

PENNSTATE



A Framework to Foster Diversity at Penn State

2010 Progress Review

Quality Advocates: Benchmarking Best Diversity
Practices, March 29, 2011



www.equity.psu.edu

Office of the Vice Provost for Educational Equity



Institutionalizing Diversity Strategic Planning

- **1994-97:**
University Strategic Planning
Council Analysis
- **1998:**
A Framework to Foster Diversity at Penn State: 1998-2003
- **2004:**
A Framework to Foster Diversity at Penn State: 2004-09
- **2010:**
A Framework to Foster Diversity at Penn State: 2010-15





A Framework to Foster Diversity at Penn State: 2010-15

Seven Challenges Within Four Dimensions

Campus Climate and Intergroup Relations

Challenge One:

**Developing a Shared and Inclusive
Understanding of Diversity**

Challenge Two:

Creating a Welcoming Campus Climate





A Framework to Foster Diversity at Penn State: 2010-15

Representation (Access and Success)

Challenge Three:

**Recruiting and Retaining a
Diverse Student Body**

Challenge Four:

**Recruiting and Retaining a Diverse
Workforce**

Education and Scholarship

Challenge Five:

**Developing a Curriculum That Fosters United States
and International Cultural Competencies**





A Framework to Foster Diversity at Penn State: 2010-15

Institutional Viability and Vitality

Challenge Six:

**Diversifying University Leadership and
Management**

Challenge Seven:

**Coordinating Organizational Change to
Support Our Diversity Goals**





New Directions in the 2010-15 Planning Cycle

- Focus on a rationale that views diversity as not simply the “right” thing to do but the “smart” thing to do (business case) and the “necessary” thing to do (economic imperative)
- Diversity as a Penn State core value
- Encourage streamlined plans and updates that focus on measurable outcomes instead of longer “testimonial” narratives





Accountability: the Review Process

- Review documents available online
- 2010 concurrent review
 - 2004-09 final updates
 - 2010-15 new plans
- 45 strategic planning units
- Review team membership broadly representative





Accountability: the Review Process

- Review team reports provided to Provost and Vice Provost for Educational Equity
- Provost and Vice Provost meet with each unit executive (Deans, Vice Presidents, Vice Provosts, Chancellors)
- Units have opportunity to respond
- Final materials posted on Educational Equity website: www.equity.psu.edu/Framework/Updates





Essential Elements

- Active support of executive leadership
- Diversity planning must be related to general planning
- Broad participation at all levels
- Progress requires sustained momentum





Best Practices

- Diversity AND excellence in all aspects of unit operation
- Visible leadership commitment
- Data/information drive progress
- Utilization of University resources
- Hiring, retention, and advancement of diverse faculty, staff, and administration
- Recruitment, retention, and graduation of diverse student body
- Innovative, coordinated curricular initiatives
- Broad and inclusive communication





Framework Strategic Performance Indicators

- Framework indicators gauge University progress by Challenge
- Can be adopted at the unit level
- Additional unit Framework indicators can be developed
- Attention to groups with less readily available data
- Strategic performance indicators
www.equity.psu.edu/framework/indicators/



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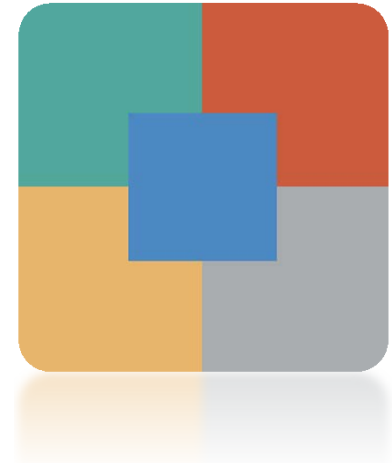
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