The 2008-2009 diversity report format has changed from previous years. It has also been updated to include both year-specific data and historical data to give the reader a better representation of the progress made as well as the challenges the College still faces. The report continues to be organized by division and reports on activities during the 2008-09 academic year.

**Board of Trustees and Colby Overseers**

The Board of Trustees consists of 34 voting members and three life members who have voice but not vote. Of those, 10 are women and 27 are men. Three are members of underrepresented minority groups.

Colby’s overseer group for 2008-09 was composed of 44 members, of whom 17 are women and 27 are men. One is a member of an underrepresented minority group.

Both are slow turnover groups: Board of Trustees Alumni terms are three years with a second term reelection option directly after the conclusion of the first; corporate terms are four years with the possibility of immediate reelection. Overseers serve four-year terms and are immediately eligible for second terms.

The Alumni Council Nominating Committee and the Nominating Committee of the Board of Trustees expend considerable effort to identify ALANA candidates for future openings.

**Admissions**

Students of color (SOC) made up 14.6 percent of the Colby Class of 2013. There are 18 African-Americans, which doubles the number over the previous year. Also noteworthy, 27 percent of the incoming class did not disclose an ethnicity.

The ALANA Task Force (ATF) continued to oversee the planning of SOC recruitment events, mailings, and school visits. The ATF includes members from Admissions – Jamie Brewster, Sui Kim Cheah, Bill Jack, Janice Kassman, Sammie Robinson, Sandra Sohne-Johnston, Dory Streett, Steve Thomas; Chair, Denise Walden, and Lucia Whittelsey.

Colby continues to be a Posse affiliate (a relationship of eight years). We continue to invite SOC to on-campus events in the fall and spring.

First-generation college students (defined as the first from their families to attend a four-year college) made up 11 percent of the Class of 2013.
International students (non-resident alien only) made up 7.1 percent of the incoming class.

Maine students in the Class of 2013 continued to matriculate at a double-digit rate of 14 percent, thanks in large part to continued buzz about the “no loan” initiative. Also, there was a concerted effort by Admissions to visit significantly more schools in Maine than in previous years.

Dean of Students

Under the guidance of Associate Dean of Students and Director of the Pugh Center Noel James, the Dean of Students Office revitalized the Pugh Center as a hub of intellectual and social activity focusing on issues of diversity and human difference, promoted multicultural communication and understanding, presented programs to educate the Colby community regarding issues of multiculturalism, and provided support to the Pugh clubs to develop programs in support of club missions involving race, ethnicity, gender, sexual orientation and identity, culture, and spirituality.

Specific programs included a student debate about the Presidential campaign as well as a “Dialogue Not Debate” session. Forty-two total programs were hosted by the Dean of Students Office with 11 events co-sponsored by faculty or the Career Center.

Pugh Community Coffee (PC Coffee) began spring semester and is designed to encourage open and honest discussion on issues that affect the Colby community.

Campus Conversations on Race (CCOR) was fully implemented under the guidance of Joe Atkins, Assistant Dean of Students and Coordinator of Multicultural Programs and Support. CCOR provides a safe small group setting in which students discuss issues of race. Sessions are run by fellow students trained to facilitate group discussion.

All students of color and first-generation students from under-funded academic backgrounds were invited to enroll in a Metacognition and Academic Success class, which explored broad ways psychologists think about intelligence and factors that affect academic performance. Ten such students enrolled.
Dean of Faculty

Academic year 2008-2009 was the fifth full year in which academic search plans were used to try to increase the diversity of candidate pools for all faculty positions. Since 2004-2005, search plans became a customary, positive part of planning and conducting searches.

There were nine new tenure-track or tenured faculty hired during 2008-2009, three women and six men. (In 2007-2008, Colby hired thirteen new tenure-track or tenured faculty, nine women and three men.) Among the women hired in 2008-2009, one is a native of France who received her Ph.D. at the Sorbonne and was appointed with tenure as a full professor. Another is in economics, a field in which women continue to be under-represented. Among the men, one is a native of India and another from Senegal.

There were two additional searches that were not successful, one in American Studies (cinema studies) and another in English, both fields in which there are sizable complements of women candidates. These searches will be continued in 2009-2010.

Full-time tenure by gender

Graphs of the gender and ethnicity of full-time tenured or tenure-track faculty show increases in female and racially diverse faculty since 2004. (Note: these data are from Colby’s Factbook tallied November 1, 2008.)

During the summer of 2008, the Dean of Faculty’s Office provided discretionary funding for two women neuroscience faculty (one tenure-track) to attend a pedagogy workshop sponsored by the Society for Neuroscience. This helps to insure the professional development of women science faculty, which in turn is a factor in attracting more women students to scientific disciplines.

During the academic year, the Dean of Faculty’s Office also provided support to enable students in an upper-level English course on American Indian literature to take a field trip to the Penobscot museum on Indian Island, Maine.

The office provided funding to the Department of German and Russian that enabled our faculty and student to travel to Madison (Maine) High School to present an International Day for high school students.
Finally, the office provided support to the Department of East Asian Studies to hold a day-long retreat to work on curricular revision and enhancement.

Vice President for Administration

Human Resources (HR) processed nearly 2000 resumes for 64 searches for academic year 2008-2009. The EEO response cards were updated to become an online form and were offered to all applicants to gain a better understanding of the applicant pool demographics.

