

**Committee on Equity & Human Resources**  
**2023 - 2024 Plan (Final)**

**2023- 2024 Committee Priorities:**

- Review University Human Resources policies/practices, including compensation benchmarking, employee turnover data and talent management activities.
- Review proposed process/approach and timing for a survey to identify opportunities to empower employees and better engage our workforce. Review efforts/actions to be taken to position Penn State as the “employer of choice” in the communities in which we operate.
- Provide oversight of the University’s policies, initiatives, training and strategic goals related to diversity, equity, inclusion and belonging. Receive updates on the DEIB Dashboards and progress against stated goals. In coordination with the Academic Affairs, Research and Student life Committee, receive updates on activities and accomplishments for DEIB-related initiatives.
- Review strategy and progress for engaging qualified diversity business enterprises, including women- and minority-owned businesses, as suppliers of goods and services.
- Review the charters/responsibilities for the EQHR Committee and Compensation Subcommittee. Identify opportunities to improve governance through better integration/consolidation of activities.
- Coordinate with the Academic Affairs, Research and Student Life Committee on current/proposed processes for capturing student input on key issues/opportunities.
- Coordinate with the Compensation Subcommittee the process for approving goals, soliciting input and evaluating performance of the President of the University.
- Coordinate with the Governance and Long-Range Planning Committee to oversee the diversity of pipeline of candidates for the Board of Trustees, Commonwealth Campus Boards and the Boards of Visitors at each College.
- Coordinate with the Governance and Long-Range Planning Committee to oversee Board related diversity, equity, and inclusion activities, including delivery of an in-person DEIB training session for the Board of Trustees.

**Risk Oversight Responsibilities:**

- The ability to attract and retain top-flight and diverse faculty and staff. Including the university's preparedness for demographic shifts, changing workforce needs, including remote work, diversity and inclusion, and the ability to adapt employee benefits to remain competitive.

**2023 - 2024 Draft Agendas/Topics**

- October 19, 2023 Meeting
  - Review of demographic trends for student enrollment both on the national and state (Pennsylvania specifically) levels.

- Discuss student trends in Higher Education as it relates to DEIB initiatives.  
Discussion of best practices from other institutions.
- January 18, 2024 Meeting
  - Receive update on DEIB Dashboards, DEIB-related initiatives.
  - Discuss current supplier diversity practices, progress against goals.
- March 21, 2024 Meeting
  - Review survey vehicles used to capture employee and student engagement/input.  
Determine best vehicle to use for future baselining/benchmarking.
  - Discuss approach to talent management/succession planning practices.
- April 18, 2024 Meeting
  - Review the charters/responsibilities for the EQHR Committee and Compensation Subcommittee. Identify opportunities to improve governance through better integration/consideration of activities.
  - With GLRP Committee identify opportunities to progress toward the aspirational goal of a 50% diverse Board by 2030.
- April 2024 Retreat
  - Facilitated discussion/training on a DEIB-focused topic.
- June 20, 2024 Meeting
  - Work with Compensation Subcommittee on approving goals, soliciting input and evaluating performance of the President of the University.
  - Receive update on employee turnover data.

### **Possible Educational Conference Session Topics**