

NMSU DIVERSITY COUNCIL MEETING MINUTES
WEDNESDAY, September 12, 2018
ROOM 85 MILTON HALL
1:30 PM – 2:30 PM

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: 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, Salma Lopez –LGBT + Programs, 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, Gaurav Jha – Graduate Student Council, Claudia Trueblood – Indian Resource Development Program, Catherine Jonet – College of Arts and Sciences, Shadai Martin – Faculty Senate, Juan Garcia – NMSU Alamogordo, Rebecca Silva – NMSU Carlsbad, Mariaelena De La Rosa – University Library
ABSENT: Carol B. Hicks-SAEM, Stephanie Lynch-College of Health and Social Sciences, Gaurav Jha – Graduate School Council, Martha Estrada – CAMP, Dulcinea Lara – Hispanic Faculty Staff Caucas, Trudy Luken-Student Accessibility Services, Emerson Morrow – ASNMSU, Maria Rocha-Hall-Athletics, John Idowu-College of ACES

III. Review of minutes for August 22, 2018.

- a. Corrections: Luis Vazquez – VP Research and Graduate School**
- b. American Indian Programs**
- c. TRIO**

MOTION: To approve minutes with corrections

2nd Juan Garcia – NMSU Alamogordo

Motion Passed

IV. Chair: Preparations for November meeting with President Floros to attend our November meeting (and perhaps Chancellor Arvizu)

- The Chair will send a more comprehensive document to the administration in preparation for the meeting. We need to come to an agreement as to the contents of this general statement and the agenda items for the November meeting.

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.** 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.

C. Related Points/Questions:

- Given the current budget constraints, is the administration still planning to hire for a Vice Provost for Diversity and Inclusion? And if so, is there a timeline for this hire?
- In the case that this position is to be filled, in an effort to support our administration in this effort, we are offering our expertise and experience in diversity to this effort. We hope to contribute to the development of the job description and participate in the search itself.
- Since the VP for Diversity and Inclusion is intended to work at a system-level, we propose that the title be designated as “Vice Chancellor” instead of “Vice Provost.” In order to make substantive changes, this individual will need sufficient authority within our administration.
- The Diversity Council desires to work collaboratively with this individual. An important role of the NMSU Diversity Council is to listen to the voices of those our constituencies and bring their needs and concerns to the awareness to a number of the executives of our upper administration, including the new administrator for Diversity and Inclusion. We recommend that The Diversity Council will not report directly to the Vice Provost for Diversity and Inclusion. The NMSU-System Diversity Council proposes that the VP for Diversity and Inclusion serve as an ex-officio member of the NMSU-System Diversity Council.
- We suggest that a number of members from the Diversity Council be named to the search committee for a VP for Diversity and Inclusion.
- 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?
- How often does the administration plan to meet with us?
- Ask them for their definition of Diversity?

D. Discussion about the questions for the administration:

- Carol Flinchbaugh - Asking questions better starting point than making proposals.

E. Information to be presented to the Administration:

Carol Flinchbaugh: Is summarizing data and other information to be presented to the administration during our November meeting. Consolidate handouts and information and decide what is to be included. She asked members to bring **data** points or something you would like to share with the administration for the next meeting.

F. Should there be a list of general concerns?

- Recruitment and retention of underrepresented students
- Recruitment of underrepresented faculty
- Retention of underrepresented faculty and all categories underrepresented
- Hiring practices of staff – high administrative staff positions – automatic appointments. What is the search process and policy?
- **Juan Garcia** - Small budget for the Diversity Council – Laura will investigate process with administration (will not be handled during the first meeting).
- **Michael Ray - Minority recruitment and retention fund** - for departments/SAEM to have funding set to recruit minority students, faculty as well as start-up equipment and for materials for office. Changed to the Idea Grant where an office could submit a grant for these funds. Is this funding still available and what can it be used for, who can access?

