

GEORGE AND ANN RICHARDS Civil War Era Center

VOLUME 12 | 2017



2016 Richards Center Undergraduate Mentoring group

MENTORING PROGRAM EXPANDS INTEREST IN HISTORY GRADUATE PROGRAM

In June, the Richards Center launched a new program designed to increase interest in Penn State's graduate History program among students from historically underrepresented backgrounds. Eleven students from across the country traveled to University Park and participated in an intensive, weeklong exploration of Penn State's graduate program. The students represented a wide variety of undergraduate institutions, from large state universities to small private colleges. One student came from Mississippi's Alcorn State University, the nation's first black land grant college. During the program, the students took part in panel discussions with current Penn State faculty and graduate students on such topics as crafting compelling admissions statements, choosing a graduate program, and developing a successful research project. Participants also learned about Penn State's cutting edge dual degree programs, History and African American Studies and History and Women's, Gender, and Sexuality Studies, and took part in a simulated doctoral seminar. This inaugural program was a great success, with several participants reporting that it exceeded their expectations and convinced them to apply to Penn State's graduate program. As one student put it, the mentoring program "was energizing, exciting, challenging, and helped me realize this is the work I want to do!" **Crystal Sanders**, Assistant Professor in the Departments of History and African American Studies and one of the summer initiative coordinators, remarked that the Richards Center's program will not only diversify Penn State, but also, the academy: "The center's commitment to increasing the number of PhDs from underrepresented minority groups is exciting and commendable. Diversity among both students and faculty in the classroom fosters excellence and ensures that higher education reflects the demographics of our world." This program was supported by the generosity of the late Arthur Glatfelter and Susan Glatfelter and by funding from the McCabe-Greer Chair in the American Civil War Era and the Walter L. and Helen P. Ferree Chair in Middle American History. Thanks to the support of the Glatfelters and Dr. Frank Tusa and Dr. Jacqueline Balk-Tusa, the Richards Center will make this an annual program.

Neely Wins Richards Prize

Mark E. Neely, Jr., emeritus McCabe Greer Professor in the American Civil War Era, has won the annual George and Ann Richards Prize for the best article published in *The Journal of the Civil War Era* for the 2016 volume year. Three members of the editorial board selected his article, "Guerrilla Warfare, Slavery, and the Hopes of the Confederacy" for the prize, which earns the recipient \$1,000. The article appeared in the September issue.

Neely's essay asks why the Confederacy did not turn to guerrilla warfare in the waning days of the Civil War and looks to Confederate national mythology for the answer. He argues that Confederate national identity was intimately bound up with the romantic myth of the yeoman partisan. Challenging the conclusions of historians who argue that southerners ultimately rejected guerrilla warfare for fear that it would undermine slavery, he counters that Confederate citizens evinced little fear that partisan warfare would put the South's institutions, including slavery, at risk. Rather, the Confederacy's military leadership did not resort to guerrilla warfare in the waning days of the conflict simply because they did not believe it was a viable strategy. The prize committee complimented Dr. Neely for revisiting this old debate in a creative and novel way and praised the essay as a "model article" that was "theoretically sophisticated and beautifully written."

Awarded annually, the Richards Prize recognizes the generosity of George and Ann Richards, who have been instrumental in the growth of the Richards Civil War Era Center and in the founding of *The Journal of the Civil War Era*.



PennState
College of the Liberal Arts



2016 Richards Center Board of Visitors tour group at Antietam National Battlefield

Society of Civil War Historians Conference

The Society of Civil War Historians (SCWH) hosted its fifth biennial conference at the Chattanooga Hotel in Chattanooga, Tennessee, June 2-4, 2016. The conference featured 23 panels and roundtables and attracted 233 attendees, including 56 graduate students. Penn State alumni **Barbara Gannon** (PhD, '05) and **Timothy Orr** (PhD, '10) presented papers at the conference.

The SCWH promotes the integration of military, social, political, and other fields of history in the Civil War era while bringing together historians, graduate students, and professionals who interpret history at a variety of public institutions. The Richards Center serves as the organizer of the biennial meeting.

