

Susan (Sue) R. Rankin

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PROFESSIONAL SUMMARY

Thirty-one years of successful University experience with a proven record of exemplary teaching, research, and scholarship. Fifteen years of successfully assisting educational institutions and local, state, and national community-based organizations in assessing climate and developing strategic initiatives in regard to equity and community. A career dedicated and committed to social justice.

SELECTED SKILLS AND ACCOMPLISHMENTS

- Thirty-one years of experience in higher education. Proven success in leadership (Senior Analyst, Coordinator of LGBT Equity), teaching (Associate Professor of Higher Education, Lecturer in Kinesiology and Continuing Education with exemplary student evaluations), scholarship (curriculum design, service on University-wide committees), research (published in areas of campus climate and osteoporosis), and grant-writing (generated over \$100,000 for research projects).
- Co-chair of the Statewide Pennsylvania Rights Coalition. Developed Bylaws, created Five-Year Strategic Plan, secured funding through grants and private donors (raised over \$125,000 for operations and programming), coordinated events (Annual Statewide Conference and Annual Statewide Education/Advocacy Event)
- Public scholarship work with higher education institutions and non-profit organizations. Conduct organizational assessments, facilitate strategic planning, coordinate intervention strategies, and evaluate outcomes. A sample listing of the institutions and organizations that have sought my services include, National Agricultural Extension Agents-Change Agent States for Diversity Collaboration, Millersville (PA) State University, Indiana University, National Alliance for Tolerance and Freedom, St. Cloud State (MN) University, North Dakota State University, Northampton Community College, Monmouth University, University of New Hampshire, Iowa State University, Oregon State University, New York University, Portland State University, University of Vermont, and Messiah College. A complete listing is available upon request.
- Invited national speaker on social justice issues in business, non-profit community organizations, and educational institutions, focusing specifically on issues of race, class, gender, disabilities, sexual orientation, gender identity, and other underserved communities.

PROFESSIONAL HISTORY

2006-Present

The Pennsylvania State University

Associate Professor, Education Policy Studies, College Student Affairs

Senior Research Associate, The Center for the Study of Higher Education

Responsibilities include teaching courses, developing curriculum, advising graduate students, serving on thesis/dissertation committees, research projects with colleagues in the Center and outreach to the University community.

2002-2006

The Pennsylvania State University

Affiliate Assistant Professor, Education Policy Studies, College Student Affairs

Responsibilities include teaching courses, developing curriculum, advising graduate students, and serving on thesis/dissertation committees

1996-2006

The Pennsylvania State University

Senior Diversity Planning Analyst, Office of the Vice Provost for Educational Equity

Responsibilities include serving as the Vice Provost's liaison to the Commission for Women and the Commission on Racial & Ethnic Diversity; providing organizational and fiscal support; assisting in the distribution of grants through the Equal Opportunity Planning Commission; coordinating cross-cultural training workshops for faculty, staff, and students on sexuality, gender, race, and ethnicity. For example, in 2002, I presented diversity workshops to PA County Extension Agencies in collaboration with the College of Agriculture. The SDPA is also charged with conducting institutional research on issues of diversity (e.g. climate assessment, retention, etc.) and assisting colleges/units in the strategic planning process through implementation of *Penn State's Framework to Foster Diversity*. In 2004, I conducted climate assessments for the Commonwealth College, the College of Education, and the Smeal College of Business. This included developing the survey tool and methodology, analyzing the quantitative and qualitative data, preparing a report, and presenting the results and recommended strategies for addressing the challenges at each of the campus locations and Colleges.

1999-Present

Public Scholarship Initiatives

Responsible to educational institutions and non-profit organizations for creating shared visions, achievable goals, and specific action plans; redefining missions to reflect contextual changes (e.g. demographic shifts in populations served by the organization, increase or decreases in funding bases, etc.); assessment of current status through focus groups, interviews, and/or survey tools; provide intervention strategies (educational programs, policy revisions, strategic plans, etc.); and evaluate outcomes.

