PennState

ADMINISTRATIVE FELLOWS PROGRAM

2020–2021

Developed jointly by the Office of the President
and the Commission for Women

From Past Fellows

"It is the ultimate backstage pass!"

Joyce Matthews, Director of Development
College of Information Sciences and Technology

"The experience will enable me to do a better job in anything I do as a University employee. But being an Administrative Fellow allowed me to reflect on the type of administrator that I am, my leadership style, and helped me become more administratively mature."

Jean Landa Pytel, Assistant Dean Emerita for Student Services
College of Engineering

"The Administrative Fellows program gave me the chance to see and do new things. I not only learned about the University, I learned a great deal about myself."

Mary Beth Crowe, Assistant Vice President and Assistant Dean for Undergraduate Education
Office of the Vice President and Dean for Undergraduate Education

"My year as a Fellow was like an extraordinary sabbatical enabling me to study, reflect, and experience leadership approaches and problem-solving strategies within the University's central administration. Through focused reading, interaction with my mentor, observation of various administrators, and involvement in selected projects, I expanded my knowledge of the University and issues facing higher education in general."

Linda Higginson, Assistant Dean Emerita for Advising
Division of Undergraduate Studies

"If I had to sum up my experience, I would say that being an Administrative Fellow not only broadened my horizons, it totally changed my life."

Claudia Limbert, President Emerita
Mississippi University for Women

"For me, one of the most exciting aspects of the fellowship was the opportunity to be a full-time student again, with the whole University as my laboratory. My knowledge, understanding, and self-awareness were stretched beyond belief. I am most grateful to the University, my supervisor, and my mentor for this incredible experience."

Gail Hurley, Associate Vice President for Auxiliary and Business Services
Office of the Senior Vice President for Finance and Business/Treasurer

From President Eric J. Barron

Penn State's Administrative Fellows Program offers faculty and staff the opportunity to work with senior University officials to gain knowledge and experience pertaining to the challenges of leadership in our academic community. We especially wish to encourage such opportunities for women and minorities. It is a wonderful learning experience and a time of professional growth for those who participate. It is also an important component of Penn State's commitment to promote excellence and inclusiveness in the University's administrative leadership for the future since the Fellows Program enlarges the pool of qualified persons interested in University administration. This program is a great professional development opportunity and a chance to be involved in new ways in the University community.

The Program

The Administrative Fellows Program provides fixed-term (who hold appointments of five years or longer) and standing faculty and staff members with the opportunity to strengthen their administrative talents and qualifications. By working with a senior administrator in a mentoring relationship, Fellows increase their awareness of issues in higher education, enhance their understanding of the contexts within which decisions are made, and have opportunities to participate in a wide range of decision-making processes. The insights they gain about complex issues facing top-level University administrators help them to develop the skills necessary to serve at senior levels.

The Fellowship year is designed to make participants more effective in their current positions and help them better understand the future career opportunities that may be open to them. Although participation in the program does not guarantee an administrative or promotional appointment, the program has been highly valuable in increasing the availability of qualified women and minorities interested in pursuing careers in university administration.

The Fellowship Year

In 2020-2021, three Administrative Fellows will have the opportunity to work with **Nicholas Jones**, Executive Vice President and Provost; **Madlyn Hanes**, Vice President for Commonwealth Campuses and Executive Chancellor, or **Tracey Huston**, Vice President for Outreach. In collaboration with their mentors, Fellows develop a plan of learning activities based on identified needs and professional development goals. These activities facilitate opportunities to interact with individuals at all levels of the University's administration and provide opportunities to observe problem-solving and decision-making processes.

Past Fellows have participated in the following:

- University strategic planning
- Budget reviews of all University units
- Scenario planning studies for Penn State's Commonwealth Campuses
- Review of admissions policies
- Development of minority student retention programs and faculty development initiatives
- Assessment of healthcare programs among primary care providers
- Research collaborations between faculty at University Park, the College of Medicine, and at Commonwealth Campuses

Visit the website for the Office of the Vice Provost for Faculty Affairs to learn more about the program.

Selection

A committee of past Fellows and representatives from the Commission for Women, Office of the Vice Provost for Educational Equity, and the Office of the Executive Vice President and Provost reviews applications and interviews prospective Fellows before making recommendations to the mentors. Interviews between mentors and candidates are conducted before each mentor makes a final decision.

Those interested in becoming Administrative Fellows should:

- Show evidence of leadership experience and decision-making abilities
- Hold a fixed-term (of five years or longer) or standing appointment faculty or staff appointment (wage payroll appointments are not eligible)
- Have demonstrated success in their current positions and interest in administrative careers
- Have an understanding and appreciation of cultural, ethnic, and individual differences
- Be familiar with University policies; and
- Be willing to accept a wide variety of assignments.

