

# LOOKING FORWARD



## 2018-19 Annual Report

Diné College • Tsailé, AZ

# BY THEN

**1,463**  
Total Enrollment

**8**  
Certificate Programs

**67**  
Total Full-time Faculty

**20**  
Associate's Degrees Programs

**↑ 183**  
Total Degrees Awarded  
2018-2019

**20**  
Total Ph.D Faculty

**13**  
Total Majors

**↑ 61%**  
American Indian Faculty

Accreditation:  HIGHER LEARNING COMMISSION

# NUMBERS

2018-2019

6

Diné College Campuses

↑5,623

Total Alumni  
1968-2019

238

Full-time Staff

96

Alumni Staff

↑112

Chief Manuelito Scholars  
AY 2018-19

69%

Female Student Body (2019)

41

Bachelor's Degree Conferred

31%

Male Student Body (2019)

**#1** Most Affordable  
4-year Institution in Arizona

- Arizona Business Daily

© 2019 Diné College Marketing and Communications Department

# LETTER FROM THE BOARD PRESIDENT



## BOARD OF REGENTS

**Greg Bigman**  
President  
Northern Agency

**Theresa Hatathlie**  
Vice President  
Western Agency

**Sharon Todacheenie**  
Secretary  
Fort Defiance Agency

**Dr. Tommy Lewis, Jr.**  
Treasurer  
Superintendent of Diné Schools

**Daniel Tso**  
Member  
NN Health, Education & Human Services

**Johnson Dennison**  
Member  
Central Agency

**Anderson Hoskie**  
Member  
Eastern Agency

**Letanya Thinn**  
Associated Students of Diné College  
2019-20 Student Representative

**Nelson Begaye**  
Member  
Term Ended: March 2019

**Devan Begay**  
Student Representative  
Term Ended: July 2019

Much has changed over the past four years to bring the college to where it is now: A four-year higher educational institution. The change in academic status is not the only major accomplishment of the college, but also the establishment of a foundation to support the college, fundraising in the amount of \$250,000 in donations from our 50th Anniversary events, the passage of Arizona Senate Bill 1266 that provides a \$1 million allotment for remedial education, and passage of New Mexico Senate Bill 407 to provide eligible students with lottery scholarships.

As we seek to grow the institution, we learn more about ourselves and our students. Sometimes students lack the support for childcare services, travel hundreds of miles for an education or lack the ability to buy needed books. As a result, fundraising and lobbying efforts were initiated to support our students by reducing barriers that impact their education.

Moving forward, the college will require more collaboration to tackle even greater challenges such as saving our Navajo language, revitalizing our ceremonies, aligning academic programs to awaken the sleeping giant within the Navajo Nation economy and building infrastructure to support future growth.

As the college grows in its capabilities, so do the challenges and expectations to solve the problems our community and Navajo Nation face. At the heart of the institution are our students, where our mission is to advance their learning and development.

I'd like to thank our partners that provide support for our students, whether it deals with scholarships, internships, grants or research. Lastly, a big thank you to the Diné College faculty, staff and administrators for their work toward improving the success of our students and our institution.

Thank you,

Greg Bigman  
Diné College Board of Regents President

# LETTER FROM THE PRESIDENT



Diné College's best days are yet to come. That is a bold statement considering the history of our college. Spending time speaking to our current student body reinforces this sentiment.

We have students who have chosen to earn their degrees and start their careers in the field of education, business and science. We have other students who are learning their Navajo language and culture. What they all have in common is that they chose to be at Diné College.

As the first ever tribal college, this institution has been a trailblazer since it opened its doors in 1968. Today, those who enter come prepared to earn a four-year degree, return to their communities and help build our Navajo Nation. A recent study found that our graduates believe their degree has prepared them for their careers and to work in their communities, at a rate nearly 28 percent higher than students at mainstream institutions.

Why? I believe one reason is because of our faculty and staff. In three words, "Diné College cares." In fact, that same study said that our students felt their faculty cared about them as people more than 20 percent higher than other institutions.

This annual report is further evidence to the bright future that lies before the Nation's college. There are stories of success and information detailing our strong financial situation. There are profiles of our extraordinary faculty and some of the research they are conducting to propel our Navajo Nation forward.

As we look forward, one of the biggest challenges we face is making college more accessible as well as ensuring academic success for all of our students. The Navajo Nation needs more of its population to have the opportunity to attend college and fulfill their dreams.

Diné College is working to expand opportunities and support for our Navajo people to attend the "Higher Education Institution of the Navajo." Thank you for your continued support of the Navajo Nation's college.

Ahéhee',

Charles Monty Roessel, Ed.D.  
Diné College President

# ABOUT DINÉ COLLEGE

Introduction: Diné College was founded in 1968 and is the first tribal college (TCU) in the country. Diné College is fully accredited by the Higher Learning Commission. Located in Apache County on the Navajo Nation and predominately serving Navajo students (92%), the college is a 4-year institution and offers 8 bachelor's degrees, 20 associate degrees, and 8 certificates. The college's annual budget in fiscal year 2019 is \$23.2 million with 286 employees located across four campuses in Arizona (Tsaile, Tuba City, Chinle, Window Rock) and two in New Mexico (Shiprock, Crownpoint). The main campus in Tsaile has student dorms and a cafeteria. The school participates in athletic competition in rodeo, archery and cross-country. The school is governed by a eight-member Board of Regents.

## Mission Statement

Rooted in Diné language and culture, our mission is to advance quality post-secondary student learning and development to ensure the well-being of the Diné People.

## Vision Statement

Our vision is to continuously improve our programs and services to make Diné College the exemplary higher education institution for the Diné People.



**1,463**

- Fall 2019 Student Enrollment
- Largest Age Group 18-21 (534 students)



**15** • Bachelor's Degree Interest:  
BA in Psychology  
Graduates - Spring 2019

**24** • Associate's Degree Interest:  
AS in Health Occupation  
Graduates - Spring 2019

### • Housing:

**19%** Reside on campus.

**81%** Students living off campus.

### • Campus Housing Available:

- Coed dorms: **6**
- Male dorms: **1**
- Female dorms: **1**
- Family housing (apartments): **26**
- Special housing for disabled students: **4**



### • Computer Access:

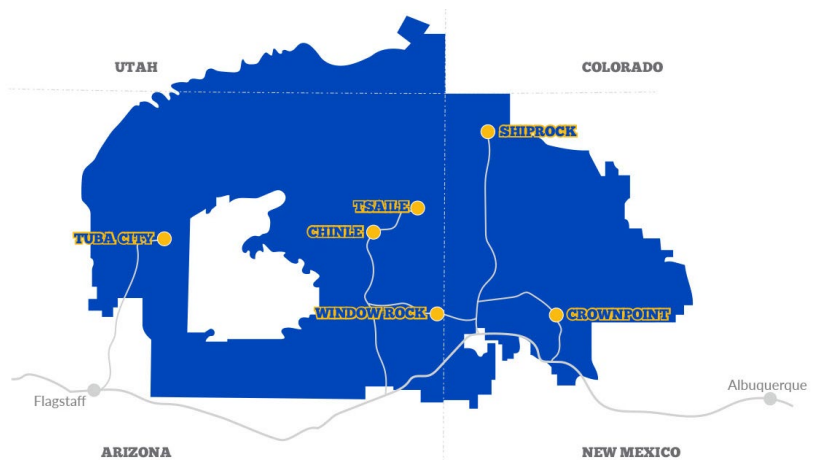
- 30** Computer Labs (378 Computers)
- 3** Libraries (42 Computers)
- 11** Computers at Student Dorms



**OPEN WIFI** Tsaile and Shiprock campuses

### • Retention Rate:

**62%** Term-to-Term  
**46%** Year-to-Year



### • Degrees Awarded:

**694** Degrees awarded over four years.  
**189** Graduated for Academic Year 2018-19  
**14:1** Student-Faculty Ratio  
**84%** Single Students

### • Gateway Success Rate:

**59%** passing | College MTH 110  
**60%** passing | College ENG 101

### • Student clubs:

- Anime Club
- A.I.S.E.S.
- Animal Care
- A.B.N.D.C. (NAC)
- Hand Game
- Green Club
- Archery
- Basketball
- Rodeo
- A.I.B.L.

