

**MINUTES OF THE BOARD OF REGENTS
NEW MEXICO STATE UNIVERSITY**

1. CALL TO ORDER

The Board of Regents of New Mexico State University met in the Regents Room, Educational Services Center, Las Cruces, New Mexico on April 3, 2014.

Chair Cheney called the meeting to order at 9:02 a.m.

Regents Present	Mike Cheney, Chair Kari Mitchell, Vice Chair Isaac J. Pino, Secretary / Treasurer Javier M. Gonzales, Member Jordan Banegas, Member
Ex-officio Regents Present	Dennis Clason, Ph.D., Faculty Senate Chair David Maestas, President ASNMSU
Officers of the University Present	Garrey Carruthers, Ph.D., President Dan Howard, Ph.D., Executive Vice President /Provost
Chair NMSU Employee Council	Ms. Shawna Arroyo
Other Presenters	Ms. Angela Throneberry, Senior Vice President for Administration and Finance Ms. Anna Price, Chief Budget Officer Ms. Tammy Anthony, Assistant VP of Auxiliary Services

2. INTRODUCTIONS

- a. Introduction of Press, Elected Officials, and Others by Maureen Howard, Associate Vice President for University Communications and Marketing Service

Associate Vice President Maureen Howard announced that Lindsay Anderson from the Las Cruces Sun News was present.

3. APPROVAL OF AGENDA

Regent Cheney proposed the following amendments to the agenda:

To reorganize the Action items, moving Action Item 9.c, Approval of Tuition and Fee Changes to be presented first, followed by Action Item 9.a, Approval of Housing and Meal Plan Rates and then 9.c, Approval of Parking Permit Rates.

Regent Pino moved and Regent Gonzales seconded to approve the agenda as noted. The motion carried unanimously.

4. **PUBLIC COMMENT**

Dr. Laura Gutierrez-Spencer stated that a critical part of a Land Grant Mission is to promote the education of the industrial classes. As an institution we owe our existence to the working classes of New Mexico. She respectfully asks the Board of Regents not to support the increase in admission standards and not close the door to educational opportunity to those who open doors for all of us. She asked to please do not close the door to those that have no other option.

Ms. Christina Chavez-Kelly, Assistant Vice President for Student Diversity and Outreach and officer of the Hispanic Faculty Staff Caucus and an Alum of NMSU Class of 1975. She spoke on behalf of hundreds of students, students of color, students from rural and underrepresented communities, like Chaparral, Clovis, Gadsden, Shiprock and Zuni. First generation college students, low income students, and GLBQT students. There are concerns regarding the admission standards being discussed by the Faculty Senate at this time. Many fear that these admission standards will limit the educational opportunities NMSU has always provided in the past, especially to those students that the Student Diversity and Outreach office serves. The enrollment of African American, American Indian and low income Hispanic students has dropped in the past three years. In fact, our overall enrollment has dropped for the past three years. What impact will these new admission standards have on our enrollment numbers? They are urging the Faculty Senate to table today's proposal until further research can be completed by NMSU's Faculty and input can be sought from our African American and American Indian students whose input has not been sought. They wonder why some members of Faculty Senate have so adamantly opposed the changes proposed by Dr. Cristobal Rodriguez, a Senator from the College of Education. They wonder why the Faculty Senate has ignored his research. They wonder why members of Faculty Senate are pushing for legislation that will create two classes of students, the haves and the have nots. Finally they urge Faculty Senate to remember that NMSU is New Mexico's Land Grant University serving the educational needs of New Mexico's diverse population through comprehensive programs of education, research, extension education and public service. They are asking the Regents to insure that those of us who speak against the new proposed admission standards are not retaliated against for exercising their constitutional right to freedom of speech or for advocating passionately for access diverse inclusion of all of our students. Cesar Chavez said it best, "Real education should consist of drawing the goodness and the past out of our own students. What better books can there be than the book of humanity." Ms. Chavez-Kelly passed out Dr. Rodriguez proposal on what has been presented to both the Faculty Senate and the Administration.