Recent work: University of Wisconsin System, National Agricultural Extension Agents-Change Agent States for Diversity Collaboration, North Dakota State University, Northampton Community College, Monmouth University, University of New Hampshire, Iowa State University, Oregon State University, University of Vermont, New York University, Messiah College, Lehigh University. *Complete listing available on request.*

1998-2001

The Pennsylvania State University

Coordinator of Lesbian, Gay, Bisexual, and Transgender Equity

The primary responsibility of the Coordinator of LGBT Equity is to serve as the University contact regarding sexual orientation/gender identity issues and concerns. The Coordinator provides intervention strategies to individuals and University units/colleges through personal mediation and/or facilitated workshops. The Coordinator also has fiscal responsibilities for the office budget (\$120,000).

1979-present

The Pennsylvania State University

Lecturer in Kinesiology, College of Health and Human Development

Created Gerontology Major, advised undergraduate students, served on graduate student committees, responsible for teaching several classes including Exercise Physiology, Physiology of Aging, Teaching Methods, Research Methods (Qualitative and Quantitative), Statistical Applications

1979-1996

The Pennsylvania State University

Head Coach, Women's Softball

Coordinate all aspects of Division I program including the recruitment of student-athletes, budget construction and management (\$250,000), maintaining NCAA compliance regulations, and the successful graduation of student-athletes. Assisted in the founding of a National Softball Coaches Association; graduated 99.8% of athletes; and directed teams to four conference championships.

PROFESSIONAL EDUCATION

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| 1994 | Ph.D. | Pennsylvania State University
<u>Concentration:</u> Higher Education Administration
<u>Cognate:</u> Organizational Theory/Social Justice in Higher Education |
| 1981 | M.S. | Pennsylvania State University
<u>Concentration:</u> Physiology
<u>Cognate:</u> Aging |
| 1978 | B.S. | Montclair St. Teacher's College
Physiology/Health & Physical Education |

PUBLICATIONS

Books

Rankin, S., & Reason, R. (2009). *Campus climate assessment and planning*. Washington, D.C.: ACPA Books and Media.

Rankin, S., & Beemyn, B. (2008). *The lives of transgender people*. New York, N.Y.: Columbia Press.

Rankin, S. (2007). *Experiences of gay men in fraternities: From 1960 to 2007*. Charlotte, NC: Lambda 10 Project.

Rankin, S. (2003). *Campus climate for sexual minorities: A national perspective*. New York, N.Y.: National Gay and Lesbian Task Force Policy Institute.

Sanlo, R., Rankin, S., & Shoenberg, R. (2002). *Our place on campus: Lesbian, gay, bisexual, transgender services and programs in higher education*. Westport, CT: Greenwood Publishing Company.

Rankin, S. (2000). *Preventing and managing osteoporosis*. New York, N.Y.: Springer Publishing Company.

Book Chapters

Rankin, S. (2007). Campus climate for sexual minorities. In L. Badgett & J. Frank (Eds.), *Sexual orientation discrimination: An international perspective*. New York, N.Y.: Routledge Press.

Rankin, S. (2007). Campus climate for sexual minority students: Challenges and best practices. In J. Jackson & M. Terrell (Eds.), *Toward administrative reawakening: Creating and maintaining safe college campuses*. Herndon, VA: Stylus Publications

Rankin, S. (2005). Climate for LGBT college youth. In J. Sears (Ed.), *Encyclopedia of sexualities, youth and education* (pp. 737-740). Westport, CT: Greenwood Publishing Company.

Rankin, S., & Russell, S. (2005). Secondary school climate for sexual minority students. In J. Sears (Ed.), *Encyclopedia of sexualities, youth and education*. Westport, CT: Greenwood Publishing Company.

Rankin, S. (2004). College/university climate for sexual minorities. In J. Buck (Ed.), *Student characteristics matter* (p. 75-85). University Park, PA: The Pennsylvania State University, Undergraduate Education and International Programs.

Rankin, S. (2000). *Preventing and managing osteoporosis*. New York, N.Y.: Springer Publishing Company.

