

Strategic Plan Stages of Implementation Matrix

Ongoing Initiatives (Updated Fall 2011)

The following matrix represents statuses and action items for Ongoing Strategic Initiatives outlined in the Lehigh Valley Campus' 2008-2013 Strategic Plan. Individual units and/or departments were invited to contribute progressing or achieved actions towards implementation of each Initiative. These contributions are listed below. The matrixes will be updated on a continuing basis and will be evaluated as part of an on-going needs assessment of the campus in an effort to best serve Penn State Lehigh Valley students, faculty, staff, alumni, and community members.

Department Codes: AA= Academic Affairs; SA=Student Affairs; AS= Academic Support Services; CS= Career Services; UR=University Relations; SEC = Security
 CE=Continuing Education; AR= Alumni Relations; DV= Development; FA= Financial Aid; ED = Education Program; ART= Art Gallery and Programs
 BET = Business, Engineering, and Technology Program; AP=Applied Psychology; ED=Elementary Education, HP= Honors Program, LC= Learning Center
 CIV = Minor in Community and Civic Engagement; ESL = English as a Second Language Programs, REC(T) = Recruitment/Transfer Students, WC= Women's Commission

Orange = Actions Completed in 2011
 Blue = Actions completed in 2010
 Purple = Actions completed in 2009

Strategic Initiative	Performance Indicator/s	*Action/s taken towards implementation (including Numbers or Specifics based on Performance Indicators)	Dept
Ongoing			
<p>1.3 Continue to establish a safe and secure environment for all members of the campus community and have appropriate measures in place for emergency responsiveness</p>	<p>Evidence of Campus Emergency Plan; Student Satisfaction data; Faculty/Staff Climate Survey data</p>	<p>--Continued meetings with University Consultants in preparing new campus emergency plan --Produced a Security, Safety, and Traffic PowerPoint presentation for new students --Produced a Security and Safety PowerPoint presentation for faculty and staff --Presented "Surviving an Active Shooter on Campus" for new students, faculty, and staff --Performed required campus inspections --Held meeting with Upper Saucon Township Fire Chief on campus changes --Performed traffic painting on campus parking lots and roadways; Pedestrian Safety Signs added at crosswalks --Meetings held with Campus Emergency Response Team in preparation for and evaluation of campus incidents --Signage posted on campus bulletin boards promoting evening campus parking lot escort service --Ensured necessary personnel have current first aid, CPR/AED training --Additional building emergency lighting installed</p> <p>--Several Meetings held with Senior Management to review current Campus Security Plan --Security met with University consultants to prepare an updated campus emergency plan --Security received a high rating on the Student Satisfaction Survey 2010: -88% of students satisfied with security on campus (additional 9.7% neutral); 3rd highest scoring area -Rise in overall satisfaction rating of security (out of 5) from 4.5 (2007) to 4.57 (2010)</p>	SEC

<p>1.3 continued</p>		<p>--Campus Emergency Management Plan has been updated with input from University Park, Campus Chancellor, and Senior Management Team --Meetings were held with Upper Saucon Township police and fire chiefs --Fire extinguishers, emergency lighting, and fire alarm system was tested; updated fire alarm procedures sent via campus list-serv; Fire Extinguisher training was conducted for faculty/staff --Additional portable radios purchased for campus communication and emergency communication between staff members --Campus security coverage hours increased --Preparedness, Prevention, and Contingency Plan updated for new campus; Emergency Action Procedure distributed to faculty --Second full-time Security Officer hired --Safety information provided at all Student Orientations --Card Access System installed and operational --Emergency information stickers placed on all classroom and office phones --Increased outdoor lighting on campus --Meeting held with representative of contract guard service providing coverage at Saucon Valley site; contract security service procedure manual was update</p>	<p><i>SEC continued</i></p>
		<p>--All Campus Meeting held on January 6- Featured Speaker Mr. William Donohue, Assistant Director of University Security</p>	<p>AA</p>
		<p>--Student Satisfaction with Counseling on campus on Student Satisfaction Survey 2010: 93%; Counseling and Psychological Services on campus were rated number 1 within the 5 Highest Scoring Areas --Rise in overall satisfaction with counseling services on campus (out of 5) from 3.91 (2007) to 4.71 (2010) --Student Affairs increased the number of hours the counselor is available on campus to provide assistance to students and faculty/staff and to respond to mental health emergencies --See above (under SEC)- 88% of students satisfied with safety and security --Implemented on-campus counseling to work with students in distress and increase students using service --Athletics implemented safety training for all fitness center employees including CPR/First Aid</p>	<p>SA</p>
		<p>--Revising procedures for emergency communications, including points of contact for disseminating information to local media outlets --Continuously promoting the use of PSUTXT and social media outlets for information during emergencies --Identifying "notification tree" for employees to better reach faculty/staff --University Relations continues to be partially responsible for the maintenance and implementation of the PSU Text system, which alerts the campus community about emergency situations affecting the campus.</p>	<p>UR</p>
		<p>--Ongoing monitoring of emergency response at the Corporate Learning Center</p>	<p>CE</p>
<p>1.4 Help students with financial need to have access to a quality Penn State education</p>	<p># and/or type of financial aid workshops offered; Increase in financial aid funding</p>	<p>--2 Student Aid Workshops were offered in January 2011 for students and their families to coincide with the availability of the Free Application for Federal Student Aid (FAFSA) signaling the beginning of the annual application process. Also, see 3.8 --In addition to providing 2 Financial Information Workshops in January, PSLV participated in student aid awareness forums. --Member of the PA association of Student Financial Aid Administrators; participated in area college nights --Served as a resource and responded to community inquiries regarding financial aid</p>	<p>FA</p>

<p>1.4 continued</p>		<p>--PSLV began an Emergency Fund for current students experiencing financial distress --Campus-funded Work Program for PSLV students to earn an hourly wage proposed by Student Aid --See Initiative 3.8</p> <p>--The number of students who receive financial aid has continued to increase (538 to 593 from 2006/6-2007/8) --Student Aid coordinated 2 financial aid workshops to provide information --Athletics and SA worked with Student Aid to provide work-study positions in the SA Office, Fitness Center, and Intramural Program</p>	<p><i>FA Continued</i></p>
		<p>--Both local alumni organizations (Lehigh Valley Chapter of Penn State Alumni Association and PSLV Alumni Society) held their annual fundraisers to support student scholarships at PSLV (1 student scholarship per organization).</p> <p>--PSLV Alumni Society First Year Scholarship was fully endorsed in 2008; scholarship awarded this year to freshman in need. --Fundraisers held annually to support students on campus: -GolfGate raised more than \$5,000 for student athletics -Ice Cream Sale funds the first Year Scholarship -Chapter Golf Outing funds the Don Klein Excellence Fund that provides support for cultural events on campus -Alumni Chapter hosts annual fundraiser to support THON at PSLV</p>	<p>AR</p>
		<p>--Financial Aid through PSHEF and local banks for LPN students has been secured --CE partnered with campus enrollment services and the Office of Student Aid at University Park to acquire Pell Grant funding and federally funded loans for LPN students</p>	<p>CE</p>
<p>1.5 Address obstacles to education that relate to a growing and diverse population</p>	<p>Establishment of various on-campus services; increase in use among students</p>	<p>--On-campus counseling is offered for 15 hours per week. Counselor provides crisis management and works with faculty and staff on referring students --Student Affairs Specialist offers support to students looking for off-campus housing (about 15 students have utilized this service) --Support for international students has increased (7 students have international status) --Diversity Focus Groups were held in March to learn more about diversity issues and barriers on campus</p> <p>--Implemented Recruitment Coordinator Position to assist transfer students in the transfer process to PSLV --Implemented student checklists for each year/level (freshman through senior) to provide pertinent information to students about deadlines, guidelines, and important information --250 students attended New Student Orientation; 50 students attended class meetings offered to provide information and resources to students</p> <p>--Implemented student development team to collaborate and communicate about improving services to students --Developed and implemented plan for HDFS 287 W (FYE) to address the needs of first-year students, focusing on academic preparation, critical thinking, and engagement in the campus community --Diversity Committee is playing an active role in programming and awareness --New student mentoring program for students beginning in January 2010 --Created an SGA Athletic Committee to support the understanding of the needs of students in athletics, intramurals, and fitness --Student Affairs and Campus Safety worked with LANTA to ensure bus access to new facility --SA is using data from the Student Satisfaction Survey to prioritize issues to address</p>	<p>SA</p>