Mr. Pablo Martinez is the immediate past State Director of the League of United Latin American Citizens of NM and also the President of Council 120 of Las Cruces. They are very concerned with this proposal and respectfully ask that they try to at least meet with his community so they can have input and understand the rationale behind the proposed changes and try to look at it also from their perspective. Respectfully, they have 90% in some of the school districts, Gadsden, Hatch, Chaparral, where there are a large number of Hispanic and Indo-hispano students as well as in Las Cruces with over 70%. It is not a race issue, but there are people that are economically disadvantaged that need the university as a path and a tool. There have been some very successful graduates at NMSU. We are very proud of NMSU and UNM and the other universities within our state. We want to keep our children here in NM. We want to be able to get them into the

market place where they can find jobs where we can create future leaders of America. This institution has produced some great faculty, distinguished faculty that we have advocating on behalf of this same position. We also have some passed Alumni like Danny Villanueva that have been a good beacon and a good advocate for this great university. We want to see how we can collectively find a solution, how we can increase the retention, how we can diminish the dropout rate. It is going to be a solution that everyone needs to be a part of, NMSU, the community, the public schools. The dropout rate has become an epidemic in this state. They are asking to meet with them halfway so they can understand on how to address this situation. They would like to find solutions by working together to make NM a better state and have this university continue its legacy. Some of the folks that are struggling are working two jobs to make ends meet. They are helping their family and trying to stay in school. If we can all come together and work to find a collective solution, that would be in the best interest of our state and our community.

5. **APPROVAL OF MINUTES**

Minutes of March 10, 2014 and March 21, 2014

Regent Mitchell moved and Regent Pino seconded the approval of the minutes of March 10 and March 21, 2014. The motion carried unanimously.

6. **FUTURE BOARD MEETINGS**

Approved Meeting Dates

- Friday, May 9, 2014, Las Cruces, New Mexico
- Tuesday, July 22, 2014, Las Cruces, New Mexico (Board of Regents Retreat)
- Wednesday, July 23, 2014, Las Cruces, New Mexico
- Friday, August 15, 2014, Las Cruces, New Mexico
- Friday, October 10, 2014, Grants, New Mexico
- Friday, December 12, 2014, Las Cruces, New Mexico

7. **CONFIRMATION OF PRIOR EXECUTIVE SESSIONS**

There were no prior Executive Sessions.

8. **CONSENT CALENDAR** – Garrey Carruthers, Ph.D., President

a. Policy

1. Approval of Proposed Revisions to Policy 4.30.10, Hiring Definitions – (Ms. Dorothy T. Anderson, Director, Human Resource Services)
2. Approval of Proposed Revisions to Policy 7.04, Domestic Partners – (Ms. Dorothy T. Anderson, Director, Human Resource Services)

Regent Pino moved and Regent Banegas seconded to approve the Consent Calendar as presented. The motion passed unanimously.

9. ACTION ITEMS – Regent Mike Cheney, Chair

- a. Approval of Housing and Meal Plan Rates for 2014-2015 Academic Year – (Ms. Angela Throneberry, Senior Vice President for Administration and Finance)

Senior Vice President Throneberry requested the approval of the Housing and Meal Plan Rates for the 2014-2015 academic year, as follows. Reporting is Tammy Anthony, Assistant VP of Auxiliary Services.

Tammy Anthony proposed a housing rate increase of 3.5 % for single student housing, except for Greek and affiliated housing. They are proposing no increase for Student Family Housing at this time. The rate increase will generate approximately \$300,000 in new revenue at current occupancy levels. With this increase, they will need to cover their compensation and benefit increases for this next year for their staff and they plan to utilize the balance of this, approximately \$250,000 for wireless internet improvements for their facilities.

The rates are grouped by housing type. Provided was a total increase by semester for each type as well as a monthly increase if it were spread over five months.

NMSU's proposed housing rate structure remains competitive with both regional universities and the local market. We are below peer average across housing with the exception of our highest rate for our Chamisa two bedroom units which are 7.8% above average. Even considering this, Chamisa is the first to fill during room renewal each spring and in many cases will do so within 24 hours of opening room renewal. Our rates compare favorable overall.

Another critical comparison for housing is the local market. Annually, calls are made to various, different local market options to get current rates and to find comparable layouts to make a fair comparison. NMSU remains competitive with local rates. What cannot be measured is the value of living on campus and the higher success rate that comes along with living on campus. Several of these locations have proven to be very high demand areas and do fill quickly as well.

As requested is some summary information regarding assessments for housing they have made throughout the year. The top three requested improvements are:

- Increase interaction between residents and assigned community assistants (student live in staff)
 - Response: Housing changed their student engagement model to focus on more meaningful, deliberate interaction between our student staff and residents.
- Improve wireless technology for residents
 - Response:
 1. Relocated wireless infrastructure from Monagle Hall to Piñon
 2. Enhanced wireless service in Greek Affiliated, VDM and Cervantes
 3. Obtained estimates on cost to increase wireless access in Garcia to be implemented this next year
- Improve condition of physical facilities and amenities

- Response: Will be issuing an RFQ/RFP this semester to explore possible private development on campus to replace Student Family Housing, Greek and Affiliated Housing and Monagle Hall.

