



NEW MEXICO STATE UNIVERSITY
BOARD OF REGENTS SPECIAL MEETING WORK SESSION
October 24, 2019 8:00am-5:00pm

East Ballroom, Corbett Center Student Union,
NMSU Las Cruces Campus, 1600 International Mall
Las Cruces, New Mexico

Regents and Leadership in Attendance: Regent Chair Dina Chacón-Reitzel, Regent Vice Chair Ammu Devasthali, Regent Secretary/Treasurer Luke Sanchez, Regent Debra Hicks, Chancellor Dan E. Arvizu, President John D. Floros, Vice Chancellor and Chief Strategic Financial Officer Ruth A. Johnston, Provost Carol Parker, Senior Vice President Andrew Burke

No Votes or official actions were taken by the Board of Regents in this work session.

MINUTES

1. Emergency Communications and Emergency Preparedness, NMSU Police Chief Steven Lopez and Executive Director of Environmental Health and Safety Katrina Doolittle

Dr. Doolittle provided an overview of the Evolution of Risk Management for NMSU System, including changes in risk management operations, changes for Loss Prevention and Loss Control Rule, expansion of LPLC committee membership, and movement towards Enterprise Risk Management. Dr. Doolittle provided statistics demonstrating the synergy of combining safety, loss prevention, and risk management, including communications and claims management.

It was noted that the Loss Prevention and Loss Control rule 1.6.2.9 in NMAC is under revision and this has implications for the Loss Control committee, who will focus on rule compliance in order to avoid adjustments in risk premium rates associated with non-compliance.

It was noted that there is a state requirement to have a Loss Prevention Loss Control program and that the State Risk Management Division (RMD) periodic audits require a score minimum of 80%. It was further noted that NMSU passed audit in 2015 and 2016 with 98%.

Chairwoman Chacón-Reitzel mentioned that, in addition to RMD, other New Mexico Universities have used other providers and asked if there has been a comparison of rates. The question was noted and administration will look into the options.

A few policy updates were noted that affect campus safety and loss prevention and there were also policies being developed related to campus health and safety, such as immunization policies and medical coverage for students involved in higher risk field work.

Information about various working groups within the Loss Prevention and Control Committee were discussed and information presented showed cross-functional membership among NMSU system units.

Enterprise Risk Management was introduced and it was noted that NMSU is moving toward identify and

prioritize current risks facing the University, and consider options to manage those risks that could adversely affect the University's ability to achieve its goals, or otherwise cause significant harm under this new framework. Some risks common to universities were discussed and future directions include the use of tools to develop heat maps that visualize assessment of risks that face NMSU.

NMSU Police Chief Steven Lopez provided an overview Emergency Response & Risk Management at NMSU. Chief Lopez discussed the Emergency Planning Committee and noted that the committee was formed 16 years ago and has a role in emergency planning, preparedness, response, recovery, assist in consequence management, after incident review, and emergency response training exercises. Chief Lopez highlighted the broad organizational membership of the committee, noting how unique it was among colleges and universities to have established this level of coordination, communication, and collaboration between units, particularly public safety units such as the Fire Department and the Police Department.

Chief Lopez discussed incident management in some detail, showing a diagram delineating the public safety response from the administrative response.

Chief Lopez as described the coordination between NMSU and Las Cruces, Mesilla, Doña Ana County, as well as State and Federal agencies.

2. **Advisory Member Organization Overview (this item was moved to third in the program due to timing constraints)**

a. Associated Students of NMSU (ASNMSU), *President Evan Conner*

President Conner provided an overview of ASNMSU and noted that it serves to advocate for students and offers inclusive events and services for students. It was noted that ASNMSU is similarly structured to the United States Federal government with a legislative, executive, and judicial branch. The legislature includes representation from each of the academic college at NMSU Las Cruces. The Senate approves financing of student organizations, including travel. The executive branch includes, Community Outreach, Services, Elections, Governmental Affairs, Activities, Public Relations, Comptrollers, and Attorney General departments.

b. NMSU Faculty Senate, *Chair Becky Corran*

Chair Corran provided an overview of Faculty Senate and noted the shared governance role of Faculty Senate and that Faculty Senate is made up of representatives from each college on the NSMU Las Cruces campus, as well as ten community college faculty, and six non-tenure track faculty. Actions taken up by Faculty Senate include changes to academic programs, academic polices, and the catalog. In addition, Faculty Senate works with administration of changes to the Administrative Rules and Procedures, including tenure polices. Faculty Senate is also involved in the Faculty Grievance process. Other actions of the Faculty Senate include Memorials which serve to recognize service.