<p>1.5 continued</p>		<p>--Learning Center continues to support and offer ALEKS during the summer and throughout the academic year (see 4.2) --SMARThinking continues to be successful with students and use continues to increase (see 4.2) --Math 97 was instituted in Fall 2011 as a one-credit supplemental math tutoring class and is now mandatory for all students placing in Math 1, 3, and 4 --Career Services has expanded online career links and services, particularly for adult students --Advising Center has increased its number of workshops to faculty and students on eLion --All Academic Support Service offices have office hours 3 evenings a week and Saturdays to better accommodate all students</p> <p>--SMARThinking provides on-line tutoring for bi-lingual students and with 24/7 availability increases opportunities for students to access tutoring --Hired two part-time professional tutors *(math and physics) to enhance Learning Center staff --Will begin to request ESL professional tutor for 2010-2011 to assist in the Learning Center; will provide services as they are needed at both the Center Valley and CLC --Continuing to support professional development for all staff in this area --Evening tutoring and advising sessions are available by appointment --Developing summer program utilizing ALEKS to address math deficiencies of incoming students</p>	<p>AS</p>
		<p>--As of October 2011: 163 Career Services meetings and 144 email consultations with students and alumni; total of 307 career consultations --Continued partnerships with 10 LV area universities and colleges --Planned two large-scale events each year: LVCCE and Career In... (this year is "Create Your Career: A How-To in Entrepreneurship)</p> <p>--248 Career Services meetings and 265 Career Services email consultations with students and alumni; total of 513 career consultations --Continued partnerships with 10 LV area universities and colleges to provide career information to students; took on two co-chair roles in planning large events</p> <p>--Career Services varied its office hours to meet student needs; now provides evening programming --Hired work study student to provide additional support/hours --UP CS visited to assess services in September 2009 and offered feedback</p>	<p>CS</p>
		<p>--CE's Pathways collaboration with The Literacy Center offers ESL and GED students three educational/career pathways to Penn State including: an Adult Transition to College class, a CAN class which is also the first module in Penn State's LPN Program, and the Customer Service and Technology Class. The Adult Transition to College class, after piloting in spring 2012, is well-positioned to become a tool leveraged by incoming adult students and an alternative to MATH 4 and ENGL 4.</p> <p>--PIC High School Program and Out-of-School Youth Program through the Workforce Investment Board and the Neighborhood Network Center through HUD and Allentown Housing Authority are working to address educational and economic obstacles for community youth and adults. These programs offer youth the opportunity to earn non-credit professional certificates and include informational workshops on how to make college education a reality. Funding was secured through grants for 2010.</p> <p>--MODELL grant addresses education of content-area teachers who must learn needs of ELLs and diversify teaching in order to provide equity in the classroom (1.3 million for 5 years).</p>	<p>CE</p>

			CE w/ ESL
1.6 Ensure all campus academic programs align with University Park programs and meet the appropriate standards of quality	Review of Learning Outcomes; evidence that all programs have delineated Learning Outcomes and location (website; program handbook, etc.)	--Psychology Program continues to have an advisory board that meets regularly and aligns initiatives with UP standards and the campus' SPlan, including: --Meet the effective or distinguished categories of the APA's domains: ongoing --Add a psychology minor: in progress --Add the B.S. degree in Psychology: achieved --Enter into discussions for international embedded experiences for psychology courses: ongoing --Add certificates in sub-field: achieved with the construction of a certificate in Psychology in the Business Environment (15 cr)	AP
		--Minor in Civic and Community Engagement is administered by the Office of Undergraduate Education via the Laboratory for Public Scholarship and Democracy at UP. The Faculty Advisor for this program organized an Advisory Board which consists of program coordinators at the campus, staff, students, and community members. First student graduated with the Minor in Spring 2010.	CIV
		--IST Program and first two years of the computer science program and engineering programs offered at PSLV are UP programs; faculty and advisors continue to make certain that the programs align with the home departments	BET
		--Instructor and program approval (of CE and LVWP initiatives and courses) are reviewed by the DAA and UP --All LVWP courses and workshops include program and instructor evaluation to ensure rigor and quality --Ongoing monitoring of quality of programs offered at the CLC	CE
1.7 Develop and maintain a quality campus workforce that ensures we have the appropriate faculty and staff in place to serve a major metropolitan area	Recruitment and Retention trends for faculty/staff; Establishment of faculty/staff mentoring program; Evidence of PD programming	--Student Affairs hired two part-time graduate students studying Student Affairs in higher education --Student Affairs Specialist attended national conference on diversity in higher education --Director of Student Affairs attended national conference on first-year experience for professional development --All-Campus Day offered Professional Development Workshop for all faculty and staff: "What's Right with the World?", including a session by University Relations: "Marketing for Successful Programs" (August 2010) --Filled two positions in Student Affairs with excellent, highly qualified candidates --Hired two part-time staff to assist with student affairs initiatives --Contracted with an on-campus counselor to meet student needs	SA
		--ID created a new blog, Technology Surge, to announce PD technology-based professional development opportunities --Monthly professional development sessions held for faculty and staff: -January- 6 options, including ANGEL, Blogs, and Social Media, as well as a number of links to online tutorials -January 28- LV Campus hosted webinar for all PSU campuses: "Universal Design and Online Education" --February and March: over 30 options, including Teaching and Learning Symposium and 4 Schreyer Programs --April: 10 options, including "The Scholarship of Teaching and Learning," sponsored by Penn State York through a Schreyer Grant --A number of summer options were offered, including: Access, Excel, Dreamweaver --With the addition of a full-time Instructional Designer, faculty development programming has increased. Individual faculty assistance with technology and online systems has increased. Plans are in place to schedule monthly professional development opportunities for faculty and staff, including continuing to bring	ID

<p>\</p> <p>1.7 continued</p>		<p>in Schreyer Institute and ITS workshops. --Improving new faculty/staff resources. Assisting with updating faculty resources in ANGEL.</p>	ID Continued
		<p>--Staff members in Academic Support Services attended regional NACDA and regional CRLA conferences in addition to University-wide departmental meetings at UP</p>	AS
		<p>--New Career Counselor position filled to October 2011 to work with Career Services, Alumni Relations, and Development to better serve the needs of the campus as enrollments increase --Participated in 12 Professional Development activities, including UP Career Services Polycom meetings, all-campus days, UP System-wide CS Conference and PennACE Conference; member of SHRM Student Chapter Advisory Board; professional memberships include NACE and PennACE --LV CS hosted UP Career Services visit in September 2011</p> <p>--Hosted Eastern Regional Career Services Training in October --Hosted UP Career Services Visit in November --Participated in 2-day UP Career Services Conference; completed Leadership Lehigh Valley Class of 2010 Program; member of SHRM Student Chapter Advisory Committee; served as LVCCE and Creative Careers co-chair; professional memberships include NACE & PennACE; participated in 9 additional activities; co-authored an article in academic journal, <i>Communication Teacher</i>; participated in Diversity training in Dec '10</p> <p>--26 Professional Development activities for Career Services in 2009 --Career Professional memberships include PennACE, EACE, & NACE; Elected LVCCE Co-Chair for 2009-2011 --Presented at 3 professional conferences on Adult Learner Success Series</p>	CS
		<p>--Increased cadre of LVWP teacher consultants (TCs) to meet the needs of growing district programming requests; LVWP continues to train Teacher-Consultants through site, regional, state, and national conferences and courses to maintain TC efficacy --Five members of the CE staff participated in the Leadership Series at Lehigh University</p>	CE
<p>1.8 Create and implement an appropriate marketing plan to promote the campus and academic programs within the region</p>	<p>Evidence of marketing plan and/or other marketing information; Data from Community Survey</p>	<p>--UR has established and implemented a marketing plan; it changes each year based on budget and campus goals. The plan always included specific goals for advertising and PR, as well as strategies for achieving these goals --A more consistent presence has been achieved in local broadcast and print outlets through more calendar listing and feature stories --The campus updated its website to reflect the new campus location, new academic information, etc. --The UR Department designed a commemorative publication to celebrate the campus' 100th anniversary (requested photos, historical information, and reflections from the campus community)</p> <p>--With the announcement and planning of a new location for the main campus of PSU LV, UR has begun crafting a marketing plan to raise awareness, not only of the location change, but also of the continued presence of Penn State in the Lehigh Valley and the offerings of the Corporate Learning Center. This plan will include advertising, community partnerships, marketing, and public relations. --Reassessing needs of new campus; working on a 2010-11 Marketing; Plan specific to the new CV location --UR met with a committee made up of both faculty and staff to brainstorm ideas for marketing plan. --UR met with representatives of the OLEAD program regarding marketing and plans to meet with all academic programs to discuss strategies and opportunities.</p>	UR
		<p>--The campus continued its Faculty Research Newsletter each semester</p>	AA