# FUNDRAISING INITIATIVE

Diné College has an ambitious goal to raise \$30 million over the next several years to provide scholarships to students, to do renovations and upgrades and create an emergency fund for students with certain needs. The college's fundraising committee is led by Regent Theresa Hatathlie. The college has raised \$7 million.

## Diné College Scholarship Gala

Last fall, as part of the 50th anniversary celebration of Diné College, the college held the first annual Scholarship Gala in Phoenix, Ariz., the event raised \$250,000 for scholarships from corporate donors, families and individuals. The event also coincided with a silent auction in which renowned artists like Bahe Whitethorne Sr., donated crafts which were auctioned off.



## Golf Tournament

In April 2019, the first annual Diné College Scholarship Golf Tournament was hosted at the Whirlwind Golf Club at Wild Horse Pass Casino and Resort in Chandler, Ariz. The fundraiser raised \$39,560 for student scholarships.

## Library Fundraiser: Renewing the Fireplace of Knowledge

At Diné College, the Kinyaa'áanii Library is considered the fireplace of knowledge. It is the illuminating witness to the growth and development of Navajo education. Since the library opened its doors in 1974, researchers, students, faculty, local and members of the campus community have convened in this space to study and strive to meet their research and information needs.

With the launch of the fundraising campaign, Diné College will begin the transformation of the Kinyaa'áanii Library (Charlie Benally Main Library)

to become a library of the future. With new technology, active work spaces, and a creative layout, the proposed library will boost Diné College's research potential, support academic endeavors and become a hub for community and academic growth. The plans call for interior and exterior renovation at the library and in three phases. The total cost of the project is \$1.5 million and includes the redoing of the shelving, carpeting, study carrels and group study spaces. There will be no actual construction, only refurbishing, college officials have said.

## Warrior Day of Giving

The donation will be applied to the general growth and advancement of the college and the Navajo Nation. The Warrior Day of Giving is set to take place in December 2019. In giving to Diné College, academic, jobs, careers and student endeavors are nurtured, college fundraising officials said.

# HIGHLIGHTS OF THE YEAR

## October 2018

- On October 22-23, 2018, the Higher Learning Commission (HLC) reaffirmed Diné College's accreditation status until the 2028-2029 academic year.
- The inaugural Diné College Bi'olta'a Scholarship Gala raised \$250,000 in sponsorships and donations for student scholarships.
- Robin Maxkii, a Diné College graduate, is the focus in episode seven of Google's docu-series. The six-minute video titled "Between Worlds: SearchOn" has been viewed 2,732,409 times on Youtube.
- Susan Wolf, Ph.D., a psychology faculty member at Diné College, was recognized for an ongoing commitment to advocacy and education through the first National Concussion Awareness Day.
- Over 200 people attend the 21st annual Diné Studies Conference from Oct. 25th through 27th at the Tsaille campus.
- Oleksandr Makeyev, Ph.D., a Ukraine-born professor who has taught at Diné College since 2014, completed a research paper published: "Solving the general inter-ring distances optimization problem for concentric ring electrodes to improve Laplacian estimation."



## November 2018

- The Arizona Compact audit findings was completed.
- New Mexico voters approve a \$5 million bond for the construction of a Math and Science building at the Shiprock South Campus.
- Diné College commits to re-establishing the Diné College Press.
- Matthew Jake Skeets, M.A., and Haesong Kwon, Ph.D., both English instructors at Diné College, received honors from the National Poetry Series and the Cowles Poetry Prize.
- Prof. Sara Kien, Ph.D., and students Tatyanna Begay and Ashley Lee participate in a 10-week Department of Homeland Security-funded program that aimed at improving prevention efforts connected to school shootings and other forms of mass violence.

- Cassandra Manuelito-Kerkvliet, Ph.D., who served as Diné College president from 2000 to 2003, is the final speaker of the 2018 50th anniversary Speaker Series.

## December 2018

- The college received the HLC's final report on re-accreditation.

## January 2019

- Microbiology instructors Barbara Klein, M.S., and Shazia Tabassum Hakim, Ph.D., science faculty at Diné College, took part in a week-long seminar at the University of Wisconsin related to the *Tiny Earth* initiative. The program encourages students to pursue careers in science through real-world applicable laboratory and field research in introductory courses, and to address a worldwide health threat.

## February 2019

- The Land Grant Office at Diné College is working on offering a bachelor's degree in agribusiness.
- Eight students compete on Diné College's rodeo team, 13 are on the archery team and six students compete on the cross country team.
- The college's graduation rate increases from 13 to 17 percent.

## March 2019

- The 'Power of Education' signature Diné College blanket was designed by Anthony Gary Williams, a student in the School of Arts, Humanities and English.
- Diné College brings home 1st, 2nd, and 3rd place awards at the 2019 American Indian Higher Education Consortium student competition:
  - 1st Place: Webpage Design: Anthony Hale, Ryan Lee (Individual Entries). Coach: Malcolm Bob.
  - 1st Place: Science Traditional Plants/Herbs: Korrie Brown. Coach Audre Etsitty.
  - 2nd Place: Critical Inquiry: Charlene Bahe, Miranda Smith, Delia Wauneka, Mariah Lee. Coach: Dawayne Bahe.
  - 2nd Place: Science Poster: Tyler Begay. Coach: Audre Etsitty.
  - 2nd Place: Photography: Ritchie Kaibetony.
  - 2nd Place: Jewelry: Troy Uentillie.
- Navajo Nation Council delegate Daniel Tso replaces Nelson BeGaye as the representative for the Council's Health, Education and Human Services committee. Tso, a New Mexico State University graduate, previously served on the BOR during the 1990s.
- New Mexico Gov. Michelle Lujan Grisham signs Senate Bill 407 that makes students attending Diné College eligible to receive lottery scholarships. The bill went into effect July 1, 2019.



# HIGHLIGHTS OF THE YEAR

## April 2019

- 335 Academic Achievement Awards were handed out to students for the 2018-2019 academic school year. 129 President's Awards were handed out (Sweatshirts) and 206 Deans Awards were handed out (T-Shirts).
- Diné College received formal notification and approval by the Chicago-based Higher Learning Commission (HLC) to change from a two-year institution to a four-year institution. This accomplishment is a significant milestone and allows Diné College to offer additional bachelor degrees, and work towards offering master's degrees.
- The first annual Diné College Scholarship Golf Tournament, hosted at Wild Horse Pass Casino and Resort in Chandler, Ariz., raised \$39,560 for student scholarships.



## May 2019

- 183 students graduate as the Class of 2019: 123 Associate degrees, 41 Bachelor's degrees, and 19 certificates.
- Dr. Kenneth Locey, who teaches in the School of Science, Technology, Engineering and Mathematics (STEM) receives the American College Indian Fund Faculty of the Year award.
- The Navajo Cultural Arts Program announces two new tracks in the Bachelor's of Fine Arts (BFA) program: Silversmithing and Weaving.
- The Arizona Legislature sets aside \$1 million in budget funds for remedial education at Diné College.
- Faculty Ranking elevates 12 professors, 3 Assistant Professors and 9 Associate Professors.

## June 2019

- The college hosts the inaugural Missing and Murdered Diné Relatives (MMDR) Forum and commits to contributing to the creation of an MMDR Data Institute.
- Diné College's Summer Research Enhancement Program (SREP), produces student research regarding public health and community needs.
- Diné College BFA students Kayla Jackson and Khalid Honie were accepted to the 2019 Namingha Institute Master Class, Museum of Northern Arizona.

## July 2019

- Diné College's Summer Bridge Program continues for its 2nd year, benefiting 60 area high school students.

## August 2019

- *Warrior Coffee* opens its doors on the ground floor of the newly renovated NHC.
- A five-year \$1.3 million partnership grant with the University of Arizona Health Sciences begins. The National Institutes of Health grant seeks to train three students per year in neuroscience.
- A visit by UNM Professor Ted Jojola relevant to a UNM partnership with Diné College's School of Arts, Humanities, and English.



