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

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W. Terrell Jones

Vice Provost for Educational Equity

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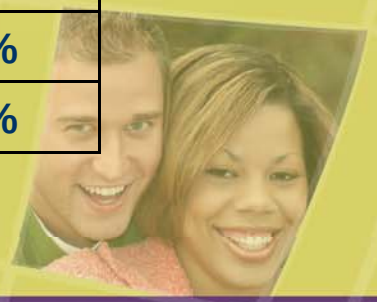
Fostering Diversity at Penn State

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 LGBTA 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*

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

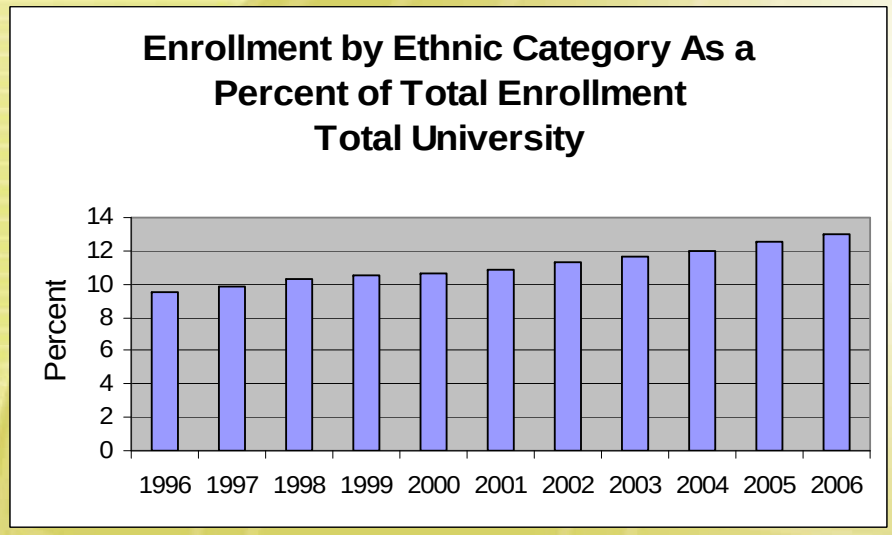
6 Year Graduation Rates by Ethnicity

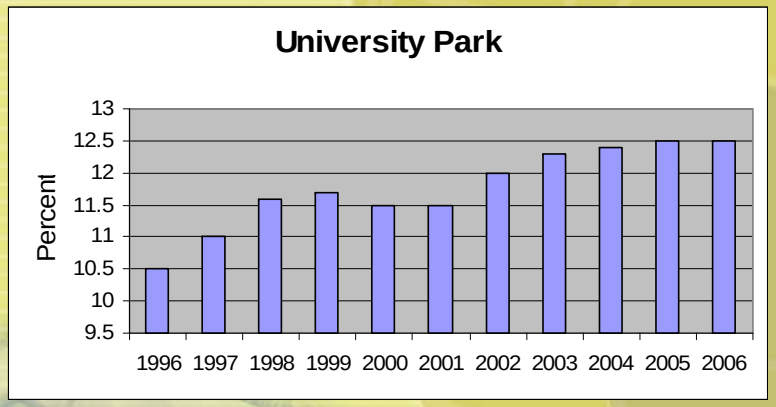
Six-Year Graduation Rates
1999-2000 Cohort and
4 Class Average

