

**University Boards Annual Update Form New for 2019
: Entry # 408****CONTACT INFORMATION****Name**

Laura Gutierrez-Spencer

Email - Submitterlgutzspc@nmsu.edu**INFORMATION ABOUT THE BOARD****Official Name of the Board**

NMSU System Diversity Board

Board Website (if applicable)<http://diversitycouncil.nmsu.edu>**Do you know the specific date of establishment?**

Yes

Effective date of establishment

08/2013

Authorized by

President

Board Reports To (if applicable)

The President and the Chancellor

Type of Board

Standing

Scope of Impact

System

Purpose

The NMSU System Diversity Council is a standing advisory body regarding issues of diversity and inclusion to the Chancellor and President of NMSU.

Authority

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The NMSU System Diversity Council is authorized to serve the following functions:

- a. To examine structural issues and policies to provide advice to the NMSU President relating to discrimination, diversity, and inclusion throughout the NMSU system. These issues include and are not limited to: the recruitment and retention of underrepresented students, faculty and staff at all NMSU campuses, and the systematic development and maintenance of equity and inclusion throughout the NMSU system. The creation of this system-wide diversity council does not preclude the individual campuses from appointing a campus-based group, ad hoc or standing, to address diversity issues. Advice and recommendations from such campus groups to central administration shall be brought to the NMSU System Diversity Council through each campus' member representative on the NMSU System Diversity Council.
- b. To provide informed advice on equity and access as well as actively participate in university process to assist in development, assessing and achieving Vision 2020 Diversity Goals and supporting planning documents that will be developed by our units and community colleges.

Chair for 2018-19 Academic Year

Name

Laura Gutierrez-Spencer

Email

lgutzspc@nmsu.edu

Was there a co-chair for 2018 - 2019?

Yes

Co-Chair for 2018-19 Academic Year

Co-chair Name

Carol Flinchbaugh

Co-chair Email

cflinch@nmsu.edu

Chair for 2019-20 Academic Year

Name

Carol Flinchbaugh

Email

cflinchbaugh@nmsu.edu

Is there a co-chair for 2019 - 2020?

No

Additional Membership Details

What university function/office is responsible for appointments?

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Diversity offices- Permanent seat
 Specific departments and NMSU System Community Colleges: Chair or President
 NMSU academic colleges & VP for Student Success, etc. Dean, Vice President or equivalent
 x-aa. President of the respective campus
 ab. Director of OIE of their designee

Members are appointed by

Combination

Position appointment description

The directors of the diversity offices, have permanent seats on the council Academic deans and community college presidents designate their representatives. The President of ASNMSU Graduate Student Council either sits on this board or sends her/his representative. The VP or Chair of a specific department, division or university group (i.e. C.A.M.P., Athletics, Tribal Voices Working Group, Athletics, etc) either sits on Diversity Council or sends a representative.

Is membership representative?

Yes

Please describe how the membership is representative.

Each person on Diversity Council represents the particular constituency that corresponds their seat on Diversity Council (i.e. a specific college, LGBT individuals, Faculty Senate, an NMSU community college, etc.)

What are the terms of appointment?

permanent seat or two year terms.

Are terms staggered?

No

Are members subject to reappointment?

Yes

Please explain the conditions under which members are subject to reappointment.

When the previous representative's term has expired a new representative must be appointed. When a sitting director, chair etc. is no in that position, that person's replacement needs to be contacted and included in the membership. Also when a representative has resigned their position on Diversity Council.

What is the process for filling vacant positions?

When there is a vacancy, the Chair of Diversity Council, or another officer that the Chair designates, contacts the Dean, Chair, President, of each entity being represented (other than the heads of the standing positions and asks who will be that area's representative on Diversity Council. The schedule of meetings for the academic year are shared at this time to ensure that the representative is available on those dates and times. The same meeting time is kept year after year in order to have stability in the meeting time. This also aids in ensuring that those individuals names are able to attend meetings on that day and time.

What is the process for selecting a chair?

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Diversity Council has both a chair and a chair elect. Both of these positions are elected among the current members of diversity council. Nominations are announced both via email and in Diversity Council meetings. Elections may be online or in person at a previously announced Diversity Council meeting, generally in April or the beginning of May. The Chair Elect automatically ascends to the position of Chair upon completion of the previous Chair's administration after finals week in May.