## September 2019

- National Public Radio (NPR) features Diné College's and the University of Arizona partnership in a 6-minute segment on its national radio program "Here and Now." The broadcast is titled "Navajo Nation Students Rare Opportunity to Train in Neuroscience." The story is also featured in the state news roundup section in *USA Today*.
- The BOR approves the fiscal 2019-2020 operating budget in the amount of \$23.2 million.

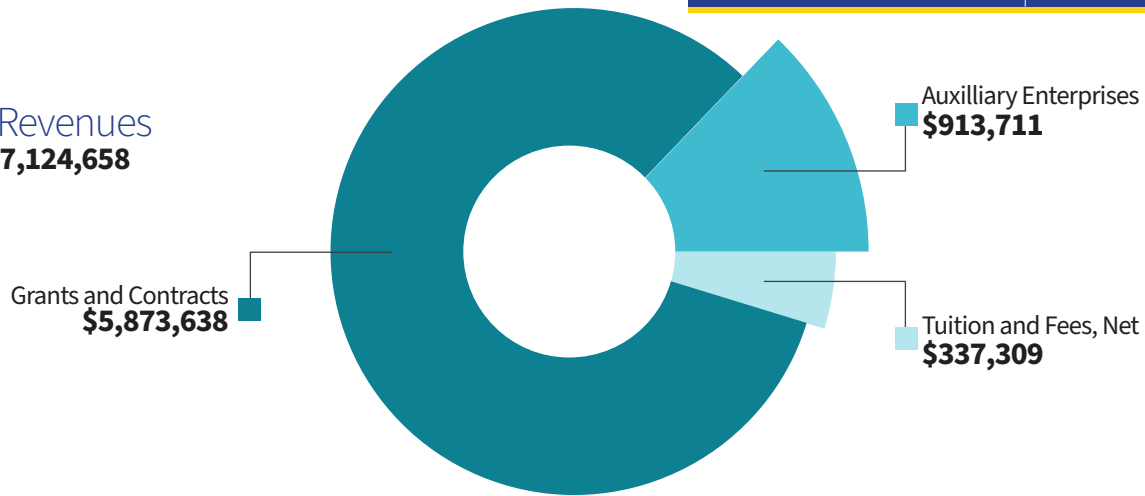


# FY 2019 Financial Highlights

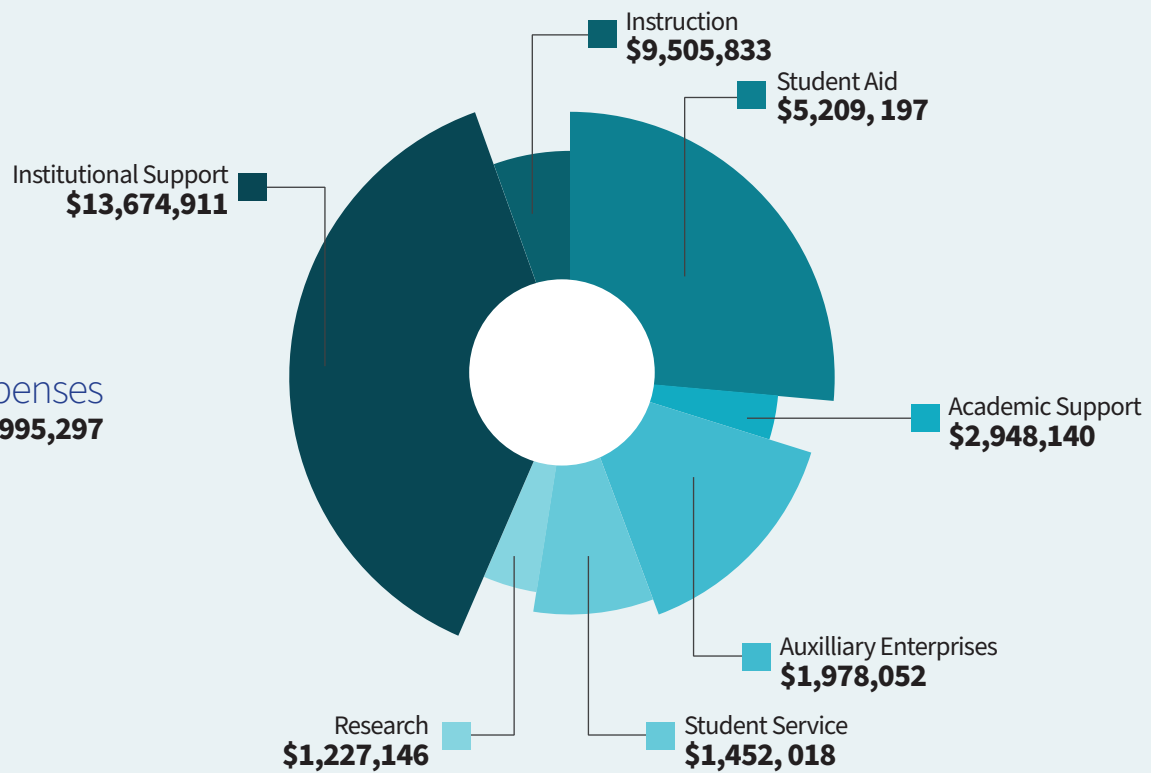
Net operating results were negative \$28.8 million in 2018. Operating revenue fluctuates year to year due to enrollment, which affects tuition, federal student aid, and Auxilliary enterprises. Operating expenses rose by 4 percent this year, this increase in operating expenses was due an decrease in Auxillary and Public service expenses, while there were slight increase in essential mission cost of instruction and student aid, academic support and institutional support. The nonoperating activities increase by 7 percent due to more utilization of funds from federal and Navajo Nation appropriations and state funding, this resulted in a change in net asset of a positive \$1.9 million for 2018.

REVENUES	2015	2016	2017	2018
Tuition and Fees, Net	610,704	538,454	284,780	337,309
Grants and Contracts	3,644,478	3,481,025	4,868,507	5,873,638
Auxilliary Enterprises	1,234,630	1,479,185	1,055,703	913,711
<b>Total Revenue</b>	<b>5,489,812</b>	<b>5,498,664</b>	<b>6,208,990</b>	<b>7,124,658</b>
EXPENSES	2015	2016	2017	2018
Instruction	6,753,888	8,096,671	9,394,391	9,505,833
Research	450,446	815,621	799,237	1,227,146
Public Service	118,634	17,402	12,557	-
Student Aid	3,104,880	3,498,905	5,037,282	5,209,197
Academic Support	1,939,444	2,247,548	2,396,815	2,948,140
Student Service	1,556,305	1,758,104	1,541,703	1,452,018
Institutional Support	14,797,297	11,781,928	12,883,941	13,674,911
Auxilliary Enterprises	2,573,668	2,129,854	2,330,803	1,978,052
<b>Total Expenses</b>	<b>31,294,562</b>	<b>30,346,033</b>	<b>34,396,729</b>	<b>35,995,297</b>
<b>Net Operating Results</b>	<b>(25,804,750)</b>	<b>(24,847,369)</b>	<b>(28,187,739)</b>	<b>(28,870,639)</b>
NONOPERATING ACTIVITIES	2015	2016	2017	2018
Federal Appropriations	14,470,048	13,440,659	13,960,848	13,598,810
Navajo Nation Appropriations	4,200,000	4,200,000	4,200,000	4,200,000
Scholarships	5,833,808	5,564,243	7,483,707	7,034,462
Investment Income	(59,947)	438,756	495,627	419,262
<b>Net Nonoperating Activities</b>	<b>24,443,909</b>	<b>23,643,658</b>	<b>26,140,182</b>	<b>25,252,534</b>
Capital Appropriations, Grants and Gifts	7,521,945	2,958,269	2,538,479	5,532,554
<b>Total Nonoperating Activities</b>	<b>31,965,854</b>	<b>26,601,927</b>	<b>28,678,661</b>	<b>30,785,088</b>
<b>TOTAL RESULTS</b>	<b>6,161,104</b>	<b>1,754,558</b>	<b>490,922</b>	<b>1,914,449</b>

