



Informational Report on Fostering Diversity at Penn State

**Presentation to the Board of Trustees'
Committee on Campus Environment
and Committee on Educational Policy**

September 7, 2007



W. Terrell Jones
Vice Provost for Educational Equity



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Fostering Diversity at Penn State

The Dickinson School of Law tops the list of Minority Enrollment at American Bar Association Law Schools in Both Percentage Growth and Absolute Numbers

	School	% 2000	% 2005	Difference
1.	Dickinson	8.1	22.1	273%
2.	Kansas	8.9	17.9	201%
10.	Villanova	10.8	16.8	156%
15.	Pittsburgh	9.4	13.9	148%
46.	Penn	23.9	29.5	123%
47.	Illinois	27.1	33.4	123%
61.	Ohio State	19.4	22.5	116%
62.	Michigan	22.6	26.6	116%
64.	Temple	20.7	23.9	115%

Source: *The National Jurist*, March 2007, pp 16-25



*Penn State ranks 5th in the Nation and
3rd in the Big Ten in the Number of Black Faculty at
Flagship State Universities*

	School	# of Black Faculty
1.	Maryland	187
2.	Georgia	167
3.	Michigan	140
4.	Ohio State	123
5.	Penn State	115

Source: *Journal of Blacks in Higher Education*, Summer, 2006





*Penn State's LGBTQA Student Resource Center is Listed
Among the Top 20 "Best of the Best" Schools in the
Nation*

Source: *The Advocate College Guide for LGBT Students, 2006*

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Fostering Diversity at Penn State



*Penn State ranks 10th in the Nation and
2nd in the Big Ten for
Graduation Rates among African American
Undergraduates at Flagship State Universities*

	School	6-Year Graduation Rate (%)
1.	Virginia	87
2.	SUNY Binghamton	72
3.	North Carolina	72
4.	Cal Berkeley	70
5.	New Hampshire	68
6.	Michigan	68
10.	Penn State	65
	National Average	43

Source: *Journal of Blacks in Higher Education*,
Winter 2006/07, pp. 58-66

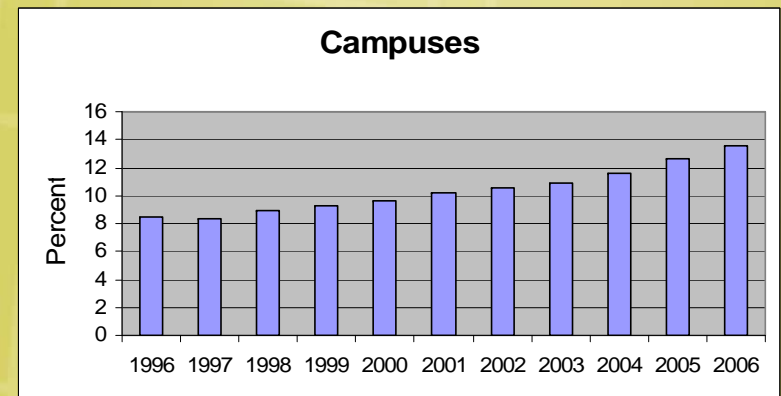
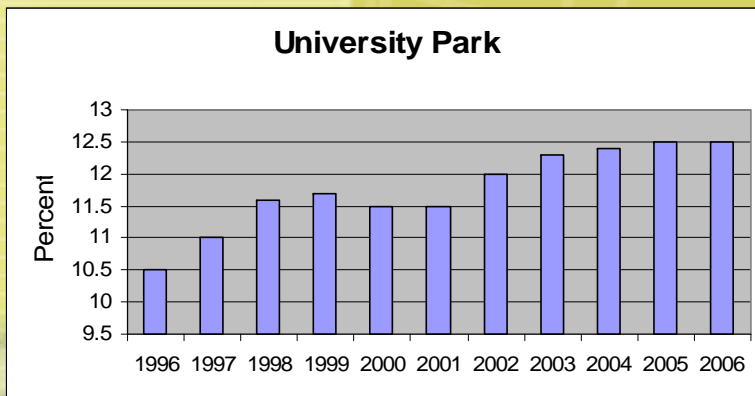
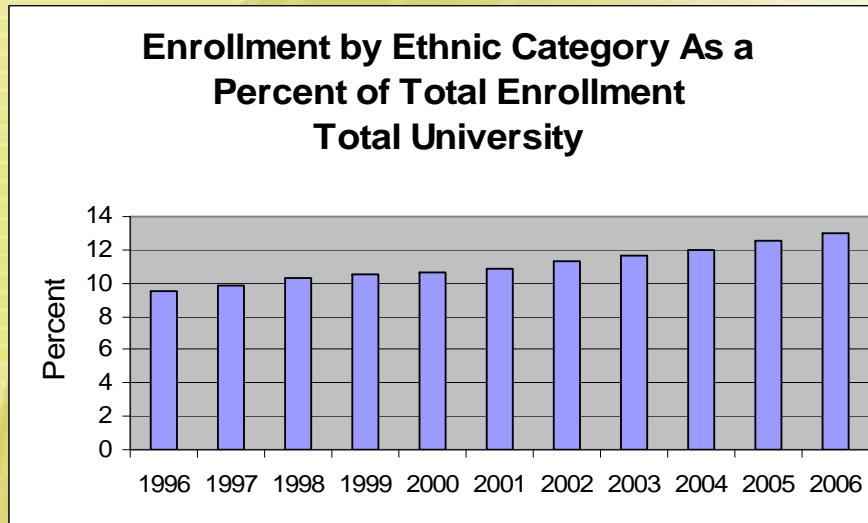
6 Year Graduation Rates by Ethnicity

