The Pennsylvania State University
University Park, PA

Associate Dean, Equity and Inclusion

Leadership Profile

Prepared by
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November, 2017

This leadership profile is intended to provide information about Penn State University and the position of Associate Dean for Equity and Inclusion, College of Engineering. It is designed to assist qualified individuals in assessing their interest in this position.
The Opportunity

The Pennsylvania State University (Penn State) seeks an accomplished, creative and visionary leader to serve in the inaugural position of Associate Dean for Equity and Inclusion in the College of Engineering. This new, elevated and re-imagined role—originally primarily focused on undergraduates and now expanded to include all of the College's constituents—is derived from and built on a history of inclusion coupled with the passion and vision of the new dean in tandem with overarching university-wide initiatives. Penn State is eager to invite nominations and applications for this associate dean role. The associate dean will serve as the College's chief equity, diversity and inclusion officer, focused on inclusive excellence amongst all students, postdoctoral scholars, faculty and community.

The College of Engineering at Penn State is a leading academy for learning, discovery and engagement that is recognized worldwide for excellence in academic programs, research enterprise and service to the global engineering community. Innovation is a hallmark of Penn State Engineering, with unique programs such as the Bernard M. Gordon Learning Factory, Engineering Ambassadors and Formal Leadership, Entrepreneurial and Humanitarian Engineering and Social Entrepreneurship programs. The QS, Times Higher Education and Shanghai world university rankings, respectively, rate the College 20th, 22nd and 23rd in the U.S., and 9th, 12th and 15th amongst U.S. public colleges of engineering. Data obtained from Academic Analytics yields a ranking of 11th for number of citations and awards among all engineering programs in the U.S. The College is ranked 8th on the basis of number of research grants, and 4th with regard to number of faculty with published research articles. Its undergraduate program is the eighth largest in the U.S. according to ASEE and the alumni association is one of the largest in the world, with more than 95,000 living alumni. While being proud of its accomplishments, under the leadership of Dean Justin Schwartz, who joined Penn State in August 2017, the College is determined to strengthen and broaden its educational programs, advance its research portfolio, expand the faculty in emerging areas, and hence deepen its impact on society and achieve global preeminence. Dean Schwartz has outlined a bold vision for the College’s future and, as a member of the College’s leadership team, the associate dean will play a critical role in the realization of the College’s vision and execution of the plan. Additional information about the College of Engineering may be found at www.engr.psu.edu.

Penn State is a public, land-grant, research-intensive university with campuses and facilities throughout Pennsylvania. Founded in 1855, the university has a threefold mission of teaching, research, and public service. Its instructional mission includes undergraduate, graduate, professional and continuing education offered through resident instruction and online delivery. Annual enrollment at its 24 campuses totals more than 100,000 graduate and undergraduate students, making it one of the largest universities in the United States.
The College of Engineering is committed to fostering diversity by offering a welcoming, inclusive and supportive environment for its students, faculty, staff, and other constituents and nurturing a learning and working environment that respects differences in culture, age, gender, race, ethnicity, physical ability, sexual orientation, and religious affiliation. The associate dean for equity and inclusion will lead the College of Engineering’s effort in advancing inclusive excellence amongst, students, postdoctoral scholars, faculty and community. The associate dean will manage outreach programs, educational opportunities, strategic planning, and ensure that faculty and student recruitment are aligned with the College’s goals. The associate dean will also be connected to the overarching university-wide diversity and inclusion agenda partnering with leaders across the university.

The ideal candidate will have extensive experience serving as a proponent, convener and implementer of diversity and inclusion initiatives amongst students, postdoctoral scholars, faculty and the community. They will have the ability to articulate a compelling vision for a culture of equity and inclusion and the skill to engage the community around this vision. They must possess the interpersonal skills to relate to all constituents within the College and develop collegial and productive relationships across the university and experience supervising a staff. Candidates must possess a terminal degree in a field of engineering or closely related field of study and have the credentials to receive tenure as a full professor in the College.

Confidential review of applications, nominations and expressions of interest will begin immediately and continue until an appointment is made. To receive full consideration, applications should be received by February 2, 2018. Information about how to nominate someone or apply for this opportunity can be found in the section toward the end of this document titled, “Procedure for Candidacy.”

