

NMSU DIVERSITY COUNCIL MEETING MINUTES
WEDNESDAY, October 10, 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 Laura Gutierrez-Spencer

II. Introductions/Roll Call: Introduce self and check the membership roster to make sure Terms of Services is correct.

MEMBERS: 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, Carol B. Hicks-SAEM, Hector Sanchez – Military and Veteran's Programs, Abby Nayra – Honors' College, Salma Lopez –LGBT + Programs, Festus Addo-Yobo – Black Programs, Ivelisse Torres Fernandez – College of Education, Martha Mitchell – College of Engineering, Gaurav Jha – Graduate Student Council, Catherine Jonet – College of Arts and Sciences, Shadai Martin – Faculty Senate, Rebecca Silva – NMSU Carlsbad, Mariaelena De La Rosa – University Library, Fermin Rubio – Office of Institutional Equity, John Idowu – College of ACES, Stephanie Lynch-College of Health and Social Sciences, Tara Roof – NMSU Dona Ana Community College, Trudy Luken-Student Accessibility Services, Maria Rocha-Hall – Athletics, Dulcinea Lara – Hispanic Faculty Staff Caucus, Keith Mandabach – Employee Council

ABSENT: Luis Vazquez – VP Research and Graduate School, Claudia Trueblood – Indian Resource Development Program, Juan Garcia – NMSU Alamogordo, Martha Estrada – CAMP, Dulcinea Lara – Hispanic Faculty Staff Caucus, Emerson Morrow – ASNMSU, Maria Rocha-Hall-Athletics

a. Roster Corrections: cflinchbaugh@nmsu.edu; Ivelisse Torres, Mariaelena De La Rosa

III. Review of minutes for September 12, 2018

a. MOTION: Salma Lopez - To approve minutes (date of meeting)

2nd Ivelisse Torres – College of Education

Motion Passed

IV. Vision Statement Committee Report: Michael Ray (tabled) – point of order)

a. Chair: Preparations for November meeting with President Floros to attend our November meeting (and perhaps Chancellor Arvizu). Took a poll from the membership as to how to proceed. Review questions for administration or discuss the Mission statement. Group agreed to prepare questions for Administration. **(change in meeting agenda)**

V. Ethnic Studies proposal to NMSU administration & consideration to include in our next meeting's agenda: Dulcinea Lara (changed agenda order – point of order)

VI. a. Discussion of opening statement to the administration at November meeting

- Different people from the Diversity Council to ask questions of the Administration.

November Agenda Items:

- A.** Brief statement about the various constituent groups of Diversity Council and our role in the system. Statement about how we see ourselves as advocates for our constituent groups and how we work in solidarity together as a group in support of diversity and inclusion. Every member of the Diversity Council possesses knowledge, skills and experience that are offered in support to our administration is working on our common goals for New Mexico State University. We look forward to working with the NMSU administration and offering our expertise on issues relating to diversity and inclusion.
- B.** Welcome:
- Each member of the Diversity council is a representative and an advocate for a specific constituent group. We work in solidarity as a group in support of diversity and inclusion for all of our campuses. The officers of the NMSU-System diversity Council are elected each year from among the members at large. The representatives of the academic colleges are usually named by their deans. The branch campus members are either named by their campus president or by their campus Diversity Council. The directors of the diversity-related offices have permanent positions as members of the Diversity Council as long as they remain in their positions.

Chair:

- Should we share a copy of the questions with administration before the meeting? Yes
- Previous administration met with the Diversity Council once.
- Will ask all question pertaining to the Diversity Council first.

