

THE PENNSYLVANIA STATE UNIVERSITY
BOARD OF TRUSTEES

COMMITTEE ON EQUITY AND HUMAN RESOURCES
MINUTES OF MEETING
VOLUME EQHR 10

Oct 19, 2023

A meeting of the Committee on Equity and Human Resources was held via Zoom Thursday, Oct 19, 2023 at 11:45 a.m.

The following members, constituting a quorum, were present: Chair Schneider, Vice Chair Short, Amoros, Delligatti, Gursahaney, Kleppinger, Paterno, Riegel, and Schuyler. Also attending were Board Chair Schuyler (*Ex Officio*), President Bendapudi (*Ex Officio*), the Governor's non-voting representative Myers, Emeriti Trustee Henning, and Constituent Representatives Ganjam, Ingram, and Levendosky. Staff members Adams, Harlow, Harvey, Melvin, Oman, Oziemblowsky, Pell, Schwartz, Smith, Thorndike, Whitehurst, and Wilkes also attended.

The meeting was called to order by Chair Schneider at 11:45 a.m. Oziemblowsky confirmed a quorum was present. Chair Schneider welcomed panelists and members of the public to the committee meeting. She noted for the public attending via Microsoft Livestream, the agenda and supporting materials would be available at www.trustees.psu.edu.

Chair Schneider called for a motion to approve the *Minutes* of the June 13, 2023, meeting, which was put forward by Trustee Gursahaney, seconded by Trustee Schuyler, and approved unanimously.

Chair Schneider thanked the Committee for their significant inputs to the Committee's 2023-2024 plan. She introduced Matt Melvin, Vice President for Enrollment Management, who supplied the Committee with a substantive review of demographic trends for student enrollment both on the national and state (Pennsylvania specifically) levels, including enrollment matters and best practices from peer institutions. Slowing number and decline of high school graduates beginning in 2026, lower U.S. birth rates, diversification of student profiles to include growing number of students of two or more races and Hispanic and Asian ethnicities, variation of public and private graduates in the most populous states, consolidation of high school graduates to largely ten states by 2030, and consumer choices of four-year, two-year, and technical post-secondary education was discussed in relation to recruitment, student aid, retention, academic progress, and graduation rates. Melvin projected these trends onto Pennsylvania and outlined their implications for Penn State campuses. He delved into methodologies the university can employ to attract, enroll, and retain a diverse student body and boost their academic achievement to graduate in four to six years and secure employment.

Chair Schneider additionally introduced Marcus Whitehurst, Vice Provost for Educational Equity, who detailed benchmarked findings from Big Ten and peer universities regarding recruiting and retention as related to Diversity, Equity, Inclusion, and Belonging (DEIB). Whitehurst discussed admissions, financial assistance, housing, advising, transfer from external universities, registration, and high impact learning experiences (study abroad, internships, undergraduate research, etc.) as means of increasing DEIB and registry of underrepresented students.

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

With no further action to come before the Committee, the meeting was adjourned at 12:45 p.m.

Respectfully submitted,

Thomas J. Oziemblowsky
Associate Director
Office of the Board of Trustees