EXECUTIVE TOUR VISITS ANTIETAM NATIONAL BATTLEFIELD

Last May, the Richards Center's Board of Visitors toured the Antietam National Battlefield over the course of two days. Led by George Winfree Professor of American History **Carol Reardon**, the tour previewed new findings about the battle that subsequently appeared in her book (co-authored with Col. Tom Vossler), *A Field Guide to Antietam*. UNC Press published the guide in September, only a few months after the tour. In two days of roaming over the rolling hills of the Antietam Battlefield, Dr. Reardon led the group through a detailed account of the 12-hour battle, demonstrating how terrain, command decisions, and other factors shaped the outcome of this pivotal clash between the Army of the Potomac and the Army of Northern Virginia. She punctuated her discussion of the battle

with moving stories about the fate of some of the soldiers who fought there and the civilians who were caught in the middle of the conflict. During the tour, Center director and Walter L. and Helen P. Ferree Professor of Middle American History **William Blair** discussed the changes that President Abraham Lincoln made to the Preliminary Emancipation Proclamation, which he announced following the Battle of Antietam. Dr. Blair demonstrated that President Lincoln revised the final Emancipation Proclamation to assuage European fears that emancipation might ignite a race war in the United States. The 2017 executive tour will visit Nashville, Tennessee in May to learn about the Civil War in the western theater.

BROSE LECTURES EXAMINE INTERNATIONAL IMPACT OF U.S. CIVIL WAR



2016 Brose Lecturer,
Dr. Gregory P. Downs

The 2016 Brose Lectures took place October 27-29 in Paterno Library's Foster Auditorium. Gregory Downs, Associate Professor of History at the University of California, Davis, delivered the series of lectures, titled *The Second American Revolution: Cuba, Mexico, Spain, and the U.S. Civil War*. Dr. Downs described the Civil War as a crucial moment in a wave of revolutions that had political repercussions throughout the Atlantic World. These revolutions led to dramatic, permanent political change in the United States and Mexico and sparked hopes for democratic transformations in Cuba and Spain, as well. By interpreting the Civil War as a

part of this revolutionary wave in the mid-nineteenth century, he argued, we can better understand the far-reaching, transformational power of the war, which inspired revolutionaries in other countries to use force to try to overthrow old regimes and establish liberal republican governments. An expanded version of Dr. Downs' lectures will be published by UNC Press, as part of its Brose Books Series.

In 1998, Steven and Janice Brose established the lecture series with an endowment that supported a single lecture by a distinguished visitor exploring fresh critical insights into the Civil War era. Beginning in 2001, the Brose Lecture was expanded into a series of three related lectures delivered over three successive days. The expanded lecture series allowed the Richards Center to enter into an agreement with UNC Press to publish the annual lectures in its Brose Books series. Ten books have appeared in the series since 2005. Steven, a 1969 honors graduate in Political Science from Penn State, has spent his legal career with the international law firm of Steptoe & Johnson in Washington, D.C. Janice attended Penn State for two years before earning a bachelor's degree in Anthropology from The City College of New York. She later received an associate's degree in Nursing with certifications in Rehabilitation Nursing and Case Management.

Berry to Present 2017 Brose Lectures



Professor Stephen Berry

Stephen Berry, Gregory Professor of the Civil War Era, Co-Director of the Center for Virtual History, and Associate Academic Director for Digital Humanities at the University of Georgia, will deliver the 2017 Brose Lectures from November 2 to 4. Dr. Berry is the author of several books and articles on the Civil War and Reconstruction and is the director of the award winning digital scholarship project, *CSI Dixie: the View from the South's County Coroners' Offices, 1800-1900*. The project uses coroners' inquests to examine causes and patterns of 19th century mortality in the South and

to shed light on the social meanings of violence and death in southern society. Dr. Berry's lectures will be titled *The Death Investigators*, and they will examine the rise and development of three professions that dealt with death: coroners, census marshals, and life insurers. The lectures will demonstrate how these professions employed science and statistics to give birth to our modern understanding of death as we know it.

Undergraduate Interns Practice Public History Skills

This past summer the Richards Center sponsored four internships for Penn State students at Gettysburg and Harpers Ferry national parks. **Rebecca Peters** ('17), a Secondary Education major with a focus in History, interned at Harpers Ferry in the park's education division. Harpers Ferry's education intern creates and leads living-history programs for elementary and middle school groups on such topics as John Brown's raid, the Harpers Ferry arsenal, and the town's experiences in the Civil War. Rebecca thrived in the internship, telling us, "I feel I have truly grown as an educator and am truly thankful that I was given the opportunity to take part in this experience." Joining Rebecca at Harpers Ferry was **Neil Muscat** ('17), a dual major in Asian Studies and International Politics. Neil interned in the park's visitor services division and developed a tour called "Forges of Corruption," which explored the history of politics and patronage at the Harpers Ferry arsenal. He reported that he enjoyed leading the tour so much that he had difficulty keeping it within its allotted time limit.

