

NMSU Diversity Council Meeting Minutes
Wednesday, September 11, 2019
Room 85 Milton Hall
1:30 pm – 2:30 pm

I. Call to Order:

Meeting called to order at 1:30 pm by the Diversity Council Chair, Carol Flinchbaugh.

MEMBERS PRESENT:

Michael Ray – American Indian Programs; Laura Gutiérrez- Spencer – Chicano Programs; Carol Flinchbaugh – College of Business/Diversity Council Chair; Shadai Martin – Faculty Senate; Festus Addo-Yobo – Black Programs; Tara Rooff – NMSU Dona Ana CC/Secretary; Mariaelena De La Rosa – University Library; Laura Castille – Office of Institutional Equity; Martha Mitchell – College of Engineering; Hector Sanchez – Military and Veteran's Programs; Trudy Luken-Student Accessibility Services; Elan Delgadillo – NMSU Grants; Dulcinea Lara – Hispanic Faculty Staff Council; Denise Rodriguez-Strawn – College of Education; Maricruz Aguilar – Honors' College; Olivia Fajardo – LGBT+ Programs; Evan Conner – ASNMSU; Laura Madsen – College of Arts and Sciences; Vanisha Sam – Indian Resource Development Program

ABSENT:

Emily Creegan – Graduate Student Council, Juan Garcia –NMSU Alamogordo, , Stephanie Lynch – College of Arts and Sciences, Keith Mandabach – Employee Council, Rebecca Silva – NMSU Carlsbad, Carol B. Hicks – Student Success and Enrollment Management, Luis Vasquez – Graduate Student Council, Nicole Gomez – Athletics, Salma Lopez – LGBT+, Linda Cisneros – ASNMSU, Stephanie Lynch-College of Health and Social Sciences, Luis Vazquez – Associate VP Research and Graduate Programs, John Idowu – College of ACES, Martha Estrada – CAMP

1. Carol Flinchbaugh, Chair, called meeting to order at 1:30 pm
2. Introductions and Announcements – several announcements made at beginning of meeting, Dulcinea Lara shared that the Borderland and Ethnic Studies program was approved. College of Education is launching a diversity survey; Veterans picnic upcoming. Hector also requested letters of support for upcoming grant. Deadline is 9/13/2019 but they will still accept letters until grant is submitted.
3. Discussed sharing at least one diversity success story at NMSU each meeting, Hector Sanchez shared story of how efforts helped a specific student veteran.
4. Minutes reviewed and approved
5. The chair-elect position is still open. Denise Strawn nominated, approved by unanimous vote, now chair-elect.
6. Conversation with Provost and President on 9/9/19
 - a. Carol recapped discussion with President and Provost and plans for DC for coming year including DC having meaningful role in Chief Diversity Officer position role and hiring process. Position is on hold but still under consideration.
 - b. Laura Gutiérrez- Spencer wants to be sure the Diversity Council had direction from the President and meaningful work for committee, and DC agrees we need to have a say in where this position is placed in the organizational hierarchy.

- c. Discussed how to make students feel welcome and to help them face and overcome obstacles to their success at NMSU.
 - d. President and Provost will attend our next DC meeting.
 - e. Sub-committee formed to work on possible job description for CDO position. Lara Madson, Michael Ray, and Laura Castille will work on this.
- 7. Lara-Castille gave presentation on what affirmative action is and is not. Paid particular attention to common questions that come up in the hiring process, and what constitutes an adequate search for diverse candidates. Also discussed the support available for new hires to NMSU system. The need for mentoring was discussed.
 - a. Meeting adjourned at 2:52 pm.