The Role of the Associate Dean for Equity and Inclusion

Reporting directly to the dean of the College of Engineering, the associate dean will be expected to be a subject matter expert in various aspects of equity, diversity, inclusion and climate. This inaugural associate dean will manage a team of ten full- and part-time staff. The associate dean will work cross-functionally and collaboratively to expand and develop processes needed to accomplish efforts to advance diversity and inclusive excellence. Initially, the associate dean will be charged with reviewing existing programs and initiatives to ensure continuous improvement and build and lead a robust process with the entire College to create a shared vision and statement of equity and diversity in line with the overall university vision and statement.

Specifically the associate dean will:

- Oversee the office of engineering outreach and inclusion and re-imagine the office by leading efforts to assess existing programs—and leverage them for the college-wide community—and establish new programs and initiatives to support faculty, students and postdoctoral scholars;

- In collaboration with the dean, lead the College’s equity and inclusion advisory board;

- Develop and refine best practices, policies and procedures to support all programs and initiatives;
• Fundraise and solicit additional resources to support inclusive programming, activities and scholarship;

• Work closely with the offices of human resources and affirmative action to establish practices around faculty recruitment;

• Work closely with the office of admissions and other associate deans to improve practices around undergraduate student recruitment and retention;

• Work closely with department heads, faculty and associate deans for faculty, postdoctoral scholar and graduate student recruitment;

• Monitor and implement the diversity strategic plan; and

• Collect and share data to evaluate progress.

Opportunities and Expectations for Leadership

Recognizing that diversity enriches the educational experience, improves the practice and profession of engineering, and enhances creativity and professional growth in the workplace, the College of Engineering emphasizes both demographic and intellectual diversity. This requires continued effort to attract and develop qualified persons of diverse backgrounds to participate in its educational, research, and outreach mission and programs; a curriculum and other learning experiences that provide exposure to diverse cultures, human characteristics, and ways of thinking; and an organizational climate that stimulates innovation, values diverse contributions, and encourages performance that leads to the advancement of its constituents.

With the creation of the College’s new vision and strategic plan, the associate dean, along with their colleagues, will provide critical leadership to build upon existing initiatives and establish and implement new initiatives to achieve the College’s ambitious vision and goals. Significant groundwork has been laid in inclusion and equity and the associate dean will be well positioned to build on this strong foundation and address several strategic areas aligning with the new dean’s vision:

Develop a shared understanding of and create a culture of equity and inclusion

Equity, diversity and inclusion mean different things to different people. Some are more familiar with the opportunities and challenges around developing a more equitable and inclusive community than others. The associate dean will help facilitate the dialogue and awareness
needed to ensure that the entire college community develops a shared understanding of equity and inclusion and comes to see equity and inclusion as part of the narrative around their work. Rather than being looked at as something separate, it will become part of the fabric of the consciousness of all members of the community thereby creating a true culture of inclusion.

Create educational opportunities

Critical to creating inclusivity is education of all. The associate dean will be charged with creating and developing, along with partners across campus, educational opportunities for faculty, students and staff. Such programs would focus on areas of social identity characteristics including but not limited to race, ethnicity, gender, veteran status, religion, disability, socio-economic status, political perspective and first-generation status and on topics of power, privilege and position. The associate dean will also help develop and provide resources—including the tools, the language and awareness—for leaders within the College to communicate successfully the values of equity and inclusion to their teams.

It is critical that the associate dean be astute on best practices and current trends and bring those to bear on the College’s efforts with creativity and ingenuity.

Infuse equity and inclusion throughout the College’s strategic plan

An assessment and update of the College of Engineering’s strategic plan will commence in 2018. It will be expected that the associate dean will assist in the development of the plan, infusing initiatives of diversity, inclusion and equity throughout each segment of the plan. For example, the associate dean will contribute to curriculum and inclusive classroom pedagogy, of high importance as articulated in the strategic plan. Another opportunity is supporting faculty efforts to increase funding for research where programmatic components around diversity are essential and programming can be leveraged to help meet the goals of their grant proposal. (For more information on Dean Schwartz’s vision and plan, see: Penn State College of Engineering Town Hall - October 2017.)

