SENATE COMMITTEE ON EDUCATIONAL EQUITY AND CAMPUS ENVIRONMENT

December 10, 2013 Meeting Minutes

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

Members Absent: Susan M. Fredricks, Kyle Peasley

Visitors Present: Keith Jervis, Director of Disability Services at UP; Ken Lehrman, VP Affirmative Action

The meeting started at 8:35 AM, 315 Grange Building, University Park.

1. October 22, 2013 minutes of EECE were approved.

2. Campus Climate for Differently Abled Individuals. Keith Jervis presented a summary of changes to Disability Services at UP. The number of students being served by Disability Services has increased by over 500 students. The largest categories of students served include in order:
   - 54% Students with learning disabilities and attention deficit disorders (ADHD).
   - 14% Students with physical health disorders (e.g., diabetes, cancer, irritable bowel syndrome, epilepsy etc.).
   - 16% Students with psychological disorders/ASD.
   - 10% Students with neurological disorders (e.g., traumatic brain injuries, autism, cognitive disorders).
   - 6% Other: visual impairments, hearing impairments, mobility impairments, etc.

The most highly used accommodations for all campuses include:
- Extra time for tests and quizzes
- Note-taking
- Accessible instructional media
- Assistive Technology i.e., Kurzweil, Live Scribe Pens. There are 1500 Web based Kurzweil licenses purchased for text reading. 297 have been distributed and 211 have been activated. 90 Live Scribe Pens were loaned to students in Spring Semester 2013.

The Learning Center gives support in study skills. Brian Clark directs the Veteran Affairs Office that assists those students.

More details included in the PowerPoint presentation posted on ANGEL. EECE members considered much of the information of interest to other senators. An Informational Report will be submitted for the full Faculty Senate meeting in March.
The draft report will be reviewed by EECE at January meeting. Recommended topics of the Informational Report include: change in review process for disability services, new technologies and innovations, resources available, and accommodations for military veterans.

3. Report on the Procedures Used to Hire Faculty. Ken Lehrman summarized the involvement of the Affirmative Action Office in the faculty hiring procedures. 95% of search committee chairs attend the Affirmative Action briefing. The Affirmative Action Office has data on the percentage of minorities and women who have received a Ph.D. in a subject area. This can be compared with the departmental faculty composition at Penn State to identify departments with representation below average for that subject area. The Affirmative Action Office receives candidate cards listing the racial/ethnic background and gender of the applicant. This information can only be seen in aggregate by the search committee. Information from individual candidates is not given to the search committee. The Affirmative Action Office has a search committee training video but it is not mandatory.

Ken commented that the College of Agricultural Sciences has exemplary faculty hiring practices. Patreese shared some information. The Ag HR director has prepared a training presentation outlining the steps from the “Guidelines for Recruiting a Diverse Workforce” found at http://www.psu.edu/dept/aaoffice/pdf/guidelines.pdf. The HR director meets with each search committee (all committee members, not only chair) and presents the training before the search committee looks at the applicant pool.

Terrell recommended that Susan Basso, VP for Human Resources, be invited to the EECE meeting in January to describe the faculty hiring process and how diversity is assured in every step of the process. Aldo will contact Susan and invite her to attend the January EECE meeting. Terrell also suggested that Blannie Bowen, Vice Provost for Academic Affairs, be invited to an EECE meeting.

4. Input to Gen Ed Review: “How can engaged scholarship contribute to student understanding of a diverse and accepting society?” The report from EECE needs to be submitted to Brent Yarnal by December 20. EECE members did not have any changes or additions to the report. Laura will send the current report to Brent.

5. Climate Survey for LGBT Faculty and Students. The Advisory and Consultative Report “LGBTQ Resources for Students at Penn State” was presented to the Faculty Senate on August 28, 2012. One of the recommendations in that report was to “conduct a climate survey for LGBTQ faculty, staff, and students at each of the commonwealth campuses.” This recommendation became a charge item for EECE this year. Another recommendation in that report was to “assign an identified person at each campus who, for a dedicated percentage of her/his time (for example, ¼ time), will serve as a liaison/contact person for her/his campus.” A contact person at each campus was requested by Madyln Hanes, VP for Commonwealth Campuses, and is currently being identified. Since the liaisons have not yet been identified, it was decided that the survey will be delayed for a year or two. This will give an assessment.
of the campus climate after the recommendations have been implemented and have had an effect.

