Diversity: Access and Success in the New Economic Reality

2011 PASSHE Annual Diversity Summit

October 13 - 14, 2011
Bloomsburg University of Pennsylvania
Mission of the Pennsylvania State System of Higher Education

The Pennsylvania State System of Higher Education seeks to be among the nation’s leading systems of public universities, recognized for (1) excellence in undergraduate education and (2) responsiveness to state, regional, and national needs through quality graduate and undergraduate programs, research, and service.

To achieve its potential as a System, the distinct missions and strengths of each University must be advanced at the same time that commonalities are sought to increase efficiency and effectiveness. While the goals and directions of this plan vary from those of previous planning efforts, achieving a productive balance between University autonomy and System collaboration remains an essential component of System planning efforts.

At its core, the mission of the System is to increase the intellectual wealth of the Commonwealth, to prepare students at all levels for personal and professional success in their lives, and to contribute to the economic, social, and cultural development of Pennsylvania’s communities, the Commonwealth, and the nation. Similarly, the core values that underlie plans, policies, and decisions of the System have remained consistent:

- Stimulating intellectual growth by promoting teaching and learning as well as creativity and scholarship;
- Developing and energizing the personal commitment of students, faculty, and staff for contributive citizenship, global awareness, and social responsibility;
- Promoting diversity as a key element in the intellectual and interpersonal development of members of the University and extended communities;
- Applying the knowledge and experience gathered within the universities to enhance the social and economic well-being of the Commonwealth;
- Practicing effective stewardship of public funds, private contributions, and tuition revenues in pursuing the System’s public mission; and
- Advocating for the unique role of public higher education in contributing to the life of the Commonwealth and responding to its needs.

“Leading the Way” PASSHE Strategic Plan, Approved by the Board of Governors, July 2004

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The PASSHE Chancellor’s Council on Social Equity, Campus Climate, and Inclusion’s (formerly Social Equity Council) Statement on Diversity

Within the context of PASSHE’s strategic vision and respect for each institution’s unique history and mission, the PASSHE Social Equity Council seeks to foster a system of academic institutions committed to making diversity an integral part of educational excellence, business practices, and civic engagement.

As a part of its commitment, PASSHE must sustain each of its academic communities with a shared sense of purpose, core values, and respect for a diversity of cultures, perspectives, backgrounds and experiences. To that end, the members of these communities are expected to advance fair practices and the elimination of systemic practices and policies that serve as barriers to the full inclusion of all university constituents, and above all, preserves the dignity and safety of every person.

PASSHE recognizes that this pursuit of excellence is predicated upon its obligation to sustain these shared values through all of its available resources. Therefore, CCSECCI recommends that PASSHE’s resources (to include but, not be limited to, human, curricular and co-curricular programs, and business practices) be used to increase people’s awareness, content knowledge, critical thinking, and understanding of the complexities of human interaction within our institutions and communities.

The Council functions as an advisor to the Office of the Chancellor for System-wide initiatives to foster an environment that values diversity, inclusiveness and multiculturalism.

The Council’s responsibilities include, but are not limited to, the following:

- Identify and recommend procedures to correct identified inequities based on protected classes that may exist in employment, academic, student life, or business situations;
- Periodically review the status of underrepresented individuals, including assessment and monitoring of the campus climate for these populations, and make recommendations to achieve inclusiveness;
- Provide recommendations for special efforts and strategies to recruit and retain a diverse workforce and student population;
- Assist in the development and implementation of programs to address the needs, interests, and concerns of underrepresented groups that may exist in employment, academic, student life, or business situations;
- Assist in the review and/or development of academic programs and curriculum that embody diversity and multiculturalism;
- Assist in the preparation of an annual status report so that disparate trends can be identified and addressed for future action.

Members

Valerie O. Hayes, Co-Chair (Edinboro)  Deryl Johnson (Kutztown)
Mark L. Usry, Co-Chair (Bloomsburg)  Albert W. Jones (Lock Haven)
Julianne Albiero-Walton (East Stroudsburg)  Geraldine M. Jones (California)
Warren Anderson (East Stroudsburg)  Helen Marie Kennedy (Indiana)
Melissa Bard (Dixon Center)  Maureen McHugh (Indiana)
Michael D. Bicking (West Chester)  Janet McKeithan-Janifer (Shippensburg)
Dia Carleton (Mansfield)  Lisa Millhous (West Chester)
Jocelind Gant (Clarion)  Marianne Peffall (West Chester)
Luis R. Garcia (Dixon Center)  Suzanne D. Phillips (Cheyney)
Kathleen Howley (Dixon Center)  Robert M. Smith (Slippery Rock)

Marianne R. Usry (West Chester)  Jayme L. Trogus (Millersville)
Carleton L. Johnson (Dixon Center)  Veronica Watson (Indiana)
Welcome

GREETINGS:

It gives me great pleasure to join with the Pennsylvania State System of Higher Education to welcome each one of you to the 5th Annual Diversity Summit. In today’s ever-changing world, it is vital for everyone to be exposed to a wide range of thoughts and ideas. Within the world of higher education, it is critical that students, faculty and staff of all ethnicities, religions and backgrounds interact and learn from one another to ensure that society progresses. This year’s theme, Diversity: Access and Success in the New Economic Reality, reflects the emergence of educational challenges, and I am sure this year’s summit will foster an interesting dialogue aimed at finding innovative and effective solutions.

