

**DATE:** September 2, 2009  
**TO:** Members of the College of Education  
**FROM:** David H. Monk and Maria Schmidt  
**RE:** Overview of the Diversity Planning Process

We provide here a sketch of the process we will be using to develop the College of Education's Plan for implementing the Framework to Foster Diversity at Penn State 2010-2015 ([www.equity.psu.edu/Framework](http://www.equity.psu.edu/Framework)). As you may already know, two (2) reports are due in the Vice Provost for Educational Equity's Office on December 1, 2009: a Progress Report on our efforts during the last planning cycle (2004-2009) and a Plan for the next planning cycle (2010-2015).

#### Steering Committee

A Steering Committee has been appointed to provide general oversight for the process. It will function in a way that is similar to the role it played in the Strategic Planning process. Indeed, many of the members also served on the Steering Committee for the Strategic Plan. The membership consists of Gail Boldt, Myrna Covington, Jim Herbert, Jonna Kulikowich, Susan Land, David McNaughton, John Tippeconnic, and Rose Zbiek. We will be serving as the co-chairs of the Steering Committee.

The Steering Committee will be reviewing and refining the sections of the Plan that will be prepared by the Study Teams.

#### Study Teams

We are also establishing Study Teams to focus on the particular Challenges we are being asked to address in our plan. In addition, we are combining Challenges 1 and 2 and also 6 and 7 in order to streamline the process, so we will function with 5 Study Teams. Team Leaders have been identified for each of these Study Teams and the Team Leaders are distributed in the following way across the Challenges:

##### Challenges 1 and 2:

Developing a Shared and Inclusive Understanding of Diversity and Creating a Welcoming Campus Climate

Team Leaders: Elizabeth Mellin, Dana Mitra, and Judy Nastase

### Challenge 3:

Recruiting and Retaining a Diverse Student Body

Team Leaders: Richard Hazler, Charleon Jeffries and Anne Whitney

### Challenge 4:

Recruiting and Retaining a Diverse Workforce

Team Leaders: Kimberly Griffin and Jerry Henry

### Challenge 5:

Developing a Curriculum that Supports the Goals of our New General Education Plan:

Team Leaders: Lisa Lattuca, Jim Nolan, and Jeanine Staples

### Challenges 6 and 7:

Diversifying University Leadership and Management and Coordinating Organizational Change to Support Our Diversity Goals

Team Leaders: Judy Kolb and Rayne Sperling

### College-wide Retreat

On September 22 the Office of Institutional Planning and Assessment will conduct a retreat for the College that will focus on our diversity planning efforts. Participants will include members of the Steering Committee, the Team Leaders, as well as others who are being nominated by their Department Head or unit administrator. The retreat will provide guidance to the Team Leaders and the Steering Committee regarding the big ideas, goals, hopes, and dreams with respect to particular Challenges.

### Study Team Activities

We are asking the Team Leaders to populate and organize their teams as they see fit with the further expectation that they establish transparent planning processes with numerous opportunities for all members of the College to participate. A web site is now available (<https://www.ed.psu.edu/educ/for-current-faculty-and-staff/diversity-planning/diversity-planning-page>) that will contain updates from each of the Study Teams as well as additional information. We are asking each Team to hold at least one open, face-to-face meeting to discuss the issues.

Each Team will be preparing a section of the Plan that corresponds to its assigned Challenge(s). The Steering Committee will review these individual sections, provide feedback, and subsequently weave the individual reports into a single document. **We are asking the Teams to submit their reports on or before October 19<sup>th</sup>.**

#### Progress Report on 2004-2009

In addition to our Plan for 2010-2015, we will be submitting a report on the progress we made toward implementing the Penn State Framework during the last planning cycle, 2004-2009. A draft of this report will be posted on the Diversity Planning web site and will serve as a starting point for our planning efforts. Our goal is to build upon past progress.

#### Feedback on the Plan for 2010-2015

We will be sharing the draft Plan broadly for comment as soon as it becomes available. We pursued a similar approach with our Strategic Plan, and the feedback proved to be very helpful. In addition, we will be sharing the draft document with key groups like the Faculty Council, the Student Advisory Forum, and the Advisory Committee for comment.

xc.: Kim Frankenfield-Pro (Diversity Planning Analyst in the Office of the Vice Provost)  
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