Rankin, S. (1998). Campus climate for lesbian, gay, bisexual, and transgendered students, faculty, and staff: Assessment and strategies for change. In R. Sanlo (Ed.), *Working with lesbian, gay, and bisexual college students: A guide for administrators and faculty* (p. 277-284). Westport, CT: Greenwood Publishing Company.

Rankin, S., & Evans, N. (1998). Heterosexism and campus violence: Assessment and intervention strategies. In A. M. Hoffman, R. Fenske, & J. Schuh, J. (Eds.), *Violence on campus: Issues for higher education* (p. 169-186). Gathersburg, MD: Aspen Publishers,

Rankin, S. (1998). The lesbian label in women's intercollegiate athletics. In R. Sanlo (Ed.), *Working with lesbian, gay, and bisexual college students: A guide for administrators and faculty* (p. 203-212). Westport, CT: Greenwood Publishing Company.

Journal Articles

Rankin, S., & C. Matheis (submitted). Gendered language. *Hypatia: A Journal of Feminist Philosophy*. Special edition on Transgender Studies and Feminism: Theory, Politics, and Gendered Realities.

Rankin, S., Weber, G., Case, D., & Hesp, G. (submitted). Experiences of gay men fraternities: From 1960 to 2007. *Journal of College Student Development*.

Rankin, S., & C. Matheis. (submitted). Beyond the binary: The power of language. *Journal of College Student Development*.

- Rankin, S. & Reason, R. (2008). Transformational Tapestry Model: A Comprehensive Approach to Transforming Campus Climate. *Journal of Diversity in Higher Education*, 1(4), 262–274.
- Reason, R., & Rankin, S. (2006). College student's experiences and perceptions of harassment on campus: An exploration of gender differences. *College Student Affairs Journal*, 26(1): 7-29.
- Rankin, S. (2006). LGBTQA students on campus: Is higher education making the grade? *Journal of Gay and Lesbian Issues in Education*, 3(2/3): 111-117.
- Rankin, S. & Reason, R. (2005). Differing perceptions: How students of color and White students perceive campus climate for underrepresented groups. *Journal of College Student Development*, 46(1), 43-61.
- Rankin, S. (2005). Slow but steady: Administrators taking heart to GBT safety, services. *GLBT Campus Matters: Guidance for Higher Education*, 1(1). Madison, WI: Magna Publications.
- Rankin, S. (2004). Campus climate for lesbian, gay, bisexual & transgender people. *The Diversity Factor*, 12(1): 1-3
- Rankin, S. (2003, Fall). Campus climate for lesbian, gay, bisexual & transgender people: A legal perspective. *Focus on Law Studies*, XIX(1).
- Rankin, S. (1999). Queering campus: Understanding and transforming climate. *Metropolitan Universities: An International Forum*, 9(4): 29-38.

RECENT PAPERS AND MAJOR PRESENTATIONS

- 2008 Maintaining the Momentum; Conference of Community Colleges
Invited Speaker: *Transforming campus: A model for assessing climate and creating accountability for inclusion*
- 2008 University of California, San Diego
Invited Speaker: *Assessing and transforming campus climate*
- 2008 National Gay and Lesbian Task Force
Invited Paper: *Working with female to different gender students*
- 2008 ACPA
Paper Presentations:
 - a) *Working with female to different gender students: Language, development, inclusion*
 - b) *Beyond the binary: The power of language in transgender communities*
 - c) *Creating and maintaining safe college campuses*
- 2008 NASPA
Paper Presentation: *Experiences of gay men in fraternities: From 1960 to 2007*
- 2007 American Counseling Association
Invited paper: *The lives of transgender people: Implications for counselors*