Penn State faculty and staff members from all University campuses are eligible to apply. The starting date and duration of each fellowship vary depending on the plans developed by the Fellows and their mentors, and individuals chosen to be Fellows will continue to receive their regular salaries.

Calendar

November 13, 2019	Informational session with former Fellows in 201 Old Main conference room (9:00 – 10:30 a.m.)
January 30, 2020	**Application deadline**
February 2020	Interviews
March 2020	Selection of Administrative Fellows

For more information about the Administrative Fellows program, visit the website for the Office of the Vice Provost for Faculty Affairs or contact:

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Vice Provost for Educational Equity
314 Old Main
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Past Administrative Fellows

1986-87
Patricia Farrell, Professor Emerita of Leisure Studies, College of Health and Human Development (deceased)

1987-88
Mary M. Dupuis, Director Emerita of Academic Affairs and Professor Emerita of Education, Penn State DuBois (retired)
Joan S. Thomson, Professor Emerita of Agricultural Communications, College of Agricultural Sciences

1988-89
Roseann K. Sieminski, Assistant Controller and Bursar, Office of the Corporate Controller (retired)
Del Sweeney, Assistant Dean for Faculty Affairs, Office of Academic Affairs, University of Maryland (retired)

1989-90
Lydia P. Abdullah, Director of Diversity and Inclusion, Office of Finance and Business
W. Terrell Jones, Vice Provost for Educational Equity (deceased)

1990-91
Nancy L. Herron, Associate Dean Emerita for Academic Programs, Commonwealth Campuses (retired)
Edie C. Hertzog, Associate Director for Information Resources, University Budget Office (retired)

1991-92
Silvia Cabrera, Director of Office of SAFETY Act Implementation, U.S. Department of Homeland Security
Catherine G. Lyons, Associate Dean Emerita for Educational Equity, College of Earth and Mineral Sciences (retired)

1992-93
Leslie E. Brown, Interim Provost and Vice President for Academic Affairs, Rocky Mountain College
M. Rachel Miller, Chief of Labor and Employee Relations, Chicago/Detroit Branch, Internal Revenue Service

1993-94
Janeen M. Grasser, Senior Business Analyst, Administrative Information Services
Howard E. Wray, Executive Director for Educational Equity Services, California State University Long Beach

1994-95
Ingrid M. Blood, Professor of Communication Sciences and Disorders, College of Health and Human Development
Linda C. Higginson, Assistant Dean Emerita for Advising, Division of Undergraduate Studies (retired)
Cynthia L. King, Director of Education, Imani Christian Academy, Pittsburgh (deceased)

1995-96
Robin L. Anderson, Director of Customer Communications, Information Technology Services (retired)
Claudia A. Limbert, President Emerita, Mississippi University for Women (retired)
Judy Ozment, Associate Professor of Chemistry, Abington College

1996-97
Cheryl L. Achterberg, Dean, College of Education and Human Ecology, Ohio State University
Gail A. Hurley, Associate Vice President for Auxiliary and Business Services, Office of the Senior Vice President for Finance and Business/Treasurer
Sophia T. Wisniewska, Regional Chancellor, University of South Florida

1997-98
Gail G. Gilchrest, Director of Academic Services and Records, Commonwealth Campuses (retired)
Susan B. Lucas, Assistant Dean for Equity and Diversity, College of Information Sciences and Technology (retired)
Terri L. Parker, Director of Administrative and Financial Services, Office of Physical Plant

1998-99
Linda C. Clark, Associate Professor, Department of Educational Leadership and Instructional Technology, Central Connecticut State University
Evelynn M. Ellis, Vice President for Institutional Diversity and Equity, Dartmouth College
Joan M. Lakoski, Associate Vice Chancellor for Science Education Outreach, Health Sciences, University of Pittsburgh

1999-00
Kathleen D. Matason, Director of Operations, Ben Franklin Technology Center of Central and Northern Pennsylvania
Susan J. Wiedemer, Associate Controller, Office of the Corporate Controller
Susan C. Youtz, Executive Director Emerita of the University Faculty Senate (retired)

2000-01
Mary Beth Crowe, Assistant Vice President and Assistant Dean for Undergraduate Education, Office of the Vice President and Dean for Undergraduate Education
Joyce Matthews, Director of Development and Alumni Relations, College of Informational Sciences and Technology
Jean Landa Pytel, Assistant Dean Emerita for Student Services, College of Engineering (retired)

2001-02
Renee D. Diehl, Professor Emerita of Physics, Eberly College of Science (retired)
Bonnie J. MacEwan, Dean of Libraries, Auburn University
Kelly B. Snyder, Executive Director for Research and Analytics, Office of University Development

2002-03
Josephine M. Carubia, Consultant - Metaphorical Ink: Results Through Writing
Roberta H. Hardin, Coordinator of Student Records and Director of Diversity Outreach and Engagement, Schreyer Honors College (retired)
Ladislaus M. Semali, Professor of Education, College of Education

