

**THE PENNSYLVANIA STATE UNIVERSITY  
BOARD OF TRUSTEES**

**COMMITTEE ON EQUITY AND HUMAN RESOURCES  
MINUTES OF MEETING  
VOLUME EQHR 1**

**November 12, 2020**

A meeting of the Committee on Equity and Human Resources was held via Zoom at 3:30 p.m. on Thursday, November 12, 2020.

The following Trustees, constituting a quorum, were present: Casey, Dambly, Doran, Harpster, Lubert, Paterno, Schuyler, and Short.

Staff members in attendance were Barron, Dunham, Goffe, Gray, Guadagnino, Harvey, Jones, Pangborn, Penkala, Stevens, Whitehurst and Zeigler-Byers.

The meeting was called to order by Chair Casey at 3:30 p.m.

Chair Casey welcomed everyone to the first meeting of the Committee on Equity and Human Resources. She also thanked members of the Committee for agreeing to serve. As part of the inaugural meeting, Chair Casey provided some background on the formation of the committee. She noted that at the February meeting of the Governance and Long-Range Planning Committee, the committee approved a recommendation from the working group on committees to elevate diversity, equity, and inclusion to the board level by establishing a standing committee on equity and human resources. And that the goal of the working group's recommendation was to ensure that educational and employment equity had the full attention of this board. She then thanked trustee David Han, who chaired this working group, and trustees Delligatti, Kleppinger, Masser, emeriti trustee Eckel, and student representative Near, for their work and recommendation that led to the formation of the committee.

Chair Casey went on to describe how the committee was created noting that at the September Board of Trustees meeting, the board amended its *Bylaws* to restructure the compensation committee as a subcommittee of this new committee to reflect greater focus on broader human resource matters and awareness and accountability for advancing equity, inclusion, and diversity at Penn State University.

And In furtherance of these purposes, she referenced the *Bylaws* that provide that the Equity and Human Resources Committee may review pertinent policies and programs, including, but not limited to, compensation, benefits, performance management, talent management, succession planning, and leadership development for the broader university, recruiting, enrolling, retaining and graduating students representing all aspects of diversity, enhancing diversity in the racial, ethnic, and gender composition of our faculty and staff at all levels, providing accessibility, accommodation, and support for our veterans and individuals with disabilities, and, finally, engaging qualified diversity business enterprises including minority and women owned businesses as suppliers of goods and services to the university.

Chair Casey welcomed the university's executive leaders, Lorraine Goffe, Rob Pangborn, Nick Jones, Marcus Whitehurst, and David Gray who have responsibilities for these five core areas and thanked them for their support and engagement. She also commented that the Committee would be further detailing its operating guidelines, key authorities and responsibilities in line with its purpose with an expectation of approving them at the next public meeting.

Chair Casey went on to note the important work, valuable insights and expected input of the board's Oversight Taskforce on Racism, Bias and Community Safety led by trustee Brandon Short and joined by trustees Amoros, Culler, Dambly, Doran, Han, Ortega, Potts and Schuyler. She noted that as the work of the taskforce advances to conclusion she expected that its report will inform the Committee's work in the year ahead and beyond. Further, having trustees Culler, Doran, Short and Schuyler serve on the Equity and Human Resources Committee will provide the continuity and institutional knowledge gained by the taskforce.



Chair Casey highlighted that the Committee's agenda would be focused on learning more about each of these core areas of responsibility through information sessions. And during the balance of this fiscal year each committee meeting will be focused on taking a deep dive into one or more of the topic areas. And that at the end of the year, the Committee would be better able to further determine its future work, the board's role and informing the university's philosophy, strategic direction and monitoring among other things.

She then concluded by asking other Committee members for any comments or remarks.

Trustee Short thanked those responsible for all their hard work into forming the committee and commended the entire university for prioritizing issues of diversity and inclusion and educational equity. Trustee Schuyler expressed his thoughts that this is a great evolution of our standing committee structure. This is in some ways overdue but in some ways, perfectly timed relative to the needs of our governance structure. Thank you for framing it up and leading it for us. Trustee Doran echoed previous comments and thought that this is a moment in time where we definitely need the work of this committee. This work is so important.

Chair Casey stated that operating guidelines will be drafted and finalized soon. Again, noting that the Committee has a sense of areas of focus for the coming year, that will help develop future priorities.

The meeting was adjourned at 3:44 p.m.

Respectfully submitted,

Thomas J. Penkala  
Associate Director, Board of Trustees