Questions:

1. What is your definition of Diversity? – **Carol Hicks**
2. Since we are a System Diversity Council, to whom shall we report, the Chancellor or the President Or will we report to and interact with both? – **Hector Sanchez**
3. The previous administration made a number of high-level appointments with no search, and yet later directed all departments to follow EEO guidelines for non-discrimination in hiring. WE understand that the administration has some leeway in making their staff appointments. What will your administration's policy be for filling positions at the level of Dean, Vice Presidents, and executive staff positions? - **Keith Mandabach**
4. a. Given the current budget constraints, is the administration still planning to hire a Vice Provost for Diversity and inclusion?
b. And if so, is there a timeline for this hire? – **Michael Ray**
- c. In the case that the Vice Provost for Diversity and Inclusion position is to be filled, in an effort to support our administration in this effort, we would like to offer our expertise and experience in diversity to this effort. We hope to contribute to the development of the job description and have some members participate in the search itself. Do you envision some members of Diversity Council being named to serve on the search committee for this position? – **Trudy Luken**

Follow –up Question: Trudy Luken

- c2. Since the Vice Chancellor for Diversity and Inclusion is intended to work at a system level this individual will need sufficient authority within our administration to be effective. We wonder if there
- c3. If we do hire an executive in charge of Diversity, this Council desires to work collaboratively with this individual. An important role of the NMSU Diversity Council is to listen to the voices of our constituencies and bring their needs and concerns to upper administration, including the new administrator for Diversity and Inclusion. We recommend that The Diversity Council will not report directly to the individual in charge of Diversity and Inclusion but that we work collaboratively.

This individual could serve as an ex-officio member of the NMSU System Diversity Council. Do you concur with this proposed relationship with the new executive and this council?

5. Are you interested in discussing with the Vice President for Student Success and other related professionals, the idea of adding optional questions about sexual identity and gender identity to our NMSU system admission forms? This would allow NMSU to gather data on our LGBT+ students and fully address their needs. - **Salma López**

- Carol Flinchbaugh – passed out data sheets. Data collected over summer, summarized information. Working draft. Not sure if the points were addressed.
- **Laura Gutierrez- Spencer - Chair** – how do we present some data of concern? Don't want to overwhelm them. **HISTORY** - Summer sub- committee worked over the summer to start preparing to meet with the New Administration. Thought was to provide some brief important chunks of data.
- **Michael Ray: Baccalaureate Experience** – diversity – all students coming out of NMSU in preparing for the work force, how do we want them to embrace diversity? Everyone needs diversity education. Work with communities as opposed to working at communities.
- **Laura Gutierrez-Spencer – Chair:** Example CEO of Starbucks NMSU graduate –did he have diversity training while at NMSU?
- Afro-American Faculty/staff Attrition rate
- **Festus Addo-Yobo** – Concerned about the limited number of Afro-American faculty/staff. In past 3-4 years had between 45-50 Afro-American Faculty and staff. Presently the number is approximately 16-18. How is this reflective of real wholesome diversity? Compositional Diversity. Spoke yesterday with Supervisor in reference to meeting with Human Resources, Office of Institutional Equity and Chancellor. They are coming to hear voice on how we can work together.
- Discussion about the classification of faculty and staff for data purposes. Combination of data for 2 or more races. They tend to lump them together.
- Discussion about completion of exit surveys as to why the Afro-American faculty and staff are leaving. Exit survey completion has been scarce. Most leave without completing the survey – dissatisfaction, controversy or harassment. Not really advertised. In certain colleges they have to do an exit.
- **Laura Gutierrez-Spencer** - LGBT+ question should be by itself
- **Gaurow Jha** – Sexual orientation application on application forms. Students reluctant to check based on the illegality in certain countries for same sex sexuality or LGBT+
- The application does say optional. Has to be one or the other. Pointed out the new admission application questions Legal Sex? Judgmental, how do we properly ask these questions? Legal Sex – only recognize the sex you are identified at birth. Why do we need the question, why is it there? Data purposes? Needed to provide services? Not consulting with experts.
- Federal Bureaucratic function that wants identification 100% of identification – federal funds?
- **MOTION:**

- **Salma Lopez** – The Diversity Council asked Chair of Diversity Council to contact the Director of Admissions with concerns about wording and use of check box regarding gender and gender identity on the undergraduate application form.

