

## **APPENDIX A**

### **APPLIED RESEARCH LABORATORY/PENN STATE DIVERSITY ACTIVITIES (2002 – 2003)**

#### ***GOAL: DEVELOPING A SHARED AND INCLUSIVE UNDERSTANDING OF DIVERSITY/CREATING A WELCOMING CAMPUS CLIMATE***

##### **Support Services/Activities**

- Re-establishment of the ARL Diversity Committee, '02
- Promotion of Attendance at University Sponsored Diversity Events and Activities
- Orientation Program & Tours for summer interns and visiting faculty
- Health Promotion Day Activities, including women's issues
- Staffing by two Sexual Harassment Coordinators
- Staffing by two diversity specialist
- School/Career Counseling for Students/Staff
- Cultural Fest '03

##### **Publications/Communications**

- Additions to the ARL Diversity Children's Book Collection
- Routing of "Managing Diversity" publication and other library material to department/division heads, and the Diversity Committee
- Establishment of an ARL diversity webpage on the Intranet
- Reestablishment of the ARL Newsletter which will highlight diversity issues
- E-mail to NSBE, SHPE and list serves for underrepresented groups
- Internal organizational e-mail list serves, mailings, and postings
- Diversity presentations at manager's meetings, staff meetings and ARLAB board meetings
- Diversity presentations to student organizations

##### **Staff Supported Community Events (Support to Women and Underrepresented Groups)**

- Relay for Life
- ARL Community Service Fund (supports several charitable organizations)
- Toys for Tots
- March of Dimes fundraisers
- United Way fundraisers

#### ***GOAL: RECRUITING AND RETAINING A DIVERSE STUDENT BODY & WORKFORCE***

##### **Faculty/Staff /Student Recruitment**

- Attendance at PSU "Steppin Up" Career Fairs, '02, '03
- Attendance at PSU "Diversity Chat," students meet employer social, '02, '03
- Attendance at WISE/SWE Career Fairs, '02, '03
- Attendance at Bryce Jordan Center Career Fairs, '02, '03
- Attendance at the Black Engineer of the Year Awards Conference/Career Fairs, '02, '03
- Attendance at the Pennsylvania Statewide Latino Conference, '02, '03
- Attendance at the Puerto Rican Job Fair, '02, '03
- Attendance and presentation at DoD/HBCU Conference, '02
- On site recruitment at Morgan State University, North Carolina A&T State U, Tennessee State University, Prairie View University, Jackson State University, Penn State University, Lincoln University, and Florida International University
- ARL/Kittanning Outreach Programs for PA Americans with Disabilities (PAID)

### **Student Programs**

- ARL Open Diversity Outreach Opportunities for Research (D.O.O.R.) Summer Internship Program
- ARL Fluid Mechanics Summer Internship Program
- ARL Summer Faculty Research Program
  - (3) visiting faculty (NCATSU(2), Jackson State U (1))
- PSU Center for Undergraduate Research Opportunities (CURO)
  - (1) intern, '02
- ARL Computer Science and Engineering Honors Program
- ARL High School Student Intern Program in Engineering and Technology
- ARL Open House for Engineers from underrepresented groups, '03
- Tours/Class Sessions for H.S. students by the Materials & Manufacturing Division, '02, '03
- Faculty Participation in PSU's "Take Our Daughters to Work Day", '02, '03
- ARL in-house 4 hour program, "Take Our Daughters and Sons to Work Day", '03

### **Visiting Faculty Seminars**

- Dr. Robert Kunz at Florida International University, '03
- Dr. Wilbur Walters (Prairie View) at Penn State University, '03

### **Outreach Presentations/Meetings**

- ARLAB Board Meeting, '02, '03, by the Director
- NCATSU – North Carolina, '02 by Gilpin
- Jackson State U – Video-teleconference, '02 by ARL staff
- PSU Engineering Students, '03 by Payne, Hayes
- PSU NSBE Chapter, '03 by Payne
- PSU SHPE, '03 by Hayes
- PSU Alumni Diversity Council Session with Student Leaders, '03 by Hayes
- PSU GTWT/WISE Career Forum, '02 by Archibald and GTWT staff
- New Mexico Institute of Technology, '03 by Donnellan

## ***GOAL: DIVERSIFYING UNIVERSITY LEADERSHIP AND MANAGEMENT***

### **Professional Development**

- Attendance at PSU Leadership/Management Programs
- SROP Professional Development Seminars for Student Interns, '02, '03
- Attendance at Faculty Staff Forums pertaining to diversity, '03
- Participation in "Women in Leadership" Conference, '03
- Diversity Coordinator, winner of Commission for Women's Achieving Woman Award '03

