

**A FRAMEWORK TO  
FOSTER DIVERSITY:  
Continuing the Process  
2004-2009**

**College of Arts and Architecture  
The Pennsylvania State University**

**A Strategy for Implementation of  
Diversity Planning and Goals**

**in support of  
A Framework to Foster Diversity at Penn State**

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Modified: February 2004  
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## **College of Arts and Architecture Statement on the Importance and Value of Diversity**

The faculty, administration, and staff of the College of Arts and Architecture reaffirm their conviction that all people provide essential contributions to the arts, to the education of our students, and to the culture and beauty of our lives, regardless of their ethnicity, gender, religion, or sexual preference. Racism or any other form of discrimination is contemptible to this College and to the spirit of cultural diversity that is the foundation of our creativity and scholarship.

In the College of Arts and Architecture we celebrate the multiculturalism that unites us all. We are a community that promotes and maintains a welcoming and inclusive climate for all students, faculty, and staff and that affirms its commitment to continue to identify and recruit students of high academic quality from all diverse groups of prospects. The recruitment and retention of faculty, staff, and administrators from underrepresented groups is also a top priority for cultural diversification in the College. Our curricula exemplify the ideals of difference and reflect an appreciation of and understanding for the contributions of all groups and individuals.

### **College of Arts and Architecture Strategic Plan for Diversity**

#### **Goal I. "Climate"**

**College Goal. To promote and maintain a welcoming and inclusive climate for all persons in the College of Arts and Architecture**

**Objective 1. To help students, faculty, and staff embrace the value and benefit of a diverse community through the dissemination of information on the College's diversity goals and objectives**

Action: Schedule the Coordinator of Multicultural Programs to introduce new students, faculty, and staff to the College's goal of promoting and maintaining a welcoming and inclusive climate for all persons.

Action: The dean will introduce new students, faculty, and staff to the College's goal of promoting and maintaining a welcoming and inclusive climate for all persons in annual orientation meetings.

Action: Continue to produce an electronic College newsletter for students, faculty, and staff, which will include information on diversity activities and topics and will reference the diversity calendar of the Office of Educational Equity, as well.

Action: Charge the Arts and Architecture Diversity Committee to share with their respective units the college's commitment to diversity and to fostering a welcoming climate for all students, staff and faculty in their units. The dean will include this charge as the committee is reappointed in 2004.

Action: The Coordinator of Multicultural Programs will work with student organizations in the College to promote and maintain an inclusive environment.

**Objective 2. To create opportunities to involve students, faculty, and staff in diverse programming and activities**

Action: Continue the planning and implementation for summer programs that will assist in recruiting underrepresented students.

Action: Charge the Arts and Architecture Diversity Committee with coordination of an annual lecture program that focuses on diversity issues in the arts.

Action: Sponsor a number of informal social events, planned by the Coordinator of Multicultural Programs, that encourage and promote cross-cultural student interaction.

Action: Through the John M. Anderson Endowment for Visiting Artists and other programs/initiatives within the college, continue to sponsor guest lectures and residencies focused on diversity issues.

Action: Through the College's programs and awards, honor contributions of underrepresented artists, designers, and scholars. The college will also continue to participate in university programs that honor the contributions of minority persons and women.

Action: Create public programs at the Palmer Museum and the Center for the Performing Arts that specifically promote intercultural and international perspectives and a more inclusive and responsible learning community.

**Goal II. "Students"**

**College Goal. To increase the number of undergraduate and graduate students from underrepresented ethnic groups by 25% (41 students) by 2009, based on the 2001 baseline data.**

**Objective 1. To cooperate in University recruitment activities for attracting and enrolling underrepresented students.**

Action: Expand the effective working relationship with MACA (Minority Admissions and Community Affairs) to use its services, expertise, database, prospects lists, contacts, and other resources in identifying and recruiting high quality underrepresented students.

Action: Expand our comprehensive recruitment plan for targeted high schools as identified by the various academic units and coordinated by the Office of Multicultural Programs, with participation by faculty, students, and the Arts and Architecture Recruitment Committee.

Action: Adopt and maintain an awards program for Pennsylvania Young Artists for all artists and designers in PA high schools. This program will be organized, staffed and maintained by collegiate-level staff members and will be funded by the College.

Action: Expand learning programs (e.g., summer or Saturdays) targeted at schools that enroll significant numbers of minority students.

Action: Develop an effective working relationship with targeted historically black colleges and universities, Hispanic Serving Institutions, and Tribal Colleges that do not have graduate programs in the arts and humanities in order to identify and recruit high-quality, underrepresented graduate students.

**Objective 2. To encourage and support students from underrepresented populations, particularly those from less advantaged school systems, in the exploration of majors and potential careers in the arts**

Action: Complete the planning for a core program, to be required of all entering students in the design and visual arts fields. This will have an impact on the recruiting and retention of high-quality, talented students from under-represented populations.

Action: Share the core program mentioned above with appropriate campuses in the Penn State system to aid in recruitment efforts and to provide a bridge for students with potential arts interests, but who are inhibited by financial, social, or family constraints from considering a four-year program of study at the University Park campus.

Action: Expand our relationship with charter school and magnet school programs in Pennsylvania that focus on the arts and design disciplines.

**Objective 3. To develop effective retention programs for underrepresented students, in addition to continuing strong efforts in one to one relationships with those from underrepresented populations.**

Action: Establish a persistence program in collaboration with the Multicultural Resource Center that identifies areas of concern or failure. Build a model to identify and assist students in “meeting the challenge” of academic life in the college and the university.

