

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



PennState

Planning, Assessment,
and Institutional Research

DEIB Dashboard

Fostering greater transparency

Diversity, Equity, Inclusion, and Belonging at Penn State



PennState



Enrollment

4 Year Graduation

6 Year Graduation

Faculty

Administrator,
Executive, and Staff

Enrollment

Campus

All

Chosen Gender

Overall

Fall 2018

100% (91,684)

Fall 2023

100% (87,903)

American Indian or Alaska Native

0.13% (120)

0.14% (123)

Asian

5.92% (5,430)

7.32% (6,436)

Black or African American

5.43% (4,978)

6.03% (5,303)

Hispanic or Latino

7.18% (6,580)

9.01% (7,921)

Native Hawaiian or Pacific Islander

0.11% (105)

Fall 2023

0.07% (63)

White

64.09% (58,757)

60.29% (52,998)

Two or More Races

3.36% (3,077)

3.60% (3,168)

Race or Ethnicity Unknown

2.51% (2,300)

2.53% (2,220)

International

11.27% (10,337)

11.00% (9,671)

Undergraduate

Graduate

Medical

Law

Term	Overall	American Indian or Alaska Native	Asian	Black or African American	Hispanic or Latino	Native Hawaiian or Pacific Islander	White	Two or More Races	Race or Ethnicity Unknown	International
Fall 2023	100% (73,250)	0.15% (109)	7.59% (5,558)	6.29% (4,607)	9.51% (6,967)	0.08% (55)	62.44% (45,740)	3.83% (2,808)	2.28% (1,667)	7.83% (5,739)
Fall 2022	100% (73,159)	0.13% (95)	7.32% (5,353)	6.08% (4,451)	9.06% (6,631)	0.10% (71)	62.73% (45,892)	3.58% (2,618)	2.55% (1,862)	8.46% (6,186)
Fall 2021	100% (73,476)	0.12% (89)	7.07% (5,195)	6.04% (4,441)	8.48% (6,233)	0.09% (63)	64.54% (47,422)	3.53% (2,593)	2.17% (1,597)	7.95% (5,843)
Fall 2020	100% (74,446)	0.14% (103)	6.70% (4,989)	5.83% (4,337)	8.07% (6,011)	0.09% (65)	65.05% (48,429)	3.54% (2,639)	2.23% (1,661)	8.34% (6,212)
Fall 2019	100% (76,099)	0.14% (104)	6.40% (4,873)	5.64% (4,289)	7.65% (5,825)	0.11% (83)	64.97% (49,439)	3.44% (2,618)	2.29% (1,741)	9.37% (7,127)
Fall 2018	100% (76,646)	0.14% (105)	6.12% (4,691)	5.66% (4,335)	7.31% (5,599)	0.12% (90)	65.60% (50,282)	3.36% (2,576)	2.36% (1,811)	9.34% (7,157)