Increase resources to invest in equity and inclusion initiatives

Critical to the launch and success of programs and initiatives to spur an inclusive environment, the associate dean will be expected to identify and pursue funding opportunities from a variety of sources to advance goals for students, faculty and staff. The associate dean will work collaboratively with the development office to secure support from corporations, foundations,
individuals and alumni as appropriate. They will be an eloquent spokesperson for the College with alumni and donors to articulate the value and impact of the College’s efforts and to persuade others to support these efforts. The associate dean will work effectively with the dean’s advisory board for outreach and inclusion to solicit their input, engagement and support for the College’s programs. Likewise, the associate dean will ensure that all university resources are brought to support and enhance the College’s programs.

Support recruitment, on-boarding and retention of diverse faculty, students and postdoctoral scholars

Creating a culture of inclusivity requires a focus on recruiting, on-boarding and retaining a diverse community of faculty, students and postdoctoral scholars. The dean has announced a goal of achieving gender equity in the College’s undergraduate student population in six years, up from 22 percent in 2017. The associate dean will play a significant role in achieving this ambitious goal and will partner with the admissions office accordingly. The associate dean will also partner closely with the dean’s office, department heads and human resources to create strategies to recruit more diverse faculty and staff. The associate dean will work closely with the office of affirmative action to create guidelines and training opportunities to work with search committees in an effort to promote more inclusive hiring and provide creative and meaningful tools to giving search committees access to best practices. The associate dean will also help ensure that new faculty and postdoctoral scholars are on-boarded in such a way that they contribute productively to creating and enhancing a culture of inclusion within the College.
Qualities and Qualifications

The College of Engineering at Penn State University seeks a visionary leader with impeccable credentials to chart a future for and lead the office of equity and inclusion. Ideally, the successful candidate will bring the following background, skills, and qualities:

- A deep and broad understanding and demonstrated experience in diversity and inclusion initiatives;
- Administrative experience including people and budget management, preferably in higher education;
- Demonstrated experience collaborating with and leading multi-disciplinary and multi-functional groups;
- Strong potential and capacity for development work and a willingness to lead fundraising activities;
- A level of grit and tenacity to move the needle in inclusion and equity, with a history and understanding that this work requires both;
- A team builder and collaborator, with experience working with diverse groups of constituents;
- History of outstanding communication and interpersonal skills,
- A terminal degree in one of the College’s disciplines, or a closely related field; and
- A scholarship and teaching record that support an appointment at the rank of full professor with tenure.
College of Engineering Overview

With a firm grounding in fundamentals, Penn State Engineering embraces multidisciplinary and interdisciplinary education and research, and integrates component solutions into a systems perspective. With 12 departments and schools offering undergraduate and graduate degrees in a broad spectrum of engineering disciplines and computer science, and with more than 30 research centers and laboratories, Penn State Engineering is one of the nation’s leading academies of learning, discovery, and application. The College’s work is intertwined with industry, both at its doorstep in Pennsylvania and further afield, thus affording its students unparalleled training and employment opportunities. For more information about the College of Engineering see: www.engr.psu.edu.

College Highlights

- 23 new faculty hired for 2016-17
- 24 percent of first-year students entering University Park for Summer and Fall 2017 are women
- Two major building projects are underway:
  - State-of-the-art Chemical and Biomedical Engineering building (194,000 sq. ft.)
  - Expanded Agricultural and Biological Engineering building (adding 35,000 sq. ft.)

Academic Units

- Acoustics
- Aerospace Engineering
- Agricultural and Biological Engineering
- Architectural Engineering
- Biomedical Engineering
- Chemical Engineering
- Civil and Environmental Engineering
- School of Electrical Engineering and Computer Science
- Engineering Science and Mechanics
- Industrial and Manufacturing Engineering
- Mechanical and Nuclear Engineering
- Engineering Design, Technology, and Professional Programs

College of Engineering Institutes

- Engineering Energy and Environmental Institute
- Facilities Engineering Institute
- Institute for Natural Gas Research
- Larson Pennsylvania Transportation Institute
Centers and Labs

- Battery & Energy Storage Technology (BEST) Center
- Center for Engineering Design and Entrepreneurship
- Center for e-Design
- Center for Combustion, Power, and Propulsion
- Center for Health Organization Transformation
- Center for Neural Engineering
- CIMP-3D
- Electrochemical Engine Center
- Indoor Environment Center
- Protective Technology Center

University-Wide Institutes

- Applied Research Laboratory
- Battery and Energy Storage Technology (BEST) Center
- Huck Institutes of the Life Sciences
- Institute for CyberScience
- Materials Research Institute
- Penn State Institutes of Energy and the Environment
- Radiation Science and Engineering Research Center
- Sustainability Institute

Enrollment: Fall 2017
Undergraduate: 11,482 total (8,183 at University Park; 3,299 at the other campuses)
Graduate: 1,618 total (1,450 at University Park—912 PhD, 592 Master’s); 168 at the other campuses (all Master’s)

Degrees Awarded in 2015-16 at University Park

2,229  Total
1,731  Baccalaureate
343   Master’s
155    Ph.D.

