

NMSU DIVERSITY COUNCIL MEETING MINUTES
WEDNESDAY, April 11, 2018
ROOM 85 MILTON HALL
1:30 PM – 2:30 PM

I. Call to Order:

Meeting was called to order at 1:31 pm by the Chair of Diversity Council Hector Sanchez.

II. Roll Call:

MEMBERS: Carol B. Hicks – SAEM/Diversity Council Secretary, Michael Ray – American Indian Programs, Hector Sanchez – Military and Veterans Programs/Diversity Council Chair, Laura Gutierrez-Spencer – Chicano Programs/Diversity Council Chair-Elect, Elba Serrano – Faculty Senate, Laura Lujan (Williams) – College of Arts and Sciences, Elan Delagadillo – NMSU Grants, Rebecca Silva – NMSU Carlsbad, Dana Christman – College of Education, Hiranya Roychowdhury – NMSU Dona Ana CC, Keith Mandabach – Employee Council, Mariaelena De La Rosa – University Library, Carol Flinchbaugh – College of Business, Trudy Luken – Student Accessibility Services, Carol Fonseca- HFSC, Abby Nayra – Honors' College, Nadia Montoya –LGBTQ Programs, Juan Garcia – NMSU Alamogordo, Maria Rocha-Hall – Athletics.

GUESTS: Angela Velasco – Office of Institutional Equity, Deputy 504 Coordinator

III. Old Business:

- a. Web Site – Hector Sanchez: Updates or corrections send to Hector Sanchez, or Carol B. Hicks. Please check personal contact information on Diversity Council Roster. There is no HSI group, this group will be removed from the roster.

IV. New Business:

- a. Diversity Council Office Terms/Call for Office Nominations

Hector Sanchez – It is time to nominate new officers for the Diversity Council. Is a year term for Chair Elect long enough?

Carol B. Hicks – I think we should look at the commitment. The position is really a 3-year commitment – Chair Elect, Chair, and Past Chair.

Hector Sanchez – How is the two-year term for regular members, is that long enough? It is difficult to get the Deans to appoint so we have enough members representing. It becomes difficult when the members are not active. Chair should point out to members who are not available and ask for members who are available. Will send out an email calling for nominations for Chair Elect and Secretary. Due May 1, 2018 by 5:00 pm.

Hector Mandabach – Does that mean the Chair elect will start immediately, or next Fall when it is time to reconvene the committee?

Laura Gutierrez Spencer – The chair Elect can start immediately, we can do committee work and prepare for next year.

Discussion about completing the voting online. If so, the vote should be verified. Hector will speak with Adam Cavotta about setting up the elections to where the committee can vote online.

Motion:

Michael Ray motioned to open the floor for nominations for Chair Elect and Secretary, submitted by email by May 1, 5:00 pm, 2018 to Secretary, Carol B. Hicks.

Second: Juan Garcia

Motion Passed.

b. **Diversity Council/Vision 2020**

- c. **Preparation for work with NMSU's new Chancellor/Provost** - Is the Diversity Council in alignment with Vision 2020?

Angela Vasquez – serving two roles today. She is representing the OIE Office in place of Lauri Millot and also representing the Strategic Planning Committee and Vision 2020 alignment. Going through change of a new chancellor, trying to finalize the planning alignment of 2020 to be able to pass onto the new Chancellor. Dr. Carruthers wanted to make sure there is planning, and alignment is ready and set to go for new the Chancellor

