



**NEW MEXICO STATE UNIVERSITY BOARD OF REGENTS  
REGULAR MEETING  
December 7, 2023 at 1:30 PM**

The meeting will be held in Room 001, Educational Services Center, 1780 East University Avenue, Las Cruces, NM and Webcast at the following address:  
<https://nmsu.zoom.us/j/87541053528>

**Regents of New Mexico State University**

Chair Ammu Devasthali, Vice Chair Christopher T. Saucedo, Secretary/Treasurer Garrett Moseley, Dina Chacón-Reitzel, Deborah Romero

**Non-Voting Advisory Members** - ASNMSU President Citlalli Benitez, Faculty Senate Chair Gaylene Fasenko, Ph.D., Employee Council Chair Susanne Berger

**University Officials** - Interim President Jay Gogue, Ph.D., Provost Alan Shoho, Ed.D., Interim General Counsel Scott Field, J.D.

**AGENDA**

**A. Call to Order, Chairwoman Ammu Devasthali**

**Pledge of Allegiance**

- 1. Confirmation of Quorum, Chairwoman Ammu Devasthali**
- 2. Introductions, Associate Vice President Justin Bannister**
- 3. Approval of the Agenda, Chairwoman Ammu Devasthali**

**B. Public Comment, Associate Vice President Justin Bannister**

**C. Approval of the Minutes and Confirmation of Prior Closed Sessions, Chairwoman Ammu Devasthali**

- 1. Regular Meeting Minutes May 11, 2023**
- 2. Special Meeting Minutes May 31, 2023**
- 3. Special Meeting Minutes June 29, 2023**
- 4. Special Meeting Minutes July 14, 2023**
- 5. Special Meeting Minutes July 21, 2023**
- 6. Regular Meeting Minutes September 7, 2023**
- 7. Confirmation of Prior Closed Session on December 7, 2023**

**B. Regent Committee Reports**

1. **Real Estate Committee Report**, *Regent Dina Chacón-Reitzel*
2. **Audit and Risk Committee Report**, *Regent Ammu Devasthali*
3. **Financial Strategies, Performance and Budget Committee Report**, *Regent Deborah Romero*
4. **Student Success Committee Report**, *Regent Christopher Saucedo*

**C. Advisory Member Reports**

1. **Associated Students of NMSU Report**, *President Citlalli Benitez*
2. **NMSU Faculty Senate Report**, *Chair Gaylene Fasenko*
3. **NMSU Employee Council Report**, *Chair Susanne Berger*

**D. Affiliated Entity Reports**

1. **NMSU Foundation Inc. Report**, *CEO Sylvia Y. Acosta*
2. **Arrowhead Center Inc. Report**, *Director & CEO Kathryn Hansen*
3. **Aggie Development Inc. Report**, *CEO Scott Eschenbrenner*

**E. Consent Items**, *Chairwoman Ammu Devasthali*

1. **Collective Bargaining Agreement (CBA) between Regents of New Mexico State University and United Electrical, Radio and Machine Workers of America**, *Associate General Counsel Jeff Jensen*
2. **Alamogordo: Reidlinger Science Center HVAC Upgrades**, *Associate Vice President for Facilities and Services Raghu Raghavan*
3. **Las Cruces: NMSU Women's Soccer Field Upgrades**, *Associate Vice President for Facilities and Services Raghu Raghavan*
4. **Alamogordo: Rohovec Roof and Exterior Improvements**, *Associate Vice President Raghu Raghavan*
5. **DACC: DACC Health Building Stucco Repairs**, *Associate Vice President Raghu Raghavan*
6. **Grants: Martinez Hall Exterior Improvements**, *Associate Vice President Raghu Raghavan*
7. **Las Cruces: Campus Wide Safety, Road, and Drainage Improvements**, *Associate Vice President Raghu Raghavan*
8. **DACC: DACC Espina Campus Parking Lots**, *Associate Vice President Raghu Raghavan*
9. **Las Cruces: College of Agricultural, Consumer, and Environmental Sciences Student Learning Center**, *Associate Vice President Raghu Raghavan*
10. **Disposition/Deletions of Property**, *Interim Vice President D'Anne Stuart*
11. **Quarterly Financial Certification Report**, *Chief Budget Officer Kimberly Rumford*
12. **Amendment to RPM 2.44 and Appendix – RPM 1.00-B, Article 7 – General Operating Principles 7.2**, *Interim General Counsel Scott Field*

**RECESS (10 MINUTES)**

**F. Action Items, Chairwoman Ammu Devasthali**

- 1. Authorization for Conferral of Degrees and Certificates, Provost Alan Shoho**
- 2. Program Fee: RXPP, Professor Casey McDougall**
- 3. Course Fee: HRTM 2120/HRTM 363, Director Jean Hertzman**
- 4. Mid-year Budget Revision Adjustment for Fiscal Year, Chief Budget Officer Kimberly Rumford**

**G. Informational Presentations**

- 1. Summary of Revisions to the Administrative Rules and Procedures of NMSU (ARP) for the period September 1, 2023 – October 31, 2023, University Policy Administrator Ermelinda Quintela**

**H. Report from the New Mexico Department of Agriculture to the Regents of New Mexico State University (Board of Agriculture), Cabinet Secretary & Director Jeff Witte**

**I. NMSU System Report, Interim President Jay Gogue**

**J. Announcements and Comments, Chairwoman Ammu Devasthali**

- 1. Good News for NMSU!**

**K. Adjournment, Chairwoman Ammu Devasthali**



**Board of Regents Meeting**  
**Meeting Date: December 7, 2023**  
**Agenda Item Cover Page**

**Agenda Item # C-1**

☒ Action Item

☐ Consent Item

☐ Informational Item

**Presented By:** Garrett Moseley  
Secretary/Treasurer,  
Board of Regents

**Agenda Item:** Regular Meeting Minutes May 11, 2023

**Requested Action of the Board of Regents:** Approval of the Regular Meeting Minutes for May 11, 2023 as presented.

**Executive Summary:**

As required by the New Mexico Open Meetings Act, the board shall keep written minutes of all its meetings. The minutes shall include at a minimum the date, time and place of the meeting, the names of members in attendance and those absent, the substance of the proposals considered and a record of any decisions and votes taken that show how each member voted. All minutes are open to public inspection. Draft minutes shall be prepared within ten working days after the meeting and shall be approved, amended or disapproved at the next meeting where a quorum is present. Minutes shall not become official until approved by the board.

**References:**

NM Open Meetings Act §10-15-1 G.

**Prior Approvals:**

N/A





**NEW MEXICO STATE UNIVERSITY BOARD OF REGENTS  
REGULAR MEETING  
May 11, 2023 at 8:00 AM**

The hybrid meeting will be held at the Regents Room in  
the Educational Services Building,  
1780 East University Avenue, Las Cruces, NM  
Webcast at the following address:

<https://regents.nmsu.edu/regent-meetings/>

**Regents of New Mexico State University**

Chair Ammu Devasthali, Vice Chair Christopher T. Saucedo, Secretary/Treasurer Garrett Moseley, Dina Chacón-Reitzel, Deborah Romero

**Non-Voting Advisory Members** - Faculty Senate Chair Gaylene Fassenko, Ph.D., Employee Council Chair Susanne Berger, ASNMSU President Kaleb Herndon

**University Officials** – Interim Chancellor Jay Gogue, Ph.D., Provost Alan Shoho, Ph.D., Vice Chancellor Ruth A. Johnston, Ph.D., General Counsel Roy Collins III, J.D.

**MINUTES**

**A. Call to Order, Chairwoman Ammu Devasthali**

Chairwoman Devasthali called the meeting to order at 8:01 AM.

**Pledge of Allegiance**

Chancellor Jay Gogue led the Pledge of Allegiance

**1. Introduction of the Media and Elected Officials, Associate Vice President Justin Bannister**

Associate Vice President Bannister noted that there were no media or elected officials present.

**2. Introductions, Chairwoman Ammu Devasthali**

Chairwoman Devasthali introduced the next item of business of introductions and asked Chancellor Gogue if he had any introductions he would like to make.

Chancellor Gogue stated his wife was present Susan Gogue.

**3. Confirmation of Quorum, Chairwoman Ammu Devasthali**

Chief of Staff Adam Cavotta noted that all 5 Regents are seated in the board room and a quorum is confirmed. Other members of our administration that are present in the board room include Interim Chancellor Jay Gogue, Provost Alan Shoho, Vice Chancellor Ruth Johnston, and General Council Roy Collins.

**4. Approval of the Agenda, Chairwoman Ammu Devasthali**

Regent Chacón-Reitzel moved to approve the agenda, Regent Moseley seconded, all were in favor, motion passed.

**B. Awards and Recognitions**

**1. Proclamation in Honor and Memory of J. Paul Taylor, *Chairwoman Ammu Devasthali***

For the first proclamation Chairwoman Devasthali recognized Mary Helen Ratje and her family.

Chairwoman Devasthali read the proclamation as follows.

**NEW MEXICO STATE UNIVERSITY BOARD OF REGENTS  
PROCLAMATION**

WHEREAS, J. Paul Taylor and his wife, Mary Helen, were both alumni of New Mexico College of Agriculture and Mechanic Arts, now known as New Mexico State University; and

WHEREAS, J. Paul Taylor spent more than 30 years serving the children of Las Cruces as a teacher, principal and associate superintendent in the Las Cruces Public Schools; and

WHEREAS, Mr. Taylor served nine consecutive terms as the Democratic representative for District 33 in the New Mexico Legislature, where he was called “the conscience of the New Mexico Legislature”; and

WHEREAS, Mr. Taylor was a delegate to three national Democratic conventions, and served on the boards of several non-profit organizations in the community; and

WHEREAS, Mr. Taylor was recognized with numerous honors and awards throughout his lifetime, including the National Education Association’s New Mexico Honor Award for outstanding service to the profession in 1985 and the National Association for Bilingual Education Pioneer in Bilingual Education Award for significant contributions to the education of linguistic minority children in the United States in 1992; and

WHEREAS, Mr. Taylor was dedicated to his work as a Legislator and as an advocate for New Mexico history, arts and culture, serving three terms as a member of the Museum of New Mexico Board of Regents; and

WHEREAS, the annual J. Paul Taylor Social Justice Symposium at NMSU is named in his honor, and is an expression of NMSU’s land-grant mission and its devotion to an issue of concern to Mr. Taylor, the state, and region; and

WHEREAS, Mr. Taylor’s love for the town of Mesilla inspired him to help protect the town’s historic integrity and rural nature by crafting ordinances as a Mesilla Trustee, and the town is now listed in the New Mexico State Register of Cultural Properties and the National Register of Historic Places; and

WHEREAS, Mr. and Mrs. Taylor and their family generously donated their historic adobe home in Mesilla and two adjoining stores to the Museum of New Mexico as a State Historic Site in 2003; and

WHEREAS, Mr. Taylor was recognized by NMSU in 1985 with an honorary doctorate and in 2006 with the NMSU Foundation’s Branding Iron Award for his outstanding contributions to New Mexico State; and

WHEREAS, Gov. Michelle Lujan Grisham described Mr. Taylor as having the “true heart of a servant, always striving to make New Mexico a better place to live for future generations”;

NOW THEREFORE, BE IT PROCLAIMED in official session that the Board of Regents recognizes,

celebrates, and honors Mr. Taylor's lifelong work to promote history, the arts, culture and education in New Mexico, and his passion for improving the lives of New Mexicans.

PROCLAIMED, this 11<sup>th</sup> day of May 2023, in Las Cruces, New Mexico.

Chairwoman Devasthali recognized Ms. Ratje and invited her to address the board.

Ms. Ratje stated, "We are very grateful for this proclamation. He loved New Mexico State, many of us are graduates, in the family of New Mexico State, a couple of us with master's degrees and hire, and his love for the university and his love for going to the interviews with the committees that were open for the presidential awards at the university, where he attended many meetings and I was lucky enough to be with him. So, we, the family thank you for the proclamation as we are Aggies."

**2. Proclamation Recognizing the Service of Former Regent Neal Bitsie, Chairwoman Ammu Devasthali**

Chairwoman Devasthali stated, "We will be having a tree planting ceremony tomorrow at 9 a.m. in Regent Grove, which is the grove of trees just west of this building. We will be presenting this proclamation to him there. I will read the proclamation into the record."

**NEW MEXICO STATE UNIVERSITY BOARD OF REGENTS  
PROCLAMATION**

WHEREAS, Neal Bitsie has served faithfully as a member of the Board of Regents of New Mexico State University for two years; and

WHEREAS, in his role as student regent, he worked closely with ASNMSU (the student government), serving as an advocate for NMSU students and promoting student success; and

WHEREAS, Neal, as student regent, served on the Regents Student Success Committee; Regents Financial Strategies, Performance and Budget Committee; and the Arrowhead Center Inc. Board of Directors as position director; and

WHEREAS, he served as secretary/treasurer during his tenure on the board and routinely advocated for his fellow classmates, championing the importance of student accessibility to mental health services on campus; and

WHEREAS, his curiosity and willingness to learn encouraged him to take advantage of every opportunity to explore the varying functions of our vast university system; and

WHEREAS, Neal, as a voting member of the board, participated in several university budget votes to identify critical facility and infrastructure requirements necessary to best serve our institution, as well as issue revenue bonds aimed to benefit student service areas across campus; and

WHEREAS, during his two-year term, the board approved Smoky Torgerson and Mary Kay Papen as honorary degree recipients; and

WHEREAS, Neal participated in the 2021 and 2022 commencement ceremonies, and delivered memorable closing remarks during the 2023 NMSU Outreach Conference; and

WHEREAS, in true Aggie spirit, Neal consistently showed his support for NMSU athletics, attending the 2022 Quick Lane Bowl in Detroit, Michigan and the 2022 men's basketball WAC tournament in Las Vegas, Nevada;

and

WHEREAS, Neal graduated in May 2022 with a Bachelor of Science in Physics and is currently pursuing a Master of Business Administration at NMSU. Throughout his undergraduate career, he was actively involved in several student organizations including the Sigma Chi Fraternity, Atomic Aggies, NMSU Rotaract Club, ASNMSU, Engineering Student Council and Aggies Without Limits; and

WHEREAS, Vice President of Student Success Dr. Renay Scott noted the significance of Neal's collaborative work with the Division of Student Success to ensure an improved student experience at NMSU for his fellow Aggies; and

WHEREAS, Neal Bitsie's term on the Board ended on December 31<sup>st</sup>, 2022.

NOW, THEREFORE, BE IT PROCLAIMED in official session that the Board of Regents of New Mexico State University thanks and commends Neal Bitsie and wishes him great success in his future endeavors.

PROCLAIMED, this 11<sup>th</sup> day of May 2023, Las Cruces, New Mexico.

**3. Proclamation in Honor and Memory of Frank and Delicia Trambley, Regent Dina Chacón-Reitzel**

Chairwoman Devasthali recognized Dr. Leslie Edgar, Associate Dean, to make a brief statement before Regent Dina Chacón-Reitzel reads the next proclamation.

Dr. Edgar stated, "Good morning and thank you on behalf of the Agriculture Experiment Station and the College of Agriculture. We are grateful for the opportunity to be able to recognize the Trambley family; they were a part of donating the Mora, not donating but engaging in a long-term lease with us at the Mora Research Station in the early 1970's. Since that time, we've engaged in forestry research and so the Trambley's were ranchers, they were farmers, they were business owners. They were a huge proponent of the acacias in making sure that we forever preserved the land in that region. And so, we're grateful to recognize them. We invite all of you to join us on June fourteenth where we'll recognize their living daughter, Josephine Meadows with this proclamation, and we'll also hang a proclamation, a copy of this proclamation in the research Center there at Mora. So, we are grateful for them and we hope that the Regents and the larger community understand the true importance that their work provided for us, especially in the College of ACES and their legacy that will continue, and every single seedling that we plant and we're grateful to celebrate with you and with the upper administration who are so important in allowing us to purchase this property, so thank you."

Regent Dina Chacón-Reitzel read the Proclamation.

**NEW MEXICO STATE UNIVERSITY BOARD OF REGENTS  
PROCLAMATION**

This proclamation is an honor and memory of Frank and Delicia Trambley.

WHEREAS, Frank and Delicia Trambley provided unwavering dedication and support to New Mexico State University's John T. Harrington Forestry Research Center; and

WHEREAS, Frank and Delicia played a significant and irreplaceable role in the local community of Mora, New Mexico as business owners, ranchers, bakers, mayordomos of the acequias, farmers and more; and

WHEREAS, their unparalleled generosity served as their guiding motive to selflessly support the John T. Harrington Forestry Research Center; and

WHEREAS, Frank and Delicia's legacies will be commemorated with each tree that is planted in the great state of New Mexico hereafter; and

WHEREAS, Josephine Meadows, the daughter of Frank and Delicia, and her husband, Michael Meadows, maintain the Trambley legacy through their continued support of the John T. Harrington Forestry Research Center.

NOW, THEREFORE, BE IT PROCLAIMED in official session that the Board of Regents of New Mexico State University respectfully honor the lives and memories of the beloved Frank and Delicia Trambley; and

BE IT FURTHER PROCLAIMED, that the Board of Regents of New Mexico State University hereby express on behalf of the citizens of New Mexico, deep appreciation and gratitude for Frank and Delicia Trambley, and their generous gift to give back to the land they so deeply loved.

PROCLAIMED, this 11<sup>th</sup> day of May 2023, Las Cruces, New Mexico.

**C. Approval of the Minutes and Confirmation of Prior Closed Sessions, Chairwoman Ammu Devasthali**

Chairwoman Devasthali moved for approval of items C.1 to C.4 in a single motion to approve the minutes for January second, March tenth, April seventh, and April tenth. Regent Mosley seconded the motion. All were in favor and the motion passed.

Chairwoman Devasthali asked Adam to please proceed with confirmation of prior closed executive session.

- 1. Special Meeting Minutes January 27, 2023**
- 2. Regular Meeting Minutes March 10, 2023**
- 3. Special Meeting Minutes April 7, 2023**
- 4. Special Meeting Minutes April 10, 2023**
- 5. Confirmation of Prior Closed Session on April 25, 2023**

Adam Cavotta stated, "The Board of Regents met in an online closed executive session at 6PM on April 25, 2023. The closed meeting was called to discuss pending litigation and is permitted under the Closed Meeting Exemption of the New Mexico Open Meetings Act NMSA, Section 10-15-1 Subsection H7 and discussion of limited personnel matters concerning individual NMSU employees as permitted under New Mexico Open Meetings Act and NMSA Section 10-15-1, Subsection H2. The board members who were present please certify that only matters of that nature were discussed."

Regent Romero? – Yes

Regent Chacón-Reitzel? – Yes

Regent Mosley? – Yes

Regent Saucedo? – Yes

Regent Devasthali? - Yes

## D. Advisory Member Reports

### 1. NMSU Faculty Senate Report, Chair Gaylene Fasenko

Faculty Senate Chair Gaylene Fasenko begins her presentation, “Thank you, madam chair, Distinguished Board of Regents and NMSU leadership and guests present both in house and on Zoom. It has been a privilege and an honor to serve as Faculty Senate Chair on behalf of my faculty peers. I look forward to continuing this leadership role during the next year.”

“The Faculty Senate report for January to May 2023 activities, as Chairwoman Devasthali stated, it is in the meeting binder, and starts on page 46, and rather than simply reiterate these activities, I would like to spend a bit of time this morning to highlight issues of concern that faculty would like addressed as NMSU moves forward. These four issues can be found on page 49 and 50 of the Binder.”

“I am very pleased to say, that one of our issues, the third issue of concern, the status of hiring an OIE Director is being addressed to a certain degree after Faculty Senate leadership met with Interim Chancellor Gogue, Provost Shoho and Vice Chancellor Johnston a few days ago. We really appreciate your action on that.”

“The fourth issue of concern of outdated, vague NMSU administrative rules and procedures is being worked on and I will be committing a large portion of my time this summer to working with Ermelinda Quintela to shepherd policy revisions that Faculty Senate have provided through the approval process.”

“The second issue that we respectfully suggest needs our attention is a re-examination of NMSU priorities. We, as an institution, have strayed from our state admission, vision, and values. The faculty have hope, great hope, that under our new academic leadership of Interim Chancellor Gogue and Provost Shoho, there will be a realignment, so that future decisions on behalf of NMSU are based on these mission vision and values. But I will note publicly here that we all need to commit to this. We cannot rely on just our leaders to do so. As a community, as a village we all must do this.”

“NMSU has had some really hard lessons in the past year about what happens when we stray from our priorities.”

“The American philosopher, George Santayana said, “Those who do not remember the past are condemned to repeat it.”

“And on that note, I’d like to address the main issue of concern that faculty have, and that is a lack or a history of, lack of accountability and rewarding NMSU employees who create a toxic workplace environment. I respectfully ask our new NMSU leadership to set a new norm of holding people accountable for behavior that contributes to toxic workplace culture and the significant reduction of faculty and staff morale. This is affecting faculty and staff retention and recruitment, and most importantly, this unfortunately does affect our students and community who deserve the very best we can give.”

“Finally, I want to mention that this past year I have deeply appreciated working with NMSU leadership and in particular Chairwoman Devasthali. What you do not see behind the scenes is, she is a tireless worker and advocate on behalf of NMSU and our students. The other day though, when Dr. Devasthali and I met, we were contemplating how to move NMSU forward in a national culture that no longer seems to respect kindness. When she asked me how we do this I really could not answer.”

“But again, I look to the American Philosopher, George Santayana. He is also attributed to saying the following, “The world is not respectable, it is mortal, tormented, confused, diluted forever, but it is shot through with beauty, with love, with glints of courage and laughter, and in these the spirit blooms timidly and struggles to the light amid the thorns.”

“I offer that NMSU can be that light. We have the opportunity, in our small but very important university, to

be a very special place of higher learning that sets us apart from other academic institutions, being a Hispanic and minority serving institution and First Gen institution, and I will lead faculty at the best of my ability to help obtain that.”

**2. Associated Students of NMSU Report, *President Kaleb Herndon***

ASNMSU president is not present, so no report at this time.

**3. NMSU Employee Council Report, *Chair Susanne Berger***

Employee Council Chair, Susanne Berger stated, “Distinguished members of the Board, Chancellor Gogue, Provost Shoho and Vice Chancellor Johnston; I am reporting on activities from January through April.”

“Employee Council held elections in January 23 for members with the term ending in February 23 during the Feb. 9<sup>th</sup> meeting, Employee Council welcomed 9 new voting members and 10 new alternate members. We had as you can tell, quite a few people that had to resign early and left NMSU, so that’s why we had a rather large influx on new members. We are now again fully staffed with 21 voting members and 16 alternate members. There are two changes in the executive committee, Sean Kardar replaced Erin Wahl as recording secretary and K.T. Manis replaced Krystal Espinoza as website coordinator. We are excited and happy to have our new members join us.”

“Our Founders Day event, Thursday, April 27<sup>th</sup>, was a great success. Founders’ day is a time to celebrate our heritage and to honor the history of our university as well as the Aggies who have contributed to NMSU’s mission of fostering, learning, inquiry, diversity and inclusion, social mobility and service to the broader community. This year we presented the Aggie Legends Award to the family of the retired Animal Science Professor, the late Dr. Neil Burcham. The Individual A Mountain Award, was presented to Marissa Fowler, while the Team A Mountain award was presented to the Office of Student Involvement in Leadership Program, SILP.”

“A big thank you to our Interim Chancellor, to Provost Shoho and to Vice Chancellor Johnston for joining us on this occasion. Thanks to everyone who’s here, and unfortunately, I know you had other obligations, so the regents couldn’t join us.”

“The Committee for Compensation Position, and great review continues to discuss the new pay scale and new great mapping of positions. We are also reviewing suggestions on how to make NMSU the employer of choice in Las Cruces and in Doña Ana County.”

“Compensation and employee retention continue to be concerns for faculty and staff. The Employee Council plans to present the results of their discussions by fall to senior administration. So, we’re working diligently in this group. We are gathering information from our peers, and we will present in the fall our thoughts on that. Thank you to NMSU leadership, thank you to the distinguished members here of the Board of Regents for working with us and having a brief listening and hearing to employee’s council’s voice.”

Chairwoman Devasthali stated, “Today we have deferred the reports by the affiliated entities, however you will find the written reports from Arrowhead Center and Aggie Development Incorporation in your packet and those will be read into the record.”