As Governor, and on behalf of all Pennsylvanians, I again welcome you to the 5th Annual Diversity Summit, and commend your efforts in creating more diverse learning environments. I hope that you put into action what you learn today on your campus, in your community and in your life.

TOM CORBETT
Governor

Dear Colleagues,

Welcome and thank you for attending the 5th annual Pennsylvania State System of Higher Education Diversity Summit.

As the Keystone State’s only true public universities, PASSHE serves a critical role in providing access to higher education; building college aspirations and enrollment among underserved populations; and facilitating the opportunity for advancement of educational achievement. In times of decreased funding from government sources, it remains imperative for us to ensure that students who learn in our universities reflect the diversity of the communities across the Commonwealth, and that the faculty and staff who teach and support our students reflect that diversity as well.

To strengthen the primary mission of PASSHE universities—the successful achievement of our students’ educational goals—we have joined the Access to Success Initiative (A2S), which includes aggressive goals to improve student matriculation and graduation. A2S seeks to cut in half the gaps in college-going and completion rates that separate low-income and minority students from their peers. PASSHE has implemented a number of measures to evaluate our progress in reaching these goals in the new Performance Funding Program, because increasing quality, attainment, and equity on our campuses is essential to the well-being and future of the Commonwealth and the nation.

I encourage you over the next two days to take advantage of the many learning opportunities that will be presented during the Summit. This is an opportunity to discuss ideas, programs, and strategies that are working. It is also a time to talk about innovative ideas as we prepare our students to enter into the ever-expanding and dynamic multicultural global workforce.

Sincerely,

John C. Cavanaugh, Ph.D.
Chancellor
Dear Summit Participants:

Welcome to the fifth annual PASSHE Diversity Summit. We are delighted you have joined us for two days devoted to considering how we as a System foster, embrace and support diversity.

Diversity brings richness to our campuses and larger communities. Our institutions are dedicated to ensuring we attract and retain a diverse group of students, faculty and staff to enhance our campus communities and prepare our students for success in the global marketplace.

In today’s economic reality, campus leaders must think creatively and explore opportunities to advance our commitment to creating a climate of acceptance and support. This year’s keynote speakers are recognized for their work with curriculum development, programming and campus climate issues. Their presentations and other sessions during the summit will provide you with new ideas, new approaches and new connections to take back to your campuses.

Thank you for all that you do to promote diversity and create a welcoming atmosphere for all on your campuses.

Sincerely,

Dr. David L. Soltz
Bloomsburg University President

Greetings,

It is my absolute pleasure to welcome you to the Town of Bloomsburg for the 5th Annual PASSHE Diversity Summit! On behalf of our community, I am honored that our town is the host for this year’s summit, and I sincerely hope that you find your stay here enjoyable and memorable.

Our town has changed and expanded quite a bit over the past decade. Since the 2000 census, our permanent resident base has increased by 20% and Bloomsburg University’s student population topped 10,000 for the first time. Such growth is healthy and wonderful, but it also makes it that much more critical that we, as a community, are working to understand each other, incorporate new and different people into our fabric, and recognize the value other people inherently bring to the table.

The success of Bloomsburg is intertwined with our university’s success, and I suspect the same is true for your host municipalities, too. PASSHE’s ability to foster diverse campuses where students, faculty and staff live, work and learn will set the standard and raise the bar for the communities in which those campuses reside.

Our world and the people and cultures in it are complex, marvelous and increasingly interdependent; we can’t afford to not have our students prepared for it. Thank you for the work you are all doing toward that end. Explore this place we call “home,” take something great away from this summit, and may you return to your campuses enthused and reinvigorated.

Dan Knorr
Keynote Speakers

Diversity Works in the Workplace: Preparation is Key, Thursday, 10:30 a.m.

Xavier Williams, Senior Vice President - Public Sector and Healthcare, is responsible for supporting state and local government, education and healthcare clients across the country. He was appointed to his current position in March 2008.

Prior to this appointment, Williams served as Senior Vice President - Business Communications Services for AT&T Southwest, Federal Sales Vice President for AT&T Government Solutions and also as HR Training Vice President where he led the company's Global Learning strategy.

Williams began his career with AT&T in 1990 and has held a variety of positions in Finance, Product Management, Business Planning, Human Resources and Sales.

Besides his AT&T responsibilities, Williams serves on the boards of Jarvis Christian College, Wilberforce University and the Pennsylvania State System of Higher Education (PASSHE) Foundation. He also sits on the Advisory Boards for the National Sales Network (NSN) and Asian Pacific Islanders for Professional & Community Advancement (APCA). Additionally, he is a member of the Executive Leadership Council.

A native of Washington, D.C., Williams graduated from Edinboro University of Pennsylvania with a Bachelor of Science degree in Business Administration, and earned an MBA from the University of Pittsburgh.

Increasing Diversity and Its Impact on the Culture of Higher Education Settings, Thursday, 11 a.m.