At Gettysburg, **Lauren Nogay** ('18) worked as a curatorial intern in the park's archives. She helped install an exhibit of Civil War-themed artwork in the Visitors Center museum, transcribed several letter collections, and conducted the archives' annual inventory, ensuring that their records of collections are accurate and up to date. Nogay wrote of her experience, "I could not be more thankful for having had this opportunity. I first realized I wanted to work in a museum when I was thirteen years old, and this experience confirmed that it is truly what I want to do." She plans to pursue a master's degree in archival studies after her graduation from Penn State. **Macklin Elder** ('17) joined Lauren at Gettysburg as an interpretive operations intern. A talented student with diverse interests, he will graduate this spring with a B.A. in Medieval Studies and a B.S. in Biomechanical Engineering. As an intern, Macklin developed two tours for visitors, one on Pickett's Charge on the third day of the Battle of Gettysburg and another on the founding of the National Cemetery at Gettysburg. He enjoyed the experience thoroughly, telling us, "I'll never forget the time I spent here, or the connections I have made. The rangers and Interns were a really fantastic, motivated group of people."

These internships are made possible by the generosity of Larry and Lynne Brown and the NEH's *We the People* challenge grant.



Dr. Earl J. Hess

Hess Wins Tom Watson Brown Book Award

Earl J. Hess won the 2016 Tom Watson Brown Book Award for his book, *Civil War Infantry Tactics: Training, Combat, and*

Small-Unit Effectiveness, published by Louisiana State University Press in 2015. Tad Brown, president of the Watson-Brown Foundation, presented Dr. Hess with the \$50,000 prize at the 82nd annual meeting of the Southern Historical Association in St. Pete, Florida on November 3 this past year. In this work, Hess overturns decades of scholarship that had insisted that the longer range of the rifled musket made shoulder-to-shoulder, linear infantry formations obsolete in the Civil War. His close reading of drill manuals and battle reports demonstrates that massed, linear infantry formations and maneuvers did not lead to unnecessarily high casualties and prolong the war, as generations of historians have argued. Rather, these tactics were indispensable to the survival and success of infantry units employing single-shot weapons. In addition to winning the Tom Watson Brown Book Award, *Civil War Infantry Tactics* also was a finalist for the 2016 Gilder Lehrman Lincoln Prize, awarded annually by Gettysburg College and the Gilder Lehrman Institute of American History. Dr. Hess is Stewart W. McClelland Chair in History at Lincoln Memorial University and the author of fifteen books on the Civil War.

The \$50,000 award is presented annually by the Society of Civil War Historians to the author of the most outstanding book on the causes, conduct, or effects of the Civil War. The award honors the late philanthropist and communications magnate Tom Watson Brown. He was the son of the late Walter J. Brown, a Georgia journalist and broadcaster who established the Watson-Brown Foundation in 1970 to provide college scholarships for underprivileged high school students and to promote research into the history and culture of the South.



Dr. Frank Gurdy, Richards Center postdoctoral fellow Dr. Amira Rose Davis, and Dr. Elsa Barkley-Brown

AMIRA DAVIS JOINS RICHARDS CENTER AS 2016-2017 POSTDOCTORAL FELLOW

Amira Rose Davis joined the Richards Center in August as the 2016-2017 postdoctoral fellow in African American history. She received her doctorate in History from Johns Hopkins University in 2017. She wrote her dissertation, “Watch What We Do: The Politics and Possibilities of Black Women’s Athletics, 1910-1970,” under the direction of award-winning historians N.D.B. Connolly and Ronald Walters. The dissertation analyzed the ideological and institutional development of amateur and professional sports for black women in the United States. While highlighting women who used athletics to gain social mobility or assert new notions of modern and respectable black womanhood, the dissertation argued that black institutions, sporting organizations, and state apparatuses routinely used black women’s athletic bodies to advance their respective social, political, and financial interests. Dr. Davis is spending the year revising her dissertation for publication and directing the Richards Center’s 2017 Emerging Scholars Workshop, which brings advanced graduate students and recent PhDs to campus to present innovative new research in African American history.

