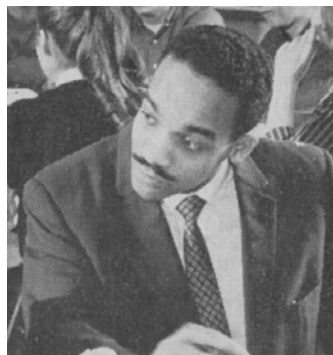


PENN STATE UNIVERSITY

Pioneering African American Faculty & Staff (1956 – 1970)

(Revised Edition – February 2011)



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Introduction

African American faculty and staff at the university have had a huge impact on the lives of students, academic and social programs, and the university's reputation as a whole. Many faculty and staff have demonstrated a great deal of courage in supporting student and community positions that were seemingly counter to Penn State's interest. Others served to advance educational equity through their individual achievements or the influence of their positions. It was largely due to supportive faculty and staff members that students also felt empowered to create an active dialogue on race and its significance in academia.

Because Penn State did not keep records that identified faculty, staff, and students by race, prior to 1970, such information had to be gleaned from a search of newspapers, yearbooks, photographs, other documents, and oral testimony. These methods can result in unintentional omissions and errors, for which we apologize in advance. In addition, the information in this document is more focused on Penn State's main campus at University Park, Pennsylvania. Evidence shows there were a few African American faculty and staff members at some of the then 18 commonwealth campuses prior to 1970, but more research is needed to identify most of them.

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Pioneering African American Faculty and Staff

In 1956, two years after the *Brown* decision, Penn State joined the ranks of many trendsetting universities by abandoning its traditional hiring practices. Employing its first African American faculty, Mary Godfrey, in the spring of 1956, Penn State slowly moved toward diversifying its staff with the addition of African American faculty and staff until 1968, when campus and national student protests hastened the pace. This document provides brief profiles of most of these early African American faculty and staff members at the University Park campus.

1950's

1956 - Mary E. Godfrey, Assistant Professor of Art Education



In the spring of 1956, Mary Godfrey became Penn State's first full-time African American faculty member. She began her Penn State career as an assistant professor of art education. Godfrey served on the faculty until her retirement in 1979, and remained in the State College area until her death on April 30, 2007.

Source: Penn State University African American Chronicles 1899 – 2008. Photo courtesy of Penn State Archives

1956 - Preston N. Williams, Assistant University Chaplain

Preston Williams first visited Penn State in the summer of 1956 in order to participate in a religion and science institute. During that visit, University Chaplain Luther Harshbarger hired Williams to serve as Assistant to the Chaplain. Originally from Homestead, Pennsylvania, Williams was awarded a competitive scholarship that permitted him to attend Washington and Jefferson College where he earned his bachelor's degree. He went on to attend Johnson C. Smith Theological Seminary and ultimately received a master's in sacred theology at Yale University.

In addition to carrying out typical chaplain related duties, Williams served as advisor to Kappa Alpha Psi fraternity and Entre Nous, the first non-Greek lettered student organization dedicated to supporting the growth of Black students at the university. Williams was promoted to Assistant University Chaplain in 1957 while continuing to be an advocate for Black students at the university. In 1961, he won a Danforth Fellowship that allowed him to attend Harvard for 11 months. He left Harvard in 1962 but later returned to earn a doctorate degree. He is currently the Houghton Research Professor of Theology and Contemporary Change at Harvard Divinity School.

Source: Interview with Preston N. Williams, Penn State University African American Chronicles 1899 – 2008

1956 – Clifford V. Smith, Jr., Instructor in Civil Engineering, College of Engineering



Clifford V. Smith, Jr., the former assistant superintendent for water and sewerage treatment for the city of Ames, Iowa, was named an instructor in civil engineering at Penn State in October 1956. He had earned bachelor's degree in Civil and Sanitary Engineering from the University of Iowa in 1954. Smith was a member of and served as a sponsor of Kappa Alpha Phi Fraternity while at Penn State.