Goal number two (**Diversity and Internationalization – Provide a diverse academic environment supportive of a global society**) is in alignment with Diversity. What is the role of the Diversity Council? How are we gathering the information, there is a percentage to meet in reference to diversity? There was a comparison to peer institutions in meeting those goals. But there is more to it than just the number. The original proposal was to have this miracle position, a VP position an individual that will oversee the broader perspective of diversity whether it be with the programs or students, to pull Diversity together. Initially it was supported but since then it has been set aside because of the costs associated with the position. The Diversity Council is going to pay a much larger role in the collaborations, communications between the departments because when we do the Affirmative Action Plan for the university, there is not one place you can go as a university, to see what we are doing with Diversity. Departments have goals. Every area has done some development or program but it has been like a hit or miss with the Diversity Council. What are our goals as an institution or the goals of the Diversity Council and the steps to get there? Referred to the Diversity Council Website. But there was nothing there to see the history or input to the Chancellor. What is the reporting line to the Chancellor; is there a straight line to the Chancellor or a dotted line to the chancellor, do they listen to the input given by the Council? The Diversity Council needs a role. Why does it exist? What are the goals of the Council? It is a lot more than just the number, we are meeting the numbers. We don't have anything to show what the Diversity Council does, what does the council contribute to the 2020 goals? More involved on the Affirmative Action side. What are the goals, will it change through the year?

Keith Mandabach – Talked a little about the history of Diversity Council and Vision 2020. Something on website “Establishing NMSU System Diversity Council.”

Elba Serrano - Where is the document that shows that the Diversity Council exists? It should set the scope and the mission of the Diversity Council. Is it a part of the Policy Manual? This needs to be in the Regents. Right now it appears that the Chancellor wrote a memo.

Angela Vasquez – You are correct. One reason why we should include it in Strategic Planning is it does have to go to Regents.

Laura Gutierrez-Spencer: **There was no** outreach to Diversity Council on Vision 2020. Critical moment. Chair-elect, excited about getting the Diversity Council starting now. Preparing to sit at the table with the new President. Discussed history with previous President. Must get organized and ready to meet with the new President early in the August semester. Don't want to lose the momentum, while we are talking policy manual others will get in to sit with the new Chancellor.

Angela Vasquez – There will be a lot of changes proposed and then additional changes once the new Chancellor is hired. There should be expectations for additional changes. Received 2 sentences for the Diversity Council, there was no history on how we got to the goals we are working towards. There is **nothing to show the steps that have been taken. Had to backtrack for information.**

Keith Mandabach – Diversity Council - We have done something, asked for a Chief Diversity Officer. We challenged the policy affecting the managers who supervise fewer than 6 employees. That change did not happen. We had input on the Chancellor search.

Elba Serrano – If feedback is needed what has to come through is, there is a need for a Chief Diversity Officer.

Keith Mandabach – It is on the website – Our Charge - “**To provide informed advice on equity and access as well as actively participate in university processes 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**”

Elba Serrano – The message to the Strategic Planning Committee is we need a Chief Diversity Officer.

Angela Vasquez- Nothing to show what steps were taken or what has been done. Correct? Researched the Peer Institutions and costs. Initial planning, was to have a Diversity Officer along with support staff in place. Originally it was proposed for the diversity Officer with support staff and the Diversity Council. Brought it up to the regents again, It was tabled. There is no funding for the Chief Diversity Officer. Couldn't find any up to date information.

Carol B. Hicks – Information should be on the website, along with meeting minutes and annual reports, we should be able to find the information which Angela is seeking. Pull the information out as to what has been accomplished in relationship to the goals.

Hector Sanchez – Annual report is now on the Diversity Council website for 2016-2017.

Michael Ray – The Diversity Council's view of the Diversity Officer's role was different than the role that the Chancellor perceived. When comparing of Peer Institutions, we must realize that NMSU is unique in that the entire campus is a Multi-Cultural setting. Are we using the East Coast Model?

Angela Vasquez – Does not agree with Peer Institutions because we are not the same as others. Does not have the original memo. Open for any information provided to assist her with meeting with the Strategic Planning Committee – Glen Haubolt and Melody McGee

Elba Serrano – Not a Cultural attaché. It is essential to move dial forward. It is accountability for the institutions, at all levels of appointment – administration, faculty, staff and students.

