



## Quality Advocates Session — Tuesday, March 29, 2011

Penn State is a leader in diversity strategic planning, and we are frequently used as a benchmark for our robust review process and emphasis on accountability. With *A Framework to Foster Diversity at Penn State: 2010–15*, Penn State begins the next phase of achieving our diversity potential. Since the implementation of the initial *Framework* in 1998, Penn State has made considerable strides toward building a diverse, inclusive, and equitable institution. Find out about the 2010 review process and what have been identified as best practices, and hear from leaders of units that are doing an exemplary job on implementing several Challenges of the *Framework*.

The spring 2010 review teams found that certain elements are essential to effective planning, assessment, and reporting. Active, visible support from executive leadership is critical to success, both at the unit level and for Penn State as a whole. Broad participation in diversity planning, implementation, and reporting helps to leverage expertise available to the unit and increase effectiveness. Sustaining momentum throughout the planning cycle is vital to greater progress.

Units that have made strong progress in fostering diversity keep diversity in their thinking throughout all aspects of their unit operation, and recognize diversity among the core values and competencies that define “excellence.”

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### PANELISTS:

**Janet Murphy**, Director, University Office of Global Programs

**Renata Engel**, Associate Dean for Academic Programs, College of Engineering, and Professor of Engineering Science and Mechanics and Engineering Design

**David Gnage**, Chancellor  
Penn State Mont Alto

### MODERATOR:

**Victoria Sanchez**, Assistant Vice Provost for Educational Equity

### WEB RESOURCES:

Office of the Vice Provost for Educational Equity  
[www.equity.psu.edu/](http://www.equity.psu.edu/)

*A Framework to Foster Diversity at Penn State: 2010–15*  
[www.equity.psu.edu/framework/](http://www.equity.psu.edu/framework/)

Planning Updates (unit updates, plans, and feedback reports)  
[www.equity.psu.edu/framework/updates/](http://www.equity.psu.edu/framework/updates/)

*Framework* Best Practices  
[www.equity.psu.edu/framework/bestpractices.htm](http://www.equity.psu.edu/framework/bestpractices.htm)

Best Practices in Diversity Strategic Planning Workshops  
[www.equity.psu.edu/workshop/](http://www.equity.psu.edu/workshop/)

Strategic Indicators  
[www.equity.psu.edu/framework/indicators/](http://www.equity.psu.edu/framework/indicators/)

*Framework* Overview and History  
[www.equity.psu.edu/framework/updates/overview.htm](http://www.equity.psu.edu/framework/updates/overview.htm)

*Framework* Archives  
[www.equity.psu.edu/framework/archive.htm](http://www.equity.psu.edu/framework/archive.htm)

Follow-up questions after the session may be directed to Victoria Sanchez at [vsanchez@psu.edu](mailto:vsanchez@psu.edu)