List board members for the 2018-19 academic year:

Member List

Name	Title	Member Type
Laura Gutierrez-Spencer	Director, Chicano Programs and Div Council Chair 18-19	Voting Member
Carol Flinchbaugh	Associate Professor, Management, Repr. for Business College and Chair Elect of Diversity Council	Voting Member
Hector Sanchez	Director, Military and Veterans Program, Past Chair of Diversity Council	Voting Member
Carol Hicks	Program Manager, Student Support Services, Secretary of Diversity C., Repr. of VP Student Success	Voting Member
Michael Ray	Director, American Indian Programs	Voting Member
Festus Addo-Yobo	Director, Black Programs	Voting Member
College Assistance Migrant Program	Martha Estrada, Program Manager, Interdisc. Studies, Repr. of College Assistance Migrant Program	Voting Member
Dulcinea Lara	Associate Professor, Criminal Justice, Repr. for Hispanic Faculty Staff Caucus	Voting Member
Claucia Trueblood	Director, Indian Resource Development	Voting Member
Zoey Sophia Pook	Director, LGBT+ Program	Voting Member
Trudy Luken	Director, Student Accessibility Services	Voting Member
Currently Vacant	Representative of Tribal Voices Working Group	Voting Member
Laura Castille	Director, AA/Equal Employment, Office of Institutional Equity	Non-voting Member
Emerson Morrow	President of ASNMSU	Voting Member
Maria Rocha Hall	Admin Asst, Special/Executive, Representative for Athletics	Voting Member
John Idowu	Ext. Specialist, Plant Sciences and Representative of College of ACES	Voting Member

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Name	Title	Member Type
Laura Ahn Williams	Associate Professor, Interdisciplinary Studies, Repr. of Arts & Sciences	Voting Member
Ivelisse Torrez-Fernandez	Assistant Professor, Repr. College of Education	Voting Member
Martha Mitchell	Professor, Chemical & Materials Engineering, Repr for College of Engineering	Voting Member
Stephanie Lynch	Assistant Professor, Nursing, Repr. for College of Health and Social Services	Voting Member
Abby Nayra	Student Program Coordinator, Honors College	Voting Member
Keith Mandabach, Professor, HRTM, Repr. of Employee Council	Professor, Hotel Restaurant and Tourism, Repr. for Employee Council	Voting Member
Shadai Martin	Assistant Professor, Family and Consumer Sciences, Repr. for Faculty Senate	Voting Member
Luis Vazquez	Associate VP for Research Integrity, Repr. for Graduate School	Voting Member
Emily Creegan	Graduate Student and Student Aide, Plant & Environmental Science, Repr. for Grad Student Council	Voting Member
Juan Garcia	CC Dir, Pub Rel, Dev & Events, AL STudent Services, Repr for NMSU Alamogordo	Voting Member
Rebecca Silva	Business Manager 1, CACC Business Office, Repr. for NMSU Carlsbad	Voting Member
Tara Roof	Assistant Professor, DACC Nursing Assoc. Degree, Repr. for DACC	Voting Member
Elan Delgadillo	Library Specialist, Grants CC Learning Resource Ctr. Repr. for NMSU Grants	Voting Member
Mariaelena De la Rosa	Assistant Professor, Library Ref. & Research, Repr. of University Library	Voting Member

MEETINGS & ADMINISTRATIVE SUPPORT
What university office/function provides administrative support to this board?

Administrative support is provided from among the members of the council.

What are the requirements for the number of meetings to be held annually?

At least six meetings are required.

Was the requirement for the number of meetings met?

Yes

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List of Meeting Dates

Aug 22 2018
Sept 12 2018
Oct 10 2018
Nov 14 2018
Jan 23 2019
Feb 13 2019
Mar 13 2019
April 10 2019

Major Accomplishments

During the summer of 2018, a Diversity Council Subcommittee of approximately six members met to prepare to meet with the new Chancellor and President of NMSU. With the new division of the positions of President and Chancellor, the members of Diversity Council had many questions about how we would interact with and operate under the new administration. In November, the Chancellor, President and Acting Provost attended our meeting and answered many questions. In the spring semester, President Floros attended Diversity Council and engaged in a wide ranging discussion. The administration committed to attend the NMSU System Diversity Council at least once a semester.

There was a significant amount of discussion with the administration about a new Chief Diversity Officer with ideas on how that office could be organized and at what level it should be placed. There was concern regarding a lack of a cohesive recruitment and retention plan for many years in terms of underrepresented and female faculty and upper level administrators. Diversity Council asked the administration if they will commit to publicly announcing openings in their administration so that interested applicants may compete in a transparent fashion. The administration responded in the affirmative. There was discussion of the new Ethnic and Border Studies Program and the possibility of creating more courses on diversity and inclusion within the new guidelines for General Education.

Approved?

- Final