### **University/Community Involvement/Participation**

- President's Commission on Racial/Ethnic Diversity (CORED), chair
- PSU Staff Advisory Committee (SAC)
- Community Diversity Group (CDG)
- Forum on Black Affairs (FOBA), Education Committee
- Martin Luther King Jr. Banquet Committee
- Faculty Senate
- Women in Science & Engineering (WISE)
- Women in Engineering Program (WEP)
- Religious Affairs
- FastStart Mentoring Program
- E-mail Mentoring Program through Women in Engineering
- Employee Relations Committee
- Academic Affairs
- Centre County Human Resource Association
- Women in Engineering Orientation Career Development Program

- PSU Alumni Association (Special Interest Groups)
- PSU Phone Recruitment Program

***GOAL: COORDINATING ORGANIZATIONAL CHANGE TO SUPPORT DIVERSITY GOALS***

Financial Support

- Established line item for diversity in ARL budget - \$200k
- Supported the ARL Open D.O.O.R. (Diversity Outreach Opportunities in Research) Program, '02, '03
- Supported the Summer Faculty Research Program, '02, '03
- Supported the Fluid Dynamics Summer Internship Program, '02, '03
- Supported (38) Assistantships on E&F Funding (10 females, 2 Black males) '02
- Supported Assistantships on Direct Funding (2 black females, 2 black males) '02, '03
- Supported Co-op Students – ARL Warminster (1 Hispanic female) '02, (1 black male) '03
- Supported TSU Ph.D. Student Summer Housing, (2 black males, 1 Asian male) '02, '03
- Supported Student Wage Payroll Positions
- Supported Faculty/staff in Higher Education Pursuits
- Supported the Forum On Black Affairs Martin Luther King, Jr. Scholarship Fund, '02, '03
- Co-supported Ph.D. student's work in Grenada, \$500 '03

Promotions/Technical Service (Women)

- Grade 9, May Carper, '02
- Grade 7, Bonnie Coulter, '03

Promotions/Staff/Professional Rank (Women)

- Grade 16 – (1) Robin Hammond, '02
- Grade 17 – (2) Linda Scerbo, '03, Lisa Nicely, '03
- Grade 18 – (3) Amanda Brooks, '02, Robin Hammond, '03, Evelyn Connor, '03, Christine Guyer, '03
- Grade 19 – (9) Julie Billotte, '02, Connie Peters, '02, Tina Lucas, '02, Rose Stewart, '02, Dawn Laubach, '02, Laurie Palmer, '02, Donnelle Cook, '03, Yvonne Foflygen, '03, Penny Evock, '03
- Grade 20 – (2) Deborah Shay, '02, Jennifer Drum, '03
- Grade 21 – (1) Debbie Brooks, '03
- Grade 22 – (1) Lynea Morgan, '02
- Grade 24 – (2) Robin Bennett '02, Joanne Reish, '03
- Grade 25 – (1) Mary Rogers, '02
- Grade 30 – (1) Pamela Righter '02

Promotions/Faculty/Staff Rank (Women)

- Associate Research Engineer (2), Terri Merdes '02, Mary Lou Sittler, '03
- Research Engineer, (1) Linda Scheckler, '03

Collaborations/Partnerships

- Memorandum of Agreement signed with Jackson State University, '02
- Memorandum of Understanding signed with Florida International University, '02
- Tennessee State University (Robotics sub-contract) '02
- Jackson State University (Co-sponsored research, Visiting Faculty, 2 Student Interns) '03
- North Carolina A&T State U, Electronics and Computing Technology (Co-sponsored research, Visiting Faculty, 2 Student Interns) '02-'03
- Prairie View University ( Co-sponsored research, 2 Student Interns Joint Publications) '02-'03
- Morgan State University (Steering Committee Representation, 2 Student Interns) '02-'03

#### Grant Funding/Awards for Outreach Programs

- Equal Opportunity Planning Committee (EOPC) Summer Program Grant - \$18k, '02-'03 Hayes
- ARL/Tennessee State University, \$50k, '02 – Phoha/Malkani
- ARL/NCASTSU, DURIP Award, '02 – Seligman/Dunn
- ARL/Florida International University, \$50k ONR Award, '03 – Kunz/Ebadian
- ARL/NCATSU, \$10k DTRA Award, 9/03 – Donnellan
- ARL/NMIMT, \$10k DTRA Award, 9/03 – Donnellan/Stanley
- ARL/FAMU, \$10k DTRA Award, 9/03 – Donnellan/Wekezer
- ARL /PSU College of Engineering, ONR Award, \$70k , '03 Archibald/Koopman
- ARL/Prairie View, ONR ULI Award, \$85/\$75, '02 Miller/Butuk
- ARL/Prairie View, ONR ULI Award, \$85/\$75, '03 Miller/Butuk
- ARL EOC/PAID, \$2k '02,'03 Gilpin
- ARL EOC/Alabama A&M, \$16k, '02

#### Advisory Board Participation

- Senior Capstone Project Evaluator, Tennessee State University
- University Affiliated Research Center (UARC)
- ARL Board Member - Dean Decatur Rogers, TSU
- Morgan State University Partnering 2k Steering Committee
- ONR HBCU/Minority Program Director Advisee