Faculty

270  Tenure Track
35  Non-tenure track
29  Lecturer/instructor
62  Researcher/scientist
67  Post-doc
1  Fellow

Expenditures: $232 Million Total

Research: $128 million
General Funds: $86 million
Endowment/Gifts: $18 million
College of Engineering Center for Outreach and Inclusion

The Center for Engineering Outreach and Inclusion assists women and multicultural students in the pursuit of their undergraduate and graduate degrees. Our support system of faculty and staff encourages current students to become involved with our programs and student organizations. Our office also provides numerous scholarships, student retention programs, recruitment efforts, and professional development opportunities to Penn State engineers. For more information, see: http://psuengineeringdiversity.com/.

Programs include:

Multicultural Engineering Program
Women in Engineering Program
Campus Outreach Programs in Engineering
Research Engagement
Academic Excellence Center
Engineering Ahead
Student Organizations

Penn State: Diversity and Inclusion

Workforce diversity, cultural inclusiveness, and employment equity are deeply rooted in Penn State’s historic mission. Just as Penn State is committed to being a diverse educational environment, it is also committed to being a diverse working community. As a community, Penn State endeavors to be a kaleidoscope of cultural backgrounds, life experiences, individual perspectives, and numerous other characteristics that add variety and vitality to the workplace.

Diversity at Penn State is a plan of action - a formal strategic initiative called “A Framework to Foster Diversity.” The plan keeps the university on course for recruitment from underrepresented groups, as well as for retention of diverse employees through targeted mentoring, leadership development, diversity-related courses, performance recognition, and other initiatives.

Penn State Statement on Diversity, Equity, and Inclusive Excellence

The Pennsylvania State University is committed to and accountable for advancing diversity, equity, and inclusion in all of its forms. Penn State embraces individual uniqueness, fosters a culture of inclusive excellence that supports both broad and specific diversity initiatives, leverages the educational and institutional benefits of diversity, and engages all individuals to help them thrive. Penn State values inclusive excellence as core strength and an essential element of our public service mission.
Penn State will:

- Foster and maintain a safe environment of respect and inclusion for faculty, staff, students, and members of the communities it serves.

- Educate faculty, staff, and students to be social justice advocates, creatively providing curricula, programs, and environments that reflect the diversity of its communities, and elevate cultural awareness.

- Ensure fair and inclusive access to facilities, programs, resources, and services, and ensure that all of its policies and practices are inclusive and equitable.

- Advance and build its workforce by assessing hiring practices and performance review procedures to attract, retain, and develop talented faculty and staff from diverse backgrounds.

- Address intergroup disparities in areas such as representation, retention, learning outcomes, and graduation rates.

**Affirmative Action Office**

The **Affirmative Action Office** is a service organization that supports and enhances the University’s commitment to diversity in recruitment and retention of those historically underrepresented in the workforce. Within the Affirmative Action Office are:

- **Diversity Support & Education Center**, whose services include needs assessment, educational workshops, and support/mentoring

- **Diversity Education Services**, an educational and support system providing diversity educational programs for the entire Penn State system

**Employee Affinity Groups**

Campuses of the university maintain or are host to active commissions, committees and organizations that support the needs of individuals from minority groups within society and within the workplace.

- **Commission for Adult Learners**
- **Commission on Lesbian, Gay, Bisexual, Transgender, and Queer Equity**
- **Commission on Racial/Ethnic Diversity**
- **Commission for Women**
- **Equal Opportunity Planning Committee**
- **Veterans Outreach**

**Mentoring Program**

The Diversity Mentoring Program is designed to provide each new underrepresented racial/ethnic employee in the division of Finance and Business (F&B) with a mentor to assist them in performing successfully in their current positions.
Diversity Training Programs

Talent Management offers several diversity-related courses to employees. Visit the Learning Resource Network (LRN) to learn more.
Procedure for Candidacy

Nominations, expressions of interest, and applications (CV, letter of interest and contact information for five professional references) should be sent via email to the University’s consultants, Suzanne Teer and Khalilah Lawson, at PennStateADEI@wittkieffer.com.