**E. Affiliated Entity Reports**

**1. Aggie Development Inc. Report, *President & CEO Scott Eschenbrenner***

**2. Arrowhead Center Inc. Report, *Director & CEO Kathryn Hansen***

**F. Public Comment, Associate Vice President Justin Bannister**

Associate Vice President, Justin Bannister, “Madam Chair, Board of Regents, we have a number of folks who have signed up for public comments today. As a reminder, public comment is provided so members of the community have an opportunity to give input to the board of Regents. Please note that in compliance with the New Mexico Open Meetings Act, the Board is prohibited from acting on any items that do not appear on the agenda, except in the case of an emergency. Consequently, regents will not take into account for action any communication made in public comment unless that matter is already on the agenda and for consideration at today’s meeting. Each individual addressing the board is asked, please state their name and please keep their comments to within 3 minutes. I will let you know when you have 30 seconds remaining.”

“The first speaker today is Barbara Hubbard.”

Community member, Barbara Hubbard, “I guess I’m the oldest one here, so I can be slow if I want. I just came to represent the students. They are my love, my passion and anything that you all decide today will affect the future of this institution. I opened the doors of Pan Am in 1968, and I came to Las Cruces in 1954. I’ve watched this university grow. But my main essence of all of this is I’ve had many calls and I hate it when they say I’m not going to even put down that I graduated from New Mexico State University. So, let’s be careful about what we decide today and who we decide it for, I’m betting on the students. Thank you.”

Justin Banister, “Next, we have Wanda Bowman.”

Community member, Wanda Bowman, “Hi, my name is Wanda Bowman, I am a local donor and supporter of our university students. I have students working for me and I’ve been active with this university since we moved here over 50 years ago. I know a lot of what we’re talking about is Mario working as the AD and Mario has worked very hard for us. I’ve been to meetings the last 3 or 4 weeks and Mario has been to every one of them. I feel that he needs our support, and we need a good athletic department and someone who will continue to clean it up. Thank you.”

Justin Banister, “The next person on the list is Mickey Clute.”

Community member, Mickey Clute, “Madam Chair, regents. Thank you for the opportunity to speak. I’m here solely to voice my very strong support for Mario Moccia. I think, over the past 7 years he has shown what leadership is. We’re talking about leading through tough financial times, tough operational times and we’re talking about growing the athletic department during those times. He has done all those. He has raised financial support to a point that I had never thought we would get to. I have been around probably not quite as long as Barbara Hubbard, I graduated in 1968. Since that time, I have been an active supporter, donor, and member of many boards at the university. I can tell you that what I have seen from Mr. Moccia, in his leadership capacity, is the best that I have seen since I graduated. I will also tell you in closing, that leadership is action, it is not just a title. Thank you.”

Justin Banister, “The next person on our list is Dr. Paul Grindstaff.”

Community member, Dr. Paul Grindstaff, “Madam chair, board, university leadership and guests. I appreciate the opportunity to visit with you all. My name is Paul Grindstaff, I am a business owner, I am a donor, I am a booster. Sixteen hours ago, I was in Gallup with a group of Aggies speaking with them with coach Kill raising money. I work with athletes; I am a chiropractor, I treat them, I own businesses here and in other states. I also represent A Mountain Sport which is the NIL collect which helps our athletes and like my colleagues, I am here in support of Mario. I just wanted to point out that, you know, the metal of a leader isn’t measured by how you navigate the shop over smooth waters. It’s measured how you navigate the storm. And, like Barbara said, we’re here for the students. I have a student here with me, there’s a student regent here, some of you know the significance of that and I just want to put out there that my capacity in other service opportunities, I’ve served on Faculty Athletics Boards and Southern Methodist University. I’m the Vice president of the Foundation Board of another University



in New Mexico, and I get how it works. And there's an opportunity for collaboration between faculty and athletics. I suggest and I hope that we recognize that opportunity and cease it, rather than being in an adversarial relationship. So, thank you for everyone's time."

Justin Banister, "The next person on our list is Ramijo Martinez."

Community member, Ramijo Martinez, "Good morning, I'm Ramie Martinez as most people know me and this is my daughter Marissa. I'm here to support Mario Moccia, not only as the athletic director but as a person, as a man."

"In 2016 I asked Marissa, "where do you want to work, what do you want to do when you graduate from high school?" and she said to me, "I want to work at New Mexico State University."

"Now, we are not affiliated in any shape or form with New Mexico State University, but we used to attend every football game and we have not missed a football game in more than 10 years."

"In 2016, when Marissa graduated from high school, we approached one of the coaches from the football team about, maybe giving Marissa an opportunity to work in the athletic department in some form or another. Well, they didn't know what to do and so we put our heads together and everything, and what happened was the coach and Mario Moccia got together and all that, and they created a job for Marissa in the weight room to work with the football team. Now, we appreciate everything that this university has done for us, especially Mario. And like I said I'm not here to talk about Mario as the AD, but as a person. What he has done, he has given Marissa an opportunity to thrive, to flourish, and to have self-esteem, and to just expand her horizons and everything."

"Now, due to all this, like I said, we were never affiliated with New Mexico State University, but through the efforts Mario has given us and the opportunities that Mario has given Marissa, we decided to become members of the 1888 Society to leave part of our estate to New Mexico State University Athletics. We also became donors; we've become members of the AAC, the Goal Line Club, the 6 Man Club, the Diamond Club; and all because of what Mario has done for us. And we think that is our opportunity and our obligation to give back to this New Mexico State University, especially to the Athletic Department. And like I said, everywhere we go, everyone knows who Marissa is and I think some of you all know Marissa. And everywhere we go, everybody always says, "Oh, you are the young lady that works for the football team." And you know that we say yes and thank you because we've had the opportunity to impact this university in a positive way. But I just want to say Mario has been this nice, considerate, compassionate, loving man, and we respect Mario, and we are honored to call Mario not only our friend but know that we love him as part of our family for everything that he's done for us. In closing I would like for Marissa to say something about Mario please."

Marissa, "Mario Moccia is my special friend."

Justin Banister, "The next individual on our list is Ms. Marci Dickerson."

Community member Marci Dickerson, "Thank you, Regents, for many of you that may not know, my grandmother was actually the very first female to letter in athletics at NMSU, it required the participation in points in 10 sports so needless to say we bleed crimson in our family. She was also the last person with any athletic ability in our family short of my child who plays for NMSU baseball. Our family has been involved in NMSU with all of the members of my family, every single one of my grandparents graduated from NMSU, as well as my parents and myself, and now my children."

"We have watched NMSU athletics do very, very well. We watched NMSU athletics stumble. We have watched years in which the community participation and the donor participation was very, very small, and certainly under Mario Moccia's leadership, we have seen that grow. The amount of money that is being brought in from the community has certainly skyrocketed, the amount of public participation; we see that in our restaurants, you know we see that at the games has certainly skyrocketed it and I think that definitely goes you to the leadership of

Mario Moccia. I certainly can understand that people were concerned with what happened with the basketball team and people were concerned with reactions. But we all have to remember that, like each and every one of you, and every other faculty and leadership of the university, rules are in place. Procedures and policies are in place and those procedures and policies are not dictated by the athletic director, but by the University leadership and those have to be followed. And I believe that Mario followed those and did exactly, whether we like how this went down or not, I think that we've all learned from some things, but I think Mario certainly led the team through chaos very, very well and we came out on the other side with still some very strong public participation."

"We've got a renewed, you know, Sherry Jones has done an amazing job leading the basketball donors, and I think that she's got a great number of donors that are very excited for the future; and I think that's what's important, is how I know that the baseball, the group that supports baseball certainly is very impressed and you know would like Mario to continue. And I think that's what's really important to look at here, is where are we going in the future and who is the best leader? And certainly, Mario has proven himself, and I think that you know the contract is already in place and should certainly be continued, thank you for your time today."

Justin Banister, "Madam Chair, Russell Allen has signed up."

Community member, Russell Allen, "Good morning, how are you? I didn't know I was going to be doing this, but you know my family has been strong supporters of the athletic department, and that has been through our engagement and our friendship with Mario."

"We're firm believers that the athletic department is what brings family to a university. It's what brings all the fans together, specifically football. Whether you could be an engineer, or you can be a concrete worker, you can all come together to a game and root for the same team. I believe that Mario has brought that atmosphere to Las Cruces and as you can see, the supporters back here and from all the, I mean, unfortunately, we have to look at support in dollars; and if you see it, the dollars that Mario has raised for the athletic department is phenomenal from what it was before. It's tough being on top, being the leader. You're responsible for all those things that happen underneath you. However, it's how you deal with them after the fact, because you can't know every aspect that's happening down below. But when you find out, what are your actions that you do, and I believe that Mario has taken those actions, necessary actions when appropriate."

"I believe that our community has been blessed by his employment and his dedication to the University, even up above his first love of baseball. And you know, I'm proud to call him a friend and I think he is a great asset for this university, so thank you."

Justin Banister, "Madam Chair, Christina Chavez-Kelly has signed up."

Community Member, Christina Chavez-Kelly, "Good morning, Chair Devasthali, Regents, Dr. Fasenko, Miss Berger, Dr. Gogue, Dr. Shoho. I am Christina Chavez-Kelly. Proud alum of the class of 1975, former Senior Assistant to the President for nine NMSU presidents and former Assistant Vice President for Diversity and Research Outreach. I retired from NMSU after 25 years of service. After my retirement, I established the Christina Chavez-Kelly endowed scholarship, which has been awarded to several outstanding students in the College of Arts and Sciences. I am here today to thank the regents for appointing Jay Gogue as Interim President of NMSU."

"The regents aren't often thanked for what they do so I think it's about time that we take this opportunity to thank you. I had the honor of working for Dr. Gogue from 2000 to 2003 and it's a pleasure to see you today. During that time, he accomplished numerous achievements in the State of New Mexico. For those individuals who do not know President Gogue, please rest assured that he is the right leader to help NMSU during this difficult time."

"President Gogue understands NMSU's mission of education, research, extension and outreach. He is a champion of public service. President Gogue is committed to NMSU being our state's Land Grant and Space Grant University and a Hispanic serving institution. While our president over 20 years ago, he fostered learning, inclusion, diversity,

social mobility, and service to the broader community before those things were popular phrases. He understands shared governance and team building. He understands our faculty, staff, students, alumni, and donors; many of whom are here in the audience today. He knows how to interact with our elected officials at the city, county, state and federal levels. Finally, he knows how to raise money as has been shown while he was here, in Houston and Auburn. I urge you to give President Gogue sufficient time to make the necessary corrections for our institution so we can read positive headlines in every media outlet across the US and the globe. Welcome home President Gogue, mil gracias regents, for hiring a true leader of my alma mater, thank you."

Justin Banister, "Madam Chair, two individuals did sign up last evening and they have just arrived, so Jag Cheema is next on the list."

Community member, Jag Cheema, "I am Jag Cheema and I moved here in 1988 to Las Cruces. I am not a New Mexico State graduate. I came from Texas, Texas A&M, Corpus Christi. Since we've been here, my wife and I, we love this town, love the school and what everybody has done. I know I met Dr. Gogue a long time ago. I may have had dinner at your place. But we came here to support our athletics and Mario. When we came here on the first day, I said we needed to buy some good football tickets, in 88 and I said where can I get some? Everybody in the party turned around and looked at me and said "you must be new" so he said go out there and get any seat you want we'll get you that. So, I figured we didn't have anything. So, it took us a long time before we built, and this is the fifth athletic director I have seen. But I like to see what he has done for the school. He has made a tremendous amount of changes, he brought a lot of good coaches. Yes, he brought in one bad coach. When you hire so many people, you're going to hire somebody bad, the idea is, what do you do with it when you get a bad one. He corrected it, now we need to move on. And we can't judge a person or the department for one mistake. I think if we did that, we have to fire a lot of deans and professors that the department has, and we will never have anybody working. We need to think this through before we do anything else."

"Since he has been here, matter of fact, I know for a fact that he has 2 jobs, paying him \$150,000 more than he is making here and he turned it down because he wants to be here, and that's a great compliment to the school to the regions, the whole thing. So, I just came here to support Mario, I came to support athletics. It's done wonders for us. And notice, when we went to the first-time bowl game in Tucson, border check had to just turn everybody on to just go, they couldn't stop traffic. That was the best thing to ever happen to us in a long time. So, I urge you to think about that, what he has done and what he has accomplished and leave it on a positive note. Thank you very much for your time."

Justin Banister, "Lastly, we have Royal Jones."

Community member, Royal Jones, "Thank you all. Congratulations, President Gogue, on your recent appointment. My name is Royal Jones, I am a businessman here in town. My dad graduated from this school in 1958, and we then settled in Anthony. I went to school in Anthony, TX and I've been a longtime supporter of athletics and this school in many, many ways from donations of equipment, moving your teams around and all kinds of things. I'm probably one of the largest donors to New Mexico State sports and I've been around from Lou Henson, when I was in high school, I came here to practice with Lou Henson and his wife; great people. You've done a great job; we've done a great job around here of keeping sports going and making this small school getting nationwide notoriety."

"Okay, this year, yes, we had some bad notoriety, but you can't blame the one guy; I mean how many people has he hired? As Jack pointed out, we've hired great people, and we have to keep them here. We as athletic supports have done a lot of things that you don't even know about. Take what Coach Jans, you think he stayed here, he stayed here because he loved it; he wants to come back! He still has his house but when he got offered \$2.5 Million Dollars to leave here when you are making \$300k, and even though some of us were paying him extra. I was paying a little on the side, maybe he was a consultant for MVT."

"You know, I mean, we all do what we got to do to get people to stick around here because you're not going to stay here, when people throw that kind of money at you. A great guy like Mario gets the money thrown at him all

the time, but guess where he went to college? Here! He bleeds this, he believes in the color, he believes in this school. He is for everything that we can do, and he does everything in his power to make this better. Look what we got now, look at Jerry Kill. You want to see somebody who's got a winning spirit? Jerry Kill is that man, who got him here? Mario. The school can only do so much, so it takes the rest of us, a lot of the people in this room are great supporters of New Mexico State athletics."

"Yes, we know that the school part is most important, but you know what? If you are an athlete, Neil McCarthy pointed this out to me. One time he was frowned upon because his graduation rate was low. He says, these basketball kids come in here, they want to be in the NBA. The NBA pays way more than any degree that we're going to pay here and guess what, you can still do it if you don't make the NBA, you're not kicked out of school. You just got to pay for it now. You can always go back and get an education anytime in your life. So, some of these kids are coming in here, and they are putting us on the map, and they are doing what they want to do and all of us want to see the Pan Am full, we all want to see the football stadium full. We want to see ourselves in some bowl game winning and that's going to bring in more students. It's going to bring more athletes; it's going to keep putting New Mexico State on the map. Thank you."

Justin Banister, "That concludes public comment for today."

**G. Consent Items, Chairwoman Ammu Devasthali**

Regent Mosely made a motion on the consent agenda as presented. Regent Chacón-Reitzel seconded the motion. None opposed, consent agenda items are approved.

1. **Las Cruces: Hadley Hall Office Renovations**, *Associate Vice President Raghu Raghavan*
2. **Las Cruces: Agricultural Science Center, Corona Range and Livestock Research Center Cabins**, *Associate Vice President Raghu Raghavan*
3. **Access Easement for Pattern Wind Energy at Corona Ranch**, *Special Assistant to the President Scott Eschenbrenner*
4. **NMDOT Acquisition – University Avenue**, *Special Assistant to the President Scott Eschenbrenner*
5. **EV3 Charging Station Lease Agreement**, *Special Assistant to the President Scott Eschenbrenner*
6. **Arrowhead Park: Operations and Management Assessment Agreement**, *Arrowhead Park Executive Director Wayne L. Savage*
7. **Arrowhead Park: DACC Creative Media Technology Ground Sublease Agreement**, *Arrowhead Park Executive Director Wayne L. Savage*
8. **NMHED Quarterly Financial Certification Report**, *Chief Budget Officer Kimberly G. Rumford*
9. **Disposition/Deletion of Property**, *Associate Vice President D'Anne Stuart*
10. **Memorandum Concerning the Establishment and Operation of NMSU Global Campus**, *Interim Chancellor Jay Gogue*

**RECESS @ 8:56 FOR 10 MINUTES**

**H. Action Items, Chairwoman Ammu Devasthali**

## 1. Authorization for Conferral of Degrees and Certificates, *Provost Alan Shoho*

Provost Alan Shoho, "Thank you, madam chair and members of the Board of Regents. I have the honor and pleasure to bring to you an action item regarding the conferring of our spring 2023 degrees and certificates. Just want to share that we have 1,432 students getting their bachelor's degree, 544 getting their graduate degree, and another 745 who are getting their associate degree or certificates at our community colleges."

Chairwoman Devasthali, "I would just like to say congratulations to all our Aggies who are graduating. We are so proud of our students, and we know that you will go out into the world and do great things. We only ask that you come back and visit us from time to time, so that we can to, share in all your wonderful achievements."

"I want to give the other regents an opportunity to congratulate our students and to make a few remarks."

Regent Saucedo, "Thank you madam chair, I would simply like to congratulate but also point out as I did last year, that this graduating class had a very interesting experience. They were students still going through COVID. They were having to navigate things that most in this room, obviously Garrett you're excluded, you had to navigate this. They had to navigate things that we did not, and I am just so pleased to see so many were able to do so, but also to recognize that you know they did have extra challenges. So, very pleased with these numbers and very excited for the students and wish them the best of luck."

Regent Chacón-Reitzel, "Madam Chair, I too want to congratulate the student for this wonderful, wonderful accomplishment. I remember this day, many, many years ago. I always say I graduated in the dark ages from New Mexico State University. But I remember that day like it was yesterday actually, and all of our families coming down to be with us as and support us and wish us well; and I especially want to thank the parents for the support that they gave those students, the faculty that helped those students all the way through, when they were having trouble, quite often, it is just the difference of one kind faculty member taking a few minutes to make a difference for those students to get them over that little bump in the road."

"I want to thank the employees, all the employees at New Mexico State University, no matter where you go on this campus, everybody, including every employee from grounds keepers all the way up to the top always take time. It's a very student-centered campus and I here that over and over again, and I experienced it myself when I went to undergrad and graduate school here. There are so many people to thank that made this day possible for those students and while it is a big day, it's just the beginning and I do pray that these graduates go on to do wonderful things in the world and are blessed with all of the blessings that God could give them. And so, I wish them well and I just want to congratulate the parents, it's a big day for everybody. Thank you"

Regent Moseley, "I'd also like to give my congratulations to my fellow graduates this spring term, for those graduating, I remember coming in my freshman year, going through one semester, getting to March and then not coming back to school for another year and a half. I also want to give a lot of thanks to the faculty and staff and professors who worked really hard on that transition that first semester transitioning through COVID and doing everything they could to ensure student success and that their needs were being met. I wish all the best to all of the graduates and I know they are going to accomplish great things. And I know that we'll all be really proud of them as they walk past that stage, and I just like to give my congratulations."

Regent Romero, "I am very proud of all the students and what they've accomplished. But I am also very proud of the faculty that help support them to come to accomplish all that they've done. You know I am kind of biased even though I didn't graduate from NMSU, I have lots of family members including my daughter who graduated a couple of years ago, she graduated when it was still kind of awkward. So, it's so nice to see that we're back in the environment of some kind of normalcy and that this graduating class gets to experience that, I'm sure that's going to be something that they are going to remember. I hope that many of them stay in New Mexico and help to contribute to New Mexico and I am sure that we are going to see many more students come to New Mexico State because we are a good institution, we have so much to offer. We are

truly a college community and campus and so I hope that draws more student to New Mexico when they see this graduating class and what they have done and know they can do it too. Thank you.”

Chairwoman Devasthali moved that the Board of Regents authorize the Conferral of Degrees and Certifications for spring 2023, Regent Saucedo seconded the motion, none opposed.

The conferral of spring 2023 degrees and certificates is approved.

## **2. Operating Budgets for Fiscal Year 2023-2024, Chief Budget Officer Kimberly G. Rumford**

Chief Budget Officer, Kim Rumford, “Good morning, madam chair and distinguished regents. I’d like to start with an overview of the process, some of which applies to both the operating budget and the estimated actuals which are in the bars at the end. The budget adjustment request. I’ve included in the beginning, just an overview of the State level and the budget process after it leaves NMSU on slide 2, and so, that’s the state level process and then the next one is the timeline for the budget from HED. This is the timeline for NMSU, and we will go through this part kind of quickly. Then we will talk about who is involved. This slide reflects the roles and responsibilities for the development of the instruction and general budget.”

“There are many areas where inputs have changed for the I&G budget, in addition to these formal input areas such as academic and administrative units where we maintain processes and communicate needs, the student fee review boards involved in the require fees portion of the budget. University systems budget committee reviews and provides input on the I&G budgets and is involved in the RPSP budget hearing recommendation which is the research and public service pieces that go to the State for funding request.”

“The Faculty Senate provides feedback and input, NMSU leadership proposes budget to the regents and then we have the RFSPC, Regent Financial Strategies Committee, which represents regents in depth review of the budget and then of course the Board of Regents are involved in the approval of the budget and in addition to that we’ve also done discussions or listening sessions with each of the units, the division leaders and academic colleges and their other representatives they would want in attendance as well to find out what their needs are and to help prioritize what needs to take place.”

“In February, we put materials together for the departments and we send it out to all the business manager folks out in the areas and then they use that information to actually give us amounts for the non-I&G units, so they tell us what they think they are going to spend for the rest of this year and next year’s projections because they are the ones who understand what’s happening. They know what grants they are going to receive, or what other expectations they may have; but we make sure it also includes all of the money from the State or anything else that we are aware of. So, it is very much a group project to get that done and the community colleges actually prepare their own estimated, actuals, and operating budgets for the year as well. But we also provide what we think the legislature is going to have for raises for the year, here is what is going to happen with our fringe rates and other types of information to help them build those budgets.”

“This next one is actually the expenditure authority and actually what we seek approval for from the regents. This is the total amount of spent for the fiscal year 24 by campus. The actual forms that get approved are included in your supplemental information on the last four pages. But what we are going to talk about today goes into a little more depth to give you an idea of what’s included in these amounts, but the current funds are all of the different funding areas except for the plant funds which are indicated separately. So current funds, think about like operation type of activities.”

“The combined sources and uses for the current funds, and again this excludes the plant funds. This shows all the different sources of income and then it also shows the areas that we spend those funds in and it compares the original budget that was approved last year for fiscal year 23 and the original budget that we are proposing for fiscal year 24.”

"In terms of the most significant changes are seen in Federal Appropriations. The only areas that receive federal appropriations are the Ag Extension Services and Cooperative Extension Services. Those are the only areas that would be seeing the increases related to the Federal Appropriations. For State Appropriations, you will see a significant increase there, which is related to a variety of things including the 6% compensation increase that we received. We also got a 1% increase on our base budget, plus we received some special appropriation line items and also a faculty special compensation line and a student wrap around service line within our appropriations. And then they also received many other appropriations that were onetime funds but most of those are included in the fiscal year 23 budget because we can draw those down in the current fiscal year so they are not necessarily reflected in the 24 original budget, some of the expenditures are but the appropriations would not have been."

"In terms of uses, the instruction and general budget, again, you will see a significant increase in there, and that again is related primarily to our appropriation budgets. And then we also saw various tuition increases from enrollment increases that we had on the Las Cruces Campus, it was primarily NMSU Global income that was increased. And then each of the community colleges also had increases in enrollment for the year as well."

"In research we also have anticipated increases in grant funding plus we received appropriations for the Ag Extension Service and their RPSP units as well. So, you will see that the increase in research is related to those areas."

"Public service had increases primarily due to appropriations for Anna Age 8 and the Cooperative Extension Service, as well as federal grants or contracts increases in Cooperative Extension, and also with Arrowhead."

"Student aid saw a significant increase primarily on the restricted side. You are all aware of the Opportunity Scholarship, and those show up in the restricted state appropriations grant area for student aide, so we saw a significant increase in Opportunity Scholarship awards. So that accounts for the 20% increase you see in financial aid, so our students are really getting a nice benefit from that. And then, additionally on athletics, you see an increase there, and their increase is due to a combination of appropriation increase as well as the Conference USA Membership increase for revenues in that section."

