

Challenge 1. Developing a Shared and Inclusive Understanding of Diversity

- **Initiative 1.A. Enhance the Multi-Cultural/International position to be viewed as the College leadership position on diversity issues and needs. This position will work directly with FYS faculty to offer a diversity component.**

Action Item 1.A.1. Benchmark with other institutions and Penn State campuses and colleges to understand role of Multi-Cultural / International position within the college or campus.

Area Responsible: Student Affairs
Timeline: 2005-06
Resource Needed: None.

PROGRESS: Completed. Benchmarked with Abington, Brandywine, and Lehigh Valley. Multicultural/International Office Coordinator hired.

Action Item 1.A.2. Upgrade the Multicultural/International position whereby there is an increase in management duties such as chairing the Diversity Committee.

Area Responsible: Student Affairs
Timeline: 2006-07
Resource Needed: Staffing, Appx. Amount

PROGRESS: Completed. Position is Co-chairperson of Diversity Committee

Action Item 1.A.3. The Multi-Cultural / International position receives additional training on multi-cultural education and diverse issues.

Area Responsible: Student Affairs
Timeline: 2006-07
Resource Needed: None.

PROGRESS: In Progress. This item is stated as an objective in the *2010-15 Berks Framework to Foster Diversity*

Action Item 1.A.4. The Multi-Cultural / International position interacts more with faculty and students in the classroom (specifically First-Year Seminars and Intercultural and International competency-designated courses).

Area Responsible: Student Affairs
Timeline: 2006-07
Resource Needed: None.

PROGRESS: Completed. Classroom diversity presentations have increased by two-thirds between fall 2007 and fall 2008.

Framework for Diversity: Action Plan 2005-06 to 2007-08

- **Initiative 1.B. Define how the College monitors and measures success of diversity initiatives.**

Action Item 1.B.1. Review strategic indicators identified for Penn State Berks current “Framework for Diversity”

Area Responsible: Planning, Research & Assessment Officer, College-wide Diversity Committee, Chancellor

Timeline: 2005-06

Resource Needed: Programming, No cost other than time.

PROGRESS: Review complete. Additional indicators integrated into campus strategic plan and stated in the *2010-15 Berks Framework to Foster Diversity*.

Action Item 1.B.2. Track student, faculty and staff participation in diversity-related programs. Provide program evaluations to understand participant perception of activities.

Area Responsible: Multicultural / International Coordinator & Planning, Research & Assessment Officer

Timeline: 2005-06

Resource Needed: None.

PROGRESS: In Progress. This item is stated in the *2010-15 Berks Framework to Foster Diversity*.

Action Item 1.B.3. Establish desired learning outcomes for diversity program and determine how such outcomes can be measured.

Area Responsible: Multicultural / International Coordinator & Planning, Research & Assessment Officer

Timeline: 2005-06

Resource Needed: None.

PROGRESS: In Progress. This item is stated in the *2010-15 Berks Framework to Foster Diversity*.

Framework for Diversity: Action Plan 2005-06 to 2007-08

- **Initiative 1.C. Reward faculty and staff for participation in diversity-related programs.**

Action Item 1.C.1. Staff and faculty list diversity-related professional development activities on employee evaluations and Faculty Activity Reports.

Area Responsible: Unit Leaders
Timeline: 2005-06, 2006-07, 2007-08
Resource Needed: None.

PROGRESS: Completed. Inventory will be made available to faculty and staff in fall 2009.

Framework for Diversity: Action Plan 2005-06 to 2007-08

- **Initiative 1.D. Enhance faculty and staff communication about diversity issues.**

Action Item 1.D.1. Create an ANGEL group to communicate about diversity issues.

Area Responsible: College-wide Diversity Committee, Instructional Designers

Timeline: 2006-07

Resource Needed: None.

PROGRESS: Completed. An ANGEL group available to Diversity Committee Members.

Action Item 1.D.2. Establish an active diversity committee within each academic division.

Area Responsible: Academic Affairs

Timeline: 2005-06

Resource Needed: None.