Six-Year Graduation Rates 1999-2000 Cohort and 4 Class Average

	Men	Women	Total	4-Class Average
American Indian	0	0	0	68%
Asian American	77%	89%	83%	78%
Black	59%	71%	66%	65%
Hispanic	64%	80%	73%	70%
Total Minority	67%	79%	74%	72%
White	85%	87%	86%	85%
International	74%	83%	77%	53%
Total	82%	86%	84%	83%

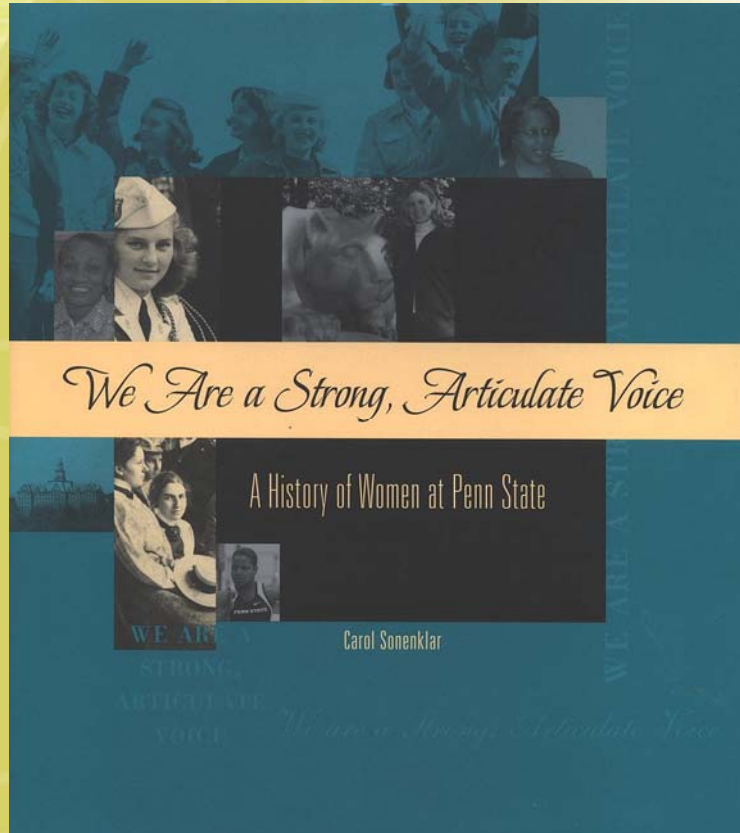
Source: NCAA

Penn State's Minority Enrollments Continue to Rise



Source: Penn State Fact Book

*We Are a Strong, Articulate Voice: A History of Women at Penn State,
Published by the Commission for Women*



The New Faces of an Ancient People *Traditional American Indian Powwow*



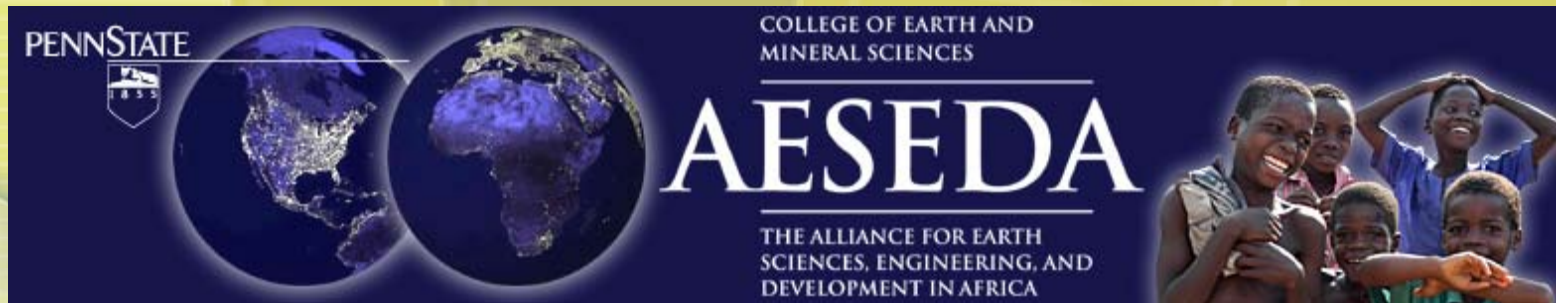
- **Partnership between Penn State and State College Area School District**
- **One of the largest and best traditional powwows in the East**
- **More than 105 dancers, 6 drums, and 25 vendors participate**
- **More than 6,000 people visit the two-day event**





Alliance for Earth Sciences, Engineering, and Development in Africa


- ***Precollege Summer Experience in Earth and Mineral Sciences (SEEMS)***
- **More than \$150,000 in corporate sponsorship for dual degree partnership with Fort Valley State University**
- **AESEDA received the U.S. Congressional Black Caucus' Champion Partnership Award**





Penn State Supplier Diversity Program

- **Establishes partnerships with diverse businesses:**
 - Woman-owned
 - Minority-owned
 - Veteran-owned
 - HUBZone-certified
- **Information seminars and online information**



"In Their Shoes" – A Web-based Interactive Training
Module on Disability Issues – Penn State Altoona

<http://www.altoona.psu.edu/intheirshoes/flash.htm>



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Fostering Diversity at Penn State

Each Year there are 1,000 Diversity-related Events Held at Penn State

WebEvent: August 2007 - Windows Internet Explorer

Address: <http://www.events.psu.edu/cgi-bin/cal/webevent.cgi?cmd=lstmonth&cat=8&sb=18&sort=em,y;1&ws=0&cf=lst&set=18&sw=18&sa=18&de=18>

PENNSTATE Office of the Vice Provost for **Educational Equity**

Penn State's Diversity Calendar
 OVPPE Home Criteria & Instructions for Submitting Events

Welcome to the home of the Penn State Diversity Calendar!

Penn State encourages persons with disabilities to participate in its programs and activities. If you anticipate needing any type of accommodation or have questions about the physical access provided, please contact the sponsoring organization or office in advance of your participation or visit.