"That covers the highlights of the major increases for the sources and uses. And again, that was combined campuses, but next is the Las Cruces campus, and many of these are the same as what we saw in the combined campuses but as Las Cruces is the largest it drives most of those changes as well."

"In terms of the expenditures, this is the instruction and general only, portion of the budget and it shows the operating budget for 23 vs. 24, and the percentage change that you see helps you visualize how the funding is spent for instruction and general. Some of the highlights are for the significant increase, most of which we have already talked about previously, such as increase in utilities and then you also see increases in all of the across salaries continuum here so, faculty salaries had an increase and part of the change is because in the fiscal year 23 budget, some of the items were not included in the salary portion but were instead included in an allocated, because we didn't know who they were going to so we could not put them in the right place at the time."

"But this year, since it's a 6% across the board we were able to allocate. So, you'll see the 6%, plus some of the compensation from last year all included in the change from 23 to 24. Hopefully that makes sense, if not I can expand on that a little."

"And then other areas, when we receive new funding and don't know how they're going to spend it yet, it gets put into supplies and expense and that's why you see the significant increase in supplies and expenses. So, for example, the NMSU Global funding that we receive from the state at \$10,500,00.00 dollars, that revenue is recorded in fiscal year 23 because we are going to draw it down in May or June. So, we'll get it in this fiscal year and then we budgeted to spend about \$5 million in fiscal year 23 and the other \$5 and a half million in

fiscal year 24 and that \$5 and a half million for fiscal year 24 is reflected in the supplies and expenses budget.”

“Also last year we received \$5 million for public health and much of that has not yet been spent, so the remainder of that is also included in supplies and expenses for fiscal year 24 as well. So that’s why you’ll see a bigger increase for those with one time funding in addition to all of the other new things as well.”

“Unallocated would include some of the things where we don’t know exactly how it’s going to be allocated out yet. For example, the piece where we said that the new faculty special compensation appropriation, and the student wraparound services appropriation. We don’t know how that is going to be allocated yet so that’s put into the unallocated account as well. So, in terms of the community colleges, you’ll see a lot of the same trends as you saw with the Las Cruces and the other.”

“All 3 community colleges have seen an increase in enrollment and higher education, tuition, and fees. All three receive increases in appropriations for fiscal year 24 to include the compensation increase. The 1% on top of the base special faculty compensation, student support and there are also additional line-item appropriations for Doña Ana and Alamogordo, for health care related needs such as dental and nursing. And then, all three showed a significant increase in government grants and contracts which is in the form of primarily financial aid from the state funded Opportunity and Lottery Scholarships as well as Federal Pell Grants. And then Doña Ana also received additional federal grants such as Title 3 and 5; and all 3 of the community colleges actually received Title 5 funding.”

“In terms of uses, all three show the corresponding increase in instruction and general and student aid related to the revenue streams. First off is Alamogordo, and that’s in line with the items that I had mentioned, and then this is Doña Ana, again in line with those items that I mentioned, and lastly is Grants.”

“I have some additional supplemental information; but that concludes the presentation, and I am open for questions.”

Chairwoman Devasthali, “Thank you Dr. Rumford, I do have a question for you, and it is on the Las Cruces Campus unrestricted current funds slide, when you said that some of the funds went into supplies and expenses, and one of them was the funding for NMSU O, wasn’t NMSU O’s funds supposed to be separated and not put into any general fund? Was that done or was that not done?”

Dr. Rumford, “So, the \$10,500,00.00 dollars was specifically budgeted in that unit. The other revenue for the tuition, a lot of that is in the unallocated new additional money is in the unallocated account. So, the \$3.6 million in the new revenue from NMSU Global is included in the unallocated line item.”

Chairwoman Devasthali, “What else is in that unallocated, is it only NMSU Global? I am trying to figure out why that was not separated?”

Dr. Rumford, “Well, it’s all still part of the NMSU budget, so it wouldn’t be a separate campus at this point.”

Chairwoman Devasthali, “Because that was the request that we had made when this was started setting up NMSU Global and become a more formalized version right? We had specifically instructed the Chancellor, I know that I had, I don’t know if we had done that in an actual meeting. I think we did when we were talking about objective statements with the Chancellor, that NMSU O needs to be separated; those funds need to be separated. It doesn’t seem like that happened.”

Dr. Rumford, “Well, in terms of reporting to the state, it’s still a part of the Las Cruces Campus, and so it has to be included in the overall budget for the Las Cruces Campus at this point, until it would become officially its own campus which includes accreditation and HED approval.”

Chairwoman Devasthali, “So internally you haven’t separated it? It’s all in one pot?”

Dr. Rumford, “No, internally we’re separately tracking the NMSU Global funds and we’re in the process of completely separating it, but it still needs to be included in the budget that we submit to the state.”



Chairwoman Devasthali, "I understand that, does anyone else have questions?"

Regent Chacón-Reitzel, "I just want to make sure I am understanding. So do they have full access to all of the funds, because that was the point of reinvesting that money so that they could continue to grow and so forth. I am not quite sure when they have this separate index or if they have access to that from last year and this year does it?"

Dr. Rumford, "They have a set budget for NMSU Global, and we are increasing that for the additional new revenues that came in which is, right now 3.6 million, so they have access to the 3.6 million for the new fiscal year; and we've also invested other areas of funds for them. So, the total revenue for NMSU Global has not been fully pushed to NMSU Global because it was part of the overall budget for the university and funds many other areas as well, but they've received an equal amount of funding from other sources."

Chairwoman Devasthali, "I guess I'm not understanding this, just to follow up on what Regent Chacón-Reitzel said; you are tracking the revenues that are coming from tuition for NMSU Global right? And the expenses also, that NMSU Global has, which is paying faculty salaries etc.?"

Dr. Rumford, "Yes"

Chairwoman Devasthali, "Were there savings from revenues in 2022 and 2023? What is the delta between what was received in revenues and what was spent? And, what happened to that difference? Where did that money go into the general fund?"

Dr. Rumford, "The revenues from NMSU Global comes into the general fund and then we give an allocation out to NMSU Global."

Chairwoman Devasthali, "So, by that standard, there should be more than 3 million dollars?"

Dr. Rumford, "Yes ma'am."

Chairwoman Devasthali, "And so, I am trying to find out what happened with the savings."

Dr. Rumford, "Well, they received more than 3 and a half million in their budget before the new 3 and a half million that we're budgeting for the revenues, so they already had."

Associate VP Finance & Business Services, D'Anne Stuart, "Let me back up madam chair, I think I understand the question you are asking. So, what happened with NMSU Global when they started, it really was acting like any other academic department which receives some component of an I&G budget. The directive that I think you are saying was provided to separate those revenues for Global specifically and then track the expenses; no, that was not done. So, what happened over the last year is that all those online courses have now been coded so those courses were coded in the general revenue that goes into the funds. We now have all courses coded that are online courses. However, not all the expenses for all those online courses reside in Global. So, we just uncovered this recently as we've tried to do exactly what your directive was. We were not fully aware of that directive in the budget office, so Kim was operating the way the university normally operates. So, I think in all fairness to the Central Budgeting office, she understood that it would be the incremental revenue that would be separated, not the revenue that was already exactly as you just said, included in the University base budget, in part of that allocation to all the colleges. So, we've separated out, we now have the revenue, we know what the revenue is from our online courses. The next step is to identify some of the coursework that may still be provided by campus and not NMSU Global, and expenditures are in the colleges. So, it's not as straightforward as all the revenues here and all the expenses that are here. So, we are spending some time doing that. We've set up a new pro forma to get to exactly to know what the revenues are from Global to understand and make decision on the online courses that are online coursed, but still being delivered out to the academic colleges and what expenses should be funded, if any, to the colleges out of those funds."

"But right now, that Global, the NMSU online revenue, was incorporated into the general operating budget

and not separated out for NMSU Global. So, our intent, and I think in the MOU, you may have seen, we put a deadline of December of this year to work through those details and have that plan for that separation.”

“You know there are larger conversation of what the structure is. Is this a separate campus? But our immediate is to really do that financial proforma, know what, where the costs sit, make sure that each unit is appropriately funded, and come up with that model and start isolating those revenues for reinvestment.”

“Our commitment to Global is that, through other funding sources is to make sure that they are fully funded because I think, you know, from Dr. Kollmann’s perspective, and rightfully so, I am generating this revenue and I want to reinvest, it’s that simple, and our intention is to make it that simple for her while we fix the complexity within the budget separately. And I know I don’t have all the answers, but what we uncovered as we’ve tried to develop this. Last year’s budget was not developed with Global separate and this year’s budget unfortunately, was not separate other than the incremental revenue.”

Regent Chacón-Reitzel, “I guess I can understand the complexities of starting a new entity and what it takes to kind of get it all settled and situated in the budget and so forth. But in my estimation, there seems to be some inequity in the fact that those resources, if I understand it, were spent elsewhere and not given to, you know, a new entity that needs that initial investment to be able to get going. And so, I think we’ve left it at a disadvantage if that’s the case, could you let me know if there is an opportunity for us to make good on that and establish the money that was not given to online from last fiscal year.”

Associate VP, D’Anne Stuart, “Yes, it would seem that way on face value, but we have augmented, so I think it’s in the permanent recurring tuition revenue that isn’t being allocated. But funds are being allocated through one-time sources to make sure that Global can be whole and continue those operations. Our commitment is to continue to fill that gap until we can make this transition. So, while it may appear to be a disadvantage, I don’t think, from our perspective, that that’s the intent. The intent is to make sure that the full funding is available from whatever source we have available. It will probably continue once until we have this plan in December and can start segregating those revenues. We understand that this is a priority of the University, of the Regents, and of the State. And this is an exciting time; so, we fully support putting that model in place, and we’ll make sure that the funding is adequately there for Global to continue its operations until we have this really ironed out.”

Regent Chacón-Reitzel, “I have a follow-up comment madam chair, we’ve seen this happen before, where somehow there is this disconnect between what the board has decided and what actually happens, and I’m not quite sure why that happens, but I think we need to address it and fix it and somehow make sure that the commitments that this board makes are carried out all the way through to the university and in the budget office. So, you know, I guess I would recommend that we come up with some process or some recommendations from you all as to how we’re going to make sure we communicate directly as it’s not happening through the board meetings. So whatever else we have to do an I’d also like to extend the opportunity for us to have, the board to have, for you all to give us updates on how this is happening, and any of the things that we request be done and let us know how its progressing, because we move on to a million other things, all of us do, and we don’t know what actually happens. And it really should not me in the next fiscal year when we find out that these things happen, she should be able to correct the and move on and make sure we are giving the money and the resources to those departments that we are committed to. So that would be my recommendation.”

Chairwoman Devasthali, “I do still have questions but am going to allow the other regents to make some comments. Go ahead Regent Romero.”

Regent Romero, “I think I share the same concerns, I think the frustrations from our point of view is that we don’t see the information, we’re not seeing what the revenue for Global and what the budget is for Global. And so, that’s hard as a board regent for us to vote on something that does not have the type of information. I’ve got some other questions about the budget, when I look at it, it just does not make sense to me and those

are the things that need to come up. I do think that Regent Chacón-Reitzel does bring up some valid points about communication and so you know, new to finance committee and I think that's an opportunity for us to set up some processes to figure out how we can better communicate so that we're assured that whatever direction the board has shared with the chancellor and with your office are fulfilled. Again, really uncomfortable making decisions on information that we don't have and so there's some big gaps, I think, that still need to be addressed and so madam chair, not sure if this is appropriate time or not but I think I would like to move that we table this until we're sure that we see the budget that makes us all very comfortable with especially when it comes to Global. It's really hard for us to vote. You know the chair spent a lot of time in Santa Fe this year pushing to get additional funding for Global and then for us to see that we don't have any. We don't have a plan. We, from the Board of Regents' point of view, don't see a plan for Global and so, we can't go back and ask for more money. Which we probably will need, because we don't know what we are asking for and so it puts us in a really awkward position. I don't think December is reasonable to be honest with you. Budgets are due to the Higher Education Department sometime in October. Those are the budget requests that need to be, or November, that's the time that we should have the universities budget in place for consideration for the Governor, and then that rolls into the legislature, and this a 30-day session. So, it's a lot more compressed. So, we need to make sure we have our ducks in a row before we walk in there. So, I don't know what we can do to speed up the process, but I do think that December is too slow, in my opinion."

Chairwoman Devasthali, "Before we make a motion, I would like to give Regent Saucedo and Regent Moseley an opportunity to weigh in on this."

Regent Moseley, "I do have a question that is a little unrelated. But on our materials in front of us, it says GA/TA student salaries with a -14.99% change and then on the projector it says -.31%. Is it the numbers on the projector that reflect the budget proposal? Are those the correct numbers?"

Dr. Rumford, "Yes, the ones on there, I revised that page, and you should have received a new page for it. But his is the correct allocation. There was not a reduction in our investment for Graduate Assistants."

Regent Moseley, "Thank you, I would like to echo my fellow regents' remarks that in the financial strategies meeting, I didn't feel like we had enough time to ask questions and enough time to get those answer to those question and dive a little further into some of the different areas that we would have like to have, specifically on allocated funds. So, I think this is a good opportunity going forward to see how maybe we can get ahead of this and work together to make sure we have plenty of time to get a really refined budget proposal."

"And I really thank you guys for all of your hard work and I think it's a good start now, planning for the next year on how we can get out ahead of this and be as effective as possible to ensure we both can ask question and have answers to those questions, and be able to navigate from there."

Regent Romero, "One follow up question please. And so, in my world, my previous world, sources and uses usually balance. And I am not seeing that. Can you tell me why? Is that because of the special appropriations that are budgeted for FY23 that aren't rolled over into FY24?"

Dr. Rumford, "Yes ma'am."

Regent Romero, "Okay, so I guess we can have further discussions about that, because I am not sure that's the appropriate way to do that."

Dr. Rumford, "So, they generally balance, but because, like I said, the ten and half million for NMSU Global, we budgeted to spend five million in FY23 and five and a half million in FY24, but all of the revenue is in FY23 so that means we're spending down more than that in FY24. So, the revenue and expenditures aren't in the same fiscal year for that particular appropriation and then the same with some of the public health. So, when we get the large appropriations that you can spend over more than one year, when we receive the revenue then you will see the mismatch on that."

Regent Romero, "That is definitely something I would like to work with your group on."

Associate VP, D'Anne Stuart, "I agree, we want to get the funding plan for Global done as quickly as possible. We are creating a team as we speak. I am soliciting our cost accounting, our accounting and our budget team to work on that because they have not been involved in that effort. I would like to reiterate Kim's point that the numbers won't change. So, the budget remains the budget. It's just how we reflect NMSU Global within the budget at that point in time. So, I would propose approving the budget as submitted and then let's do a budget adjustment once we have those details because it really doesn't change any of the overarching budget numbers, amounts that you would be approving. I don't know if that would be an acceptable compromise. I know that Kim's team has done an incredible amount of work to get this into the HED format, and again, we really would be revising the allocation of the budget, not the budget itself. Does that make sense?"

Regent Romero, "Madam Chair, it does. But I think we want some assurances. From the Board of Regents point of view. It sounds like we've got the budget that is required to be submitted to the Higher Education Department, but I think internally we should have a budget that shows what Global is going to look like and how it's going to tie to that budget. And so, until we get that I think it's still appropriate to.... may I?"

Chairwoman Devasthali, "Regent Moseley has a question and then we can make that motion."

Regent Moseley, "So, I was really pleased to hear that some of the unallocated funds will be going to wrap around services for students. Is that correct?"

Dr. Rumford, "Yes"

Regent Moseley, "Do you know how much of that figure will be going towards wraparound services from the unallocated?"

Dr. Rumford, "\$487,100 was the amount of that appropriations for Las Cruces Campus and each campus received their own appropriation for that purpose."

Regent Moseley, "Do you know which office will be administering the funds?"

Dr. Rumford, "We're waiting actually for HED guidance on what it is that we can or cannot spend that on before we make any kinds of distributions."

Regent Moseley, "Ok, thank you. And once again, I just really want to say I am really pleased to see that we have that much going to wrap around services. I think it will be really impactful, so thanks."

Faculty Senate Chair, Dr. Fasenko, "I just have a quick general question. What is the approach to determining the faculty needs in each college and how that is reflected in the budget? Like how we've lost a lot of faculty, and there is a need to replace those faculty and possibly expanding because we are growing. What's the approach taken?"

Dr. Rumford, "For the vacancies, those are under the control of the deans of the college to determine how to distribute or utilize the funds that are already within their budget, which would include the vacant faculty lines. And with respect to new faculty lines, the deans are in communication primarily with the provost, but also, as I have indicated; we've had other listening sessions on that as well. And then the provost has his own process, and he is new, so he'd have to explain his process for determining priorities on that. But there is some additional funding for the academic side included in the unallocated amount as well."

Dr. Fasenko, "So, there is reach? The budget committee does reach out to the deans and ask what your needs are?"

Dr. Rumford, "Yes"

Chairwoman Devasthali, "Before we move on to the motion, I do have some remarks."

"I am a little disappointed that when regents give a very specific directive, that it doesn't seem to be coming down to you all, and you all are not finding out about what it is that the regents have directed you to do. That is something we need to fix, and how we fix that is going to be something that we need to be talking about with you, Chancellor and Provost; because it is not acceptable that the regents send down a direct order and it is not followed, as it seems to be in this case."

Regent Romero moved that approval of the budget is tabled at this time, Regent Chacón- Reitzel seconded the motion. All were in favor, motion passed.

### **3. Budget Adjustment Requests (BAR's) for fiscal year 2022-2023, Chief Budget Officer Kimberly G. Rumford**

Dr. Rumford, "The Budget Adjustments Request are the BARs as HED refers to them, are prepared by the budget office and we actually take the estimated actuals that are prepared for the non-I&G which are prepared by the units across campus as well as by the community colleges and the instruction and general side is prepared by the budget office. Based on those estimated actuals, the BARs reflect the ending balances for those estimated actuals and actually how they are prepared. So, people estimate how much they're going to spend for the rest of this year, annualize it, and then you put in a little cushion, because the BARs are critical to obtaining budgetary authority from the state. And so, we need to build in a cushion on top of that in case something else comes up so that we can cover it, and they and their budgetary authority is actually by exhibit. Each area has its own approved budgetary authority. I build in cushions on top of what is submitted by everyone. So, for Instruction and General, actually for all areas, I do an average of a 10% cushion on top of everything else that's already put in there. And plus, we put in anything else that we are aware of. So, for example on instruction I put in for that 10.5 million for NMSU Online Global; I budgeted 5 million in expenditures for this fiscal year so that they could spend what they needed to for this year. They may not spend that much this year and will still have that money available the next year if they don't. But we need to have the authority there so they can if they need it. And as I indicated, I put in a 10% cushion across each exhibit. Even though fund balances look like they've shrunk a lot, I really don't think in the end the fund balances will shrink that much, but we have to have the cushion in there for authority if we don't and we exceed our budgetary authority, then that is an audit finding and LFC would not be very happy with us either. I wasn't going to display the exhibits, but I can if you'd like, or if you have questions about them? But it is based on the current year budget, and what people have been working on this year."

Chairwoman Devasthali, "Thank you Dr. Rumford, any questions from the board?"

Regent Romero, "So, when I was at DFA I got to sign off on all of these budget adjustment requests for all institutions across the state, so I am very familiar with these. What I would like to know is, some of these you are increasing rather significantly, so I am just trying to figure out, where is that money coming from? This is part of what I didn't understand, How and where does that money come from to increase the budgets so that you can fulfill the rest of the fiscal year?"

Dr. Rumford, "So, for the Non-I&G areas, they would have to have a matching or corresponding revenue to go with that. So, when I build in a 10% expenditure increase, I also build in that equal amount of revenue on those areas because they don't necessarily know exactly what's going to happen. So, if they're saying, "I think I might have some grants", they're kind of estimating which ones they would or would not receive. But if they receive something large you want to make sure we can accommodate that for them as well. So, I build on revenue and expense at the same time on each of those with the cushion."

Regent Romero, "Okay, so madam chair, do you ever look at, take a snapshot of what you built in, as far as the budget is concerned and what they actually end up spending, and how much is actually left over at the end?"

Have we ever done that?"

Dr. Rumford, "For restricted, as they spend, they get the revenue. So those are always even. And then we do review fund balances actually every month. And then we do prepare the actuals at the end of the year and we've done comparison. I've done comparisons on what their actuals were and what they estimated to see how closely aligned they are, and it appears that people have the hardest time budgeting for the restricted side to be honest with you. And I think it is because you have a bundle of grants out there or grant requests/proposals, and they don't know exactly which ones they will or will not get. So restricted seems to be the most challenging on the areas to budget for."

Regent Romero, "So, madam chair, I think at some point it would be very helpful to the finance committee and to the board, to have that information so we can see what was actually balanced, I mean budgeted, and then what was adjusted and then what the balance ended up at; so that we see a fund balance report at the end of the fiscal year."

Chairwoman Devasthali, "I do have a question for you Dr. Rumford, the 5 million that you said you have budgeted for NMSU O; have you received the money from the State?"

Dr. Rumford, "No ma'am."

Chairwoman Devasthali, "No money has been received yet of the 10.5 million?"

Dr. Rumford, "No, not yet. So, there is a draw down process, but first they go in and do some sort of coding at the DFA side and then we can do the drawdowns on it and that's usually later in May that we can do the drawdown on it. So, it should be very soon. But we've already made that available to NMSU Global to spend because we know it's coming. We're confident that it's coming once it's signed by the Governor. So, we've setup the funding index so that they can go ahead and start working on that."

Chairwoman Devasthali, "Something that I would like clarification on is the unspent balances. That is what Regent Romero was talking about because we never really know what happens with the unspent balances and at the end of the year. Does it get rolled into the general fund? The regents would like to know at the end of each year what are those unspent balances so that we can set some priorities on how that money is spent."

Dr. Rumford, "Madam Chair, for the NON-I&G units, those definitely stay with those units, with that source of funding. So those are never taken centrally for anything that is not I&G and I&G, there is a piece, we have some central funds that do come back central and then there's also a carry forward process with the units where the colleges keep a percentage and then anything in excess of that comes centrally."

Regent Moseley, "Do you know from this past fiscal year and may the prior year, how much of those funds actually did come back centrally?"

Dr. Rumford, "Yes"

Regent Moseley, "What would that number be?"

Dr. Rumford, "I would have to go back and look at the different years, but last year I believe about 4 million. But we first use that money to cover certain things that are not necessarily budgeted or not budgeted enough. So, for example, legal fees, there is a budget for legal fees, but things often exceed that budget and so we cover that centrally with the carry-forward funds first and then there are other things, like student accommodations

we are required to provide to students and they have a set budget too, but it is another budget that is difficult to predict and we have a few of those that are difficult to predict. So, they are not necessarily budgeted for how much they spend because of the nature of this, and we cover those items first. Then we have some incentive programs that we fund, and then it is determined by the Strategic Executive Budget Team on how the approval comes through for other items.”

Regent Moseley, “Okay, thank you. Then, for the I&G units, it’s 3% of their total budget that they get to keep in the unallocated balances, right?”

Dr. Rumford, “For the last 2 years it was reduced down to those levels because we had a budget cut that year before and we still have structural deficit we are trying to cover. So, it was reduced to that level. The plan this current year that’s ending is to have them keep 4%, but I don’t think it’s made that. I don’t think that is a recommendation that hasn’t made it all the way through all the approval process on campus yet. But the proposal right now is to increase that to 4% and so we want to take it back up to the previous level. Previously we were at 6%.”

Regent Moseley, “Thank you. And, then for the Non-I&G units they get to keep the entire unallocated balance within their department?”

Dr. Rumford, “Correct, for example, the ASNMSU budget, it just keeps rolling forward, anything that is not spent there.”

Regent Moseley, “My next question would be why is there a distinction of the I&G units keeping a certain percentage and then the Non-I&G units keeping the entire percentage?”

Dr. Rumford, “Because the I&G budget is the operating budget of the university, and has a large number of competing priorities, I would say to keep us afloat.”

Chairwoman Devasthali, “Kim, I was told at one point that those unspent balances, part of that is sometimes or oftentimes used to pay summer salaries for faculty. Is that a fact?”