Tito Guerrero began his tenure as Vice President with the Middle States Commission on Higher Education in April 2011. Guerrero obtained his Bachelor of Science in Health Education and Biology from Texas A&M University, his Master’s of Education from the University of North Texas and his Doctorate in Education from Harvard University. He most recently worked as the President of Cambridge College. Among his previous roles are included the positions of Vice President and Associate Provost for Diversity with Texas A&M University and President of both Stephen F. Austin State University and the University of Southern Colorado. In addition, he has served as a Director for the American Council on Education, the American Association of State Colleges and Universities, the Hispanic Association of Colleges & Universities, the Society for Advancement of Management and American Humanics, Inc. He currently serves as a member of the Board of Visitors for Air University, United States Air Force. Guerrero received the Harvard Alumni of Color Achievement Award in 2007, and he was selected among the 100 Most Influential Hispanics in the United States by Hispanic Business Magazine in 2006 and among the 100 Most Influential Hispanics in Massachusetts by El Planeta for 2010. Guerrero is also the recipient of several fellowships including the Academic Leadership Academy Fellowship, the Kellogg National Leadership Fellowship, the Ford Foundation Graduate Fellowship, the National Science Foundation Fellowship, and the Educational Policy Leadership Fellowship.
Diversity's Best and Promising Practices: A National Perspective, Thursday, 1 p.m.

**José Cruz**, Vice President for Higher Education Policy and Practice, The Education Trust, leads the higher education research, advocacy, policy, and practice work at The Education Trust. He oversees the national Access to Success Initiative (20 public university systems) and has most recently been involved in separate efforts to regulate the for-profit college industry and to save the Pell grant program. Cruz is former Vice President for Student Affairs of the University of Puerto Rico System (UPR), where he oversaw admissions, financial aid, and student-life programs. He also served as UPR’s Executive Director for Strategic Planning and cofounded Puerto Rico’s K-16 Council. He previously served as Professor and Chair of the Electrical and Computer Engineering Department and as Dean of Academic Affairs of the UPR Mayagüez campus, where he led several research projects with significant K-12 STEM student outreach and teacher training components. He earned a Doctorate in Electrical Engineering from the Georgia Institute of Technology, and he has published extensively in international scientific journals and for technical conferences. A senior member of the Institute of Electrical and Electronics Engineers, he received the National Science Foundation Career Award. Active in industry, José Cruz is a patented inventor.

Key Considerations for Diversity Planning, Friday, 1:30 p.m.

**Estela Mara Bensimon**, is Professor of Higher Education and Co-Director of the Center for Urban Education (CUE) at the USC Rossier School of Education. Bensimon’s publications about equity, organizational learning, practitioner inquiry and change include: *The Underestimated Significance of Practitioner Knowledge in the Scholarship on Student Success; Doing Research that Makes a Difference; Equality in Fact, Equality in Results: A Matter of Institutional Accountability; Measuring the State of Equity in Public Higher Education and Closing the Achievement Gap in Higher Education: An Organizational Learning Perspective*. Previously Bensimon conducted research on leadership in higher education and is the author or co-author of several publications on college presidents, department chairs, and administrative teams. Bensimon’s publications have appeared in *Change, Review of Higher Education, The Journal of Higher Education, Liberal Education*, and *Harvard Education Review*. She is the co-author of *Redesigning Collegiate Leadership: Teams and Teamwork in Higher Education* (with Anna Neumann) and *Working with Junior Faculty: The Role of Department Chairs* (with K. Ward and K. Sanders).

Bensimon held leadership positions in the Association for the Study of Higher Education (President, 2005-2006) and in the American Education Research Association-Division on Postsecondary Education (Vice President, 1992-1994). She served on the boards of the American Association for Higher Education and the Association of American Colleges and Universities. She earned her Doctorate in Higher Education from Teachers College, Columbia University.

Bensimon was installed in the 2011 Class of American Education Research Association Fellows, an honor for sustained excellence in research.
Summit Goals

- To focus on those issues that are critical to access and success for students and employees.
- To showcase best practices, curriculum models, research, outreach strategies, training methods, and/or success stories that enhance access and help to ensure success of students and employees system-wide.
- To discuss and develop measurable diversity outcomes for functional, affinity and institutional groups that foster an ongoing system-wide network to monitor access and success for system students and employees.

Schedule—Thursday, October 13, 2011

8:30 - 10 a.m.  Kehr Union, Ballroom Lobby
Registration
Piano entertainment provided by Bloomsburg University Music Major Kyle Moore.

10 - 10:30 a.m.  Kehr Union, Ballroom
Welcome and Opening Remarks
David Soltz, President, Bloomsburg University of Pennsylvania
Kathleen Howley, Senior Associate Vice Chancellor of Academic and Student Affairs, PASSHE

10:30 - 11 a.m.  Session 1 — Kehr Union, Ballroom
Diversity Works in the Workplace: Preparation is Key
Xavier Williams, Senior Vice President - Public Sector & Healthcare, AT&T

11 a.m. - Noon  Session 2 — Kehr Union, Ballroom
Increasing Diversity and Its Impact on the Culture of Higher Education Settings
Tito Guerrero, Vice President, Middle States Commission on Higher Education

Noon - 1 p.m.  Kehr Union, Multipurpose Room 345
Lunch
Marimba entertainment provided by Bloomsburg University Associate Professor of Music, Theatre, and Dance Gifford Howarth and Music Major Nathan Hawk.

