore, India.

Victor C. Romero emphasizes his scholarship around the law's impact on marginalized groups, focusing on the intersection of immigration policy and individual rights. An elected member of the American Law Institute (ALI), Professor Romero has published numerous books, chapters, articles, and essays, including *Alienated: Immigrant Rights, the Constitution, and Equality in America*. A former advisory board member of Penn State's Africana Research Center, Professor Romero previously served as president of both the South Central Pennsylvania Chapter of the ACLU and the NAACP of the Greater Carlisle Area. He has also served as an academic dean at Penn State Dickinson School of Law and as a visiting professor of law at Howard and at Rutgers-Camden. More recently, Professor Romero delivered the 2011 Barbara Jordan Memorial Lecture at Penn State and was a featured guest on the public television series, "Conversations from Penn State," where he talked about racial politics and immigration law. Upon graduating from USC Law, where he served as an editor of *The Southern California Law Review*, Professor Romero worked in private practice and as a law clerk to a federal judge in Los Angeles before he began teaching.

Stephanie A. Shields is a professor of Psychology and Women's Studies in the College of the Liberal Arts at Penn State. Her research and teaching focus on human emotion, gender, and their intersection, for example, the use of emotion representation (e.g., emotion language; expressive regulation) to assert or challenge status and power. Current projects include the influence of gender-emotion stereotypes on diagnosis of heart disease, perceptions of women of color and white women's anger in the workplace, and the WAGES Project (Workshop Activity for Gender Equity Simulation), which illustrates the nature and cumulative effects of apparently minor biases in the academic workplace. She has served on promotion and tenure committees for many years at the department and college level both at Penn State and previously at the University of California, Davis.

Rayne A. Sperling is an educational psychologist and associate professor in the Department of Educational Psychology, Counseling, and Special Education in the College of Education. Dr. Sperling's research examines the measurement and promotion of students' self-regulated learning. Her studies often target instructional interventions to support students' learning, strategy use, and motivation. She is the recipient of teaching and leadership awards and was recently awarded the Teaching and Learning with Technology Fellowship at Penn State. She is an active member of the American Psychological Association and the American Educational Research Association. Dr. Sperling received her M.A. and Ph.D. from The University of Nebraska and a B.S. from the State University of New York at Oneonta.

Krista Wilkinson is professor in the department of Communication Sciences and Disorders (CSD) at the Pennsylvania State University, with an appointment as Adjunct Associate Scientist at the University of Massachusetts Medical School – Shriver Center. Dr. Wilkinson is editor of the *American Journal of Speech-Language Pathology*, one of four peer-reviewed scholarly journals published by the professional organization in CSD. Dr. Wilkinson's research applies the tools of neuroscience to understand visual, motor, and cognitive processing of individuals with severe disabilities, in order to optimize the visual supports used to support their communication functioning. Dr. Wilkinson's research has been supported through a variety of grants from the National Institutes of Health, including R21, R03, and P01 (component PI), as well as Level 1, Level 2, and Faculty Fellow awards from the SSRI at Penn State.