

NMSU Diversity Council Meeting Minutes

Wednesday, October 9, 2019

Room 85 Milton Hall

1:30 p.m. – 2:00 p.m.

- I. Call to order
  - a. Meeting called to order by the Diversity Council Chair, Carol Flinchbaugh
- II. Members Present:
  - a. Michael Ray – American Indian Programs; Laura Gutiérrez- Spencer – Chicano Programs; Carol Flinchbaugh – College of Business/Diversity Council Chair; 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; Denise Rodriguez-Strawn – College of Education; Maricruz Aguilar – Honors’ College; Olivia Fajardo – LGBT+ Programs; Laura Madsen – College of Arts and Sciences; Josh Capitan– Indian Resource Development Program; 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, Trisha Montalvo, Filled-in for Luis Vazquez – Associate VP Research and Graduate Programs, John Idowu – College of ACES; Stephanie Lynch-College of Health and Social Sciences, Nicole Gomez – Athletics
- III. Members Absent:
  - a. Festus Addo-Yobo – Black Programs; Emily Creegan – Graduate Student Council, Linda Cisneros – ASNMSU, Martha Estrada – CAMP; Shadai Martin – Faculty Senate; Tara Rooff – NMSU Dona Ana CC/Secretary; Dulcinea Lara – Hispanic Faculty Staff Council; Evan Conner – ASNMSU
  1. Carol Flinchbaugh, Chair, called the meeting to order 1:31 p.m.
  2. Introductions and Announcements – Laura Gutierrez-Spencer spoke about a speaker series, coming to campus. Olivia Fajardo announced a Drag Show and a collaborative work with Black Programs. Michael Ray Indian Taco Sell, as well as events to be set-up on campus (tentatively) and will be having the Native American Market in November. Carol Hicks-First Generation Day to be held on November 7<sup>th</sup> in Corbett Center; Jos - Bureau of Land Management will be holding an event with Native American presentation and performances.
  3. Shared a diversity success story - Trudy Luken is getting ready to retire and shared a story of a student who has affected her office since 2015.
  4. Minutes reviewed, discussed, changes made and approved
    - a. Keith Mandabach motioned to approve the minutes Keith, 2<sup>nd</sup> by Carol B. Hicks
  5. Carol Flinchbaugh mentioned that she would like anything that we know of that is diversity related and what is happening within our campuses, in order to highlight. Important to compile a list of what organizations, events and activities to highlight and create awareness of these activities.

6. A working draft was created for the Chief Diversity Officer (CDO) position, which will be presented to NMSU President/Provost during the November meeting.
  - a. Michael Ray mentioned that supervising employees & addressing diversity across NMSU campuses; maybe change supervise to collaborate because it might muddy the position responsibilities. Item of concern #6, related to supervisory role of CDO. In Addition, are there areas that could be restructured to move duties from upper administration and move to the CDO.
  - b. Laura Gutierrez-Spencer elaborated that diversity officers should not directly report to the Chief Diversity Officer. Laura provided an example of why this was not a good idea, this could increase a falsehood of the diversity offices tasks, as well as responsibilities without additional funding to compensate for the additional duties. OIE and human resources should be part of the overseeing responsibilities of the CDO. What about adding supervising stakeholder's diversity project, as oppose to supervise employers...?
  - c. Carol Flinchbaugh mentioned her concern came from the verbiage, which could create a position, which would not have power. Stronger language was suggested, especially as the first draft; leaving room to negotiate, which gives us an idea of where the administration is with this position. Carol sees this position, as a position that would supervise across campuses. The document will be sent to administration prior to the November meeting. The CDO description should be written and seen as an equal to the President, Chancellor, Provost etc.
  - d. Hector Sanchez asked what other units would be considered to be part of the 'supervisory' responsibilities for the Chief Diversity Officer. HR at other institutions have been placed under the CDO.
  - e. Laura Castille mentioned that equity and diversity are critical in making an impact in retention of faculty/staff. Mentioned that the CDO will have an office in Hadley and will be a part of the President's Cabinet. Insert 'at the cabinet level and system-wide levels' at the top of the CDO job description.
  - f. Carol Hicks asked have we discuss structure? What will that look like and who will the CDO report to and who exactly will report to the CDO?
  - g. Open discussion, connect this job description into the Institutional/upper administration strategic goals. To include changing the title to Strategic Diversity Officer from Chief Diversity Officer. A small group will wordsmith the job description, based on the discussion, recommendation and input from today's meeting and will send out a document out for a vote.
  - h. Laura Gutierrez-Spencer made a motion change the title to Strategic Diversity Officer from Chief Diversity Officer. A small group will wordsmith the job description, based on the discussion, recommendation and input from today's meeting and will send out a document out for a vote.
7. New Business: What is the role of NMSU Diversity Council?
  - a. Laura Castille, could we email Carol the priorities of Diversity Council before next month's meeting, for the sake of time during that meeting, as well as how to help students feel welcomed and what helps students overcome obstacles to reach success.
8. December Meeting will be moved to December 4, 2019, motioned passed unanimously
9. Meeting adjourned at 2:29 p.m.