1 - 2 p.m.  Session 3 — Kehr Union, Ballroom
Diversity's Best and Promising Practices: A National Perspective
José Cruz, Vice President for Higher Education Policy and Practice, The Education Trust

2 - 2:30 p.m.  Session 4 — Kehr Union, Ballroom
The Facts: PASSHE and Diversity
Carrie John, Senior System Research Analyst, PASSHE

2:30 - 2:45 p.m.  Kehr Union, Ballroom Lobby
Break

2:45 - 3:45 p.m.  Session 5A — Kehr Union, Ballroom
Disabilities Panel Discussion
Moderator: Bob McConnell, Director, Office for Students with Disabilities, Edinboro University
Claudia DeRocco – Junior, Bloomsburg University
Andy Garbarino – Senior, Edinboro University
Jeff Person – Junior, Edinboro University
Jessica Ras – Junior, East Stroudsburg University
Veterans Panel Discussion  
Moderator: Robert Prah, Director, Office of Veterans Affairs, California University
Joseph Hummel – Graduate Student, California University
Joshua Lang – Junior, Shippensburg University
Joseph Lee – Senior, California University
Jesse Maund – Senior, California University
Andre Sullivan – Sophomore, California University

3:45 - 4:45 p.m.  
Kehr Union, Ballroom

Remarks
John C. Cavanaugh, Chancellor, PASSHE

5:30 - 7:30 p.m.  
Session 6 — Kehr Union, Multipurpose Room 345

Dinner
Participants are asked to have dinner with their functional groups (all admissions directors, for instance) or their selected affinity groups (women, LGBTQIA, for instance). Designated groups are noted on name tags. This is a working dinner with preset questions for those attending to answer and problems for which to create solutions.

7:30 - 9:30 p.m.  
Kehr Union, Ballroom

Dessert Reception
Guitar ensemble entertainment provided by Bloomsburg University Music Majors Steve Gilliland, Andrew Grippe, Matt Leece, and Shane Nesmith.

Schedule—Friday, October 14, 2011

Please enjoy breakfast on your own before returning to campus.

8 - 8:55 a.m. — Session 7

Informational Presentation from Chancellor’s Council on Social Equity, Campus Climate, and Inclusion (CCSECCI)  
Session 7A — McCormick Center 1303

Students’ Perceptions of Diversity in General Education and in Majors: A Case Study of Teacher Education Programs  
Session 7B — McCormick Center 1316

The focus of this presentation is on teacher candidates’ perceptions of the effectiveness of academic and non-academic strategies (advising, course offerings, field experiences, mentoring, etc.) used by their institution to prepare and support them to deal with diversity in their classrooms. Presenters will share results of two student perception studies and discuss the role of best practices in improving teacher candidates’ awareness and competencies in addressing the learning of diverse P-12 students.
Doyin Coker-Kolo, Associate Dean, School of Education, Millersville University
Beverly Schneller, Professor of English and General Education Coordinator, Millersville University

The Talent of Alphabet Soup: LGBTQIA Writing Groups  
Session 7C — McCormick Center 2303

This session will focus on the implementation of a writing group created by the University Writing Center for sexually marginalized members of the campus community or those in support of them. The purpose of this group—to assist students in finding their own voice in writing while adhering to the demand for an academic discourse—promotes “access and success in areas of student services, while also working within the confines of economic reality,” as a number of students are learning from one tutor.
Andrew Stout, Graduate Student/Assistant Director of the University Writing Center, West Chester University
Margaret Ervin, Associate Professor of English and Writing Center Director, West Chester University
Cultural Competence in Undergraduate Education

Session 7D — McCormick Center 2314

Steven Paulus and Michael Granich will present on teaching cultural competence in the classroom at Lock Haven University to undergraduate students. Topics covered will include cultural self-awareness, being aware of others cultures, and becoming culturally competent. Paulus will discuss his trip to South Carolina with undergraduate students where there was an exchange of students from two universities in different cultural environments. Granich will discuss using his experiences from Guatemala, Nicaragua, Puerto Rico, and the Dominican Republic to enhance learning outcomes around cultural diversity.

*Steven Granich,* Assistant Professor of Social Work, Lock Haven University

*Michael Paulus,* Associate Professor of Social Work, Lock Haven University

Preparing At-Risk High School Students for Post-Secondary Success

Session 7E — McCormick Center 2202

Low-income minority students are less likely to graduate high school and those who do are less likely to be prepared for post-secondary success. This workshop will explore the work of HIP HOP, Inc., a Philadelphia-based non-profit, that is using research-based approaches to prepare low-income minority students for post-secondary success. This will also explore best practices around high school dropout prevention and the preparation of students for college and beyond.

*Ralph Godbolt,* CEO, HIP HOP Inc., and Adjunct Professor of Social and Behavioral Sciences, Cheyney University

Women Faculty and Administrators of Color, and the State University System

Session 7F — McCormick Center 3237

Based on the 2010 publication of *Race, Women of Color, and the State University System: Critical Reflections,* the presenters will offer their research findings and personal reflections on faculty and administrators of color within PASSHE. Among other topics discussed, the presenters will call attention to policy implications that are worthy of constructive dialogue and thoughtful considerations among university leadership in light of the new economic reality.

*Jocelind Gant,* Assistant to the President for Social Equity and Associate Vice President for International Programs, Clarion University

*Vivian Yenika—Agbaw,* Associate Professor of Literacy Education, Penn State University, University Park

*Amarilis Hidalgo-de Jesus,* Professor of Spanish, Bloomsburg University

9:05 - 10 a.m. — Session 8

Preadmission Model for African American Students

Session 8A — McCormick Center 1303

This research presents a preadmission predictive model of student success for prospective first-time African American college applicants at a PASSHE institution. This model uses two types of variables (cognitive and non-cognitive), which include some admission criteria not traditionally considered for predicting persistence and graduation of university students. The research suggests that a significant relationship exists between pre-collegiate data and college success for both African American and white students, but differences among the predictor variables for these groups indicate the need to model each group separately. The research findings will assist PASSHE institutions with recruiting and retaining African American students.

