CALL TO ORDER
The meeting was called to order at 8:35 by Chair Pauley.

APPROVAL OF MINUTES
The minutes of the January 27, 2015 meetings were approved.

COMMENTS BY THE CHAIR
Chair Pauley indicated that a Search Committee for the Vice Provost for Educational Equity has been formed and the position has been posted. Chair Pauley and Luis Ocampo have been selected to be members of the committee.

This was the first meeting that Robert Loeb was able to attend. He was introduced and welcomed by Chair Pauley.

COMMISSION REPORTS

COMMISSION FOR LGBT EQUITY LIAISON (Gebhardtsbauer)

Ron discussed several items in a CLGBTE letter to President Barron noting that CLGBTE is:
- Meeting with him on Tuesday April 7, 2015
- Making a presentation before the Faculty Senate March 17, 2015
- Meeting at the Altoona campus on April 9, 2015
- Participating at the CORED 3/26 meeting at the Brandywine campus and the CFW March 22nd meeting at Penn State Hershey.
- Working with David Gray, Senior Vice President for Finance and Business/Treasurer, and Damon Sims, Vice President for Student Affairs, to amend PSU’s business contracting policies, so that firms that discriminate against LGBT employees are not used, and to promote University engagement with LGBT-owned businesses.
- Working for PSU to adopt a policy to establish restroom access according to an individual’s gender identity and to provide adequate access to unisex bathrooms around the University.
- Seeking the addition of a Preferred Gender option to the Preferred Name policy, data systems, and University forms.
- Working to strengthen the Sexuality and Gender Studies minor and its course offerings.
- Working with the campus liaison network to develop a series of campus-specific brochures for students. They have also funded a variety of programs inspired, organized, and/or attended by both graduate and undergraduate students.
- Planning a TIAA-CREF workshop for LGBT faculty and staff, creating a survey to assess climate for LGBT members at PSU.
- Working with Kenneth Lehrman, Vice Provost for Affirmative Action, to pilot the collection of LGBT self-identification on affirmative action forms.
- Monitoring proposals from the General Education Taskforce, including a proposal to strengthen topics related to diversity, power, and privilege, and how they are implemented in the curriculum.

COMMISSION ON RACIAL/ETHNIC DIVERSITY (Ingram)

Chair’s Report
- CORED is seeking nominations for the two Chair-Elects and one Secretary.

Announcements
- The February 23rd Spring Symposium
  - Volunteers are needed.
  - The former Open House is being combined with the Spring Symposium and the 25th Anniversary Celebration.
  - The Regional Campus meeting will be held March 26th at the Brandywine Campus. Four chancellors plan to attend.

New Business
- Representatives of the UPUA (University Park Undergraduate Association) will attend the Executive Leadership Team meeting in March to engage in conversation on areas of common interests.
- The President and Provost will meet with CORED at the April Meeting.
  - Academic Team will report on the Pre-tenure Symposium, the Spring Symposium, and a meeting with Ken Lehrman regarding a survey on faculty hiring practices.
  - The Outreach Team will report on the Commonwealth Campus regional meeting, the 25th Anniversary Celebration, social media efforts, and the CORED website.
  - The Student Team will report on student affordability and accessibility, criteria for talent grants, and advocacy for a one-stop shop to help students know what resources are available to them.
Old Business

- CORED has been published in the Penn State Today – Commission on Race/Ethnicity to host Symposium. The goal will be to have two articles published each month.

Liaison Reports

- Ingram provided a verbal and written report on the EECE meeting of January 27, 2015.

Other

- A screening of Dear White People will be shown at the Law School on Tuesday, February 17th at 5:30pm.

COMMISSION FOR WOMEN (Fredricks)

Upcoming Events

- The Penn State Commission for Women (CFW) annually holds one of its public meetings at a Penn State campus other than the University Park Campus. Penn State Lehigh Valley will host this year's Annual All Campus Meeting.

  - To register to attend this year's All Campus Meeting, complete the form at https://cfw-allcampusmeeting-2015.eventbrite.com.
  - Separate registrations are available for either "live" or "virtual" participation in this year's Annual All Campus Meeting at Penn State Lehigh Valley.
  - Registrations for "live" participation are due by March 30, 2015 because of the need to plan catering and the meeting space. You must complete a registration for "virtual" participation by the morning of April 22, 2015.
  - The Annual All Campus Meeting is an opportunity to discuss CFW activities on a specific Penn State campus. Also, the Annual All Campus Meeting at Penn State offers a chance for people from all over the Commonwealth to share information about their CFW activities and to develop working relationships among the widely distributed community of people interested in CFW's mission. In addition, Annual All Campus Meeting For this reason, participation in the Annual All Campus Meeting from all Penn State campuses is urged.
  - People who register to attend this year's Annual All Campus Meeting at Penn State Lehigh Valley will receive a full meeting agenda and campus parking information as the day of the meeting draws near. Tentatively, however, after a welcome from the Penn State Lehigh Valley administration and local CFW members, a brief CFW business meeting, and a buffet lunch, Penn State Lehigh Valley STEM faculty will conduct a panel discussion and Q&A session, "STEM Initiatives at Penn State Lehigh Valley and Beyond...." Then, participants will tour the Penn State Lehigh Valley campus.

