



League of United Latin American Citizens

RESOLUTION FROM NEW MEXICO LEAGUE OF UNITED LATIN AMERICAN CITIZENS (LULAC) CALLING FOR THE US DEPARTMENT OF JUSTICE, THE NEW MEXICO ATTORNEY GENERAL, THE NEW MEXICO STATE AUDITOR, THE GOVERNOR OF NEW MEXICO, AND THE UNM BOARD OF REGENTS TO EXPAND INVESTIGATIONS AND INQUIRIES INTO THE UNIVERSITY OF NEW MEXICO'S OPERATIONS ACTIVE VIOLATIONS OF THE USDOJ AGREEMENT, NEW MEXICO LAWS, AND MANY OTHER ACTIVE AGREEMENTS TO INCLUDE THE HISPANIC STATEMENT OF COOPERATION AGREEMENT (HSOC)

WHEREAS, 90 years ago, the founders of the League of United Latin American Citizens, better known as LULAC, joined together to establish an organization that would become the largest, oldest and most successful Hispanic civil and service organization in the United States; and

WHEREAS, UNM leadership was not transparent or forthright in discussions concerning our expectations to faithfully engage community perspectives as part of collaborative endeavors including future diversity, equity, and inclusion initiatives; and

WHEREAS, UNM President Garnett Stokes has acted in bad faith with the Hispano community when she reneged on her commitment of including LULAC, the Hispano Roundtable of New Mexico, MANA and many other community organizations in the search committee for the Vice President for the Division of Equity and Inclusion and then ignored follow-up ongoing requests for community representation on the search committee. UNM President Garnett Stokes continues to ostracize and disenfranchise our community by actively working against our community. Community leaders were ignored, disrespected, and excluded as part of a critical search for leadership to advance diversity, equity, and inclusion with valuable involvement from key community allies and partners.; and

WHEREAS, Whereas UNM excluded key voices and community involvement in the Division for Equity & Inclusion Task Force and excluded important representation from the UNM Division for Equity & Inclusion and the community. Community leaders were treated disrespectfully at a meeting afterwards with no format representation as part of the deliberations about the future of the Division for Equity & Inclusion and important diversity, equity, and inclusion endeavors; and

WHEREAS, UNM has created inequities in hiring practices by inconsistently requiring doctorates for particular administrative positions. Several vice presidents do not have doctorates and hold these administrative posts including very recent hires for such positions; and

WHEREAS, UNM has created inequities in hiring practices by inconsistently requiring faculty status and tenure for particular administrative positions and not having this requirement for other higher-level positions. The recent search for Vice President for Equity & Inclusion heavily weighed faculty stays and tenure in the selection process when various other vice presidents do not have such status; and

WHEREAS, UNM has created inequities in hiring practices by inconsistently requiring searches for particular administrative positions. A notable example is the appointment of a vice provost without tenure with no search as well as several other selections without searches; and

WHEREAS, UNM has recently eliminated committed, educated, and proven UNM alumni and native New Mexicans with doctorates and years of key administrative experience including the current Vice President for Equity & Inclusion with a PhD from UNM and nearly forty years of experience in various leadership positions including extensive involvement in diversity, equity, and inclusion initiatives as well as many valuable community partnerships that are critical to the University of New Mexico; and

WHEREAS, enrollment has continuously spiraled downward, fiscal responsibility has been spotlighted, and community trust has declined over the years while administration is expanding and promotions are granted to leadership directly charged with overseeing enrollment management, fiscal accountability, and the academic enterprise without formal searches in certain cases; and

WHEREAS, while fiscal responsibility is critical and precious public resources must be protected, UNM has lured recent administration from outside New Mexico through expensive and unnecessary searches involving thousands of dollars to search firms while alienating dedicated and talented alumni and New Mexicans and jeopardizing their future at UNM and their livelihoods overall after decades of committed service; and

WHEREAS, UNM continues to marginalize various groups including ongoing concerns over the years from communities of color and the LGBTQ community that violate the spirit of standing agreements through the Department of Justice and the current review of accreditation as an institution of higher education that is claiming to be Hispanic an minority serving; and

NOW, THEREFORE, BE IT RESOLVED, that the New Mexico League of United Latin American Citizens expresses support for, and unanimously calls for much deeper investigations and inquiries by the US Department of Justice, the New Mexico Attorney General and the New Mexico State Auditors offices to hold UNM and their leadership fully accountable for these illegal, inconsistent and inequitable practices in the areas of fiscal management, hiring and promoting practices.

Voted & approved by the National Assembly of the 2019 LULAC National Convention on July 13, 2019.



Domingo Garcia
LULAC National President