*M. William Redmond, Jr.,* Assistant Vice President for Academic Services and Pre-Collegiate Programs, Millersville University

*John A. Anderson,* Professor of Sociology and Administration and Leadership Studies (ALS) Doctoral Coordinator, Indiana University

Developing a Departmental Diversity Plan

Session 8B — McCormick Center 1316

The workshop will review best practices of diversity plans and will focus on teaching others to develop a comprehensive diversity plan. The workshop will include a presentation of Shippensburg University’s communication journalism department’s plan. This plan addresses diversity in curriculum, recruitment and retention of a diverse student body, and diversity in faculty and staff.

*Carrie Sipes,* Assistant Professor of Communication and Journalism, Shippensburg University

*Stephanie Witmer,* Assistant Professor of Communication and Journalism, Shippensburg University
Low- and No-Cost Ways to Improve Campus Climate for LGBTQI Students  
Session 8C — McCormick Center 2303

Results from a web-based mixed method pilot study of campus climate for LGBTQI students will be presented. Study participants reported harassment by other students, instructors, and campus job supervisors in the form of verbal insults, threats of violence, and damage to personal property as a result of their sexuality and/or gender expression. Study participants suggested a range of low- and no-cost ways to improve campus climate. Session participants will learn skills to help them more effectively advocate for change in their own departments and campuses, and will work in small groups to identify innovative techniques and strategies for doing so.

Hilary Copp, Assistant Professor of Social Work, Edinboro University

Informational Presentation from the International Education Council  
Session 8D — McCormick Center 2314

Improving Academic Performance of Underrepresented Students  
Session 8E — McCormick Center 2202

This presentation will review research conducted on three programs focused on at-risk or underrepresented student populations: (1) Act 101 (program for economically disadvantaged students); (2) Undeclared (program for students who have not declared a major); and (3) PAL (program for first-year students of color at a predominately white university). Findings show that tutoring had a positive impact on retention for ACT 101 and undeclared students, and mentoring was related to improved academic performance of PAL students. An extensive reference list will be included in a handout for this presentation.

David Rheinheimer, Distinguished Professor of Academic Enrichment and Learning and Director of University-Wide Tutorial Program, East Stroudsburg University
Kelly McKenzie, Instructor and Advisor for Undeclared Students, East Stroudsburg University

Gender Inequality in Undergraduate Business Schools: The Glass Door Effects  
Session 8F — McCormick Center 3237

The “glass ceiling effect” is used to describe the impediments women face in their quest for executive positions in the business world. This research demonstrates that barriers to successful business careers may begin much earlier, specifically, at the door to colleges of business in PASSHE. In addition to discussing the research findings, the presentation will also attempt to shed light on possible obstacles that women face at the entry to the business world, the challenges to recruiting and retaining female students and faculty in business programs, and to suggest practices to address the problem.

Laura Davis, Associate Professor of Business Law, Bloomsburg University
Victoria Geyfman, Associate Professor of Finance, Bloomsburg University

10:10 - 11:05 a.m. — Session 9

Diversity and Access: Strategies for State Universities to Attract, Benefit and Retain African-American Students  
Session 9A — McCormick Center 1303

Roughly twenty percent of African-American college students attend and graduate from Historically Black Colleges and Universities [HBCU]. In stark contrast, African-American students accounted for 6.77 percent of the Fall 2009 class from 13 of the 14 PASSHE universities. Why are so few African-Americans attending state universities? How can state universities attract and retain African-American students? These questions are explored in this interactive workshop. Participants will not only find out which strategies are utilized at HBCUs to attract, benefit and retain African-American students, but also generate strategies to assist PASSHE in attracting, benefitting and retaining African-American students for its universities.

Vanessa Brantley, Program Coordinator - Fashion Merchandising and Management, Cheyney University
Leveraging Resources: More Bang for Your Buck

One of our biggest flaws is that we sell ourselves short by looking outside for newer and better diversity programming. We fail to recognize the wealth of resources within our campuses that are waiting to be tapped. We have identified and connected our existing people and programs within our academic, student life, finance and administration, and marketing divisions. Through these connections, we’ve systematically created a diversity network that functions as part of the university's daily operations. In this way, inclusion and equity are no longer goals to be achieved; rather, they are values that we live.

Jessamine M. Montero, Senior Officer for Diversity and Inclusion, Special Assistant to the President, Slippery Rock University

Holly M. McCoy, Assistant Vice President, Diversity and Equal Opportunity, Slippery Rock University

Informational Presentation from PASSHE LGBTQIA Consortium

International Education: A Comparative Analysis of Economic and Cultural (Diversity) Impact with Special Reference to Pennsylvania State System of Higher Education

The focus of this paper is to analyze the cultural and financial contributions made to Pennsylvania by international students with a special reference to PASSHE Universities. As international specialists say that U.S. education is one of the few remaining U.S. export industries, the economic and cultural impacts from international students are sizable. Furthermore, IIE Open Door (2010) estimates that international students contributed approximately $20 billion to the U.S. economy during the 2009-2010 academic years of which about $1 billion was spent in Pennsylvania.

Madhav P. Sharma, Director, International Education, Bloomsburg University

Finding Alternatives to the “New Racism”

While concepts of cultural difference and diversity are addressed in higher education, the increasing acceptance of living in a multicultural world has led to white Americans being socialized to internalize biases, stereotypes and prejudices outside of their awareness. One of the key features in changing our understanding of multiculturalism is examining “new racism” and an analysis of positionality. How is one's race, ethnic class, and gender consciousness produced and what is the impact of this consciousness production on one's identity? Combating power inequities means fostering “inclusive” diversity climates. This workshop engages participants in finding alternative behaviors to the “new racism”.

