

NMSU DIVERSITY COUNCIL MEETING MINUTES
WEDNESDAY, August 22, 2018
ROOM 85 MILTON HALL
1:30 PM – 2:30 PM
CORRECTED MINUTES

I. Call to Order:

Meeting was called to order at 1:32 pm by the Chair of Diversity Council Laura Gutierrez-Spencer

II. Introductions/Roll Call:

MEMBERS: Carol B. Hicks – SAEM/Diversity Council Secretary, Michael Ray – American Indian Programs, Laura Gutierrez-Spencer – Chicano Programs/Diversity Council Chair, Elan Delagadillo – NMSU Grants, Carol Flinchbaugh – College of Business/Diversity Council Chair-Elect, Abby Nayra – Honors' College, Zooey Pook – LGBT + Programs, Maria Rocha-Hall – Athletics, Keith Mandabach – Employee Council, Festus Addo-Yobo – Black Programs, Luis Vazquez – **VP Research and Graduate School**, Ivelisse Torres Fernandez – College of Education, Martha Mitchell – College of Engineering, Salma Lopez – LGBT+ Program, Trudy Luken Student Accessibility Services, Gaurav Jha – Graduate Student Council

III. Welcome/Info for new members: The meeting commenced with the introduction of the NMSU System Diversity Council Officers and members.

A. Founding Document of NMSU System Council

B. Recent Accomplishments of NMSU System Diversity Council

1. Made an impact on administrative proposal to reduce salaries of supervisors who supervise fewer than 6 employees.
2. Wrote to the Regents to advocate that they model the demographics of New Mexico in the composition of the Search Committee for Chancellor. There was a Diversity Council Representative on the Committee.
3. Began a dialogue with the Office of Institutional Equity (OIE) Director on issues relating to discrimination/harassment. Creating a health work environment.

IV. Goals of the Diversity Council for 2018-2019

- Laura Gutiérrez-Spencer (Chair) talked about the Diversity Council Summer Subcommittee and some of the discussion that was brought forth during that committee's work. There were a variety of ideas that were brought forth for the consideration of the full Diversity Council this fall.

Goals:

1. Request the new NMSU System Chancellor and NMSU President meet with the Diversity Council.
Discussion Items for the meeting:
 - We want to make sure that the administration is aware of our existence and our ability to support their important work related to issues of diversity.
 - One question we want to ask the administration is, "To whom will we report and with whom will we meet?" Since our council is a system-wide body, we are not sure if we are to work with the Chancellor, the President, or both.
 - We want to present some key points of diversity-related data to the administration at this meeting

Motion: Michael Ray – American Indian Programs, to make contact with upper level administration to make the members of the Diversity Council available for the process in selecting the Vice Provost for Diversity and Inclusion.

2nd: Keith Mandabach – Employee Council

Chair called the question and verbal “aye’ or “nay”

Motion Passed.

2. Propose a request to the administration that the NMSU –system Diversity Council be allowed to weigh in on the hiring of the new Vice Provost for Diversity and Inclusion.
3. The Council discussed and agreed to statement to send to the new NMSU administration:
Summary of this statement: The NMSU-System Diversity Council is pleased that our administration is demonstrating the value of diversity issues by creating the Vice Provost for Diversity and Inclusion.
 - In an effort to support our administration in this effort, we are offering our expertise and knowledge of the issues in our system in the development of the job description and in the search itself.
 - We hope that this council will not report directly to this person, but that we want to work collaboratively with this individual.
 - Diversity Council proposes that the VP for Diversity and Inclusion be an ex-officio member of the NMSU-System Diversity Council.
 - We suggest that a number of us be named to the search committee.
 - There was a suggestion to recommend a strong knowledge of data analytics in the position description.
 - It was also suggested that the Diversity and Inclusion Office be charged with providing a “diversity impact analysis” of new policies and procedures proposed in the NMSU system before they are approved or passed to the regents for approval.
4. Members of Diversity Council were asked to think about proposing another goal or two for this year. Members were encouraged to bring forth other ideas and points of data to present.

V. Diversity Council Summer Committee Work – Handouts/Information

VI. Updates/Other Items of Discussion:

- **Laura Gutiérrez-Spencer - Diversity Council Chair**, suggested that the NMSU-System Diversity Council adopt a tradition that is held by the Hispanic Faculty/Staff Caucus. That tradition is that no representative of our Council will meet (in the name of this council) alone with either the Chancellor or the President of New Mexico State University. This is to ensure that any agreements made are on behalf of and for the benefit of the entire institution and the council and not any one individual, program or department.
- **Michael Ray – American Indian Programs** was charged with heading up a committee that will draw up a draft statement for the council to consider on “What do we envision for NMSU as an institution that values Diversity and Inclusion.”
- **Luis Vazquez – VP Research and Graduate School** Suggested the Council set the framework for the type of data collected, must collect more than just longitudinal data.

- **Fetus Addo-Yobo – Black Programs** stated the information from the Council should be clear, tangible, concrete, and believable, must make everything succinct.
- The list of Diversity Council members and their contact info was passed around and Carol Hicks as Secretary asked that all members check this list for accuracy.

VII. Announcements:

- **Michael Ray** invited Diversity Council members to participate and to bring others to the American Indian Program's Welcome Back event on Tuesday August 8
- **Ivelisse Torres** announced that the Diversity Council of the College of Education is planning to roll out a Faculty Climate Survey.
- **Maria Rocha-Hall** announced the beginning of the AGGIE football season, 50% of on season tickets for Faculty and Staff. ESPN will televise the game on Saturday, last time it was televised on ESPN was in 2009. The Country pass is also 50% off.
- LGBT+ announced the GDA – Gender Diverse Aggies -AgGates
- **Carol Hicks** announced the TRIO Program Welcome Back event, Friday, August 24, 2018

Motion to adjourn, second and vote to adjourn the meeting at 2:38 pm?