PROGRESS: Completed. Division Diversity Committees meet at least twice a semester. In addition, each Division Diversity Committee has a liaison that is a member of the College Diversity Committee.

Action Item 1.D.3. Include diversity-related issues as topics of discussion at regularly-scheduled staff and faculty meetings.

Area Responsible: Unit Leaders

Timeline: 2005-06, 2006-07, 2007-08

Resource Needed: None.

PROGRESS: Completed. Faculty liaisons on the Diversity Committee have brought topics discussed at the Diversity Committee Meetings back to Division Meetings, Program Coordinator Meetings, and the Division Diversity Committee Meetings. Staff meetings also discuss diversity issues in Administrative Council; Student Affairs; Residence Life; and Planning, Research, & Assessment.

Challenge 2. Creating a Welcoming Campus Climate

- **Initiative 2.A. Establish specific retention goals for underrepresented student groups. Underrepresented is defined by**

Action Item 2.A.1. Continue to establish and implement a defined monitoring and tracking system for underrepresented students under the direction of the Multicultural/International counselor.

Area Responsible: Student Affairs
Timeline: 2005-06
Resource Needed: None.

PROGRESS: Completed. Presently, there are 14 multicultural mentors. An early alert system for academic progress was implemented in Fall 2008. In fall 2009, the system was upgraded to include an electronic database of the student's activities and deficiencies. Slated for 2010-11, the demographic information for these students entered in the early alert system will be available.

Action Item 2.A.2. Increase by 3% the persistence rate of underrepresented students from the first to the second year of enrollment.

Area Responsible: Student Affairs, Retention Council
Timeline: 2008-09
Resource Needed: Programming,

PROGRESS: In Progress. The first to second year retention rate for multicultural students has increased by 1.7% from fall 2004 (92.8%) to fall 2008 (94.5%) cohorts. This item is stated as an objective in the *2010-15 Berks Framework to Foster Diversity* is the improvement of underrepresented student success.

Action Item 2.A.3. Increase the total number of underrepresented students entering College degree programs.

Area Responsible: Student Affairs
Timeline: 2008-09
Resource Needed: Programming, Estimated Amount: \$

PROGRESS: In Progress. In Fall 2008 13.2% of the enrollment comprised of minority students in degree programs. Similarly, in Fall 2009, 13.2% of the enrollment comprised of minority students.

Framework for Diversity: Action Plan 2005-06 to 2007-08

- **Initiative 2.B. Establish an admissions position specifically related to outreach efforts in support of diversity.**

Action Item 2.B.1. Hire an admissions counselor that supports outreach efforts related to diversity.

Area Responsible: Student Affairs

Timeline: 2007-08

Resource Needed: Staffing, Estimated Amount: \$40,000

PROGRESS: In progress. The Multicultural Admission Staff position is in the final stages of the interview process. Anticipated date of hire is January 2010.

Framework for Diversity: Action Plan 2005-06 to 2007-08

- **Initiative 2.C. Develop a college publication and enhance web pages that specifically address current and potential student interest in diversity needs, issues and opportunities. These web pages and publications also include religious and international student information.**

Action Item 2.C.1. Enhance publications and college web pages to enhance student interest in diversity needs, issues, and opportunities.

Area Responsible: Multi-Cultural / International position, University Relations, Information Technology

Timeline: 2008-09

Resource Needed: None.

PROGRESS: Completed. This is a major tenet of the New Marketing Plan.

Framework for Diversity: Action Plan 2005-06 to 2007-08

- **Initiative 2.D. Define an early outreach admissions effort, in collaboration with MACA, PEPP and CE to identify and work with potential students in grades 8-11 to enhance college awareness, preparedness and progression to college.**

Action Item 2.D.1. Continue to work with the above listed groups in bringing students on campus.

Area Responsible: Student Affairs, Continuing Education
Timeline: 2006-07, 2007-08, 2008-09
Resource Needed: Programming, Estimated Amount: \$???????