Review of applications will continue until the position is filled. To receive full consideration, applications should be received by February 2, 2018. References will not be contacted without prior knowledge of and approval by the candidate. It is expected that the associate dean will be appointed by late April 2018.

The University is committed to equal access to programs, facilities, admission and employment for all persons. It is the policy of the University to maintain an environment free of harassment and free of discrimination against any person because of age, race, color, ancestry, national origin, religion, creed, service in the uniformed services (as defined in state and federal law), veteran status, sex, sexual orientation, marital or family status, pregnancy, pregnancy-related conditions, physical or mental disability, gender, perceived gender, gender identity, genetic information or political ideas. Discriminatory conduct and harassment, as well as sexual misconduct and relationship violence, violates the dignity of individuals, impedes the realization of the University’s educational mission, and will not be tolerated.

Please note that final candidates for the position will be required to complete a background check process based on the requirements of the position including child abuse and criminal history checks.

The material presented in this leadership profile should be relied on for informational purposes only. This material has been copied, compiled, or quoted in part from Penn State documents and personal interviews and is believed to be reliable. While every effort has been made to ensure the accuracy of this information, the original source documents and factual situations govern.
Appendix I: Penn State University

Mission:

“Penn State is a multi-campus public research university that educates students from Pennsylvania, the nation and the world, and improves the well being and health of individuals and communities through integrated programs of teaching, research and service.”

Twenty-four campuses; 17,000 faculty and staff; 100,000 students; a teaching hospital that provides care to more than a million patients a year; over one-half million active alumni; an online World Campus that empowers anyone to pursue an education - anytime, anywhere; and the largest student-run philanthropic organization on the plant

That’s what makes Penn State... Penn State.

Inspiration meets perspiration... here. Head meets heart... here. On our campuses, across our country, around the world.

As Pennsylvania's only land-grant university, Penn State has a broad mission of teaching, research, and public service. But that mission was not so grandly conceived in 1855, when the Commonwealth chartered it as one of the nation's first colleges of agricultural science, with a goal to apply scientific principles to farming.

Centre County became the site of the new college in response to a gift of 200 acres from gentleman farmer and ironmaster James Irvin of Bellefonte. Founding President Evan Pugh drew on the scientific education he had received in Europe to plan a curriculum that combined theoretical studies with practical applications.

Pugh and similar visionaries in other states championed Congressional passage of the Morrill Land-Grant Act in 1862. The act enabled states to sell federal land, invest the proceeds, and use the income to support colleges "where the leading object shall be, without excluding scientific and classical studies ... to teach agriculture and the mechanic arts [engineering] ... in order to promote the liberal and practical education of the industrial classes in all the pursuits and professions of life." The state legislature designated Penn State the land-grant institution of Pennsylvania.

But not until the 1880s, under the leadership of President George W. Atherton, did the college expand its curriculum to match the Land-Grant Act's broad mandate. From that time onward, curriculums in engineering, the sciences, the liberal arts, and more began to flourish. In the early 1900s, Penn State introduced cooperative extension and additional outreach programming, extending the reach of its academic mission.
An even greater segment of the Commonwealth's population had opportunities for engagement in the 1930s when Penn State established a series of undergraduate branch campuses, primarily to meet the needs of students who were location-bound during the Great Depression. Those campuses were predecessors of today's system of 24 Penn State campuses located throughout the Commonwealth.

Penn State began offering systematic advanced-degree work in 1922 with the formation of the Graduate School. Graduate education and research evolved hand in hand. By 1950 the university had won international distinction for investigations in dairy science, building insulation, diesel engines, and acoustics, and other specialized fields.

A college of medicine and teaching hospital was established in 1967 with a $50 million gift from the charitable trusts of renowned chocolate magnate Milton S. Hershey. In 1989, the Pennsylvania College of Technology in Williamsport became an affiliate of the university. In 2000, Penn State and the Dickinson School of Law merged. In 2015, two Penn State law schools, known as Dickinson Law (in Carlisle, Pennsylvania) and Penn State Law (on University Park campus) will be in operation. Penn State's online World Campus graduated its first students in 2000 and now enrolls more than 12,000.