- 2007 NASPA/ACPA
Paper Presentations:
a) *Brokeback brotherhood: Overcoming heterosexism and homophobia in a college fraternity*
b) *Assessment, demographics, and equity - GLBT issues in the academy*
c) *The changing face of students: Exploring the lives of transgender People*
d) *The LGBT campus climate index*
- 2006 American Association of Colleges and Universities
Paper presentation: *Defining and assessing campus climate for underrepresented and underserved populations*
- 2006 Hershey Foods International
Invited speaker: *Opening new doors: Working with LGBT associates*
- 2006 Ithaca College
Invited speaker: *If you think it is a level playing field, you probably have box seats*
- 2006 University of Nebraska
Invited speaker: *Assessing campus culture*
- 2005 Pennsylvania Association of Student Assistance Professionals
Invited Speaker: *Working with LGBTQA youth*
- 2005 Hershey Entertainment International
Invited Speaker: *Managing diverse clients*
- 2005 Consortium of State Land Grant Institutions
Invited speaker: *Assessing organizational climate*
- 2004 American Association of Colleges and Universities Diversity & Learning Conference:
Democracy's Compelling Interest
Invited speaker: *Campus climate for LGBT people: A national perspective*
- 2004 American College Health Association
Assessing campus climate for underrepresented students: Focusing on student health issues
- 2004 Ohio State University President's Diversity Lecture Series
Invited speaker: *Campus climate for underserved populations*
- 2004 US Department of Education
Invited panelist: *Violence prevention in higher education*
- 2004 National Association of Student Affairs Administrators Annual Conference
Assessing campus climate for underrepresented students: Practical applications of an ecological model
- 2004 California Polytechnic at San Luis Obispo
Invited Speaker: Pride Week Keynote
Assessing LGBT climate on college campus

- 2003 University of California, Riverside
Invited speaker: *Climate for diversity in higher education*

- 2003 University of Colorado, Boulder
Keynote: *National campus climate for diversity*

- 2003 North Dakota State University
Keynote: *Entitled: 30 years of Title IX*

- 2003 Pennsylvania Black Conference on Higher Education
Campus assessment and strategic planning for diversity

CURRENT RESEARCH PROJECTS

Student-Athlete Climate Project (sponsored by a grant from the National Collegiate Athletic Association)

Student-athletes face challenges beyond those of non-athletes. Carodine, Almond, and Gratto (2001) report that student-athletes must cope with scrutiny from the public and serious time demands in addition to maintaining academic success. Student-athletes enter college at different levels academically, socially, and emotionally. In 1991, the NCAA passed legislation mandating that all institutions provide some form of academic counseling and support to all student-athletes. The purpose of this pilot study is to examine the climate for student-athletes in intercollegiate athletics and to investigate if there are differences in experiences of student-athletes based on various characteristics.

Transgender Discrimination Project (sponsored by a grant from the National Gay and Lesbian Task Force)

From verbal harassment, to threats of violence, to the destruction of property, to assaults and murder, people who are out or who are perceived as transgender or gender non-conforming often face a hostile social climate. Yet little research has been conducted on the prevalence of different forms of harassment and violence against transgender people. Hate crimes based on gender identity/expression are not even officially counted. The Hate Crime Statistics Act of 1990 mandated that the United States Justice Department track crimes based on race, ethnicity, religion, and sexual orientation, but not gender or gender identity. Information on anti-transgender harassment and violence is also limited because the federal government does not recognize transgender people in anti-discrimination laws, nor do most states. Currently, only 13 states and the District of Columbia have laws protecting people based on their gender identity/expression. The reluctance of transgender people to report harassment and violence is indicative of the extent of discrimination and stigma against individuals who are gender non-conforming, as well as a lack of knowledge and understanding of transgender issues by law enforcement officials and some social and public service organizations. The purpose of the project is to document transgender people's experiences of discrimination in housing, employment, health care, and education.