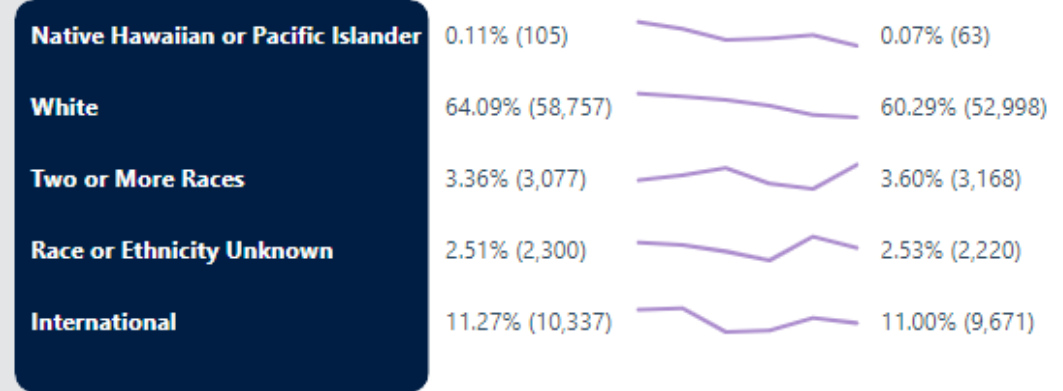
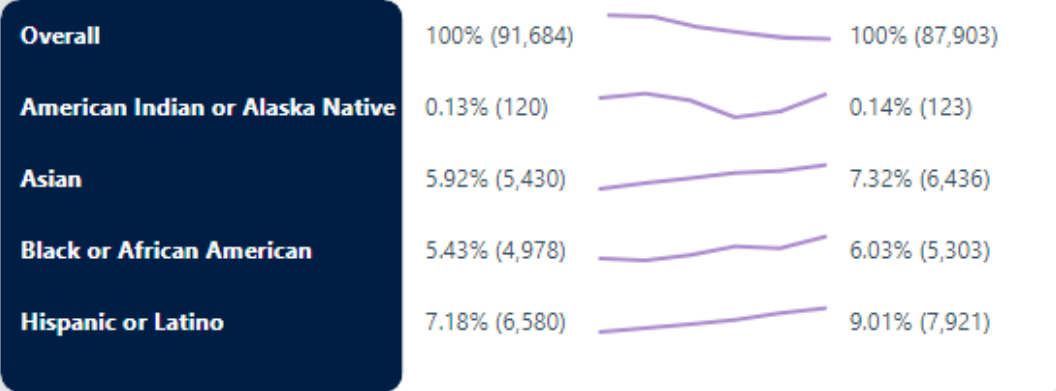
Enrollment

Campus

All

Chosen Gender

All



- Undergraduate
- Graduate
- Medical
- Law

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Enrollment

4 Year Graduation

6 Year Graduation

Faculty

Administrator, Executive, and Staff

4- and 6-Year Grad Rates

PennState



Enrollment

4 Year Graduation

Starting Campus

All

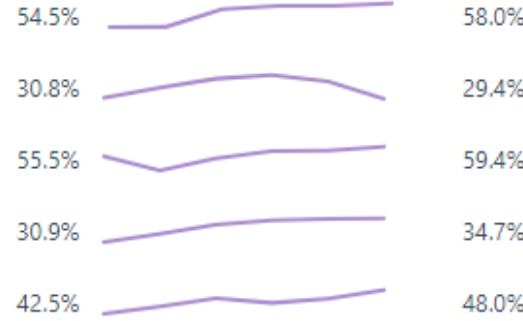
Chosen Gender

All

- Overall
- American Indian or Alaska Native
- Asian
- Black or African American
- Hispanic or Latino

Cohort 2014

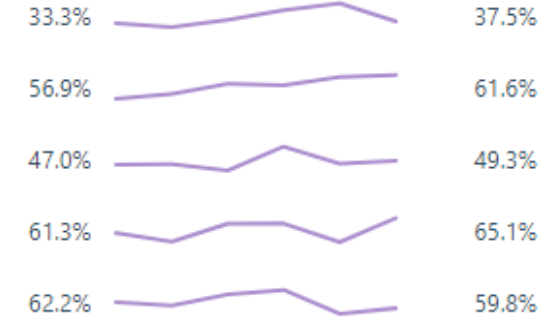
Cohort 2019



- Native Hawaiian or Pacific Islander
- White
- Two or More Races
- Race or Ethnicity Unknown
- International

Cohort 2014

Cohort 2019



4 Year Graduation

6 Year Graduation

Faculty

Administrator,
Executive, and Staff

Cohort	Overall	American Indian or Alaska Native	Asian	Black or African American	Hispanic or Latino	Native Hawaiian or Pacific Islander	White	Two or More Races	Race or Ethnicity Unknown	International
2019	58.0%	29.4%	59.4%	34.7%	48.0%	37.5%	61.6%	49.3%	65.1%	59.8%
2018	57.6%	50.0%	57.8%	34.6%	46.0%	71.4%	61.2%	47.6%	58.9%	57.5%
2017	57.6%	57.9%	57.7%	34.4%	45.0%	58.3%	59.6%	57.2%	63.7%	67.1%
2016	57.1%	53.3%	54.8%	33.6%	46.1%	40.0%	59.9%	43.7%	63.6%	65.3%
2015	54.5%	42.9%	49.8%	32.2%	44.2%	26.3%	57.8%	47.2%	59.0%	60.9%
2014	54.5%	30.8%	55.5%	30.9%	42.5%	33.3%	56.9%	47.0%	61.3%	62.2%