1.8 continued		--Penn State Lehigh Valley Art Gallery received substantial media coverage for its opening and the Howard Kulp (PSU Alumni) Exhibit due to a marketing plan involving ads in The Morning Call, Gallery Listings, Scene of the Valley, Lehigh Valley Magazine that included a double page full-color article	ART
		--Email announcements to the campus community and alumni continue to showcase events and programs	AR
		--Local alumni organizations hosted events on campus to promote the new location and facility. Both organizations have supported the Art Gallery and Nittany Lion terrace and marketed both brand new facilities along with the fitness center usage to the community	ID
		--Media Commons provided technical support for student submission of personal media used in WPSU's "It's Your Time" video advertisement	CE
1.10 Raise funds to support capital expansion and other campus upgrades	Funding increases; evidence of campus expansion/upgrades	--CE staff worked with Outreach Marketing to create "evergreen" marketing piece featuring one of the successful OLEAD graduates --Marketing plan is in place for aggressive marketing of OLEAD Program for Fall 09 --Management Development "Showcases" have provided ways to market Management Development offerings throughout the Lehigh Valley	ART
		--Friends of the Gallery has raised over \$15,000 from September 2010 through present (fall 2011) and continues to encourage financial support for the gallery; a recognition wall has been created outside the gallery	AA
		--New Art Gallery created "Friends of the Gallery" and to-date has raised approximately \$9,000. --A new partnership with Olympus allowed the campus to acquire fluorescent microscopes to enhance scientific research at the undergraduate level	DV
1.11 Promote, enhance, and engage all elements of A Framework to Foster Diversity throughout the campus	Diversity Strategic Plan progress data	--Extensive effort is being placed on securing funds for the new campus at Center Valley, including funding for upgrades to the current facility, laboratory development and renovations, student areas renovations, etc. --Areas of development/contracted areas have been defined, and these plans are providing a focus for potential funding needs and opportunities for outside donors to contribute to various campus building projects	SA
		--Refer to Diversity Strategic Plan Progress Matrix --2010-2015 PSLV Diversity Strategic Plan was approved and publicized via UP in December 2010 --Diversity Club has been created and was officially registered in fall 09 --Diversity Committee is actively improving programming, awareness and education for students, faculty and staff. --The FYE plan calls for diversity education as part of the course requirement. --Student Affairs and Student Development have formed a collaboration to engage students in powerful discussions, opportunities for leadership and service.	ART
		--The Gallery has offered a variety of diverse exhibits (8 in total for 2011), including: "The 10 th Anniversary of 9/11" Reaction and Healing" Exhibit which prompted discussions and lectures about acceptance and tolerance, specifically with the Middle Eastern community (Dates: Sept 6 through Oct 21, 2001); Participants (gallery, lecture, workshops) totaled approximately 500	AR
		--The PSLV Alumni Society has created 6 goals for 2010-11; one of them includes establishing a diversity sub-committee	

1.11 continued		<p>--3 staff members from Academic Support Services serve on the campus diversity committee, staff members are fully engaged in serving the needs of adult learners, and are fully committed to ensuring the campus is following the appropriate guidelines per the ADA and FERPA regulations</p>	AS
		<p>--CE enrolled a March 2010 Practical Nursing Class (students applied in fall 2009) which represents a 60% underrepresented population, 25% of this class were born in other countries --Students in the grant-funded A and E youth program participate in diversity training and take advantage of multi-campus activities such as the Day of Service at the Hazelton Campus</p>	CE
2.10 Encourage alumni to participate in diverse global programs	<p># of programs offered (goal is at least 1 per year); Increase in alumni participation</p>	<p>--1 alumni program offered in 2011: travel to France and Belgium --Over 30 wide-range programs and events were offered to local alumni, including international, educational, entertainment, social, cultural events, etc. --First international alumni tour to London was held in April 2009 (sold out); tour included a Penn State Alumni Reception hosted by the PSLV Alumni Society which connected PSU alums with local alumni living in London --Co-sponsored City Lights Program at United Nations in NYC, May 2009; addressed 21st century challenges & the United Nations and Globalization of Gender Equity in Latin America (cold out event) --First Alumni Cruise planned for 2010 from NYC to Bermuda for 5-7 nights --Second International Tour anticipated in 2011</p>	AR
2.11 Utilize Penn State Lehigh Valley's expertise and capacity in the Lehigh Valley Writing Project to link Penn State University to global educational initiatives	<p>Creation of new global partnerships or participation in global initiatives (target is at least one)</p>	<p>--New CE/Resident Instruction global initiative for Spring 2012 includes a trip to China with PSLV Business and Communications faculty and students, members of the CE team, and strategic industry partners --Still exploring possible global partnerships --Continuously investigating opportunities, including attending listening session on "engaged scholarship" with the hope of increased faculty collaboration</p>	CE (LVWP)
2.12 Increase professional development opportunities for faculty and staff specifically related to diversity issues	<p># of PD activities/workshops offered for faculty/staff (with diversity emphasis); target is one per month with 10-15 participants</p>	<p>--LGBT Resource Center Staff conducted on campus training in November 2010 for 15 staff and faculty members (staff and faculty were also invited to an SGA meeting in April 2011 that featured local professionals discussing LGBTA experiences) --Monthly Student Development Dialogues have been implemented by Student Affairs for discussion and development of new PD ideas --Northeast Regional Diversity Conference was held on the PSLV Campus on December 3, 2010. All faculty and staff were invited to attend --LGBTA training was offered; 12 faculty and staff attended --Diversity Committee has planned several training initiatives to improve education about diverse issues</p>	SA
		<p>--Workshop offered on Sept 8, 2011 for faculty and staff: Process was paper-making and the concept focused on paper is like a skin (for 9/11 awareness) --Faculty Art Exhibition planned for Jan/Feb 2011, featuring 10 faculty members</p>	ART

2.12 continued		--Instructional Design hosted "Hidden Forces Impacting Faculty Advancement up the Academic Ladder - A Brown Bag Workshop," led by Matthew Zawadski, lead research assistant for the WAGES* project, is designed to depict the experiences of faculty as they advance up the academic ladder. The activity entails diversity training	ID
		--"From 'Mom and Pop' to the Big Business Franchising Model: How Immigrant Entrepreneurialism and Family Economies Underscore some of Corporate America's New Growth Strategies" was presented during a Faculty Forum. During her presentation, Dr. Parker Talwar discussed her research which argues the significance of ethnic resource mobilization to certain corporate restructuring and growth trends in the mainstream economy of the United States. Also discussed was how immigrant entrepreneurs have come to dominate U.S. based franchise ownership, and how this population has been integral to the changing franchisor-franchisee relationship, franchise operation procedures, and consumer marketing strategies.	AA
		--Faculty Advisor for the Civics Minor was selected as Public Scholarship Fellow for 2009-10 through the Laboratory for Public Scholarship and Democracy under the leadership of Dr. Jeremy Cohen, vice president for undergraduate education	CIV
		--Lynda.com has been promoted for on-line technology training, is now available for free to faculty and staff	UR
		--CE offered the Lehigh Valley Writing Project's Best Practices Conference (January) and the Diverse Literacies Conference (October); registration open for both faculty and staff --Open Institute offered this summer as 6-credit graduate institute in ESL Literacy --CE staff member participating in 2009 Leadership Lehigh Valley --CE has widely expanded Open Enrollment and has offered scheduled programming to campus faculty/staff	CE
2.13 Increase opportunities for students to participate in projects and educational events related to diversity issues	# of projects and events offered to students (with diversity emphasis); target is one per month with at least 10-15 participants	--Student Affairs hosted a speaker whose focus was being Arab in the aftermath of 9/11- 60 people attended --Student Affairs implemented evaluations for each program offered so the department can provide attendance numbers and rates of student satisfaction and learning gained --Allies (Student Group) I going to be chartered by SGA- the group meets weekly to discuss issues of the LGBTQA community --Hot Topics is a diversity discussion planned monthly. The first was held on Thursday, September 29. --SA hosted a Chinese New Year Celebration with guest speaker Dr. Lodwig, professor of Chinese history --The HDFS 287W, Intercultural Community Building course held a Spring Semester Diversity Celebration on Thursday, Feb. 24. Each student prepared an authentic recipe from his or her country of heritage, as well as an informational poster to display. --The second annual Women's History program, "Shower the Women in Your Life" was offered on March 16 with a faculty presentation and an opportunity to share thoughts and stories about important/inspirational women. --SGA and the Diversity Committee sponsored a meeting with local professionals speaking about LGBTQA experiences in a discussion called, "I'm Out and I'm in." --Northeast Regional Diversity Conference held on December 3, 2010. The event featured speakers, break-out sessions, and interactive activities. --Monthly cultural programs scheduled on campus, with average attendance of 50 students --LGBTQA training offered, with 8 students attending --3 Hot Topics Discussions were held; average of 15 students in attendance --Diversity Committee and Diversity Club in planning stages for regional diversity conference.	SA