PROGRESS: Completed. We continue to work with above listed groups to bring students to campus.

Action Item 2.D.2. Continue implementation of Project Lead the Way.

Area Responsible: Continuing Education
Timeline: 2006-07, 2007-08, 2008-09
Resource Needed: Programming, Estimated Amount: \$?????????

PROGRESS: Completed. Working with the National Project Lead the Way organizations to track student progress in college.

Action Item 2.D.3. Continue Reading High School mentoring project with urban school districts.

Area Responsible: Continuing Education, Academic Affairs, Student Affairs
Timeline: 2006-07, 2007-08, 2008-09
Resource Needed: Programming, Estimated Amount: \$?????????

PROGRESS: Completed. A Carpenter Technologies and National Science Foundation Grant have been awarded to improve science education in urban schools.

Action Item 2.D.4. Enhance support for Women in Science and Engineering programs that promote STEM majors to elementary and high school students.

Area Responsible: EBC Division, Science Division
Timeline: 2006-07, 2007-08, 2008-09
Resource Needed: Programming, Estimated Amount: \$?????????

PROGRESS: Completed. Camp conducted in 2007 that targeted middle school female students. PEPP has hosted several campus workshops that focus on mathematics and science.

Action Item 2.D.5. Continue the development of the partnership between the University of Turabo in Puerto Rico with the Masters Degree in Teaching English as a Second Language and the support that this option offers to school districts and students of public education in eastern Pennsylvania.

Area Responsible: Continuing Education
Timeline: 2005-06, 2006-07
Resource Needed: None.

PROGRESS: Completed. Partnership has been continued as facilitated by Continuing Education.

Framework for Diversity: Action Plan 2005-06 to 2007-08

- **Initiative 2.E. Continue to understand climate issues through systematic assessment.**

Action Item 2.E.1. Conduct a faculty and staff climate survey.

Area Responsible: Planning, Research & Assessment Office

Timeline: 2006-07

Resource Needed: None.

PROGRESS: Not Complete. No climate surveys were conducted between 2004 and 2009.

However, the Chancellor and Associate Dean have reviewed the results of the University Human Resources Survey administered in fall 2008. Specific areas are being targeted that address areas in which Berks faculty were less satisfied than the University faculty.

Action Item 2.E.2. Conduct diversity focus groups for underrepresented student groups to understand the classroom climate.

Area Responsible: Planning, Research & Assessment Office

Timeline: 2006-07, 2007-08, 2008-09

Resource Needed: Meals. Grant funding for participation incentives.

PROGRESS: Complete. Diversity Forums, sponsored each semester, have been conducted. In addition several faculty attended NCBI trainings that specifically hone on classroom issues on diversity and intolerance.

Framework for Diversity: Action Plan 2005-06 to 2007-08

- **Initiative 2.F. Units within the College are encouraged to sponsor initiatives that promote a welcoming and inclusive environment.**

Action Item 2.F.1. Units promote diversity initiatives through academic and campus activities calendars.

Area Responsible: Unit Leaders
Timeline: 2006-07, 2007-08, 2008-09
Resource Needed: None.

PROGRESS: Complete. Diversity activities are noted on all appropriate calendars, weekly email updates, flyers, SGA communications, and the Campus Life TV monitor system.

Action Item 2.F.2. Units report diversity initiatives to Multicultural / International position on annual basis. Reports include number of faculty, staff and students participating in each program as well as general perception of the program.

Area Responsible: Unit Leaders, Planning, Research & Assessment Office
Timeline: 2006-07, 2007-08, 2008-09
Resource Needed: None.

PROGRESS: In Progress. Multicultural/ International Coordinator will request to all faculty and staff to provide a summary of their diversity initiatives and activities in 2009-10.

Framework for Diversity: Action Plan 2005-06 to 2007-08

- **Initiative 2.G. Promote appropriate processes for reporting harassment incidents within student body and among faculty and staff.**

Action Item 2.G.1. Reminders regarding harassment polices are distributed annually to appropriate constituents.