- The March 18, 2015 Full Commission meeting will serve as the culmination of the Penn State Commission For Women’s community read of Linda Babcock and Sara Laschever’s Women Don’t Ask. All members of the community are invited to participate.
CFW is thrilled that Sara Laschever, co-author of the book, will join us to lead the discussion. She will discuss empowerment of women in the workplace during two open sessions on March 18, 2015, available face-to-face and online.

- **Session #1 – 12:00–1:30 p.m. in 508 Rider Building**
  - In person: [http://portal.outreach.psu.edu/search/publicCourseSectionDetails.do?method=load&sectionId=1501517](http://portal.outreach.psu.edu/search/publicCourseSectionDetails.do?method=load&sectionId=1501517)
  - Online: [http://portal.outreach.psu.edu/search/publicCourseSectionDetails.do?method=load&sectionId=1501713](http://portal.outreach.psu.edu/search/publicCourseSectionDetails.do?method=load&sectionId=1501713)

- **Session #2: 3:00–4:30 p.m. in Foster Auditorium**
  - In person: [http://portal.outreach.psu.edu/search/publicCourseSectionDetails.do?method=load&sectionId=1501619](http://portal.outreach.psu.edu/search/publicCourseSectionDetails.do?method=load&sectionId=1501619)
  - Online: [http://portal.outreach.psu.edu/search/publicCourseSectionDetails.do?method=load&sectionId=1501756](http://portal.outreach.psu.edu/search/publicCourseSectionDetails.do?method=load&sectionId=1501756)

For more information about the book and the sessions, please read our blog post at [http://sites.psu.edu/checkincfw/2015/02/19/cfw-community-read-women-dont-ask-with-guest-speaker-sara-laschever/](http://sites.psu.edu/checkincfw/2015/02/19/cfw-community-read-women-dont-ask-with-guest-speaker-sara-laschever/).

**Funding Requests**

- Four new funding requests were available at the time of agenda mailing
  - $250 to support Sexual Violence Awareness Month assemblies and workshops from (Beaver Campus)
  - $250 to support the The National Council of Negro Women, Inc. Presents: The 2nd Annual Ladies in the Arts, a talent showcase for women (The National Council of Negro Women, Inc.)
  - Holding the April Campus Away Meeting at Lehigh is contingent on approval of the following two funding requests — (1) $300 to support Hosting Annual CFW “Away Meeting” — catering costs (Lehigh CFW)(2) $300 to support Commission for Women Annual Meeting - LV campus — general meeting costs (Lehigh CFW)

**CFW Luncheon**

Ninth Annual CFW Awards Luncheon on Thursday, April 2, 2015.

**OLD BUSINESS**

A. Climate for LGBTQ Faculty and Students, recommendation from Aug 28, 2012 Senate Report
• The Committee discussed sending a communication to the Coalition on Sexual Orientation and Gender Identity (COSOGI) expressing appreciation for the meeting with EECE to provide an update of activities. The communication will propose an annual similar meeting to provide future updates of their work.

• It was also discussed and decided to suggest that COSOGI and the Commission for LGBT Equity work in a collaborative manner with EECE in the design and implementation of the Campus Environment Survey for LGBTQ Faculty and Students.

B. Diversity in Administrative Positions (Ingram and Blocker)

• A discussion was held regarding the data we have collected on diversity of administrative positions. The following are the next steps:
  o Confirm the date of the data received from the Office of Human Resources (Susan Basso) and request updated information if the data is from 2013
  o Request updated information from the Office of Institutional Planning and Assessment for Fall 2014
  o Request a copy of President Barron’s report to the Board of Trustees on University Diversity from the Office of the Vice Provost for Educational Equity (Marcus Whitehurst)
  o Prepare a draft outline for a Faculty Senate report on diversity in administrative positions for future discussion.

NEW BUSINESS
None

ANNOUNCEMENTS
Chair Pauley announced that Luis Ocampo was recognized at the Engineering Diversity Awards Ceremony for his leadership and many accomplishments. The Committee extended congratulations for his years of service to the University.

Adjournment
The meeting was adjourned at 10:40 AM

EECE minutes was prepared by Dwight Davis.