6 Year Graduation

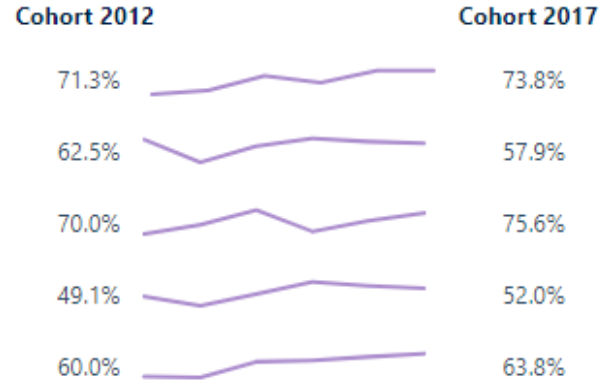
Starting Campus

All

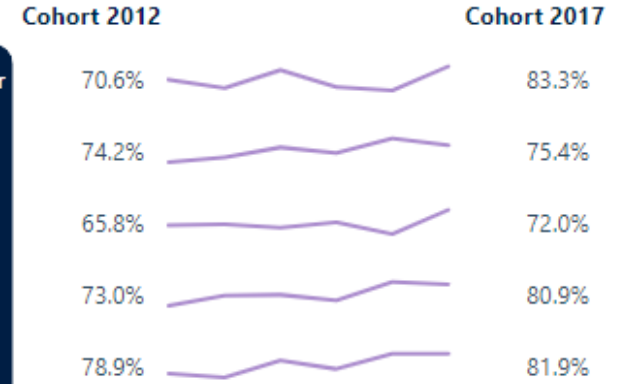
Chosen Gender

All

- Overall
- American Indian or Alaska Native
- Asian
- Black or African American
- Hispanic or Latino



- Native Hawaiian or Pacific Islander
- White
- Two or More Races
- Race or Ethnicity Unknown
- International



