

**President's Committee on Diversity
Annual Report
2010-11**

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This report summarizes the activities of the President's Committee on Diversity for the 2010-11 academic year. We would like to thank President Scoggins for his support and the financial investment to promote diversity at Mines. Highlights of the year include

- **Higher profile speakers than in previous years, representing variety in content,**
- **Rebranded and expanded week of diversity-related programs and events in January, made possible by increased internal and external sponsorships,**
- **40% growth in committee membership, and**
- **Increased attention to institutional diversity strategy work.**

Programming

The President's Committee on Diversity has a focus on enhancing campus climate through educational programming, one of the president's four priorities for diversity at Mines. Programs held in 2010-11 are summarized in Table 1. Of particular note was the visit by Dr. Juan Gilbert of Clemson University who spoke at the President's Diversity Breakfast to approximately 100 people, the majority of whom were academic faculty. In addition, Dr. Gilbert spoke to Admissions staff and interested others about a computer program shown to be effective in securing diversity in admissions, and he also presented to students on entrepreneurship as related to the professorate.

The expanded slate of programs and events as part of DeltaDays is also noteworthy (Table 1). This year the committee renamed Diversity Week as DeltaDays. That change rose out of a concern that the former title communicated a singular focus on diversity one week a year. Use of the mathematical concept "delta" was intended to appeal to the unique science and engineering community at Mines and is linked to notions of "the difference between" and "change"—concepts which are relevant to educating for diversity.

DeltaDays included 15 events and programs, twice the content of our 2010 offerings, and had approximate (non-unique) attendance of more than 1000 students, faculty, and staff. Key findings from the evaluation of DeltaDays follow (approximately 200 responses):

- 75% of respondents indicated that DeltaDays events "absolutely" or "moderately" broadened or deepened their understanding of diversity.
- Of students who did not attend, 44% said they either did not have enough time, or the events were offered too soon in the semester.
- 91% of respondents who attended one or more events indicated they would attend one or more events in 2012.

Table 1 – Programming Events, Fall 2010 and Spring 2011

Semester	Event	Speaker	Number of Participants
Fall 2010	Celebration of Mines	NA	~400
Fall 2010	Diversity Breakfast <ul style="list-style-type: none"> • <i>Creating critical mass: Recruiting & mentoring a diverse research group</i> • <i>Using technology to achieve diversity</i> • <i>Entrepreneurship & the professorate</i> 	Dr. Juan Gilbert Professor Human-Centered Computing Clemson University	~150 total
Fall 2010	International Week Luncheon Speaker <ul style="list-style-type: none"> • Diversity Committee helped sponsor the speaker • Q&A with the Diversity Committee following talk 	Terri Morrison Author of "Kiss, Bow, or Shake Hands"	~70 at luncheon 20 DC members at meeting following luncheon
Spring 2011	DeltaDays		
	Opening Celebration	DJ Cavem, MC Rudy Balles	~150
	Service Learning Project	PeaceJam Denver	20
	MLK Breakfast	Rev. Cynthia James	160
	Gender This!	Jessica Pettitt	60
	MLK Birthday Cake	NA	~800
	Sticks & Stones: GLBT 101	Jessica Pettitt	20
	MLK Evening Celebration	SlamNuba	~100
	Diversity in the Research Environment	Dr. Roel Snieder	40
	Ancient Traditions of the Curanderismo in a Modern World	Sofia Chavez Frederick	30
	Finding Your Voice: The Key to Your Greatest Potential	Charles Holt	40
	Diversity & Identity	Dr. Clarissa Pinkola Estes	~100
	Dialogue with Dr. Maria Guajardo	Maria Guajardo	35
	Who's Black, Who's White, Who Decides?	Lt. Governor Joe Garcia	140
	Living Library	GLBT Engineers	10
Artivism & Eco-Cultivation	Ashara Ekundayo	10	
Closing Celebration	DJ Cavem, Various Step Teams	~200	
"Find Your Voice" Arts Contest	NA	10 entries	
Spring 2011	NSBE Cultural Celebration <ul style="list-style-type: none"> • Diversity Committee helped sponsor <i>Portraits of courage</i> – a play featuring six African Americans who made contributions in science, design, and business that largely went unrecognized. 	Will & Company NSBE	~150
Spring 2011	Diversity Reading Group	Led by Roel Snieder and Maureen Durkin	~50
Spring 2011	Educational Diversity Committee Meeting <ul style="list-style-type: none"> • Creating an Office of Multicultural Services at Stanford • Discussion of possible Stanford-Mines partnerships 	Dr. Jerry Harris Professor of Geophysics Associate Dean Multicultural Affairs School of Earth Sciences Stanford University	12
Spring 2011	Educational Diversity Committee Meeting <ul style="list-style-type: none"> • <i>Reducing the gender achievement gap in college physics: A classroom study of values affirmation</i> • Interested others were invited and attended including Physics Department faculty, REMRSEC faculty, engineering education faculty 	Dr. Akira Miyake and Dr. Tiffany Ito Professors of Psychology University of Colorado, Boulder	40