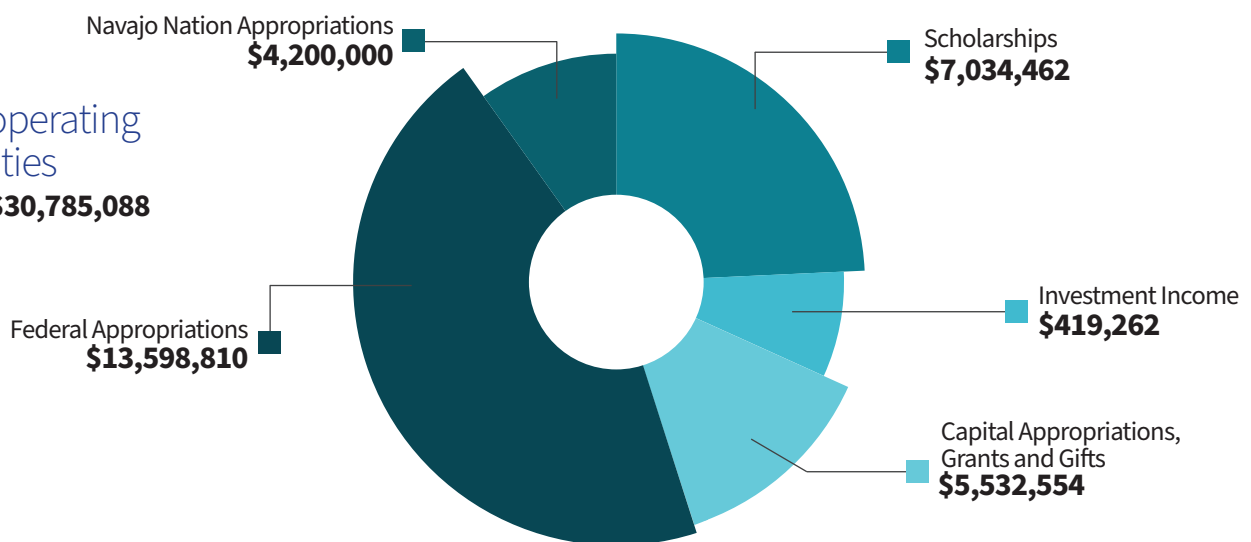
2018 Revenues  
Total \$7,124,658



2018 Expenses  
Total \$35,995,297



2018 Nonoperating Activities  
Total \$30,785,088



# STUDENT RESEARCH



## Weather Balloon's Mission Included Surveying NN Atmosphere

A group of Diné College students participated in the launch of a high-altitude weather balloon as part of the National Aeronautics and Space Administration (NASA)-sponsored Arizona Space Grant and Aerospace Challenges to Educate New Discoveries program — ASCEND!

The weather balloon carried electronic payloads and sensors to survey the atmosphere of the Navajo Nation, from ground level to nearly 80,000 feet in altitude. The payloads (attached to the balloon) and sensors were assembled and programmed by students over the course of two months.

According to Dr. Ken Locey, Science Technology Engineering and Math (STEM) faculty at Diné College, and the 2019 faculty mentor for the group, "The launch is the result of our group's motivation and commitment to learn and implement skills and technologies that most of us have had little to no experience with."

The Arizona Space Grant Consortium was put in place to involve undergraduate students in the design, build, fly, operate and analyzing cycles of a space mission.



## Students Take Part In School Shootings, Cyber Communications Research

A Diné College contingent spent 10 weeks in June and July researching school shootings and violence at George Mason University in Fairfax, Va. Sara Kien, Ph.D., Tatyanna Begay and Ashley Lee participated in a 10-week Department of Homeland Security-funded program that aimed at improving prevention efforts connected to school shootings and other forms of mass violence. Begay and Lee are pursuing baccalaureate degrees in psychology.

Kien explained that the purpose of the research was to investigate the role of media and cyber communication in mass killings and school shootings as part of an effort to develop more effective prevention strategies.

# STUDENT RESEARCH

## Students Participate In Summer Research Program

The Diné College Summer Research Enhancement Program (SREP) concluded with more than a dozen students and administrators from area universities taking part in a series of presentations about public health and disease prevention.

The presentations featured timed talks about asthma, adolescent sexual health and mental wellness.

Mark Bauer, Ph.D., a member of Diné College's science faculty said, "I was very pleased with the level of work by a dozen students. Bauer has overseen SREP for nearly 20 years.

The students were assigned a project to design a community, assess the community's needs in health areas, plan programs to either prevent or help manage illness or promote wellness and consider how best to implement the programs.

The students were assigned a project to design a community, assess the community's needs in health areas, plan programs to either prevent or help manage an illness or promote wellness and consider how best to implement the programs.

Bauer said one student worked with the Navajo Nation Health Education Program to survey young people around the Navajo Nation about their interests in text messaging intervention to promote sexual health. Another student conducted surveys on sexual assault and domestic violence awareness, he said.

"For the second consecutive year, we had five presentations on asthma, as part of a collaboration with a large asthma study by the Jewish Children's Hospital and the University of Arizona," Bauer said.

SREP prepares Native American students for careers in public health and disease prevention research. It is also designed to strengthen the research capabilities of tribal colleges and universities. Students are also trained to develop research skills and to prepare for community-based projects within the Navajo Nation and surrounding Native communities.

## UA, Diné College Get \$1.3M NIH Grant To Train Diné College Students In Neuroscience Programs

A partnership between the University of Arizona and Diné College researchers will train Diné College students in neuroscience over the next five years compliments of a \$1.3 million National Institutes of Health grant.

While the focus of the funds is to create a pipeline of scholars to advance from Diné College to neuroscience programs at top-tier research universities, the grant's goal is to engage selected scholars — irrespective of course of study — and increase the number of Native Americans in graduate schools and research careers.



Kathleen Rodgers, Ph.D., associate director of translational neuroscience for the University of Arizona Health Sciences Center for Innovation in Brain Science (CIBS), and Roberta Diaz Brinton, Ph.D., director of the Center, and Fred Boyd, Ph.D., Diné College, have been awarded the NIH grant to develop a cooperative training program to create a pipeline of Navajo students to advance from Diné College to neuroscience programs at top-tier research universities.

"This is a project that benefits Navajo students at Diné College and will have financial, intellectual and motivational benefits for these students," Boyd, an instructor and collaborator in the training program, said.

Native Americans are among the most underrepresented groups in the biomedical sciences, accounting for just 0.5 percent of the total workforce, lower than any other racial or ethnic group, according to the NIH.

# CLIMBING THE LADDER

## A Decade Of Progress at Diné College

In 2007, nearly 10 years after the Board of Regents formally changed the name from Navajo Community College to Diné College, the college still offered only associate degrees. “When I started in 2006, the College only offered associate degrees,” Ranalda Tsosie, who graduated in 2009 with an associate’s degree in health occupations, said. “It was as far as I could go and I had to transfer to a four-year institution and complete my bachelor’s degree. But it (Diné College) was the perfect place to begin my college journey, to gain Diné knowledge and foundations, learn about Diné histories and to obtain a solid academic foundation (science, mathematics and core) for the next step in my education.”

This fall Tsosie will be defending her dissertation for her Ph.D., in chemistry, environmental studies and geoscience at the University of Montana.



**A**ccording to school data, in the fall of 2007 liberal arts was the highest enrolled associate's degree program at Diné College. "Today, the highest enrolled degree program is with the occupational degrees," said Diné College Provost Geraldine Garrity, Ed.D. "Liberal Arts, which is a transfer degree program, is no longer the number one major at the college. Also, the number of associate's degrees conferred in May 2019 has decreased while the number of bachelor's degrees awarded has increased."

The college conferred five bachelor's degrees in 2011, compared with 41 in 2019.