<p>2.13 continued</p>		<p>--Several panel discussions and events were held to open communication about diversity. --Students can participate in Leadership Conferences and other training at PSU --Diversity celebration in the HDFS 287W curriculum in Spring 2010 --SA provided students the opportunity to attend the APCA conference to select cultural programming for the upcoming year</p>	<p>SA continued</p>
		<p>--9 students participated in the Alternative Spring Break Program in Spring 2011 (see below); Blog for program: http://www.personal.psu.edu/mcl16/blogs/costa_rica_spring_break_service/ --Currently planning 2012 multidisciplinary program (BIOL 120, BI SCI 003, CIVCM 211, MGMT 341, SPAN 003, and WL ED 400) that provides students with an alternative spring break service program in Peru. Proposal submitted for a Global Programs Travel Grant to support this initiative --Trip planned for 2011: Students will have the opportunity to participate in a spring service trip in Costa Rica at the La Selva Biological Station to focus on issues related to the environment and conservation (a partnering of CIVCM 211 and BIOL 22W) --In Spring 2010, as part of the YFE 211 (foundations course for the Minor for Civic and Community Engagement) and the Alternative Spring Break program, 22 students travelled to Port Neches, TX, to help rebuild homes destroyed by Hurricane Ike. Blog: http://www.personal.psu.edu/mcl6/blogs/ASB2010/ --4 students participated in a local service project at the Third Street Alliance in Easton; all students created final projects about their experiences including videos, podcasts, brochures, and reports</p>	<p>CIV</p>
		<p>--Cast member Troy Brokenshire of Hamlet: A Rock Experience at Allentown Symphony Hall (and president of Allentown Public Theatre) and an APT Board member served as guest speaker in the campus' Shakespeare class in January. An extension activity was offered as the campus community was invited to attend the production of King Lear, with a special rate for students --Undergraduate Research Symposium was held April 6 for PSLV students to showcase undergraduate research projects in two categories: STEM and Humanities/Liberal Arts --The Lehigh Valley Taiwanese Women Association (LVTWA) hosted a Chinese New Year Celebration to which PSLV students were invited to attend by a PSLV professor who is also president of LVTWA --As part of a Foreign Culture course requirement in the IST program, David Goodpaster presented to the campus community on Monday, March 28, and Monday, April 25, at 1:00-2:00 PM in the auditorium room 135 "Terrorism in the Middle East". The presentation included an overview of various definitions of terrorism, key components of terrorism, important historical aspects of Islam, and briefly covered the US State Department's current list of designated foreign terrorist organizations --Charles Cantalupo gave talk at Penn State Lehigh Valley on Monday, February 21 at 7 p.m. The title was "Rooms and Anterooms in American Poetry: Whitman, Frost, Williams, and Wilbur" and was open to the campus community. Cantalupo is Distinguished Professor of English, Comparative Literature, and African Studies at Penn State Schuylkill. --Annual CHANCE program allows students to take a biology course in Costa Rica and Panama whose theme is biodiversity. The program expanded in 2010 to China with two related courses taught jointly as "Environmental Concepts and Economic Principals." --A new program, "Communicating Business Globally: A China Field Study," hosted Dr. Kathleen Lodwick as a featured speaker to provide students with an informative question and answer session about China, including 19th and 20th century Chinese history, with emphasis on social and cultural issues and specifically Protestant missionaries who served in China and an understanding about China as PSLV students prepared for the upcoming Field Study May 19-June 2 in Beijing. The event included over 20 students from several campuses. --The campus, through CAS 100, offered its first live public-speaking contest with student participants --Philosophy 003 hosted a panel of speakers from the SAGE group (Senior Adults Gaining Enrichment) to</p>	<p>AA</p>

<p>2.13 continued</p>		<p>discuss "Persons, Moral Values, and the Good Life." The event was open to students and the campus community.</p> <p>--Dr. Myra Gutin, Professor of Communication and Journalism at Rider University, spoke to the campus about the women behind our Presidents from 1920 to the present. Dr. Gutin has authored numerous book chapters, articles, and essays on America's first ladies, women in politics, and political communication.</p> <p>--Two students who participated in a study abroad field course with Dr. McLaughlin received first place in their category at Penn State's 2011 Undergraduate Exhibition held April 13 at the HUB-Robeson Center at University Park. Amy Haupt and Michelle O'Malley's entry, "A Pilot Study of the Pollution and Eutrophication of Lake Taihu in Wuxi, China: An Analysis of Water Quality at Three Field Sites," won in the category of course-based projects and was based on research conducted during McLaughlin's 2010 CHANCE field course, Environmental Science and Economic Principles: A Field Study in China.</p> <p>--In April, students from the Bioinformatics class presented a poster session at the campus</p>	<p>AA <i>continued</i></p>
		<p>--Workshop offered on Sept 8, 2011 for students: Process was paper-making and the concept focused on paper is like a skin (for 9/11 awareness)</p> <p>--2010-11 gallery exhibition schedule designed; will exhibit works from diverse populations</p>	<p>ART</p>
		<p>--Penn State Lehigh Valley continued the Diverse Literacies Conference, a regional professional development program for area educators in 2011; pre-service teachers served on the Planning Committee. In 2011, 25 undergraduates participated through the Education Club and the MODELL grant</p> <p>--Through APL 484, pre-service (EL ED majors) participated in service-learning serving as tutors for adults enrolled in English as a Second Language (ESL) programs at a local adult literacy agency in Allentown, PA (LCCC Donely Center). 32 EL ED majors participated.</p> <p>--Diverse Literacies Conference held in October 2010; extension of MODELL grant and provided pre-service teachers in the Elementary Education Program an opportunity to present their research from various coursework as well as participate in the development and offering of the college</p>	<p>ESL</p>
		<p>--The documentary "Murderball" was shown during Penn State's Disability Awareness Month</p> <p>--FTACP advising and orientation activities/workshops focused on participation in diverse campus opportunities</p>	<p>AS</p>
		<p>--Professional Etiquette Dinner (47 participants)</p> <p>--Dress for Success Event to be held October 2011</p> <p>--Professional Etiquette Dinner held (52 participants)</p> <p>--Creative Careers: Where Arts, Business, and Communications Merge (14 PSLV participants, 117 total)</p> <p>--PSLV Professional Etiquette Dinner, Dress for Success, and Speed Networking Held were held</p>	<p>CS</p>
		<p>--LVWP Fellows contribute to Family Literacy programming in Spanish and English</p> <p>--LVWP received resource development support to create webinars for technology and writing workshops to be shared across the PA Writing Project Network</p>	<p>CE (LVWP)</p>
<p>3.2 Recruit traditional-aged students based on regional population increases</p>	<p>Maintenance or increase in the number of students; including minority students</p>	<p>Trends in Student Enrollments:</p> <p>--Number of students has seen a steady increase each year</p> <p>--Percentage of minority students has seen a slight increase each year</p>	<p>IP</p>
		<p>--Enrollment Management (and co-department) programs held in 2010: -3 Open Houses; 2 Offer Programs; 2 Spend A Summer Evening Programs; 2 Financial Aid Workshops; 30 Fall/20 Spring High School Visits; 20 College Fairs</p>	<p>EM</p>