Chair Corran discussed some upcoming issues coming to the Senate, including Fractional grading, faculty classification task force, and Faculty for Equity.

c. NMSU Employee Council, *Chair Sonia A. White*

Chair White provided an overview of NMSU Employee Council, noting that the council acts as an advisory body reporting to the Chancellor and President. Employee Council acts to hold forums, employee appreciation/recognition events, and recommends policies that would benefit employees.

Chair White noted that Employee Council includes membership from around the system and includes both exempt staff, faculty, and non-exempt staff not represented by a bargaining unit. Questions were raised regarding the involvement of collective bargaining unit employees and Chair White shared that she has begun conversations with Union representatives to see what roles would be appropriate for them to fill, noting that according to the current bylaws, union employees cannot be voting members but may attend any events, including meetings.

3. Diversity Program Overview, Provost Carol Parker and Deputy Provost Greg Fant
(this item was moved to second in the program due to timing constraints)

Provost Parker provided an overview presentation regarding diversity programs at NMSU. The Provost noted that diversity and inclusion is important throughout the many programs around the university, but certain departments have a special charge to address diversity on campus. The diversity program offices include Chicano Programs, Black Programs, American Indian Programs, LGBT+ Programs, Military & Veterans Programs and Student Accessibility Services.

Provost Parker went on to describe the various diversity program offices and the various services that the programs provide to students.

It was noted that Diversity efforts go beyond the efforts of these programs with many activities coordinated in collaboration with the NMSU System Diversity Council. With representatives from Las Cruces campus colleges, programs, and community colleges, this group explores ways that all facets of diversity can be improved.

Provost Parker described several diversity programs in the academic colleges and available through the community colleges.

TRIO Student Support Services, College Assistance Migrant Program, the New Mexico Alliance for Minority Participation (AMP), Maximizing Access to Research Careers (MARC), and the Research Initiative for Scientific Enhancement (RISE) to the Postdoctorate program are all examples of programs throughout the university.

ASNMSU fosters diversity through the continuing diversity board. A group that includes our international students and provides funding for programing.

The Teaching Academy supports many of these initiatives. Over the past two years, they sponsored student success panels in collaboration with various diversity units – an opportunity for faculty and staff to hear directly from students about their experiences. They also provide one time workshops such as Deborah Santiago, Founder and CEO of Excelencia in Education who will speak next semester, and multi session workshops such as “Enhancing Success at NMSU: Becoming a More Effective HSI”. The Teaching Academy also will be welcoming a second diversity scholar to their efforts next year.

The Office of Institutional Equity provides a variety of training regarding diversity issues especially in respect to discrimination.

Emerging programs include the Men of Color Initiative that will be housed in the Office of the Provost and a new minor in African American Studies.

We have invited an external review group to come to campus on November 18 and 19 to interview various members of the campus community and provide guidance on how to improve our diversity efforts.

Looking ahead, our goal is to improve our diversity efforts beyond compliance. For example, our Affirmative Action Plan data suggest that we are doing quite well regarding the hiring of an ethnically diverse faculty. Specifically, in both tenure/tenure track lines our minority percentages are higher than available national pools. However, to better reflect our students, we want these to be much higher than the Affirmative Action Plan would suggest. These data also suggest that we actually need to focus more on improving our gender percentages. The bigger need in terms of equity within the context of the Affirmative Action Plan is more tenure/tenure track female faculty.

Considering that full professors have generally been around longer, these data suggest that our assistant professors are more diverse than our full professors. Our opportunity for improvement is with good mentoring and continuing to improve the salary structure.