Smith would leave Penn State to continue his education at Johns Hopkins

University, earning a Master of Science Degree in Sanitary Engineering and Water Resources (1960); and a Doctorate in Radiological Science and Sanitary Engineering (1966). A long distinguished career as an engineer and administrator, serving in government, industry, and academia would follow. In government, Smith served at the Assistant Secretary level of the U.S. Nuclear Regulatory Commission, and as Regional and Deputy Regional Administrator for the U.S. Environmental Protection Agency in Seattle and Boston, respectively. In industry, he worked for the Bechtel Corporation in San Francisco, where he served as Executive Engineer, Program Manager, and Business Development Manager within the Advanced Technology Division. Prior to becoming chancellor of the University of Wisconsin-Milwaukee from 1986-1990, he held numerous positions within the Oregon State System of Higher Education. There he served as Special Assistant to the Chancellor of the State System for Science Technology and Economic Development and Director of the Council for Advanced Science, Engineering Education, and Research for Industry. He also held the number two position at Oregon State University, serving as Vice President for Administration, and he has held a joint appointment as Director of the Radiation Center, Director of the Institute for Nuclear Science and Engineering, and Head of the Department of Nuclear Engineering.

Smith's many honors include the Environmental Protection Agency's highest award, the Gold Medal for exceptional service. In 1992 he was selected for a Distinguished Alumni Award for Achievement by the University of Iowa. Dr. Smith retired in 1997 as the President of the General Electric Foundation in Fairfield, Connecticut.

Source: University of Iowa Alumni Association, Daily Collegian Archives

1957 - Robert H. Davage, Associate Professor of Psychology, College of Human Development



Robert H. Davage joined the Penn State faculty in September of 1957 as an associate professor of psychology. He led the “Pyramid Program” which was started that same year. The pyramids were composed of freshmen, sophomores, a junior and a senior as a study group. The goal was for students to develop the attitudes, knowledge, and skills to enable them to pursue their academic work with greater motivation, resourcefulness and independence.

In March of 1958, Davage conducted a formal survey of Negro students to determine the level and impact of racial discrimination in the State College community. The “Davage Report,” which was issued in the fall of 1958, was sponsored by the Centre County Layman's League. The report outlined some major problems, especially in the areas of off-campus housing and personal services. For the full text of that report, go to www.blackhistory.psu.edu.

In the fall of 1959, Davage left the university to teach at Hunter College (NY). He died in 2001.

Sources: Daily Collegian Archives, Penn State Archives, Penn State University African American Chronicles 1899 – 2008. Photo courtesy of Penn State Archives

1960's

The 1960's proved to be very turbulent times for colleges and universities across the United States. Historians and researchers coin this period as the “Civil Rights Era,” highlighting the use of protests and opposition for inspiring a “counter culture.” The decade also saw the emergence of new disciplines such as Black Studies and Women Studies, and the inclusion of the Black experience in existing disciplines. Penn State followed this trend by relocating Daniel Walden to its main campus to teach literature courses inclusive of Black writers and the Black perspective. Although Dr. Walden, a white Jewish American, believes the English Department was hesitant about changing the curriculum, this decision opened up the door for more comprehensive curricula in other Penn State departments and disciplines. While the question of whether university decision makers were eager to completely integrate the faculty and professional staff can not be determined by evidence gathered thus far, for Penn State, the 1960's marked an era of new practices that would lead to important and permanent changes for African Americans at the university.

1961 - Charles T. Davis, Professor of English



Charles T. Davis joined the faculty in 1961 as an associate professor of English after teaching at Princeton and New York University. He had also held visiting professorships at Yale University, Bryn Mawr College, and Rutgers University. On July 1, 1963, Davis was promoted to a full tenured professor of English, becoming the first Black faculty member to become tenured at Penn State. During the 1966-67 academic year, Davis took leave to lecture on the “American Romantics” at the University of Turin (Italy) under the Fulbright – Hays Act Grant.