Housing occupancy is favorable at this time and has allowed them to take offline 500 beds in Monagle this fall without displacing students that are in need of housing. They are moving ahead with the planning for the replacement of housing. The RFQ/RFP process is currently being developed for both single and family housing.

The Housing rates for 5 year average increase for 2010-11 – 2014-15 is between 1.10% – 2.40%.

Tammy Anthony is proposing the following increases in Meal Plan Rates for 2014 – 15.

	Increase Percentage
Mandatory Meal Plans	
Aggie Unlimited	3.00%
Aggie Choice 230	3.00%
Voluntary Meal Plans	
Aggie 64	3.00%
Pistol 400	3.00%
Family Resident Optimum 350	0.00%
Family Resident Optimum 250	0.00%

Our two mandatory meal plans are extremely competitive with our peer institutions. Our average cost per meal is well below our NM average and our peer institutions. The Meal Plan rates for the 5 year average increase from 2010-11 – 2014-15 is between 3.23 – 5.07%. Several universities in the peer group have moved to a room and board package. Those universities are Colorado State, Montana State and Kansas State University. In addition, several universities have moved to a pure cash value plan that no longer separates the dining dollars from the a la carte. The incentives they offer in that kind of plan is discounts based on where you purchase your food on any given day. With the planning of the housing replacement, the trends will be watched very carefully and will also consider aspects of their mandatory housing and/or changes in the mandatory meal plans that might be beneficial if NMSU implemented similar plans on the campus as well.

As requested is some summary information regarding assessments for campus meals they have made throughout the year. The top three requested improvements are:

- More Vegetarian/Vegan/Gluten Free
 - Response: With Tao Renovation in Summer of 2012 a station was designated as "The Wild Mushroom" which focused on these areas. A "Did you know" campaign was launched this past year to help students realize this station as well as other aspects of our food service such as local purchases, sustainability measures, and nutritional awareness.

- Limited Weekend Service Hours
 - Response: Students had concerns with the brunch time from 10 am to 2 pm as well as they wanted more lunch offerings later in the brunch time. Sodexo was able to accommodate this request by adjusting the hours to 7 pm and add more lunch time offerings.
- More Menu Variety
 - Response: Sodexo introduced their "Fresh Too" program with more choices, less repetition of menus and always including a "fresh" option. The students later asked Sodexo to amend this program so that the burger and pizza stations remain a staple.

Regent Mitchell wanted to know what percent of students responded to the surveys.

Ms. Anthony stated that there were several surveys for the different type of housing they had and she would provide that information to the Regents. As for the Sodexo survey they received about 250 responses from students. She also stated that Sodexo had a 95% satisfaction rating from students and staff.

Regent Cheney appreciates Sodexo's response to these surveys. With regard to occupancy, he wanted to know if Monagle was still included in the numbers presented.

Ms. Anthony stated that it was excluded in the Fall 2013 numbers.

Regent Cheney commented that there is still a reduction in occupancy.

Ms. Anthony stated that yes they are continuing to see a slight reduction in occupancy.

Regent Cheney wanted to know what was behind this reduction.

Ms. Anthony responded that enrollment has a lot to do with this. They rely heavily on incoming freshman using the services. Also, the aging facilities being addressed at this time is a concern.

Regent Pino moved, seconded by Regent Gonzales, to approve the Proposed Housing and Meal Plan Rates for 2014-2015 Academic Year. The motion carried unanimously.

- b. Approval of Parking Permit Rates for 2014-2015 Academic year – (Ms. Angela Throneberry, Senior Vice President for Administration and Finance)

Senior Vice President Throneberry requested the approval of the Proposed Parking Permit Rates for the Las Cruces campus for academic year 2014-2015. Reporting is Tammy Anthony, Assistant VP of Auxiliary Service.

Tammy Anthony is proposing for Parking Permits a 4% increase for the two student rates and a little over 3% increase for faculty/staff permits for 2014 -15. This increase represents a \$2 per year increase for students and a \$3 per year increase for most faculty/staff permits. The highest increase proposed is for

Special Permits, of which there are less than 50 issued in this category and these are typically issued to executive level positions in accordance with the parking permit policy. They will continue to offer the same free parking lots as this year. This increase is expected to generate approximately \$26,000 for the Parking Department based on current permit sales level. This new funding will be used to increase the funding for renewal and replacement efforts that go into the permitted parking lots in which continue to experience cost increases.

