SENATE COMMITTEE ON EDUCATIONAL EQUITY AND CAMPUS
ENVIRONMENT

March 18, 2014 Meeting Minutes

Members Present: Dwight Davis, Patreese D. Ingram, Terrell Jones, Aldo W. Morales, Laura L. Pauley, Angela Pettitt, David L. Shupp, Jane S. Sutton, Sing H. Wong (by phone)

Member Absent: Susan M. Fredricks, Kyle Peasley Kathleen Tully

The meeting started at 8:30 AM, 315 Grange Building, University Park.

Minutes from the January 28, 2014 meeting were unanimously approved.

Comments from the Vice Provost for Educational Equity
Dr. Jones commented that overall admission figures, for all groups, are strong at University Park. However, there are some campuses that are down. Dr. Jones mentioned that Jack Dovidio from Yale University discussed his research on racial stereotyping at the March 4 CORED meeting. Particularly, Dr. Dovidio discussed a case where a military commander had a mandatory report regarding diversity issues from his subordinates. Dr. Dovidio recalled that diversity problems were reduced under this commander. When a new commander took over and disregarded the mandatory diversity reporting, diversity problems started to increase again.

Commission Reports (posted on ANGEL)
1. Commission on LGBT Equity (Sing Wong)
   - Meeting with Madlyn Hanes – Feb 17th to discuss the need for a 25% FTE LGBT liaison at each of the commonwealth campuses. The difficulty seems to be structuring the responsibilities so that students, faculty, and staff are all served equally. Based on the conversation, Dr. Dowhower and the Student Affairs Office will be taking the lead to discuss recommendations and strategies at their upcoming meeting with the campuses’ Student Affairs Directors.
   - LGBT@PSU Conference will be held on April 11 – 12 at Penn State Erie. The conference is open to all PSU faculty, staff, and students.
   - CLGBTE is continuing to work with Jill Musser from the Office of Human Resources to see if it is possible to expand Penn State’s insurance benefits coverage for transgender individuals and for those who are utilizing assisted reproduction technologies.

Dwight asked if campuses will have allocated spaces for LGBT. He also mentioned that for next year there should be an update of the LGBT progress across campuses.

2. Commission on Racial/Ethnic Diversity (Ingram)
Patreese presented the CORED Report to be presented to the Senate on April 29, 2014. She mentioned that Jack Dovidio had a very good presentation during the CORED meeting on March 4. Dr. Dovidio discussed stereotyping. Patreese also informed that there will be a task force formed, including students, to discuss student debt. She also informed that the annual meeting with the University President will be in April. Then they will have a chance to discuss the CORED report. Patreese also informed that CORED is looking for a new liaison with the Athletic Council.

Dwight asked if the committee was aware of a Sunday Patriot News article, where there was a cost comparison of attending Penn State versus private universities, like Bucknell. According to the article, after all aid is counted there was not much difference between attending Penn State and private universities. Dr. Jones mentioned that the article does not include diversity issues that Penn State tackles, and when including FAFSA, the article is not comparing “apples to apples.” Terrell also mentioned that at Penn State 40% of the students’ aid is based on need and 60% is based on merit. Dave asked if anything can be done to modify those percentages. Jane posed an example of a middle class family with three children going to college. Will they qualify for student aid based on need? Terrell also made an interesting observation that for students attending the Schreyer Honors College at Penn State, the most common occupation of their parents is high school teacher while for those students attending Ivy League schools, their parents’ occupations are not teacher. He also mentioned that in 1980, students received 82% in aid to pay for college costs while in 2014 that aid accounts only for 38% of the cost. Jane also pointed out that in 1980 women were paid significantly less than their male counterparts.

Dwight asked: What is merit for Penn State? How is it defined? He emphasized that Penn State should look for merit beyond academic performance in line with its land grant institution spirit. Terrell replied that before, Penn State received about 30% of its budget from the state, now it is only about 9%.

Patreese went back to discuss the CORED report. Laura asked if there were any additional changes to be made to the report. Laura also mentioned that someone needed to be available at the Senate floor to answer any questions. Dwight pointed out that CORED should anticipate many questions. Laura mentioned that the report should state that EECE sponsored it and the names of the persons who wrote it.

3. Commission for Women (Fredricks)

Susan reported the following CFW full meeting topics:

- October 23, 2013 – “Sexual Assault Prevention”
- December 18, 2013 – Molly Nece presentation
- January 22, 2014 – Women’s Health Panel of Experts
- February 19, 2014 – Lean in and Make a Difference panel
- March 19, 2014 – Community read Discussion on My Beloved World
Everybody can access the CFW calendar at http://www.events.psu.edu/cgibin/cal272/webevent.cgi?cmd=opencal&cal=cal392

The upcoming CFW Events are:
- Away Meeting in Hazleton is being set up for April 9th
- Women with Influence Kickoff is also being set up for April
- Eighth Annual CFW Awards Luncheon, Penn Stater Conference Center Hotel, on April 14th 12-1:30pm

**Campus Climate for Differently-Abled Individuals**
Laura informed that Keith Jarvis will have a 10 minute presentation regarding Disability Services to the full Senate today. Dwight asked for clarification if the EECE committee was asked to be evaluating or reviewing Disability Services. Laura replied that we are supposed to be reviewing them.

**Report on the Procedures Used to Hire Diverse Faculty**
Draft report was posted on ANGEL by Aldo. Dave asked why Asian was not considered minority in the summary table. Laura replied that the categories used match the categories in the CIC report and Asian was not included in the minority category. Angela mentioned that at Shenango campus there was only one tenured female, raising a question if that should be also considered a minority. Laura presented the draft report to Senate Council the previous night, and mentioned that Larry Becker asked for a broader definition of diversity that includes LBGTA groups. The committee agreed that for this year’s report it is too late and future reports should include those categories.

Laura mentioned that the report should also include some comments regarding the survey results from the members of the committee itself. She asked if it is appropriate to review Form B and change it. The committee felt that we can send recommendations to Ken Lehrman, AAO, but not change the form itself. Laura recommended sending Ken the draft report.

Meeting was adjourned at 10:35 AM.

Submitted by Laura Pauley, Committee Chair