6. Commission Reports (posted on ANGEL)

A. Commission on LGBT Equity (Wong)

- Working with Madlyn Hanes' office on clarifying the 1/4 time position at the commonwealth campuses to support LGBT issues. CLGBTE recommended that the position be written into the Formal Job Description of the staff member, so they can be evaluated on their performance in this area.
- Transgender task force looked into whether or not Penn State has a formal policy regarding restroom access and found that there is none. CLGBTE is working on a statement regarding restroom access for Penn State.
- Student concerns committee is looking into seeing if there are currently "queer spaces" at each of the commonwealth campuses. Currently reaching out to a number of campuses.
- Employee concern is looking to see if there is a better way for faculty and staff to apply for domestic partnership benefits (as opposed to currently having to come out to their local HR representatives).

B. Commission on Racial/Ethnic Diversity (Ingram)

- CORED members met with the Pulse Point Group from Austin, Texas to provide input into the *Penn State Lives Here* new branding campaign for the University.
- Two educational programs are being co-sponsored by the Outreach Team of CORED:
  - Bridge the Gap to Pine Ridge - co-sponsored by the Interinstitutional Consortium for Indigenous Knowledge (ICIK) - November 13, 2013
  - The New Black - co-sponsored by the Black Law School Student Association - November 19, 2013
- The Academic Team has begun plans for the P&T Symposium in 2014. They are also planning for the Open House/Symposium March 14, 2014. The speaker will be Jack Dovidio and will focus on the topic of stereotype threat.
- The Staff Team is planning for the development of a staff diversity talent bank and a staff mentoring program.
- The Student Team is researching what has resulted from the recommendations of the Student Debt Task Force. The team is also planning to hold conversations with students to discuss recommendations for increasing student retention. In addition, the Student Team is developing card listing resources where student may go for help, if needed.
• Curtis Price reported on a meeting with Laura Pauley regarding the Joint Diversity Awareness Task Force.
• The Joint Commissions Committee was updated on the October 2013 P&T Symposium debriefing, the John Ameechi ad, and the Pre-Halloween ad.
• A discussion was held regarding racial incidents to Beta Sigma Beta (a Jewish fraternity). A decision was made to have a group of CORED representatives to visit to the fraternity and offer support.

C. Commission for Women (Fredricks)

• Women with Influence project update – kick-off party in March – working with boards incorporating alumni – being approved through various organizations on campus.
• Childcare Task Force discussion – initiatives at PSU for over 25 yrs -HR 48 – met across campuses through physical and polycoms – different models at each campus – got financial info – draft report by end of 2013 with a meeting with President Erickson.
• Budget Proposals- requesting information back, including photos, for those programs at campuses that received some funding. Approved funding for programs from the School of Theatre, Great Valley Campus, & Graduate Women in Science.
• Eighth Annual CFW Awards Luncheon: April 14, 2014 at Noon to 1:30 p.m. in The Penn Stater Conference Center Hotel
• December Meeting Event: "Seven Optimistic Practices". Presenter - Molly Nece Engaging Trainer, Author, Coach, Educator, and Business Leader, December 18, 2013 at 12:15 - 1:30 p.m. in 508 Rider Building
• November Meeting Event: "Maximize your Retirement". Presenter - Christopher Yoest TIAA-CREF Workshop, November 20, 2013 at 12:15 - 1:30 p.m. in 508 Rider Building
• Bi-yearly reports – created as a means to keep everyone updated.
• OHR attending an Executive Committee meeting to discuss staffing issues and a pilot program they are conducting.

Meeting was adjourned at 10:45 AM.

Submitted by Laura Pauley