

DIVERSITY COUNCIL MEETING MINUTES
November 7, 2017

I. Call to Order

Meeting called to order at 1:20 pm by Dr. Laura Gutiérrez-Spencer Chair-Elect of Diversity Council.

II. Roll Call:

Abby Nayra – Honors College, Michael Ray- American Indian Programs, Elba Serrano – Faculty Senate, Nadia Montoya-LGBTQ Programs, Maria Rocha-Hall – Athletics, Stephanie Carter – University Library, Laura Gutierrez-Spencer – Chicano Programs, Trudy Luken – Student Accessibility Services, Laura Williams – College of Arts and Sciences, Juan Garcia – NMSU Alamogordo, Laura Lujan Williams – College of Arts and Sciences, Dana Christman – College of Education, Hiranya Roychowdhury – NMSU Dona Ana CC, Lauri Millot-Office of Institutional Equity, Rebecca Silva – NMSU Carlsbad, Keith Mandabach – Employee Council.

Diversity Council Vacancies: HIS Working Group, Tribal Voices Working Group, College of Engineering, College of Health and Social Sciences, Graduate School Council, NMSU-Grants.

III. Approval of Agenda

IV. Approval of Minutes October 17, 2017

V. Old Business

A. Presidential Search Listening Sessions

1. **Hiranya Roychowdhury – DACC Session** – There were no words conveyed in relation to Education. Nothing discussed about academics – appears to be running a business. DACC faculty has not had a salary raise in 10 years. DACC is the lowest salaried faculty in the system – not sure how this will figure in the search. Chancellor should be mindful that we have natives from different parts of the state and acknowledge the fact we have DACA students.
2. **Silva – NMSU Carlsbad** – Focused on the qualities we are seeking for the President should be inclusive of diversity, should be able to represent all aspects of the University and Community Colleges
3. **Mandabach, Employee Council** – There is talk about having representation from the Employees Council on the Presidential Search Committee – if person is selected it may be Adam Carvota

B. Chief Diversity Officer Position – Regents postponed the Chief Diversity Officer position. Diversity Offices are underfunded. Use funds for additional support person for the Black, Native American, Chicano and LGBTQ to budget committee. Need clear lines of responsibility and authority. Need separate lines for reporting.

VI. New Business

1. **Accreditation Visit** - Higher Learning Commission (HLC) – November 13, 2017
Diversity Council members should have received an email inviting them to the Diversity part of Site-Visit, November 13, 2017 – Teaching Academy, 9:45 am Milton Hall Room 50 (Teaching Academy) (Main Campus).
May want to check the HLC Assurance Argument posted on the HLC Website – NMSU response to the report
2. **Mandabach, Employee Council** – Not only listening but providing feedback on how they would like to see the university move forward.
3. **Expand recruitment for Underutilized positions** – New Policy Practice effective August 2017 when hiring for faculty. Departments are required to submit specific areas/publications where they are

recruiting for OIE approval or must submit a list of candidates instead, to officer for on-site interviews.
OIE them reviews for diversity,

VII. Announcements/Updates

- A. **Rebecca Silva – NMSU Carlsbad – “Taste of Culture Event”** – Thursday, November 9, 2017, **5:00 pm – 7:00 pm**
Have 17 participants from different countries – making different samples of food for the community.
November 14, 2017 – Native American Celebration – Representative from the Mescalero Tribe will provide a presentation, **11:30 am – 1:00 pm**.
- B. **University Art Gallery and Gender Sexualities Studies** collaboration for World Aids Day event in conjunction with “A Day without Art”, **December 1, 2017, 6:00 pm** at the **Creative Media Institute Theater** – Showing a series of short films and giving a couple of short lectures.
- C. **Michael Ray – College of Arts and Sciences 7th Annual Holiday Card Contest** – Winner receive a cash prize.
- D. **Abby Nayra - Honors College – Student Showcase:** November 8, 2018, 5:30 pm, Faculty, Crimson Scholars, Conroy Scholars, New Mexico Leadership Scholars, previous donors and alumni – interviews – academic reception, talk about projects
Building towards Conroy Scholars date in February 2018 – Comprising a list of National Merit Scholars from California, Colorado, Arizona, Texas, and New Mexico
- E. **Juan Garcia NMSU Alamogordo – November 28, 2017** is giving Tuesday, system wide event. Alamogordo campus was able to get 2-\$25,000 endowments set up. One by installment (\$12,500), every five years matures in partnership with the **Lady of the Mountain Race, December 9, 2017** – all of the money for enrollment in this race will go towards the endowment. On the second endowment - Alamogordo Donation for half \$12,500 has been received and will be matched by the Development office.
- F. **Dana Chrisman – College of Education Diversity Council (name change from Diversity Task Force – changed from Ad Hoc Committee to Standing Committee)**, Close to putting out a Faculty Climate Survey
- G. **Michael Ray – American Indian Programs:** 2nd Event Native American Heritage Month, **November 8, 2017, 5:50 pm – 7:30 pm, Domenici 106**, Artist Ricardo “Media as Voice”. **Luncheon: 11:30 am – 1:30 pm**, American Indian Program Student Center. **Teaching Academy: November 9, 2017, 2:30 pm – 4:30 pm**, Room 50 Milton Hall, registration required - Native American Panel, what it means to be Native American at NMSU socially and academically – “Telling Their Stories”. **Wednesday, November 15, 2017, 4:30 pm – 6:30 pm**. Food Event, Food from Home-Meal from Pueblos of Jemez, Ms Audrey Gachupin. Ms Native America – Riley DeGroot
- H. **Juan Garcia Old Cross Retreat – Lulac/Assisted** an individual who asked and received asylum. Have a choice a. Deport immediately, b. remains at the detention center then deport (couple of days), or receive an ankle bracelet and be deported in 5 days.
- I. **Hiranya Roychowdhury** – Development of the SMNMP. org – Southern New Mexico – 501C4
- J. **Dr. Luis Vasquez, VP of Research** – Centralized forum (website) to post opportunities to sponsor colleagues who have undergone hardships/displacements etc. Development of a Centralized portal - NMSU Shares
- K. Continued discussion on the Chief Diversity Officer – Committee searches, university expectations, Diversity at NMSU, process for posting of positions, hiring process, diversity search,

Meeting adjourned: 2:40 pm