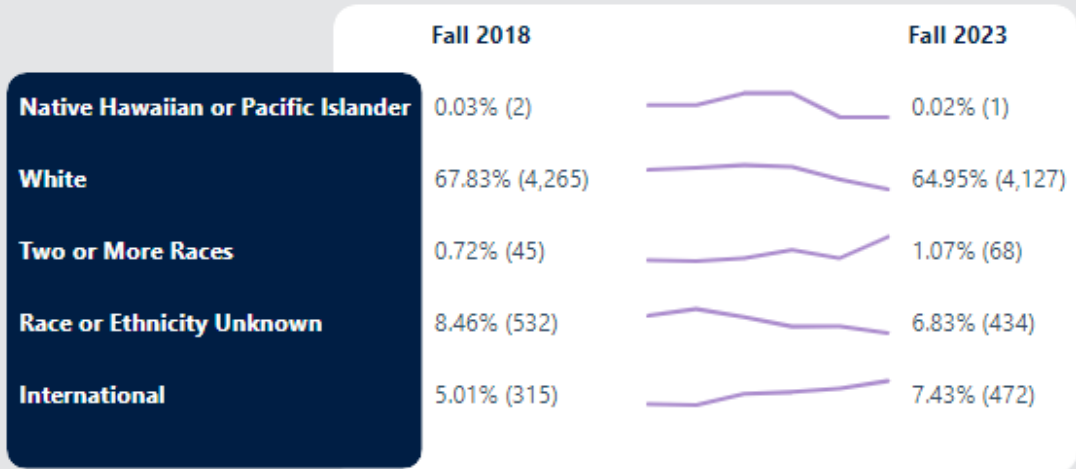
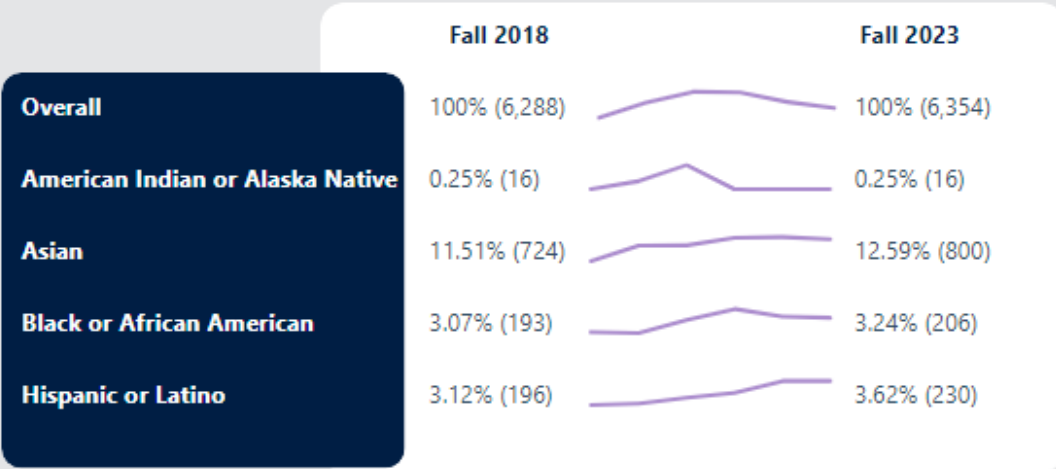
Cohort	Overall	American Indian or Alaska Native	Asian	Black or African American	Hispanic or Latino	Native Hawaiian or Pacific Islander	White	Two or More Races	Race or Ethnicity Unknown	International
2017	73.8%	57.9%	75.6%	52.0%	63.8%	83.3%	75.4%	72.0%	80.9%	81.9%
2016	73.8%	60.0%	73.5%	52.9%	63.3%	60.0%	75.9%	62.3%	81.8%	81.9%
2015	72.5%	64.3%	70.7%	54.4%	62.7%	63.2%	74.9%	67.0%	75.0%	79.6%
2014	73.2%	53.8%	76.4%	49.9%	62.5%	80.0%	75.3%	64.8%	77.0%	80.9%
2013	71.7%	33.3%	72.5%	45.8%	59.8%	62.5%	74.5%	66.1%	76.8%	78.3%
2012	71.3%	62.5%	70.0%	49.1%	60.0%	70.6%	74.2%	65.8%	73.0%	78.9%

Population is first time, full time, bachelor's degree-seeking students



Faculty

Campus: All | Gender: All



Tenure Line | Non-Tenure Line | Overall | Professor | Associate Professor | Assistant Professor