In 2011, Diné College graduated its first class of bachelor's degree students in elementary education. Over the years, more and more bachelor's degrees and emphasis areas were added. Then, in April 2019, the Chicago-based Higher Learning Commission, one of the largest accrediting agencies in the U.S. for higher educational institutions, notified the college that it is now a four-year institution.

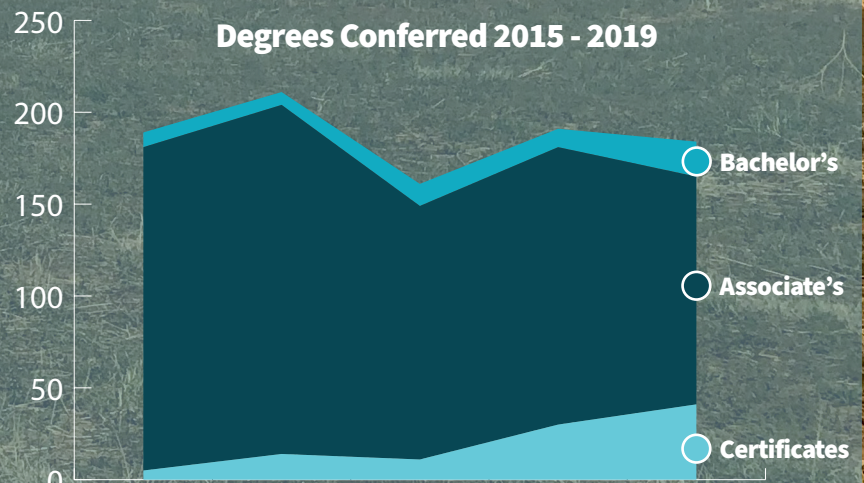
Today, Diné College has become a destination for students to pursue bachelor's and associate's degrees and certificates. "We are also working to add a master's degree and a few more bachelors," Garrity said. "The numbers show that our programs are helping to meet the workforce needs of the Navajo Nation."

The popularity with the four-year university status is spreading. The biology degree is less than five years in the making and is growing.

"When I started in 2017, I saw the college as only offering associate degrees," the reigning Miss Diné College, Mariah Lee, who is graduating in May with an associate's degree in health occupations, said. "But my view changed while I have been here." She will enroll in the bachelor's degree in biology after graduation.

"This shift shows that transformation is going on," Diné College President Charles Monty Roessel said.

Diné College officials anticipate even more degree offerings in the near future. "The next rung on the ladder that we reach will be the university status," Garrity added. "That's just around the corner."



Year	2015	2016	2017	2018	2019
Bachelor's	5	14	11	30	41
Associate's	176	190	138	151	124
Certificates	17	7	12	10	19

## The Challenge: **REMEDIAL** Education at Diné College

**E**ach of the 36 tribal colleges across the country face the same dilemma: More than three-fourths (3/4) of new students must take remedial courses.

According to a 2014 essay entitled, “Why tribal colleges matter: Our response to the Hechinger Report,” by the the American Indian College Fund’s CEO Cheryl Crazy Bull, she explains why 74 percent of tribal college students require remedial math instruction and 50 percent require remedial reading or writing.

The reality is no different for Diné College. According to Diné College data, an estimated 88 percent of students entering Diné College year-round must take remedial math, reading and English courses — and those classes are on average repeated at least twice. The challenge is widespread, according to Diné College officials.

Fortunately, an \$11.8 billion budget passed this year by Arizona legislators includes a \$1 million appropriation for developmental education at Diné College.

Diné College President Charles Monty Roessel said the funds would definitely be put to good use. Currently, he said the college spends approximately \$1.3 million a year on remedial education. With the new funding, Roessel said, there are plans to work with area high schools to target at-risk juniors and seniors to eliminate the gap.

“This allows high school students the opportunity to become college-ready,” Roessel said.

Remedial education refers to courses designed to remedy deficiencies in preparation for college-level work, particularly in reading, writing, and mathematics, courses which cannot be applied to credit for a degree or certificate.

And, remedial education courses greatly affect a student’s ability to graduate on time. Meaning at Diné College, students are taking more than three years to complete an associate’s degree or six years to complete a bachelor’s degree. This is a major reason Diné College and other tribal colleges have low graduation rates.

Diné College’s graduation rate in 2018 was 17 percent, which is on par with other tribal colleges, but still lower than mainstream colleges (non-TCU’s) which hover at 56 percent.

## Our Solution: **RETENTION** Through Peer Mentorships

*By: Mariah Rae Lee, 2018-2019 Miss Diné College –  
Graduating in May 2020*

**T**he Peer Mentor Program is one of the resources on campus that is successful in addressing retention rates. The program focuses on helping students develop goals and skills through one-on-one conversations and activities and helps incoming freshman and transfer students with their transition to Diné College. Peer Mentors serve as a resource, support, and referral service to students.

“As a second-year student, I was actively involved in the Peer Mentor Program since my first semester in Fall 2017. As a first-generation college student, I made sure I got all the help I needed. Student mentors would visit the dorms and give the freshman information about programs and encourage the use of resources on campus. I applied for the program and connected with my mentor Kristin Mitchell. Kristin made my entire freshman year manageable. I had one-on-one meetings with her at least 2-3 times a month. She shared her college experiences with me and gave me valuable advice and tips. I think it was very helpful because I made a 4.0 GPA that semester.

“The following semester in spring 2018, Kristin encouraged me to become a Peer Mentor. I applied and was selected for one academic year. I noticed that students feel more comfortable working with their peers who they share things in common. This keeps them motivated and driven to finish their degree programs.”





# The Struggle: **RETAINING** Students

Like other tribal colleges across the country, Diné College struggles with retaining students from year-to-year.

According to a 2009 article in the Journal of Developmental Education entitled, *American Indian/Alaska Native College Student Retention Strategies*, by Raphael M. Guillaoraay, "... [The] retention of AI/AN remains a significant problem with rates of persistence to graduation within 6 years at approximately 36 percent, compared to the general population at 56 percent, (Shotton, Oosahwe & Cintron, 2007; U.S. Department of Education, 1998)."

"The retention issue is widespread, but Diné College is addressing the problem and making progress," Diné College Provost Geraldine Garrity, Ed.D., said.

According to retention data (Chart A), retention remained steady from Fall 2016 to Fall 2017, then increased by one percent in Fall 2018. Then by Fall 2019, retention dropped by one percent. This demonstrates that Diné College has steadily maintained an average retention rate of 46 percent.

Chart A - Retention Date

Students Returned	Fall 2015	Fall 2016	Fall 2017	Fall 2018	Fall 2019
Retention Rate	-	46%	46%	47%	46%

The factor for the decrease could probably be explained by the increase in the Transfer Out (students who transfer to another school) rate recorded to IPEDS for the Fall 2018 cohort (Chart B).

Chart B

Reporting Year	Fall 2015	Fall 2016	Fall 2017	Fall 2018
Graduation Rate	15%	15%	13%	17%
Transfer Out Rate	27%	10%	26%	35%

This means that 130 students out of the 370 Fall 2018 cohort transferred out from Diné College to other colleges and universities.

NOTE: Retention Rates for OIPR are based on Dr. Linda Serra Hagedorn's definition of Retention: Year-to-Year or Term-to-Term

\*Note: Data is based on the Year-to-Year format, First-Time Entering Student Cohort. (First-Time Freshmen, New Transfer, Degree/Certificate/Non-Degree Seeking, Full-time/Part-time Students).



## BUILDING FOR THE FUTURE



### The Ned Hatathli Center's \$8M Renovation

The big news this school year was the \$8.8 million renovation and improvement project finished at the Ned Hatathli Cultural Center (NHC) at the Tsale campus. The project refurbished ground floor offices and classrooms, stabilized the NHC and replaced the outer window panels of the six-story building. The NHC renovation and improvement project started in May 2018. The project replaced the colored 584 outer window panels of the six-story building — built in 1974 and the tallest edifice on the Navajo Nation.

### The NHC Includes:

- A central lecture hall which can be divided into two rooms.
- The seating capacity of the room is 80 pupils.
- Five renovated classrooms.
- A coffee shop called *Warrior Coffee*.