Betty Surbeck, Instructor of Graduate Social Work, West Chester University

Informational Presentation from the Women’s Consortium

11:15 a.m. - 12:10 p.m. — Session 10

Informational Presentation from The Frederick Douglass Institute

Informational Presentation from Disability Services Council

What about the T? Transgender Issues on Campus

This program will start with basic information and definitions about the “T.” We will then review national statistics on how campus climate impacts students, staff, faculty and administrators who are gender nonconforming. Finally we will raise for consideration potential best practices and some of the issues that can be addressed to make our campuses more hospitable to those who fall under the “T,” or transgender, umbrella.

Rita Drapkin, Professor, The Counseling Center, Indiana University

Malinda Cowles, Interim Executive Director, Center for Health and Well-Being, Indiana University

Sondra Dennison, Assistant Dean of Students - Campus Living and Learning and Associate Director of Residence Life, Indiana University
Click! Audience Response Systems And Inclusivity  
Session 10D — McCormick Center 2314

Audience response systems, or "clickers," can offer economical access for every enrolled student to participate in classroom discussions. Clicker pedagogy, while relatively new, offers many opportunities for students and faculty alike to learn from each other in a non-threatening, inclusive way. This program will feature an overview of clicker technology and pedagogical options for faculty and administrators, a discussion of "clicker data" gathered from at-risk first-year students at IUP addressing issues related to inclusivity and diversity, and a demonstration of a clicker-style discussion with audience members themselves. We hope you will agree: it's time to get clicking, everyone!

Rosalee Stilwell, Associate Professor of English, Indiana University
Nancy Evans, Technology Support Analyst, IT Support Center, Indiana University
Tabitha Bowers, Turning Point Technician, IT Support Center, Indiana University; Intern, TurningTechnologies, Inc.
Erin Fullerman, Senior Training Specialist, TurningTechnologies, Inc.
Ayeshia Baker, Freshman, Indiana University—Punxsutawney Campus
Denzel Gay, Freshman, Indiana University—Punxsutawney Campus
Shawn Rooney, Freshman, Indiana University—Punxsutawney Campus

Muslims in America: The 9/11 Backlash  
Session 10E — McCormick Center 2202

As our country continues to heal from the tragedy of September 11, we will explore the issues that face Muslim Americans. A documentary will be shown, providing a brief introduction of Islam, including its historical religious challenges to the American lifestyle as well as newer problems Muslims have faced since September 11. Interviewees share a snapshot of their daily lives and then express their thoughts and feelings about the impact 9/11 has had on Muslims. A discussion will explore how SRU/PASSHE is addressing these students and how we can be more inclusive.

Corinne Gibson, Director, Multicultural Development, Slippery Rock University
Marjorie Riddell, Director, Payroll Office, Slippery Rock University
Mohamed Elowny, Professor of Modern Languages, Slippery Rock University
Nayan Joyappa, Junior, Slippery Rock University

Diversity and Inclusion at PASSHE: Data from NSSE  
Session 10F — McCormick Center 3237

This presentation is based on the National Survey of Student Engagement (NSSE) as it pertains to student experiences and diversity at PASSHE. We will discuss a three-year average of survey results relative to freshmen and senior experiences with diversity in the classroom and in peer relationships at their institutions. In addition, we will examine the results by race/ethnicity for all five of the NSSE standards of effective educational practices.

Jane Dye, Senior System Research Analyst, PASSHE System Research Office

12:15 - 1:15 p.m.  
Scranton Commons

Lunch - A lunch ticket, provided in your welcome packet, is required for admittance to the Commons.

1:30 - 2:30 p.m.  
Session 11 — McCormick Center 1303

Key Considerations for Diversity Planning
Estela Mara Bensimon, Professor of Higher Education and Co-director of the Center for Urban Education (CUE) at the USC Rossier School of Education, University of Southern California

2:30 - 3:30 p.m.  
Session 12 — McCormick Center 1303

Presidents Panel on Diversity
Moderator: Peter Garland, Executive Vice Chancellor, PASSHE
F. Javier Cevallos (Kutztown)
David L. Soltz (Bloomsburg)
Karen M. Whitney (Clarion)

3:30 - 4:00 p.m.  
McCormick Center 1303

Closing Remarks
Peter Garland, Executive Vice Chancellor, PASSHE
PASSHE International Education Council

The PASSHE International Education Council (PIEC) is a forum where expertise is shared, discussed, and evaluated which results in recommendations to the Office of the Chancellor on strategies to: internationalize the System’s 14 institutions; identify future strategic directions for international education; promote global awareness, global citizenship and intercultural competence. The Council works collaboratively to share best practices that create, welcoming campuses for international students, faculty, and staff and supportive campuses for PASSHE students, faculty and staff who go abroad.

In spring 2010, Chancellor John C. Cavanaugh invited members of the PASSHE Community to join the Council through a charge letter that lists PIEC responsibilities as including, but not limited to, the following:

1. Identify and recommend procedures to enhance the number of students and faculty from member schools who study and teach abroad.
2. Identify and recommend procedures to enhance the number of international students studying and faculty teaching at member schools.
3. Identify and recommend alternative domestic intercultural opportunities for students and faculty – such as working with Hispanic communities in Pennsylvania, field trips to the United Nations and other opportunities to expand the intercultural understanding of our students.
4. Work to maintain the PASSHE international website and ensure all campuses work to promote it.
5. Assist in the development and implementation of programs to address needs, interests and concerns of international students on PASSHE campuses.
6. Assist in the review and development of enhancements in academic programs and curriculum to increase international content.
7. Assist in the preparation of an annual report on ‘things international’ for the system.
8. Assist in the hosting of an annual international summit for the system.
9. Identify and review immigration regulations/laws that impact PASSHE international students, faculty and staff.