Dr. Rumford, “So, the summer salaries are not budgeted in the colleges oftentimes and so we do have an incentive program for summer and if they’re teaching summer classes, and if they meet some set criteria which is minimum enrollment accounts for the classes, the central office will take those carry forward funds and reimburse the college for the cost of the faculty for that class, plus a little piece of a net revenue for that, so that’s one of the incentive programs. The other incentive program that we have is for teaching classes online. So, supporting the NMSU Global effort. “

Regent Chacón-Reitzel, “Dr. Rumford, you mentioned executive team that makes that decision based on how those extra funds will be spent and so forth. Who is on that team? And when does that happen? “

Dr. Rumford, “Those meeting are actually every 2 weeks, and it is Ruth, Renee Scott, Provost Shoho, Luis Cifuentes, Linda Scholz, and Leslie Cervantes.”

Regent Romero moved to approve the budget adjustment request for fiscal year 22-23, Regent Moseley seconded the motion, all were in favor motion passed.

#### **4. Authorization of Alamogordo Community College (NMSUA) District General Obligation Bond Election November 7, 2023, NMSU Alamogordo Vice President for Business and Finance Antonio Salinas**

Vice President for Business and Finance, Anthony Salinas, "I have members of the Advisory Board for NMSU Alamogordo, who also have their primary duties as the Alamogordo Public School Board as well, so they act in our capacity as an advisory board. I also have the superintendent of the Alamogordo schools and the deputy superintendent."

"Also on zoom, we have two members of the architectural consulting research firm that both us and Doña Ana used, John Petronas and Andy Aguilar as well as Eric Harrigan from RBC Capital Markets who will be presenting our bonds that we are going to be coming forward with, and Kathy McKinney, who is with a Modrall Sperling, our bond council."

"So, I am going to go ahead and start with the presentation I gave to the Advisory Board back in April."

"Beginning with current endowments. I just want to give some of our private gifts that we have partnered with, Alum Gordo; we have P&M, Dollar General, South Risk Range Services, who is one of our grantees that gave us \$75,000 to be allocated at \$25,000 per year for this year, next year and the fiscal year 25 and that will be used for ET, IT Assistance."

"We are also partnering with General Champion Regional Medical Center to start our new ADM program, and I forgot to add that it is going to be a 5-year allocation of \$150,000 per year, so it is actually \$750,000 that General Champion is helping us out with to get this program up and running."

"We also received a \$30,000 check just a couple of days ago from the New Mexico Film to help with program of graphic arts and in our arts and sciences."

"These are our endowments that we currently have in the total dollar amount of \$789,990. This added to the current endowment funds brings us to \$1.7 million which is 1 million more than when I first started 17 years ago. So, we have done really well for a small community campus with our endowments and current use funds."

"Next, we have restricted grants and contracts; we have Soft Risk Rain Services, New Mexico Film, Give Back Program, Adult Ed, Small Business Development, Title 5, President Excellency and so forth. 2 million dollars in financial aid coming out to 3.8 million in restricted grants and contracts."

"These are some of the current plant projects that we have going, and I am also going to discuss the projects that we need."

"We just completed the library elevator for \$400,00. We are starting the Physical Plant renovation for \$891,000 with the 21 GO Bond. We have 2 allocations that we are going to combine together to replace the Science Center HVAC system, we are trying to get away from boilers and chillers since they just do not work in Alamogordo due to the caliche we have in the water, and it builds up in the pipes and does damage."

"We will be starting the Rovic renovation, we asked for 1 million from the state and we are adding another 1.7 million from our own funds, but the project is actually going to be about 4.2 million. So, we are going to have to add another 1.5 million to that project and it will depend on if the state helps us with that 1.5 million or if I will have to use this ask in the local General Obligation Bond to meet that 1.5 million, we need."

"We did a study from Bridgers and Paxton on the HVAC systems on all campuses, and it came out that we needed 7.3 million to fix all the chillers and boilers and HVAC systems on our campus."

"We did our 5-year master plan with Architect Research Consultants and some of our buildings received an F meaning they need to be torn down and rebuilt."

"We received a D for our faculty office, and we receive 3 Cs for Academic Support, the Art Center and Roved Fine Art Center."

"As I stated earlier, we will be using 4.2 million towards the Aerobic Center, for the classroom building we are



going to the state this year for a 7 million dollar ask and we will add 3 million of our own funds to match it and hoping with the local GO bond to add another 5 million to make it a total amount of 15 million.”

“We had wanted to add the Art Center and the Faculty Offices to the project but due to construction costs we had to delay and may have to phase it in.”

“This is the Row Vic Center that we will be doing this year. The 4.2 million projects as stated will need 1.5 to be added to that, and I wanted to shoe you its intention was for theater arts program that we had on campus, but we no longer have a theater arts program; so, we are trying to renovate this into an auditorium and will be coming back to you for a name change.”

“Next, we have the timeline on the election we are trying to get on and it’s kind of backwards. We are trying to get approval from the BOR and then from the Advisory board next week which is why they are here on zoom for questions and to back this up. The resolution and the question going to the bond voters in November based on what the module has put together for us.”

“Next, this will be the classroom building that we are hoping to use 5 million of the local GO Obligation Bond. We have 4 different wings that are no longer ADA compliant, but they are grandfathered in because they were the first buildings built on the campus back in 1968. So, we are out of compliance not only for ADA but for electrical and HAVC as well.”

“This is a 3-D picture of the classroom once it is built, so this is our GO Bond ask of 7 million this year form the state and we are going to match 3 million form our fund balances and then we are hoping to get 5 million from our local General Obligation Bond with approval from the BOR and our Advisory Board next week; and that is our 5-year plan for NMSU Alamogordo, I am open for any questions.”

Erik Harrigan, Manager Director RBC Capital Market, “There is a presentation in your packet, and I will summarize. For the Alamogordo Branch College. The last time they had a GO Bond Election was in 2008. Those bonds are getting ready to mature this upcoming August of this year in 2023, at which point the college will not actually have any outstanding debt and if you look at your presentation, it does provide a history of the Colleges assessed valuation. It has averaged about 2.5% over the last 5 years, roughly 2 and 3 quarters. If you look at over the last 10 years, and for purposes of projecting our capacity, the anticipated tax rate. We have assumed 2% growth over the next couple of years and then 2.5% long term growth.”

“What we looked at in conjunction with the college, was providing for an election and the amount of 15 million. We did run an anticipated tax impact analysis, and the tax rate will actually fall to 0 for the next year. If approved by voters at the November election, the projected tax rate would be \$1.05 and that equates to approximately \$35 per \$100,000 of home value in annual property taxes of the life of the borrowing. Historically, the college has had a .60 cent tax rate in place to service its debt.”

“If you compare that historical tax rate to the \$1.05 tax, it is approximately a \$15 increase for a \$100,00 of home value. With that I am open for questions and if there are none, I will turn it over to Kathryn McKinney.”

“Since we cannot hear Kathryn, I will not that the resolution that will be passed is similar form to what was done in 2008. It calls for the question to be presented to voters at the November 2023 election. Prior to that we will be going to HED for their approval at their June meeting, and with that I am happy to answer any additional questions.”

Regent Saucedo moved on authorization of the Alamogordo Community College, District General Obligation Bond election for November 7, 2023, Regent Moseley seconded, all were in favor and motion passed.

**5. Authorization of Doña Ana Community College (DACC) District General Obligation Bond Election November 7, 2023, DACC President Mónica F. Torres**

Chancellor of NMSU Systems, Dr. Torres introduced Vice President of Business and Finance Kelly Brooks who

will be leading the presentation.

Vice President of Business and Finance, Kelly Brooks, "I am here again with Erik Harrigan, who is our bond advisor, Katheryn McKinney, our Bond Counsel, and John Petronas and Andy Garcia with architectural research consultants who are the ones who help us prepare our master plan and have been doing so since 1994. So, I will let Eric do the update for DACC."

Erick Hannigan, "Essentially a similar process that we just went through. But there are some kinds of subtle different nuances that I would like to point out we do have DACC a history of assessed valuation on the current tax year which is 2022. The college did see a strong growth in their tax base of over a 5%, the college has a .75 cent tax rate in place to service its debt. The college does use a cycling program which is a little bit different than Alamogordo Branch, as the proposed issuance of these bonds are just continuing to maintain the historical tax rate that they have had in place of .75 cents. The question will be asking for an amount not to exceed 16 million, which is the same amount that voters authorized 4 years ago."

"So, the college does have several bonds outstanding in 2015, 2018 and 2021. The debt service declines which allows for the college to add additional general obligation bond debt, to continue to maintain that .75 cent tax rate that is has in place is only 10% bonded to capacity. All community colleges are limited to 3% of their assessed valuation, the college has a legal capacity of 150 million. The bonds are expected to be sold over 2 series and the amount of 8million each with the first, and in 2024 and then the following issuance 2 years later and with that happy to answer questions."

Regent Romero, "So, there will be bonds issued in 2024 and then bonds to be sold 2 years later?"

VP, Kelly Brooks, "Yes, basically we do. We will sell them in 2 separate bond issuances."

Regent Romero, "Is that standard practice?"

VP, Kelly Brooks, "Yes, that has been our standard practice for more than 18 years since I've been at the college. So, we do it in 2 separate bond issuances and that is the cycling approach that Mr. Harrigan referenced. So, we go for a bond every 4 years and that funding helps us fund our capital needs and meets our financing strategy for that 4-year period and we sell it in basically 2 halves, so that the first half funds the first 2 years and the second half funds the latter 2 years."

Regent Romero, "I am interested in the bond question if you could provide that information to me?"

VP, Kelly Brooks, "It is not in the packet, but I can provide it to you. I will move on with the presentation on our bond now, as I mentioned, our strategy, our capital financing strategy has been in place since 1994, where we look to what our bonding capacity is to basically strategize and prioritize our capital needs for the cycle that I sin place, and the importance of that is that we are basically balancing what we can get through the local support of our community through the local tax levy as well as use that to leverage support from the state to match those funds and support our capital needs. Each cycle is 4 years long and that's how we fund our capital needs for that time period, the biggest part of planning for what we bring forward for that, is how we are going to spend the 16 million dollars is the development of a facilities, master plan for that cycle. This year our master plan also included a facility, condition, assessment of all of our facilities, so that we were basically prioritizing where the needs were putting those dollars to where the needs are. This slide gives you an idea of the cycles that we are referring to. You can see that since 1995 to our current planning cycle, that this next election would cover the funding for 2023 to 2026. Although our master plan also does a preliminary look forward to the next cycle of 2027 2030. But we are not asking for funding approval for that at this point in time. It is truly just for the 2326."

"This is just again to demonstrate the facilities master planning process that we go through and the actual facilities master plan that we have brought forward today has actually been being worked on the better part of this entire year. It is an all-inclusive process. Again, looking at our facilities conditions."

"We also have a campus-wide process where we solicit input from all of our departments and all of our units, we also seek input from our constituents and our students and the community at large."

"So, the key drivers for us in our next cycle of planning for the facilities master plan. The first one being obviously the enrollment decline, and the second one being hybrid instruction. The impact of the pandemic and the impact on online instruction has had a big impact on what our planning would be going forward. We know that DACC will continue to grow, but at a slower pace, so we know that is going to impact enrollment going forward. And we know now, because of the pandemic, because of the shift, we have significant capacity that DACC didn't have the luxury prior to the pandemic. We were pretty stretched in our facilities, so we're not seeking to extend capacity in the same degree we were historically, because we now have this capacity, that now we can address that with renovation."

"One of our biggest priorities for our Southern campuses is updating our Sunland Park campus. We have 2 portables out there and we are looking to eliminate those portables and replace them with classrooms in extending that campus by adding classrooms to that, so based on projected costs, and again, this project wouldn't happen until 2024 or get under way until 2024."

"But we are looking for 8 million this bond to go towards that, and with that 8 million we are looking to leverage the state to contribute 4 million for a 12-million-dollar project, which would add about 7,500 square feet to the Sunland Park campus to allow us to remove those portables."

"In addition to that, our biggest priorities have been basically what I would call pools of expenses. We have a need for security and safety updates, infrastructure improvements. Classroom upgrades an IT upgrade. So, our funding the remaining portion of our 16 million would go into those pools of expenditures. Also, we had an IT master plan that we completed 2 years ago that is also informing part of this process, and a classroom renovation master plan to kind of identify what the priorities were for upgrading our classrooms."

"In terms of facilities or actual construction, the Park project is the only one for this particular bond cycle, and we are looking again, to replace those portable classrooms with permanent classrooms. We also look to the next funding cycle, where our future priority is in a physical plan facility at our East Mesa Campus, which has been an ongoing need. And so that still within our priorities. With that, I stand for questions."

Regent Saucedo, "What are the portables being used for today? And is that a service, a class that could go online?"

Kelly Brooks, "So currently those portables are used as overflow classrooms, and actually, as result of the pandemic are not currently scheduled. We haven't reached pre-pandemic levels yet, but they are always last to be selected because of the dust that gets in and the age of these portables they have challenges with providing adequate wi-fi and connection to those portables, they are last to be chosen and first to move out of if another space opens. But the idea is that we do have anticipated growth in that region with the Santa Theresa business community out there, we have had several needs that we've been unable to meet just because of the limitations."

"Our current Sunland Park campus is just over 17,000 square feet, so it's not large and we have just been challenged with being able to meet the needs that we have on that campus, the portables we looked at revamping the portables, investing in updating them and the cost was significant enough that it doesn't make

sense to renovate them. But we do have planned need, for that classroom space we are limited on that campus. In terms of could courses go online yet. So that's something we absolutely are navigating. We're trying to make sure we're providing what our particular students are looking for. I will say, in our southern campuses, what we have been seeing is the demand has been more for in-person than online, but that is a balance we are trying to find post pandemic."

Chancellor, Monica Torres: "Madam Chair, may I respond to Regent Saucedo as well? I think there are a couple of things happening in Sunland Park that are really important. One, is a DACC fact, is that we're at the top of the list in terms of efficient use of space when it comes to gross square footage per student FTE. Sunland Park is the most efficient of the efficient right? And so, per-pandemic there was need for additional space there. To the second thing, Kelly noted is that we are doing more and more work with the industrial park in Santa Theresa, Union Pacific just funded us to do online short-term training in logistics and manufacturing, and we anticipate that we're going to see many, many more. We are also doing forklift training for them, and I think we are interested in moving a truck out there for truck driving, part of our truck driving academy. So, post-pandemic, anytime we are going to come to you and to the state saying we need a facility we have to make sure that have a really good argument that there is a special case for a facility given what happening with online instruction. And I think Santa Theresa and the efficiency of that campus historically brought us to believe that we could make that case."

Regent Saucedo," Thank you, Madam Chair, so it sounds to me, Dr. Torres, that it's a great deal of occupational education. Would that sound accurate in those locations?"

Dr. Torres, "Yes, Regent Saucedo, we are going to see more and more career technical education out there as we team with the industrial park."

Regent Saucedo moved on the authorization of the DACC District General Obligation bond election, November 7, 2023, Regent Moseley seconded it. All were in favor, motion passed.

Point of order:

Regent Romero moved to remove the item from the community college budget discussion from the Las cruces discussions and that we go separately. Regent Saucedo seconded the motion all in favor and none opposed, motion passed.

Regent Romero moved to approve the budgets for the community colleges as submitted. Regent Chacon-Reitzel seconded the motion. All were in favor, and none opposed, the motion passed.

## **6. NMSU System: Five-Year Facilities Plans, Associate Vice President Raghu Raghavan**

Associate Vice President Raghu Raghavan, "Thank you for the opportunity to present. Let me introduce my team, Director of Utilities, Pat Chavez, Executive Director of Projects, Robert Herrera, Assistant Director of Projects Dicky Apodaca, and Jose Loera."

"This is a flow chart of our capital request process; I won't read through all the items, but this is the way the planning process flows."

"So, the capital request priorities for the 2024-25 general application bond. Here is the Creative Media Institute building at Arrowhead, the Enrollment Management Center, KRWG Building again at Arrowhead and the Ag Science Center. For the 2025-2026 cycle we are asking for the technology infrastructure building which includes the data center for critical infrastructure, such as our water wells and infrastructure upgrades, such

as for our steam distribution. The timeline for our camp annual capital outlay funding request. I won't read all but this is just for information. So, one of the larger projects is the creative campus CMI building at Arrowhead. This new construction, and then also the KRWG TV building at Arrowhead, and the admission and enrollment management center at the center of campus. The location of our admission and enrollment management building at the center of campus at the plaza. For the CMI, the Creative Media Institute. This is the facility side plan. This is a rendering of the new Creative Campus, new building."

"Again, the creative media and the adaptive reuse of the Milton Hall and the new student welcome center. This is again a map, of the one-stop-shop for students, visitors, and families; and more renderings of the adaptive use of Milton Hall, the new KRWG building at Arrowhead, and the ask for the Ag Science Center renovation, which is desperately in need of upgrades."

"So, we're in the process of updating our master plan to align it with the NMSU strategic plan, the central driver is reimagining in the historically out of campus. Repurposing the centrally located buildings and the defining the memorable places on campus that represent the heart of our identity. So, this is a summary of our master plan s that are finished close to completion, and those that re due to start. Any questions?"

Regent Romero, "In looking at the 5-year master plan, I am remembering our conversation about Global and them needing office space, but I do not see it anywhere on this and just knowing the process; you are going to go to Legislature in January 2024, have to go to the voters in November 2024 bonds may be spoiled in December 24 but not available 2025, which means that Global is way down the list. It's not going to be included as far as I can see. So, when was this plan developed? And why wasn't Global baked into that 5-year plan?"

Associate VP Raghavan, "So the ask for NMSU Global is in the 2026-27 GO Bond Cycle, that's my understanding."

Regent Romero, "Which means that the funds won't be available for Global until 2029."

Ruth Johnston, "You can see that NMSU Global campus building is intended for 2026 GO Bond for 80 million."

Regent Romero, "Again, bonds won't be sold or available for that project until 2029. I don't know enough about how the priorities were developed, and what that process is to know how or why it was not considered."

Chancellor, DR. Kollmann, thank you for sharing when that would be available to us, we would need that before that time."

Ruth Johnston, "We do have many different planning processes under way. Looking at how to repurpose space. I'm not sure what we can do in the short term, but we are defiantly committed to doing whatever we need to do to provide Global with the space that's needed."

Regent Romero, "So, in 25, requesting money for plan and design for the Global office space. So, then you will have an idea of how much money is needed for the building when you go in task with the construction money for the office space. So, I think you need to start putting a little seed in. You know the powers that be in Santa Fe, that's going to be needed at some point. So, that's a good way to start that discussion."

Regent Chacon-Reitzel, "I have a question regarding the Ag Science Centers and some attention to the discussion that we had in the Real Estate Committee about the 5-Year Facilities plan and originally, we had our

real estate committee 2 weeks ago. There was no AG Science Centers in this master plan, and I am happy to see it inserted and 5 million in there. But I would like the rest of the board to understand the kind of work that needs to be done to the ag science centers because I don't think this is enough. And I was wondering if maybe Dr. Edgar can approach, so we can get more from her."

Associate Dean, Dr. Edgar, "Thank you for the opportunity. We do have 87 million and deferred maintenance of our agricultural science centers. We know we have 510 million of deferred maintenance on the main campus, and so I appreciate the effort to recognize the centers. If you look at need alone, we should represent at least 17% of the requests from my perspective and granted it's my perspective. But we do have tremendous need at our research centers. We're grateful for the opportunity we had from the Real Estate Committee meeting to work directly with facilities and integrator request this year."

Regent Chacon-Reitzel, "I know you are not prepared with pictures, but it is probably something that the other Regents need to see for the kind of condition that the Ag Experiment Stations are in. Which are going to be vital for us to be able to reach one of our main objectives of our strategic plan which is to get our R1 designation back and they are in such woeful shape. It is embarrassing to ask our scientists to do the kind of research that we need in those conditions. What disturbs me is going back to the theme that we had earlier is that in the past, in past years it's been the chair of the Real Estate Committee for 4 years now and we have talked about deferred maintenance since then, and not to see it on this maintenance plan is really, we go back to that theme that there are priorities, and they have been designated by the BOR and then they don't show up, and you know we're kind of busy people. I go back to the same thing. WE shouldn't be relied on to bring that stuff forward, when we say it's a priority it needs to be a priority, and we don't chase something new and shiny and find millions of dollars for that new shiny thing, we are not taking care of the deferred maintenance, that's so important. I'll also say, coming from rural New Mexico myself how important those centers are to the communities, but to the whole of the state, they are bringing extremely important research forward and to agriculture. We know it's an extremely important industry in this state, so I am happy to see at least 5 million. I'd like to see more, and I'd like it to be a priority because we lose track of it, and there was a lot of discussion in the real estate meeting as to why, why isn't it there? Why do we have to do this again? Why, and I am going to come back to you Raghu, and you are new to the process but there is a problem with communication, and you know when we discuss it, and it is supposed to be there it should be there. So, I guess, I'm not sure you can answer that Raghu but maybe you could address it? How can we fix that? And Leslie is 5 million enough? But I will let you talk about the process first Raghu."

Associate VP, Raghavan, "As you know, I am new to this, and I stepped into the middle of the planning process for this year itself. I really do appreciate you bringing up deferred maintenance. We must address it. It is considerable not just at the AG Science Centers, but here on main campus and at the branch campuses also. We must address the question of deferred maintenance or else we will be in trouble. A conservative estimate as presented at the BOR Real Estate Committee meeting of our deferred maintenance is anywhere between 500 million to 600 million dollars. Now as far as the planning process goes, this planning process we need to review it to ensure that proper priorities are always addressed. What I can say is that I will commit to ensuring that a planning process is inclusive and transparent. That much I will commit to and so that it addresses the needs of the state as you mentioned. So, I will commit to that. I do need some time to work on this process though."

Dr. Edgar, "And madam chair, members of the committee from the Ag Experiment Station side, where we know this is a difficult decision for our new AV and his team. We've worked closely with OFS to be able to use the funding we've received in the past to meet the most critical priorities that our research centers sure do. I wish I was sitting here today and asking for the 87 million that we need, but so do many of our other facilities. But I do want to reiterate my appreciation for the board and for the understanding of the importance of these

centers in our state. This is where the Land Grant Mission meets its role and our researchers are really working in very dilapidated facilities, and yet they're still engaging with communities. They're engaging businesses and we're meeting the research needs of the state through these centers. I know Raghu is in a difficult position and I want you to know we're working closely with his team, and we are appreciative of your understanding of ensuring that it's part of our plan. We're trying to finalize our master plan as we have been for some time. So, we're hoping to get those finalized with the next couple of months and I would love to show you so many really depressing photos at any time. Please let me know and I will share them. This master plan will be critical for us as we work on our federal initiatives as well. We hope money gets loaded into the Farm Bill for the Research Facilities Act. That way we can be ready to ask for money for our remote stations is by this master plan. So, we are preparing and not just asking the state for support, but for our federal counterparts to also add funding where needed."

"Briefly, I have worked closely with my AG Experiment station counterparts. We have drafted a recommendation for additional funding and 3 titles of the Farm Bill. That includes not just research where we typically as state experiment stations receive funding, but also in our conservation title and in the internet title as well. Because we do have critical issues with broadband, as you know in the Ag Experiment Station we are adding. By June 30 will have 215 weather stations across the state. That's great, but if we can't get data into a central location to be able to analyze that data and use it, that's a problem. And my researchers are going out into the field at our research stations to pull data to be able to make decisions because they literally must drive out there and plug in, so we are asking for additional opportunity for modification in the farm bill. We've worked closely with our senators, and they are currently dropping marker bills. You may have seen on that would benefit our Mora research stations specifically where we would gain access to funding in the conservation title. To get capital to grow the seedlings. We need, as not just a part of our research at the Morris Station, but our larger initiative with the New Mexico Reforestation Center."

"Part of our request is for housing for our students and visiting professors to come and to collaborate with us on research, so as part of our request is not just to meet the deferred maintenance but it's also to help us meet our housing needs. This year, where we received 5 million in needs for the Ag Experiment Stations, at our Ag Science Centers, 1 million of that will be used for housing. So, next year's request is to expand the housing opportunities at those centers. Well out Farmington Research Center is on the Navajo nation. As I just put a little plug with the only 1862 that has a research station on a sovereign nation. We need to expand housing. That is critical for us, our Clovis station, which is the powerhouse of our central state. In agriculture we must expand housing there, that funding for last year will cover that. The funding for this year will cover research stations' housing to be able to house some additional students. So that is important for us. We're also in the process of finishing negotiations to bring in an excellent scientist that will be at our Alcalde Center. We are recommending in this request to take down some very dilapidated buildings that are already falling, that are currently housing some equipment and build a research lab, so that the researchers that we're bringing into that station actually have capacity to do the research that they need. The other modifications are for demolition at the college ranch, these buildings are falling. They are dangerous so this will allow us to demolish that building and then allow us to expand that center. Then we can continue to make improvements at Farmington, and we also have to do additional work at the Leyendecker site. This is our new campus site just 7 miles away and there are some significant needs there in that office building we want to address with this 5 million."