### Sidewalk Replacement

A Title III grant received this academic year included sidewalk replacement for several areas of the college. The replacement covered the following areas:

- The east entrance to the cafeteria including the walkway to the northeast leading to the book store.
- The sidewalk on the north side of the Gorman Classroom Building (GCB).
- The sidewalk on the north side of the west wing of the GCB building leading toward the Information Technology and 6-plex Building.

The total cost of the project: \$90,000.



### Security Department Modular Buildings (West Side of Campus)

The security department was previously housed on the first floor of the NHC building before it was renovated. Because the (renovation) floor plan didn't include the security department, it was relocated to the west side of campus.

The new security department location is close to Student and Family Housing and the college's dormitory buildings. According to officials at the security department, the new location is an ideal location as it provides close supervision and better control of traffic coming onto the campus and will also deter late night traffic.



### The Shiprock North Campus Parking Lot Restoration

The Shiprock North Campus Parking Lot Restoration Project removed the 40-plus year old parking lot and replaced it with a new drainage system, asphalt and xeriscaping material. The parking lot now effectively drains standing water and provides a suitable parking structure for students and staff.

The cost of the project: \$379,000. The street lights for the parking lot were upgraded at a cost of \$119,000.

## OUR WARRIOR ALUMNI



**“Diné College has given me the foundation of higher learning and a career in which I am content with.”**

### Diné College Grad is Instructor at WNMU

Attending Diné College impacted Ethan Tom in a very good way. “Diné College is one of the places in my life that will forever be known for its positive impact on my being,” Tom said. “Diné College and the Center for Diné Teacher Education opened up numerous opportunities that I was able to take advantage of such as career choices in schools and even the beginning of my life with someone who I care for dearly today. Diné College has given me the foundation of higher learning and a career in which I am content with.”

Tom, 21, possesses a master’s degree in special education from Western New Mexico University (WNMU). He is an online graduate course instructor for WNMU and has dual-certification in elementary and special education.

A Many Farms High School graduate and a native of Lukachukai, Ariz., Tom is also a 6th grade teacher for the Chinle Unified School District at Canyon De Chelly Elementary School. Tom graduated from Diné College in 2018 with a bachelor’s of arts degree in elementary education.



**“I feel Diné College is an institution like no other... It reinforces and holds to a higher degree of respect for our culture and language.”**

### 2009 Diné College Graduate to Receive Ph.D

Diné College graduate Ranalda Tsosie says attending Diné College “...was the perfect place to begin my college journey, to gain Diné knowledge and foundations, learn about Diné histories and to obtain a solid academic foundation (science, mathematics and core) for the next step in my education.”

Born in Shiprock, N.M., and raised in Tolikan, Ariz., Tsosie studied general science, health occupation and biology at Diné College. She graduated in 2009 and is now about to receive her Ph.D., from the University of Montana in chemistry. Tsosie attended the Tsaile and Window Rock campuses of Diné College.

“I feel Diné College is an institution like no other. Its educational philosophies are based in traditional Navajo teachings. It reinforces and holds to a higher degree of respect for our culture and language. While it may be small, it is definitely the place to gain the necessary keys to succeed in academia.”

Besides the University of Montana, Tsosie also applied to Purdue University in Indiana, the University of New Mexico, the University of Arizona and the Colorado School of Mines. She is in the final stages of writing her dissertation at UM.

“In my path to becoming a scientist, my story always begins with being a proud Diné woman,” Tsosie said.

“OUR ALUMNI  
HAVE EARNED AND GIVEN BACK  
OVER \$3 BILLION  
TO THE NAVAJO NATION.”

- (*Diné College President*) **Charles Monty Roessel**



**“Diné College helped me improve my GPA, learn time management and prepared me for my next step.”**

### Nationally Recognized Songstress Pursuing Music Career

Sage Bond is a May 2018 Diné College liberal arts graduate and a singer, songwriter and guitar player from Cow Springs, Ariz.

In 2014, Bond auditioned for *The Voice*, followed by auditions for (2015) *American Idol* and a (2016) nomination at the *Native American Music Awards*. In 2018 Tsoosie released an album entitled “Prisoner.”

“Since graduating from Diné College, my music career has been moving even faster each year,” Bond said. “It feels good to say I have a degree, and to have accomplished this education goal. Diné College helped me improve my GPA, learn time management and prepared me for my next step.”

Bond, who grew up in a musical family, her mother sang and her father played guitar, now is a music student at Northern Arizona University in Flagstaff. There, she’s pursuing a bachelor’s degree in music, with an emphasis in voice and a minor in psychology.

She missed an audition deadline at NAU’s School of Music, but used the time away from school to write music with a new band called LOZEN. She also studies music theory and has taught herself opera. She ultimately passed the music school audition.

“My goal with education now, is to learn all the abilities of the voice and to be able to teach vocal and music lessons on the Navajo Nation, something that wasn’t available to me as a child,” Bond said.



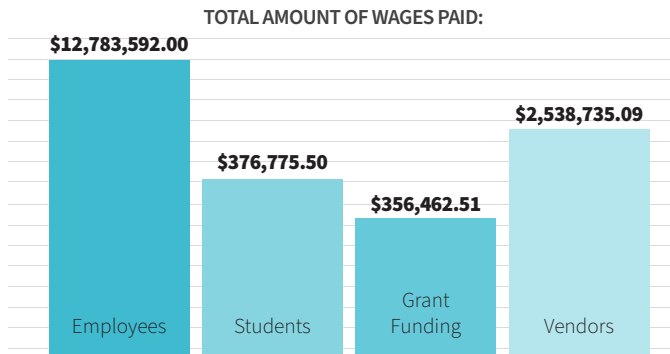
# ECONOMIC IMPACT

## The Economic Impact of Diné College

A 2016 economic impact study conducted for Diné College reported that the college and its students added \$78.3 million to the Navajo Nation economy. The study entitled, "The Economic Value of Diné College," looked at accounting data for fiscal year 2014-2015.

"The 2016 report assessed the impact of Diné College on the regional economy and the benefits generated by the college for students, taxpayers, and society," Diné College Board of Regents

President Greg H. Bigman, said. Bigman said that in that 2014-2015 fiscal year, the college spent as follows: \$13.3 million on payroll and benefits for 318 employees.



But the numbers are a little different this year as the number of employees was reduced to 286 which reduced the amount to \$12.8 million on payroll and benefits (FY 2018-2019). "The Board of Regents wanted to become more efficient and productive and based on performance," Bigman said.

In this fiscal year, the wages paid includes \$376,775.50 for student wages and \$356,462.51 for wages paid through grants. Total amount paid to vendors: \$2,538,735.09

The 2016 study also noted that students enrolled at the college paid an estimated total of \$2.6 million to cover the cost of tuition, fees, books and supplies at Diné College. The numbers this year are probably just a little lower as well, said Bigman.

"Our 2016 study noted that we also impact the regional economy through the grants that we receive, the research we conduct, our partnerships with other colleges and universities, and wages earned by our graduates," Bigman said.



Arizona Gov. Doug Ducey, Diné College President Dr. Charles Monty Roessel and Navajo Technical University President Dr. Elmer Guy.

# LAND GRANT

## Diné College Land Grant Office Strengthening Agribusiness Component

The Land Grant Office (LGO) made great strides this year to support Navajo Nation agricultural initiatives with respect to Navajo ranchers and farmers.

A lot of progress was made regarding infrastructural needs regarding food security and safety.