In September 1968, Davis developed and taught the new “*Afro-American Literature in the 20th Century*” course. He would become the first Black faculty member elected to membership in the State College Literary Club on November 4, 1968. The Literary Club is the oldest faculty organization on campus, founded in 1896 and dedicated to the promotion of the liberal arts as well as good fellowship. In July of 1969 Davis was also elected chair of the University Senate Committee on Undergraduate Student Affairs (SCUSA). He would leave the University in September 1970 to head the Afro-American Studies Program at the University of Iowa. Davis would later become the Director of the Afro-American Studies Program at Yale University, where he gained a national reputation as an influential literary critic, author, and scholar. Prior to his March 26,

1981 death, Davis mentored and influenced young future high profile scholars such as Henry Louis Gates.

Source: Daily Collegian Archives, Penn State University African American Chronicles 1899 – 2008. Photo courtesy of Penn State Archives

1961- Stanley Shepherd, Assistant Professor of Physics, College of Science

Stanley Shepherd joined the university faculty in 1961 after teaching physics for a year at Tuskegee College in Alabama. Originally from Port Antonio, Jamaica, he received his master's degree from Kent State University in Ohio. Shepherd taught first at the Altoona campus, joining the University Park faculty four years later. Known as a "gifted teacher," Shepherd received the first teaching award ever to be handed out by the College of Science in 1972. In the State College community, he was known for his artistic renderings of Caribbean folk songs and for conducting guitar lessons for children.

Source: Daily Collegian Archives

1963 – James "Joseph" Cramer, Jr., Professor of Accounting, College of Business

Joseph Cramer is believed to be the first Black to serve on the University faculty in the College of Business. He received his bachelor's degree from Texas Southern University and a master's and doctorate of business administration from Indiana University at Bloomington in 1963. After passing his CPA exam in that year, Cramer pursued several interviews his alma mater had set up for him. However, Cramer recalled in an interview with the *Centre Daily Times* that, "half of them were terminated when the interviewer walked into the room and discovered I was Black." Cramer was one of nine Blacks in the country to hold both a CPA certificate and doctoral degree. He was one of 150 Blacks out of a total of 120,000 CPAs nationwide. Subsequently, he was hired at Penn State to serve as an assistant professor of accounting.

In 1968, Cramer was appointed to the American Institute of Certified Public Accounts' Committee on Recruitment from Disadvantaged Groups to help recruit men and women from disadvantaged groups into the field of accounting. In 1971, he was appointed the acting head of the Department of Accounting and Management Information Systems, at the same time, chairing the department's Graduate Policy Committee. In 1974, Cramer was named Arthur Anderson Faculty Fellow in the College of Business Administration. It was only the second appointment since the establishment of the position of faculty fellow. University President John W. Oswald noted at the time that he demonstrated a "high level of excellence in his scholarly activities."

At the university level, Cramer served on the Committee on Black Studies as well as the Academic Advisory Committee of Upward Bound. He was treasurer and a member of the board of directors of the University Renaissance Fund. In addition he served on the University Senate. He was a member of Alpha Phi Alpha fraternity and was dedicated to helping disadvantaged students enter the field of accounting.

Cramer died of AIDS-related complications in 1986 in Washington, D.C. At the time, he was associate dean of the Business School at Howard University in the same city. The “*Cramer Account*,” the official quarterly newsletter of the National Association of Black Accountants (NABA), was named for and dedicated in memory of Dr. Cramer on March 6, 1987.

Sources: Daily Collegian Archives, NABA website

During the time of Cramer’s tenure, pressure mounted from student groups such as the Douglass Association to recruit more Black students and faculty. The university would launch programs aimed at positively enhancing the experiences of the black community on campus. Along with the new programs came individuals dedicated to changing the shape of university relations with this community.

1964 - Thelma “Mom” T. Price, Assistant Vice-President of Student Affairs



Price joined the Penn State staff in 1964 as Assistant Dean of Students at the New Kensington campus. She was named acting director of the Equal Opportunity Program (EOP) at University Park in 1971 and Assistant Vice-President of Student Affairs in February 1972. Price served as a key liaison between the students, the University administration, and state legislators on many issues during the often turbulent early 1970s, and beyond. Born in Detroit, she received a bachelor’s in Social Studies from Bennett College, and her master’s in history from the University of Pittsburgh.