For more information: [http://www.psu.edu/this-is-penn-state](http://www.psu.edu/this-is-penn-state)
Appendix II: College of Engineering Leadership

Justin Schwartz
Harold and Inge Marcus Dean of Engineering

Dean Schwartz received a B.S. with Highest Honors from the University of Illinois at Urbana-Champaign and a Ph.D. from the Massachusetts Institute of Technology.

After serving as one of the first Science and Technology Agency of Japan Fellows at the National Research Institute for Metals, Japan, he joined the University of Illinois at Urbana-Champaign as an Assistant Professor.

In 1993, Dean Schwartz joined the newly-formed National High Magnetic Field Laboratory and the Department of Mechanical Engineering at Florida State University, where he served as the Leader of the HTS Magnets and Materials Group. In 2003, his research group, in collaboration with Oxford Instruments, established the world record for magnetic field generation by a superconducting material.

In 2009, he joined North Carolina State University as the Kobe Steel Distinguished Professor and Head of the Department of Materials Science and Engineering. In this role he led the rapid expansion of his department, guiding them upwards in the national rankings from 31st to 15th, while more than doubling the research portfolio and endowment.

He joined Penn State as the Harold and Inge Marcus Dean of Engineering and Professor of Engineering Science and Mechanics in August 2017.

Dean Schwartz's research interests include superconducting, magnetic and multiferroic materials and the systems they enable. He has published more than 240 peer-reviewed journal articles and has graduated 44 Ph.D. and M.S. students in six academic disciplines, including fifteen female, six under-represented minorities.

Dean Schwartz is a Fellow of the IEEE, AAAS, and ASM.
Appendix III: Search Committee

**Anthony Atchley** - Chair  
Senior Associate Dean

**Suzanne Adair**  
Associate Vice President for Affirmative Action

**Helen Edson**  
St. Advocacy Specialist

**Mary Frecker**  
Professor, MNE

**John Gershenson**  
Director, Humanitarian Engr. & Social Entrepreneurship, SEDTAPP

**Reginald Hamilton**  
Associate Professor, ESM

**Amanda Johnsen**  
Assistant Research Professor, RSEC

**Dorcas Kaweesa**  
Grad Student, MNE

**Cheryl Knobloch**  
Director, WEP

**Thomas Litzinger**  
Assistant Dean for Education

**Emily Peters**  
Undergrad Student, AERO

**Amy Pritchett**  
Department Head, AERO

**Victoria Sanchez**  
Associate Dean for Education Equity

**Phillip Savage**  
Department Head, ChE

**Judith Todd**  
Department Head, ESM

**Conrad Tucker**  
Associate Professor, SEDTAPP

**Julio Urbina**  
Associate Professor, EE

**Daniel Williams**  
Project Director, Bechtel and Advisory Board Member, Engr. Diversity
Appendix IV: In the Community

We strive to be great neighbors. We generate billions of dollars for the state economy and serve communities at the grassroots level.

**ECONOMIC IMPACT** With 24 campuses throughout Pennsylvania, Penn State represents a strong economic engine. It is, among other things, a major employer and a source of students, faculty, and staff who keep local economies going by spending money to live in communities and support nonprofits to benefit those in need.

Statewide, Penn State’s research and development expenditures have increased steadily over the past decade, contributing to the economy through innovation and technology transfer. Federal dollars coming our way for research and development have increased substantially over the past 10 years. Likewise, industry-sponsored research continues to trend upward.

**INVENT PENN STATE** At Penn State, we recognize that great minds need support. Invent Penn State is a Commonwealth-wide set of initiatives and investments that will drive economic development, a culture of entrepreneurship, and student career success. Our aim is to accelerate the transfer of new ideas into useful products and build a stronger entrepreneurial ecosystem around our campuses.

**SERVICE** Across the University, colleges and campuses engage in community service projects, from giving advice to working side-by-side with people on projects. Penn State’s Department of Agricultural Economics, Sociology, and Education are just one example of how seriously Penn State takes its mission of serving communities. Among the research centers in that department alone: Pennsylvania Women’s Agricultural Network; Operation: Military Kids; Consumer Services Information System; and Childcare and Youth Training and Technical Assistance Program.