Of the 64 positions, there were 23 administrative, 14 support, 14 temporary, six assistant coaches, and seven internal promotions or transfers. In total, there were 38 women hired and 26 men hired. Four persons of color and one non-resident alien were hired or promoted, 59 were white.

When conducting a search, supervisors are requested to complete a recruitment plan to specify avenues utilized to increase the diversity of the applicant pool.

Graphs of the gender and ethnicity of full-time staff show increases in female and racial diversity since 2004. (Note: these data are from Colby’s Factbook tallied November 1, 2008.)

HR introduced a Supervisor Development series of workshops. Thus far, topics have included: Supervising Across Generations, Hiring the Best, Progressive Discipline, and What Every Supervisor Needs to Know About Harassment. Other topics are scheduled to be added to the series.

The Leadership program continued in 2008-2009. This program is designed to reinforce Colby’s philosophy about key leadership principles. Enhanced education regarding communication, conflict management, and anticipating change will help guide Colby leaders to create an inclusive work environment.

A new Director of Equal Employment Opportunity (EEO) was hired. Cora Clukey was promoted internally to the position and began full-time in October 2008. Women on Campus meetings (three per semester) were revitalized with her direction at the same time.
The Harassment Policy and Complaint Procedures were revised in 2008-2009 with input from the Harassment Advisory Group. State mandated harassment prevention training was offered campus-wide beginning in March 2009 and will be completed by December 31, 2009.

Through the course of the academic year, two cases were brought to the EEO office where informal resolutions took place.

In 2008-09, the Workplace Advisors attended training in facilitation techniques, focused efforts on outreach to the campus for better understanding of the roles and goals of the group, and reported patterns and trends to the President. The group continues to represent a cross section of the Colby community providing confidential and informal assistance to employees wishing to raise and discuss work-related issues.

Though not explicitly related to diversity efforts, Workplace Advisors are available for employees who have questions or concerns about the workplace along any lines, including diversity. With the appointment of a new Director of EEO, workplace advisors have referred visitors with equity concerns to that office for more in-depth conversations.

College Relations

The Alumni Relations Office continued to partner with the Dean of Students and Admissions offices in 2008-2009 to look for ways to engage ALANA alumni with current students.

The Alumni of Color Network (AOCN), representing the Classes of 1946-2008, has grown to 151 members who have volunteered to participate in one way or another in the network. Interested alumni and students can find each other through the password-protected online Colby alumni directory, where members are listed as mentors for alumni or students of color. AOCN was involved with the Leadership Weekend again. The 17 alumni attending (from class years 1973 to 2006) connected with current Posse students and mentors, other students of color, and prospective students. These alumni were invited to participate in career panels and had the opportunity to bond with fellow alumni sharing their experiences with the group.

In March, during Colby’s spring break, AOCN invited current students to the office of one of its members, Josh Gutierrez ’04, for dinner and discussion with Janice Kassman, Special Assistant to the President for External Affairs, as well as alumni. In order to attract more alumni of color, new locations will be used in New York for events. The spring Young Alumni event was held in Brooklyn instead of Manhattan and more than 75 percent of those attending were ALANA alumni.

During Reunion Weekend, Alumni Relations hosted brunch for alumni of color. Lack of attendance speaks to the need for more advertising and promotion of the event.

The Alumni Council Nominating Committee recently appointed a key volunteer, Jacquelyn Lindsey Wynn ’75, as a member at large to the Executive Committee. Ha Le ’10 will represent the Student Alumni Association on the Alumni Council Executive Committee. Currently approximately 10 percent of Alumni Council members are ALANA.

Key Challenges for 2008-2009

There were particularly challenging issues around diversity and inclusion during the 2008-2009 academic year including the Luau themed event, Halloween incidents, the “Comedy Campaign Trail,” and the incidents of April 12.
In response to these events, Colby community members came together to discuss the issues either in person or electronically. Colby’s Committee on Race and Racism also met to discuss these issues and offer support to the community.

Specifically in response to the Halloween and “Comedy” events, there was a sit-in held to raise awareness of the issues. Also, in a letter from Students of the Colby “Community,” suggestions were made to the administration regarding issues of diversity and inclusion.

In response to programming concerns, SPB and PCB began working more closely together and PCB participated in a one-hour diversity and inclusion session led by the Director of EEO.

In response to the April 12 incidents, the College immediately identified the need for two investigations – one run by a group of internal staff and the other by an external investigator. A student-led rally was held in support of students involved in the incidents and the president and other senior administrators held an open community forum.

Independent investigator Ralph Martin was retained by the College to investigate the incidents that took place in the Pugh Center of Cotter Union on April 12 and to make recommendations to the College based on his findings. The complete report and the College’s response can be found on the College’s Web site at http://www.colby.edu/news_events/april12-incident.cfm.

Additional operational reviews were conducted over the summer and changes have been made in policies, procedures, and communications.

Summary

Colby continues to make positive efforts to recruit the most qualified and diverse pool of students, faculty, and staff.

Although there were certainly challenges during the 2008-2009 academic year, the Colby community came together in a positive manner to address the issues and offer solutions. The dialogue and actions among students, faculty, staff, and senior administrators support efforts to make the Colby community more aware and more inclusive.

New policies and procedures have been established to address diversity related issues as Colby strives to become a more diverse and inclusive institution.