Area Responsible: Unit Leaders, Student Affairs, Human Resources, Multi-Cultural / International position

Timeline: 2006-07, 2007-08, 2008-09

Resource Needed: None.

PROGRESS: Complete. Human Resources distributes reminders regarding harassment polices.

Challenge 3. Recruiting and Retaining a Diverse Student Body

- **Initiative 3.A. Examine the potential for BK scholarships that would consider diversity as one of a number of criterion.**

Action Item 3.A.1. Establish a campus funded scholarship program to support diversity.

Area Responsible: Student Affairs / Development Office

Timeline: Recurring 2005-06 through 2008-09

Resource Needed: Programming, Estimated Amount: \$10,000 each of the planning years

PROGRESS: Not Complete. This item is stated as an objective in the *2010-15 Berks Framework to Foster Diversity*

Framework for Diversity: Action Plan 2005-06 to 2007-08

- **Initiative 3.B. Enhance marketing efforts to underrepresented groups.**

Action Item 3.B.1. Enhance advertising in print media such as the *M VOICE* and *The Drum*.

Area Responsible: University Relations

Timeline: Recurring 2005-06 through 2008-09

Resource Needed: Programming, Estimated Amount: \$10,000 each of the planning years (although \$12,000 would be needed in 2005-06)

PROGRESS: Not applicable. These media forms no longer exist.

Action Item 3.B.2. Communicate with the Hispanic community through direct mail (printing and postage) advertising.

Area Responsible: University Relations

Timeline: Recurring 2005-06 through 2008-09

Resource Needed: Programming, Estimated Amount:

PROGRESS: Complete. Every Hispanic prospect is sent information about the campus.

Action Item 3.B.3. Communicate with the Hispanic community through running television ads during Channel 69's Hispanic broadcasts. This would require having our existing commercial rerecorded.

Area Responsible: University Relations

Timeline: Recurring 2005-06 through 2008-09

Resource Needed: Programming, Estimated Amount:

PROGRESS: In Progress. Limited advertising to date but plan to develop adds to target Hispanic population.

Action Item 3.B.4. Staffing would need to be hired in Admissions to answer inquires from those who non-English speaking persons.

Area Responsible: University Relations

Timeline: Recurring 2005-06 through 2008-09

Resource Needed: Staffing, Estimated Amount: \$

PROGRESS: In progress. The Multicultural Admission Staff position is in the final stages of the interview process. Anticipated date of hire is January 2010. Currently, one student worker in admissions is bilingual.

Framework for Diversity: Action Plan 2005-06 to 2007-08

- **Initiative 3.C. Contribute to student retention efforts through diversity outreach efforts.**

Action Item 3.C.1. Expand programming and resources for groups of diverse students (e.g., returning adult students, “Be A Part From the Start”, disabled students, International students, LGBT).

Area Responsible: All Unit Leaders, Student Government Association
Timeline: Recurring 2005-06 through 2008-09
Resource Needed: None.

PROGRESS: Complete. The Aspire program and “Be A part from the Start” have proven to be successful programs as indicated by one year retention rates and one year cumulative GPA averages for students that participated in these programs. The Disabilities Coordinator also hosts *Transitions* for disabled high school students on campus each spring. These high school students are afforded the opportunity to experience campus life before they enroll in college. A *Disability Expo*, a partnership with the Berks County Intermediate Unit, will be hosted in Spring 2010. In addition, Continuing Education has hired a professional to work with adult learners.

Challenge 4. Recruiting and Retaining a Diverse Workforce

- **Initiative 4.A. Recruit, develop, and retain a diverse and qualified faculty and staff.**

Action Item 4.A.1. When promoting open positions within the college, advertise in publications and avenues that minority populations access.

Area Responsible: All Unit Leaders. Human Resources. University Relations.

Timeline: Recurring 2005-06 through 2008-09

Resource Needed: None.