Grants Secured

- 2008 NGLTF Policy Institute (in process)
\$5,000 Transgender National Discrimination Project
- 2007 NCAA Student-Athlete Climate Project
\$41,700
- 2001 Gill Foundation
\$15,000 Statewide Pennsylvania Rights Coalition
- 2001 Vanguard Foundation
\$15,000 Statewide Pennsylvania Rights Coalition
Youth Leadership Training Institute and Fellowship Program
- 2001 Princess Diana Foundation
\$20,000 Statewide Pennsylvania Rights Coalition
LGBT Youth Performance Project
- 2001 National Association of Student Affairs Administrators in Higher Education (NASPA)
\$5,000 Individual Research Grant
National Diversity Assessment Project
- 2001 National Gay and Lesbian Task Force (NGLTF) Policy Institute
\$5,000 Individual Research Grant
National Diversity Assessment Project

EXTERNAL REVIEW TEAMS

- 2006 NCAA LGBT Think Tank
Issues of Negative Recruiting
- 2005 University of Minnesota--Twin Cities
Review of Diversity Initiatives
- 2006 Ohio State University
Review of Multicultural Center in Student Affairs

DOCTORAL STUDENT COMMITTEES

- 2008 Andrew Nichols, Higher Education doctoral candidate
 Jennifer Domagal-Goldman, Higher Education doctoral candidate
- 2006 Liz Roosa-Millar, Higher Education
- 2005 Patricia Bullock, Curriculum and Instruction
- 2004 Eric Malewski, Curriculum and Instruction
 Stefani Bjorklund, Higher Education Administration

EDITORIAL BOARDS

- 2007-present *Journal of Diversity in Higher Education*
- 2006-present ACPA Books and Media
- 2004-present *GLBT Journal in Education*
- 20003-2007 *GLBT Campus Matters*

UNIVERSITY AND PROFESSIONAL COMMITTEES AND SERVICE

- 2007-present Advisory Board Member: Penn State Comprehensive Studies Program
- 2007-present Board Member, Research Consultant: Campus Pride
- 2006-present Faculty Liaison: NASPA GLBT Issues Knowledge Community
- 2006-present Board Member: Friends of the Center:
 Member: Penn State LGBT Resource Center Alumni Board
- 2005 - present Advisory Board Member: Penn State Student Affairs Research & Assessment
 Office
- 2003-2004 Penn State Faculty-Staff Survey Steering Committee Member
 Responsible for developing questions on diversity and demographic variables
- 1995-1999 Board of Directors: Lambda (LGB) Alumni of Penn State
 Founding member of the first and only LGB alumni association in the nation to
 be recognized and fully supported by its alma mater.
- 1995- 2000 Faculty Advisor: Lambda Student Alliance and Lambda Delta Lambda
 Assisted LGBT student organizations with budgets; annual campus-wide Unity
 Days celebration, National Coming Out Day and Pride Week activities, and
 facilitating an annual three-day student leadership retreat.

1990-1992	<p>Member: Penn State Lesbian, Gay, Bisexual Task Force</p> <p>Task force charged by President Thomas to provide information on campus climate for LGBT constituents and provide strategic intervention recommendations. Co-authored Enhancing Diversity: Toward a Better Campus Climate that provided suggested policy revisions/additions and program planning recommendations. The efforts of the task force led to creation of Commission on LGB Equity and inclusion of sexual orientation in Penn State's non-discrimination clause.</p>
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RECENT COMMUNITY SERVICE

2004	<p>Appointed Member: Governor Rendell High Education Transition Team</p> <p>Member of Governor's Higher Education Transition Committee</p> <p>The transition team was charged to oversee the smooth transition of the state-related and state-owned institutions and community colleges, the Pennsylvania Higher Education Assistance Agency, the Pennsylvania Higher Education Facilities Authority and the State System of Higher Education from the current administration to the Rendell Administration.</p>
1999-Present	<p>Founding/Continuing Member: Consortium of LGBT Resource Center Directors</p> <p>The mission of the Consortium is to critically transform higher education environments so that lesbian, gay, bisexual, and transgender students, faculty, administrators, staff, and alumni have equity in every respect. Created 1999-2003 Strategic Plan/Bylaws and 2004-2009 Strategic Plan/Amended Bylaws.</p>
1997-Present	<p>Founding member, former Co-Chair, Chair of Structure and Process Committee: Pennsylvania Civil Rights Coalition (SPARC)</p>
1995-Present	<p>Research Committee member: National Gay & Lesbian Task Force</p>