Break for Lunch and Tree Planting Dedication Ceremony
12:00 PM – 2:30 PM

4. Athletics 101, Head of Athletics External Affairs Chet Savage

Deputy Athletic Director Chet Savage and Associate Athletic Director for Business Operations Ed Posaski provided an overview of Aggie Athletics. Presenters noted basic details about the athletic divisions to which NMSU belongs, specifically that NMSU is a Division I school in the Group of 5 for Football. NMSU has 16 sports, which is the minimum for Division I institutions. It was noted that 10 sports are Women's sports and 6 are men's sports. There are 400 student athletes in the program. Mr. Savage noted that the WAC is losing two member institutions next year which includes Bakersfield and Kansas City, and adding two member institutions, which includes Dixie State and Tarleton State.

Mr. Savage described the oversight of Athletics as it reports to President John Floros and has a Faculty Athletic Representative, Dr. Kevin Melendrez, who advises the president and director of athletics on all matters related to intercollegiate athletics; Serving as the institutional representative to the NCAA and Conference; Acting as a liaison between the Department of Athletics and other university stakeholders regarding rules interpretation, compliance, and policy; Participating as a member of the Athletics Council.

Mr. Posaski discussed the funding sources for athletics and the deficit and repayment plan that is currently underway. A chart providing information about remaining installments was provided.

Remaining Installments

FY20	\$462,671	FY23	\$465,471	FY26	\$714,096
FY21	\$364,283	FY24	\$609,183		
FY22	\$818,757	FY25	\$251,632		

Mr. Savage discussed successes of the athletic department including 47 WAC regular season and tournament championships since 2015 and other accolades from Football, Men's and Women's basketball, Volleyball, Softball, Baseball, Women's Golf, and Women's Tennis.

Mr. Savage also described the academic success of student athletes, noting a 81% graduation success rate and a 63% federal graduation rate for scholarship student athletes, which is 16% higher than the student body. It was also noted that 116 student-athletes have been named Academic All-WAC.

In addition to performance in athletics and academics, Mr. Savage noted student athlete involvement in community service contributing to 6,000 hours of community service last year. Various community service programs were highlighted.

5. Physical Sciences Lab (PSL) Briefing, Director of PSL Jim Chavez

Director of PSL Jim Chavez introduced Deputy Director Gen. Eric Sanchez, USA, Ret. who was recently hired. Mr. Chavez noted the strong support that PSL receives from leadership and the connection of the PSL mission with that of NMSU LEADS 2025 strategic Plan. Mr. Chavez continued by provided an overview and history of PSL focusing on how PSL can help to elevate research and creativity in collaboration with the University and help the university to achieve R1 status.

Mr. Chavez noted early work by PSL supported Early Space Research and has a 70 year history of supporting national security and space related initiatives. Mr. Chavez discussed the original three tenets of PSL, which was to contribute National and State efforts, help attract faculty, staff and students, and provide students with employment while they attend school in order to prepare better graduates.

Mr. Chavez discussed results of some observations that were conducted regarding PSL and near term actions that help to address some limitations going forward, including redefining the mission and vision and restructuring considerations.

Mr. Chavez provided some summary data contracts over the last 10 years, which showed a downward trend in awards. Mr. Chavez described some other opportunities for applied research in the areas of Aerospace and Information Sciences and Security System and related that to PSL capabilities regarding personnel and facilities that can be leverage to expand areas of applied research.

Near term actions are to address hiring, university partnerships, restricting, develop student programs, cost analysis, and operational capacity. Several different areas of potential growth were identified and discussed, including opportunities in NASA Scientific Balloon, Telemetry, Cyber, Unmanned Aerial Systems (UAS).

6. NMSU LEADS 2025 Goal Team Presentations, *Goal Team Leaders*

President Floros provided a general overview of the goal teams that presented on each of the NMSU LEADS 2025 goals and set the stage for subsequent presenters who are the selected goal team champions for each goal.