PROGRESS: Complete. Advertisements for faculty and staff vacancies are posted in a variety of culturally diverse publications and websites. Newspaper advertising is placed in and out of the Reading, Allentown, and Philadelphia areas. Local Human Resources searches the Diversity Talent Bank for resumes with related experiences. In addition to the University employment website, all staff jobs are posted on the Penn State Berks web site and two web sites directed towards minorities, <http://www.hbcuconnect.com> and www.ihispano.com.

Action Item 4.A.2. Human Resources representative shares diversity guidelines with all search committees (faculty and staff) prior to announcing position.

Area Responsible: Human Resources.

Timeline: Recurring 2005-06 through 2008-09

Resource Needed: None.

PROGRESS: Complete. Human Resource representatives address each search committee prior to the review of application materials.

Framework for Diversity: Action Plan 2005-06 to 2007-08

- **Initiative 4.B. Encourage and support diversity-related research among faculty and staff.**

Action Item 4.B.1. Funding support is provided for diversity-related research initiatives

Area Responsible: Academic Affairs; Development; Planning, Research & Assessment Office

Timeline: Recurring 2005-06 through 2008-09

Resource Needed: None.

PROGRESS: Complete. Money was provided to the publish the book, *Woven in Words*, a partnership between Berks faculty and staff and the local chapter of the NAACP. A similar project with the Hispanic Center is currently underway.

Challenge 5. Developing a Curriculum that Supports the Goals of our New General Education Plan

- **Initiative 5.A. Acquire materials to support diversity issues in courses and programs at Berks.**

Action Item 5.A.1. Enhance educational resources on campus for use by faculty and staff involved in multicultural education.

Area Responsible: Academic Affairs, Library, Multi Cultural / International position

Timeline: Recurring 2005-06 through 2008-09

Resource Needed:

PROGRESS: Compete. Several faculty attended NCBI trainings that specifically hone on classroom issues on diversity and intolerance. These participants have since trained other faculty on issues of inclusion. A community grant was awarded to amass LGBT resources in the library.

Framework for Diversity: Action Plan 2005-06 to 2007-08

- **Initiative 5.B. Increase percentage of budget spent on diversity-related initiatives by xx% yearly.**

Action Item 5.B.1. Enhance spending on diversity-related initiatives.

Area Responsible: Unit Leaders

Timeline: Recurring 2005-06 through 2008-09

Resource Needed:

PROGRESS: Completed. Money spent on diversity initiatives excluding salaries as listed below has increased by eight (8.2%) percent in the last three years (2005-06 - \$77,852; 2006-07 - \$67,412; 2007-08 - \$71,956).

Action Item 5.B.2. Enhance tracking of expenditures on diversity-related initiatives by using diversity codes in purchasing processes.

Area Responsible: Unit Leaders

Timeline: Recurring 2005-06 through 2008-09

Resource Needed: None.

PROGRESS: Not Completed.

Framework for Diversity: Action Plan 2005-06 to 2007-08

- **Initiative 5.E. Establish the Common Reading program which has focused on the community-building and diversity-themed lessons that in co-curricular programming focused on multiculturalism.**

Action Item 5.E.1. Enhance the common reading program.

Area Responsible: Academic Affairs, Student Affairs

Timeline: Recurring 2005-06 through 2008-09

Resource Needed:

PROGRESS: Completed. The Common Reading Program has been established and is implemented in the First Year Seminar (PSU 005). The Common Reading has four focus areas: Diversity, Spirituality, Health, & Sustainability. All faculty, staff, and orientation leaders, and mentors are asked to read the current book.

Framework for Diversity: Action Plan 2005-06 to 2007-08

- **Initiative 5.G. International scholars participate in classes and College-sponsored social gatherings with students.**

Action Item 5.G.1. Offer panel presentations for campus community where invited college or guest International scholars share educational experience and path to their academic career.

Area Responsible: Academic Affairs (Science)

Timeline: 2005-06

Resource Needed: None.

PROGRESS: Completed. Several faculty panels and guest lecturer panels have been offered. Faculty forums and faculty panels on globalization or multicultural issues will continue to be offered.