

**Division of Development and Alumni Relations  
Framework to Foster Diversity  
2010-2015**

**Executive Summary**

The following Strategic Planning and Reporting document represents the Division of Development and Alumni Relations plan for meeting six of the seven challenges set forth by the 2010-2015 Framework to Foster Diversity at Penn State (Challenge 5 falls outside of the reach of the Division). This plan builds on the success of the Division's 2004-2009 Framework to Foster Diversity, enhancing previous strategies and adding new ones with a greater focus on measurable outcomes. The Division endeavors to meet the following challenges:

1. Developing a shared and inclusive understanding of diversity.
2. Creating a welcoming campus climate.
3. Recruiting and retaining a diverse student body.
4. Recruiting and retaining a diverse workforce.
6. Diversifying University leadership and management.
7. Coordinating organizational change to support our diversity goals.

In all aspects of this Framework, the Division has chosen to adopt the proposed diversity definition from the University Faculty Senate:

*Diversity is a concept whereby individuals are recognized, accepted, valued, and embraced for their humanity and unique characteristics. These characteristics include, but are not limited to: age, condition of physical and mental ability, educational background, ethnicity, gender, geographic origin, marital status, parental status, race, sexual orientation, socioeconomic condition, work experience, and cultural, political, and spiritual belief, practice, and tradition.*

Along these lines, many of the enhancements focus on climate issues in the Division, which was identified as a need with regard to job status in the climate survey conducted in 2008. Another focus has been to increase the communication infrastructure to ensure division employees are informed about diversity policies, procedures, and initiatives. As has been the Division's practice in the last 5 years, specific diversity programming will continue to utilize various strategies such as a brown bag series and summer movie series, but will endeavor to explore new strategies such as a book discussion group, engaging alumni by inviting them to speak on diversity issues, and providing more variety in the times the sessions are offered. Conducting follow-up surveys will also become standard practice for all Division programs. The Climate Survey will also be repeated in the 2014-2015 year to assess the impact of the strategies outlined in the Division's Framework to Foster Diversity.

The Division of Development and Alumni Relations is enthusiastic about the potential we have—through appreciating and fostering diversity—to create new approaches, generate deeper intellectual capital, improve communication, establish cross-cultural understanding, attract new members, develop resources, and much more. Through the support given by the Senior Vice President of Development and Alumni Relations and the Executive Director of the Penn State Alumni Association, the DDAR Diversity Committee has made significant advances in understanding and knowing our constituency and responding to their needs in regards to diversity, and we look forward to continuing these efforts.

**Division of Development and Alumni Relations, 2009-2010 Diversity Committee Members:**

Chair, Jayson Jackson - Associate Director of Online Communications, PSAA  
Vice-Chair, Abigail Hopkins - Assistant Director of Stewardship, College of Agricultural Sciences  
Immediate Past-Chair, Liz King – Associate Director of Development, College of Arts & Architecture

Caran Aikens - Assistant Director of Development, College of Arts & Architecture  
Esther Benitez - Assistant to the Director of Leadership Gifts  
Elizabeth Berk - Development Officer, Penn State Hillel  
Jane Childs – Corporate and Foundation Analyst  
Simon Corby – Director of Development, Research and Graduate School  
Sarah Emel - Staff Assistant, Educational Equity & Undergraduate Education and Scholarships  
Jordan Ford – Assistant Director, Annual Giving  
Charlene Gaus – Regional Director, Volunteer Services, PSAA  
Marissa Graby-Hoover - Associate Director of Development, Penn State Harrisburg  
Beverly Grove - Director of Development, Penn State Great Valley  
Robin Guillard – Development Assistant, College of Engineering  
Wendy Jo Hartsock - Program Assistant, Alumni Events  
Dawn Hawkins - Administrative Support Assistant, PSAA  
Steve Hessmann - Director of Development and Alumni Relations, Penn State Shenango  
Ryan Jones - Senior Editor, The Penn Stater  
Karen McCulley – Development Assistant, Libraries  
Teresa McGowan – Coordinator, Student Alumni Programs (FastStart)  
Megan Miller – Production Manager, PSAA Membership  
Christina Muracco - Assistant Director of Development, University Libraries  
Patrick Scholl - Director of Business and Finance, PSAA  
Christine Spearly - Staff Assistant, Recruitment  
Mary Jane Stout – Program Planner, Alumni Travel and Education  
Lisa Temple – Human Resources Manager  
Ed Thompson –Director of Development, Educational Equity