The comparison to peers reflects NMSU at the lowest for students across our peer institutions except for the motorcycle permit where two peers have a lower rate than our \$23 rate.

The average parking permit rate increase for the past 5 years are less than 3.74% for all categories.

Regent Mitchell wanted to know if salaries were compared with UNM, do we consider the lower parking cost as part of the arrangement of total comp.

Ms. Throneberry mentioned that they have taken into consideration cost of living overall in terms of HR.

President Carruthers mentioned that the time has come to look at compensation level and not just salary. He mentioned that the benefits need to be put into the equation in the future. He also mentioned that we should compare our compensation package to our peers if the database is available.

Regent Gonzales moved, seconded by Regent Banegas, to approve the Proposed Parking Permit Rates for 2014-2015 Academic Year. The motion carried unanimously.

- c. Approval of Tuition and Fee Changes and Budget Guidelines for FY2014-2015 – (Ms. Angela Throneberry, Senior Vice President for Administration and Finance)

Senior Vice President Throneberry requested the approval of the Tuition and Fee Changes and Budget Guidelines for the 2013-2014 Academic Year as follows. Reporting are Senior Vice President Throneberry and Anna Price, Associate Vice President for Budget and Finance/Controller.

Sources and Uses of New I & G Funds – Las Cruces Campus Fiscal Year 2013-2014

Sources:

State General Fund Appropriations – I & G Funding Formula	
Base Reduction (4%)	\$ (4,520,900)
Student Credit Hour Workload	1,907,500
Performance Measures	6,024,830
Subtotal before Institutional Share	<u>3,411,430</u>
Institutional Share (Land and Permanent Fund Adj)	<u>72,300</u>
Net I & G Funding Formula	3,483,730
.75% ERB Employer Increase	565,500
Sanding - .275 overall (on above items)	(321,900)
Compensation – 1.5% less .275% sanding	<u>1,362,600</u>

State General Fund Appropriation for I&G	5,089,930
Tuition and Fees – Full Implementation of Linearization Model	
Net Tuition Increase	1,830,219
Net Student Fees Increase	811,300
Total New Tuition and Fees	2,641,519
Increased Internal Charges to Non-I&G Units	400,000
Total Sources	\$ 8,131,449
Uses	
1.5% Compensation Adjustment (funded through State Appropriations)	\$ 1,362,600
Gap in 1.5% compensation Adjustment (funded by University)	942,119
Faculty Salary Market Equity Plan – Phase II, plus fringe benefits	1,547,000
Non-Exempt Staff – Entry Level Probation Adjustment, plus fringe benefits	53,500
Faculty Promotion and Tenure Fund, plus fringe benefits	240,000
Student Fee Supported Unites	811,300
Research Component from Funding Formula to Support Research Mission	461,930
.5% Increase in Fringe Rate (on current salaries)	563,000
New Tenure Track and college Faculty Lines, plus fringe benefits	1,000,000
Marketing – Increased Funding	250,000
Graduate Assistantships	500,000
New Development Positions	200,000
Library Collection – Increased Funding	200,000
Total Uses	\$ 8,131,449

Las Cruces Campus Proposed Increases

A new linearized tuition model is proposed for the Las Cruces Campus. Under the current charging methodology, students are charged one rate per credit hour up to and including 12 credits. Students are not charged for any additional credit hours above 12 until they reach 19 credit hours. Under the new proposed linearized tuition model, we are increasing the credit hours for which students pay so they will be charged one rate per credit hour up to and including 14 credits. Students taking 15 credits will receive a discounted credit hour rate and they will not be charged for any additional credit hours above 15.

For instance, an undergraduate resident student, the proposed model shows 247.90 per credit hour up to 14 credit hours. It then drops to 219.10 per credit hour for students taking 15 credit hours. The total tuition and fee charge for students is capped at 15 credit hours so no additional cost is incurred for students that elect to take more than 15 credit hours. The effective per credit hour rate is shown in red on the proposed schedule, which ranges from 247.90 for 12 student credit hours down to 156.50 at 21 student credit hours. The gray shaded columns show the percentage impact of the new charging model.