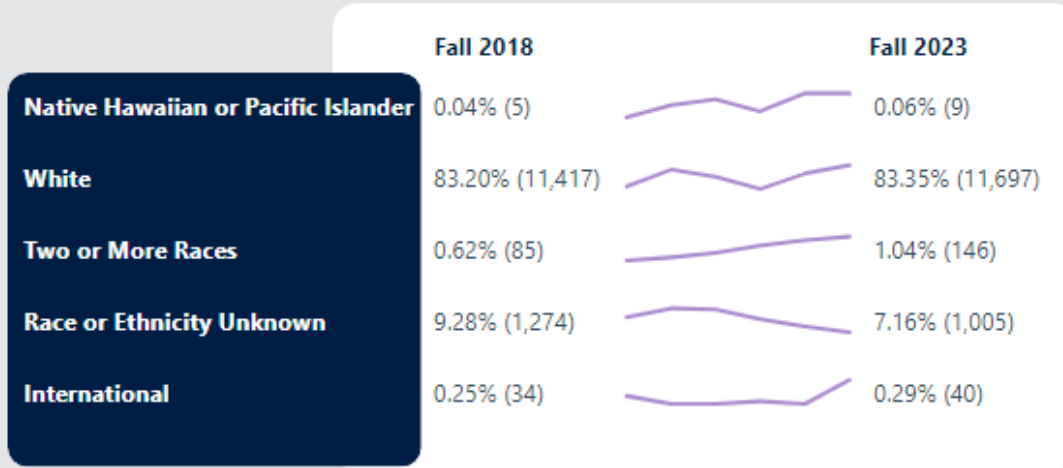
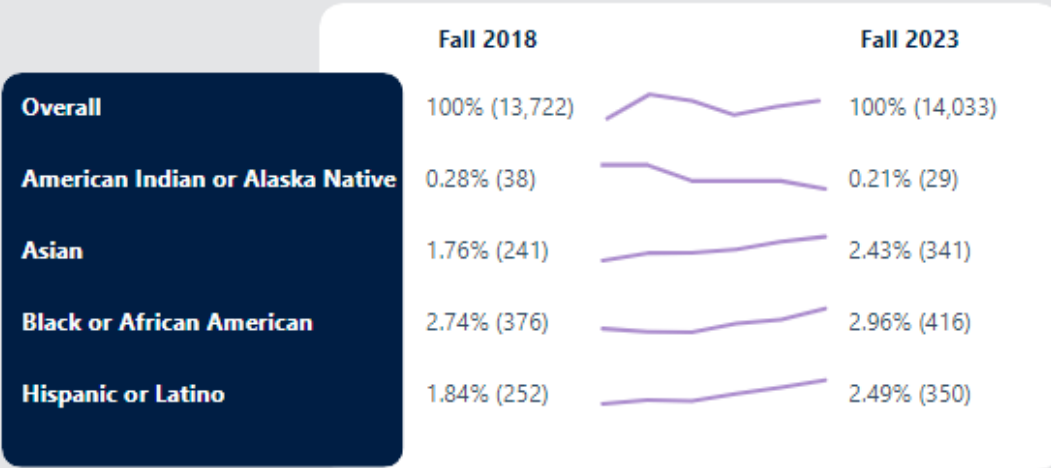
Year	Overall	American Indian or Alaska Native	Asian	Black or African American	Hispanic or Latino	Native Hawaiian or Pacific Islander	White	Two or More Races	Race or Ethnicity Unknown	International
Fall 2023	100% (2,951)	0.37% (11)	14.74% (435)	3.42% (101)	4.20% (124)	0.00% (0)	60.01% (1,771)	0.95% (28)	7.25% (214)	9.05% (267)
Fall 2022	100% (3,018)	0.36% (11)	14.65% (442)	3.58% (108)	4.01% (121)	0.00% (0)	61.20% (1,847)	0.89% (27)	7.46% (225)	7.85% (237)
Fall 2021	100% (3,067)	0.39% (12)	13.99% (429)	3.85% (118)	3.65% (112)	0.00% (0)	62.54% (1,918)	0.82% (25)	7.37% (226)	7.40% (227)
Fall 2020	100% (3,071)	0.42% (13)	13.55% (416)	3.65% (112)	3.65% (112)	0.00% (0)	62.85% (1,930)	0.68% (21)	8.14% (250)	7.07% (217)
Fall 2019	100% (3,029)	0.43% (13)	13.70% (415)	3.43% (104)	3.66% (111)	0.00% (0)	63.45% (1,922)	0.46% (14)	9.31% (282)	5.55% (168)
Fall 2018	100% (2,996)	0.37% (11)	13.25% (397)	3.57% (107)	3.50% (105)	0.00% (0)	64.25% (1,925)	0.50% (15)	8.78% (263)	5.77% (173)