Price served the University on several critical task teams, but is best known for her advocacy of minority student concerns. Nicknamed “Mom” by many alumni, Price would often find book money, food, housing and clothes for needy students, as well as identify untapped resources for student programming—such as the Black Arts Festival. She frequently used her business connections to help students obtain internships and full-time employment, and she actively mentored many past and current staff and faculty members.

In 1977 Price was elected President of the local NAACP, serving in that role for several terms. After her 1986 retirement from Penn State, she became an active community advocate for children and the poor through her work with Diversity Committee and Respect Committee of the State College Area High School, Stand for Children, Housing Transitions Inc. and the opening of Mom’s Kitchen—which provided free hot meals.

Appropriately, the Thelma “Mom” Price Scholarship is being set up for Penn State students who are committed to academics, but have unmet financial need.

Source: Daily Collegian Archives Photo: Penn State Archives

1967- William L. Henson, Director of Minority Student Programs, College of Agriculture

Dr. William Henson completed his doctorate at Penn State in 1967 and subsequently accepted a position as Agricultural Economist with Economic Research Service, USDA, stationed at Penn State. He was the only Black faculty member in the College of Agriculture at the time. Simultaneously, he served part time as special assistant to the associate dean for resident education for minority and disadvantaged students in the college. Under his leadership, enrollment of students of color increased significantly.

In 1984, Dr. Henson was named coordinator of graduate student recruitment and was instrumental in assuring funding for the College of Agriculture's "Grad-Op Program." He is also acknowledged for the creation of the Minority Student Apprenticeships in Agriculture Program, which helped to increase enrollment of students of color.

In 1989, he received the University's Equal Opportunity Award for his contribution to affirmative action efforts and for creating an environment that allowed for "cross-cultural understanding." In 1991, he was appointed president of the National Society for Minorities in Agriculture, National Resources and Related Sciences (MANRRS). In 1996, he won the university's Excellence in Advising Award for advising, academic, and career assistance and support.

He also pledged his commitment by participating in many committees such as the Black Studies program planning committee and the advisory committee to the Paul Robeson Cultural Center. Dr. Henson passed away in 2008 leaving a legacy in the College of Agriculture and a lasting impression on the students and faculty members he influenced.

Sources: Penn State University Archive material, Agricultural Experiment Station biographical data- Penn State University, Centre Daily Times- January 16, 1999.

1968 - Warren B. Coleman, Instructor in Physical Education, College of Physical Education, Health and Recreation

In July 1968, Warren Coleman was named assistant track coach at the University, becoming the first Black to coach any athletic team at Penn State. Coleman earned his bachelor's degree in physical education from Hampton Institute in 1955. Coleman attended Hampton Institute on a football scholarship, and also was a member of the track team. Following graduation, Coleman began a successful thirteen year stint as a high school track coach, football coach, and athletic director in Illinois and Virginia.



At Penn State, Coleman would become the unofficial coordinator of the new Black Cultural Center in October of 1971. He was officially appointed the first acting director of the center in January 1972, and held that position until late that year. He resigned as

assistant track coach in August 1972 for “personal reasons.” Coleman was also well known at the University as a popular bowling instructor, and for his long running (1975 – 1992) Sunday morning radio persona, *The Witchdoctor*, on WQWK 97 FM.

Source: Daily Collegian Archives, Penn State University African American Chronicles 1899 – 2008.

1968- George R. Culmer, Admissions Director, Special Projects

Ten days before the assassination of Martin Luther King Jr. in 1968, George Culmer was named Admission Director of Special Projects. After joining the director of academic services’ staff, Culmer led the campaign for identifying and recruiting Black students to Penn State.

Originally from Philadelphia, Culmer received his Bachelor of Arts in Sociology from Lincoln University and completed work toward a Master of Arts in Urban Sociology from Temple University. While at the university, Culmer helped establish additional criteria to be used for Black student admissions. He assisted Penn State by visiting high schools around the state in recruitment endeavors while working collaboratively with the coordinator of university programs for the disadvantaged.

In 1969, he helped to coordinate a career day for students hoping to attend college in Philadelphia. In 1970, he served as acting director of the newly established central office for the university’s educational opportunity program.

