



September 18, 2013  
Senate Room, The Penn Stater Conference Center Hotel  
10:30 a.m.  
Minutes

Attended: Paula Milone-Nuzzo, Chair; Francis Achampong, Jamie Campbell, Diane Chamberlin, Sueann Doran, Paula Hogard, Durell Johnson, Martha Jordan, Apryl Kadish, Leslie Laing, Gary Lawler, Sonya Leitzell, Albert Lozano-Nieto, Michael McNeese, Paula Pierce, Sherry Robinson, Maria Schmidt, Pat Shope, Terry Speicher, Ken Thigpen, Judy Wills (Recorder)

Unable to attend: Bert McBrayer, Kevin Snider

1) Welcome and announcements

- a) Dr. Paula Milone-Nuzzo called the meeting to order and welcomed new and returning members.
- b) Members present introduced themselves. Martha Jordan noted that we also have two students participating this year: one will be able to attend some meetings around his class schedule, and one who works full-time in addition to classes and will participate in an advisory capacity when the Commission seeks student perspective.
- c) Announcements
  - i) Milone-Nuzzo asked members to put the 2014 Hendrick Best Practices for Adult Learners date on their calendars. The conference will be held Thursday, May 15, 2014 at University Park.
  - ii) Milone-Nuzzo, Jordan, Sueann Doran, Paula Pierce, Ken Thigpen, and Neil Meyer (student participant) will represent the Commission at the annual Board of Trustees' luncheon with University Commissions on Friday, September 20. Representatives of CORED, Commission for Women, and Commission on LGBT Equity will also attend. Each year the Board invites the Commissions to a meeting to learn about goals and accomplishments of those in the community who have been promoting equity, diversity and a welcoming climate at Penn State.
  - iii) Jordan shared that there is a prototype report in the works to include Associate Degree-seeking students in the weekly admissions report from the Undergraduate Admissions Office. Currently, they are omitted from figures sent. Rob Pangborn and the Commission will have opportunity to review and the changes may roll-out to the

reports going forward. Last year, the reports changed to include adult learner and transfer student information. Francis Achampong noted that OPIA mined outcome of Associate Degree students for BAY 2005-06, 2006-07, and 2007-08 cohorts.

Information was analyzed to help with retention. Data were presented by age group, program, GPA, and number of credits students had upon leaving. Jordan will contact Mike Dooris to request copy of the report.

- iv) Milone-Nuzzo noted that Middle States Accreditation is in progress. One area of the process will be assessment of our adult learners. Overall report length will not be long and the adult learner information will include a series of links so Commission should ensure the right information is provided. Jordan shared figures from BAY 2012-13 per Rachel Heverly's data report shared at the May 8, 2013 meeting: Total undergraduate adult learners was 17, 191, comprising about 21% of the undergraduate population. Almost 60% attended part-time. Gender breakout was 55% male and 45% female. Milone-Nuzzo asked whether percentage of adults at campuses was available. Jordan will check and send information to her.
- v) Milone-Nuzzo will be on travel and unable to attend the October 16 meeting. Ken Thigpen, Chair-Elect will lead the meeting.
- vi) Provost Nicholas Jones will attend the first part of our December 18 meeting.
- vii) Meeting logistics—The 2013-14 meetings will run 10:30 a.m.-12:30 p.m. Lunch will be provided to all members in attendance. In an effort to enhance engagement, remote attendees will join by Polycom video conference. If a member needs to join a meeting by Polycom he or she should reserve the room at his or her own campus and notify Judy Wills. Wills will arrange video bridge. Two week notice is preferred, if possible.
- viii) The Commission's twentieth anniversary will be in 2017-18.
- d) Sponsor meetings--Milone-Nuzzo and Jordan met with Commission sponsors in two separate meetings in August. Timely single meeting was not feasible around sponsors' calendar commitments. Sponsors heard accomplishments from 2012-13 and goals for 2013-14.
  - i) They shared excitement about the new Military Support Services Committee and suggested the need for gap analysis between who is currently being served vs. not

- receiving available services, whether veterans are getting financial resources they need, and whether the University is doing assessments to uncover student needs. Sponsors had interest in reading written comments and outcome from Leslie Laing's focus groups.
- ii) Prior Learning Assessment (PLA) was discussed as an initiative which is critical to adult students and important to all students.
  - iii) Similar initiatives which arose from adult issues and whose outcomes will benefit all include the Course Substitution Request system under development. The new web-based approval process will launch as a pilot in College of Science, School of Nursing, and at Penn State Altoona to streamline the process of course substitution on a student's degree audit. After analysis of initial pilot, the project will be implemented throughout all academic units.
  - iv) Sponsors asked whether and how students with families have been impacted by the changes around the Freeh Report and whether they subsequently feel less involved in the University Community.
  - v) Sponsors are invited to attend the May 14, 2014 year-end dinner meeting and Hendrick conference and may attend monthly Commission meetings per schedule availability.
- e) Attendees approved submitted minutes of May 8, 2013, by voice vote.
- 2) Commission accomplishments from 2012-13 and goals for 2013-14—Gary Lawler, Paula Milone-Nuzzo and Martha Jordan
- a) Gary Lawler gave retrospective of 2012-13 accomplishments.
    - i) Revised bylaws to add becoming repository for adult-focused initiatives University-wide.
    - ii) Filled PLA and Adult Financial Literacy Coordinator positions per the April 2011 "University Faculty Senate Advisory and Consultative Report, Recommendation for Enhancing the Educational Experience of Adult Learners."
    - iii) Conducted a pilot workshop with the School of Nursing and a faculty training module with the Schreyer Institute for Teaching Excellence and began development of OL 1600, a training module for online faculty working with adult students. Martha Jordan and Pat Shope are authoring content for OL 1600. PLA will be part of the

content and may become a separate module.

