

NMSU Diversity Council Meeting Minutes Wednesday, March 11, 2020
Room 85 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 1:32 p.m.

Members Present: Michael Ray – American Indian Programs; Laura Gutiérrez- Spencer – Chicano Programs; Carol Flinchbaugh – College of Business/Diversity Council Chair; Denise Rodriguez-Strawn – College of Education; Rebecca Silva – NMSU Carlsbad; Keith Mandabach – Employee Council; Mariaelena De La Rosa – University Library; Jesse Haas – Interim Director of Student Accessibility; Dulcinea Lara – Hispanic Faculty Staff Caucus; Laura Madsen – College of Arts and Sciences

Members Absent: Elan Delgadillo – NMSU Grants; Patrick Turner, Interim Director, Black Programs; Shadai Martin – Faculty Senate; Stephanie Lynch – College of Arts and Sciences; Nicole Gomez – Athletics; Luis Vazquez – Associate VP Research and Graduate Programs; Phil King – College of Engineering; Juan Garcia – NMSU Alamogordo; Laura Castille – Office of Institutional Equity; Carol B. Hicks - Student Success and Enrollment Management; Hector Sanchez – Military and Veteran’s Programs; Maricruz Aguilar – Honors’ College; Olivia Fajardo – LGBT+ Programs; Josh Capitan – Indian Resource Development Program; John Idowu – College of ACES; Stephanie Lynch-College of Health and Social Sciences; Emily Creegan – Graduate Student Council; Linda Cisneros – ASNMSU; Martha Estrada – CAMP; Evan Conner – ASNMSU; Tara Rooff – NMSU Dona Ana CC/Secretary

Guests: N/A

1. Introductions
2. Announcements
 - Rebecca Silva, Speakers and Panel at Carlsbad
 - Michael Ray, American Indian Week
 - Laura Gutierrez-Spencer, Black History Month Events & Latino Week has concluded, and on April 8th the Social Mobility Summit; the governor just signed a bill regarding undocumented students in higher education
 - Keith Mandabach, NM Hear Conference Updates & Climate Survey Response Group Update
 - Dulcinea Lara, Ohio State Researcher on HSIs (serving piece)
 - Hector Sanchez, News Baton Death March Cancelled (10,000+ participants)
3. Diversity Stories
 - Keith Mandabach
4. Review and Approve February 12, 2019 Minutes
 - Caucus instead of council
 - Change 2nd March to May
 - Motion Made to Accept with changes – Michael Ray and Keith Mandabach
5. Old Business
 - Fall 2019 External Diversity Team Feedback

- The administration has the report and they are working on distributing the report.
- No new update on how it will be disseminated
- What does that mean for the Diversity Council? How will this body receive the report? What information would be distributed?
 - There is a need for transparency and openness, especially because we are addressing trust (lack thereof) within the Climate Survey results
- Carol will send out an email requesting information/response regarding the survey results
 - Send Carol ideas, concerns, recommendation prior to our next meeting
- Could there be informational meetings to discuss the findings of the survey? KM said he would take it back to the task force
- Spring 2020 meetings dates
 - April 8, 2020 (Conflict with Social Mobility Conference), Meet as Scheduled
 - May 6, 2020 (Conflict with Finals Week) Meet as Scheduled
- 6. New Business
 - Laura Madsen
 - Faculty for equity has been meeting since Summer 2019; tasked to disseminate the equity issues regarding faculty
 - Salary Analysis
 - There is a controlled gender pay gap of about \$2700.00 between tenured/tenure-track faculty
 - Not able to aggregate the data: ethnicity, college
 - A salary survey is necessary
 - The largest salary discrepancy is found in full professors
 - The committee does have the same data set for staff, the analysis has not been completed yet
 - The Equity Task Force has a meeting with the provost in early April
- 7. Adjournment, 2:28 p.m.