Associate VP, Raghavan, "I just want to state, in response to your question about planning, the capital plan has to dovetail with the educational master plan, so I will look forward to a master plan coming from the provost office, the educational master plan, so we can work in sync and dovetail together."

Regent Chacon-Reitzel moved to approve the 5-year facilities plans as presented, Regent Moseley seconded,

all were in favor, and none opposed motion passed.

**7. NMSU LEADS 2025 Goal 5: Build an Online Global Campus, Associate Vice Chancellor for Digital Learning Sherry Kollmann**

Associate Vice Chancellor for Digital Learning, Dr. Kollmann, "The first thing that I want to just talk about and give a brief recap on, with Goal 5, is that s we started building this last year, my team and I developed 2 north goals, which we presented to all of you with those true north goals. We had already set KPIS. So, as we moved along in this process, we are able to also illustrate that we did achieve those KPIS. And it's just to prove that what we are doing is what we say we're doing. Also, as of this morning, we have achieved our last one, which was bringing in 1,090 new students. As of this morning we have brought in 1,111 students. So, my team has worked very diligently on that, but just proud to say that they did reach all of their KIPs for last year. Moving along, the other thing that I want to mention is that as we propose this, Dr. Linda Scholtz and I did work with all of the colleges and we also went to each of the community colleges to make sure that people knew what we were doing; and that there was buy in and that we also received their feedback, so we could integrate it into what we are presenting to you today. I will also say, we added one additional step that the other goals didn't do. But we wanted to make sure that faculty were included in this."

"So, Dr. Fasenko did send out the plan ahead of time, not too much ahead of time, but ahead of time. And we did receive 45 comments from faculty as well, so just to let you now that they were involved in this process as well."

"So, for building NMSU Global campus, I am going to take this at a high level. I know all of you have, in your packets, the outline as well as the presentation. But there are a couple of key things for when we moved in this direction. To begin with, first and foremost, we have over 300,00 individuals, adult learners, and the State of New Mexico, who have some level of education. They have some college credits, but they have never completed their education, and that is a huge population in our rural state. When we talk about rural communities. They also need to have access to higher education quality online education."

"Right now, in our state, most of the mega universities are populating this space in the State of New Mexico. It's over 50,000 students, are taking online programs elsewhere, and essentially what that means for our State is that the tuition dollars are leaving our state but the debt we are incurring in our state. So, it is incredibly important that we start narrowing that gap and become the online leader of choice in our state. And just for background, as I was part of a mega university before, it's actually how we target different states for those that do not have an online leader."

"And so, I can report, and I'll have more information for you within the next 6 months, sharing with you how we are minimizing that the one we are focused on minimizing that the one we are focused on minimizing at the moment is Grand Canyon University, because they are not only here in the online sense. They are also in our backyard with our traditional campus as well. But more to come on that as we look at that as a driver for us."

"Our strategic objectives overall. So, there are 4 of them for this goal 5. The first one is providing access to quality higher education programs regardless of location, and again, just reminding everyone how rural our state is, and to be able to be present in those rural areas, but also in our Native American communities, where in the past we've always asked them to come to us. It's time for us to go to them, and actually provide the education that they are asking of us."

"We also are looking to scale enrollment growth across our state and beyond, any of you heard me discuss the 10,000 marks. That is where we are going to grow. That will be our optimal place for enrollment, for NMSU Global. And we are on our way to achieving that."

"The third one is, establishing an educated workforce throughout New Mexico and beyond part of this also in



the influence's economic development of our state. We need to make sure that we can educate our individuals and our citizens for organizations to look at our state, to actually come into so another key driver for us is also partnering with those organizations that are currently in our state, but also having conversations to larger organizations that are looking at our state to reside in."

"Number 4 is producing financial sustainability for the NMSU system, and I think, as you look at memorandum that were in your packets. We have every intention, along with all of you BOR, to make sure that we do have funding available so that you can identify priorities for our university or across our university, two of those that I just wanted to point out that we're in your packet, are faculty salaries. I think all of us agree that is an area that we have to do better in, and also, for the graduate student's compensation. As we can realize that budget, some of these items we'll be able to address with NMSU Global."

"I'm looking at the strategic focus. This is just high level to give you a quick recap, we are really looking at what we've built, this quality online education that's first and foremost. So, you know there's always been a stereotype about online education, and part of that was driven by the fact that these for-profit models are about were out there and it was essentially a degree mill. That is absolutely not what we want to do here at New Mexico State University. What we are doing is growing this organically and with our faculty. So, as I go through this you will see there is a section here where I address a faculty compensation as well."

"The next one is operational capacity and excellence that doesn't mean just for our students. That also means internally and with how we partner with the different colleges, the deans and the staff right here on campus."

"The next one is innovative solutions. We want to make sure that we are ahead of the game. There are many different areas where we here, ASU is first to market on different items. But we can change all of that. We have a very talented team that come right here from Las Cruces, New Mexico, that are driving a lot of these initiatives. Many of them had these ideas, even prior to me coming, and what we're doing is just realizing their vision. And so, it's a heartwarming to see all of the different initiatives that we're able to move forward and address, not only for Global but also for the Las cruces campus and the system as well."

"And then the last one, of course, is this sustainable growth. We want to make sure that as we put this in place, regardless if I am sitting in this chair or someone else is, that this maintains long after I am gone as well. So, the first one that I want to talk through is the quality online education. So, this has many different assets that we want to address. The first one is student success outcomes. First and foremost, we need to make sure that we are pulling that data so that we can take a look at how our students are succeeding, and we need to do that in real time, so that we can create the necessary intervention strategies for our students, and our faculty, then would have access to that. But the other piece that we need to address is the sense of belonging. A lot of people relate this directly to the campus, the face-to-face campus. But that's not true. Research shows that the level of sense of belonging is just as important in an online environment as it is in face-to-face classroom. And so, what we are doing is connecting and creating different opportunities for individuals to connect with each other, whether it's in their community, NMSU Global has a significant number of students that are in the Albuquerque area and creating that space where they can get together discussed, to have those study groups is something that we are moving towards as well."

"Student Persistence, so when we talk about the sense of belonging, the natural piece of that once we create that sense of belonging for our student is that actually then coincides with student persistence and retention. And just to clarify student persistence, that is term over term. We need to make sure that we are looking at the data for our students every single term, and making sure that they're persisting, and if they are not persisting, we need to have the data to be able to dig into it to find out why they are not persisting. So, then that influences the retention which is then the year over your number that we look at, and that is something as a

university. We need to continue to look at and have it at the forefront of our mind. My team in particular looks at this every single week and we have the discussions. Many of you heard that as we build NMSU Global, a lot of this is data driven and there's a science to this. A lot of that science is having accurate data and looking at that data very consistently, and then asking the questions of the people facilitating it. And those are things, whether it's the wrap around services or its the faculty. We have academic advising, mentoring and career services. That is a key part of persistence and retention. So, we build this one key feature that we will have, are actually pods, and its actually bullet too. And so, what we do is create small teams of people that then facilitate that wraparound service, so then that student, because it's generally broken down by alphabet. But then that student has the admissions person, the advisor, the mentor in there and it has the financial aid person and all of them know what each other is doing. The conversation that they're having and how we can move those students to graduation. And so, that is another thing that's a little distinguished in our area as we move these students forward because it is a higher touch model. We do need to always have everyone on the same page because their phone calls zoom sessions, those types of things where you're not interacting with them face to face."

"The other key piece of this is the first-year experience. So, as we established the first-year experience, we are looking at those courses that are potentially barriers for some of the students. And then what we're doing is we are interviewing and looking at different faculty, what they're teaching philosophy is, because some faculty have a natural gift to go the extra mile, to do extra phone calls with our students, so we need to make sure that we do in this first year experience is align those faculty that have that teaching philosophy in those courses. Because if you align a faculty member who would prefer to teach a master's level course, or work with students who are more self-directed, that is never going to work. These students will not persist, and so we are looking at aligning the faculty with the students in that."

"The last thing I want to point out is bullet number 3. It is incredibly important, as is that we collaborate with the office of institutional effectiveness. We need to make sure and track course completion rates and identify the courses where students are achieving 75% or below where we are taking action, creating intervention strategies. And then looking at how courses are designed for these adult learners."

"The next piece of achieving the quality online education is looking at faculty workload and productivity for us in the online space. We want to make sure that we have a decent ratio between faculty and students. So, having 150 students in a class does not work. Research has shown that over and over again it also puts a lot of strain on that faculty member where they're having to do more and more and not giving the appropriate tie for them to work with each of the individual students, because for our students to feel that sense of belonging, then have to make a connection with that faculty member. And in an online space you can't do that with 100 online students, and I can tell you that from experience. I still teach, and I do that because I want to make sure that I am still present, and I know what currently is happening in the classroom. So that I have these conversations I myself don't become outdated. And the evolution of our online students."

"Continuing with faculty workload, the other piece that I want to point out is development. It's the last bullet development of standard recruiting and hiring practices in collaboration with the associate dean's department has in each of the academic colleges. Basically, what we need to be able to move forward on this right now is a lot of the processes are just to add seats in different courses, but as you add seats you are adding additional responsibility to each of those faculty members. And so, what we're doing is creating policies and procedures so that we're creating additional sections. And we have this information well in advance. You just have to be looking at the marketing data and the enrollment data to know. When do you add one or two additional seats, or when do you add another section so that the faculty is not being overloaded with additional students."

"Next, is about faculty turnover rate and the number of full-time versus part-time faculty. Most institutions that

are moving forward with a global campus really focus on utilizing adjuncts term over term. That is not our model. That model, I think, reduces the quality of online education. There are some instances where that works really well, but overall, what we are looking to do is create yearlong contracts at the minimum for some of these whether they're professors of practice, faculty of practice, whichever term you like to use. Even adjuncts, because again, as we talk about students needing a sense of belonging so do our faculty, because if our faculty do not feel committed to NMSU they won't be committed to our student in that online classroom. So, we are making sure that we are moving forward. Whether it is the yearlong contract with an adjunct, a professor of practice or a college track faculty to move us into a very different space than the other universities who have done this before us. Faculty compensation, I have to give a ton of credit to those faculty who have helped move some of this forward off of a \$1,000 stipend. They were doing this, as a quality check and they were doing all of this work for \$1,000 and most universities, this is closer to \$8,000 to \$10,000."

"What we are able to do with the 10.5 million dollars that we received from the state is, we are now able to compensate the faculty who are willing to take a 16-week program or course and move that into an 8-week course. We are able to compensate them now, \$5,000 for doing that work. I can tell you that I myself, did one this past semester, and it's a lot of work, and we are asking a lot of people to do that without much compensation. So, I am very pleased that we were able to get that 10.5 million, so that we can set a standard for rewarding our faculty for moving this forward for our institute. One of the things that we have noticed, or at least I've noticed over the last 3 years here is that we were putting individuals into online courses without core shells being developed. Some of them new online education some didn't. So, we are putting in place and with this goal is we're going to have the do a 20hr session where we know exactly what we want the to do, how we want them to do it. Have discussions with them and it'll be paid because we want to make sure that any person, we put in front of our students have been properly trained because they're communicating with them. We want to make sure that you know their productive environments, some content and some of the courses can be highly emotive issues for some people, and so we want to make sure they know how to address that and be professional at all times. As we move to operational capacity and excellence. One of the things that we have to instill in the Global Campus as a service level agreement. As we move forward with it with a number of different units, we need to continue moving forward with different service level agreements. You know we compete with some of these other online providers or universities, their average response time is about 3 minutes. So, if you put in a request for information, you will get a phone call within 3 minutes. We are not there yet, and we probably will never be at that 3-minute mark in full transparency where we want to get that to the same day. So that the students know that we are there, that we care about them and that we are interested in them actually becoming an Aggie."

"The next KPI that I want to make sure that we put in place right from the beginning is making sure that we are kind, compassionate, that we are listening to the needs of all our stakeholders at all times. As you are in startup mode, which is what we are. Sometimes you can lose track of that, and you can be very forceful and just want to move things forward. I don't want that for us and I don't think as you meet more of my team, they don't want that either. And so, we want to make sure that we are partnering and I listening to the needs of our stakeholders internally and externally."

"Moving on to innovation and or innovative solutions. One thing we want to make sure that we do and prior to this last year we didn't really have any funding to be able to pilot different programs. We've had faculty over the years, come to us and ask us to pilot a number of different technologies that would create efficiencies for them, teaching and in their classroom. But we weren't able to do that because of the funding issues. So, this year, thankfully we are able to conduct some pilots in collaboration with our faculty so that we can look at 2 things. One is creating efficiencies for our faculty. And then the second piece of that is optimizing the learning for students and so, as long as we have those 2 things set, we can move forward with some of these pilots and then move those to implementation. The other thing that I will note on this is as we do that this stuff then

doesn't just reside in Global. It Actually benefits the entire NMSU system as we move forward with these. The next one is the immersive experience. We received a grant from Meta University that we have fully launched. I want to make sure that as we do this, that as we move towards more cutting-edge technology, that technology is not hindering learning. So, often we have technology, and we use technology just for the sake of technology. But what we're not doing is keeping in mind how that's influencing and impacting learning that's taking place. And so, we have the instruments that we are going to be deploying to make sure that is front and center as we move forward with this. The other piece of that is the engagement satisfaction. So, piggy backing off of Metaversity just again, it is making sure students are engaging in it, that there is a level of satisfaction with is for anyone who's ever taught in an online environment. Discussion boards are just the vein of most people's existence, and one of the things we want to be able to do is to develop a new way of doing that right. We can create different learning models. We can integrate different technologies, so that it is more engaging for our students and that it does optimize learning as they are engaging in that aspect of it. And then, the last grouping here is sustainable growth. Website, engagement, and conversion. So, for us, the website is everything that is our front door. It's the first thing people see for NMSU Global, so it is a vital piece. And what we are doing is working on revamping that website to make sure that our conversions are there. Again, part of this is having insight into where our perspective students are navigating how long they're spending on the page. So, it is very data driven and with that information we are then able to do target marketing, we are able to see if we need to invest more in a certain area. So, if we know we have a lot of engagement in the Albuquerque area, we can then do more target marketing it the Albuquerque area. So, as we optimize our website, we will also be able to see then how many conversions we've received from that. And then the website effectiveness for us, our website is attracting visitors, and again, it is that first impression. So, we are making sure that we are tracking everything from how many appointments are set through the website to the various programs that they are looking at. So, all of that data basically informs us as we move forward, and we also have goals that are set out by every single program as well. So, this is just one component, but it is the first component we see and we also then get to look at how our marketing efforts have made an impact. And so, if we need to be agile and make changes, we can then do so."

"And then, our last page is enrollment. So, you know for us we will achieve a 45% year over year growth. And we will do so up until we hit that 10,00 mark. These numbers are not typical especially today, most universities do not see these kinds of numbers. Speaking with a lot of my peers in the industry, they are still surprised at just how low our marketing acquisition costs are. Most people were there so we call it a MAC, marketing acquisition costs. Many people are spending in the thousands of dollars just to get students to apply, we're spending about \$265, so that tells us also that our brand that Justin and Melissa have worked diligently on for many years, is actually working and we're benefiting from that as we move forward with NMSU Global. The other thing I want to mention is the increased number of applications and admits and then appointments, all of these have to align. So, if we know today that we are only seeing a 25% in applications, well we know we're not going to hit the mark. So, again everything we do with this data and how we're looking at this on a day-to-day basis and then we're making those changes needed to ensure that we're hitting the mark just as we did last year, when we said we would hit the 1,090 enrollments, and we exceeded that this year. Before I conclude, I would like to thank Leslie Cervantes, Clayton Abbey and Madam Chair for your help. Now I stand for questions."

Faculty Senate Chair, Dr. Fassenko, "One thing that has come to the forefront since I put out the survey to get feedback and thank you for asking for that feedback. Two things that faculty really hold near and dear to their hearts is academic freedom and the ability to decide what they put in our courses, and how we put that intellectual property so moving forward, faculty have asked me to ensure that there will acknowledgement of those two things in writing, so that we can feel comfortable about moving forward with you on this journey."

Vice Chancellor, Dr. Kollmann, "Yes, Madam Chair and Dr. Fassenko. We're working with Ermelinda on that now, to make sure that is in writing, so that faculty can feel confident in that and how we proceed."

Regent Chacon-Reitzel, “Earlier when there was a reference to the pandemic, and the wreck it caused and the reference to the lack of broadband in rural New Mexico, and how we cannot be very dependent on broad band in rural New Mexico. So, when I was thinking about that, I was wondering the extension offices in the 33 counties, and the 11 Ag Experiment Stations are all across rural New Mexico, which we hope we have a lot of those folks attending our Global Campus. Do you have any plans for incorporating them?”

Vice Chancellor, Dr. Kollmann, “Yes, we are already working with some of the extension centers and part of what we are doing, is in rural New Mexico, I am working on some of those initiatives. A lot of those folks need to be able to learn on their phone, or they don’t have the computer, or they are in the field, and they need it in real time. So, the on-demand side of digital learning has been working with a lot of individuals and building out micro learning courses for them. And so then, having those stack into a credential and a full micro credential. We’ve been doing that and it’s the College of Ag who are the first initiators of that and moving that forward.”

Regent Romero moved to approve the NMSU Leads 2025 goal 5, Build an online Global Campus as presented by Dr. Kollmann, Regent Chacon-Reitzel seconded, the motion, all in favor and none opposed, the motion passes.

**I. Informational Items, Chairwoman Ammu Devasthali**

**1. Summary of Revisions to the Administrative Rules and Procedures of NMSU (ARP) for the period March 1, 2023 – April 30, 2023, Senior Administrator for Strategic System Services and Operational Policy Administrator Ermelinda Quintela**

Sr. Administrator, Ermelinda Quintela, “So, I did submit, and it is in your binders. Actually, this is just an administrative and procedure new student immunization and documentation, requirement and screening requirements. So, unless you have questions, and for the interest of time I will stand for questions.”

**J. Report from the New Mexico Department of Agriculture to the Regents of New Mexico State University (Board of Agriculture), Cabinet Secretary & Director Jeff Witte**

Report will be read into the record.

**K. Report from the NMSU System Chancellor, Interim Chancellor Jay Gogue**

Interim Chancellor, Jay Gogue, “I just want to say thank you, I certainly appreciate your leadership that comes from the entire campus and our branches throughout NMSU. It has been a busy first month. Provost and I have visited about a third of most of a third of the academic departments on campus. We usually talk about several reports. One of them is a federal report, another one is a report that looks at teaching loads versus research. I would just conclude by saying that very good people, very student committed and very interested in the whole collaborative community effort, and it comes out, not only from the students, but it comes out from the faculty and staff. So, it’s been a positive first month. Thank you.”

**L. Announcements and Comments, Chairwoman Ammu Devasthali**

**1. Good News for NMSU!**

Regent Moseley, “I would like to recognize the New Mexico State University National Agriculture Marketing Association (NAMA) for taking first place at their nationwide conference. I believe it was the first time NMSU won or placed, in over a decade, so big shout out to them. I know a lot of people on the team. They worked extremely hard. Also, the NMSU Sigma Ki Fraternity raised \$20,000 for cancer research while supporting their brother Kyle Richardson. I am also a part of this fraternity. Kyle Richardson suffered from stage 4 cancer, Hodgkin’s lymphoma when he was 16. He beat it and it has recently come back. Knowing him personally, he is a true warrior. You will never see him with a frown on his face. He always has the most positive attitude and is truly an inspiring person

and really embodies what it means to be an Aggie. I am happy he has a community around him to support and congratulations again to all of our graduates.”

M. **Adjournment**, *Chairwoman Ammu Devasthali*

Chairwoman Devasthali, “Congratulations to all the graduates and we are adjourned.”

11:44 am.

DRAFT



**Board of Regents Meeting**  
**Meeting Date: December 7, 2023**  
**Agenda Item Cover Page**

**Agenda Item # C-2**

☒ Action Item

☐ Consent Item

☐ Informational Item

**Presented By:** Garrett Moseley  
Secretary/Treasurer,  
Board of Regents

**Agenda Item:** Special Meeting Minutes May 31, 2023

**Requested Action of the Board of Regents:** Approval of the Special Meeting Minutes for May 31, 2023 as presented.

**Executive Summary:**

As required by the New Mexico Open Meetings Act, the board shall keep written minutes of all its meetings. The minutes shall include at a minimum the date, time and place of the meeting, the names of members in attendance and those absent, the substance of the proposals considered and a record of any decisions and votes taken that show how each member voted. All minutes are open to public inspection. Draft minutes shall be prepared within ten working days after the meeting and shall be approved, amended or disapproved at the next meeting where a quorum is present. Minutes shall not become official until approved by the board.

**References:**

NM Open Meetings Act §10-15-1 G.

**Prior Approvals:**

N/A



**NEW MEXICO STATE UNIVERSITY BOARD OF REGENTS  
SPECIAL MEETING  
May 31, 2023, at 1:00 PM**

The online meeting will be Webcast at the following address: <https://regents.nmsu.edu/regent-meetings/>

**Regents of New Mexico State University**

Chair Ammu Devasthali, Vice Chair Christopher T. Saucedo, Secretary/Treasurer Garrett Moseley, Dina Chacón-Reitzel, Deborah Romero

**Non-Voting Advisory Members** – ASNMSU President Citlalli Benitez, Faculty Senate Chair Gaylene Fassenko, Ph.D., Employee Council Chair Susanne Berger

**University Officials** – Interim Chancellor Jay Gogue, Ph.D., Provost Alan Shoho, Ph.D., General Counsel Roy Collins III, J.D., Associate VP Finance and Business, D'Anne Stuart, Chief Budget Officer Kimberly Rumford, Finance Strategic & Planning Officer Dave Maddox, Associate VP for Facilities and Services Raghu Raghavan, Associate VP University Marketing and Communications Services Justin Bannister, Deputy Chief Justin Dunivan, Associate VC Digital Learning Sherry Kollmann, VP Student Success Renay Scott, Pres/CEO Dev/Special Assistant to the President Scott Eschenbrenner

**MINUTES**

**A. Call to Order, Chairwoman Ammu Devasthali**

Chairwoman Devasthali called the meeting to order at 1:18 PM. The role was called, and all members of the board were present via. Zoom.

**1. Confirmation of Quorum, Chairwoman Ammu Devasthali**

The Chief of Staff confirmed the quorum. All members joined via Zoom.

**B. Introductions**

**1. Introduction of ASNMSU President, Citlalli Benitez.**

Chairwoman Devasthali yields to Regent Garrett Moseley for the introduction of Citlalli Benitez. Regent Garret Mosely introduced Citlalli Benitez as the new ASNMSU President, stating, "Citlalli is from Anthony, New Mexico, and is a senior majoring in government and Spanish with a minor in international relations. She's held numerous leadership roles during her time at NMSU. This includes two terms as the College of Arts and Sciences Council Vice-President, President of the Model United Nations Club, Chair of the Student Advocacy Board, and most recently served as the Director of Governmental Affairs for ASNMSU. As President of the Model United Nations, she led her team to the top ten percent of teams in the world and has been recognized as one of the top student delegates in the United States. As director of governmental affairs, she led the governmental affairs team to securing a \$670,000 appropriation from the State Legislature for renovations to the James B. Delamater Activity Center. Having had the pleasure of serving alongside Citlalli, I can attest to the fact that she is a very passionate, kind, and dedicated leader for our next ASNMSU President. On behalf of the Board of Regents, thank you for your willingness to serve the student body, and we are all very excited to see what you accomplish, and with the consent of the chair I'd like to yield the floor to President Benitez to share a couple of words."



Citlalli Benitez stated, "Thank you Regent Devasthali, and thank you very much Regent Moseley for the absolutely amazing introduction. I just wanted to say hello to everybody and introduce myself for those that I do not have the honor of already having met or been acquainted with. My name is Citlalli Benitez, I am the new ASNMSU Student Body President, and I am very honored to be here in this meeting and I'm very excited to get to listen and learn from you all. Thank you."