2003-04
Cynthia A. Brewer, Professor and Head, Department of Geography, College of Earth and Mineral Sciences
Edgar I. Farmer, Professor Emeritus of Education, College of Education (retired)
Edward N. Thompson, Director of Development, Office of Educational Equity (deceased)

2004-05
Angelique M. Bacon-Woodard, Scholar in Residence for Learning Communities, Penn State Learning
Cheryl L. Glenn, Liberal Arts Research Professor of English and Women's Studies; Director of Program in Writing and Rhetoric, College of the Liberal Arts
Rachel E. Smith, University Budget Officer, Office of the President

2005-06
Michael A. Adewumi, Vice Provost for Global Programs
Bruce E. Ellis, Assistant Athletic Director for Compliance and Student Athletic Services, Student-Athlete Services
Martha H. Jordan, Director of Adult Learner Advocacy, Office of the Vice President for Outreach

2006-07
Ronald L. Jackson II, Professor of Communication, McMicken College of Arts and Sciences, University of Cincinnati
Maria J. Russoniello, Director of Development and Alumni Relations, Worthington Scranton Campus

2007-08
Catherine S. Dufour, Director of Corporate Relations, Office of the Senior Vice President for Development and Alumni Relations
Peter B. Idowu, Assistant Dean for Graduate Studies, Capital College
Pingjuan L. Werner, Professor of Engineering, DuBois Campus

2008-09
Jody M. Heckman, Budget Director and Special Assistant to the Executive Vice President and Provost
Melissa J. Kunes, Senior Director of Student Aid Operations, Office of Student Aid
Colleen Toomey, Associate Dean of Institutional Management, Peking University School of Transnational Law

2009-10
Teresa A. Davis, Associate Dean for Administration, Eberly College of Science
Karin Foley, Associate Director of Regulatory Affairs, University of Missouri Research Reactor
Patreese Ingram, Assistant Dean for Multicultural Programs, College of Agricultural Sciences

2010-11
Christina E. MacGill, Senior Associate Director of Recruiting and Outreach Programming, Office of Career Services
Barbara Sims, Professor and Chair, Department of Criminal Justice, Mars Hill College

2011-12
Karen L. Duncan, Senior Associate Registrar, Office of the University Registrar
Olga Igolnikov, Former Associate Director of Donor and Member Services, Office of the Senior Vice President for Development and Alumni Relations
Careen Yarnal, Associate Professor Emerita of Recreation, Parks and Tourism Management, College of Health and Human Development (retired)

2012-13
Kathleen J. Bieschke, Vice Provost for Faculty Affairs
Abigail G. Diehl, Assistant Dean for Alumni Relations and Special Projects, College of Health and Human Development
Annemarie Mountz, Director of Communications, College of Education

2013-14
Doris Lee, Professor of Instructional Systems, Behavioral Sciences and Education, Capital College
Raffy R. Luquis, Program Coordinator and Associate Professor of Health Education, School of Behavioral Sciences and Education, Capital College
Jennifer R. Wilkes, Senior Director for Administration, Office of the Vice President for the Commonwealth Campuses

2014-15
Janda Hankinson, Director of ITS Services and Solutions, Office of Information Technologies Services
Wanda Knight, Associate Professor of Art Education and Women's Studies, College of Arts and Architecture
Lisa Wandel, Project Manager, Office of Finance and Business

2015-16
Rebecca Cianci, Manager of Human Resources, Smeal College of Business
Madhavi Kari, Talent Acquisition, Office of Human Resources
Binh P. Le, Associate Librarian and Head of Reference, Penn State Abington

2016-17
Zaryab Iqbal, Associate Professor of Political Science, College of the Liberal Arts
Clarabelle Lin, Marketing Director, Penn State World Campus
Felisa Preciado, Associate Professor of Supply Chain Management, Smeal College of Business

2017-2018
Laura Miller, Senior Energy Officer, Office of Physical Plant
Michelle Schafer, Alumni Relations and Stewardship Coordinator, Office of Donor Relations and Special Events

2018-2019
Zuleima Karpyn, Professor and Chair of Petroleum and Natural Gas Engineering, College of Earth and Mineral Sciences
Laurie Verost, Associate Director, Campus & College Integration and Professional Development
Lynette Yarger, Associate Professor, College of Information Sciences and Technology

2019-2020
Gary Chinn, Assistant Dean of Digital Learning and Director, Office of Digital Learning, College of Arts and Architecture
Lisa Kerchinski, Director of Career Development, Schreyer Honors College
Debra Thurley, Executive Director of Research Compliance, Office for Research Protections

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Direct all inquiries regarding the nondiscrimination policy to the Vice Provost for Affirmative Action, The Pennsylvania State University, 328 Boucke Building, University Park, PA 16802-2801; tel. (814) 865-0471 (voice/TTY).