NMSU Diversity Council Meeting Minutes

Wednesday, May,2019

Room 85 Milton Hall

1:30 pm – 2:30 pm

1. Call to Order:

Meeting was called to order at 1:30 pm by the Chair of Diversity Council Laura Gutierréz- Spencer

MEMBERS PRESENT: Michael Ray – American Indian Programs, Laura Gutiérrez- Spencer – Chicano Programs/Diversity Council Chair, Carol Flinchbaugh – College of Business/Diversity Council Chair-Elect, Abby Nayra – Honors’ College, Shadai Martin – Faculty Senate, Juan Garcia –NMSU Alamogordo, , Salma Lopez – LGBT+, Festus Addo-Yobo – Black Programs, Maria Rocha-Hall – Athletics, Tara Rooff – NMSU Dona Ana CC, Emily Creegan – Graduate Student Council, Mariaelena De La Rosa – University Library, Fermin Rubio/for Barbara Steele – Office of Institutional Equity, Carol B. Hicks - Student Success and Enrollment Management, Ivelisse Torres Fernandez – College of Education, Rebecca Silva – NMSU Carlsbad, Laura Castille – Office of Institutional Equity, Keith Mandabach – Employee Council, , Martha Mitchell – College of Engineering, Catherine Jonet – College of Arts and Sciences,

ABSENT: Dinoliz Perez – LGBT+ Programs, , Claudia Trueblood – Indian Resource Development Program, Morrow Emerson - ASNMSU, , Martha Estrada – CAMP, Linda Cisneros – ASNMSU, Dulcinea Lara – Hispanic Faculty Staff Council, Elan Delagadillo – NMSU Grants, Trudy Luken-Student Accessibility Services, Hector Sanchez – Military and Veteran’s Programs, Stephanie Lynch-College of Health and Social Sciences, Luis Vazquez – Associate VP Research and Graduate Programs, John Idowu – College of ACES

Guest: Darnisha Holt,

1. Introductions
2. Laura-Gutierrez-Spencer – Chair
* Reviewed, corrected and approved meeting minutes for February, March, and April 2019. (Minutes corrected by Secretary and turned into Chair of the Diversity Council, Laura Gutierrez-Spencer to put on Diversity Council Website, May 2019).
* Motion to approve minutes – Mariaelena De La Rosa, University Library
* 2nd, Ivelisse Torres Fernandez, College of Education
* Discussion on the taping of the Diversity Council meetings – Rebecca Silva expressed the difficulty in hearing and understanding of what is being said during the meetings (Rebecca is streaming in from Carlsbad campus). Discussed the need to be courteous during the meetings and not talk while others are talking. Rebecca was asked to serve as meeting Parliamentarian to assist members in being mindful about meeting order and procedures.
1. Diversity Council Nominations: 2019-2020
* Chair opened the floor for nominations for Secretary
* Michael Ray, American Indian Programs – nominated Tara Roof, NMSU Dona Ana CC, 2nd by Carol Hicks, Student Success and Enrollment Management, Tara Roof accepted the nomination.
* Chair called for additional nominations, none submitted, called for motion to close nominations for Secretary. Motion – Michael Ray, American Indian Programs, 2nd – Carol Hicks. Motion carried.
* Michael Ray, American Indian Programs motioned to accept Tara Roof as Secretary of the Diversity Council by acclimation, 2nd Mariaelana De La Rosa, University Library. Motion carried. Tara Roof is Secretary of the Diversity Council 2019-2020.
* Chair opened the floor for nominations for 2019-2020 Chair Elect for the Diversity Council. There were no nominations.
* Ivelisse Torres-Fernandez, College of Education: commented that she could not run for Chair-Elect because she was leaving the university this summer.
* Michael Ray, American Indian Programs – motioned to table nominations for Chair Elect until the first meeting of the Diversity Council in September 2019. 2nd – Ivelisse Torres Fernandez, College of Education. Motion carried.
1. Darnisha Holt - Update on Black Student Concerns – Black Student Association, Sisters to Sister, Brotherhood and Black Student Leadership Council, Meeting with President Floros
* April 10, 2019 meeting did not go well
* April 29, 2019 second meeting was better – had the support of university, Las Cruces Black Community, Office of American Affairs, Local Chapter of the NAACP, helped to make the meeting more effective. President was more receptive to hearing issues.
1. Concerns/Issues of Black Students
* Secretary for the Black Programs Office
* Renovate space – need a lot of updates, building poor
* Coordinator/Recruiter position for Black Programs - Recruit and maintain Black students
* Garcia Annex repurposed for all Diversity Programs use (presently there is no place to congregate for events)
* Need for a Minor in Black Studies: Meeting scheduled with Dr. Charles McNeil - Director of African Studies at University of New Mexico, Dr. Xeureth Woodly - Professor NMSU, joined by the Provost, and prospective faculty members who may be able to teach the courses.
* Cultural Diversity/Student Ambassador program similar to what’s in the academic colleges – show student support exists, inform about resources earlier
* Provide mandatory cultural competency and diversity training for all employees and student workers – President not in support
* Campus climate survey on diversity to make strategic policy changes based on the data
* Would like to have 2 seats on university hiring committees – one representative from Black Student Leadership Council and one Black Faculty/Staff – previous searches have not been reflective of university population served – President Floros expressed the committees are large and a lot of regulations have to be followed
1. Laura Gutierrez-Spencer, Chair – remarked Garcia Annex is in bad shape, needs work, sewer pipes leaking, bad odor. Diversity Programs have not received any HSI funds in 30 years
2. Festus Addo-Yobo, Black Programs – Met with Supervisor Dr. Greg Fant – Some of the aforementioned concerns were addressed immediately.
* Secretary will start immediately
* Revision of lounge in Secretary’s Office
* Minor in Black Studies may be established in Fall, may be a major as discussed by Faculty Senate
* Fundraising with Alumni
* Meeting with Dr. Renae Scott (Student Success and Enrollment Management), Dr. `Patrick Turner (Assistant Director of Student Success Center) to discuss African American Recruitment and Retention
1. Juan Garcia, NMSU Alamogordo – questioned about the Presidential Search for DACC. Expressed that this is an opportunity to Diversify the position.
2. Laura Gutierrez-Spencer, Chair Diversity Council – commented President Floros asked the Diversity Council to draft a job description for the Chief Diversity Officer position.

 Thanked the Council for the work performed this year and thanked the Council for the opportunity to serve. Turned the meeting over to Chair Elect – Carol Flinchbaugh

1. Carol Flinchbaugh – Chair Elect – expressed her excitement and vision. Wanted to be sure the Diversity Council had direction from the President. The Diversity Council is the only Council that is systemwide. Wanted to make sure we are going forward. Plans to meet with President Floros to clarify the mission. Invited Council members to join her during the summer if they would like to meet with President on behalf of the Diversity Council.

Meeting adjourned: 2:35 pm