<p>3.2 continued</p>		<p>--Applied Psychology Program instituted a column in The Orchard Press that features a topic related to psychology written by a member of Psi Chi as a way to showcase the program to traditional-aged populations</p>	<p>AP</p>
		<p>--CE offered SAT Review Program to 40+ high school students in Summer 2010 with a goal of improving scores. Students were exposed to the Lehigh Valley campus and added to the Admissions Prospect list.</p> <p>--Expanding dual enrollment programs and youth-based grant-funded programs as recruitment tools for traditional-aged students</p>	<p>CE</p>
<p>3.3 Increase transfer and adult student enrollment</p>	<p>Increase in transfer and adult students</p>	<p>--Created a transfer student checklist</p> <p>--Worked with UR to develop new LV viewbook and degree program informational cards to assist in transfer students recruitment</p> <p>--Created and maintained "I'm Accepted" Facebook Page for recruitment purposes</p> <p>--Met regularly with admissions/transfer guides at 4 CC's (Northampton Community College, Lehigh Carbon Community College, Warren County Community College, and Bucks County Community College)</p> <p>--Attended high school college fairs and community college transfer fairs</p> <p>--Continuing to develop updated transfer guides for all local community colleges</p> <p>--Collaborating with fellow admissions/transfer colleagues at Penn State campuses and others schools</p> <p>--Maintaining communication with community college contacts with periodic meetings, phone calls, and emails</p> <p>--Hosted inaugural Community College Luncheon event to welcome community college colleagues to the PSLV campus and to provide information about programs</p> <p>--As a result of student feedback, the transfer section of the PSLV website was updated: Created a transfer-specific URL (www.lv.psu.edu/transfer), added social media links to the page, put an electronic version of the transfer student checklist online, added useful links for applying, transferring credits, financial aid, requesting info, and PSLV degree program info</p> <p>--Worked with DUS (K. Paddock) on degree completion initiatives for a committee that the Chancellor sits on; identified course equivalencies at community colleges and noted classes that are currently roadblocks for transfer students</p> <p>--Held informal transfer student Focus Group Meetings to talk to current PSLV students about the successes and challenges they faced during the transfer process</p> <p>--Partnering with DUS (K. Paddock) to create a transfer team: Recruitment and Advising will work together so that transfer students do not "fall through the cracks"</p> <p>--Currently looking into the possibility of hosting a community college Transfer Day on campus</p> <p>--Meetings/phone calls/emails to assist transfer students with their questions about the University</p>	<p>REC(T)</p>
		<p>--Investigating and implementing Dual Applications with local community colleges</p> <p>--Increased PSLV and EM presence at local community colleges</p> <p>--Utilizing info cards to inform community college students about degrees that can be completed at PSLV</p> <p>--Transfer Days held on campus and during Open Houses</p>	<p>EM</p>
		<p>--Recruitment Coordinator serves as part of SA (see first entry under 3.3 above)</p>	<p>SA</p>
		<p>--Developed Recruitment Coordinator Position to provide support and resources to adult and transfer students as they apply and transition to PSLV</p>	<p>UR</p>
		<p>--Some progress has been made in the planning stages as far as the OLEAD program marketing. Other aspects of this will come out of the overall marketing plan and further collaboration with admissions personnel.</p>	

<p>3.3 continued</p>		<p>--LV Honors Coordinator met with Honors Coordinators at Northampton, Bucks, and Lehigh Carbon Community Colleges with a goal to attract Honors students into our degree programs and Honors Program</p>	<p>HP</p>
		<p>--7 new Credit Offerings at PSLV for Adult Students: - PD Series for School Nurses: 1 - LER Certificate: 0 - Writing Specialist Certificate: 22 - ESL Certificate: 5 - Business Essentials for Professionals: 1 - Counseling Youth at Risk: 1 - Nursing Management: 0</p> <p>--Expanding OLEAD enrollments through cross-marketing with corporate contacts- goal of new '09 cohort is 20+ students</p>	<p>CE</p>
		<p>-Implementation of the certificate in the Early Childhood and Youth Studies through CE, in collaboration, with Applied Psychology, began in fall 2009</p>	<p>CE w/ AP</p>
<p>3.6 Enhance career programs for campus majors</p>	<p>Number of career programs based on majors; target is 2 per semester</p>	<p>2011 Career Programs (as of October 2011): --Speed Interviewing (Business): 26 students and employer reps --Pizza with Professionals: Career Panels for Business, CAS, IT, Education, Psychology, and Science: 32 students --Over 100 direct employer correspondences through email/phone --Contacted over 119 companies for on-campus recruiting efforts --42 registered student internships for 2011 --7 Employer Relations activities --11 class presentations (191 students) --5 career fairs --10 workshops (meet and greets, resume reviews) --Member on BET (Business, Engineering, IST) Advisory Board --Taught BA 420 during SP11 and FA11 (Business): 24 students --Approx. 87% of 2010-11 PSLV graduates completed one or more internships for business, psychology, and IST degree programs</p> <p>2010 Career Programs: --Supply Chain Management Internship Initiative (Business) --Speed Interviewing/Networking Event (Business) --GRE & Grad School sessions (all majors) --Air Products Visit and Dinner (IST) --Class Presentations (Psychology, Education, Engineering) --Worked with IST Department and UR to market IST 440W experiential learning project to 36 companies (IST) --Participated in 3 meetings with Business, Psychology, and IST departments to standardize the internship registration process --Taught BA 420 during Spring 2010 and Fall 2010 (Business)</p> <p>2009 Career Programs: --Co-Coordination of Business Internship Dinner --TekTrek for IST majors</p>	<p>CS</p>

<p>3.6 continued</p>		<p>--You Majored in What?! Majors/Career Panel --Lehigh Valley Careers in Science & Math --Lehigh Valley Careers with a Social Impact: Public, Private, Non-profit --Smeal Video Conference --Resume presentations for student teaching and PSY classes --Class presentations for EDUC, PSY, and BUS --Participation in OLEAD info sessions and mixers --Implemented grad school programming (Grad School Info Session, Law School Info Session, GRE Practice) --CS Coordinator is a member of the Technology Advisory Council (TAC) and serves on the internship committee</p>	<p>CS continued</p>
		<p>--Student Affairs collaborated with Career Services. faculty, staff, and students to provide, "You Majored in What?" a panel discussion about careers and majors</p>	<p>SA</p>
<p>3.7 Increase membership in the Blue and White Society in order to have an increased presence in the community</p>	<p>Increase in Blue and White Society Membership; target is 40% by 2013</p>	<p>2010-11: 93 current members 2009-10: 100 current dues-paying members of the Blue & White Society 2008-9: 81 dues-paying members of the Blue & White Society</p>	<p>AR</p>
<p>3.8 Expand scholarship opportunities for underserved populations</p>	<p>Evidence of increased scholarship funding or scholarships awarded</p>	<p>--Students receiving Bunton Waller Scholarship in 2011-12: 41 --For 2011-12, The Jerome and Martha Markowitz Trustee Scholarship, a new Trustee scholarship, was created to assist students with great financial need --New Trustee Scholarship for Penn State Lehigh Valley was awarded (2,500) --Breakdown of Campus Scholarship Awards: --Presidential CES S (5,340) --Kunkle Scholarship (6,840) --PSCAM—Campus Scholarship (1,898) --Allen McDonald Memorial (6,018) --Alumni Scholarship (1,288) --First Year Scholarship (1,458) --Allentown General Scholarship (1,705) --Jim Young Scholarship (8,103) --Rudy Memorial Scholarship (2,438) --Patt Family Scholarship (1,311) --PS Club/Lehigh County (3,621) --Slaski Eugene and Sandra Scholarship (1,180) --Smith, Richard L Memorial Scholarship (3,371)</p> <p>--Increase in number of students receiving the Bunton-Waller Scholarship. Current: 45 students. Scholarship amount is \$3,200. --Federal Pell grant has been increased to a maximum \$5,500 for 2010-11. There are 324 PSLV students accessing Federal Pell grants ranging from \$400 to \$5,500. --In Fall 2010, PSLV began awarding the Jim Young scholarship</p> <p>--Increase in student recipients of the Bunton-Waller Scholarship (for students who face economic disadvantage and ethnic/racial under-representation) from 28 in 2008-9 to 36 in 2009-10</p>	<p>FA</p>

