

SUSAN R. RANKIN

814-863-2659 (office)

E-mail: sxr2@psu.edu; sue@rankin-associates.com

Professional Summary

Summary: Over 26 years of successful University experience with a proven record of exemplary teaching and research as well as producing results for local, state, and national educational institutions and community-based organizations. A dedication and commitment to social justice issues.

Selected Skills and Accomplishments

- Twenty-six years of experience in higher education. Proven success in leadership (Senior Analyst, Coordinator of LGBT Equity), teaching (Assistant Professor, 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 \$60,000 in 2000-2001 for research projects and coalition work).
- 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)
- Consultant to higher education institutions and non-profit organizations. Conduct organizational assessments, facilitate strategic planning, coordinate intervention strategies, and evaluate outcomes. Some of the 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
- Invited national speaker on social justice issues in business, non-profit community organizations, and educational institutions, focusing specifically issues of race, class, gender, disabilities, sexual orientation, gender identity, and other disenfranchised communities.

Professional History

2006-Present

Assistant Professor, College Student Affairs, College of Education, The Pennsylvania State University

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.

Assistant Professor, Higher Education, Policy Studies, College of Education, The Pennsylvania State University

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

1996-2006.

Senior Diversity Planning Analyst, Office of the Vice Provost for Educational Equity, The Pennsylvania State University

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.

Principal, Rankin & Associates Consulting

Responsible to clients (e.g. educational institutions, 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 clients: 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. *Additional listing of clients available on request.*

1998-2001.

Coordinator of Lesbian, Gay, Bisexual, and Transgender Equity, The Pennsylvania State University

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 – 1996.

Lecturer in Kinesiology, College of Health and Human Development, The Pennsylvania State University

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.

Head Coach, Women's Softball, The Pennsylvania State University

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 | MS | Pennsylvania State University
<u>Concentration:</u> Physiology
<u>Cognate:</u> Aging |
| 1978 | BS | Montclair St. Teacher's College
Physical Education / Physiology |

Recent Publications

Rankin, S. (forthcoming). *Campus Climate Assessment & Planning*. Routledge Press.

Rankin, S. (forthcoming). 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, Virginia: Stylus Publications

Rankin, S. (2005). Climate for LGBT College Youth. In J. Sears (Ed.), *Encyclopedia of Sexualities, Youth & Education*. Westport, CT: Greenwood Publishing Company.

Rankin, S. and S. Russell (2005). Secondary School Climate for Sexual Minority Students. In J. Sears (Ed.), *Encyclopedia of Sexualities, Youth & Education*. Westport, CT: Greenwood Publishing Company.

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. and R. Reason. (2005). Differing Perceptions: How Students of Color and White Students Perceive Campus Climate for Underrepresented Groups. *Journal of Student College Development, 46(1)*: 43-61.

Rankin, S. (2004). Campus Climate for Lesbian, Gay, Bisexual & Transgender People. *The Diversity Factor*. Winter 2004, Volume 12, Number 1.

Rankin, S. (2004). College/University Climate for Sexual Minorities. In J. Buck (Ed.), *Student Characteristics Matter* (p. 75- 85). University Park, PA: Undergraduate Education and International Programs, The Pennsylvania State University.

Rankin, S. (2003). Campus Climate for Lesbian, Gay, Bisexual & Transgender People: A Legal Perspective. *Focus on Law Studies*. Fall 2003, Volume XIX, Number 1.

Rankin, S. (2003). *Campus Climate for Sexual Minorities: A National Perspective*. National Gay and Lesbian Task Force Policy Institute: New York: New York.

Rankin, S., R. Sanlo, and R. Shoenberg. (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: New York. Springer Publishing Company.

Rankin, S. (1999). Queering Campus: Understanding and Transforming Climate. *Metropolitan Universities: An International Forum 9*, (4): 29-38.

Rankin, S. (1998). Campus Climate for Lesbian, Gay, Bisexual, and Transgendered Students, ty, 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. and 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). Aspen Publishers, Gathersburg, Maryland

Rankin, Sue (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.

Technology Skills

Hardware: MAC or PC
Software programs: Word, Excel, PowerPoint, Photoshop, PageMaker
Statistical Packages: SAS, SPSS (Simple statistics through hierarchical regression analysis)
Web Page development: Statewide Pennsylvania Rights Coalition: <http://www.sparc-pa.org>
Commission for Women: <http://www/lions.psu.edu/cfw>

Board Membership

2005 External Review Team, University of Minnesota
2005-2008 American College Personnel Association Books and Media Editorial Review Board
2002-present Journal of Gay and Lesbian Issues in Education: An International Quarterly devoted to Research, Policy and Practice

Recent Papers And Major Presentations

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

External Review Teams

- 2005 University of Minnesota-Twin Cities
Review of Diversity Initiatives
- 2006 Ohio State University
Review of Multicultural Center in Student Affairs

Recent Graduate Student Committees

- 2006 Doctoral Candidates
Liz Roosa-Millar
- 2005 Doctoral Candidates
Patricia Bullock, Curriculum and Instruction
- 2004 Doctoral Candidates
Eric Malewski, Curriculum and Instruction
Stefani Bjorklund, Higher Education, Administration

- 2004 Master's Candidates
 Nicholas Plack, Higher Education, Student Affairs
 Wally Richardson, Higher Education, Administration
 DeShaya Williams, Higher Education, Student Affairs
 Kathleen Ziga, Higher Education, Administration
 Jeanne-Pierre Laurenceau-Medina, Higher Education, Student Affairs

Grants Secured

- 2001 Gill Foundation
 \$15,000.00 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)
 \$5,000.00 Individual Research Grant
 National Diversity Assessment Project
- 2001 National Gay and Lesbian Task Force (NGLTF) Policy Institute
 \$5,000.00 Individual Research Grant
 National Diversity Assessment Project

University Committees And Service

- 2003-2004 2004 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 to Lambda Student Alliance and Lambda Delta Lambda;
 Monitor LGBT student organization budgets; oversee annual campus-
 wide Unity Days celebration, a weeklong series of cross-cultural events
 that includes a festival and an array of educational programs, National
 Coming Out Day and Pride Week activities; and planning and conduct of
 three-day student leadership retreat.

1990-1992	<p>Lesbian, Gay, Bisexual Task Force</p> <p>Task force charged by the President 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. Led to creation of Commission on LGBT Equity and inclusion of sexual orientation in Penn State's non-discrimination clause.</p>
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Recent Community Service

2004	<p>Governor Rendell's Transition Team</p> <p>Member of Governor's Higher Education Transition Committee</p> <p>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 of the Consortium of LGBT Resource Center Directors whose mission is to critically transform higher education environments so that lesbian, gay, bisexual, and transgender students, faculty, administrators, staff, and alumni/ae have equity in every respect. Created 1999-2003 Strategic Plan/Bylaws and 2004-2009 Strategic Plan/Amended Bylaws.</p>
1997-Present	<p>Pennsylvania Civil Rights Coalition (SPARC)</p> <p>Founding member, former Co-Chair, Chair of Structure and Process Committee</p>
1995-Present	<p>National Gay & Lesbian Task Force – Research Committee member</p>