Administrator Executive, and Staff

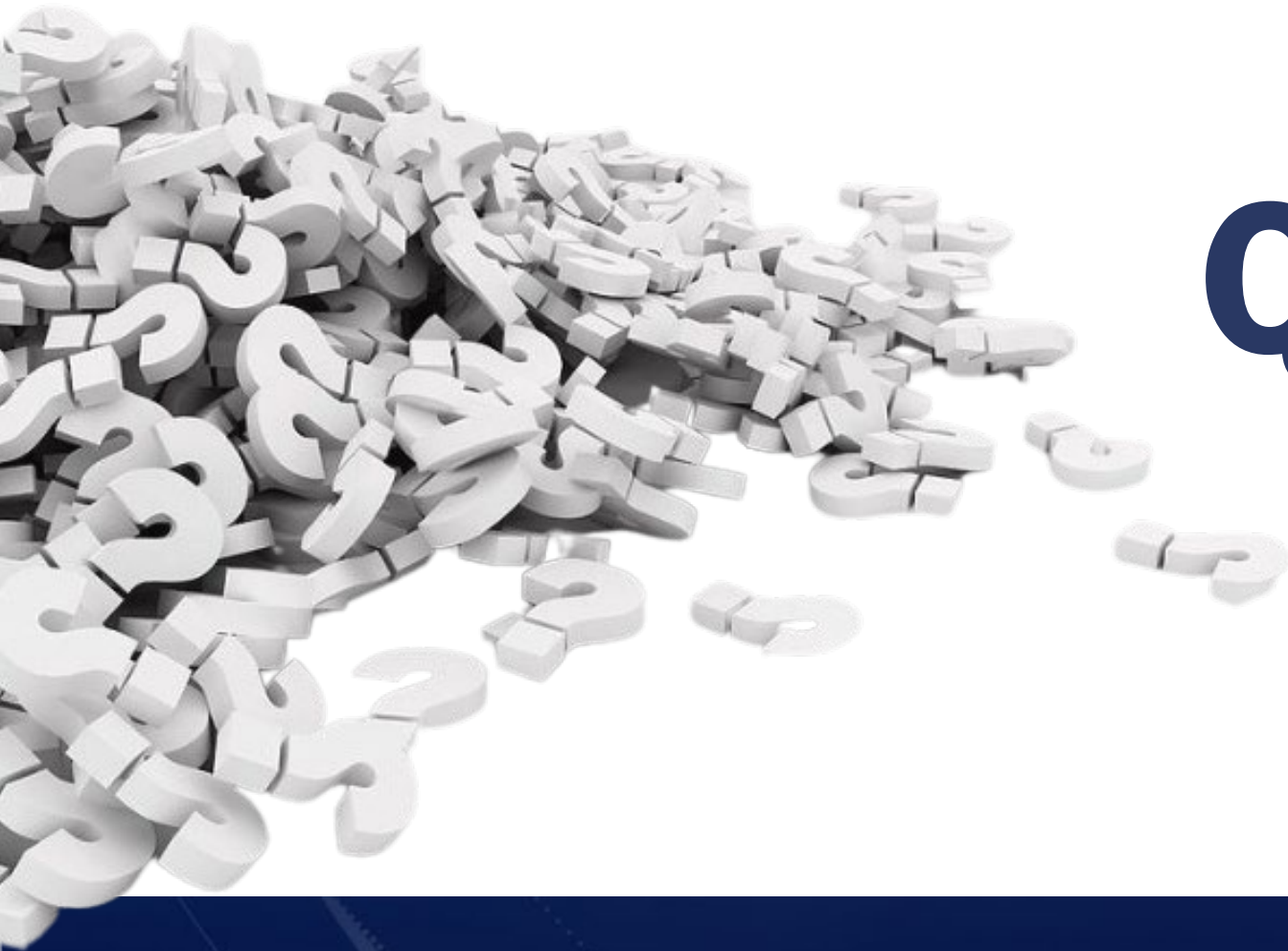
Campus
All

Gender
All



Administrator Executive Staff

Year	Overall	American Indian or Alaska Native	Asian	Black or African American	Hispanic or Latino	Native Hawaiian or Pacific Islander	White	Two or More Races	Race or Ethnicity Unknown	International
Fall 2023	100% (351)	0.00% (0)	4.84% (17)	9.12% (32)	6.27% (22)	0.28% (1)	73.79% (259)	1.14% (4)	4.27% (15)	0.28% (1)
Fall 2022	100% (347)	0.00% (0)	5.19% (18)	7.49% (26)	5.76% (20)	0.29% (1)	76.08% (264)	0.86% (3)	4.32% (15)	0.00% (0)
Fall 2021	100% (355)	0.00% (0)	5.63% (20)	7.04% (25)	5.35% (19)	0.00% (0)	76.06% (270)	0.85% (3)	5.07% (18)	0.00% (0)
Fall 2020	100% (341)	0.00% (0)	5.28% (18)	6.45% (22)	4.11% (14)	0.00% (0)	77.13% (263)	0.29% (1)	6.74% (23)	0.00% (0)
Fall 2019	100% (334)	0.00% (0)	4.79% (16)	6.59% (22)	4.19% (14)	0.00% (0)	76.65% (256)	0.60% (2)	7.19% (24)	0.00% (0)
Fall 2018	100% (312)	0.00% (0)	3.53% (11)	6.09% (19)	3.53% (11)	0.00% (0)	78.85% (246)	0.64% (2)	7.37% (23)	0.00% (0)



Questions?
Thank you.



PennState
Planning, Assessment,
and Institutional Research

Penn State Supplier Diversity Program

Duane Elmore
Chief Procurement Officer

January 18, 2024



PennState
Central Procurement

Program Introduction

Committed to strengthening economic development, reinforcing competitive bidding, growing innovation, and boosting opportunities during the procurement of goods, services and construction.

University-wide program executed through procurement partners:

- *Office of Central Procurement (includes Purchasing Card operations)*
- *The Applied Research Laboratory*
- *Housing and Food Services*
- *Office of Physical Plant*
- *Faculty and Staff*
- *University Leaders*

Our Supplier Diversity “Quarterbacks”



Duane Bullock
Office of Central Procurement
Supplier Diversity Manager



Vern Davis
Office of Physical Plant
Contractor Liaison

Program Overview

Penn State Diverse Suppliers

- Registered through University supplier admin tool (PaymentWorks); business classification verified
- Certified by Federal, State, or nationally recognized certification agency