**PENN STATE EXTENSION** Penn State Extension is an educational network that gives people in Pennsylvania’s 67 counties access to the University’s resources and expertise. We offer practical how-to education and problem-solving assistance based on University research. We strive to help people make informed decisions to improve their lives, businesses, and communities.
Appendix V: Pennsylvania State University Rankings

For more than 150 years we've been leaders in higher education, as shown by rankings from those who monitor academe from the outside. Here are a few examples of recent rankings, primarily relating to our academic standing.

U.S. News & World Report, America’s Best Graduate Schools 2018

**Business:**
- Smeal College of Business overall 36
- Supply Chain/Logistics, #6

**Education:**
- College of Education overall tied for #38
- Vocational/Technical Education, #2
- Higher Education Administration, #6
- Administration and Supervision, #9
- Educational Policy, #10

**Engineering:**
- College of Engineering overall tied for #32
- Petroleum Engineering, #6
- Industrial/Manufacturing/Systems Engineering, tied for #8
- Nuclear Engineering, #8
- Biological/Agricultural Engineering, #9

**Health Disciplines (ranked in 2016):**
- Clinical Psychology (doctorate), tied for #18
- Health Care Management (master's/docketrate), tied for #27
- Rehabilitation Counseling (master's/docketrate), tied for #6
- Speech-Language Pathology (master's), tied for #21

**Law:**
- Penn State Dickinson Law overall tied for #65
- Penn State Law overall tied for #82

**Nursing:**
- College of Nursing overall tied for #20

**Social Sciences and Humanities:**
- Developmental Psychology, tied for #5
- Sociology of Population, #7
- Sociology, #17
- Economics, tied for #25
- Political Science, tied for #33
- English, tied for #27
- Psychology, tied for #26

**Sciences (ranked in 2015):**
- Geology, tied for #1
- Environmental Sciences, tied for #2
- Geochemistry, #2
- Earth Sciences, #6
- Paleontology, #8
- Cosmology/Relativity/Gravity, #10
- Statistics, tied for #20
- Chemistry, tied for #21
- Physics, tied for #23
- Mathematics, tied for #28
- Computer Science, tied for #29
- Biological Sciences, tied for #42

U.S. News 2017 Best Online Program Rankings

Penn State is ranked No. 8 (tied) for the best online bachelor's programs in the country in U.S. News & World Report’s 2017 “Best Online Programs.” Individual programs ranked include:

#4 for best online graduate engineering programs
#5 for best online graduate information technology programs
#7 (tied) for best online graduate business programs excluding MBA
#8 for best online MBA programs
#9 for best online graduate education programs
National Science Foundation

In the most recent institutional rankings released by the National Science Foundation of total research expenditures for science and engineering, Penn State stands second in the nation in the number of fields in which it is ranked in the top ten. (For FY2013; released February 2015)

Overall: 17
Industry: 27

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<td>Computer Science: 8</td>
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<td>Agricultural: 8</td>
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<td>Psychology: 2</td>
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<th>Overall Social Science: 14</th>
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<td>Astronomy: 15</td>
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Penn State is ranked among the top 100 universities in the world, at 77th, by the Times Higher Education World University Rankings. (9/2017)

Penn State Hershey Children's Hospital has been ranked among the top 50 U.S. hospitals in six specialties—cancer, cardiology and heart surgery, neonatology, and orthopedics—in U.S. News & World Report's 2017-18 Best Children's Hospitals rankings.

Penn State ranks 7th among "flagship" schools whose recent graduates earn the highest median starting salaries. (2013)

Forbes named Penn State as one of the 100 Best Values Public Colleges and Best Value College. Penn State's ranking is 31 among public colleges and 95 among all colleges. (3/2016)

DesignIntelligence 2017 ranks Penn State's Landscape Architecture program No. 2 in the U.S., with its graduate program ranking 10th. In addition, Penn State's Architecture program ranks for the ninth straight year in the Top 20 of approximately 120 NAAB accredited programs in the nation.

Penn State is ranked at No. 58 for 2017 in the Center for World University Rankings. The list includes national and international schools. Criteria for the rankings are: quality of faculty, publications in top journals, highly influential research, citations, patents, academic training of students, and professional future of alumni.

For a comprehensive listing of rankings visit: http://www.psu.edu/this-is-penn-state/rankings
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