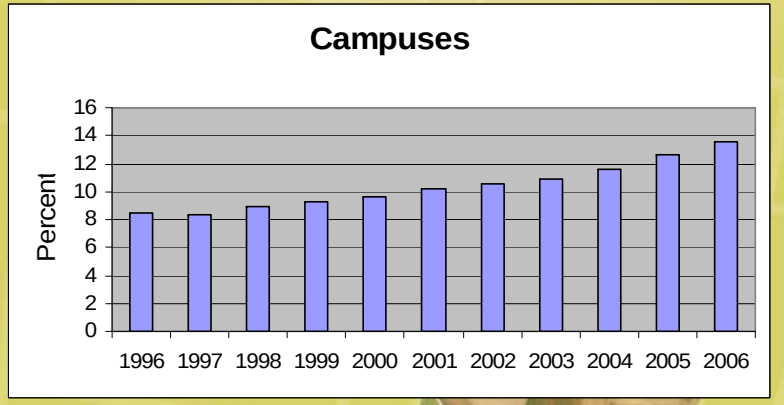
	Men	Women	Total		4-Class Average
American Indian	0	0	0		**68%**
Asian American	77%	89%	83%		**78%**
Black	59%	71%	66%		**65%**
Hispanic	64%	80%	73%		**70%**
Total Minority	**67%**	**79%**	**74%**		**72%**
White	85%	87%	86%		**85%**
International	74%	83%	77%		**53%**
Total	**82%**	**86%**	**84%**		**83%**