Source: Daily Collegian Archives

1968- James Perine, Director of Upward Bound, Instructor in Community Service

Upward Bound, was established 1965 by the United States Office of Economic Opportunity with a budget of \$250 million for universities to help provide disadvantaged high schools students with resources and academic preparation to increase their chances for college admission. In 1968, Penn State joined 200 other universities around the country in establishing an Upward Bound summer program on campus.

James Perine, who came to the university as an instructor in community service, was named director of Penn State’s Upward Bound Program in 1968. He previously held a position in Washington as a research psychologist for the Office of Economic Opportunity. He completed undergraduate work at Missouri State University in philosophy and psychology and received a Master of Arts degree from the University of Maryland in 1968.

In 1972, he was appointed Assistant to the Dean in the College of Human Development (now known as Health and Human Development). Among his many duties in this position, he oversaw college academic programs and headed the college’s Educational Opportunity Program, all while serving as an advisor to incoming freshman. He taught

courses on adolescence and coordinated scholarships and financial aid programs for the college.

From 1977-1978, he served as coordinator for the Black Studies program and authored several articles pertaining to Black history. Perine also assisted with the development of an honor society for the College of Human Development.

Source: Penn State Room, Employment History documents, CDT m May 16, 1968, Daily collegian, 1982.

1968 – Donn F. Bailey, Instructor of Speech



Arriving in at Penn State in September 1968 to pursue his doctorate, Bailey quickly became an active and outspoken member of, and advisor to, the Douglass Association/Black Student Union. Bailey also served as advisor to the Jazz Club. In the spring of 1969 he was awarded a Ford Foundation Advance Study Grant for Black graduate students pursuing doctorate degrees. Bailey came to Penn State after teaching in the Chicago public school system for 14 years. He received both his bachelor's degree in Speech and Hearing Therapy (1954), and later his master's degree in Speech Pathology and Audiology

from Indiana University.

In 1965-1966 he joined with Dr. Donald H. Smith and Dr. Nancy L. Arnez in the founding of the Center for Inner City Studies (CICS) of Northeastern Illinois University. After receiving his doctorate from Penn State in 1974, he was appointed the Director and Professor of CICS, a position he would hold for the next 22 years.

Bailey ultimately became a national and international leader in the field of speech and language, co-founding the National Black Association for Speech-Language and Hearing in 1977; he served as its first Executive Director from 1978 to 1981 and as Chairman of its Board of Directors from 1984 to 1990. He also served as chairman of the Chicago Board of Education's Commission on School Desegregation in Chicago public schools from 1986-1990. Bailey was an active member of the Chicago Alumni Chapter of Kappa Alpha Psi fraternity.

Bailey died on December 21, 2007. In April of 2008, the Northeastern University Board of Trustees officially named the historic auditorium at the CICS the "Legacy Hall in Honor of Dr. Donn F. Bailey."

Source: Daily Collegian, - July 10, 1969, Northeastern University's President's Report to the Board of Trustees – April 10, 2008.

1969- Edward V. Ellis – Associate Dean of Continuing Education, College of Human Development

Edward Ellis joined the Penn State University faculty in 1969, coming from the University of Minnesota. He was simultaneously appointed associate professor of public health and associate dean for continuing education in the College of Human Development (now known as College of Health and Human Development). Prior to coming Penn State, he held positions as consultant for the Pennsylvania Department of Health, and director of community education programs in Washington, D.C., North Carolina College, and the Wake County Health Department in Raleigh, N.C.

Dr. Ellis received a bachelor's degree from Shaw University and a master's in public health from North Carolina College. He then went on to receive his doctorate in public health from the University of North Carolina. He served as a fellow of the American Public Health Association and served as chairman of the association's Committee on Prejudice in Delivery of Health Care Service.

University President, John W. Oswald, appointed Ellis to serve as Special Faculty Assistant in the office of the president in July 1970. Among his duties, he advised President Oswald on recruitment and retention of faculty of color, and the employment of minorities in technical and administrative areas, student admissions and support. Subsequently, Dr. Ellis chaired a number of other committees focusing on educational opportunities for students of color.