2nd: Shadai Martin

Motion Passed

- For question 5 hand out the data sheet and include the date for the loss of Afro-American Faculty/staff. Festus Addo-Yobe will get the data to Carol Flinchbaugh
 - Salma Lopez will check the identification questions on the common application. Will help to sort out categories, just by asking the questions.
5. Our council has heard concerns about the lack of written policy and procedures made available to faculty and staff both at our branch campuses and the Las Cruces campus. Are you interested in looking into this topic at each campus? Can this topic be included in mandatory online trainings? Please share plans for addressing this concern. - **Rebecca Silva**
 6. For many of our students, it is the entire family that engages in the decision of where a student will attend college. For some of our underrepresented students, language is a barrier to sharing information with family members.
In terms of our recruitment strategy, has there been any consideration to the development of recruitment materials and websites, in other languages that are native to our state? - **Elán Delgadillo**
 7. NMSU has experienced great difficulty in the recruitment, retention, and promotion into leadership roles for women faculty and faculty of under-represented minorities, namely from African American, Mexican American/Latino and Native American groups. What will be your administration's strategy and timeline is for addressing these concerns? As part of this strategy, what will be the percentages of increases that will be expected? - **Carol Flinchbaugh**
 - Should we include language? Keeping it open. We are including the Native New Mexicans
 8. NMSU has experienced great difficulty in the recruitment, retention, and promotion into leadership roles for women faculty and faculty of under-represented minorities, namely from African American, Mexican American/Latino and Native American groups. What will be your administration's strategy and timeline is for addressing these concerns? As part of this strategy, what will be the percentages of increases that will be expected? **Dulcinea Lara**
 - Discussion about domestic underrepresented populations. Disaggregation of data. Everyone being lumped together. Number are inflated, depending on who they count and how they are being counted, (lowest paid people of color Facilities Service and Administrative Support). Want to include tenured track faculty. Include question about promotions into leadership positions. Also some groups are directly linked to funding. Dulcinea Lara will research and provide data and language for this question.
 - Next question added by **Laura-Gutierrez Spencer - Chair**

Dulcinea Lara – Past Administration asked to start an Ethnic Studies Program on Campus. They have formed an Ethnic Advisory Committee cross campus all colleges (If interested please let Dulcinea know). Creating an academic Program that will have a major and minor and graduate certificate. Have support of Administration. Now there is a budgetary issue. Program would connect to all of the

questions the Diversity Council is asking. Strong base of support. Program application is being created.

9. We are enthusiastic about NMSU being home to a Borderlands and Ethnic Studies program. This program would be attractive to regional and local students, a draw for many faculty of color, particularly in the social sciences and humanities. Ethnic Studies are also a complement to NMSU's Land Grant, HSI and MSI commitments. How can your administration assist in taking this program from its current planning stage to implementation in 2019? **Dulcinea Lara**

10. List of Other Concerns: To discuss at another time. Some are repetitive and will take out.

Need to break out NMSU data for African American and Native American students from what is now reported as "other minorities"

Issues regarding the retention and graduation rates of minority undergraduates and graduate students.

Status of the Minority Recruitment and Retention Fund

Lack of awareness of the Minority Doctoral Loan Program

- Will discuss the Vision Statement in future meeting. Any submissions for Vision send to Michael Ray
- **Carol Flinchbaugh – Back of the data sheet - what are the concerns about the Retention and graduation rate. Concerned about the gaps**
- Meeting for next time – minutes for October 10, 2018 will be sent out by email. Will approve in the December meeting. Please send emails about announcements.

11. Updates/Announcements

- Navigating Racism on Campus – Friday October 12, 2018
- **SAEM** - hiring Coordinator for the Tutoring Center
- **Michael Ray** - Indigenous People's Day Student Senate passed the resolution passed. Taking to the Faculty Senate, Diversity Council, Employee Council and Board of Regents, not to replace Columbus Day but to celebrate along with Columbus Day.
- **Carol Hicks – Public Charge information – does effect on Higher Education and the effect on students**
- **Go to vote in Corbett Student Union. Please use it will affect our numbers and the future of a voting station on campus**

Meeting adjourned: 2:35 pm