Members

Jocelind Gant (Clarion) Co-Chair
Mark L. Usry (Bloomsburg) Co-Chair

Stephen Agyei-Mensah (Clarion)
Summer Arrigo-Nelson (California)
Kirsten Bookmiller (Millersville)
George Brown (Slippery Rock)
Mary Burnett (Shippensburg)
Doyin Coker-Colo (Millersville)
Pam Frigot (Slippery Rock)

Virgilette Gaffin (Cheyney)
Steve Guthrie (Lock Haven)
Cheryl Hettman (California)
Linda Kightlinger (Edinboro)
Bill Lalicker (West Chester)
Michele Petrucci (Indiana)
Mary Randall (California)
Gopal Sankaran (West Chester)
Madhav Sharma (Bloomsburg)
Jonathan Skaff (Shippensburg)
Rick Wesp (East Stroudsburg)
PASSHE LGBTQIA Consortium

The mission of the PASSHE Lesbian, Gay, Bisexual, Transgender, Queer, Questioning, Intersex, and Ally (LGBTQIA) Consortium is to ensure and strengthen a visible, safe, equitable, inclusive, and welcoming community for people of all sexual orientations, gender identities, and expressions throughout PASSHE and its constituencies through education, advocacy, assessment, community engagement, and activism. The Consortium is working to accomplish this mission by networking and working toward change at the state level. Members will also support activity on the local level by working with individual universities in the System.

On March 26 and 27, 2009, members of the PASSHE universities met for the first gathering of LGBTQIA faculty, staff, and students in the history of the System. Organized by Dr. Rick Schulze of Lock Haven University, the “Building Bridges Over Walls: LGBT Issues in Higher Education Conference” developed into an ad hoc group that recognized the need for a System-wide LGBTQIA group organization.

Seven months later, the PASSHE LGBTQIA Consortium met for the first time on October 30 and 31, 2009 in State College, PA. Led by Dan Burdick of Edinboro University and Rita Drapkin of Indiana University, the Inaugural Fall Meeting included representatives from all 14 PASSHE universities.

Accomplishments since that time have included the following:

1. Presentations at various state-wide meetings including the 2009 PASSHE Social Equity/Human Resources Symposium, an LGBTQIA track at the 2010 Diversity Summit, the Mid-Atlantic LGBTA Conference in both 2010 and 2011, and presentations at the 2011 Diversity Summit.
2. Publication of the Consortium newsletter, “Building Bridges,” each semester.
4. The Train-the-Trainers Safe Zone conference was held in March 2010 organized by Rita Drapkin (IUP), Malinda Cowles (IUP), and Catherine Massey (SRU).
5. Support has been and continues to be provided to local campuses resulting in the growth of LGBTQIA resources on many of our campuses including the establishment of gay/straight alliances, Safe Zone programs, Presidential LGBTQIA Commissions, and LGBTQIA Resource Centers.
6. Awarded our first PASSHE LGBTQIA Consortium Ally Award to Dr. Barbara Taliaferro of Kutztown University.

Our recommendations for the Chancellor and Universities come directly out of our mission statement above to create a safe and equitable learning and working environment for everyone in the PASSHE. Core programs and policies that each campus can adopt include: 1) a Gay/Straight Alliance (GSA) student organization; 2) a visible Safe Zone program; 3) a Presidential LGBTQIA Commission; 4) Anti-bullying programs that explicitly mention LGBTQIA – as well as other traditionally marginalized and bullied groups – for full effectiveness; 5) the inclusion of sexual orientation and gender identity/expression in campus anti-discrimination statements and policies; 6) an LGBTQIA Resource Center; and 7) the development of LGBTQIA curricula and programming.

Our goals for the 2011–2012 academic year focus upon increasing the organization’s sustainability and networking while working on increasing student and employee safety, developing additional LGBTQIA curricula, improving working conditions, and increasing student involvement. Initiatives for these goals include increasing awareness of our resources and trainings, the development of LGBTQIA minors at each campus and/or a statewide minor, offsetting the costs of domestic partner benefits due to imputed income, creating safe places for LGBTQIA students and employees on our campuses, and developing student leadership.

Executive Council

Daniel Burdick, Co-Chair (Edinboro)
Tara Mitchell, Co-Chair (Lock Haven)
Karen Smith, Secretary (Clarion)
Sheleta Webb, Treasurer (California)
Rita Drapkin, Immediate Past Co-Chair (Indiana)
Deryl Johnson, CCSECCI Liaison (Kutztown)
April Brunner, Student Representative (Clarion)

Jennifer Clements (Shippensburg)
Jacqueline Hodes (West Chester)
Chuck Hoy (Mansfield)
Asa Kelley (Bloomsburg)
Blaise Liflick (Millersville)
Catherine Massey (Slippery Rock)
Lisa Ruchti (West Chester)
Matthew Simmons (East Stroudsburg)
Frederick Douglass Institute Partnership

The Frederick Douglass Institute Partnership is an important feature of the System and is unique among university systems across the nation. Guided by the spirit and legacy of distinguished orator and statesman, Frederick Douglass, the Partnership’s mission is to prepare Pennsylvanin’s students for the 21st century by encouraging and supporting intercultural literacy and knowledge that are required of them as citizens of the Commonwealth and the world. We work collaboratively within and cooperatively across the various universities of the System to advance curriculum transformation, co-curricular programming, civic engagement, and professional development opportunities that help us to achieve our shared vision.