Among his many achievements and awards, Ellis was named acting director of the division of biological health in the College of Human Development (1972), chosen as Outstanding Educator of America (1973), and appointed by the president of Penn State to serve on the task force to increase enrollment of Black students at the university (1975). In 1979, he was elected to a three-year term on the Commission on Higher Education of the Middle States Association of Colleges and Schools. By 1981, Dr. Ellis had become Associate Dean for Public Health and Commonwealth Campuses, while maintaining his in-demand status for speaking engagements and serving as an associate professor.

Source: Daily Collegian Archives, Penn State Office of Public Information, Bruce Ellis. Photo provided by Bruce Ellis

1969 - Elizabeth G. Ellis – Associate Librarian and Head of the Undergraduate Library.

Ellis, a Raleigh NC native, had a distinguished career as a librarian. The former head of the government publications section of the Pennsylvania State Library and adjunct professor of library science at Drexel University came to Penn State in 1969 to be named the head of the Undergraduate Library. The North Carolina Central University graduate, and lover of African American art, was the wife of Edward V. Ellis, the mother of current assistant athletic director, Bruce Ellis, and a sought out speaker on the women's liberation movement. Ellis was a proud member of Delta Sigma Theta sorority, and Links. She died on March 2, 2005.



Source: Daily Collegian Archives, Bruce Ellis. Photo provided by Bruce Ellis

1969- Emma C. Durazzo, Director of Educational Opportunity Program (EOP)

In 1969, Emma Durazzo served as an instructor in the College of Education and in the Upward Bound Program. In 1971, she was appointed director of the university's Educational Opportunity Program. She was the first director of this new centralized office, which was part of President John W. Oswald's plan to reinforce opportunities for disadvantaged students. Previously, she taught Social Studies and English in State College area schools.

In her role as director of the Educational Opportunity Program, Durazzo was to manage admission programs, counseling, tutoring, financial aid, and other supportive resources for qualifying students. However, several months after her appointment, she was relieved of her duties and replaced by Thelma Price, director of the Educational Opportunity Program at New Kensington campus.

Source: Penn State Office of Public Information, CDT, 1971

1969 - Boone E. Hammond, Associate Professor of Sociology, College of Human Development

Boone Hammond, a sociologist, was appointed associate professor of human development in 1969. Prior to coming to Penn State, Hammond had been an assistant professor of sociology at Southern Illinois University for two years where he also was chairman of an ad hoc committee on an experimental Black studies program. Previous to that he was a research associate at Washington University (St. Louis) working in the areas of social problems and minority relations. Hammond received a Bachelor of Arts degree in Sociology from Southern Illinois University, and a Master of Arts degree in Sociology from Washington University. Hammonds died from sarcoidosis on May 27, 1971, a few weeks before his 37th birthday. Shortly after his death, his widow, Rita

Hammond, accepted a position in the admissions office. She worked at Penn State until her retirement in 1993.

Source: Daily Collegian Oct 1, 1969, Rita (Hammond) Samelson.

1969 - Scott W. Williams, College of the Liberal Arts



For two years after earning his doctorate. in mathematics from Lehigh University, Dr. Williams was a post-doc in mathematics at Penn State. He was also involved in the antiwar March on Washington and he flirted with moving from mathematics to social psychology. He didn't make that change, and eventually co-founded the first organization of African American Mathematicians in 1969. It lasts today as the National Association of Mathematicians. In 1971 Dr. Williams left Penn State to take a position at the University of Buffalo, SUNY. Dr. William's father, pianist Roger Williams, was one of the first Blacks in the country to earn a Ph.D. in Psychology (Penn State, 1946).

Source: Scott W. Williams Biography 2005

1970

1970 - Cyril E. Griffith – Associate Professor of History and Director of the Black Studies Program



Griffith was appointed an assistant professor of history at The Pennsylvania State University in 1970. He became an associate professor in 1976 and taught African history at Penn State for 26 years, retiring as an associate professor emeritus in 1993. He served as the first director of the Black Studies Program from 1975 to 1979.