As previously mentioned, the model expands the per credit hours for which a student pays. This allows NMSU to decrease the cost of each credit hour so that students taking 12 or fewer credits per semester, will actually see a decrease of 4.4% in their total cost compared to the current year. This group includes many of the students that face financial challenges and must limit their semester credit hours due to work, family, or other commitments. This reduction translates to a semester cost of 2,974.80 for 2014/2015 down from 3,110.40 for the current year. At the same time, the model continues to encourage students to take 15 or more credit hours by providing a tuition discount for students who take 15 credit hours and by not charging for any additional hours beyond 15. The cost for 15 or more credit hours per semester will increase by 5.7% from the current year. For a 15 credit hour course load this translates to a cost of 3,286.50 per semester for the next academic year. But it is important to note that under the proposed charging structure, students who take 15 credit hours per semester will pay less in total than students who take 14 credit hours. The majority of our graduate students take 12 or fewer credit hours per semester, so they will actually see a tuition and fee decline of 4.2% for resident students and 2.7% for non-residents. This model accomplishes three key factors:

1. It recognizes the financial hardships of many of our part time students.
2. It incentivizes students to take at least 15 credit hours.
3. It supports our efforts to recruit and retain valuable graduate students.

In addition, this model aligns with the new lottery scholarship student credit hour requirement and it also establishes the basis for development of a guaranteed tuition program.

Funding Requests for Fee Support Activities

The student fee review board, chaired by the ASNMSU President provides and avenue for student input to the administration on the collection and uses of the required student fees. SVP Throneberry recognized the work of the Student Fee Review Board under the leadership of ASNMSU President David Maestas in preparing this year's fee recommendation.

With the exception of library funding amount, the second column represents the Student Fee Review Boards recommendation as presented to President Carruthers. The first three items represent a net change of 0 and are simply a reporting change. \$262,000 increase in funding is for Fixed Fee Units, specifically \$250,000 will be provided to Athletics with the remaining \$12,000 to be provided to the Tennis Center. As a condition of the funding the Student Fee Review Board will require the establishment of a Student Athletics Advisory Board that will oversee Athletics use of the student fee monies. The Student Fee Review Board's recommendation for the Library was \$600,000, but was reduced to \$400,000 as an additional \$200,000 is being funded from tuition revenues. Similar to Athletics, the increase is contingent upon a creation of a Student Library Advisory Committee that would advise on the use of the funding provided through student fees. The total commitment in new funding of \$600,000 to the Library is the largest departmental increase and it really demonstrates the critical importance that the university places on providing our faculty, researchers and students with a quality

learning environment and necessary resources to accomplish their jobs. \$52,000 will be used for Safety Officers for the Police Department and finally \$11,000 is proposed to support student employment for the Sexual and Gender Diversity Resource Center.

The third column which totals \$97,100 reflects a fairly standard funding adjustment to help the fee supported units cover a proposed compensation increase of 1.5%. The total proposed increase in the required fees is \$811,300.

Community College Proposed Increases

Alamogordo Community College

Resident In-District	2.5% increase
Resident Out-District	2.1% increase
Non-resident	2.3% increase

Carlsbad Community College

Resident In-District	0.0% increase
Resident Out-District	0.0% increase
Non-resident	0.0% increase

Dona Ana Community College

Resident In-District	3.1% increase
Resident Out-District	3.8% increase
Non-resident	3.9% increase

Grants Community College

Resident In-District	6.4% increase
Resident Out-District	5.5% increase
Non-resident	6.5% increase

NMSU and Peer Institution Rate Comparison

The final slide provides a comparison of NMSU's tuition and fees for academic year 2013-2014 to our peer institutions and New Mexico Institute of Mining & Technology. NMSU remains competitively priced at a regional and national level. The schedule reflects our academic year rates on an undergraduate student taking a 12 credit hour workload and it shows NMSU in the bottom half of the list. Assuming all institutions hold their rates flat for the upcoming year, the proposed tuition and fee rates would result in NMSU dropping from the 10th to the 11th spot out of the 17 institutions presented.

Full Implementation of Linearization Model Includes Total Cost to Complete Degree (at 128 hours)

One of the primary goals is to graduate students sooner. This schedule demonstrates the total cost to complete a 128 hour degree based on taking 12, 13 or 14, 15, 18 or 21 hours per semester. The calculated total cost includes, tuition, fees, housing, meal plan and parking. Taking 12 credit hours per semester, a student will need 11 semesters to complete their degree for a total cost of

\$76,562.81. The total cost drops by about \$8,300 if the student increases their semester course load to 13 or 14 credit hours. At 15 credit hours per semester, the students estimated cost drops by about \$12,400 compared to 12 credit hours. At 21 credit hours, the savings is \$33,000.

