The 2012-13 diversity report is lacking some of the programming information that has been included in previous reports. However, the demographic data is in a similar format as last year, including 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 provides information on activities during the 2012-13 academic year.

**Board of Trustees and Colby Overseers**

The Board of Trustees in 2012-13 consisted of 36 voting members and three life members. Of those, 12 were women and 24 were men. Four were members of underrepresented minority groups.

Colby’s overseer group for 2012-13 was composed of 43 members, of whom 12 were women and 31 were men. Two were members of underrepresented minority groups.

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. All trustees and overseers who have served two consecutive terms are ineligible for re-election until one year has passed.

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

**Admissions**

Students of color (SOC) made up 22 percent of the Colby Class of 2017. The following changes to federal guidelines for tracking race and ethnicity are important to note:

- Allows for selection of more than one race; and,
- "Asian/Pacific Islander" category has been separated into "Asian" and "Native Hawaiian or Other Pacific Islander."

The graph below shows recalculated figures using the new categories. Also noteworthy, 11 percent of the incoming class did not disclose race/ethnicity.

There was a significant increase in International students (non-resident alien only), making up 14 percent of the Class of 2017 and Maine students made up 12 percent of the incoming class.

---

**Students of Color – Colby**

Data from Colby’s Factbook tallied October 1, 2013.
Admissions data continued

**International Students**

Data from Colby’s Factbook tallied October 1, 2013.

**Maine Students**

Data from Colby’s Factbook tallied October 1, 2013.

Dean of Faculty demographic data

**Tenured, Tenure Track by Gender**

Data from Colby’s Factbook tallied November 1, 2013.

**FT Tenured, Tenure Track Faculty of Color**

Data from Colby’s Factbook tallied November 1, 2013.
Vice President for Administration

Human Resources (HR) processed over 3,440 resumes for 53 searches for academic year 2012-13 and continued using the online EEO response website to better understand the applicant pool demographics.

Of the 53 positions, there were: 25 administrative staff, 23 support staff, and 5 assistant coaches hired. There were 11 transfers and 7 internal promotions.

<table>
<thead>
<tr>
<th>Position</th>
<th>Female</th>
<th>Male</th>
</tr>
</thead>
<tbody>
<tr>
<td>Administrative</td>
<td>9</td>
<td>16</td>
</tr>
<tr>
<td>Support</td>
<td>14</td>
<td>9</td>
</tr>
<tr>
<td>Asst. Coaches</td>
<td>0</td>
<td>5</td>
</tr>
</tbody>
</table>

In these 53 positions there were 4 persons of color hired and 49 were white.

Supervisors are making increased efforts to personally outreach to and recruit a diverse applicant pool. HR increased advertising outlets by purchasing annual subscriptions to post online ads on MaineJobs / Monster.com, Chronicle.com, JobsinME.com, and HigherEdJobs.com. HR also posts job openings on DiverseJobs.net, HispanicOutlook.com, and, when warranted, StudentAffairs.com.

The Supervisor Development series continued with topics such as: Safety and Wellness, What Every Supervisor Needs to Know About Harassment, Performance Appraisals, Effective Interviewing & Hiring Techniques, Managing Sensitive Issues, and Budgets and Reporting.

The Director of Equal Employment Opportunity (EEO) started the 2013 mandatory harassment prevention training and coordinated search committee reports for faculty searches. The practice of meeting with tenure track and administrative candidates during on-campus interviews continued during the 2012-13 academic year.

With the creation of the Bias Incident Prevention and Response Team (www.colby.edu/administration_cs/student-affairs/bias-incidents.cfm), the Harassment Advisory Group (previously chaired by the Director of EEO) was no longer a necessary as a reporting option.

Through the course of the academic year, 16 concerns or complaints were brought to the EEO office and through a variety of formal and informal processes all known issues were addressed.

In 2012-13 the Workplace Advisors (WPA) participated in a variety of training sessions including a four-part webinar series on Conflict Management (sponsored by The Ombuds Association), and a Bowdoin/Colby Workshop for Workplace Advisors, entitled "A Framework
and Some Skills for Working as a Workplace Advisor," given by Ruthy Kohorn Rosenberg.

WPA 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 and reporting patterns and trends to the President.

Though not explicitly related to diversity efforts, WPA are available for employees who have questions or concerns about the workplace along any lines, including diversity. WPA continue to refer visitors with equity concerns to the EEO office for more in-depth conversations.

**Development and Alumni Relations**

Alumni Relations continues to develop programming to engage our ever-changing diverse population, develop leadership roles for ALANA alumni, and strengthen the diversity of the Alumni Council.

Alumni Relations planned more than 164 events in 2012-2013. The participation of alumni of color increased in attendance from 188 alumni to 256 (we have 1,127 alumni who self-identify as ALANA, so 23% of this group attended at least one event this past year). In November 2012, Alumni Relations partnered with Tashia Bradley and current student Shaquan Hunt '13 to create a mentoring program for current students of color who wanted to connect with alumni. The purpose of this was to connect with the strength of Colby's Alumni of Color Network.

The Alumni Council remains focused on its strategic initiative to recruit a diverse membership based on the instructions of their bylaws. Currently Alumni of Color stays at 11% of the Alumni Council.

The Alumni Relations Office continued to partner with the Dean of Students, Career Center, and Admissions offices in 2012-2013 year to create new ways to engage alumni of color with other alumni, current students and staff. The Alumni of Color Network (AOCN) again was a vibrant group of alumni who wish to connect with current students. This group represents alumni from the Classes of 1946-2012 and has 183 members or 16% of alumni of color.