Source: NCAA

Penn State's Minority Enrollments Continue to Rise

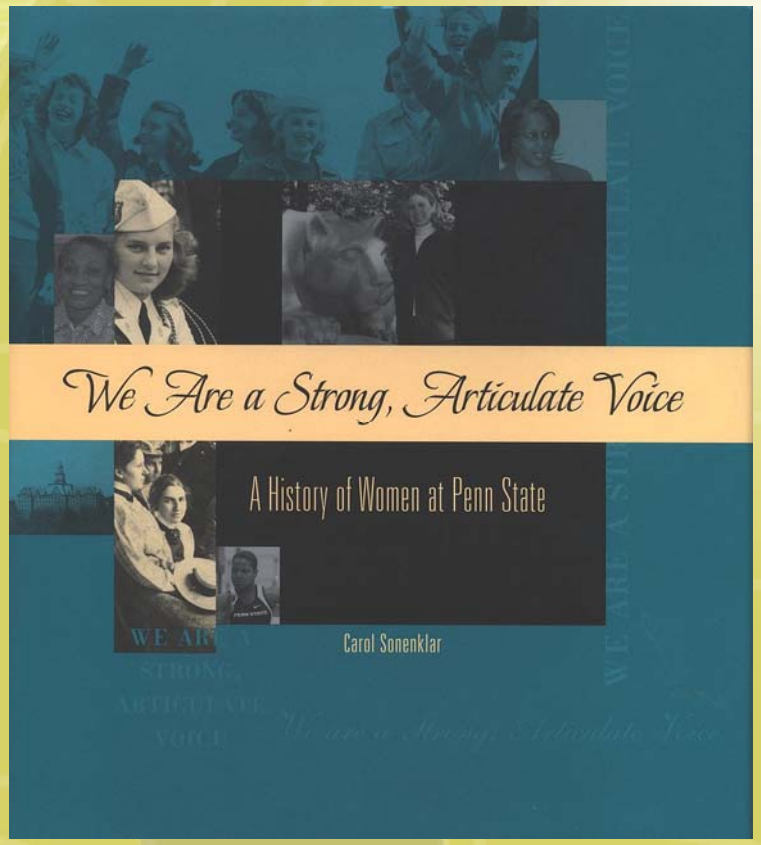






Source: Penn State Fact Book

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**

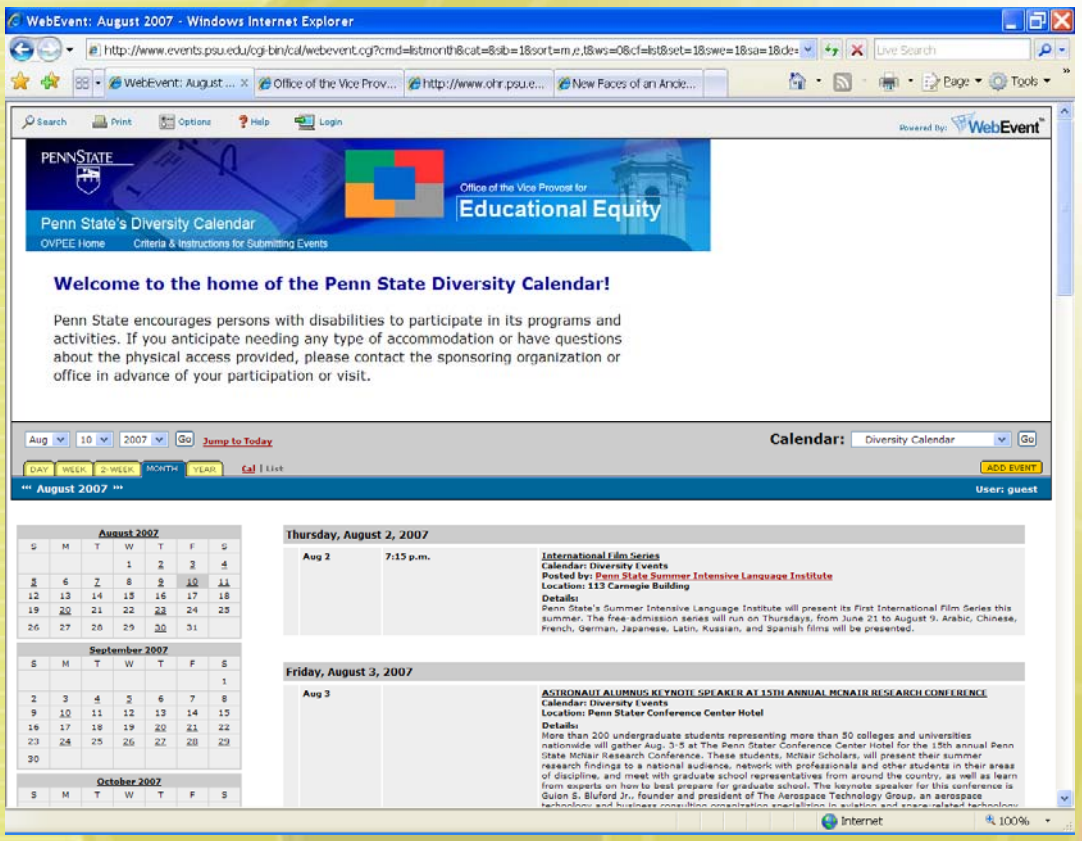
Penn State Supplier Diversity Program

- **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

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



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

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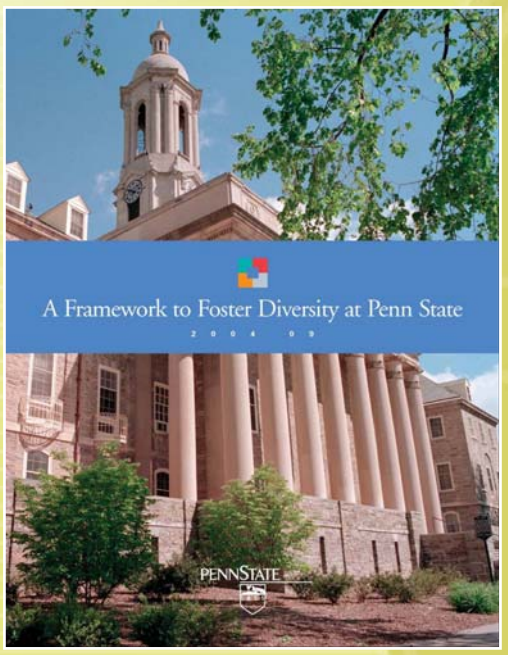
Fostering Diversity at Penn State