- **Laura Gutierrez-Spencer - Recruitment the Minority Doctoral Loan Program** – State Program. Masters student completing degree, faculty votes to support student, student goes away for the PHD. When they finished the PHD the department is supposed to hold open a line for them for when they return. Department should keep track individual has been pre-screened for the position. If they don't return to NMSU they must repay the loan. May be limited on some disciplines.
 - **Laura Gutierrez-Spencer - Lack of ability to gather data on LBGT students. – data points**
- G. Next meeting, shall we assign different individuals to answer specific questions on the list? Or make certain statements?** It is better if different members ask questions during the meeting with the Administration.
- H. Juan Garcia – website update**
Hector Sanchez – Adam Cavotta has assisted to update and post information. Please send updates and events to post on website before meetings. More advantageous. Can add events to calendar. Email to Chair. Maybe able to synch with insider.
Laura Gutierrez-Spencer - Send to Fliers and updates to Laura by email and she will send to website. Diversity Council emails will have - DC: (Diversity Council). Has an email Diversity Council spreadsheet.
- I. Michael Ray: Committee to draw up statement for us to consider on “What do we envision for NMSU as an institution that values diversity and inclusion?”**
- J. Other suggested goals for our council for this academic year?**
Goals:
- **Festus Addo – Yobo - Diversity Council should also extend an invitation to a Diversity Council meeting at a later date to:** CEO of DACC, VP for Student Success, Dean of the Graduate School/VPR
 - **Mission and Vision Statement** – everyone come with a couple of sentences towards a Mission Statement for the next Diversity Council Meeting– Committee/Dr. Spencer Assigned Committee Head – Catherine Jonet.
 - **Concerns of the Community College**
- K. Updates/Announcements**
- **Rebecca Silva – Carlsbad Campus**
Hispanic Celebration – Annual Salsa Competition September 18, 2018
September 28-29, 2018 -Roundup 2018 – Don't forget to register
 - **Elan Delgadillo – Grants Campus**
Met with President of campus and discussed
 - A. Starting a Diversity Council on Grants Campus
 - B. Rewriting the mission statement for inclusivity and representative of student body and staff
 - C. Holding Diversity Seminars annually/bi-annually – hope to make mandatory for faculty and staff
 - **Salma Lopez – LBGT+ October Events:** Drag Show, Tabling, Showing Movies
 - **Michael Ray – American Indian Programs:**
 - A. Participating in the College Roundup/ Diversity in the Work Place
 - B. Recruiting event in Albuquerque and northern Mexico – San Juan College, Southwestern Polytechnic Institute and furthering the Aggie Pathway Mission.
 - **Luis Vazquez – VP Research/Graduate School**
Has research been talked about (as it relates to students and the university? How do we use research to support the Diversity Council? Looking at research and data used by the Diversity Council – We **need to**

integrate data to help prove our points. What we can do with research data/evidence behind/my help provide the infrastructure we need to support the committee.

- **Keith Mandabach – Employee Council**
Employee Picnic October 19, 2018 Preciado Park, 11:30 am – 1:00 PM. Trolley furnished.
Employee Council Meeting – 2nd Wednesday of every month, @ 2:30 PM
- **Festus Addo-Yobo – Black Programs -**
September 18, 2018, 6:30 PM Domenici Hall - Panel Discussion on Blackness and Consciousness within Higher Education.
- **Juan Garcia – Alamogordo Campus**
Pre-Hispanic Month: Chili's collaboration scholarship fundraiser from 11:00 am – 10:00 PM – LULAC Scholarship – 20% of purchase goes towards the scholarship.
October 21, 2018 Dolores Huerta – Film. Also there will be a songstress which sings traditional Mexican music.
October 22, 2018 Movie Coco at the Alamogordo Theater
Also planning with the Museo de Arte de Chihuahua en Juarez – Dia De Los Muertos
October 26, 2018 – Piñata Party/Salsa Dance Tutorial
November – Celebrating Native American Month – want to have a deeper impact on the campus.
- **Laura Gutierrez-Spencer – Chicano Programs**
Hosting the Hispanic Serving Institutions Commemorative Event – September 20, 2018.
Reception at 5:30 PM and the presentation is at 5:45 PM in the HSS Auditorium – Speaker Karian Martinez
Hispanic Faculty Staff Caucus – A Luna de Cabeza De Baca.
HACU and Hispanic Serving institutions week.
- **Dulcinea Lara – Developing an Ethnic Studies Program – New Degree Application Form -Academic Program at NMSU. It is the 50th Anniversary of Ethnic Studies which originated at San Francisco State University.**
- **Hector Sanchez – Military and Veteran Programs**
Met with President Van Winkle at the Alamogordo Campus – working on setting up a Veterans Student resource Center. Grants campus has also expressed an interest.

Meeting adjourned: 2:35 pm