Regent Cheney wants to continue to evaluate what we are doing in terms of research, education and/or outreach and to continue to evaluate the existing faculty lines to make sure we are accomplishing what is needed in today's environment. He also commented on the Linearization model and what it accomplishes – getting students into the workforce in a quicker manner and reducing their total cost of education.

Regent Mitchell commented that they will continue to meet monthly, as this is a year round process and there is a whole lot of additional work that needs to go into insuring the effectiveness and efficiency of this process. She is in support of the increases because she feels they are a step into guaranteeing a flat tuition rate.

Regent Pino commented that he is pleased that NMSU has evolved away from proposing standard increases. He congratulates the administration for coming up with the Linearization Model and says it is a great first step, but there is a lot of work that needs to be done. He thanked the group for going up to Santa Fe to brief the Regents on this agenda item.

ASNMSU President David Maestas commented that the students admire the fact that the administration is looking after non-traditional students who may not have the time to take 15 credit hours or more and also that they are looking after their graduate students with this model. He believes that it is very imperative that they communicate effectively to incoming freshman and traditional students that if they take 15 credit hours or more they are paying less in the long run than if they took fewer than 15 hours. This needs to be communicated so the students understand the intention of giving a 4.4% decrease to the 12 hour students. If communicated properly, this model will accomplish its intended goal and will help us move ahead to the future model which is a flat rate in tuition.

President Carruthers praised the team at NMSU for their work on this item. He gave credit to the leadership of the Provost, who brought the idea to him when he came to NMSU. He also praised David Maestas as being one of the finest leaders he has seen here at NMSU. He comes to the meetings, listens, questions until he understands, and communicates back to the student body. He thanked Mr. Maestas for his understanding.

Regent Mitchell moved, seconded by Regent Gonzales, to Approve the Proposed Tuition and Fee Changes and Budget Guidelines for FY 2014-2015. The motion carried unanimously.

10. NEW MEXICO STATE UNIVERSITY PRESIDENT'S REPORT

President Carruthers complimented SVP Angela Throneberry and her team for their great work. Many people comment about the condition of the campus and the friendliness of

our employees and staff. This is a compliment to the executive team that has done such a good job at training all of our people to be customer friendly. We claim to be a caring community transforming lives through discovery and that caring community means a lot to everybody who comes on campus. He would like to bring more people on campus. He spoke about the Town and Gown Committee, which meets quarterly, and some of these citizens in the community say they would like to be inside our beautiful campus more often. NMSU will be hosting a Founder's Day in Spring of 2015 to attract the community to the campus. He mentioned that he would be dressing as Hiram Hadley and parade around campus for this day. Mark Medoff would also like to make a production of this event. He also commented that he is a secret shopper at the Taos Restaurant and the food is really good. President Carruthers also mentioned that the university has received the alcohol licenses for the Pan American Center and HRTM. It appears that the alcohol license for the Pan Am, by contract, will need to be operated by Sodexo. In negotiations at this time is how much would NMSU get from the sales. The HRTM license will be operated by HRTM.

President Carruther's reported on the following:

Compensation Funds

Overall Increase in Faculty Salaries of 3.8% and Staff Salaries of 1.5%

Equitable Funding - \$1,547,000 + \$53,500

- Faculty Salary Market Equity Plan – Phase II, plus fringe benefits
- Non-Exempt Staff – Entry Level Probation Adjustment, plus fringe benefits

Performance Funding \$1,362,600 + \$942,119 + \$240,000

- 1.5% Compensation Adjustment (State Appropriations)
- Gap in 1.5% Compensation Adjustment (University Funded)
- Faculty Promotion and Tenure Fund, plus fringe benefits

It is their aspiration to distribute all of the 1.5% increases on a merit basis. The exception is, they have to go to the bargaining unit, which they have done through HR and they need an agreement with the bargaining unit. The bargaining unit chose to distribute an across the board 1.5% increase. They have agreed to that. Both Faculty and Exempt staff will be on a merit basis and the Non-Exempt Staff will have a 1.5% across the board increase.

Las Cruces Campus Faculty Salary Review (FY 14)

245 Tenure Track Faculty members and 130 Non-Tenure Track Faculty members are below 90% of the market. The \$1.5 million dollars will only go to these faculty members.