Also of note this year was an increase in internal and external sponsorships for DeltaDays including ConocoPhillips, Chevron Corporation and approximately 20 departments and organizations on campus (summarized in Table 2). Sponsorships totaled over \$22,000, approximately covering the cost of DeltaDays.

Table 2 – DeltaDays Sponsorships 2010-11

Sponsor	Amount	Event Sponsored
ConocoPhillips	\$5,000	Title Sponsor, General
Chevron Corporation • Department of Petroleum Engineering • Department of Geology & Geological Engineering	\$5,000	Dr. Clarissa Pinkola Estes
Office of Student Activities	\$3,800	General
President’s Committee on Diversity	\$3,500	General
Office of Graduate Studies	\$1,250	SlamNuba Ashara Ekundayo
Graduate Student Association	\$1,200	General
GLBT Engineers	\$550	Jessica Pettit, Living Library
Diversity Initiative Fund	\$500	Closing Celebration
Admissions Office	\$250	Lt. Governor Joe Garcia, General
REMRSEC	\$250	Dr. Roel Snieder, General
WISEM	\$250	Jessica Pettit
Minority Engineering Program	\$200 in kind	MLK Evening Celebration
12 Departments: • Academic Affairs • Capital Planning & Construction • Center for Wave Phenomenon • Chevron Center for Excellence • Finance & Administration • Geophysics • Human Resources • LAIS • Math & Computer Science • McBride Program • REMRSEC • ROTC	\$516 for 12 cakes	MLK Birthday Cakes

Budget/Fundraising

The committee operating budget is summarized in Table 3. As just described, the budget was generously supplemented by additional fundraising both on and off campus. Note that the “start of year funds” includes the annual amount allotted from the President’s office (\$6500), along with \$5000 from Chevron that was given to the Petroleum Engineering and Geology Departments for diversity initiatives. Those departments in turn transferred the \$5000 to the committee to sponsor one of the DeltaDays speakers.

Diversity Committee Membership

Executive committee members are shown in Appendix A, and committee members are shown in Appendix B. By the end of the spring semester, the committee had 41 members. New to the group were two academic faculty members, three staff members, and eight students. The influx of interest followed DeltaDays held in January. At this time, the committee is structured so that any faculty, staff, or student can attend meetings and become official members upon an annual vote. There is

concern about managing an increasing number of members. This will be discussed by the executive committee this summer.

Table 3 – Budget Summary 2010-11

Account Title	Credit	Debit	Year End Balance
Start of year funds	\$11,500.00		
Roll-forward	\$4055.87		
Independent Contractor		\$1200.00	
Land/Bldg Rental		\$225.00	
Honorarium		\$250.00	
Supplies & Materials		\$27.17	
Food supplies-Aramark		\$3601.09	
Advertising/Publicity		\$1205.23	
Travel		\$406.60	
Training Function		\$250.00	
Student Activity		\$5761.72	
Miscellaneous		\$20.00	
Official function		\$8400.00	
Copying		\$7.50	
Printing		\$71.96	
Student activity		\$239.00	
Interdepartmental revenue	\$6900.00		
BALANCE	\$22,455.87	\$21,346.81	\$1109.06

Committee Goals

Last summer, the committee set two goals for the year:

1. **To organize better internally** (to include review of guiding documents in light of new status as a university committee), **and where possible, support organizing more effectively to consider diversity strategy at Mines.** To the latter point, Peter Han, Chief of Staff and committee member led a small team (including committee members and non-members) in an analysis of Mines’ demographic data in comparison to peer institutions as a method for arriving at institutional goals for diversity. The need to do this was in part driven by state requirements and preparations for developing a new performance contract. In addition, academic faculty had been asking for clarity of institutional goals and strategy related to broadening participation at Mines. The first phase of a goal-setting effort was completed in early summer.
2. **To engage more faculty and students in the work of the committee and in attendance at diversity events.** While more needs to be done here, progress was made in attracting more faculty and students to diversity-related events. This was evident during DeltaDays. Even so, some on the committee were disappointed with DeltaDays attendance. Several faculty committee members are interested in building in a requirement for attendance as part of their classes next spring. Roel Snieder, Professor of Geophysics and committee member, has spoken with several faculty in LAIS about instituting attendance requirements through classes for first-year students.

Plans for 2011-2012

In the academic year ahead, the committee would like to provide more diversity-related training opportunities for faculty and staff. Not only will additional training help foster an inclusive climate, but there is continued need to reinforce the idea that broadening participation in STEM is part of our mission and responsibility as a predominantly STEM-focused institution. Committee members also will be involved in additional planning necessary to meet institutional diversity goals that have been in development recently. Finally, the increase in committee membership in the past year may call for discussion of membership requirements.

Appendix A – Executive Committee

Maureen Durkin	Planning & Policy Analysis	Administrative Faculty	Chair
Junko Munakata Marr	Environmental Science & Engineering	Academic Faculty	Chair Elect
Jennifer Miskimins	Petroleum Engineering	Academic Faculty	Past Chair
Alyda Morosco	International Student & Scholar Services	Classified Staff	Secretary
Brandon Samter	International Student & Scholar Services	Administrative Faculty	Treasurer
Jahi Simbai	Graduate Office	Administrative Faculty	Programming Co-Chair
Zach Aman	Chemical Engineering	Graduate Student	Programming Co-Chair
Andrea Salazar Morgan	Admissions & Financial Aid	Administrative Faculty	Marketing and Website Coordinator
Deb Lasich	WISEM & President's Diversity Advisor	Administrative Faculty	Presidential Appointment

Appendix B – President’s Committee on Diversity

Eric Dickenson	Environmental Science & Engineering	Academic Faculty
Joe Crocker	Engineering	Academic Faculty
Linda Figueroa	Environmental Science & Engineering	Academic Faculty
Monika von Glinski	Liberal Arts & International Studies	Academic Faculty
Roel Sneider	Geophysics	Academic Faculty
Terry Young	Department Head/Geophysics	Academic Faculty
Toni Lefton	Liberal Arts & International Studies	Academic Faculty
Colin Terry	Student Development & Academic Services	Administrative Faculty
Derek Morgan	Student Activities	Administrative Faculty
Ginny Lee	CCIT	Administrative Faculty
Khanh Vu	Minority Engineering Program	Administrative Faculty
Lori Scheider	Admissions & Financial Aid	Administrative Faculty
Mike Dougherty	Human Resources	Administrative Faculty
Pam Blome	Library	Administrative Faculty
Peter Han	President's Office	Administrative Faculty
Connie Warren	Liberal Arts & International Studies	Classified Staff
Lisa Martinez-Conover	Research Administration	Classified Staff
Skip Miller	CCIT	Classified Staff
Andrea Ham	Civil Engineering	Graduate Student
Ann Deml	Materials Science	Graduate Student
Elizabeth Wachel	GSA Representative/Mining	Graduate Student
Fatima Azzahra El Azzouzi	SWE/Electrical Engineering	Graduate Student
Kennda Lynch	Environmental Science & Engineering	Graduate Student
Akiko Billings	NSBE/Petroleum Engineering	Undergraduate Student
Ana Vieyra	Civil Engineering	Undergraduate Student
Chinyere Isaac-Heslop	Computer Science	Undergraduate Student
Daniel Haughey	ASCSM Representative/	Undergraduate Student
Gwen Hoang	SWE/Chemical Engineering	Undergraduate Student
Jessica Thompson	SWE Representative/Civil Engineering	Undergraduate Student
Joe Zeiman	Computer Science	Undergraduate Student
Josh Dickerson	Petroleum Engineering	Undergraduate Student
Taylor Lowe	NSBE/Petroleum Engineering	Undergraduate Student