Aug 10 2007 Go [Jump to Today](#)

Calendar: Diversity Calendar Go

DAY WEEK 2-WEEK MONTH YEAR Cal List [ADD EVENT](#)

*** August 2007 *** User: guest

August 2007						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

September 2007						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

October 2007						
S	M	T	W	T	F	S

Thursday, August 2, 2007

Aug 2 7:15 p.m. **International Film Series**
 Calendar: Diversity Events
 Posted by: Penn State Summer Intensive Language Institute
 Location: 113 Carnegie Building
 Details:
 Penn State's Summer Intensive Language Institute will present its First International Film Series this summer. The free admission series will run on Thursdays, from June 21 to August 9. Arabic, Chinese, French, German, Japanese, Latin, Russian, and Spanish films will be presented.

Friday, August 3, 2007

Aug 3 **ASTRONAUT ALUMNUS KEYNOTE SPEAKER AT 15TH ANNUAL MCNAIR RESEARCH CONFERENCE**
 Calendar: Diversity Events
 Location: Penn State Conference Center Hotel
 Details:
 More than 200 undergraduate students representing more than 50 colleges and universities nationwide will gather Aug. 3-5 at The Penn State Conference Center Hotel for the 15th annual Penn State Motair Research Conference. These students, Motair Scholars, will present their summer research findings to a national audience, network with professionals and other students in their areas of discipline, and meet with graduate school representatives from around the country, as well as learn from experts on how to best prepare for graduate school. The keynote speaker for this conference is **Glenn S. Bluford Jr.**, founder and president of The Aerospace Technology Group, an aerospace technology and business consulting organization specializing in aviation and space-related technology.

Source: Penn State Diversity Calendar



Institutionalizing Diversity Strategic Planning at Penn State

- **1994: Analysis of ad-hoc efforts**
- **1998: *A Framework to Foster Diversity at Penn State: 1998-2003***
- **2001: Comprehensive mid-point review process**
- **2004: Comprehensive final review process**
- **2004: *A Framework to Foster Diversity at Penn State: 2004-09***



Institutionalizing Diversity Strategic Planning at Penn State

- **2004: Comprehensive review of unit implementation plans**
- **2006: Unit mid-point progress reports due for comprehensive mid-point review process, spring/summer 2007**
- **2009: Reports due for comprehensive final review process**
- **Next Framework cycle**

Advantages to Planning Strategically

- **If you do not know where you are going, any road will get you there!**
- **Penn State is a national leader in diversity planning**



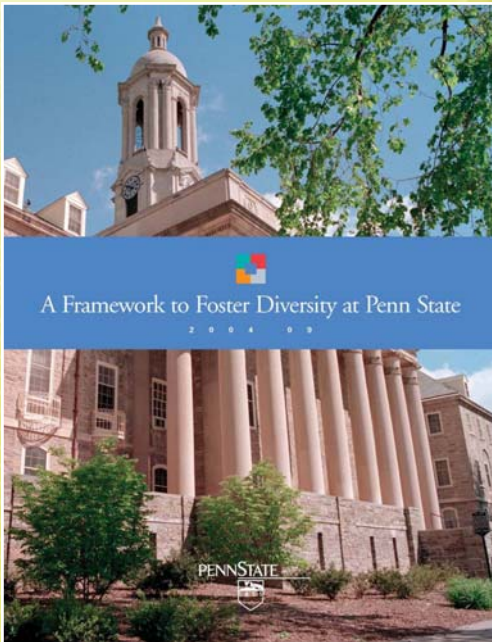


Victoria Sanchez

Assistant Vice Provost for Educational Equity



A Framework to Foster Diversity at Penn State: 2004-09



Campus Climate and Intergroup Relations

Challenge One: Developing a Shared and Inclusive Understanding of Diversity

Challenge Two: Creating a Welcoming Campus Climate

Representation (Access and Success)