<p>3.8 continued</p>		<p>--The Women's Commission established the Adult Learner Scholarship to be presented during Convocation to recognize adult students for academic and leadership qualities (two \$400 awards)</p>	<p>WC</p>
		<p>--LPN Program awarded \$19,801.36 in Pennsylvania Higher Education Foundation (PHEF) funding which was distributed to underserved students and prospective students.</p> <p>--Four LPN students were awarded the McKenzie Scholarship for Disadvantaged Students, acquired by CE through a block grant from the PA higher Education Foundation</p> <p>--Expanding scholarship opportunities with dual enrollment and LPN programs</p> <p>--Awarded the Urban Sites mini-grant in 2009 to serve teachers and students in Allentown and Bethlehem School Districts, for increased writing/education opportunities in urban regions of the service district</p>	<p>CE</p>
		<p>--Penn State Alumni Association Trustee Scholarship for Penn State Lehigh Valley was awarded (2,500)</p> <p>--Trustee Scholarship (\$4,867)</p> <p>--New Markowitz Trustee Scholarship was awarded</p> <p>--Monies raised by PSLV Alumni Society for student scholarships increased in 2010</p>	<p>AR</p>
		<p>--Ensured all registered students with disabilities were made aware of and encouraged to apply for the nine scholarships awarded by ODS</p>	<p>AS</p>
<p>3.9 Promote campus climate of inclusion and respect</p>	<p>Continuation of Diversity Committee; Increase in # of diversity-related programs and clubs; target is one program/month and 30% increase in clubs</p>	<p>--Diversity Committee continues to meet monthly.</p> <p>--Unity Leadership Council (the student diversity club) was reactivated</p> <p>--The Allies Group is seeking a charter</p> <p>--The Glee Club and Poetry Club both place an emphasis on diversity topics</p> <p>--Cultural Programs are now being held monthly (for example: the 9/11 memorial program- 60 people attended the speaker; 90 attended the service)</p> <p>--Student Satisfaction Survey 2010 data includes:</p> <ul style="list-style-type: none"> -72.6% satisfied with their sense of belonging (an additional 14.5 are neutral) -Rise in overall satisfaction rating (out of 5) from 3.85 (2007) to 4.03 (2010) <p>--2 Focus Groups held (average attendance 10 students). Information from Focus Groups, in general, show that students are comfortable on campus and satisfied with the environment</p> <p>--Diversity Committee is planning many educational, social and cultural activities.</p> <p>--Student development team is seeking ways to improve communication and collaboration to support student needs.</p> <p>--SGA Senate meets weekly to discuss issues of students</p> <p>--The new student orientation programming addresses the campus environment and establishes the need for respect from the beginning of the semester</p>	<p>SA</p>
		<p>--Academic Support Services has made a department commitment to professional courtesy and ethics at all times</p>	<p>AS</p>
		<p>-- UR offers support to the diversity committee by publicizing its events through posters, website updates and press releases.</p>	<p>UR</p>
		<p>--CE has staff representation on the campus Diversity Committee and supports Diversity Club events</p>	<p>CE</p>

<p>4.2 Continue to develop and provide academic support services to meet the demands of a diverse population</p>	<p>Evidence of increased support services (new programs, nontraditional hours, and marketing of services); Increased use of Learning Center</p>	<p>--With 2011-12 state budget reductions, the Academic Support Services Department continues to expand its use of the web. In collaboration with Student Affairs, all units within the department use Facebook, work closely with UR for marketing, have increased the amount of on-campus publications produced, and rely on campus list-servs to communicate and disseminate information. (Also see 1.5)</p> <p>--Established Hallway Advising program to increase outreach to students during critical points during the semester</p> <p>--Links were added to the advising website to provide additional resources to veterans and adult learners</p> <p>--Advising programs were offered during both day and evening hours</p> <p>--Services continued to be made available at the CLC in 2009.</p>	<p>AS</p>
		<p>--Learning Center use:</p> <ul style="list-style-type: none"> -Fall 2010: 2379 contacts/690 students -Spring 2011: 1638 contacts/358 students <p>--Evening and Saturday tutoring sessions continue to be available in the Learning Center</p> <p>--LC services were marketed at FTCAP's orientation, by visiting multiple FYE classes, on campus televisions, on the campus website, and on Facebook</p> <p>--SMARTTHINKING online tutoring served 84 individuals with 498 sessions totaling over 240 hours of support</p> <p>--The ALEKS No Pressure Math Refresher experienced a 30% increase in participation from the previous year (from 33 to 43 students)</p> <p>--The Math 097 course was developed with a current enrollment of 81 students for the Fall 2011 semester</p> <p>--Multiple Writing Center workshops were offered throughout the year</p> <p>--Learning Center use:</p> <ul style="list-style-type: none"> -Fall 2008: 1778 contacts/339 students; Spring 2009: 1364/247 students -Increase in number of students who ask about information regarding disability services <p>--Through tutoring training, implementation of SMARTThinking, the addition of 3 professional tutors and upgrade in computers, the Learning Center continues to provide services to diverse students.</p>	<p>LC</p>
		<p>--Evening and common hour programming offered</p> <p>--Hired work-study employee for 2011</p> <p>--226 users of MyPlan web-based career-planning software</p> <p>--2000+ PSLV users of Nittany Lion Career Network</p> <p>--Continuation of Pizza with a Professional programming</p> <p>--Increased marketing through Facebook, TV, and electronic news sources</p> <p>--Updated CS website: added new information, created podcasts, and incorporated pictures from CS photo shoot to market services</p> <p>--Varied office hours to meet student needs, evening programming</p> <p>--Hired work-study employee for 2010 year</p> <p>--Purchase and implementation of MyPlan web-based career-planning software for students and alumni (used in courses and CS) – 228 users</p> <p>--Purchased Nittany Lion Career Network (2000+PSLV users)</p> <p>--Implemented Pizza with a Professional programming series</p> <p>--FYE group member and course instructor; member of Student Development Team</p> <p>--Provided CS programs for CE and dual-enrollment students</p>	<p>CS</p>

<p><i>4.2 continued</i></p>		<p>--Career Services presented CS programs to dual-enrollment students (health & engineering) & CE students (Licensed Practical Nursing) --Information on career planning was presented to parents of Emerging Leaders program --CS Coordinator is member of FYE group and the Student Collaboration Group</p>	<p><i>CS continued</i></p>
<p>4.3 Continue to develop and provide student-centered programs and services to meet the demands of a diverse population</p>	<p>Increase in student-centered programs/services; Increase in Student Satisfaction</p>	<p>--Student Affairs offered an Open House in January 2011 for all students to meet the SA staff and learn about new programs/initiatives, including Personal Counseling, Health Services, Community Service, etc. --In spring 2010, SA implemented a Programming Board, run by students, to assist in the selection, promotion, and implementation of events --Development of new student organizations; 2 chartered in fall 2010 --Increased fitness programming; offering aerobics each day --Implemented Students Checklists for each grade level to assist students with important deadlines, guidelines, information, etc. --Evening hours in Student Affairs were added: Tues/Thurs open until 6:30pm --Questions 23-45 on Student Satisfaction Survey deal with programs and services --Student Activities, Athletics, Student Affairs and the Student Development Team are coordinating efforts to improve communication and resource allocation. --Information provided about bus transportation will provide access to student programs --SA works with SGA and student organizations and uses the student satisfaction survey results to address the development of programming --Athletics provides opportunities for all students based on student input</p>	<p>SA</p>
		<p>--Creation and approval of the CIVCOM (Civic and Community Engagement) Minor to increase programming options for PSLV students</p>	<p>AA</p>
		<p>--See 4.2 above. Also will meet the needs of students through workshops, podcasts, and advising</p>	<p>AS</p>
		<p>--Participated in New Student Orientation and Fall 2011 Senior Class Meeting --7 Employer Relations activities, including meetings, info tables, and on-campus recruiting --11 class presentations (191 students), assisted in planning/promoting 5 career fairs, 10 CS workshops (meet and greets, resume reviews) --Career Services received 2010 Excellence in Service Students recognition based on Student Satisfaction Survey (an increase from 3.91 (2007) to 3.97 (2010)) --Participated in New Student Orientation and Fall 2010 class meetings --27 Employer Relations events (meetings and on-campus recruiting) --11 class presentations, assisted in planning/promoting 5 career fairs, 9 CS workshops --Increased programs and services offered through Career Services, to include: -19 class presentations (251 students) -14 workshops/tables (148 students) -2 on-campus recruiting programs (15 students)</p>	<p>CS</p>

