



PennState

ADMINISTRATIVE FELLOWS PROGRAM

2023–2024

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 is open to full-time tenure-line, term non-tenure-line faculty (who hold appointments of five years or longer) and no term faculty and regular staff employees who have held appointments of five years or longer. Participants are provided 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 2023-2024, three Administrative Fellows will have the opportunity to work with the appointed *Executive Vice President and Provost*; Kelly Austin, *Vice President for Commonwealth Campuses and Executive Chancellor*; and Jennifer Wilkes, *Vice President for Human Resources and Chief Human Resources Officer*. 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 4, 2022	Information session with former Fellows ZOOM (1:00 – 2:00 p.m.)
January 26, 2023	Application deadline
February 22 - 23, 2023	Interviews
Late April 2023	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:

Ann Clements
Assistant Vice Provost for Faculty Affairs
205 Old Main
814-863-7494
acc13@psu.edu

Marcus Whitehurst
Vice Provost for Educational Equity
314 Old Main
814-865-5906
maw163@psu.edu

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 (deceased)

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 (retired)

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, Partner, Mallory-Three-LLC, Chicago and Director of Education for Chicago SHRM

1993-94

Janeen M. Grasser, Director of Finance and Administration for Undergraduate Studies (retired)

Howard E. Wray, Executive Director for Educational Equity Services, California State University Long Beach

1994-95

Ingrid M. Blood, Professor Emerita, Communication Sciences and Disorders (retired)

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, Penn State Abington

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 (retired)

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 (retired)

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 Emerita (retired)

Joyce Matthews, Executive Director of the Montgomery College Foundation

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

2001-02

Renee D. Diehl, Professor Emerita of Physics, Eberly College of Science (retired)

Bonnie J. MacEwan, Dean of Libraries, Auburn University (retired)

Kelly B. Snyder, Executive Director for Research and Analytics, Office of University Development

2002-03

Josephine M. Carubia, Consultant - Metaphorical Ink: Results Through Writing

Robert H. Hardin, Coordinator of Student Records and Director of Diversity Outreach and Engagement, Schreyer Honors College (retired)

Ladislav 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, Professor of English, College of the Liberal Arts

Rachel E. Smith, University Budget Officer, Office of the President (retired)

2005-06

Michael A. Adewumi, Vice Provost for Global Programs (retired)

Bruce E. Ellis, Assistant Athletic Director Student Services, Penn State Athletics Compliance (retired)

Martha H. Jordan, Recruitment Director, Admission Services and Adult Learner Advocacy (retired)

2006-07

Ronald L. Jackson II, Dean, McMicken College of Arts and Sciences, University of Cincinnati

Maria J. Russoniello, Director of Development and Alumni Relations, Worthington Scranton Campus (retired)

2007-08

Catherine S. Dufour, Project Manager, WorkLion Management Office

Peter B. Idowu, Professor of Electrical Engineering, Capital College

Pingjuan L. Werner, Interim Chancellor and Chief Academic Officer, Penn State DuBois

2008-09

Jody M. Heckman, 2021 Budget Planning Director, University Budget Office

Melissa J. Kunes, Assistant Vice President for Undergraduate Education and Executive Director for Student Aid

Colleen Toomey, Associate Dean, Peking University School of Transnational Law

2009-10

Teresa Diehl, Associate Dean for Administration, Eberly College of Science

Karin Foley, Associate Director of Regulatory Affairs, University of Missouri Research Reactor (retired)

Patreese Ingram, Assistant Dean for Multicultural Programs, College of Agricultural Sciences

2010-11

Christina E. MacGill, Senior Associate Director of Recruiting and Outreach Programming (deceased)

Barbara Sims, Professor and Chair, Department of Criminal Justice, Mars Hill College

2011-12

Karen L. Henninger, Director of Data Governance, Penn State Office of Planning, Assessment & Institutional Research

Olga Igolnikov, Senior Director of Advancement Operations, University of North Florida

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 Vice Provost for Faculty Affairs

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, Assistant Vice President for Administration for the Commonwealth Campuses

2014-15

Janda Hankinson, Director of Vendor and Contract Management, Enterprise IT

Wanda Knight, Associate Professor of Art Education and Women's Gender & Sexuality Studies, College of Arts and Architecture

Lisa Wandel, Director of Residential Dining, Auxiliary and Business Services (retired)

2015-16

Rebecca Cianci, Assistant Dean for Administration, Smeal College of Business

Madhavi Kari, Assistant Director, Office of Inclusion and Diversity Engagement

Binh P. Le, Acting Head Librarian, Penn State Abington

2016-17

Zaryab Iqbal, Political Science Program Director, National Science Foundation

Clarabelle Lin, Senior Director of Marketing and Business Development, Penn State World Campus

Felisa Preciado, Associate Dean for Undergraduate Education, Smeal College of Business

2017-2018

Laura Miller, Energy Program Manager, Office of Physical Plant

Michelle Schafer, Director of Alumni Relations and Events, Penn State College of Engineering

2018-2019

Zuleima Karpyn, Associate Dean for Graduate Education and Research, College of Earth and Mineral Sciences

Laurie Verost, Associate Director for Engagement, Office of Strategic Communications

Lynette Yarger, Assistant Dean for Equity and Inclusion, Schreyer Honors College, 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, Assistant Vice President for Research, Office for Research Protections

2020-2021

Moradeyo Olorunnisola, Director of Admissions, Schreyer Honors College
Andrea Tapia, Associate Dean for Research, College of Information Sciences and Technology
Linghao Zhong, Professor of Chemistry and Assistant Director of Academic Affairs, Penn State Mont Alto

2021-2022

Carrie Jackson, Professor of German and Linguistics, College of the Liberal Arts
Erica Smithwick, Distinguished Professor of Geography; Associate Director, Institutes of Energy and the Environment; Director, Ecology Institute; and Director, Center for Landscape Dynamics, College of Earth and Mineral Sciences
Kristin Sykes, Assistant Director of Administrative and Financial Services, Office of Physical Plant

2022-2023

Luis F. Ayala H., Professor of Petroleum and Natural Gas Engineering, College of Earth and Mineral Sciences
Meeghan Hollis, Senior Associate Director for Residence Life, Student Affairs
Darcy A. Rameker, Director of Student Activities, Student Affairs

This publication is available in alternative media on request.

The Pennsylvania State University is committed to the policy that all persons shall have equal access to programs, facilities, admission, and employment without regard to personal characteristics not related to ability, performance, or qualifications as determined by University policy or by state or federal authorities. It is the policy of the University to maintain an academic and work environment free of discrimination, including harassment. The Pennsylvania State University prohibits discrimination and harassment against any person because of age, ancestry, color, disability or handicap, genetic information, national origin, race, religious creed, sex, sexual orientation, gender identity, or veteran status. Discrimination or harassment against faculty, staff or students will not be tolerated at The Pennsylvania State University.

Direct all inquiries regarding the nondiscrimination policy to the Affirmative Action Office, The Pennsylvania State University, aao@psu.edu, 814-863-0471.