

Faculty Senate DEI committee

2/21/2024, 4pm

Present: Bond, Ramos, Romero, Bronstein, Gamboa, Pedraza, Olivas

Guest: William Nutt

The University system has 27,000 people in it between students and employees, and the OIE office is in charge of Title IX and the Civil Rights act and the enforcement of legal compliance of NMSU with those statutes. Disability and religious accommodations are also handled through the office.

Why are the number of reports of sexual harassment so high?

–greek life

–athletics

–lack of training of students about what is and isn't acceptable behavior

Training students in compliance is expensive, and OIE doesn't have the ability to pay for training for everyone.

Many reports come in from 3rd parties, because those impacted by the toxic work environment that NMSU has dissuades people from reporting. They also don't want to be accused of retaliation. It can take 3-6 months to hear back from OIE; the people in OIE feel burned out due to the volume of complaints, and the people whose cases have taken a long time in the system feel unprotected. hot

The committee discussed concerns about collegiality and inclusion in the larger faculty senate context—we need more pauses for discussion, and more recognition of questions in the chat and hands on zoom. Divergent opinions should be respected during the discussion portion—dissenting voices are important in a legislative body

Announcements: I got a phone call from Leslie Cervantes on 2/20/24, telling me that President Gogue has allocated \$10k to the VP of DEI for the purpose of bringing speakers to campus for an Indigenous speakers series.

The meeting adjourned at 4:48pm.

I am also enclosing minutes from the:

Systemwide Diversity Council Meeting 2/14/2024

Updates from the diversity council subcommittees

1. Provost sent out an email to his direct reports about “smart goals” for each of the colleges, and the subcommittee about colleges is rounding up information about all of the existing diversity structure.
2. This is the subcommittee I am on, and we talked about the difficulties when faculty and staff don’t voluntarily identify themselves as a particular race or ethnicity. We also tried to wrap our heads around underutilization, and how it is that some positions are “underutilized” but not the ones you might think.
3. A recruiter for Native American students is in the process of being hired
4. The committee talked about what trainings should be implemented as the uni moves to R1
5. The last committee is supposed to look into climate on campus, and there have been several climate surveys that have not been released publicly and also exit interviews.

Presidential Search

Underutilization is based on position. It’s based on the data provided to Biddle in 2022, based only on annual data. That annual data is compared to national data. In 2022 there were two minoritized individuals and one woman in the executive roles of the university, which meant that the president search this year was not “underutilized” and therefore not impacted by Affirmative Action.

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Jamie Bronstein