Challenge Three: Recruiting and Retaining a Diverse Student Body

Challenge Four: Recruiting and Retaining a Diverse Workforce



A Framework to Foster Diversity at Penn State: 2004-09

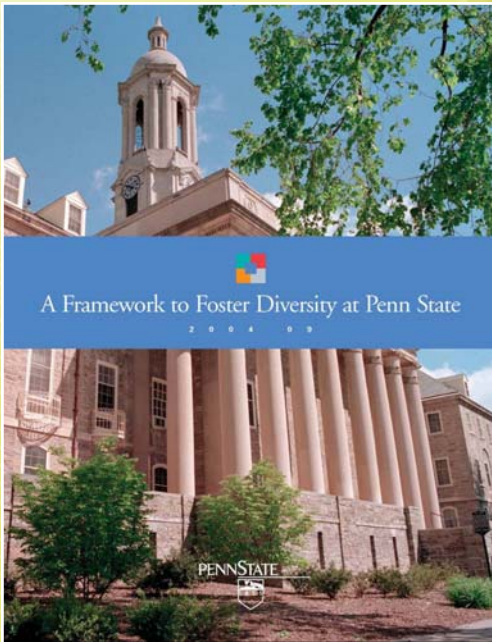
Education and Scholarship

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

Institutional Viability and Vitality

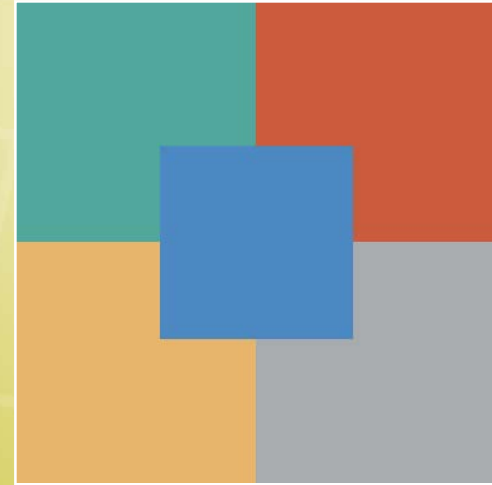
Challenge Six: Diversifying University Leadership and Management

Challenge Seven: Coordinating Organizational Change to Support Our Diversity Goals



Accountability: the Review Process

- **Comprehensive**
- **Participatory**
- **Highly visible**
- **Assessment questions**
- **Continuity and improvement**
- **Integrity**



Timeline: the Review Process

- **December 2006, Unit updates submitted**
- **January-March 2007: Review Teams review unit updates**
- **March 2007: Review Team Feedback Reports are provided to Provost and Vice Provost for Educational Equity**



Timeline: the Review Process

- **May-June 2007: Provost and Vice Provost meet with unit executives**
- **Units have opportunity to respond**
- **Best Practices are compiled**
- **September 2007: Final materials posted on Educational Equity Web site: www.equity.psu.edu/Framework/Updates**





Best Practices

- **Purposeful, integrated approaches across units**
- **Collaborative, participatory approaches**
- **Broad and inclusive communications strategies**
- **Alignment between diversity planning and general strategic planning**
- **Effective measures of success and assessment**
- **Active leadership**

What We Have Learned: Challenges and Next Steps

- **Active support of executive leadership**
- **Progress requires sustained momentum**
- **Strategic Indicators**
- **Additional Data**
- **Aligning initiatives with broader definitions of diversity**



lesbian, gay, bisexual, transgender, queer, intersex, genderqueer, questioning...



We are Penn State, too.
And we are proud.

Pride Week Rally. Monday, April 3, 2006.

What We Have Learned: Challenges and Next Steps

- **Successful institutionalization goes several layers deep**
- **Curricular integration**
- **Still opportunity for improvement**
- **Emphasize “strategic” thinking and performance indicators to gauge success**





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