274 Tenure Track Faculty members and 28 Non-Tenure Track Faculty members are between 90% - 99% of the market.

47 Tenure Track Faculty members and 1 Non-Tenure Track Faculty members are at market.

95 Tenure Track Faculty members and 13 Non-Tenure Track Faculty members are between 101% - 110% of the market.

23 Tenure Track Faculty members and 5 Non-Tenure Track Faculty members are above 110% of the market.

Exempt Staff Performance Evaluations
2012/2013 Ratings

- 56.7% - Exceed Expectations
- 29.1% - Exemplary
- 13.9% - Meet Expectations
- 0.3% - Need Improvement
- 0.0% - Fail to Meet

Allocation of Funds

Position Location Summary Description	\$ Allocation
Agricultural Experiment Station	\$ 44,485
Agricultural, Consumer & Environmental Science College	\$ 227,554
Arts and Sciences College	\$ 454,086
Business College	\$ 208,957
Education College	\$ 28,852
Engineering College	\$ 84,521
Health and Social Services College	\$ 26,979
Cooperative Extension Service	\$ 35,810
Library	\$ 5,675
Total Allocation	\$ 1,116,919
Contingency	\$ 33,267
Fringes Covered Centrally (34.5%)	\$ 396,814
Total Budget	\$ 1,547,000

President Carruthers mentioned that they were very successful in the legislature with respect to the Research and Public Service projects. There was an increase of \$3 million in Research and Public Service.

Regent Cheney commented on the convocation and appreciated that group being exposed to this presentation yesterday. He also appreciates President Carruthers commenting on who came up with certain ideas. He also applauds his efforts on improving momentum and stability by staying in contact with former chairs of different committees.

Regent Mitchell commented on the liquor license as a reminder that fees would be directed towards the WAVE program.

President Carruthers mentioned that the monies would be directed towards the WAVE Program, the Employee Assistance Program and Special Events. He also stated that any monies from HRTM will stay with HRTM.

Regent Gonzales wanted to know if Sodexo currently operates a liquor license on campus.

President Carruthers responded that Sodexo operates a liquor license in the Fulton Center and there is also a liquor license for the Golf Course that is operated by the Golf Course.

Regent Gonzales wants to make sure that with the big events and crowds at the Pan Am there are proper trainings and requirements for Sodexo to operate and also evaluation of performance.

President Carruthers responded that we can only have certified and qualified servers.

SVP Throneberry mentioned that there will be a committee with officials from NMSU. They will also have controls and procedures that will be put in the contract.

11. APPOINTMENT OF REGENTS TO VARIOUS COMMITTEES AND BOARDS BY THE BOARD CHAIR

- a. Two Representatives to the Audit Committee

Regent Gonzales and Regent Mitchell were appointed.

- b. Two Representatives to the Regents Budget Committee

Regent Pino and Regent Mitchell were appointed.

- c. One Representative to the NMSU Foundation, Inc.

Regent Cheney was appointed.

- d. Two Representatives to the Arrowhead Center, Inc. Board of Directors

Regent Banegas and Regent Pino were appointed.

- e. Two Representatives to the Real Estate Committee

Regent Cheney and Regent Gonzales were appointed.

12. RECURRING REPORTS

- a. Executive Vice President/Provost Update (Dan Howard, Ph.D., Executive Vice President/Provost)

Provost Howard gave an update on initiatives that are ongoing:

Program Review Plan

- External accreditation will serve as the method of review for programs accredited by external bodies
- Academic programs not externally accredited will undergo program reviews on a recurring five year cycle. This will start next year, but not all programs. They will need to be staggered.
- Process will be based on a self study model

- Independent review team of four reviewers will visit the department, assess the report, and provide insights and recommendations (three external reviewers and one internal reviewer)
- The Dean and Department Head will examine the review and recommendations for continuous improvements and will agree to implementation of some or all of the recommendations
- The Department Head will annually report implementation progress to the Dean

This process is done at other universities. NMSU needs to continually assess programs on an ongoing basis.

b. Report from the Chair, Faculty Senate by Dennis Clason, Ph.D.

Dr. Dennis Clason reported that the Faculty Senate (FS) has not met since the last meeting. In terms of committee work, the admissions proposition has come through the Faculty Affairs Committee with a do pass recommendation. This is a very complex issue. It was noted after it passed that there is an inequity in the treatment of students regarding moving on to the main campus. Basically they would be holding students in the guaranteed admissions path to a higher standard than other transfer students. A motion will be made to refer the bill back to committee to examine this matter. He wants to insure the Board and members of the community that it is not the intent of the faculty to try to make NMSU into some type of exclusive institution. What they are trying to do is solve a problem. There are students who have been admitted into the main campus and they are failing at an appalling rate. The FS wants to address this in an equitable way. This is a very emotional issue among the faculty and outside the faculty. It is an emotional issue for Dr. Clason, because he is a product of the California Community College System. He takes it personally when people make disparaging remarks about our Community Colleges. They aren't perfect. But going to a Community College is not going to hell. Dr. Clason is also a product of a Land Grant University, Kansas State. New Mexico State University is a very important part of him. He is an Aggie by adoption. He wants this done right. He would like to have this completed before he leaves. If it is not, he wants it done right more than he wants it done.