**C. Approval of the Agenda, Chairwoman Ammu Devasthali**

Chairwoman Devasthali made a motion to move the proposed revisions to RPM 16.4 from the consent items to action items.

Regent Chacón-Reitzel seconded the motion. All were in favor, and none opposed. Motion passed.

Regent Saucedo moved approval of the agenda as amended. Regent Romero seconded the motion. All were in favor, and none opposed. Motion passed.

**D. Consent Items, Chairwoman Ammu Devasthali**

Regent Chacón-Reitzel motioned to approve the consent agenda items as presented. Regent Moseley seconded the motion. All were in favor and the motion passed.

- 1. Joint Powers Agreement (JPA) between the New Mexico Department of Public Safety and New Mexico State University (Police Department), NMSU Police Department Deputy Chief Justin Dunivan**
- 2. Posthumous Honorary Degree Proposal, Provost Alan Shoho**

**E. Action Items, Chairwoman Ammu Devasthali**

**1. Proposed Revisions to RPM 16.46, Chief Audit Officer Kenneth Glascock**

Chairwoman Devasthali stated, "There was a meeting of the Audit and Risk Management Committee and there were some amendments with minor changes to the language." The Chairwoman wanted to make sure that everyone had a chance to look at the changes, and if there were any questions on them before there was a call for a motion to approve. Chairwoman asked that Kenneth Glascock present and point out the changes that were made.

Chief Audit Officer, Kenneth Glascock stated, "These were minor changes to formalize my reporting structure as the Chief Auditor to the Chancellor. With oversight of the Audit and Risk Committee. We are adding some definitions of consulting and advising. Most of these changes are to align with the Institute of Internal auditors' standards for the practice of internal audit. I am open for any questions."

Regent Chacón-Reitzel noted that she saw the changes and they are fine with her just questioned the nomenclature from Vice Chancellor throughout the document to just Chancellor and questioned, "If we were to change the position to President, we would have to come back in and change it again, is that correct?"

Chairwoman Devasthali confirmed stating; "Yes, that is correct, it would have to be changed again. If no other questions or concerns, I would like the motion to approve revisions to RPM 16.46."

Regent Romero made a motion to approve. Regent Chacón-Reitzel seconded the motion. All were in favor, and none opposed, the motion passed.

**2. Operating Budget for Fiscal Year 2023-2024 (Las Cruces Campus Only), Chief Budget Officer Kimberly G. Rumford**

Chief Budget Officer, Kim Rumford began her presentation with a review of the operating budget for fiscal

year 2024.

"At the last meeting we approved the FY 24 budgets for the three community college campuses, so this is the budgetary authority that we seek for the Higher Education Department. The actual form is included in your packet in the last page of supplemental materials."

"For the Las Cruces Campus, the total expenditures for the current funds and plant funds combined for unrestricted and restricted is a little over 708 million dollars. Let us look at some brief summaries for the Las Cruces campus sources and uses. Again, this is just a summary of the different comparisons of the budgets from the beginning budget from FY23 to the beginning budget of FY24, so you can see some of the changes that took place."

"Some of the more significant changes are Federal appropriations, which includes primarily AES and CES. Government grants and contracts showing a significant increase as well, and that's primarily due to financial aid increases such as the Opportunity Scholarship, which was significant this year as well as the Lottery Scholarship and Federal Pell grants; all showed an increase this year. "

"This is offset by a decrease in sales and services for which is primarily shown in auxiliaries and primarily related to a change in the management to an external party for housing, but that decrease in revenues is also offset by an even more significant decrease in expenditures."

"Just for your information, the other category includes interest earnings and indirect cost recovery. Then on the uses, our most significant changes this year, from one year to the next is instruction in general category, which is resulted of increased appropriations, combined with increased tuition revenue resulting in related increased spending and the most significant increase was related to a 6% compensation adjustment and increased utilities costs."

"Other appropriation line items, such as education, retirement board, employer portion, faculty special compensations and student wrap around services and health relate funding were also resulted in increased expenditures from appropriations as well."

"In research, we have anticipated increases in grant funding plus appropriation for AES and other research and public service areas to include the compensation adjustments that are coming from the State as well. And public service increases due primarily to an appropriation for Anna Age 8 appropriations for CES as well as some Federal grant contract increases for CES and Federal grant contract increases for Arrowhead as well."

"Student Aid had some increases related to the Opportunity and Lottery scholarships followed by Federal Pell grants as well as an investment increase in the graduate assistance scholarships that happened in the middle of the year last year which is why it shows a difference from last year to this year. In addition to that, athletics received an additional State appropriations funding and are anticipating additional funds from Conference USA, so they are also showing a net increase."

"Overall, the expenditures are more significant than the revenues. It is a bit unbalanced of a budget but it is related primarily due to timing and a significant piece of that is due to the NMSU online where we budgeted for a 10.5 million in revenue for fiscal year 23, where we could draw it down a little early and we were budgeted to spend a portion of that in FY23 and a portion of it in FY24, so we are unbalanced, but it balances net overall just not for the single fiscal year."

"The next slide is just a reflection of instruction in general. You can see the unrestricted current funds and how the categories funding is spent within and so you can visualize it. You will notice an increase in utilities, budget

supplies and other expenses and we have an increase in recovery of institutional support which helped offset some of those items as well. “

“I have some additional supplemental information included as well as include a slide for NMSU Global so that you could see that we do have a budget estimate for NMSU Global available. That concludes the presentation if you have any questions?”

Chairwoman Devasthali noted that typically they have seen the sources and uses match up and this time they seem unbalanced.

Dr. Kim Rumford reiterated that the budgets were off due to the timing. “They can draw down the one-time funds early and when they are large amounts, budgeting them in both years will do that. We can consider budgeting them and the expenses in the same year that we receive it going forward if we would like to see that balanced. “

Regent Romero stated that she had no questions but mentioned, “Regent Moseley and myself met with staff to walk through the budget so we have a better understanding of what some of the concerns that were raised last meeting were addressed. Unfortunately, the budget has been submitted since it was due to the State of New Mexico on May first, and we are approving it after the fact. We have talked about processes in the future so that the Regents approve things before they must be submitted to the State. That is one thing we addressed, we talked about the budget not balancing as Dr. Rumford mentioned, there’s a way to get that accomplished and I think moving forward, that’s the way that’s the way we will be addressing it.”

“The other thing we talked about was making sure that we know the difference between digital learning and global learning, so staff is already breaking out those budgets so that we will have two distinct budgets for each one of those. So, moving forward, global will now have their own budget, and we will be able to see exactly what that consists of versus the digital learning.”

“So, there was a lot of really good conversations that went on and a lot of efforts for us to move in the right direction for collaboration and making sure that the budgets are presented in a way that the board of Regents will understand them.”

Chairwoman Devasthali asked the question, “So any revenue from tuition coming in to global, Dr. Coleman will they be able to track them in real time?”

Regent Romero replied, “It is not a normal practice. I think she can get a projection on what the revenue is going to be and then there can be regular reporting and that can be decided whether it’s going to be monthly reporting or quarterly reporting, something to that effect, but real time reporting is not realistic in the budget world.”

Chairwomen Devasthali thanked Regent Romero for the clarification and stated, “If no other questions I would like to thank Dr. Rumford, D’Anne Stuart, Regent Romero, and Regent Moseley for all the work that you’ve done on this to make the budget much clearer for us how it has been presented. If nothing else, Regent Romero would you like to make the motion?”

Regent Romero moved for adoption of the budget for the Las Cruces Campus as presented.  
Regent Moseley seconded the motion. All in favor and none opposed, motions passed.

F. **Adjournment**, *Chairwoman Ammu Devasthali*

Regent Chacón-Reitzel moved adjournment with a second form Regent Moseley. All were in favor, the meeting adjourned at 1:38 PM.

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**Board of Regents Meeting**  
**Meeting Date: December 7, 2023**  
**Agenda Item Cover Page**

**Agenda Item # C-3**

☒ Action Item

☐ Consent Item

☐ Informational Item

**Presented By:** Garrett Moseley  
Secretary/Treasurer,  
Board of Regents

**Agenda Item:** Special Meeting Minutes June 29, 2023

**Requested Action of the Board of Regents:** Approval of the Special Meeting Minutes for June 29, 2023 as presented.

**Executive Summary:**

As required by the New Mexico Open Meetings Act, the board shall keep written minutes of all its meetings. The minutes shall include at a minimum the date, time and place of the meeting, the names of members in attendance and those absent, the substance of the proposals considered and a record of any decisions and votes taken that show how each member voted. All minutes are open to public inspection. Draft minutes shall be prepared within ten working days after the meeting and shall be approved, amended or disapproved at the next meeting where a quorum is present. Minutes shall not become official until approved by the board.

**References:**

NM Open Meetings Act §10-15-1 G.

**Prior Approvals:**

N/A



**NEW MEXICO STATE UNIVERSITY BOARD OF REGENTS  
SPECIAL MEETING NOTICE AND AGENDA  
June 29, 2023 at 1:30 PM**

Meeting will be held virtually at the following address:  
<https://regents.nmsu.edu/regent-meetings/>

**Regents of New Mexico State University**

Chair Ammu Devasthali, Vice Chair Christopher T. Saucedo, Secretary/Treasurer Garrett Moseley, Dina Chacón-Reitzel, Deborah Romero

**Non-Voting Advisory Members** – ASNMSU President Citlalli Benitez, Faculty Senate Chair Gaylene Fassenko, Ph.D., Employee Council Chair Susanne Berger

**University Officials** – Interim Chancellor Jay Gogue, Ph.D., Provost Alan Shoho, Ph.D., General Counsel Roy Collins III, J.D.

**NOTICE**

The New Mexico State University Board of Regents will hold a special meeting at 1:30 PM on Thursday, June 29, 2023. The meeting will take place online and available at <https://regents.nmsu.edu/regent-meetings/>.

If you are an individual with a disability who needs a reader, amplifier, qualified sign language interpreter, or any other form of auxiliary aid or service to attend or participate in the hearing or meeting, please contact the Board of Regents Office at 575-646-5997 or [regents@nmsu.edu](mailto:regents@nmsu.edu) at least three days prior to the meeting, or as soon as possible. Public documents, including the agenda and minutes, may also be provided in various accessible formats. Please contact the Board of Regents Office at 575-646-5997 or [regents@nmsu.edu](mailto:regents@nmsu.edu) if a summary or other type of accessible format is needed.

**Minutes**

**A. Call to Order, Chairwoman Ammu Devasthali**

Chairwoman Devasthali called the June 30, 2023, special meeting of the NMSU Board of Regents to order at 1:34 pm.

**1. Confirmation of Quorum and Roll Call**

The Chief of Staff confirmed the quorum with 4 members present via zoom and suggested, "Because this is an online meeting so all votes should be roll call votes, simply for the record and based on the fact that everyone is online."

Regent Romero - (Present)

Regent Chacón – Reitzel? (Present)

Regent Moseley? (Present)

Regent Saucedo we are not expecting to attend today madam.

Regent Devasthali? (Present)

"Also, we have Suzanne Burger from Employee Council here today, can you please say present?" (Present)

"Faculty Senate Chair Gaylene will not be able to attend due to a professional development event today and ASNMSU President Citlali Benitez are you present? Ok, not today."

"Provost Alan Shoho, can you please say present?" (Present)

"As I mentioned earlier and pre-session madam chair, general counsel is in professional development outside of the state and general counsel Roy Collins is excused. But if you need counsel, I could certainly reach out to Scott Field for that purpose."

"Thank you, sir, madam chair, the quorum is confirmed, and the roll has been called."

## B. Action Items

### 1. Revised NMSU System: Five-Year Facilities Plans, Associate Vice President Raghu Raghavan

Associate Vice President, Raghu Raghavan, "Thank you Regent Chair Devasthali, good afternoon, everyone. Thank you for being present to view the revised annual capital outlay 5-year facilities plan. So, this is the revised annual capital outlay 5-year facilities plan for NMSU. The agenda is very brief. We will look at our capital request priorities and then we'll go into a description of our priority."

"So, for the 2024-25 general obligation bond, this is the revised list of priorities that you see here, for the CMI, Creative Media Institution building at Arrowhead Park, we have split this project into 2 phases. For the 2024, 2025 year, we will be asking thirty-five million dollars for phase one for the construction at Arrowhead Park. We have also upped our Ag Science Centers ask to twenty-five million. As we all know, our infrastructure is in dire need of repair. So, for a steam infrastructure, we will be asking for ten million, and our electrical infrastructure, we will be asking for 10 million for the 2024-2025 general obligation bond here. So, for the 2025-2026 Severance Tax Bond, we plan to ask for the remainder of the money for the Creative Media Institute and that will be twenty million dollars. As you can see the total asked for CMI has been upgraded from the original forty-nine million dollars to fifty-five million dollars to account for increases in post COVID and inflation. For the STB, we also plan to ask for ten million dollars for the data center which would be the technology infrastructure building, to be constructed on the former Regents Row Residents Hall, northern site. We also plan to be asking for upgrading our water wells infrastructure, so that is a 5.5 million dollar ask, and then again upgrades to our electrical infrastructure will be a ten million dollar ask."

"For the 2026-2027 general obligation bond, we have a new ask, which is the renovation of Walden Hall. As you all know Walden Hall is currently unoccupied, it is inhabitable. So, we felt that this would be a suitable time to renovate, ask for the money and renovate all involved. We are also asking for another thirty million dollars to upgrade our Ag Science Centers, and then we continue with our electrical infrastructure upgrades asking for twenty million dollars. So, here is the information on the Creative Media Institute building. It is going to be a state-of-the-art technical lab space for teaching future filmmakers. The goal with the curriculum is to increase industry partnerships which helps meet the growth demand of this rapidly growing program. And then eventually they get Milton for revitalization and reuse and revitalization and for non-specialized use."

"Speaking about deferred maintenance, as we know NMSU has a significant deferred maintenance backlog. We have about 575 million dollars in total deferred maintenance and our Ag Science Centers need about eighty-seven million dollars in upgrades. So, this is a description of the needs of our steam distribution system. We need to desperately replace failed and inefficient steam distribution infrastructure and focus on a comprehensive approach to improve utility, reliability, reduce operations and maintenance costs to improve our indoor air quality, student experiences and research success. The majority of NMSUs infrastructure is beyond 30 years old. Because of steam corrosion we incur about \$800,000 in repair costs annually. We also incur significant building property damage. The insurance claims associated with property damage directly attributed to steam infrastructure failure is over 850k from 2021 to present. The impact on costs related to steam losses is over 400k. \$400,000 annually for natural gas, chemical treatment, and domestic water usage. Similar, electric grid is also in desperate need of repair, 40% of NMSUs electrical grid is fifty plus year old. We need to replace end-of-life electrical infrastructure to improve reliability, resiliency, and

safety. The plan to upgrade this infrastructure includes replacement of substations, coordination relays, transform us switch gears, cables, overhead and underground conversions and to better support renewable technology implementations to meet the State carbon neutrality mandate.”

“Our Ag Science Centers, again, they have about eighty-seven million dollars in deferred maintenance needs. We all know how important they are to our state. The plan includes housing for researchers, demolition of derelict structures, replacement facilities, site infrastructure and improve equipment.”

Chairwoman Devasthali: “Any questions?”

Regent Chacón-Reitzel, “I do not have a question, just would like to thank you for the revisions in this plan. I know that we are not there yet. We are getting closer to that eighty-seven million deferred maintenance at the Ag Experiment Stations, I think, with this step-by-step plan. I am also happy to see that we are dealing with the infrastructure issues that we have been talking about for so long. That is the only comment I have.”

Associate VP Raghavan, “Thank you Regent Chacón-Reitzel. So, we have addressed the entire eighty-seven million dollar need in the 5-year plan, what you saw in the presentation is the 3-year plan, but in the 5-year plan we have addressed the eighty-seven million dollars need. Any other questions?”

Regent Moseley, “Thank you Chair and thank you Raghu for the presentation and information. Regarding the tunnels, how much of that is towards the tunnels that supply the different energy and different uses for the university? And how much of that is new infrastructure?”

Associate VP Raghavan, “Thank you for the question, Regent Moseley, I will begin the response and then I will have Pat Chavez who the energy guru is here, continue. We look at upgrading steam infrastructure keeping in mind that eventually we must transition to electrification. So, the current asks for upgrading our steam infrastructure are what is necessary. The total steam infrastructure ask, would be about 40 million, but we’ve restricted it to 10 million, just so that we do not upgrade to the extent that we would have to decommission it later on. So that is why we kept our ask to ten million. And now I will let Pat Chaves, our director of energy utilities speak.”

Executive Director, Energy Services Pat Chavez, “Thank you for the question, Regent Moseley, and members of the board. So just to keep in mind the diverse types of monies utilized for the repairs that we have been seeing going on for quite some time. There is quite a bit of concrete work repairs that is happening on the tunnel structure itself that is currently being funded with BRR, so this ask is to deal with part of the root cause of this failure. It was determined that the seam losses inside the tunnel were creating internal corrosion whereas external, from storm water flow, irrigation systems were corroding it from the outside. But those are BRR dollars used to repair the tunnel at this time. So, the ask is right now to mitigate the problem with steam leakage that is propagating into the buildings, continuing to degrade the tunnels. We are getting mold propagation in the buildings. It is creating a lot of warpages and damage to structures. It was mentioned in the presentation from twenty-one to present, we have accumulated over \$850,000 in insurance claims. So, this is a step to mitigate the losses, and again, the true need. If we went back and put back what we have now, it would be a total of forty million. But we know we need to move to renewables. So, this is just to tighten the system, get it to stop leaking so that way, as we design the movement away from steam, we do not plan to seek the full forty million because that would not be the best of that. This is truly mitigation phase one, to stop the bleeding. So, then the money we will ask in the future will be tied to our energy transition Master Plan. We expect that to be done hopefully in a month. That will allow us to start plucking the projects necessary to migrate us to reinvent the need for steam and the electrical will need to be in place also to support it. So, we think these are relevant, valid



investments.”

Regent Romero, “The question is going to be, why aren’t you planning, focusing on the conversion now and putting the investments in the conversion right now? I would like to know why we are not, and what we are going to do, to try to justify that we need the ten million for steam? And I have more questions.”

Executive Directo, Pat Chavez, “Thank you for the question, Regent Romero. So, what we need to understand is, to move away from steam, we must change the buildings first. Because all our buildings right now rely on steam for processing, hot water, comfort, heating autoclaves. And to just convert way from steam to like a geothermal district, the buildings are not designed to be able to plug into that. So, as we look at the, you know, we have a recent project here with Thompson Brown, and we have the award for the Chemistry Building. These are the projects that we are going to start by changing the mechanical systems at the building side that do not have the need for steam. The problem is, if we try to convert away from it now, we have no way to run our buildings unless we have steam. So, it is a chicken and an egg thing. You must get the buildings redesigned renewably before you can make use of this new infrastructure. So, the idea is again, this is just the money needed to prevent the leakage, you know, expending vast amounts of natural gas. You know that was in the presentation as well. We are seeing almost a half a million dollars in excess gas charges. That is greenhouse gas because of the losses we must over produce just to get it to the end deliver building. So, the tunnel work is purely concrete. It is not touching an of those infrastructures, which is just dealing with the structural piece. But this is where it is important. And I have already visited with our projects and engineering team that, as we design new capital outlay projects, we need to put in place the systems designed to plug into these geothermal technologies. But right now, if we converted, we could not run our buildings.”

Regent Romero, “Okay, so we need to lead with that madam chair. Patrick, we need to with that when we are talking about, we got to phrase it in a way where we know that these are our critical repairs that must happen right now, while we work on major conversions. And so, you need to talk about the master plan that is in the works so that we can identify what that conversion is going to look like. But again, be prepared, because ten million dollars is a lot of money for a band-aid, and that is what this is until we can get everything fixed, so I appreciate that. So, the other concern that I have, or the other question I have is, we talk about the Ag, I think we need to rephrase the way that we mention the Ag project because leaders again, bureaucrats like me, we’ve already invested big bucks in the department of Ag. So, we need to be clear that that was for that purpose and that what we are asking for now is for the research facilities. I’m guessing it’s that, I don’t have all the documents in front of me, and so we need to call it what it is so that it is really clear that they are not thinking that we didn’t have enough money to finish what we needed to finish, which I think is to a certain extent, I think the case. But we also have new projects. So, you got to break it out in your 5-year capital plan, so these are different projects, not the same project that we have been working on for the last 4 to 6 years. Because I was confused, and I was involved in the department of Ag project 6 years ago. So, we just got to make sure that we have that cleared up. The other question I have, that was a statement this is a question. So, the creative arts building project, can you tell me how you are phasing it? Because when I look at the 5-year plan that you are proposing, I see the plan and design in there twice. So, I just would like better understanding of how you are phasing this project and how you are breaking out the cost, the way that you have broken them out.”

Associate VP Raghavan, “Thank you, let me share my screen once again. So here is the budget cost plan for phase one. So, it is a thirty-five million total ask and due to the nature of this project and the nature of the classrooms, production spaces, specialty spaces and so on and so forth, this cost is

broken down by square foot. And here I am going to have Jose step in to elaborate. Jose Loera is the Interim Executive Director of Project Development and Engineering. Jose are you on?"

Interim Executive Director, Jose Loera, "Yes, thank you Raghu, thank you for the question members of the board. So, the way that we have phased is to build the areas that are identifies here, the production spaces classroom spaces and support certain correct circulation spaces as part of phase one. Phase two would come in with the second part of the twenty million dollars, and that would include the administrative spaces, classroom spaces and graduate spaces, and both would require a design on both projects."

Regent Romer, "Why there was design twice. So, the way that Santa Fe is accustomed to seeing projects is, seeing plan, design, construct. So, when you see phase projects, it is typically because you are going to plan and design one year, construction next year and you may do equipment all that stuff third year. Or you may include it with the construction piece. So, are these two different projects? Or is it one project for CMI? Because of the way you break it out is going to be viewed as two different projects. And they are going to ask the question, why are you paying for plan and design two times, wouldn't it be better to do the plan and design for both phases? If you get the plan and design done, we would like to see that because then you know what the true costs are going to be, or you get close to the true costs. Let us take COVID and inflation out of the picture if we did not before. If before those things happened, we would see plan design. Then we know that you were coming in for what we thought were good construction costs for these projects, but breaking it out this way, we do not know what those true construction costs are going to be. I get that you are doing this in a Geo Year, so you are going to have to do the plan, design, and construct. But next time around, I hope the University will look at getting the plan and design done in a non-geo year so that when you go into the GEO, you know what those construction costs are going to be. This is going to cause confusion as well. I think you all have developed it the way that you think is best for the university at this time but be prepared because this is going to cause a lot of confusion and a lot of questions."

Interim Executive Director, Jose Loera, "Thank you, we will that that and look into that."

Chairwoman Devasthali thanked Regent Romero and went on to discuss the July 25<sup>th</sup> presentation and its importance as well as expressing her enthusiasm with the upcoming CMI project and the hopes that it will be complete with the GO Bond and Severance Bond. She goes on to mention the Ag Modernization Project and the Ag Experiment Stations and Ag Science Centers due to the need of deferred maintenance and making them a priority. She asks that she is made aware of the prioritized capital projects to be prepared when asked questions.

Regent Chacón-Reitzel is recognized and reiterates the importance of presenting to get a better picture prior to Santa Fe and encourages the team to work Regent Romero's comments and suggestions into their presentation and plans to present in Santa Fe.

Chairwoman Devasthali, "So, if there are no other questions, I will entertain a motion on the Revised NMSU System 5-Year Facilities Plan as presented."

Regent Chacón-Reitzel moved to approve the Revised NMSU System 5-Year Facilities plan as presented, Regent Mosely seconded it, all were in favor and motion passed.

Adam Cavotta conducted a roll call vote, Regents Devasthali, Romero, Saucedo, and Moseley all voted in favor of the motion.

**C. Closed (Executive) Session**

- 1. Close meeting to discuss pending litigation and limited personnel matters in accordance with NMSA Section 10-15-1 H(7) and NMSA Section 10-15-1 H(2) of the New Mexico Open Meetings Act.).**

**D. Adjournment, Chairwoman Ammu Devasthali**

Chairwoman Devasthali made a motion that the Board of Regents adjourn and go into closed meeting to discuss pending litigation and limited personnel matters in accordance with NMSA Section 10-15-1 H7 and NMSA Section 10-15-1 H2 of the New Mexico Open meeting act. Regent Moseley seconded the motion.