A principal feature of the fellowship is the manuscript workshop, where the Center invites two senior scholars to campus to provide constructive critiques of the fellow’s book manuscript. In January, Elsa Barkley Brown, Associate Professor of History and Women’s Studies and Affiliate Faculty in African American Studies and American Studies at the University of Maryland, and Frank Gurdy, Associate Professor of History at Columbia University, participated in Dr. Davis’ manuscript workshop.

The postdoctoral fellowship is made possible by the generous support of Bobby and Bonnie Hammel, Tracy and Ted McCourtney, Anne and George Miller, Mark and Ann Persun, and Hal and Sandy Rosenberg. The fellowship is an integral part of the Center’s mission to advance scholarship in understudied aspects of the Civil War era, particularly African American history.



L-R, doctoral candidate Emily Seitz, Richards Center postdoctoral fellow Dr. Nicole Turner, and the 2016 Emerging Scholars Workshop participants

EMERGING SCHOLARS WORKSHOP EXPLORES THEMES OF RACIAL AND STATE VIOLENCE

The fourth Emerging Scholars Workshop, *New Perspectives on Racial and State Violence in the African Diaspora*, took place April 1-2 at the Nittany Lion Inn. The Richards Center received 37 applications for the workshop, the most ever. A selection committee consisting of the Richards Center's 2015-2016 postdoctoral fellow, **Dr. Nicole Turner**, doctoral candidate **Emily Seitz**, and the center's managing director selected eight advanced graduate students and recent PhDs from the applicant pool to participate in the workshop. The participants came from such institutions as the University of Liverpool in the UK, New York University, and the University of Pennsylvania, among others. At the workshop, they presented original, innovative research on the topics of race and violence. Penn State faculty members served as commentators, providing feedback on the participants' presentations.

The workshop fosters deep discussions of the participants' scholarship, provides them an opportunity to meet other accomplished scholars working in the same field, and helps them move their projects toward publication. It also provides graduate students in Penn State's department of History with exposure to cutting edge scholarship from the next generation of young

scholars. Responding to our workshop survey, participants praised the event, citing the feedback they received from "the fantastic faculty here at Penn State." Several of them responded that the event "exceeded" their expectations, and one concluded, "This was an amazing intellectual experience. It was especially helpful in providing new perspectives in approaching my work."

The fifth Emerging Scholars Workshop will take place March 31-April 1 at the Nittany Lion Inn. Current Richards Center postdoctoral fellow **Dr. Amira Rose Davis** is organizing the workshop with the assistance of doctoral candidate **Tyler Sperrazza**. The theme is *Historicizing Blackness: Sports, Performance, and Politics*. Workshop participants will present original research that grapples with historical meanings of blackness and its performance.

The Emerging Scholars Workshop is supported by the NEH's *We the People* challenge grant.

Faculty News

William Blair, Richards Center director and Walter L. and Helen P. Ferree Professor of Middle American History, presented the paper, "Federalism's Persistent Hand in the Post-Civil War World" at the annual meeting of the Organization of American Historians in Providence, Rhode Island in April 2016. In October, he delivered the talk "Punishment for Secession and the Fourteenth Amendment" at a conference held at Pamplin Historical Park in Petersburg, Virginia. His talk subsequently was broadcast on C-SPAN 3 *American History TV*. This January, he delivered a talk on the same topic at the National Civil War Museum in Harrisburg. This February Dr. Blair moderated a panel discussion at the Nineteenth Century Studies Association annual meeting in Charleston, South Carolina.

Lori Ginzberg, Professor of History and Women's Studies, worked in partnership with the Library Company of Philadelphia to earn an \$81,907 grant from the National Endowment for the Humanities to implement a three-week summer seminar for K-12 school teachers in Philadelphia in July 2017. Based in historic Center City Philadelphia, the seminar will bring together sixteen educators to address the question "What Did Independence Mean for Women, 1776 - 1876?" The seminar will focus particular attention on black and white women's contrasting experiences based on their racial, legal, and class identities and statuses. The seminar is designed to expose educators to new sources and perspectives that they can bring to their own classroom discussions of United States history.

Amy Greenberg, the Edwin Erle Sparks Professor of History and Women's Studies, was named a "Public Scholar" for the 2016-2017 academic year by the National Endowment for the Humanities. The NEH-funded position allowed her a release from teaching so that she could complete her latest book, a biography of First Lady Sarah Childress Polk. Her essay "How Do You Solve a Problem Named Louisa?: Gender, Politics, and an Adams Family Revival," appeared in the September 2016 issue of *Reviews in American History*. She took part in an interchange on "Globalization and its Limits between the Revolution and the Civil War" that was published in the September 2016 issue of the *Journal of American History*. Dr. Greenberg also

delivered six invited lectures over the past year, including the keynote address at a conference about the lives and legacies of Jefferson Davis and James Buchanan.