c. Report from the President, Associated Students of New Mexico State University by Mr. David Maestas

David Maestas mentioned that he has spoken to students around campus and there is a mindset here that if you remain in New Mexico and you attend a university here that you take a lower quality education over an Ivy League School. He knows students who have attended perceived better schools than NMSU and then they attended here and those students said the quality is no different. He feels New Mexico schools are very high standard and he is proud to be an Aggie and part of this community as a whole. He stated that we have phenomenal community colleges and has taken some community college courses and they were top notch. He thanked the Presidents and faculty of the community colleges.

Mr. Maestas thanked Ms. Angela Throneberry, Ms. Anna Price and Ms. Paula Pierson with their help with the Student Fee Review Board. He couldn't have done it without their help. He appreciated it and it meant a lot to everyone involved. They appreciated the consideration given by the administration and the Board of Regents for the proposed increases in student fees. They do not want to see the quality of the services provided to students through these fees diminished. Students are obviously opposed to any tuition increases of any sort, but they do understand that they do not want to compromise quality based on the economic circumstances in the state and declining enrollment. The students have faith in this administration to see a rise in enrollment.

Mr. Maestas commented on six programs that ASNMSU oversees. They give \$10,000 every year to International Programs, Chicano Programs, Black Programs, GLBTQ, Greek, and American Indian Programs. These six programs are great for the students. They are communities that the students can go to and feel like they have a sense of belonging. There are students that are struggling that are part of the GLBTQ community and without this community they might not have finished college. The same goes for the other programs. International Programs help students get acquainted with campus from around the world. These programs bring in speakers, comedians, poets and other things to showcase what their program is about and help promote equality for students. They talk about struggles they have been through. These programs have weeks in which they bring in speakers and have other activities that are open to all students. This is a great learning experience to find out more about other cultures.

Mr. Maestas is now transitioning the President Elect, Mr. Wesley Jackson and Vice President Elect Mr. Jeremy Witte who officially begin on May 16, 2014. Mr. Jackson is busy hiring his staff. This should be a smooth transition.

d. Report from the Chair, NMSU Employee Council by Ms. Monica Dunivan

Shawna Arroyo mentioned that Employee Council is looking at continuing their open forums. Insurance premiums are a hot topic right now so they are going to be providing an open forum as an informational item to employees as a result of the increases that will be taking place. In addition, they are also tentatively set for the Employee Council Appreciation Picnic for employees at NMSU that is tentatively set for October 17, 2014. They are also conducting a review of their bylaws focusing on elections, officers and committees. In reference to Founders Day, EC is working with Ben Woods to take this charge on to bring back what it is to be an Aggie at NMSU. This is an event that happens at other campuses and we don't have that here. She mentioned that it will be an important piece to tie back to the university as a whole. EC has received a lot of comments and/or suggestions and as part of that there is a subcommittee that is going to work on suggestions to give to administration on the merit based pay. Some of the concerns they have is as you conduct evaluations, you must complete your evaluation, regardless if there is merit tied behind it. Having NMSU employees understand that is something we need to educate them on. As they get merit based pay there is no guarantee that they are going to continue to receive it. These suggestions will be taken to the administration for their review.

13. OTHER / COMMENTS – BOR Chair


Regent Pino commented that for once, we had a student regent that didn't vote against the budget.

Regent Cheney commented that he is very encouraged by the leadership team here at NMSU, because they do listen to ideas and promote collaboration and accountability. This allows good people to do what they do best and you get good contributions. To that end, he looks back to see the road that we are on and the progression. We were really focused on student credit hours and graduation rates were in there too! We are now on the spectrum of being more focused on graduation rates and he sees us at the ultimate goal of being at placement rates. We are challenged with data and other things but this is where we would like to be and see 100% of our students graduate with a job. He thanked Regent Gonzales for his contribution on the Budget Committee, because he knows that he and Regent Mitchell have been instrumental in that regard with helping move us in that direction.

14. ADJOURNMENT – BOR Chair

There being no more business the Board of Regents adjourned at 10:53 a.m.

Minutes recorded by Carolyn Aragon.



Mike Cheney, Chair
Board of Regents



Isaac Pino, Secretary / Treasurer
Board of Regents