<p><i>4.3 continued</i></p>		<p>--The Gallery has offered a variety of programs aimed at diverse populations and student experience, including American Scenics (Invision Photo Fest), The Color of Water (FYE for freshman), and The Art Behind the Instruction (a celebration of arts at PSLV).</p> <p>--Design and inclusion of Art Programs for visual learners to succeed. Program will include drawing, painting, ceramics, metalwork, photography, and sculpture</p>	<p>ART</p>
		<p>--Introduction to the Media Commons presentations given in all HDFS and one CAS 100 Freshman seminar class; in Fall 2010, all students were trained to create basic videos (approximately less than 25% had previous digital media creation experience)</p> <p>--In-class iMovie workshops were given to students in EDTHP, EN50, and SS ED</p> <p>--Media Commons provided Web 2.0 Tools for Educators workshop for pre-service teachers in CI.</p>	<p>ID</p>
		<p>--In Fall 2009, ENGL 005 was offered (a one-credit tutoring course attached to ENGL 4 and ENGL 15) for students needing additional writing support. English Language Learners were targeted; course was attended by both ELLs and native English speakers</p>	<p>ESL</p>
<p>4.4 Expand and enhance student-centered and academic services for adult learners</p>	<p>Increase in adult-based programs and services</p>	<p>--Participated in orientation for adult learners/transfers</p> <p>--See 4.2 above</p> <p>--Participated in orientation for adult learners and transfer students</p> <p>--Received Adult Learner Incentive Grant for Adult Learner Success Series (ALSS)</p> <p>--Created Adult Learner Advisory Board (16 adult learners, 5 faculty, 4 staff)</p> <p>--Implemented 4 ALSS programs (148 total adult learners, faculty, staff, & alums)</p> <p>--Submitted report to PSU Commission for Adult Learners</p> <p>--Participated in orientation for adult learners/transfer students</p>	<p>CS</p>
		<p>-- Academic Support Services increased its collaboration with the NE Alliance for class offerings, including blended, polycom and hybrid classes.</p> <p>--Collaboration with CE through Career Services to LPN program and other initiatives</p> <p>--Offerings of mid-semester classes, both hybrid and on-campus for all students, thus creating accelerated classes for non-traditional students</p> <p>--Introduced hybrid FYE for evening adult students focusing on issues related to returning students (offered as accelerated 3-credit class)</p> <p>--See 4.2 and 4.3</p>	<p>AS</p>
		<p>--Student Affairs and the Diversity Committee are planning to offer 1-2 programs to support adult learners</p>	<p>SA</p>
		<p>--Working with Video Learning Network (VLN) and 5-Campus Alliance to increase number of adult learners participating in videoconference courses</p>	<p>ID</p>
		<p>--CE has expanded the evening and weekend Practical Nursing Program to two Lehigh Valley sites. 9 students graduated from the program in February 2010.</p>	<p>CE</p>
<p>5.4 Expand services and programs to support Workforce Development</p>	<p>Increase in funding to support Workforce Development Programs (including youth-based); Evidence of increased Management Development</p>	<p>--Funding</p> <ol style="list-style-type: none"> 1. \$50,000 Career Pathways subcontract with The Literacy Center for spring 2012 to develop and run 6 cohorts of an Adult College Transition program, the CAN program, and the CS & T program at the Penn State Center @ Overlook Park 2. The WOS Program, a \$70,000 2011 subcontract with Workforce Opportunity Solutions to provide 3 semesters of Computer Programming instruction at The Penn State Center 	<p>SA continued</p>

<p>5.4 continued</p>	<p>Programs through revenue/program offerings; Increase in in-service programs through LVWP</p>	<p>3. Continued funding for the 2011-2012 In-School Academic Enrichment Program and providing workforce development workshop for 25 youth</p> <p>4. \$115, 326.84 2011 subcontract with the Allentown Housing Authority to coordinate the Penn State Center @ Overlook Park and provide workforce development programming and Career Development options for residents of the Lehigh Valley</p> <p>--Increased Professional Development Opportunities</p> <ol style="list-style-type: none"> 1. Microsoft Office 2010 2. The Customer Service & Technology Program 3. 2003-2010 Microsoft Transition Program 4. TESLA 5. Microsoft Project 1 & 2 <p>--Added one staff member: To redefine management development and cultivate professional leadership development and Penn State partners</p> <p>--In 2010, The Penn State Center at Overlook Park, leveraging funding from a HOPE VI NNC Grant, offered 9 courses/series related to Workforce Development:</p> <p>A 16-week career training program for disadvantaged 18-21 year olds; a two-part Professional Development series on Leadership in the Workplace; 3 Intro to Computer Basics classes; Intro to Technology and Keyboarding; Microsoft Word; ESL; GED, PowerPoint; Valpar Career Assessments</p> <p>--CE represented the campus on 4 Industry Partnership Initiatives</p> <p>--Supervisory Development for Healthcare delivered to 25-30 participants</p> <p>--Two cohort of PMI Registered Project Management Course completed the program in 2010</p> <p>--CE, in partnership with Project Management Institute, launched an 84-hour certificate program, led by certified project management professionals</p> <p>--Implementation of NNC grant with HUD and Allentown Housing Authority allows for expanded workforce development programs</p> <p>--Expansion of Academic and Employment Program includes industry internships, experiential-based community building projects, and development of technology programming</p> <p>--CE staff participate in local industry partnerships and workforce training opportunity event</p>	<p>CE</p>
<p>5.6 Develop ways to promote diverse outreach activities to increase involvement of the campus population and alumni</p>	<p>Events/activities; Creation of diversity website (target is 500 visitors each semester); Creation of local alumni database; Integration of outreach activities in campus marketing</p>	<p>--Teaching English as a Second Language Abroad (TESLA) Online Program was developed in Spring 2011 as a one-credit program for people with a baccalaureate degree to provide them with a basic introduction to teaching English Language Learners in foreign contexts (including understanding cultural diversity and multicultural education)</p> <p>--Instructional Design, Media Commons, and Outreach staff participated in Online Course Development program with support from Outreach and created a course on media use in the classroom for K-12 teachers in Pennsylvania</p> <p>--Working with CE on the possible delivery of courses through Overlook Park</p> <p>--The Media Commons staff provided equipment, training, and support to LVWP for revenue-producing digital media professional development tool.</p> <p>--Student Affairs created a weekly newsletter using Constant Contact to continually update the campus community about events and programs</p> <p>--A Student Life Facebook Page was created; currently 224 campus community members "like" the page and receive updates to their FB accounts about new events</p> <p>--Student Affairs created the Bathroom Stall Newsletter to provide additional information about campus events</p> <p>--LV Campus served as the campus host for the Martin Luther King, Jr. Day of Service</p> <p>--Student Affairs collected children's books for the Cops 'n' Kids Literacy Program from January 17 - February</p>	<p>ESL</p> <p>ID</p> <p>SA</p>

<p>5.6 continued</p>		<p>4. The emphasis was on collecting bilingual books in an effort to <i>connect kids and community through literacy</i>. The campaign was connected to the Emerging Leaders Program, which offered a special literacy program at the LV Dual Language Charter School that focused on kindness, caring, and bullying</p> <ul style="list-style-type: none"> --Student Affairs arranged an Alternative Spring Break experience in Maryville, Tennessee for students to assist with hurricane relief. The event was promoted through emails and SA meetings. --Students were encouraged to join THON. PSLV students raised over \$24,000 and 4 dancers completed the 46 hour marathon --Student Government Association coordinated "Support the Troops" to collect items for troops overseas. --SGA hosted the campus' "Autism Speaks: Light It Up Blue" Campaign, including the Lehigh Valley Walk Now for Autism (April 16) --Annual Blood Drive was held on campus to benefit the Red Cross --Student Affairs hosted Earth Day/Unity Day events on April 19, including selection of foods from around the world and planting of trees and flowers on the campus grounds <p>--The Emerging Leaders Program involved student leaders, community leaders and staff in promoting effective leadership.</p>	<p>SA continued</p>
		<p>--The Office of Cultural Affairs has put together a database of friends and community members to be informed of PSU-LV events and activities. This database will be used in conjunction with the list of local alumni that received from University Park for invitations, etc. The new database allows for the more effective organization and management of invitation lists. In addition, the Office implemented a system to keep track of participants of events in one place, instead of in numerous Excel spreadsheets throughout campus.</p>	<p>CA</p>
		<ul style="list-style-type: none"> --The Gallery promotes its schedule of monthly exhibits and events to the campus and alumni. A total of 8 exhibits were offered from January through December 2011. --The Gallery, in connection with Continuing Education, began <i>The Arts Project</i>, a series of mini art workshops designed for adult and teens. The workshops are approved for ACT 48 credit for Pennsylvania teachers. All instructors are Penn State adjunct faculty for the campus' growing art program and bring a wealth of artistic experiences to the program. There have been 26 registrations to-date in <i>Beginning Jewelry and Metalwork</i> and <i>Advanced Metals and Jewelry</i> 	<p>ART</p>
		<ul style="list-style-type: none"> --Project with the Donely Center in Allentown (a state-funded program that provides literacy and work development programs for adults) for APLNG 484 course (Linguistic Structures for English as a Second Language); students participate in a service-learning project where they tutor adults enrolled in ESL programs --Development of a non-credit ESL certificate program to prepare people with baccalaureate degrees to teach English abroad 	<p>ESL</p>
		<ul style="list-style-type: none"> --Press releases and media coverage is ongoing for outreach events, including Martin Luther King Jr. Day of Service, Art Gallery exhibits, THON send-off, Thanksgiving Day Food Collection, etc. --UR has incorporated outreach activities into our marketing/PR efforts, including a diversity web page under Student Activities on the PSLV website --UR established Fireworks Night at the Iron Pigs as Penn State Lehigh Valley Night with the Nittany Lion throwing out the first pitch, 4th inning interviews with administration and students, and skits with the Iron Pig mascots (May 28) 	<p>UR</p>

