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

APPROVAL OF MINUTES
The minutes of the September 9, 2014 meetings were approved.

COMMENTS BY THE CHAIR
Several EECE charge items are being led by other committees and EECE will receive preliminary reports for review and comment: 1) The review of the New Health Care Plan is being led by Faculty Benefits, 2) Lion Literacy (Literacy in Financial, Legal, and Health Care) is being led by Student Life. EECE has also been asked to provide input to the General Education Report.

COMMENTS FROM THE INTERIM VICE PROVOST FOR EDUCATIONAL EQUITY (WHITEHUST)

1. On Friday, October 17, 2014, Penn State held its 10th Annual Pre-Tenure Symposium. The Theme was "Equity and Inclusion: Successfully Navigating the Promotion and Tenure Process." The Symposium was sponsored by the three equity commissions.
2. There are currently four Chancellor Searches underway: Lehigh Valley, Beaver, Greater Allegheny, and Worthington-Scranton.
3. The Academy for the Blind and Visually Impaired will partner with Penn State again during the Summer of 2015 (July 12 - 31) to bring a group of high school students back to University Park for a summer experience. The Academy held this same event during the Summer of 2014 and reported positive feedback on the overall experience.
4. The Faculty Senate has shared that mental health-related petitions for withdrawals and late drops are up 10% since 2010.
5. Dean Dan Larson has accepted the position of Chancellor at the Yachay University, a new research university in Ecuador.
COMMISSION REPORTS

Commission for LGBT Equity Liaison (Gebhardtsbauer)

1. The Promotion & Tenure Symposium and Jim Lawson’s talk on the 50th Anniversary of the Civil Rights Act of 1964 were both great.
2. Allison Subasic (head of the LGBT Resource Center at UP) is addressing Housing and ID card issues for transgender students.
3. The CLGBTE Transgender Committee found that the University of Arizona has a good comprehensive restroom policy, which we are seeking to emulate here at PSU.
4. The CLGBTE Student Concerns Committee is working on an information packet for first year and transfer students at all campuses. The information will include resources and an LGBT liaison to contact at each campus.
5. The CLGBTE Employee Concerns Committee is considering doing a climate survey of employees, since the last one was done in 2008 and is out of date. Victoria Sanchez attends CLGBTE meetings, and will work with them to coordinate with others and avoid survey fatigue.
6. Jill Musser, head of Benefits Programs & Services at PSU is working on the computer system so that it recognizes same-gender married people, which will be coded differently than same-gender Domestic Partners, who also get the same benefits. She also noted that there is no movement to take benefits away from same-gender domestic partners, but we discussed whether that should continue for future same-gender domestic partners, since they can now marry, if this is also not provided to opposite-gender couples. Dwight Davis was asked to see what other Big Ten schools are doing.

Commission on Racial/Ethnic Diversity (Ingram)

1. Kick-off Meeting was very successful.
   - 68 members, one-third from Commonwealth Campuses
2. The Derald Sue Wing Presentation was very successful.
   - 225 attendees on site and 1,577 remote attendees
   - A video of the presentation is available from the Office of Educational Equity website under Best Practices
3. The annual P&T Symposium was held October 17, 2014.
4. The Spring Symposium is being planned. The speaker will be Valarie Purdie Vaughs, an Associate Professor from Columbia University. Her work is similar to that of Claude Steele. The planning group is exploring the opportunity to have her present at the Academic Leadership Forum and holding additional meetings with select groups. CORED will continue to pursue bringing in Claude Steele at a later date.
5. The format of the Commonwealth Campus visit will change to a regional campus visit to include a greater number of campuses this Spring.
6. The Outreach Team is planning a 25th Anniversary Reception in April to commemorate the 25th Anniversary of the Commission. A commemorative pin has been designed and is being produced.
7. The Staff Team is working with HR to strategize tactics to recruit underrepresented staff to the University, staff mentoring programs, HR Diversity Talent Bank, and assessment tools to measure diversity climate.
8. The Student Team is reviewing the status of efforts to address the problem of student debt.
9. The Joint Commissions Council plans to meet with Coach Franklin.
10. Members of the Presidential Commissions had lunch with Board of Trustees during the September 19th BOT meeting to share commission initiatives with Board of Trustee members.

Commission for Women (Fredricks)
1. Commission Landing Page announced – part of Penn State Today – still being worked on
2. CFW Open House, September 16th
3. Board of Trustees Luncheon, September 19th
4. JCC meeting with President Barron, September 26th
5. Reviewed the budget review and approval
6. Reviewed funding requests
   - Great Valley – Yearly Programming
   - AAUW – Start Smart Salary Negotiation Workshop
   - Graduate Women in Sciences – Voice Conferences
   - Physics and Astronomy for Women – Mentoring Program
7. Reviewed By-laws

OLD BUSINESS

Review Diversity Plans in Unit Strategic Plans
Senate leadership has removed this topic from EECE Committee Charge item list. It is now the responsibility of the Office for Educational Equity. The EECE Committee with follow progress with updates from the Acting Vice Provost of the Office.

Climate for LGBTQ Faculty and Students (recommendations from the August 28, 2012 Senate Report) (Gebhardtsbauer)
Ron Gebhardtsbauer is meeting with Andrea Dowhower (Assistant VP for Student Affairs), Allison Subasic, and Dana Kletchka (past chair of CLGBTE) to see how the implementation of the ¼-time person at each campus is going, so that he can report back at our next meeting. Marcus Whitehurst provided his list of diversity liaisons at each campus.

Diversity in Administrative Positions (Ingram and Blocker)
As a starting point, Ken Lehrman (Vice Provost for Affirmative Action) has been requested to provide the demographic make-up of the University DAAs (Director of Academic Affairs), Deans, Assistant Deans, and Associate Deans for all Colleges. This information will be reviewed and discussed with the EECE Committee.
NEW BUSINESS
None

ANNOUNCEMENTS
"We Are... All Responsible!" – A panel discussion on stopping sexual violence
Hosted by: Commission for Women
Location: 404 Old Main
Details: The Commission for Women's first full meeting is Wednesday, October 22nd from 12:15 to 1:30pm in 404 Old Main.

Adjournment
The meeting was adjourned at 10:35 AM

Prepared by Dwight Davis