Carol Reardon, the George Winfree Professor of American History, saw her latest book, *A Field Guide to Antietam*, published in September by the University of North Carolina Press. The book follows the popular *A Field Guide to Gettysburg*, which has sold over 10,000 copies. UNC Press will publish an expanded second edition of *A Field Guide to Gettysburg* in May 2017. The expanded field guide will include two new stops on the battlefield. An ebook edition of the expanded field guide also will include additional content about Gettysburg's commanders and fallen soldiers. The university has invited Dr. Reardon to lead leadership programs for Penn State Army ROTC, Smeal College of Business faculty, a group of the university's undergraduate advisors, and the staff of the Office of Strategic Communications. The leadership programs will take place this Spring.

Crystal Sanders, an assistant professor of History and African American Studies, recently wrote her first book, *A Chance for Change: Head Start and Mississippi's Black Freedom Struggle*. The University of North Carolina Press published the book in April 2016 as part of its John Hope Franklin Series in African American History and Culture. The book has been well received in both scholarly and general audiences with Dr. Sanders giving keynote lectures at various institutions including West Virginia University, Teachers College, Columbia University, and the Schomburg Center for Research in Black Culture in New York. She also presented at the Children Defense Fund's Freedom School Teacher Training Institute in Knoxville, Tennessee, the History and Education Society's Annual Meeting in Providence, Rhode Island, and at the National Head Start Association Conference in San Juan, Puerto Rico. Her work was featured on WUNC radio, BBC radio, and C-SPAN2. During the 2017 spring semester, Professor Sanders will speak at the Congressional Visitors Center in Washington, D.C., the National Civil Rights Museum in Memphis, Tennessee, and Mississippi State University in Starkville, Mississippi. She will also participate on two panels at the Organization of American Historians Annual Meeting in New Orleans, Louisiana.

Nan Woodruff, Professor of Modern U.S. History and African American Studies, presented the paper, "Legacies of Everyday Struggle: History, Memory, and Trauma in the Contemporary South," at a workshop sponsored by Penn State's Africana Research Center in January 2016. The paper was drawn from Dr. Woodruff's current book project which explores the contemporary legacies of racist violence committed during the Civil Rights movement. This past December, she presented her research on this topic at the sixth annual conference of the Historical Dialogues, Justice, and Memory Network in Amsterdam, Netherlands. Currently, she is organizing a conference, to be held at Penn State in October of this year, on the subject of violence. She plans to invite six prominent historians to take part in the conference.

Student News

William Cossen successfully defended his dissertation in October and received his doctorate at Penn State's graduation ceremonies in December. He published the article, "Catholic Gatekeepers: The Church and Immigration Reform in the Gilded Age and Progressive Era," in the summer 2016 issue of *U.S. Catholic Historian*. Another article, "Education in the Name of the Lord: The Rise and Decline of the Hartford Diocesan Labor Institute and the Fate of Catholic Labor Schools," will appear in the 2017 volume year of *The Catholic Historical Review*. Dr. Cossen also contributed a book review to a forthcoming issue of *American Nineteenth Century History*. He presented the paper, "Isaac Hecker's American Odyssey: Rewriting the Catholic Nation in The Church and the Age," at the American Catholic Historical Association Annual Meeting in Denver in January.

Sara Kern, a graduate student in the Department of History, received a travel grant from Duke University's David M. Rubenstein Rare Book & Manuscript Library's History of Medicine Collection to fund her research in the library's collections this past summer.

Paul Matzko successfully defended his dissertation in October and received his doctorate at Penn State's graduation ceremonies in December. He presented the paper, "Polish Ham, Talk Radio, and the Rise of the New Right," at the American Historical Association annual meeting in Denver this past January.

ShaVonté Mills, a doctoral candidate in History and African American Studies, earned an Archie K. Davis Fellowship from the North Caroliniana Society to fund research in North Carolina archives this past summer for her dissertation project.

Evan Rothera, a doctoral candidate currently writing his dissertation, presented the paper, "I Have the Honor to Inform You That (Yesterday) the 4th of July, Was Duly Celebrated in This Port," at the American Historical Association annual meeting in Denver this past January. His article "The Tenacious 'Twin Relics': Republicans, Polygamy, and the Late Corporation of the Church of Jesus Christ of Latter-Day Saints v. United States," appeared in the March 2016 issue of the *Journal of Supreme Court History*.