Goal Team 1: Student Success and Social Mobility was presented by Dean of Students Ann Coombes Goodman on behalf of Renay Scott. Dr. Coombes Goodman reviewed the Key Performance Indicators for the goal, which include Enrollment, Completion, Net Price, and Social Mobility Index. Dr. Coombes Goodman showed a chart which shows stabilized enrollment at NMSU, thanks in part to large increases in graduate student enrollment. Looking at Retention Rates, NMSU has seen improvement in Fall to Spring and Fall to Fall Retention rates and increase in Five and Six Year Graduation Rates. Data about the CollegeNet Social Mobility Index was provided, which includes factors such as tuition, economic background of students, graduation rates, early career salary, and the institutions endowment. Dr. Coombes Goodman noted a few priorities for the future, including development of degree roadmaps, availability of course offerings based on demand, changes to advising to involve faculty more in the mentorship process and improve communication regarding student milestones, and integration of new software to facilitate relationship building with current students and recruitment of new students.

Goal Team 2: Elevate Research and Creativity was presented by goal team leader and Vice President for Research and Dean of the Graduate School Dr. Luis Cifuentes. Dr. Cifuentes described the priorities, initiatives to address those proprieties, and examples of unit level actions that were identified in the Administrative retreat to occurred the week before. Dr. Cifuentes also noted the balance that must be achieved between reaching metrics that are established for goals and the overall attainment of excellence in the areas of research and creativity. One must not be done at the expense of the other. Practical examples of unit level actions were described, such as including post-doctoral fellows in grant proposals, development of new programs that leverage existing faculty expertise in the humanities using faculty from across disciplines, and emphasis concentration on quality/impact of grant proposals of quantity.

Goal Team 3: Amplify Extension and Outreach was presented by goal team leader and Director of Cooperative Extension Service Dr. Jon Boren. Dr. Boren discussed the five objectives of goal 3, which are to be leaders in place-based innovation, economic, and community development, develop innovative and culturally responsive PK-20 outreach, professional development, and continuing education programs that support social mobility, Improve PK-20 STEM education, Strengthen and elevate public-private engagement, and Amplify Cooperative Extension and outreach programs and services to increase support for businesses, individuals, and communities. For each of the objectives, Dr. Boren existing programs, such as 4-H, that can provide a pathway for prospective students, often citing that "4-H is your first class at NMSU". Dr. Boren detailed priorities that were discussed at the administrative retreat, initiatives, an examples of unit level actions that were brainstormed during the session. Examples include, documenting outreach efforts regarding there impact and using Digital measures catalog them, develop inventories of community engagement activities, and increased collaboration between department faculty and Extension faculty.

Goal Team 4: Build a Robust University System was presented to goal team leader and Vice Chancellor

and Chief Strategic Financial Officer Dr. Ruth Johnston. Dr. Johnston presented the priorities, centralized initiatives, and examples of unit level actions that the goal 4 team discussed in the strategic planning retreat the week before. It was noted, that each of the goals rely on one another and that goal 4 has many connections to the other goals, a point that was echoed by each of the other goal team leaders. For priority 1, improve business and operational practices and processes to achieve a culture of service and excellence, Dr. Johnston discussed the action plan for, noting several instances where automation and system implementation can help create some efficiencies. For priority 2, Improve staff, faculty, and student diversity, inclusion and engagement, Dr. Johnston noted the approach of integrating diversity priorities into planning rather than being an afterthought. Communication and collaboration among campuses and diversity councils will help to achieve this end. For priority 3, Enhance professional development and training for faculty, staff and student employees, management training was a focus and chief among the topics was evaluation, which is currently going through a process revision. Measurement of the effectiveness of training in outreach and outcomes was discussed as an important metric. For priority 4, Improve climate and morale throughout the NMSU system, it was noted that climate survey and other data collection are important to understand progress on specific goals, such as pay and benefit and making NMSU the Las Cruces employer of choice. For priority 5, Align budget with strategic priorities, it was noted that objectives focus on modeling budget decision processes and shaping the budget process around strategic priorities were key efforts to be taken on by the team, a team which now includes a Strategic Financial Cabinet. For priority 6, Optimize the utilization of physical assets and technological resources throughout the NMSU system, it was noted that there was a need to understanding existing shortfalls and lack of focus on strategic areas that needs to be addressed. Consolidation of redundant information system and optimizing energy use for building space needs were provided as an example of to be implemented in the short term timeline.

Meeting Minutes Approved on December 5, 2019 by the New Mexico State University Board of Regents.



Dina Chacón-Reitzel
Board of Regents Chair



Luke Sanchez
Board of Regents Secretary/Treasurer