

NMSU Diversity Council Meeting Minutes Wednesday, December 4, 2019

Room 61 Milton Hall

1:30 p.m. – 2:30 p.m.

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

Members Present: Michael Ray – American Indian Programs; Laura Gutiérrez- Spencer – Chicano Programs; Carol Flinchbaugh – College of Business/Diversity Council Chair; Laura Castille – Office of Institutional Equity; Ashley Collins; TRIO student; Carol B. Hicks - Student Success and Enrollment Management; Juan Garcia –NMSU Alamogordo; Keith Mandabach – Employee Council; Patrick Turner, Interim Director, Black Programs; Martha Mitchell – College of Engineering; Shadai Martin – Faculty Senate; Trudy Luken –Director of Student Accessibility; Elan Delgadillo – NMSU Grants; Dulcinea Lara – Hispanic Faculty Staff Council; Laura Madsen – College of Arts and Sciences; Hector Sanchez – Military and Veteran’s Programs; Haley Stewart – Graduate Student Council; Tara Rooff – NMSU Dona Ana CC/Secretary; Nicole Gomez – Athletics; Mariaelena De La Rosa – University Library;

Members Absent: Maricruz Aguilar – Honors’ College; Olivia Fajardo – LGBTQ+ Programs; Josh Capitan– Indian Resource Development Program; John Idowu – College of ACES; Stephanie Lynch-College of Health and Social Sciences; Linda Cisneros – ASNMSU; Martha Estrada – CAMP; Evan Conner – ASNMSU; Luis Vazquez – Associate VP Research and Graduate Programs; Rebecca Silva – NMSU Carlsbad; Denise Rodriguez-Strawn – College of Education;

Guests: John Floros, NMSU President and Carol Parker, Provost

1. Introductions
2. Announcements
 - a. Michael Ray, Laura Gutierrez-Spencer, others
3. Diversity Successes: Tara Rooff, Carol Flinchbaugh
4. President Flores:
 - a. States that diversity and inclusion at NMSU is unique compared to other institutions and that we make students feel welcome but we could do a better job of supporting and retaining students through graduation. Climate survey supports this view.
 - b. No report from evaluation team yet – will share once it is received.
 - c. DC can help administration to better understand how to attract, support and include diverse students at NMSU. Need to focus on ways to help students succeed and feel supported while they are here as students may be more candid with people close to them than with administrators. Faculty exchanged examples

of ways to support students and other ideas with President and Provost. Both state this conversation with the DC will be ongoing.

- d. Pointed out goals 1 and 4 of the Strategic Plan and asked for input from DC on how to accomplish these goals.

5. Provost Parker:

- a. Supports diversification of the faculty and wants to examine interactions between faculty and students as well. Both President and Provost support holding faculty to appropriate standards in regards to student support and inclusion regardless of tenure status or length of service to NMSU.
- b. Wants focus to be on student success and spoke a pedagogy of retention and for faculty to be mindful of how their delivery and communications affect retention and student success.
- c. Requested input from DC about faculty diversity – how to attract and retain so students and faculty feel as though they are included and belong at NMSU.
- d. Spoke of upcoming communication tools to help identify at risk students to get them to the right people for the support they need. Community Colleges will be included in the system, too.

6. General discussion between Provost, President, and DC council members:

- a. Focused in part on the need for increased support for specific student diversity programs as it is difficult to provide support and sense of inclusion with limited resources. Changes in how faculty efforts in this regard could be handled in the P&T process as well as how to encourage more instructors to be involved rather than the same core people continuously.
- b. Discussion of need to improve climate for both faculty and students including training and other active, purposeful efforts to improve climate, diversity, and inclusion. Issues surrounding accommodations, holidays, and surrounding issues also discussed and it was generally agreed that we need to have a more inclusive approach to student and faculty support here, too.
- c. Department head training needed, too, so DHs will not feel as though they need to tolerate problematic behaviors and to break cycle the self-perpetuating cycle that excludes women and persons of color or other diverse populations.

7. Meeting adjourned