<p>5.6 continued</p>		<p>--UR supports outreach efforts with publicity of activities, including posters, website updates, onsite support, press releases to increase attendance and community awareness of the positive reach of Penn State Lehigh Valley (i.e. getting the media to cover such events and activities)</p>	<p>UR Continued</p>
		<p>--Outreach Activities included in campus newsletter, PSLV website, and campus brochures: The Arts Project, Second Saturdays at the Penn State Center, SAGE, and Diverse Literacies Conference --Outreach Activities that included PSLV and Alum: National Night Out at Overlook Park with the Nittany Lion (a PSLV alum); 2 PSLV student workers and 2 PSLV student volunteers have been engaged in service learning opportunities at The Center @ Overlook Park --The Penn State Center for Technology through CE (in development stages) has developed an Advisory Council which includes PS-LV alumni --CE operates two main categories of programming to increase involvement: SAGE (Seniors) and tuition-based youth programs—both of which are open faculty/staff and to alumni and their families --CE is using alumni lists as part of a marketing strategy</p>	<p>CE</p>
		<p>--The campus continued its Daffodil Days campaign in the spring to support the American Cancer Society --The campus community was invited to attend the Sushi Scholars competition at Kome Restaurant --Implementation of the new CIVCOM Minor (Civic and Community Engagement) in 2009 with intent of increasing students' awareness for the need for service through outreach, including diversity awareness</p>	<p>AA</p>
		<p>--Ongoing alumni relations strategies, see below --Events in 2011 included: Oktoberfest Event at Dunderbak's at Lehigh Valley Mall, the Fall Ice Cream Sale, Nittany Networking every Thursday of the month at various LV restaurants, Thanksgiving Food Drive, and Football Tailgate Parties --The Alumni Association collected donations for the Easter Donation Drive for overseas troops --Local alumni database made a project of the Cultural Affairs Department --Database has been created of alumni who attended PSLV events (2007-current) in effort to better promote outreach activities to alumni --Planned events increased involvement of alumni and community (Farewell Fogelsville through which over 200 alumni, staff, faculty, and students reunited) --2009 Alumni Calendar of Events includes most diverse programs to date; Calendar of Events are updated via PSLV online calendar and Alumni Society website (another resource for alumni events) --Activities are integrated into campus marketing plan via PS Newswire, Tradition Magazine, and press releases --All faculty and staff are informed of monthly alumni events through email and hard copy and may attend them --New marketing project aimed to launch in Fall 2009; electronic newsletter will be emailed to over 4,000 alumni bi-monthly</p>	<p>AR</p>
		<p>--The Women's Commission invited the campus community to participate in a collection of goods to fill baskets for Turning Point of the Lehigh Valley in recognition of domestic violence month in March.</p>	<p>WC</p>

6.1 Provide quality faculty for all Penn State Lehigh Valley Programs	Establishment of faculty mentor program/faculty mentee evaluation; SRTE data; Student Satisfaction data; Faculty/Staff Climate survey data	--Full-time and adjunct faculty were again invited by the DAA to an evening at Copperhead Grill to meet informally and share ideas and educational experiences (an extension in the fall from the spring event) --A part-time staff assistant (reporting to the DAA) was hired to assist in the contracting and mentoring of adjunct faculty at the campus --Faculty and staff accomplishments were acknowledged during the annual Honors Convocation	AA
		--Over 3/4 of students reported they are satisfied with the quality of teaching on campus; 88% of students are satisfied with their formal academic experiences (Student Satisfaction Survey 2010)	SA
		--Management Development utilizes MDEV faculty from UP and quality adjuncts for corporate training and carefully monitors all evaluations of faculty	CE
7.1 Encourage action research, evaluation, and assessment that support access and objectivity of data and information about key policy issues	Course information/projects related to policy issues; Evidence of grant-funded projects/contracts that focus on policy issues; CCOR contracts and projects	--2009-10 Research Project through Center for Community and Organizational Research (CCOR) and CE's Center at Overlook Park to conduct a Resident Survey of the technology and workforce development needs of residents of Overlook Park and the surrounding community; 77% response rate --Continuation of grants to conduct assessment and evaluation for community projects through CE initiatives and the CCOR --LVWP summer invitational institute imbeds action research/inquiry about classroom practices and key educational issues into fall follow-up meetings and spring Best Practices Conference	CE
		--Pre-service teachers (EL ED majors) participate in a service-learning project serving tutors for adults enrolled in English as a Second Language programs at a local adult literacy agency in Allentown. The project resulted in publications: -Hutchinson, M.C. (2011). Measuring engagement impact on communities: Challenges and opportunities. <i>The Journal of Higher Education Outreach and Engagement</i> , 15(3), 31-44. -Hutchinson, M.C. (2011). Impacting pre-service teachers' sociocultural awareness, content knowledge and understanding of teaching ELLs through service-learning. <i>The Journal of Research in Service Learning and Teacher Education</i> , 1(2), 31-55. (Presented at The International Center for Service-Learning in Teacher Education Conference in Indianapolis, IN, October 2010)	ESL
		--LVDLCS Partnership (see below in blue) has been convened with a group of community members and higher education partners to provide support for new charter school. To date: -7 teachers are participating in MODEL Program -4 in-service writing support program through the Lehigh Valley Writing Project have been offered -4 pre-service teachers have been placed as tutors for America Reads -A Pre-College Leadership program for parents and students in conjunction with the community-based Cops n' Kids program and Adult Literacy Center at Northampton Community College (offered Feb 2011) -A Research Survey to determine the needs and interests of LVDLCS parents is being investigated --2011 marked YR 5 of MODEL Grant Program (Modular Design for English Language Learners) There are currently 5 pre-service teachers and 25 in-service teachers participating, MODEL is designed to provide mainstream classroom teachers with a solid foundation in understanding second language acquisition, cultural awareness, and its impact on language learning. Participants present their findings at the annual Diverse Literacies Conference --Representatives from PSLV were invited to present to the Education Committee of the Board of Trustees in July 2011. The title of the presentation was "Preparing Teachers for 21 st Century Classrooms" and focused on two PSLV programs: MODEL and the ESL Certificate	ESL w/ CE

<p>7.1 continued</p>		<p>--MODELL resulted in a several publications. In 2011: Hutchinson, M.C. & Hadjioannou, X. (2011). Better serving the needs of Limited English Proficient (LEP) students in the mainstream classroom: Examining the impact of an inquiry-based hybrid professional development program. <i>Teachers and Teaching: Theory and Practice</i>, 17(1), 91-113.</p> <p>--Presentations include: March 2011- Impact and Efficacy: Innovative In-service for Mainstream Teachers of ELLs, TESOL Conference, New Orleans, LA</p> <p>-New funding: CTELL (Colloborative Teaching for ELLs) has been awarded 1.6 million from the US Dept. of Ed</p> <p>--Proposed partnership in the development stages with the Lehigh Valley Dual Language Charter School to research and provide programming around the areas of pre-school and family literacy, pre-service options for Elementary Education students; dual language acquisition, educational assessment, etc.</p>	<p><i>ESL w/ CE Continued</i></p>
		<p>--Research Project that came out of CIVCM Minor: Three students developed and offered a Fair Trade Expo. Over 120 PSLV students and faculty/staff attended this two-hour event which featured posters, info stations, video, PowerPoint slide show and discussions about fair trade. Extra credit options were offered for faculty to encourage students to attend. Two of the students presented research about the impact of the program at the National Outreach Scholarship Conference in October 2011.</p>	<p>CIV</p>
		<p>--UR collaborated with CCOR to promote a project involving the Lehigh Valley Economic Development Council and a study into the business presence of Latinos in the Lehigh Valley through a press release and onsite support at press conference</p> <p>--UR is in the process of adding a page on the web site highlighting the work of CCOR.</p>	<p>UR</p>