

Diversity, Equity, and Inclusion Annual Report: 2022-2023

Members

Taryn Price, Chair, Joe Tomaka, Laura Bittner, Kellie Sharp-Hoskins, Nichole Hamilton, Elizabeth Gamboa, Tenna Roxanne Schumacher, Huiyao Wang, Karen Kopera-Frye, Roseli Schultz Chiovitti, Sarah Ramos, Andrea Severson Lopez

Function/Purpose

To recommend standards for the evaluation of teaching, and standards regarding promotion and tenure; to liaise on matters of diversity, equity, and inclusion with the Vice Provost for Diversity, Equity, and Inclusion; to liaise across the university system on matters of staff training and education; to assist with building a robust university system.

Primary Tasks and Accomplishments

Aggie Uptown

The committee picked up where previous cohorts left off in discussing the impact of Aggie uptown on local indigenous tribes. Committee met with Chancellor and Dr. Scholz about this issue. However, these discussions have been stalled due to the recent changes in leadership. The Senate at large did invite an representative person from a local tribe to talk further about the equity and inclusion issues with Aggie Uptown.

05-22/23 Resolution to address workload and class size language in APR 6.61

05-22/23: A Resolution to Initiate a Call for NMSU Administration to Investigate and Collect Meaningful Data on Specific, Chronic Faculty Workload Inequities. Our committee worked to develop this to call on admin to investigate how workloads may be inequitably distributed among different departments and faculty. It went to University Planning where it was discussed extensively with no outcome as of yet.

Liaison with VP for DEI

Dr./VP Scholz was invited to several committee meetings. Chair Price worked closely with her to develop Committee ideas and initiatives. This included the development of KPIs to align with LEADS and with Dr. Scholz's DEI Office.

Monthly Reports

September 2022 Report

Dr. Fasenko joined this meeting to request attention to a potential action item for the DEI FS Committee. The language in ARP Policy 6.61, Part 6 (screenshot below) has the potential for reform to encourage greater equity among NMSU faculty. "Class size" is included in the list of determinants for teaching load. However, the institutional approach to the policy is not based in equity. The Committee will consider what headcount ranges should be considered for overage pay with an equity lens. Other considerations will be accreditations standards, higher enrollment goals, and regional institutional practices.

Dr. Hamilton spoke to the Committee about revisiting Aggie Uptown and land acknowledgment conversations with local Indigenous persons. These previous DEI FS Committee efforts have not yet been completed and should not be abandoned. Dr. Hamilton will locate the records of previous efforts so that the Committee may continue the work.

October 2022 Report

Aggie Uptown and land acknowledgment

Chair Fasenko and Taryn Price will attend a meeting with Dr. Sholz on Nov. 2nd, 2022. There will be conversations on the status and plans for the land acknowledgment. They also plan to revisit Dr. Scholz previous idea for a Native American Relations Advisory Board.

ARP 6.61 “class size” policy for equity

Taryn has collected the resources provided on this item in Teams. She will introduce some ideas around generally policy for collaboration by the new DEI meeting.

NMSU’s Geothermal Drive renamed to Tortugas Trail

The NMSU Board of Regents (BOR) met to discuss and vote on the official renaming of Geothermal Dr. to Tortugas Trail.

Prop 15- 21/22

Chair Fasenko is currently collaborating with Becky Corran on the proposition to request longer work contract for part-time faculty. Taryn will provide an update on the progression of this item when it is available.

HR and hiring committees

It was suggested that some type of implicit bias training be included in the hiring committee orientation process.

January 2023 Report

ARP 6.61 “class size” policy for equity

The group has been actively drafting a new proposition. The proposition will be a resolution/call to action on faculty workload and class size inequities. It should be completed within the next few weeks.

February 2023 Report

The Committee finalized, voted on, and sent through the [resolution](#).

March 2023 Report

The Committee met on March 29th at 3:30 pm. Senator Price had reached out to University Planning Committee Chair Gus Pena and spoke with him about the recently proposed DEI resolution. At this time, it is still being discussed by the University Planning committee. Senator Price also met with NMSU DEI VP Dr. Scholz. The two discussed ways in which the DEI FS Committee and the DEI VP Office can work collaboratively to support faculty-centric DEI efforts. Within the next few weeks, the Committee will being to brainstorm and wordsmith some KPIs regarding faculty to submit to the DEI VP office.