Like this annual Summit, the Douglass Partnership seeks to create communities in which justice and equity thrive. And also like this Summit, the success of the Partnership depends on committed individuals like you, who come together around a common goal of improving the educational and professional opportunities for all in the System. So thank you for being here, for investing your time and expertise, to keep the System moving forward in ways that are not only responsive to, but also prescient of, the needs of a new generation of citizens and leaders. The Frederick Douglass Institute Partnership is honored to be a part of this effort.

The Frederick Douglass Institute Partnership Directors are: Brian Johnson, Bloomsburg; Kelton Edmonds, California; Virgilett Gaffin, Cheyney; Greg Goodman and Canhdice Matthews, Clarion; Margaret Smith and Susan Curtin, Edinboro; Storm Heter, East Stroudsburg; Veronica Watson, Indiana University of Pennsylvania; Maria Sanelli, Kutztown; Albert Jones, Lock Haven; Leroy Hopkins and Minor Redmond, Millersville; Sharnine Herbert, Shippensburg; Chris Walker, Slippery Rock and Chris Awuyah, West Chester.

The Executive Committee members are: Patricia Graham, East Stroudsburg; Sharnine Herbert, Albert Jones, Maria Sanelli and Chris Walker.

Disabilities Services Council

The Disabilities Services Council is a subcommittee associated with the Accessibility and Distance Education Task Force concerned with disability issues for students with disabilities within the State System schools.

Representatives at each school are: Bob McConnell, Edinboro; Bob Wislock, Bloomsburg; Jennifer May, Clarion; Cheryl Bilitski, California; Paula Maddy, Shippensburg; Marty Patwell, West Chester; Pat Richter, Kutztown; Todd Van Weiren, Indiana; and Julianne Walton, East Stroudsburg.

We would like to showcase Delta Alpha Pi International Honor Society:

*Delta Alpha Pi Honor Society, the first of its kind in the nation, was established in 2004 at East Stroudsburg University of Pennsylvania specifically to recognize the academic accomplishments of college and university students with disabilities. Because of the negative stereotyping associated with disability, students have been reluctant frequently to identify themselves publicly. Delta Alpha Pi Honor Society presents an opportunity to change that perception by recognizing students with disabilities for their achievements. In addition this honor society facilitates development of skills in leadership, advocacy and education for student participants. The co-founders are faculty from East Stroudsburg: Edith F. Miller, Emeritus/Distinguished Professor and Julianne Albiero-Walton, Professor. The schools within the State System that have chapters are:*

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*There are now 60 chapters in 26 states nationally.*
PASSHE Women’s Consortium

The Women’s Consortium of the Pennsylvania State System of Higher Education (the Consortium) works to further the status of all women within the State System. Membership in the Consortium is open to faculty members, administration, staff, and students.

Throughout its history, the Consortium has joined with faculty members and university administrations to establish Women's Centers and Women's Studies Programs throughout the State System. The Consortium encourages the professional development of women through its Faculty Leadership Institute and more recently, through the initiation of its Leadership Institute for Professional and Staff Employees (2011). The Consortium, in partnership with the Student Affairs Divisions at the PASSHE universities, has sponsored a week-long leadership institute for undergraduate women for the past twenty-three years. In addition to directly coordinating and participating in these leadership institutes, the Consortium has and continues to lead research efforts on the status of women within the PASSHE, including Keetz’s research (1991 and 1997) on gender inequities faced by female faculty members and students.

2011 PASSHE Diversity Summit Planning Committee

Ira K. Blake
Kambon Camara
Lisa Clippinger
Belinda L. Deleon
Betina Entzminger
Rita Frealing, Co-Chair

Nada Jevtic
Brian Johnson
Albert Jones
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Jonathan Lincoln
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Amy Osborne
Gretchen Osterman
Madelyn Rodriguez

Caryn Terwilliger
Mark L. Usry, Co-Chair
Wayne Whitaker
Robert Wislock
Irvin Wright

The Committee would like to thank the following people for their valuable contributions to the Summit:

Office of the Chancellor:
John C. Cavanaugh, Chancellor
Peter H. Garland, Executive Vice Chancellor
Kathleen M. Howley, Senior Associate Vice Chancellor for Academic and Student Affairs
Yvonne Grier, Executive Office Secretary
Kenn Marshall, Media Relations Manager
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Kristi Dunlap, Scheduling Coordinator, Student Activities
Mary Prout, Facilities Scheduling
Bloomsburg University Police
Friday event locations within McCormick Center

- Registration & Information
- Entrance
- Snacks
- Elevators
- Session A & Main sessions
- Session C
- Session D
- Session E
- Session F
Internet Access
For your convenience, computers are available in the lobby near the registration/info table for quick access to email during the Summit.
To access the internet from a laptop or other portable device, connect to the bloomu-guest network and open a web page in your web browser. You will be redirected to a bloomu-guest login page. You must enter the guest account credentials below. Once you authenticate, you will be able to browse the Internet.

Username: diversity — Password: summit

Shuttle service will be provided between the upper campus parking lot and Kehr Union from 8 a.m. through 10 p.m on Thursday.