Dr. Monte J. Shaffer’s Diversity Statement

I was born and raised in a large family in rural Montana, the 5th of my mom’s eleven children.

My dad was the first in his family to go to college, and I was the first of his descendants to earn a Ph.D.

I aim to make my classroom a haven for learning. Diversity is a key ingredient in the learning process. I am dedicated to promoting diversity as I feel a commitment in protecting this important component of society that keeps civilization healthy.

**Early Life**

As a youth, I had the opportunity to travel in the region playing baseball, interacting with athletes from the Northwest and Canada. My junior year of high school, I traveled to the University of Denver and had additional opportunities to meet other STEM students with diverse backgrounds. I also participated in CloseUp in Washington DC and our high school was paired with a high school from Puerto Rico which gave me an opportunity to practice my Spanish. Some of my best friends my senior year in high school were foreign-exchange students.

**Service Mission (Argentina)**

After completing my first year of college, I volunteered as a missionary for my religious faith and served two years in the humid jungles of Argentina Misiones. During this time, I had 18 companions (e.g., roommates), 9 who were from the local area: Argentina, Uruguay, and Paraguay. I enjoyed this culture very much, returned to school, and pursued a minor in Spanish studying South American literature. Since that time, I have visited several other Latin countries including Costa Rica, Panama, and Spain. I enjoy to travel and learn about other cultures. During my MBA, I took several courses to better appreciate the global community: Global Management, International Marketing, International Negotiations, and Managing Peoples & Cultures.
**Academic Career**
In addition, I have been fascinated with a person’s individual dispositions, their personalities. I have studied human psychology and behavior significantly in coursework and as a teacher in the classroom setting. I have even developed an instrument that identifies “true-self” from “environmental stresses” that leads to an individual’s “portrayal.” I combine the efforts of Deci’s self-determination theory with basic fundamentals of various learning theories. As I completed my joint-degree at Washington State University, I had the opportunity to collaborate with many peers and colleagues from diverse backgrounds. I have considering teaching overseas, specifically: Nazarbayev University (Kazakhstan), ADA University (Azerbaijan), and Indian School of Business (India).

**Personal Life**
I enjoy learning about new cultures, visiting historic locations, and providing my son an international education. Diversity is especially important in expanding the world’s body of knowledge. I try to leverage my plethora of life and business experiences to provide unique learning opportunities in my classroom.

My profound love of Latin culture has been augmented by my newly found interest in Russian culture. My wife is ethnic Russian, and we believe her grandmother Maria was orphaned because her parents were Jews living in Poland in the late 1930s. I have profound respect and admiration for those fighting the great war against those who would not tolerate diversity.

Diversity thrives in an environment where all are given an equal opportunity regardless of their race, ethnicity, gender, religious beliefs or nonbeliefs, and so on. I support and defend vigorously the rights of all to practice their belief system and am grateful to live in a great country that protects these rights under the rule of law.