

THE PENNSYLVANIA STATE UNIVERSITY
BOARD OF TRUSTEES

COMMITTEE ON EQUITY AND HUMAN RESOURCES
MINUTES OF MEETING
VOLUME EQHR 8

April 20, 2023

A meeting of the Committee on Equity and Human Resources was held via Zoom Thursday, April 20, 2023 at 11:15 a.m.

The following Trustees, constituting a quorum, were present: Bendapudi, Schuyler, Schneider, Short, Delligatti, Dunn, Gursahaney, Kleppinger, Paterno, and Riegel. Constituent Representative Duffey was also in attendance.

Staff members in attendance were: Gaudelius, Harlow, Harvey, Kennedy-Phillips, Oziemblowsky, Pell, Schwartz, Smith, and Wilkes.

The meeting was called to order by Chair Schneider at 11:15 a.m.

Chair Schneider called for a motion for the Committee to approve the *Minutes* of the October 20, 2022, meeting. A motion was put forward by Riegel, seconded by Kleppinger, and approved unanimously.

Chair Schneider introduced President Bendapudi to inform the Committee's oversight of the university's policies, initiatives, and strategic goals related to Diversity, Equity, Inclusion, and Belonging (DEIB).

President Bendapudi outlined the university's metrics-driven DEIB strategy. She noted she is fully dedicated to advancing DEIB, where every student, faculty, and staff member at Penn State fundamentally appreciates and upholds the university's commitment to valuing diversity, inclusiveness, and belonging. She recognized Special Adviser for Institutional Equity Jennifer Hamer and Vice Provost for Planning, Assessment, and Institutional Research Dr. Lance Kennedy-Phillips for their tremendous work on DEIB thus far. This includes the development of a public dashboard that tracks metrics related to DEIB across the university. The launch of this dashboard not only supports the Committee's oversight goal, but it also supports recommendations previously made by both the Penn State Faculty Senate and the former Select Presidential Commission on Racism, Bias and Community Safety. With the launch of this dashboard, Penn State is one of the few universities to put out a public dashboard about how it is doing regarding DEIB, not just recruiting but retaining and graduating students of color, as well as how the university is doing on faculty retention, recruitment and progression. President Bendapudi will provide a DEIB virtual update on April 20 at 2 p.m. to discuss DEIB progress.

Dr. Kennedy-Phillips further provided a DEIB update, including the newly created dashboard accessible at <https://opair.psu.edu/deib-dashboard>. He noted the dashboard data is sourced from data collected to the university's reporting methodologies, and since it was published, it was viewed over 4,000 times and serves as a best practice, unique amongst Big Ten universities. The dashboard provides current demographics data for enrollments, 4-year and 6-year graduations, faculty, and administrator, executive, and staff associates. Its design was meant to be clean, clear, and accessible to all community members and consequently will be published and updated regularly to highlight the university's commitment to inclusiveness and belonging.

The meeting can be viewed in its entirety [here](#).

With no further action to come before the Committee, the meeting was adjourned at 11:50 a.m.

Respectfully submitted,

Thomas J. Oziemblowsky
Associated Director, Office of the Board of Trustees