

DEI Committee Report for September 20, 2023

Present at the meeting: Bronstein, Bond, Olivas, Gamboa, Ramos, Lavoie, Walker.

Absent: Romero

Guest: VP Scholz

The meeting began at 4:02 PM.

VP of EID Linda Scholz had been invited to the meeting and gave a quick rundown of goal 6 of LEADS 2025, which is the EID goal. She said that faculty members are probably going to be most interested in the goals of increasing cultural responsiveness of the curriculum, and increasing recruitment of marginalized/minoritized faculty. The question of whether faculty evaluations should also include EID goals/work was also raised.

After the presentation, Linda answered questions.

a) There had been a consultant hired in the spring of 2023 to do a report on how EID was working out at the university. At press time, the committee has not been able to secure a copy of the report although it has been IPRA-requested. Linda is not sharing it out but she said that the recommendations in the report have been incorporated into goal 6.

b) One of last year's goals was going to be recruiting indigenous faculty. Jeanette Haynes-Writer has been working on Target-of-Opportunity/Target-of-Excellence hires. Unfortunately, Chancellor Arvizu had verbally promised recurring funds to hire great indigenous faculty, but two days later he stepped down from his position, and there was nothing in writing.

c) There is no recurring money for an Asian/Asian-American/Pacific Islander Program, but Linda has been giving temporary funding to the students for their programs.

d) The NMSU diversity council, which has been on hiatus for the last year, is supposed to start meeting again in early October. Added to its ranks will be college EID directors that are now being appointed for each of the colleges and the community college.

After Linda departed, the committee discussed a couple of possible goals for the upcoming year, including reaching out to the 26 tribes of NM to see if tribal leaders are interested in NMSU revising its land acknowledgement statement. Another issue that was brought to the fore was the financial exploitation of adjunct faculty, who can be paid less than \$3000 for a course and are not paid for any additional duties they perform. The committee adjourned at 4:51 PM.

Jamie Bronstein

Faculty Senate DEI Committee Chair