Adam Cavotta conducted a roll call vote, Regents Devasthali, Romero, Saucedo, and Moseley all voted in favor of the motion.

Chairwoman: Thank you we are adjourned.

Adam will you please provide instructions for us to go into the closed session meeting?



**Board of Regents Meeting**  
**Meeting Date: December 7, 2023**  
**Agenda Item Cover Page**

**Agenda Item # C-4**

☒ Action Item

☐ Consent Item

☐ Informational Item

**Presented By:** Garrett Moseley  
Secretary/Treasurer,  
Board of Regents

**Agenda Item:** Special Meeting Minutes Jul 14, 2023

**Requested Action of the Board of Regents:** Approval of the Special Meeting Minutes for July 14, 2023 as presented.

**Executive Summary:**

As required by the New Mexico Open Meetings Act, the board shall keep written minutes of all its meetings. The minutes shall include at a minimum the date, time and place of the meeting, the names of members in attendance and those absent, the substance of the proposals considered and a record of any decisions and votes taken that show how each member voted. All minutes are open to public inspection. Draft minutes shall be prepared within ten working days after the meeting and shall be approved, amended or disapproved at the next meeting where a quorum is present. Minutes shall not become official until approved by the board.

**References:**

NM Open Meetings Act §10-15-1 G.

**Prior Approvals:**

N/A



**NEW MEXICO STATE UNIVERSITY BOARD OF REGENTS  
SPECIAL MEETING  
July 14, 2023 at 8:00 AM**

The online meeting will be Webcast at the following address: <https://regents.nmsu.edu/regent-meetings/>

**Regents of New Mexico State University**

Chair Ammu Devasthali, Vice Chair Christopher T. Saucedo, Secretary/Treasurer Garrett Moseley, Dina Chacón-Reitzel, Deborah Romero

**Non-Voting Advisory Members** - ASNMSU President Citlalli Benitez, Faculty Senate Chair Gaylene Fasenko, Ph.D., Employee Council Chair Susanne Berger

**University Officials** - Interim Chancellor Jay Gogue, Ph.D., Provost Alan Shoho, Ph.D., Associate General Counsel Scott Field, J.D.

**Minutes**

**A. Call to Order, Chairwoman Ammu Devasthali**

Chairwoman Devasthali called the meeting to order at 8:01.

Chief of Staff Adam Cavotta noted that all regents are present and there is a full quorum.

**B. Approval of the Agenda, Chairwoman Ammu Devasthali**

Chairwoman Devasthali, "Before we move on to the approval of the agenda, I would like to remove D.1 from the consent agenda."

Regent Dina Chacón-Reitzel moved to approve the agenda as amended.

Regent Saucedo Seconded and none opposed, the motion passed, and agenda is approved.

**C. Confirmation of Prior Closed Executive Session, Chairwoman Ammu Devasthali**

**1. Confirmation of Prior Closed Session on June 29**

Board of Regents, Chief of Staff, Adam Cavotta, "The Board of Regents met online in closed executive session at 6 p.m. on June 29, 2023. The closed meeting was called to discuss pending litigation as permitted under the closed meeting exemption to the New Mexico Open Meetings Act NMSA Section 10-15-1 subsection 87, and discussion of limited personnel matters concerning individual NMSU employees as permitted under the New Mexico Open Meetings Act NMSA Section 10-15-1 Subsection H2. Those board members who are present, please certify that only matters of that nature were discussed."

Regent Romero, Regent Chacón-Reitzel, Regent Moseley and Regent Devasthali all responded yes.

Regent Saucedo was absent for this meeting.

Chief of Staff Adam Cavotta, "The confirmation and prior executive session are complete."

**D. Consent Items, Chairwoman Ammu Devasthali**

Regent Moseley moved to approve the consent agenda items as amended with a second from Regent Saucedo. All were in favor and the consent agenda with amendments was approved.

- ~~1. Disposition/Deletion of Property, Associate Vice President D'Anne Stuart~~
2. **Reappointment of Non-position Directors to Arrowhead Center, Inc. Board of Directors, President/CEO Arrowhead Center, Inc. Kathryn R. Hansen**
3. **Arrowhead Center, Inc. Bylaws Update, President/CEO Arrowhead Center, Inc. Kathryn R. Hansen**
4. **Philanthropic Naming of the Pan Am Basketball Suites, Interim NMSU Foundation President David Strong**
5. **Philanthropic Naming for NM Beef Council Meat Science Lab, Interim NMSU Foundation President David Strong**
6. **Perpetual Access Easement located near Triviz Drive in the Vicinity of Pan Am Plaza by and between Aggie Development Inc. and Plata Partners, LLC, President/CEO Aggie Development, Inc. Scott Eschenbrenner**
7. **Perpetual Access Easement located at Pan Am Plaza by and between Aggie Development Inc. and Plata Partners, LLC, President/CEO Aggie Development, Inc. Scott Eschenbrenner**
8. **Repatriation of Native American Sacred Objects at the Chihuahuan Desert Rangeland Research Center, Special Assistant to the President Scott Eschenbrenner**
9. **Ratification of Transitional Administrative and Organizational Changes, Interim Chancellor Jay Gogue**

E. **Action Items, Chairwoman Ammu Devasthali**

1. **Memorandum of Understanding by and between the Regents of New Mexico State University and the City of Las Cruces to pursue the formation of a Tax Increment Development District (TIDD), Special Assistant to the President Scott Eschenbrenner, Executive Director of Arrowhead Park Wayne Savage, Principle at Sage Land Solutions, LLC. Harry Relkin, and Advisor at Sage Land Solutions, LLC. Kim Murphy**

Special Assistant to the President Scott Eschenbrenner, "Good morning, madam chair, members of the board, we are here today requesting approval of an MOU and attached boundary maps between the Regents of New Mexico State University in the City of Las Cruces as we continue to pursue the formation of a tax increment development district. Board of Regents, on September 16, 2022, approved resolution in support of the formation of the tax increment development district for Arrowhead Park, Aggie Uptown and other applicable NMSU lands, for purposes of infrastructure development to promote economic growth and vitality to the Southern New Mexico region. The TIDS were authorized on the State statue for express purpose of using public tax dollars to build infrastructure, such as roads, utilities, public facilities, amenities, and more. This infrastructure can help provide a secure long-term source of funding to develop needed infrastructure at NMSU. This infrastructure in turn will encourage and attract private investments in building job creation and then support of NMSUs commitment to regional economic development. NMSU Regents will retain full control of land use and development for NMSU lands. The district boards will approve funding for the projects and oversee the expenditures. The first step in defining the district boundaries and establishing an MOU between local sponsoring agencies, in this case the City of Las Cruces, so this is our first step. Once the MOU and basic boundaries are approved, the next step in the pre-annex is the pre-annexation agreement, and development agreement with the city and that will be reviewed once again by NMSU legal and by the Board of Regents. So, we will have several steps through the approval process."

"Additional steps with the city will also include TIDD application, formation and annexation ordinances, all again, like I said, being reviewed by NMSU legal and by the regents. Our goal is to have these actions completed between the City of Las Cruces and NMSU in January in order to start the second phase of the approval process which is the approval for Doña Ana County and with the State of New Mexico. It is our intention to have all these approvals wrapped up before July 1, 2024. The reason for that is the State Board of Finance sill accept TID applications twice a year, once in July and again at the end of December."

“Based on the recommendation of the Regents Real Estate Committee in February, we did form a Board of Regents and President’s Task Force Committee. We have been meeting and continue meeting with this group and seeking their council through this process. The results of these meetings form the basis of this MOU and the boundary maps. I have also invited Wayne Savage Executive Director of Arrowhead Park, Kim Murphy and Harry Relkin who are online, their principles of Sage Land Solutions, and they are consultants in this process. As well as other members in attendance online that are part of the TID Advisory Task Force here to help answer your questions. With that, I will stand for any questions, Thank you.”

Chairwoman Devasthali noted that there are no questions and with that she entered a motion on the Memorandum of Understanding by and between the Regents of New Mexico State University and the City of Las Cruces to pursue the formation of a tax increment development district.

Regent Chacón-Reitzel seconded the motion; all were in favor and the motion passed.

**2. Goal 6: Build, Elevate, and Strengthen Sustainable Systemwide Equity, Inclusion, and Diversity Practices,**  
*Vice President, Equity, Inclusion and Diversity Teresa Maria Linda Scholz*

Vice President, Equity, Inclusion and Diversity (EID) Dr. Scholz, “Good morning, Chairwoman Devasthali, and members of the board. You all received information prior to the meeting this morning. So specifically, what we are going to be discussing is the passing or the approval of Goal 6 as part of NMSUs Leads 2025, Goal 5 was approved in May, specifically, Goal 6 is build, elevate, and strengthen sustainable system wide, EID practices.”

“I just want to note that we were going to also approve EID Goal 6 in May but I was unable to attend that meeting because I was literally on a flight to Athens with family, and so I also want to acknowledge for faculty who are on a 9-month contract, that oftentimes these decisions are made during the academic year. But there were some circumstances where we are meeting today in July. I also want to thank the faculty members who did provide feedback over the past couple of weeks. The other thing I do want to note is that in the packet that you all received, it indicated how many sessions Sherry Kollmann and I led in November and December and that was about twenty-two sessions that also included meetings with some of the subcommittees of the Board of Regents. Then Sherry and I also presented in January, where you were able to receive more information and data. In the packet that you were sent for the presentation.”

“What I provided you all for your reference is also data tables. I am not going to spend a lot of time on the data tables because we talked about overall percentages of underrepresented faculty staff and students in January. But we can certainly go back and refer to those as well.”

“I also want to emphasize that the work that we do here at NMSU is really important as we think about being a land grant, Hispanic serving and minority serving institution. And the work that I do as a vice President for Equity, Inclusion, and Diversity. Those three plus we are also a space grant, but those 3 enveloped missions and for the work that we do as an institution. I work with community colleges, I work with faculty, I work with staff, I work with students. So, all of that informs the work that we should be doing as it relates also to equity, inclusion, and diversity.”

“In January we also presented this graph where Goal 6 should be informing and should be aligned with the other existing goals. Now Goal 5, that has been approved by the Regents.”

“So as an overview, Goal 6 we are emphasizing institutional excellence, a sustainable foundation for this work and shared responsibility, you will often hear that equity, inclusion, and diversity is the responsibility of everybody involved in an institution. That is true. What is also important to ensure that we are effective in our equity, inclusion, and diversity work is that we work together as a community. It is collaborative, it is collective. With that the sixth goal of the six objectives. I will unpack a little bit more, our 6.1 and that equity, inclusion, diversity, and intersectionality into the system, increase representation, and retention of

underrepresented minoritized faculty staff and administrators. 6.3: increased sense of belonging for underrepresented minorities and marginalized students. 6.4: advance evaluation process that ensure accountability and acknowledgement of the implementation of the I.D. practices and 6.5: cultivates a culture of respect that fosters a thriving, inclusive community, and I will not go into a lot of the detail for the key performance indicators because you have that in the packet. But I'll provide an overview and just really quickly, these were the reference tables that I sent you all in the packet. So, if you want to refer to them, please let me know. I want to note that we included the community colleges, both the students as well as faculty as well as the university system, and we also included a breakdown of the staff on all of the campuses by exempt and non-exempt."

"So, talking about 6.1 for folks who are listening in at the beginning of the packet, I did provide a clarification of terms so underrepresented minorities is used for underrepresented minorities or URM, federally defined. So, our institutional analysis office, tracks data based on what the Federal Government is asking, and so, federal definitions of who's considered underrepresented minorities are African American or black, Hispanic or Latinx or Latin, Native American, Native Alaska, Native Hawaiian, other Pacific Islander or other ethnic groups who are underrepresented in science and engineering. There's also an explanation of what we're using of what we're meeting by marginalized, and then I also included a description of intersectionality."

"The work that EID is doing is emphasizing intersectionality, so in brief, what intersectionality means is that we're considering the intersection of race, gender, disability class for our students which means and our faculty and our staff, which means that we're addressing the whole individual, that we're not just basing practices on one item like race, like only gender; but the intersections of race, gender, class, disability."

"I also provided an explanation of each of the acronyms. EID is Equity, Inclusion, and Diversity. It was much easier to use the acronym than spell it out throughout the document because that would be a lot to do. HSI Acronym for Hispanic Serving Institution. Minority Serving Institution is MSI and AAP is the Affirmative Action Plan."

"So, with 6.1, it is also aligned with goals 3 and 4 and this is really about that foundation, a sustainable foundation. And you will see throughout, it is talking about education. I have been doing this work for probably the majority of my career in higher education, which is now nearing 25 years as an administrator since almost the past 6, 7 years. And so, I consistently get asked about education, and so on campus taking out the twenty-two presentations that Sherry Kollmann and I led, I have led about 52 presentations and workshops for our university campus. So that has been here at the university campus as well as with the community colleges. "

"In addition to that, I am asked nationwide to also present workshops so that NMSU is very well represented as an HIS, MSI Land Grant and this work. And so, the importance of education is vital to the success of our EID practices and our commitment and so you will see."

"And the key performance indicators that there is a lot of talk, a lot of reference to augmenting participation and teaching academy courses. The Teaching Academy has some great offerings. What I've heard consistently, and I participate in those offerings, what I'm hearing consistently from faculty and from staff and graduate students who participate is, we want to see more people involved and learning about these practices because this is important to the work that we're doing and the best support of our students because we really want to emphasize serving this right as an HIS, MSI. So, you will see that reflected, you will also notice that I have mentioned creating an equity, inclusion, and diversity certificate program. That was my purview at Santa Cruz, we offered a certificate program. It was just for affiliates, and we had a lot of requests outside of the university for people in the community to participate at that time we were not offering it to no-affiliate."

"However, I am talking to Dr. Coleman and that is an opportunity here at NMSU to offer that potentially online as well. And so, there is an, and I'm sure you met to say that there's a large call for increased education about how do we actually put into practice when we talk about equity, inclusion and diversity? So, you see that



reflected in the key performance indicators, the other thing I wanted to mention is the system language access plan.”

“So, that came from the College of ACES which is an excellent partner in EID work and is a model for the work that we are doing here related to EID. I have engaged many of the departments in ACES, and I have also been working directly with the Extension programs on EID practices along with the two EID co-directors, Karim Martinez, and Laura Bittner.”

“But the language access plan is also federally mandated and currently NMSU as a system can work to ensure that we are in compliance with the language access plan. So, I’ve already put together a list working with partners in ACES, of the task force who will work on ensuring that we can implement the language access plan, what that means is that for students and our community members who are requesting that some of our documents that are in English get translated into different language, we need to be able to provide that service for them. And so again, that is the plan over the next year to put the plan in place, so that we ensure that we are in compliance with the language access plan. And then that is the general overview of that objective, and I can take more questions at the end if you would like to ask me more about that. “

“The second objective is increasing representation and retention of underrepresented minorities, faculty, staff, and administrators, and this is aligned also with goal 2.”

“So, as an institution that is also federally funded. We are federally mandated to have affirmative action plans right now for some folks that might be a little bit confusing because the Supreme Court just passed right, the entire affirmative action related to college admissions, so I’ll be really clear that what the Supreme Court passes was actually, race cannot be used as a consideration for college admissions. That is very different from our affirmative action plan. The Affirmative Action Plan is related to employees, that’s faculty and staff.”

“So, historically, the Affirmative Action Plan has lived in institutional equity, and it was shared by different folks by and who work in institutional equity as of January affirmative action is now reporting to me. We have two half-time individuals who are affirmative action specialists whose task is focus on affirmative action solely. And then, we have approval to hire an affirmative action specialist, one person permanently. Here is what that means for NMSU, as an institution. That means we have concentrated time to really think through that affirmative action plan in an intentional and strategic way. We do have underutilized positions, what underutilized means is that there are certain positions across the university that are underutilized where folks are underrepresented. “

“So going back to the definition of underrepresented minorities at the beginning of the conversation, and we have had the plan, but there hasn’t been a really strong strategy that we could be using to ensuring that we are attracting the most diverse applicant pull, also keeping in mind who our student body is and based on the data, you know that 70% of our students are by pop black, indigenous people of color under represented.

And so, how is it that we can start to attract particularly faculty, who understand our student body within the context of an HSI, MSI land grant institution but also that reflects the student body that gets a little bit more challenging. But you will notice that I am saying both understanding our mission and or reflected of the student body. In staff we have more representation, as you will notice, on the data charts, but there is also a difference between who is represented in exempt and non-exempt positions, so we can more conversations about that.”

“But the actions are related very strongly to the affirmative action plans and then the key performance indicators reflect some of those actions, and I have also provided a timeline. I also just want to highlight that a lot of our timeline is also along the academic calendar, so faculty are wanting to also ensure participation will be involved in some of those decisions. So, that is primarily what I wanted to highlight about that objective.”

“Objective 6.3: Increase sense of belonging for underrepresented, minoritized and marginalized students, also aligned with goals one and five. This is really related to climate, and so the actions and the key performance

indicators are about, how do we go about creating climate surveys for students and then for faculty and staff? We have some surveying that has been done, but it has not been specifically focused only on climate. And they have not been NMSU specific; and so how do we provide a strategy that intentionally starts to trace our climate. So, we are still at the beginning stages because my office, the position that I'm in is new to the institution, and so this is a way of starting to say, Okay, here's what faculty, staff, students, administrators are saying about the climate at the university and on the community colleges. This is where we are really doing well. Here is where we need to improve. But we need the data to help inform how we are going to proceed. That also helps tremendously with retention. And again, I can talk more about that if you would like me to."

"Objective 6.4: Advance evaluation process that ensures accountability and acknowledgment for the implementation of the ID practices also in alignment with both two and four. Over the past two years, I have heard consistently from several faculty and professional staff about the importance of accountability. And people really want to be engaged in the ID work, but it gets evaluated very differently on the academic side and the non-academic side. Professional staff, our performance evaluations do evaluate us on NMSU Leads 2025, in addition to diversity and inclusion. So, I have spoken with human resources already about partnering to provide, so they provide training on how to go about the evaluation and that is for supervisors and employees, employees are engaged in self-assessment. So, we have discussed partnering so that during that conversation I would be able to talk to both supervisors as employees about how you evaluate that work in a meaningful way. I went to five different teaching Academy courses, but as I attended these courses, here is what I am learning from them. Here is how I am implementing it, and here is the outcome of how I have implemented what I have been learning. So that is on the staff side on the faculty side, also, something similar, but tenure and promotion evaluations are also quite different contingent upon the department and so, I share that many, many faculty have shared with me the EID is evaluated very differently across departments. And that's ok because expectations might be a little bit different. So, part of this objective and relation to actions and the KPIs are collaborating with the provost, working with department heads, and working with faculty on asking their input about how they want to be evaluated on equity, inclusion, and diversity efforts. And again, I am not going through the detail of the timeline because you all have that in the packet, but KPEs are identified in the packet with a timeline as well."

"And then lastly, 6.5: Cultivates a culture of respect that fosters a thriving, inclusive community, and that is where you are seeing again the climate surveying that is coming up, that I have identified. So, these objectives are very interconnected, and, in some regards, they are also progressive. And we want to ensure that the university campuses and the community colleges are retaining our students, but also retaining our faculty and our staff, who are really skilled, who bring incredible assets to the institution and a lot of the EID work is actually, how do we tap in to the assets, particularly those that our students are bringing to our campuses. An asset that I am not sure that we have fully, really tapped into are the multilingual skills that our students are bringing, and how those multilingual skills can rally improve research and grow research in unique ways. And then, the last comment I will make is, I am looking at you, Regent Chacón-Reitzel, when last we had a conversation, we have high representation of women, faculty, staff, and students; and you had asked about what is happening with the men? So, I did provide a couple of articles that talk about it is not so much that the men are not going to college, but we are seeing an increase in women attending institutions. However, there are some concerns related to the retention of men at universities in particular, men of color. But there is one of the articles that complicates what might be impacting the retention of men to. So, I wanted to make sure that you had that information. And with that, I am happy to answer any questions."

Chairwoman Devasthali, "Thank you Linda, before I pose my question, I would like to state that every institution in the country is looking for diversity in their student body and in their faculty and so it is really hard to find when we post a position, we look for a diverse pool applicants, so I think one of the things that we have to seriously consider is we have to start looking at the students we recruit and be really strategic about how we do that, because we really need to grow our own faculty so that we have that representation and in that regard, my question to you is, when there are postings for faculty, particularly, or maybe even staff, do

you have input into the job description?"

Dr. Teresa Scholz, "Not yet, unless the department head comes to me. But it is not part of an institutionalized process."

Chairwoman Devasthali, "It should be."

Dr. Teresa Scholz, "Yes, yes. And actually, in the KPIs as we were talking about the affirmative action plans, we have identified that there be some way of also writing the job descriptions that's no about the skills, but more so, there's ways of writing job descriptions that attract a particular applicant pool that still emphasizes the skills that departments are looking for, the research areas, the teaching and so on, but there's strategies to use to ensure that we're attracting the most diverse applicant pool. So yes, I would agree with you."

Chairwoman Devasthali, "So, you also talked about the importance of education and I'm thing about now that all the universities are looking at equity, inclusion, and diversity. It would be important to educate the campus community on how we should be looking at this right? So, do you bring in speakers?"

Dr. Scholz, "So yes, so the diversity programs, so the diversity programs, and that's American Indian Program, Black Programs, Chicano Programs, LGBT Plus Programs. We have an emerging Asian Pacific Islander Program as well. The diversity program directors will bring in speakers and usually those events are open to faculty, staff, to all three and to students. And we would like to have more of, a speakers Bureau and actually the Vice President for Research and myself have talked about the need for something akin to a Speaker's Bureau that's actually more institutional."

Chairwoman Devasthali, "Good, good. Thank you, Any other questions?"

Regent Romero, "Thank you, it is more of a comment than a question. I was really interested in what you said about certificate programs, because I see the need out there. I see the State agency level, and I also see it in public schools. My daughter is teaching now, she is a first-year teacher last year and that comes up a lot. And the Expectation is there for them to be able to model those kinds of practices, but there is no kind of training for them to be able to do that. And so, thinking of the global program and how we can just make that more accessible, both to state agencies and public schools."

Dr. Scholz, "Definitely, and on that note, I didn't specifically mention culturally responsive curriculum and pedagogy and so that's something that our provost has indicated that we need to have some sort of, like, task force or committee. And so, I want to emphasize that, that is really important. Curriculum is one element. Pedagogy is another and so how do they interconnect? And there are a lot of faculty here at the university campus in particular, who are interested in learning more about culturally responsive curriculum and pedagogy. Now, from my perspective, you know, I do not want to force faculty to do anything. So, their participation is their choice, right? But I think about again, that we are a Land grant HIS, MSI and so if we are really interested and committed to serving the best interest of our students, then we will commit to learning about culturally responsive curriculum pedagogy. And what is great too, is that we have talented faculty who their areas of expertise are culturally responsive curriculum and pedagogy. So that is something that we can do, I think, internally but ensuring that the faculty are well supported and compensated if they are going to be leading that work."

Regent Romero, "Thank you."

Faculty Senate Chair, Gaylene Fasenko, "Thank you Vice President Scholz. First, I want to thank you, I know that the timing has not been great, and some faculty have expressed concerns. But, just moving forward. I would ask the university leadership when possible. When we have these large discussions to try and do it during the semester. I want to thank you and let the regents and the leadership know how receptive you have been to faculty input from my perspective. When I have received information from faculty and concerns. I know I sat with you in your office the other day and you were changing things as we went along. And so, I

really appreciate that. You cannot be what you cannot see, and as an individual in a male dominated field, I know how difficult my career has been as a first gen in a male dominated career. I wondered, I just noticed last night, for students you have that you want to increase the sense of belonging for underrepresented minoritized and marginalized students, but you did not put the marginalized for faculty. That is important. Would that be something that we, you could add prior to the vote? That is important.”