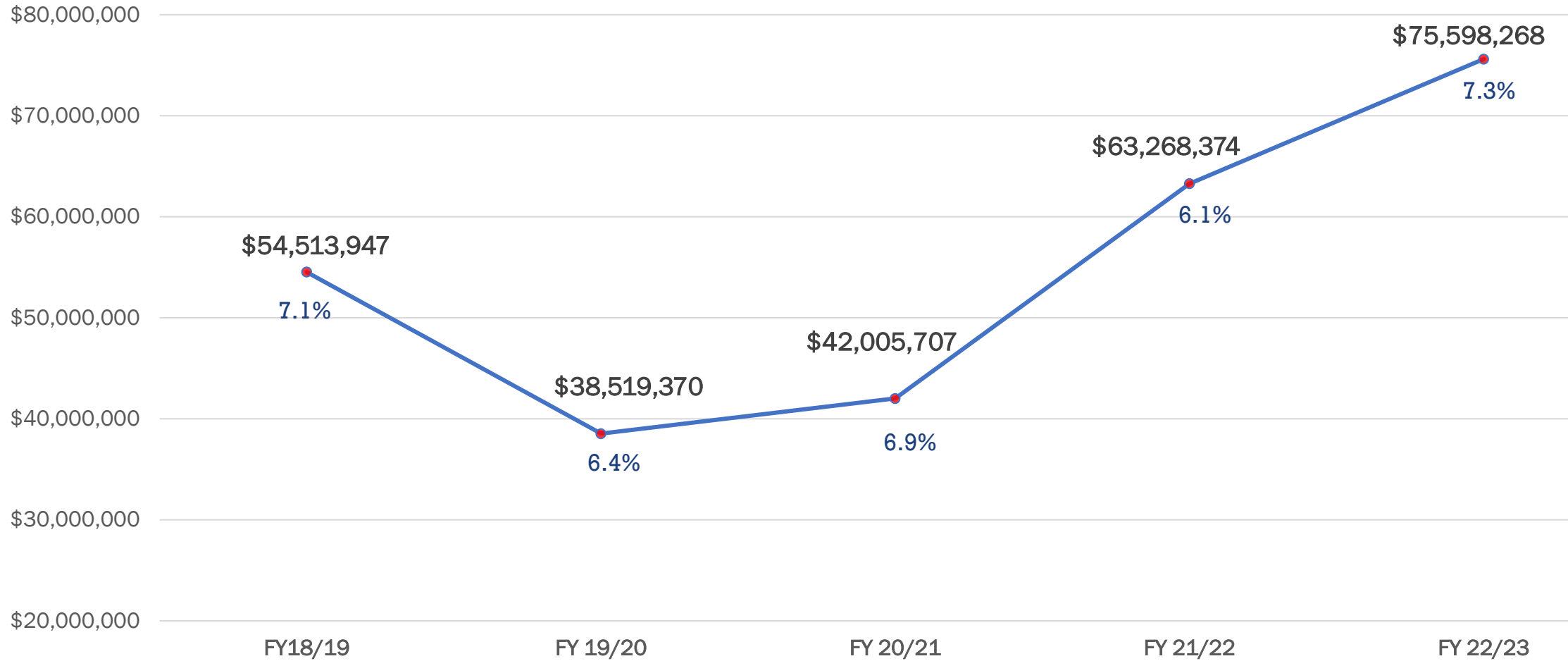
Diverse Supplier Reporting

- Federal and State sponsored awards greater than \$3M require biannual diverse spending reporting
- Capital projects funded by State require diverse subcontract reporting

Diverse Supplier Spend Opportunities

- Program spending includes “addressable” procurement spend
 - Spend for goods/services/construction subject to University procurement policy
 - Competitive or simplified procurement policies and procedures
- “Non-Addressable” spend examples
 - Insurance, performers/speakers, medical, real estate, claims, reimbursements, federal/state/inter-agency payments, and more

Supplier Diversity Spend Summary



Success Stories

- Spend growth in Furniture, Temp/Contingent Staffing, Scientific Supplies, IT Services, and Construction categories
- Increases in Tier 2 (subcontract) spend
 - Requirement for major large business suppliers (i.e. Dell, Fisher, Pepsi, Grainger, Office Depot)
- Mandate to include at least one diverse supplier on all RFQ/RFP actions
 - Requiring potential large business to partner with diverse suppliers
- Launching “*Diverse Suppliers Registered with Commonwealth of Pennsylvania*” search tool
- Connecting staff/faculty/buyers with diverse suppliers at Annual Supplier Diversity Fair
 - Next event: May 16, 2024; Bryce Jordan Center
- Outreach and networking within university, state, region, and nationally to grow pool of suppliers
- Office Supplies RFP collaboration with Pitt and Temple (in final contract negotiations)
 - Prime award (tier 1) to diverse supplier partnering with large-national office supplies distributor

Opportunities and Challenges

- Publish Penn State Supplier Diversity policy...in final draft
- Continuing to find the “sweet spot” (best value) for balancing supplier diversity and affordability
 - Breaking the perception that small & diverse suppliers cost more to utilize
 - As more contracts become more strategic in nature, find for partnering opportunities
 - Promoting the success stories
- Accurately and efficiently capturing more Tier 2 diverse supplier spending
- Publish long-term contract forecasting schedule w/upcoming technology enhancements
- Keeping up with growing research dollars, where specialized equipment sources are limited
- Expanding opportunities in categories beyond our common/core diverse categories

Questions



PennState
Central Procurement