Action: In the fall of 2004, establish a mentoring program for underrepresented students, planned by the Coordinator of Multicultural Programs.

Action: Revise the college advising program, as planned and coordinated by the Faculty Council of the college.

**Objective 4. To identify and encourage students from underrepresented groups to pursue graduate study**

Action: Continue active cooperation with the McNair Scholars Program to identify and support potential undergraduate students from underrepresented populations who plan to pursue graduate study.

Action: Make consistent and effective use of the Bunton-Waller Fellowships to recruit students from underrepresented populations.

Action: Expand our relationships with HBCUs that do not have graduate programs in the arts and architecture to include Hispanic Serving Institutions and Tribal Colleges.

### **GOAL III. “Faculty, Staff, and Administrators”**

**College Goal. To recruit underrepresented faculty, staff, and academic administrators into the College of Arts and Architecture, mentor them, and fully integrate them into the fabric of the College**

- **Increase faculty representation from identified underrepresented populations from the Fall 2000 baseline of 6% to 17% (Fall 2009) of the overall tenured and tenure-track faculty in the College.**
- **Increase faculty representation of women on the faculty from the Fall 2000 baseline of 32% to 39% (Fall 2009) of the overall tenured and tenure-track faculty in the College.**
- **Increase the number of underrepresented populations and women among the administrators in the College from the Fall 2000 baseline of 17% to 33% (Fall 2009).**
- **Increase representation of underrepresented ethnic populations among the College staff from the Fall 2000 baseline of 10% to 15% (Fall 2009).**
- **Retain 60% of new women and underrepresented tenured and tenure-track faculty beginning Fall 2004.**

**Objective 1. To recruit faculty, staff, and administrators in the College of Arts and Architecture to diversify its cultural representation**

Action: Continue to emphasize the College’s goals to “diversify and integrate underrepresented faculty, staff, and administrators” in the charge to all search committees and to emphasize the College Faculty Search Procedure Guidelines as they pertain to the recruitment of underrepresented groups.

Action: Continue the Dean’s charge to search committees in the College to find the widest possible applicant pool. Additionally, the Dean will continue to monitor searches to ensure that women and minorities are represented in the pool of candidates.

Action: Continue to schedule annual workshops with the Office of Affirmative Action to inform and update school directors, department heads, and search committee chairs about procedures for recruiting and hiring minority faculty and administrators.

Action: Take a proactive role in identifying candidates from underrepresented groups in the search and hiring process for all staff positions by advertising these positions beyond the Centre Region, specifically in areas where there is a more diverse pool of candidates.

**Objective 2. To mentor and retain underrepresented faculty, staff, and administrators.**

Action: Continue to include the Coordinator of Multicultural Programs in the orientation of all new faculty, staff, and administrators to emphasize the College's commitment to diversity.

Action: Develop College guidelines and an orientation program for mentoring underrepresented staff and administrative hires similar to those recently developed for new faculty.

Action: Continue the College mentoring program for that introduces underrepresented faculty, staff, and administrators in the College of Arts and Architecture to the diverse cultural resources on campus and in the Centre Region.

Action: Continue to recognize and reward faculty and staff who participate in College diversity efforts, both with appropriate merit salary adjustments and staff reviews.

**Objective 3. To contribute to university organizational change through increased diversity among faculty, administrators, and staff hires, retention efforts, our mentoring program (to ensure stability and retention) and by sustaining the welcoming environment in the College, as outlined in the goals, objectives, and actions described in this plan.**

**GOAL IV. "Curriculum and Programming"**

**College Goal. To insure that curricula in the College of Arts and Architecture provide all students with an understanding of and appreciation for the diverse social, cultural, and ethnic populations and their expressions in art**

**Objective 1. To ensure that the College's curricular offerings reflect its commitment to the principles of diversity and international and intercultural understanding**

Action: Create new permanent courses within the units of the College that include international and/or intercultural perspectives.

**Objective 2. To immerse all students within the College in international and intercultural activities and perspectives to educate them for living in an increasingly diverse society**

Action: Continue and expand international courses and activities an essential element of all degree programs in the College.

Action: Implement the approved International Arts minor in 2004-05 and the new course work associated with it.

Action: Through a reconfigured staff position in the college (effective Summer 2004) begin offering the required first course for the International Arts minor (a GA;GI course) and coordinating the capstone course for all students in the minor.

Action: Explore offering a LEAP section of A&A 100 (GA;GI) "Introduction to International Arts" to introduce incoming first-year students to the international and intercultural scope of the arts.

Action: Increase the participation of our students in foreign study programs.

Action: Continue and expand intercultural courses and activities as an essential element of all degree programs in the College.

**Objective 3. To create outreach programs at the Palmer Museum of Art and the Center for the Performing Arts reflective of diverse artists and performers**

Action: Continue to present culturally diverse exhibitions at the Palmer Museum of Art in appropriate proportion to other types of shows.

Action: Continue to create public programs at the museum that specifically promote intercultural and international perspectives and a more inclusive and responsible learning community.

Action: As the Palmer Museum continues to add to its holding of works by contemporary artists of national and international reputation, expand the growing number of American works by underrepresented artists. Develop, regularly consult, and update a list of artists whose work should be acquired (e.g., Michael Ray Charles, Carrie Mae Weems, Kiki Smith). Solicit advice from appropriate units (e.g., Art History, SVA, Robeson Center).

Action: Maintain the present level of commitment (25 to 35 %) to the programming of culturally diverse artists and groups at the Center for the Performing Arts.

Action: Continue to program at the CPA a broadly diverse array of international performing artists and groups.