Angela Vasquez – Counted all of the Peer institutions and 12 of the 15 have someone in the role of Diversity Officer - Director/VP, or similar role. 3 of the 15 have a Diversity Council.

Laura Gutierrez Spencer/Michael Ray – The Diversity Officer should not be the Chair of the Diversity Council. Role should be seen as a Vice Chancellor position because they should be system wide all campuses.

Hector Sanchez – Check the website for the annual report and send us any request for additional information.

Angela Vasquez – Will go to the website. Plan to keep the title of the Chief Diversity Officer system wide. Perceptions of Diversity – statewide, international, globally. How far are we expanding as a Council?

Laura Gutierrez-Spencer – Diversity Issues, issues with International populations. Complex issue when looking at Diversity and certain specific populations. Issues with sex, gender, ethnicity, students with disabilities. Certain populations we must monitor and offer services

Keith Mandabach – Impact on university decisions on certain populations – increase in tuition, grading changes, financial aid dispersal. Tried to speak up and the effect of these issues on certain population's.

Laura Gutierrez-Spencer – Think what role you would like to play, what our priorities are, set up committee over the summer to do some strategic thinking, write some things down to put in a request to meet with the new President. Committee compile a draft to be approved by the Council in the fall. Would like to set the tradition, no one meets with the President or Provost alone. – transparency and accountability. A committee for the 2020 Vision. Excited for a great opportunity.

Juan Garcia – Include the branch campuses, to be a part of the planning.

d. Letter to the Regents

Motion: Michael Ray motioned to send letter to Regents

Second: Mariaelena De La Rosa

Motion passed

e. **Letter sent straight to the Regents. Did not copy the President. Should be sent through the President.**

V. Announcements/Updates

1. **Elba Serrano** – Faculty Senate – New Leadership/Becky Coran. Silence from faculty since candidates announced. No complaints.
2. **Maria Rocha – Hall**, Athletics hosting Aggie Awards Night Recognition on April 30, 7:00pm – 8:30 pm in Corbett Center. They will receive their cords right before graduation on May 9th ceremony for all graduating athletes.
3. **Ivelisse Torres** - College of Education Diversity Council – April 19th, 2018, 6:00 pm – 7:30 pm first inaugural meet. Cafecitos – students/safe space invites. Student leaders present concepts, event is student led. Conversations about safe space.
4. **Michael Ray** – American Indian Week – April 9 – 14, 2018. NMSU Campus, Wind River Screening, Tree Art Demonstration April 12, Art and Craft Fair/Taco Sale/ Kent Hall Pageant – Saturday, April 15th, – Jewelry, Arts, Crafts.
5. **Abby Nayra** – “It’s on Us” Honor’s College - Institution of Equity Office – Presentation on campus. Feminist Border Health Film Festival – Free open to the public. Monday, April 16, 2018, 6:00 pm Amazing innovative shorts.
6. Honors College - Undergraduate Research Creative Arts Symposium. April 27, 2018
7. **Carol B. Hicks** – TRIO Senior Recognition Ceremony, 50-year celebration TRIO Student Support Services Program May 4, 2018. CRLA Tutor and Mentor Certification – College Reading and Learning. SAEM Staff Appreciation April 19, 2018.
8. **Rebecca Silva** – April 12, 2018 Poetry and Jazz celebration, April 19, 2018 Pan Asian Celebration, Faculty cooking cultural meal
9. **Elan Delgadillo** - April 19, 2018. Student Success Viewing Room - Inconvenient Truth - 10:00 am – 11:40 am – Earth Day – Potrich Gilbert Environmentalist speaking from 12:00pm – 1:00 pm

Meeting Adjourned: 2:38 pm

NOMINATIONS FOR OFFICERS:

- a. Chair Elect – Elba Serrano
- b. Chair Elect – Carol Flinchbaugh
- c. Secretary – Marielena De La Rosa
- d. Secretary – Carol B. Hicks