- iv) Continued to build PLA visibility and awareness and repurposed Incentive Grant funds to sponsored a pilot for the five eastern alliance campuses to explore using Credit by Exam (CrX) in business and IST
  - v) Held the annual Hendrick Best Practices for Adult Learners Conference in May 2013 at Penn State Harrisburg, the first time the conference was held outside University Park.
- b) Milone-Nuzzo reviewed the Commission's goals for 2013-14.
- i) Finish the PLA pilot.
    - (1) The pilot is on hold in IST and business faculty are developing exams in three BSB courses. Target timeline is that exams be ready by end of fall 2013 semester and ready to use starting spring 2014. Funds for creating the exams will come through World Campus per Karen Pollack.
    - (2) Evaluation of overall strategy using qualitative and quantitative analyses will be conducted. The possibility of expanding to other campuses and academic disciplines will be assessed. .
  - ii) Ken Thigpen gave an update on the University-wide PLA Task Force.
    - (1) The group was charged by Craig Weidemann and Yvonne Gaudelius per Rob Pangborn and met May-September 2014. Thigpen chaired the group. Pat Shope and Gary Lawler were also appointed. Task force members came from University Park and campuses.
    - (2) The recommendations are in final draft status. The group looked at disciplinary oversight of PLA, where it exists now, where it should exist and the need for a centralized approach to PLA.
    - (3) Durell Johnson asked whether the Task Force considered addressing the ambiguous nature of the language in policy 42-50 (Credit by Examination): which allows academic unit to opt-in to PLA. Thigpen noted the group considered difficulty defining ownership of courses and the need for more course-to-course equivalents in degree programs, as opposed to a change in policy language.
    - (4) Shope shared need to build engagement to move through as 'one Penn State' and

keep PLA in the forefront. Common reasons for resistance Shope has encountered are concern about academic quality and rigor, lack of faculty and department time and lack of compensation to participate.

- iii) Continue with the strengthened recognitions program, which began in 2012-13 to identify successful programs University-wide throughout the year and seek strong nominations for the Shirley Hendrick award. Both are recognized at the Hendrick conference in May.
  - iv) Charge and seek input from the newly established Military Support Services Committee, chaired by Sueann Doran.
  - v) Use the Commission's newly redesigned web site [cal.psu.edu](http://cal.psu.edu) as the main communication source with members and to share information about adult-learner initiatives with the University Community. Judy Wills reviewed the web site. Wills will maintain the site and will be point of contact for members to send any corrections and edits.
- 3) University-wide updates on Adult Learner initiatives—Each month, time will be set-aside on the agenda to share current initiatives. They will be added to the home page of the Commission's web site.
- 4) Milone-Nuzzo introduced committees and introduced committee leadership.
- a) Awards and Recognitions, chaired by Paula Pierce.
  - b) Hendrick Conference Planning, co-chaired by Apryl Kadish and Judy Wills
  - c) Military Support Services, chaired by Sueann Doran.
  - d) Prior Learning Assessment (PLA), chaired by Pat Shope.
- 5) The group divided into committees for breakout discussion and lunch
- 6) Report back from committees
- a) Awards and Recognitions
    - i) Will evaluate channels for soliciting nominations for recognitions and the Shirley Hendrick Award.
    - ii) Will continue to collect and highlight success stories for sharing at the Hendrick conference and on the Commission's web site.
    - iii) The committee will meet by phone and decided to continue to use Angel as collaboration tool and looked at assigning roles and tasks among committee members.

b) Hendrick Conference Planning

- i) The committee meeting dates are set for 2013-14.
- ii) Content ideas were discussed including keynote speaker and ideas for invited sessions and panels.
- iii) Ideas for increasing campus participation were discussed.
- iv) The committee will continue with the optional first-timers session and is considering adding an information desk where participants can learn about the work of the Commission and how to get involved in committee work.

c) Military Support Services

- i) Reviewed the committee charge and discussed surveying what services already exist.
- ii) Will look at defining the population sorted by veterans or active military, undergraduate or graduate standing, etc. and how to approach.
- iii) Considered developing list of best practices for services and programs, possibly in consultation with certifying officials. Jordan asked about getting the New Student Orientation Pulse Survey feedback. Laing has asked Dan Murphy about obtaining information and will share when it becomes available.

d) Prior Learning Assessment (PLA)

- i) Discussed need to gather data on PLA requests to support information which Shope now reports anecdotally.
- ii) Direction and goals can be further set after the outcome of the PLA Task Force Recommendations is available.

7) Milone-Nuzzo adjourned the meeting at 1:27 p.m.

Respectfully submitted,

Judy Wills