Emily Seitz, a doctoral candidate currently writing her dissertation, wrote an article for the online journal *Nursing Clio* on discussions of reproductive rights and reproductive justice in the context of the 2016 presidential campaign. In July she presented a paper, "*The Commonwealth of Pennsylvania v. Susan Jones* and the Training of the First Women Physicians in the United States," at the annual meeting of the Society for the Social History of Medicine in Canterbury, England. This April, she will present the paper, "A Bloody End to A Bloody Life': Anthony Comstock, the Post Office, and the Regulation of American Sexuality" at the annual meeting of the Organization of American Historians in New Orleans. This Fall she will attend the Berks Women's Conference to present the paper, "What About the Mother?: Managing Infant and Maternal Mortality in Early 20th-Century Philadelphia."

Steven Xu, a doctoral candidate, received the McCourtney Pre-Dissertation Grant from the Department of History this past year, as well as the Bordin-Gillette Research Travel Fellowship from the Bentley Historical Library at the University of Michigan. The grants funded his research travel and allowed him a semester off from teaching to begin writing his dissertation.

Cecily Zander, a graduate student in the Department of History, received a research grant from the Virginia Center for Civil War Studies to conduct research this past summer on Civil War veterans in the archives of Virginia Tech

University. She also wrote book reviews for *Civil War History* and the online journal *Civil War Monitor*. In February 2016 her research paper was the runner up for the annual Ann Richards Prize for best graduate student papers, and this March she won the 2017 Ann Richards Prize for best research paper by a graduate student.

New Graduate Students



Megan Kessler

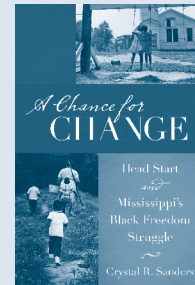


Carolyn Levy

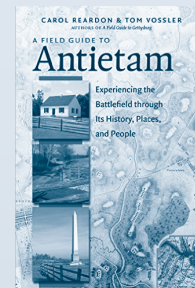
Megan Kessler and **Carolyn Levy** joined the Penn State Department of History and the Richards Center as first year graduate students in August. Both are enrolled in the dual degree program for History and Women's Studies. Kessler is a 2016 graduate of Eastern Illinois University where she earned an undergraduate research scholarship, as well as several awards from the department of History, including the Errett and Mazie Warner History Award. Levy graduated

Magna Cum Laude with University Honors in 2014 from the University of Santa Cruz, where she was a member of the Phi Beta Kappa honor society. In 2015, she earned her M.A. in History from the University of Connecticut.

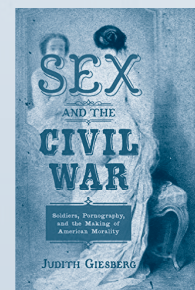
In Print



Crystal Sanders' first book, *A Chance for Change: Head Start and Mississippi's Black Freedom Struggle*, was published in April 2016 by UNC Press.

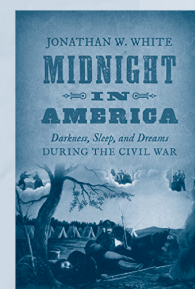


In September 2016, UNC Press published *A Field Guide to Antietam*, which was co-authored by **Carol Reardon** and **Col. Tom Vossler**.



Judith Giesberg's *Sex and the Civil War: Soldiers, Pornography, and the Making of American Morality* appeared in February 2017, published by UNC Press. The book is drawn from Giesberg's 2014 Brose Lectures and is

the tenth volume in the Brose Book series. Dr. Giesberg is Professor of History and director of the graduate program at Villanova University.



Jonathan White's latest book, *Midnight in America: Darkness, Sleep, and Dreams during the Civil War* appeared this March, published by UNC Press. Dr. White received his B.A. in History from Penn State in 2001.

Richards Civil War Era Center
Department of History
The Pennsylvania State University
108 Weaver Building
University Park, PA 16802

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 and retaliation due to the reporting of discrimination or harassment. Discrimination, harassment, or retaliation 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 Director, The Pennsylvania State University, 328 Boucke Building, University Park, PA 16802-5901; Tel 814-865-4700/V, 814-863-0471/TTY. U.Ed. LBS 17-264 MPC142643



PennState
College of the Liberal Arts