The LGO received funding via New Mexico Capital Outlay:

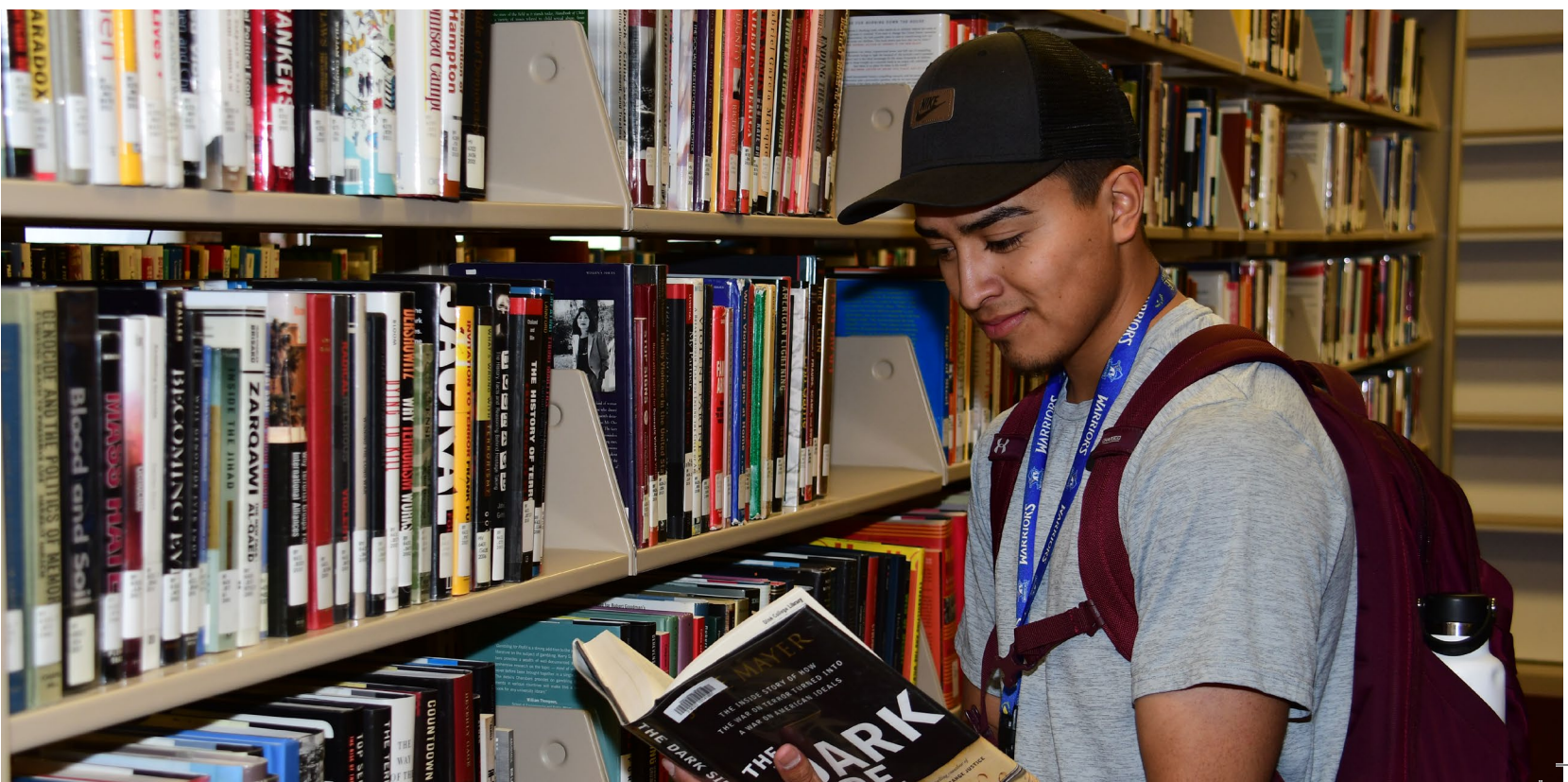
- \$400,000 for the architecture and design of the Shiprock Business Center for Horticulture and Tribal Agriculture.
- \$600,000 for the architecture and design of the Navajo Nation Livestock Research and Extension Center in Crownpoint, N.M.

The establishment of a multipurpose center at each site incorporates the uniqueness to horticulture and livestock industries, Benita Litson, director of the Land Grant Office, said.

Litson said to bridge the inter-generational gap between ranchers and farmers, the LGO is assisting in developing a bachelor's degree program in interdisciplinary agriculture at Diné College.

Diné College was given Land Grant Institution Status in 1994 through the U.S. Congress. The LGO was created in 1996 by the Diné College Board of Regents to administer the United States Land Grant mission and goals.

Through funding from United States Department of Agriculture, the LGO plans, designs and develops culturally-based informal education by teaching, implementing research and establishing extension programs pertinent to Navajo stakeholders.



# FACULTY RESEARCH & PUBLISHING

The year has also been productive for a number of faculty at Diné College. Some have published books, written book reviews and were published in professional academic journals.

## Math Prof's Application for Patent is First-Ever



Diné College Mathematics Prof. Oleksandr Makeyev, Ph.D., received a patent application for two inventions relevant to work done under a project entitled, "Determination of Optimal Laplacian Estimates and Optimal Inter-ring Distances for Concentric Ring Electrodes." The application was submitted in May 2019 and is the first ever patent application for a tribal college or university.

- The Mathematics for Engineering Applications Laboratory received a two-year \$200,000 research grant from National Science Foundation on June 5. The goal of this research project is to improve the design of concentric ring electrodes sensors (CRE), which are used in biomedical technology to monitor the health of living tissues.
- First of the several upcoming journal papers in collaboration with the Technical University of Valencia, Spain: Garcia-Casado J., Ye-Lin Y., Prats-Boluda G., Makeyev O., Evaluation of bipolar, tripolar and quadripolar Laplacian estimates of electrocardiogram via concentric ring electrodes, *Sensors*, Vol. 19, Issue 17, August 2019, Article 3780, p. 11.



## Cancer Literacy Intervention



Longtime faculty member Dr. Mark Bauer, of the College of Science, Technology, Engineering and Math, is awaiting

the publication of a research project in the *American Journal of Health Promotion*. The manuscript is titled: *Development and Evaluation of a Cancer Literacy Intervention to Promote Mammography Screening among Navajo Women: A Pilot Study* (NRR-11.319) *American Journal of Health Promotion*.

## Faculty Ranking System Established

For the first-time in the school's 51-year history, Diné College has implemented a faculty ranking system in fiscal year 2019. "We now have a ranking system in place where faculty can apply for either a professorship, associate professorship, or assistant professorship," Diné College Provost Geraldine Garrity, Ed.D., said.

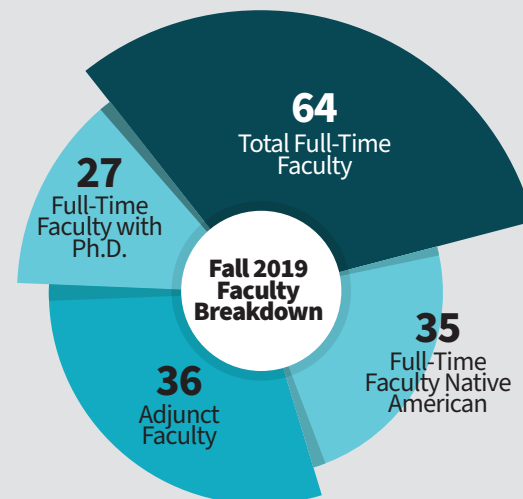
During the Fall 2019 Convocation on Aug. 13, the college bestowed 12 professors, 9 associate professors and 3 assistant professors. The new classification is part of becoming a four-year institution, and eventually a full-fledged university.

## English Faculty Matthew Jake Skeets Published in Ploughshares



"In the Fields" by English faculty Matthew Jake Skeets of Diné College was published in *Ploughshares* in Spring 2019. Originally from Vanderwagen, N.M., Skeets possesses an undergraduate degree from the University of New Mexico and holds a graduate degree from the Institute of American Indian Arts. Skeets' work has appeared in *Boston Review*, *Waxwing* and elsewhere. He is the winner of the 2018 *Discovery/Boston Review Poetry Prize*.

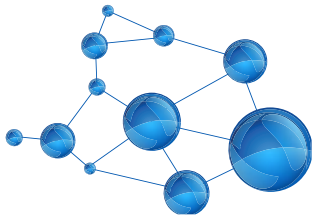
Skeets' first poetry collection, *Eyes Bottle Dark with a Mouthful of Flowers*, won the 2018 National Poetry Series and was published by Milkweed in August 2019. *Ploughshares* is an American literary journal established in 1971 at Emerson College in Boston.





