



"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 17, 2014
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 is active in the Center for Collegiate Mental Health, a collaborative practice-research network comprised of over 200 college counseling centers. Dr. Bieschke is particularly interested in the delivery of services to members of marginalized populations, particularly sexual and gender minorities. Dr. Bieschke's research interests also focus on how to best train professional psychologists, including how to work with members of marginalized populations as well as the application of social cognitive career theory to research training in psychology.

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.

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.

Lisa German is the associate dean for Collections, Information and Access Service at Penn State. She is responsible for the successful planning, organization, policy development, implementation and assessment for several departments in the Libraries. Prior to coming to Penn State in 2005, Dr. German worked for many years at the University of Illinois at Urbana Champaign and at Wright State University in Dayton, Ohio. Her research interests are constantly evolving and she is very interested in mentoring and its impact on success, administration, and an occasional deep dive into collections assessment. Lisa participated in the Leadership Institute for Academic Librarians at Harvard University in 2009, Penn State IT Leaders Program in 2008–2009, Leadership Centre County in 2008, and the Association of Research Libraries' (ARL) Research Library Leadership Fellows Program in 2004–2006. She is the 2012 recipient of the Harrassowitz Leadership in Library Acquisitions award.

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.

Kelli Hoover joined the Department of Entomology faculty in 1998 after completing her Ph.D. at the University of California, Davis and a postdoc at University of California, Berkeley. Her research concerns the biology and ecology of invasive insect species that attack trees, biological methods of controlling these pests, and interactions between microbial symbionts and wood boring beetles. She is a member of the International Forestry Quarantine Research Group, a scientific advisory body to the International Plant Protection Convention of the UN involved in protecting the movement of exotic pests in world trade, and an officer for the International Society for Invertebrate Pathology. Dr. Hoover teaches a general education natural science course, both as a Penn State World Campus course and a resident education course, exposing more than 400 students per year to the world of insects.

Nicholas Jones is Penn State's executive vice president and provost. He came to Penn State in July 2013 from Johns Hopkins University where he served as the Benjamin T. Rome Dean of the Whiting School of Engineering. Dr. Jones earlier served as professor and department head in Civil and Environmental Engineering at the University of Illinois at Urbana-Champaign, and as a professor and chairman of Civil Engineering at Johns Hopkins. As provost, Dr. Jones is the chief academic officer of the University, responsible for the academic administration of resident instruction, research, and continuing education. In his role as executive vice president and provost, he serves as the chief executive officer in the President's absence. He also serves as professor in the College of Engineering. Dr. Jones holds a master's and Ph.D. in Civil Engineering from Caltech and a Bachelor of Engineering degree from the University of Auckland in his home country of New Zealand. He has received several awards for teaching and for research, and he maintains professional associations with the American Society of Civil Engineers and the American Association for Wind Engineering. His research has focused on structural dynamics, flow-induced vibration, and wind 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, associate professor of Art Education and Women's Studies, is Administrative Fellow to the Executive Vice President and Provost and is an Academic Leadership Program Fellow to the Committee on Institutional Cooperation, a consortium of the Big Ten universities and the University of Chicago. Knight has been an active member of the University community since joining the faculty in 2001. In addition to serving on college-level committees, she chaired the School of Visual Arts Promotion and Tenure Committee, the education committee of the Athletic Council for Diversity and Inclusion (ACDI), and the education committee for the Forum on Black Affairs (FOBA). As chair of the Commission on Racial/Ethnic Diversity (CORED), she was instrumental in conceptualizing and implementing the Promotion and Tenure Symposium sponsored by the President's Commissions for Equity. Also active in professional associations at the national level, she is past president of the United States Society for Education through Art (USSEA) and past chair of the National Art Education Association's (NAEA) Committee on Multiethnic Concerns. A previous editor of the *Journal of Social Theory in Art Education*, her research concerning culturally competent teaching and entanglements of difference (race, class, gender) is published widely and her presentations span national and international borders. Knight's honors include the Pennsylvania Art Education Association Outstanding Higher Education Art Educator Award, National Art Education Association J. Eugene Grigsby Jr. Award for outstanding contribution to the field of art education, and the Kenneth Marantz Distinguished Alumni Award from The Ohio State University. She earned her Ph.D. in art education at The Ohio State University.

Jay Regan is a professor of Environmental Engineering at Penn State. He received his Ph.D. from the University of Wisconsin, Madison and has been at Penn state for twelve years. His research interests are in environmental biotechnology, focusing on using bacteria to convert waste into energy in microbial fuel cells or anaerobic digesters and bacterial transformations of nitrogen and phosphorus in both engineered and natural systems. Dr. Regan teaches undergraduate and graduate courses in environmental microbiology and biological processes. In addition, he has served on the Department of Civil and Environmental Engineering Promotion and Tenure committee several times, including as committee chair, and is presently on the College of Engineering Promotion and Tenure committee. In 2009 Dr. Regan spent a sabbatical as a Fulbright Scholar in Santiago Chile working with colleagues at the Pontificia Universidad Católica on microbial attenuation of arsenic-contaminated water in the Chilean Altiplano.

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.

Jennifer Van Hook is a professor of Sociology and Demography and director of the Population Research Institute at Penn State. She received her Ph.D. in 1996 from the University of Texas. Her first job was as a research associate at

the Urban Institute in Washington, D.C. She later moved to Bowling Green State University as an assistant professor before coming to Penn State in 2007. Jennifer's research focuses on immigration and the health and well-being of the children of immigrants. Currently, she is involved in projects that seek to improve our understanding of the size and characteristics of the unauthorized foreign-born population, and to better understand how the U.S. environment influences children of immigrants' diets, physical activity, and body weight. Much of her work is funded by the National Institutes of Health.

Marcus A. Whitehurst is the interim vice provost for Educational Equity, having served previously as Assistant Vice Provost for Educational Equity for seven years at Pennsylvania State. Dr. Whitehurst provides oversight and supervision for the Office for Disability Services, the Office of Veterans Programs, the Multicultural Resource Center, and seven TRiO programs. Dr. Whitehurst also provides collaborative leadership for the planning and implementation of the University's *A Framework to Foster Diversity* efforts. In addition, Dr. Whitehurst's research interests focus on student development theory, retention, and the graduation rates of diverse student populations. He chairs numerous University committees including the Administrative Council on Multicultural Affairs, the Campus Environment Team, and the University-wide Dr. Martin Luther King, Jr. Commemoration Committee. Dr. Whitehurst earned his Ph.D. in Educational Theory and Policy from The Pennsylvania State University.

Diane Zabel is The Louis and Virginia Benzak Business Librarian and Head of the Schreyer Business Library at University Park. She is the immediate past editor of *Reference & User Services Quarterly*, a refereed journal published by a division of the American Library Association (ALA). Ms. Zabel has served on the editorial board of the *Journal of Academic Librarianship* and the *ACRL Publications in Librarianship Monographic Series*. She currently serves on the editorial board of the *Journal of Business & Finance Librarianship*. Ms. Zabel has edited or co-edited five books, including the recently published *Rethinking Collection Development and Management*. She is an active member of ALA, having served as the elected president of one of the divisions and as an elected member of the governing body of ALA. In 2011 she was the recipient of the Isadore Gilbert Mudge Award, an ALA award that recognizes distinguished contributions in reference librarianship.