Born in Bermuda on August 5, 1929, Griffith earned a bachelor's degree from Wilberforce University in 1963, a master's degree from Bowling Green State University in 1965, and a Ph.D. from Michigan State University in 1973. He was the author of *The African Dream: Martin R. Delany and the Emergence of Pan-African Thought* (1973). A founding member of the Black History Advisory Committee of the Pennsylvania Historical Commission, he was cited by them for his "deep commitment to the promotion and preservation of Black history and culture in Pennsylvania." He was a member of the African Studies Association for the Study of Afro-American Life and History, and the Penn State Faculty Senate. Griffith died of a sudden heart attack on July 22, 1994. The "Cyril Griffith Papers," housed in the Archives and Special Collections of the Penn State Libraries, include his extensive research into African American history, religion, and culture - including detailed work on A.M.E. churches.

Source: Penn State Archives

1970- Don Ferrell, Penn State Athletics



Don Ferrell came to Penn State in 1970 as the assistant and freshman coach of the Penn State Basketball team and finished his more than 30-year career as the Director of Academic Support Services in 2003. In 1975, he became the coach of the men and women's bowling teams; his 1979 the women's team won the national championship. He also coached the men's Rugby team before becoming the Director of Academic Support Services. During that time, he also held a position as an assistant professor in the College of Health and Human Development.

Ferrell completed undergraduate work at Drexel University and graduated from Penn State in 1976 with a master's degree.

Source: Collegian, Oct 28th, 1989, July 2, 2003. Photo is from 1979 LaVie Yearbook.

Other Early African American Faculty/Staff

1968

Hodges Glenn – Appointed Admissions Counselor (Black Recruiter) in the Director of Admissions Office in September 1968. A talented painter, Glenn received both his bachelor's of arts and master's of arts from Florida A&M.. Prior to coming to Penn State to pursue his doctorate in art, he taught for more than ten years in the public school system of Tallahassee, Florida. He served a number of roles in the Tallahassee school system, including art teacher and county art supervisor

Rose Perine – Joined the staff in April 1968 as Assistant Director for Admissions and Recruiting (EOP). She was the wife of James Perine.

Jeanne C. Davis - Became the Director of Guidance for the Upward Bound Program in 1968. She was the wife of Charles T. Davis

1969

James Kingsland – Came to Penn State as a specialist in African Studies and an assistant professor of political science. He began teaching “Social Science 110: an introduction to contemporary Africa,” the first African Studies course at the university, in September of 1969.

Hoyt Taylor – Instructor of Physical Education and Assistant Football Coach

1970

Commonwealth Campuses – The January 16, 1971 Daily Collegian indicated that “A total of 14 faculty members from 7 of the University’s 18 commonwealth campuses were invited to participate in the conference (Pennsylvania Conference on Black Higher Education).” Invitations to this conference were extended to all Black faculty and staff members of Pennsylvania’s colleges and universities. Since the article did not list their names, all but one of these commonwealth campus staff members is still to be identified. The only identified commonwealth campus staff member was Thelma Price. She was at the New Kensington campus at the time of the conference. The first Pennsylvania Conference on Black Higher Education was commenced on February 3, 1971.

Implications for Further Research

This pilot study indicates that there is a great need for further research on the experiences of African American faculty, staff, *and* students at Penn State. Moreover, an in-depth exploration of emerging cultural and social themes is necessary for contemporary conversations on enhancing diversity, equity, and assuring scholarship for people of color.

Although the first African American student was admitted to Penn State prior to *de jure* desegregation, it would be necessary to investigate the connection between consistently slow hiring of faculty and staff of color and the University’s difficulty in fostering diverse interactions over time. This could further lead to research that explores the role of faculty and staff in increasing access to resources necessary for positive experiences for students of color at the University. Additionally, it would be important to explore possible correlations between the presence of African American faculty and staff and the increased admittance and retention of African American students. This research should look at the cultural and social themes that emerge as they relate to retaining African American faculty, staff, and students at the University.

For further information

More information on this project can be obtained at www.blackhistory.psu.edu, and www.arc.psu.edu.