# FACULTY RESEARCH & PUBLISHING

## Antibiotic Resistance is a Very Serious Problem Facing the World



Diné College joined the push to mitigate one of the most critical public health crisis facing the world: antibiotic resistance.

Professors Barbara Klein, M.S., and Shazia Tabassum Hakim, Ph.D., microbiology instructors at Diné College, took part in a week-long seminar at the University of Wisconsin related to the Tiny Earth initiative.

The program was founded in 2018 by University of Wisconsin professor Jo Handelsman and with a two-fold mission: To encourage students to pursue careers in science through real-world applicable laboratory and field research in introductory courses,

and to address a worldwide health threat — the diminishing supply of effective antibiotics by tapping into the collective power of student researchers, at the same time tackling the same challenge, living up to Tiny Earth's motto, "student sourcing antibiotic discovery."

Tiny Earth is a network of instructors and students focused on crowdsourcing antibiotic discovery from soil. The name Tiny Earth reflects the program's global reach, microscopic subjects and tight-knit community. "This training provided an opportunity to integrate an inquiry-based approach into our microbiology and general biology classes, addressing a very relevant topic," Klein said.



## UA, Diné College Partnership Could Bring Clean Water to Remote Areas

A dozen graduate students from the University of Arizona have partnered with students from Diné College to design a solar-powered water filtration system that can provide gallons of safe, clean water to families on a daily basis.

The students are part of the first group of trainees to take part in a five-year, \$3 million National Science Grant and an unprecedented collaboration between the University of Arizona and Diné College.

The goal is to teach the next generations of Science, Technology Engineering and Math (STEM) professionals how to confront food, energy, and water challenges among native communities while letting traditional values guide their work.

The Indigenous Food, Energy and Water Security and Sovereignty combines teaching, research internships and cultural immersion.



The Indian Health Service reported that it costs \$200 million to provide access to safe drinking water in Navajo homes across the vast 27,000 square mile reservation. Under the school partnership system, reservation communities can continue to haul water from wells, but can assure its safety and cleanliness.

# FACULTY RESEARCH & PUBLISHING

## Art History Professor Has Busy Year Publishing

Karla Britton, Ph.D., Prof. of Art History with the School of Arts, Humanities and English, published various articles in academic journals and wrote book reviews last year. Prior to coming to Diné College in 2018, Britton taught at Harvard University. She has a Ph.D. from Harvard University and has taught at Yale University.

Britton has made presentations at several academic conferences and meetings, and has published in academic journals and conducted book reviews.



- In October 2018 Britton published "A Mission Among the Navajo [John Gaw Meem's Chapel of the Good Shepherd, Fort Defiance, Arizona]," cover article for *Buildings & Landscapes*, the journal of the Vernacular Architecture Forum, 25/2 (Fall 2018).
- In December 2018 Britton published, "México and the Legacy of Social Housing," in *Mexican Social Housing: Promises Revisited*, *Tatiana Bilbao Advanced Studio on Social Housing in Mexico*, (Yale School of Architecture and Infonavit, 2018).
- Britton published a book review in February 2019: K. Britton review of Catherine Osborne, *American Catholics and the Church of Tomorrow: Building Churches for the Future, 1925-1975* (University of Chicago Press, 2018), in *Sacred Architecture Journal* (Spring, 2019).
- In September 2019 Britton published, "The Psychology of Space: Paul Rudolph's University Chapels," with Daniel Ledford, forthcoming in the *Journal of the Society of Architectural Historians*.

## Data Center on Missing and Murdered Indigenous Women Coming to Diné College



Diné College social work faculty member Manasseh Begay's professional background has allowed him to see first-hand the realities of abuse and neglect.

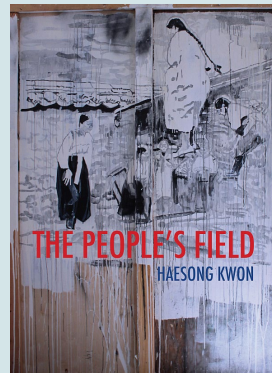
Begay, M.S.W., teaches field placement, introduction and community social services and culture courses at the college's Shiprock campus in the School of Business and Social Science. Begay

is also concentrating his efforts on starting up partnerships with area law enforcement as it pertains to missing and murdered Indigenous women and is working with others to bring a missing and murdered data center to the college.

When missing Indigenous women go missing or murdered, or when Indigenous female murder victims are unidentified, forensic evidence has not been adequately gathered by law enforcement agencies. Cases grow "cold," or crucial evidence is lost, or never gets forwarded from law enforcement to the appropriate agencies, Begay has said.

A former San Juan County sheriff's deputy, Begay also worked for the U.S. Forest Service, the Bureau of Indian Affairs and the Bureau of Land Management.

## Diné College English Prof Publishes Book



Haesong Kwon, Ph.D., a member of Diné College's English faculty since 2016, published in October 2019 *The People's Field*. Kwon also won a poetry prize for the manuscript.

With the focus to the Japanese occupation, the Korean Conflict and its aftermath, *The People's Field* (Southeast Missouri State University Press) reflects on the sounds, ideas, and histories of the Korean peninsula. Kwon is of Korean descent. *The People's Field*, was selected as the winner of the 2018 Cowles Poetry Prize. Kwon's manuscript contains a paradoxical experience of movement and stillness, history and the eternal present, a judge wrote of Kwon's work. Kwon holds a doctorate from Oklahoma State University. At Diné College, Kwon teaches courses in composition, literature, film and creative writing. He previously authored the chapbook *Many Have Fallen* (Cutbank Books). The Cowles Poetry Book Prize takes place annually.

# NEWS

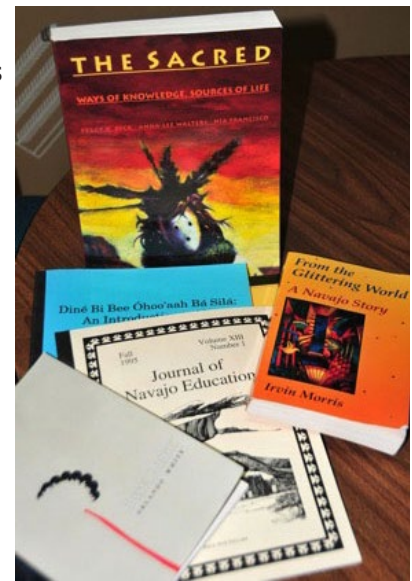
## Diné College Press to Return

The Press went dormant in the late 1990s, but Diné College President Charles Monty vvv confirmed that things should be back in the fore in a matter of time.

"We want to be a publishing house that prints books by Navajos for Navajos," Roessel said. "Things have changed a lot in publishing in the last decade."

Anna Walters, a Shiprock-based Diné College English Instructor, last oversaw the Press, which was based at what was then the Navajo Community College in Tsaile. The College went through the name change in 1997.

During its decades of operation, the Diné College Press published some 40 books, mostly about Navajo history and culture. The plan is to start small with at least the publishing of one book next year, perhaps something about the Treaty of 1968 and its impact on future Navajo generations, Roessel referenced.



## Personnel Policies and Procedures Manual is Updated

For the past two years, Diné College has been working with employees to update the College's Personnel Policies and Procedures Manual (PPPM).

to get feedback on the proposed policies as well as any additional recommendations or input from the College community."

"We have made some updates, revisions, and in some cases added new policy to the PPPM," Human Resources Director Merle Dayzie said. "This has been an ongoing project for the past two years where we have conducted listening sessions during that time

Finally, on July 31, 2019, the Board of Regents approved the updated PPPM. Dayzie said the Department of Human Resources has scheduled three sessions in fall 2019 to give an update on some of these changes and/or additions to policy.



### FY 2018-19 ANNUAL REPORT STAFF CREDITS:


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# The Diné College Warriors



***Success Rooted in Tradition***

Accreditation:  HIGHER LEARNING COMMISSION