

The Staff Assistant provides administrative and managerial support to the Office. These include but are limited to the following: file and recordkeeping, budgetary knowledge, typing and assistance with collecting data for reports, and supervision for student workers.

Representation (Access and Success)

Challenge 3: Recruiting and Retaining a Diverse Student Body

- ❖ The College is encouraged to provide data relating to underrepresented students in a number of areas, including (but not limited to): retention by majors and programs; levels of financial support received; graduate student breakdown by gender. Data showing that the efforts to track student progress have improved retention would be helpful. The new Student Center is noted as an effort to improve climate for students. Data regarding the effectiveness of Center would be beneficial. The final update refers to “support for returning adults, veterans, and students who identify with LGBT issues.” Information about what that support includes would be helpful. ***RESPONSE: The Office of Educational Equity keeps itself abreast of issues related to various populations including veterans, returning adults students, students who identify with LGBT issues, etc. The office subscribe to publications that deals with changing enrollments in higher education. It is also a part of our professional development when we attend national workshops to constantly educate ourselves and select workshops that address issues related to various populations.***
- ❖ EMS might consider partnering with the local campuses of Penn State in their outreach efforts to recruit students from underrepresented populations. ***RESPONSE: We have a “Recruitment Club” that work with various campus locations. In additional, faculty has written collaborative NSF Grants that include EMS faculty at campus locations.***
- ❖ The College is commended for the number of programs (SEEMS, AESEDA, SROP, and recruiting trips) in place to target diverse students. Data on the yield from each program would be helpful. ***RESPONSE: We collect data from many of our precollege programs. SEEMS is part of Project Upward Bound Math and Sciences and encourages participants to attend college. Penn State yield approximately 25% of the students, as of Fall 2008 22 SEEMS students were enrolled as follows:***

<i>EMS</i>	<i>BA</i>	<i>COMM</i>	<i>DUS</i>	<i>IST</i>	<i>HHD</i>	<i>LA</i>	<i>SC</i>
<i>2</i>	<i>4</i>	<i>1</i>	<i>8</i>	<i>1</i>	<i>2</i>	<i>3</i>	<i>1</i>

- ❖ We collect data on our SROP students and many of those students are still enrolled in undergraduate school. We encourage them to apply for graduate school and we monitor the SROP participants who apply and are accepted into the College.

Challenge 4: Recruiting and Retaining a Diverse Workforce

- ❖ The data provided on the composition of the EMS faculty shows mixed results. Overall, the percentage of faculty from underrepresented racial/ethnic groups improved from 14.4% in AY 2005-06 to 18.0% in AY 2008-09. However, the number of African-American faculty actually declined from six to three during this time span. It was unclear what efforts are in place to help interpret these results. ***RESPONSE: In one cases, the faculty was promoted to a University wide administrative position, another case the professor moved to another institution.***
- ❖ EMS highlights racial/ethnic equity as its focus for the next strategic cycle. However, it is unclear, given data provided, that gender equity has improved. Additional data would be helpful.

Education and Scholarship

Challenge 5: Developing a Curriculum That Fosters Intercultural and International Competencies

- ❖ EMS' scope of classes with international or service learning components is laudable. The internship opportunities have also expanded; however it appears that the number of students participating may be small. Further data about financial support as well as student participation and feedback would be helpful in determining if the programs are having the intended effect. ***RESPONSE: The Associate Deans for Undergraduate Education and Educational Equity will match dollars for students to engage in an international experience.***
- ❖ Women's Issues Forum is a potential best practice
- ❖ The College's partnership with Jackson State University is a best practice. Providing the opportunity for EMS students to work with JSU students on joint projects in other countries is notable.
- ❖ The Africa Array Program has attracted students from Jackson State and other Minority Serving Institution. In addition, a number of students from MSIs also participate in our summer Hydro-physics Program, REU and SROP.

Institutional Viability and Vitality

Challenge 6: Diversifying University Leadership and Management

- ❖ It was unclear what processes are in place to encourage diversity among applicants in administrative searches.
- ❖ Fundraising efforts focusing on diversity-related objectives are commendable. Whether the focus is on scholarship, research, faculty support, or other is unclear.
- ❖ The charge given to search committee includes very strong encouragement from the Provost, Dean, Associate Provost for Diversity and Affirmative Action Officer to be inclusive in the search.
- ❖ Notable progress in diversifying administration has been made with hiring the first female director (EESI) and first African-American department head (EGEE).

Challenge 7: Coordinating Organizational Change to Support Our Diversity Goals

- ❖ Alignment with the strategic plan's increasing emphasis on diversity is noted.
- ❖ The College's Diversity Council and Leadership Center Forum are commendable initiatives.