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

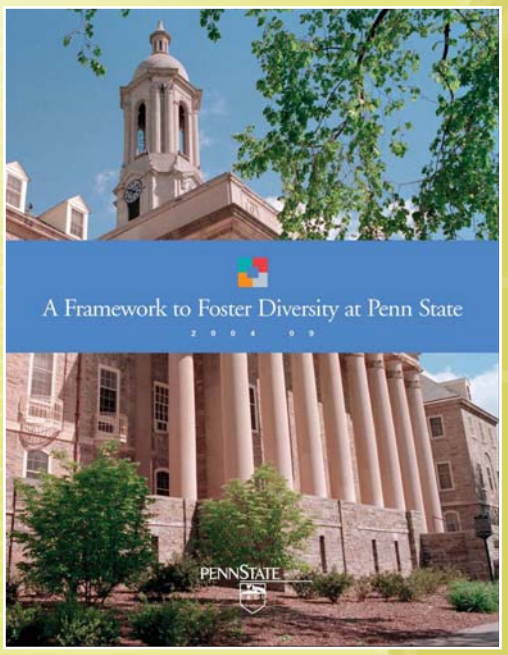
Challenge Two: Creating a Welcoming Campus Climate

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

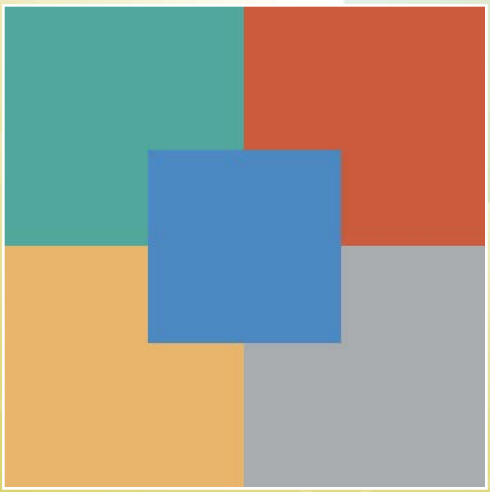
Institutional Viability and Vitality

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:**

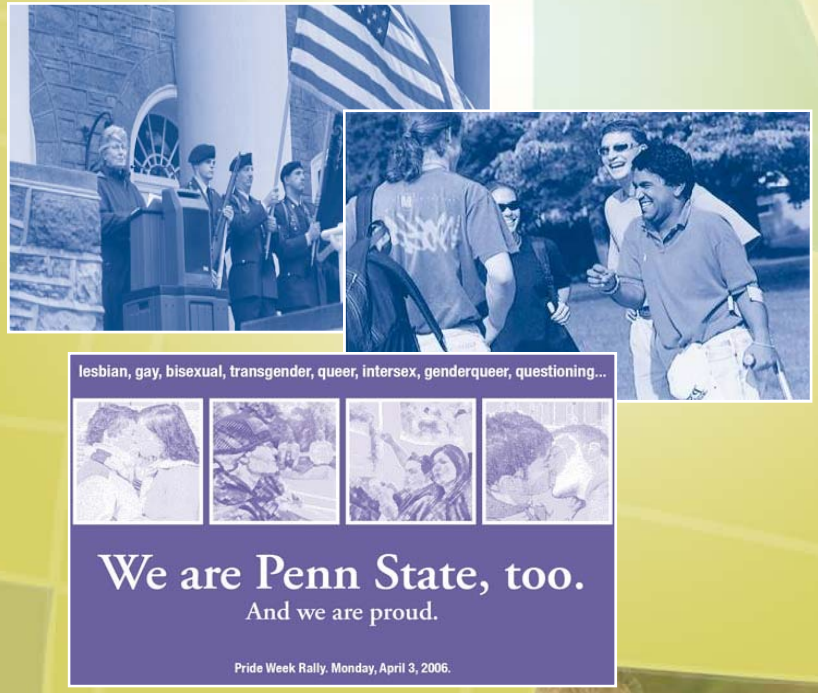
  www.equity.psu.edu/Framework/Updates

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**



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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