Dr. Scholtz, “Yes, so a couple of things, too, which is that is an exceptionally good observation, because I always assume to, like when we are thinking about climate where I have identified that we need a climate survey for faculty and staff as well. Is that more of that information is going to emerge, what I will say is anecdotally, and this is why data is important, anecdotally, I have heard primarily for women identifies faculty of color, about some of the challenges that they have faced in different departments. Anecdotally, I have heard that many women identified faculty of color have left the institution. That is anecdotally right, and that is why starting with the climate survey, I think a lot more of that information will emerge to then inform the work as we move forward. But yes, I would agree with you, we can add that.”

Dr. Fasenko, “I know ten years ago there was data showing that women and people of color, women of color and women in general have a much higher attrition rate in Academia. They leave university within ten years of their career. I do not know if the data has been updated, I am assuming it has. But this work is really, really important and I would just add that as I’ve been on search committees over the past year in my role as faculty Senate Chair, It has become extremely apparent to me that woman and people of color take much different and non-traditional paths through leadership than to white males, and that is that traditional academia looks at going , becoming a professor, then perhaps a department head or a director then an associate dean, dean and so on, and women and people of color don’t have, or didn’t have those opportunities as much fifteen years ago. And now we are paying the price for not having that diversity. And so I think that’s one of the things that is very important as we move forward without searches is that we expand our understanding and perhaps be less prescriptive about, as you mentioned, regarding certain qualifications, still have somebody who has the qualifications and leadership experience to succeed but maybe through a different path.”

Dr. Scholz, “I want to go back to what Chair Devasthali was saying in terms of grow your own, some universities critique that notion but more and more, I come from the UC system there is a lot of conversation in the UC system about grow your own. So, how are we supporting also, our faculty in the institution, I am also including the community colleges in professional development to grow their administrative skills? I know that Provost Shoho has a plan to ensure that department heads and deans get adequate professional development, particularly department heads. But that goes along with how are we supporting our underrepresented minoritized faculty? How are we ensuring that when assistant professors come in, they are getting the support they need to get tenure and then also ensuring that they go up for full, and have conversations about why are folks not going up for full professor and are we disaggregating the data? And are we noticing that there is something that might be related to race, ethnicity, gender? There might be a pattern as to why people may not be going up for full professor because, if you go up for full, then that facilitates moving into other leadership positions as well. So, those are continued conversations that we need to have, and I think part of the climate survey would help. And, by the way surveying not just the quantitative, but we also need focus groups and so one thing I neglected to say is that Diversity Council has been on pause the past year and a half, because I really wanted to ensure that we have a new charge, an should the EID Goal 6 pass today, then that becomes the working group, Diversity Council becomes the working group for the EID goal and there’s representation on that Diversity Council. The other thing I wanted to mention is the equity, inclusion, and diversity directors and liaisons that I mentioned in the packet. So, already there are two co-directors in ACES and we had one in engineering although she just recently retired to take a different position. So, Dean Reddi and I have been talking about naming someone else and we are going to go through a process. And the other colleges have also committed to an EID Director. Those are faculty positions, they will be on the Diversity Council, they will be the direct link to faculty and the colleges as well. And then we will have something similar for the community colleges as well. And I think that will help with what you are saying too,

because the directors will be able to hear some of the information that will inform them what we might want to ask in survey information too.”

Dr. Fasenko, “I can exactly speak to that. I can exactly speak to what you just said. I am, excluding my department head, I am the only female faculty, full faculty in my department, that is a full professor yet out student body and its proportion, it is highly proportionally men in my department, yet out student body is between 70 to 80% female.”

Regent Chacón-Reitzel, “I have just a question for you. When I look at the five-year average of demographics between students and faculty compared to the state, I think that’s page 4. They describe the largest discrepancy between out undergraduate student and the State of New Mexico is with our Native American Students and also with our white Caucasian students, which I find interesting, and I think many years ago, I think, you know the number, especially for white Caucasians, was very different. But I wondered if you could address what we do for programming for those two? I know about some of the innovative work that’s college of ACES is doing because I work with that in my day job, but can you discuss that and tell me what we are doing to address?”

Dr. Scholz, “So, with our native student population, which was also in the KPIS and this is also in alignment with what Provost Shoho would like to see, is an increase in our native student population. So that is included in the actions and the KIPS so recruitment efforts that we have gotten approval to hire a native student recruiter. A lot of the efforts have been primarily centered with American Indian Program here on campus, and the Director Michael Ray has been doing a lot of the recruiting single handedly. So, we Michael Ray and I, spoke with Provost Shoho about the importance of if this is really a commitment of the institution as we are looking at our stat data, and that we need to have a native student recruiter who would be focused on that.”

“Some folks right now might be wondering, well, how is that work with the affirmative action situation that we are in; admission is different from recruitment. So, we can have specific recruitment goals. That does not mean that folks are being admitted based on race or ethnicity. So, I just wanted to clarify that. With white students, which is an interesting question, because all the programs actually do function to support all of the students. And I mean all the diversity programs, because white is not considered an underrepresented minority as are the other groups, that changes the dynamic a little bit in terms of concentrated areas. However, what we also want to think about; this goes back to intersectionality. Is that we do have white students who are first gen, low income. And so, programs like trio, for example, use first gen to ensure that all students are being supported. Those would be some of the programming where you would see support for white students. Our white students on average are still graduating at higher rates than our students of color, except for Asian students.”

“And so, that is where I think the desegregated data, the intersectional data as well, might help us understand more where there might be gaps because we want to ensure that our white students are also being supported. So, technically they are being supported through these other programs. But the question becomes is there something in particular that is unique to white students. Likely it is related to first gen status, also related to socioeconomic class.”

Regent Saucedo, “I do not have a question but would like to continue the conversation. The numbers that jump out at me, that are quite frankly alarming are the tenure track for Hispanic and Native American. I mean those are just, they are not New Mexico. I appreciate goals, which is not my personality. I am more...what are we doing? What action is there? So that’s not today’s vote, I appreciate that and would lot to have that conversation.”

Chairwoman Devasthali, “Any other questions or comments?”

Provost Shoho, “I just wanted to share with you what you said at the onset of this discussion is absolutely true about the challenge of trying to recruit under representative faculty. There are not many out there and when

they are noticed everyone is after them, and sometimes the better resourced institutions are able to get them. One of the things that the Vice President Scholz and I have discussed is, how do we recruit when we have a position? Traditional recruiting where you put the position description in the Chronical and just wait to see what comes in, that is not an effective method. What we have to do is change the way we recruit, that search committees, their job is not to just put the job description and wait to see what comes in; their job needs to change to where they use their networks and go out and find people. And I can tell you in every academic discipline there is a subgroup of that discipline that is focused on helping under representative faculty or doctoral students become faculty."

"The other thing you mentioned is the grow your own. I think there is two ways to look at that. Do we grow it our own here at New Mexico State which can be a little challenging in the sense that most universities have this unwritten rule, not to hire their own doctoral students and there is a good reason for that; oftentimes, if you hire your own doctoral student, the faculty who were that person's committee members; are they now colleagues or do they still view the hires as a student and so there can be a power dynamic."

"I have had some success in growing your own in a different manner. When I was at UTSA, I had two young Hispanics, one male and one female who came to me and asked, how do you become a professor? They had no clue and so I told them you must get your doctorate and I asked what is your goal? They stated they would love to come back here and be a faculty member at UTSA. So, I told them they should get their doctorate elsewhere. So, because of my professional network, I had connections at Penn State University and Penn State is a well-endowed university and they are looking for under representative minority students so both my students got full rides to Penn state, great institution. I also always tell my students to go someplace where you do not want to live. And so, long story short, the male student, not only did he come back to Texas, but I think 2 or 3 years ago, he is now the Dean of the School of Education at UTSA, and so he came full circle. So, these are the things I think we can try and promote with our students."

Chairwoman Devasthali, "I couldn't agree with you more. I think that students who get their undergraduate degrees here need to go out and experience the rest of the world, but we must make it attractive for them to come back. Right now, the way we are paying faculty does not make it attractive. So that is one of the goals of this board is that we need to make New Mexico State the university that people want to come and work at, and we cannot do that by just words, we have to show that by action. So, I agree with you completely. Any other questions?"

Dr. Fasenko, "Can I just add it is not about salary, it's about culture and that's where it's going to be difficult right now to bring in people of color and minority because we don't have a lot of those folks as you noted, Vice Chair Saucedo. Once we get a, hopefully, a reputation of inclusivity, of being welcoming. I think that will go a long way but that takes time."

Chairwoman Devasthali, "Agreed, but we have to start somewhere. If there is no more discussion, Linda may I ask a question of you? Before I call for a vote, do you want to use as amended, or can that be dealt with separately because Gaylene wanted to include a sense of belonging."

Dr. Scholz, "Yes, a sense of belonging to include faculty. Adam, how does that work?"

Dr. Fasenko, "Marginalized, the word marginalized in the Goal 6.2. If you think that is important to include, I think it is."

Dr. Scholz, "So, in 6.2 increase representation retention of underrepresented, minorities and marginalized faculty staff and administrators? Yes, that will be easy to do."

Regent Romero moved to adopt Goal 6: Build, Elevate and Strengthen Sustainable System-wide Equity, Inclusion and Diversity Practices as amended, Regent Mosely seconded, none opposed, motion passed.

### **3. Presidential Search Committee Selection, Chairwoman Ammu Devasthali**

Chairwoman Devasthali, "You have before you a slate of nominees who are from across the NMSU system. The State of New Mexico and alumni from around the country. The names of the proposed search committee members are: Ben Woods, who will serve as chair, Georgina Bedoni, Citlali Benitez, Suzanne Berger, Neil Bitsie, Wanda Bowman, Maria de Boyrie, Christopher Brown, Abel Covarrubias, Leslie Edgar, Gaylene Fasenko, Patricio Gonzalez, John Heckendorn, Christian Hendrickson, Scott Hutchinson, Lionell Manlutac, Sabrina Martin, Don Martinez, Enrico Pontelli, Marissa Sage, Steve Stochaj, Kimberly Stone, Monica Torres, John Wenzel, and Cynthia Wise."

Chairwoman Devasthali moved to approve these nominees to serve on the Presidential Search Committee. Regent Saucedo seconded the motion.

Chairwoman Devasthali opened the floor for discussion and asked if any regents had any comments. There were none.

Chairwoman Devasthali stated: "We worked very hard on putting this committee together, we had a list of stakeholder groups who need to be involved in this search. I understand that such a committee is large. We have twenty-five members, but when I looked at the list after we put it together to see if there was any person in the group that we could take out, I realized that we could not. We needed every single one of those groups represented. So, Ben, you have a hare job ahead with twenty-five people to manage, but I am sure you are up to the task. "

All were in favor and the motion passed.

## F. Informational Items

### 1. Presidential Search Update, Chairwoman Ammu Devasthali

Chairwoman Devasthali, "I will provide a brief update about the search process. As we have said before, NMSU is committed to ensuring the search for our next university leader will be transparent and fully engages our faculty, staff, students, alumni donors, community members, and other stakeholders across the region."

"Our search committee, reviewed by the Board of Regents this morning, will begin their work right away. They represent a diverse group of individuals who are dedicated to this university, and I am confident that their efforts will lead to the selection of an outstanding president for NMSU. Nearly one-fourth of our search committee are faculty members, a much higher percentage that we tasked for our last search. This group has additional representation from students, staff, the community colleges, and businesses in our state."

"I am delighted that Mr. Ben Woods, the NMSU former Senior Vice President for External Relations, has agreed to serve as chair for this committee. He worked at NMSU for 25 years, serving under multiple university presidents. He's also deeply connected to our community, serving as a former President of the Board of Directors for the Greater Las Cruces Chamber of Commerce and holding other position on the Mountain View Regional Medical Center Board of Trustees, the US Bank Advisory Board and the Las Cruces Public Schools Foundation and I know many more, thank you Ben for taking on this challenge."

"We have already held two listening sessions in Las Cruces and over the next several weeks we will hold other listening sessions in Hobbs, Gallup, Española, Raton, Tucumcari, Deming, Carrizozo, Albuquerque, Grants, and Alamogordo. We will simultaneously work with the Public Opinion Research and Polling company to ensure we are able to gather feedback from as many people as possible. We want to hear from our community and what they would like to see in our next leader. This is an exciting time for NMSU; for generations, the work done at our university and in service to our land grant mission has changed the lives of countless people for the better. Those efforts have not stopped, those efforts continue to happen each day, and will still be happening well into the future. I do want to emphasize one thing. We are going to be doing a search for one head of this institution. It is going to be the President of New Mexico State University System. So, moving forward, this position will be referred to as the President, and everything else is old news. We have come to

the end of our business for today, does anyone have any announcements before we adjourn the meeting? Seeing there is not we will move on.”

G. **Adjournment**, *Chairwoman Ammu Devasthali*

Regent Chacón-Reitzel moved to adjourn the meeting and Regent Romero seconded. All in favor and none opposed, the meeting adjourned at 8:57am.

DRAFT





**Board of Regents Meeting**  
**Meeting Date: December 7, 2023**  
**Agenda Item Cover Page**

**Agenda Item # C-5**

☒ Action Item

☐ Consent Item

☐ Informational Item

**Presented By:** Garrett Moseley  
Secretary/Treasurer,  
Board of Regents

**Agenda Item:** Special Meeting Minutes July 21, 2023

**Requested Action of the Board of Regents:** Approval of the Special Meeting Minutes for July 21, 2023 as presented.

**Executive Summary:**

As required by the New Mexico Open Meetings Act, the board shall keep written minutes of all its meetings. The minutes shall include at a minimum the date, time and place of the meeting, the names of members in attendance and those absent, the substance of the proposals considered and a record of any decisions and votes taken that show how each member voted. All minutes are open to public inspection. Draft minutes shall be prepared within ten working days after the meeting and shall be approved, amended or disapproved at the next meeting where a quorum is present. Minutes shall not become official until approved by the board.

**References:**

NM Open Meetings Act §10-15-1 G.

**Prior Approvals:**

N/A



**NEW MEXICO STATE UNIVERSITY BOARD OF REGENTS  
SPECIAL MEETING  
July 21, 2023 at 8:00 AM**

The online meeting will be Webcast at the following address: <https://regents.nmsu.edu/regent-meetings/>

**Regents of New Mexico State University**

Chair Ammu Devasthali, Vice Chair Christopher T. Saucedo, Secretary/Treasurer Garrett Moseley, Dina Chacón-Reitzel, Deborah Romero

**Non-Voting Advisory Members** - ASNMSU President Citlalli Benitez, Faculty Senate Chair Gaylene Fasenko, Ph.D., Employee Council Chair Susanne Berger

**University Officials** - Interim Chancellor Jay Gogue, Ph.D., Provost Alan Shoho, Ph.D., Associate General Counsel Scott Field, J.D.

**Minutes**

**A. Call to Order, Chairwoman Ammu Devasthali**

The Board of Regents met via Zoom.

Chairwoman Devasthali called the meeting to order at 8:02 AM.

Chief of Staff, Adam Cavotta confirmed the quorum and took roll.

Present virtually: Regent Dina Chacón-Reitzel, Regent Garret Mosley, Regent Christopher Saucedo, Regent Romero, and Regent Devasthali, ASNMSU President Benitez, and Employee Council Chair Berger, President Gogue, Provost Shoho, Scott Field

**B. Approval of the Agenda, Chairwoman Ammu Devasthali**

Regent Mosley moved to approve the agenda and Regent Dina Chacón-Reitzel seconded.

All were in favor, roll call vote must be taken for on-line meetings.

Regents Romer, Chacón-Reitzel, Mosely, Saucedo, and Devasthali were all called on and all voted yes.

Motion passed.

**C. Consent Items, Chairwoman Ammu Devasthali**

Regent Mosley moved to approve consent items as presented.

Regent Saucedo seconded the motion.

Roll call vote must be taken for on-line meetings.

Regents Romer, Chacón-Reitzel, Mosely, Saucedo, and Devasthali were all called on and all voted yes.

Motion passed.

**1. Disposition/Deletion of Property, Associate Vice President D'Anne Stuart**

**2. NMHED Quarterly Financial Certification Report, Chief Budget Officer Kimberly G. Rumford**

**D. Action Items, Chairwoman Ammu Devasthali**

**1. ICT Network Infrastructure Funding Proposal, Chief Information Officer Thomas Bunton**

Thomas Bunton, "Good morning, Madam Chair and members of the board, President Gogue and Provost Shoho."

"First, thank you very much for everybody's time, this is an exciting opportunity that I look forward to presenting to you today. WE have a rare opportunity to request approval from the board for the purchase and financing of a small amount of money, at least in general terms, for the bigger project. To complete the wired and wireless upgrades across campus. But if I may first, I want to say I very much appreciate the work of our police department and fire department. I do not know if people were aware of the house fire that took place on the other side of A mountain yesterday, that was my neighbor's house. If it were not for the campus police department and the campus fire department, our house and all our property would have been lost. I certainly share my significant appreciation there. So, thank you very much for the teams and dedication. So, with that said I will start my presentation, thank you for allowing me to say that."

"So, IT is requesting funding, requesting approval to purchase and fund a network project upgrade. As a little bit of background, campus has 150 buildings. We have about 48,000 wired connections across campus. We have been fortunate with Federal funding over the past few years of HERC funding and COVID relief funding. We have been able to invest 9.1 million dollars. I also want to recognize Dr. Ducos and Carlos Herrera with ACES, secured a 1.6-million-dollar grant that permits us to upgrade our south campus area, which is the student housing area. So that project is well underway, and it will take about 2 years to complete. But what we are dealing with is we have an insufficient funding model for the network. The funding that we recover internally to the department just covers the core network. The building owners which happen to be the Dean's Department Heads of the building are ultimately responsible for upgrading the network in their building, and obviously you can understand sometimes that funding is just never prioritized to the point that it would get upgraded and it certainly causes issues on campus because one campus buildings might be upgraded in newest technology, whereas in other campus areas it wouldn't be upgraded. So, to put this in perspective, we spent 9.1 million, we are asking for about 1.2 million more. The areas in red are the areas that still do not have coverage, and you can see it is a patchwork quilt, meaning as students and our faculty move from building to building, their experiences drastically differ. The red represents 26 percent of our buildings that still have not been upgraded. What we are dealing with is a significant amount of legacy hardware. This hardware is really designed for about a lifespan of about 5 ½ years, much of that hardware is over 21 years old. It is 10/100 connectivity, so if you think of your connectivity at home if you happen to have a cable modem or fiber. In some cases, you could be on a service that is ten times as fast, and I went back to the closet and tried to understand, like, how old is this technology? This is a blackberry, the network we run in these buildings is the age of this blackberry and you can see it is a monochrome screen. But from a security perspective, from an update perspective, the ability of research to do innovative research does not exist. So, here is where we are at, and I say it is an exciting time, because Cisco has been a tremendous partner of campus. We have invested a significant amount with them, and they understand we are so close to the finish line we need to get done. So, what we need to buy is 245 switches and one router. We will deploy this in an efficiency-based model, meaning that if the port is in use today, we will wire it up tomorrow. If the port is not in use today, we will not light that port up just to make sure we get complete coverage across campus and make the best use of our dollars."

"Cisco has come back to us a couple of times and we have negotiated a 67.5% discount. That discount is reflective of about twenty-five million dollars annual commit or annual spend with that company. And they recognize where we are at, they recognize what we can do, they recognize that they help us. The challenge is, we do not have 1.2 million. Internally we have done some creative things. The Regent's Risk and Audit committee has heard us talk. We are eliminating duplicate services, we're trying to better leverage our

contracts and licensing, and ultimately, we need to come back to campus for a small amount of money, D'Anne Stuart and myself are continuing those conversations but we feel very committed we can come up with an annual lease payment that will fulfill this need."

"Cisco's end of year is the end of July, which is why the aggressive discount, which was why we had a request for this group to meet and ask questions and seek approval. We had negotiated with Cisco for an all-cash option and a lease option, and we negotiated with several leasing companies. We got the best bang, they gave us an all-cash option at the lease rate, and that is the cost on the right-hand side. What it provides us, it is that modern technology that researchers expect from us, it is that ubiquitous service that students want to have from us. It is that consistent wireless services as you come from building to building, whereas we plug in our android phones, we do not have to use injection type devices to get power on it. And the long-term plan we must develop that strategic, sustainable model, and I feel extremely comfortable we are going to do that. And with that said, I could not end the presentation without showing you the team. This group of amazing individuals is half the network team. This is the operations team. This group keep 20-year-old technology alive for our faculty, staff, and students all the while helps building out a modern network on the other hand."

"So, that's it for the presentations, and I certainly welcome questions."

Chairwoman Devasthali, "20-year-old technology, that's pretty scary. So, did I understand you correctly that you are looking to lease and not purchase?"

Thomas Bunton, "We are looking for a lease because internally, we know we can make the lease payment. We simply cannot produce the 1.2 million dollars today."

Chairwoman Devasthali, "I understand payments will be realized from savings the second part, if you could elaborate about campus communication rate or central one-time support?"

Thomas Bunton, "That rate was established almost 10 years ago prior to really wireless becoming what it is today. They envisioned that something had to change, but they really did not know how to focus or change that rate. So, we recover internally to my organization, we could recover enough money to pair for the core technology, everything up to the building. But everything within the building is that building owner's responsibility to pay for. It's a model that might have looked okay back in the day, but I think as we sort of reflect on that in hindsight's 2020, it's that model doesn't work, but what happens is you have wealthy departments or departments that want to prioritize the network because that research, the students get and amazing experience. But the non-wealthy departments do not. So, what we need to do is figure out how do we adjust that rate?"

"So, in 5-8 years, when this equipment goes end of life, and we know the wireless will go end of life before the wired because the technology changes so fast. How do we make sure that in 5 years we do not need another pandemic to replace the hardware?"

Chairwoman Devasthali, "I was pleased to see what your future plan is to fund any upgrades on new equipment that will be needed in the future, and your timeline you have presented when that becomes necessary. I do think that it is a good idea to always keep in mind, and I am addressing D'Anne and Kim in this, that we have to be really aware of when we need to start on our budget process, taking these expenditures into consideration."

Thomas Bunton, "Madam Chair, I appreciate that it is absolutely true, and I would further say, this is almost a utility. We really need to have honest conversations on campus. Is this really an opt in service that people can say I prioritize this over something else? I think if we look at the digital future of our campus, and certainly NMSU Global and what they are trying to do, technology is at the heart of that."

Dina Chacón-Reitzel was recognized, and commented positively on the presentation and the different budgetary item she was made aware of during the presentation and how they will need to look at a new

model for the campus that work in unison and work on the budgetary issues by presenting to the audit committee where they could present them with other options.

Regent Romero was recognized, and asked a couple of questions, "How much of this in on I&G and how are you going to prioritize the projects that need to be worked on?"

Thomas Bunton, "Good morning, so madam Chair and Regent Romero, what we have done is prioritize the installation of this equipment, based on the old, the age of the equipment. So, the oldest equipment or the most impactful equipment was replaced first. So, what happened was the stadium was built in about 2004, which was 2 years after some of the oldest equipment that was in there. So, that is why it is prioritized a little lower. Usually what will happen is if the switch fails, we will sort of daisy chain those switches band and forth to move them around. I think your other question or related question was, what is the impact of I&G and NON-I&G, I would have to defer to D'Anne Stuart on that. I believe that Com rate across campus is shared to every department."

D'Anne Stuart, "Yes, madam chair, Regent Romero, Thomas is right. So again, this is the infrastructure up to the facility as well. So, then what the needs are within the facility would be shared by athletics or whoever else is using it. So, the communications rate that we are talking about, if it is developed, and this is our initial plan, what we would do is built in, again, treat it like a utility and build in the depreciation and the ability to charge out the replacement cost, and that gets charged across all the units. So, I&G would be charged for their component and then all the other users, whether that be auxiliary or athletics or other non-I&G users would be charged their share of that rate. So that is how that would work."

Regent Romero, "Thank you, the last question I have is what is the timeline for completing this project?"

Thomas Bunton, "That is a particularly good question. We will go as fast as we can. Most of this hardware will ship very, very, quickly and our team is completely a building every few weeks. Keep in mind, these are smaller buildings or smaller deployments, so they may occur a little bit more rapidly, but I suspect it will be about a building a week."

Dr. Fasenko, "Good morning, everyone, distinguished leadership, and guests. Madam Chair, thank you. These things often spider web into other issues. And one of the things I think of is when I have students that come to me who say, I am in student housing and if 2 of my roommates are online, I can't get online. So, I must walk to the library. As a parent of a young woman who is going to college, I do not want them having to walk to a different building at night. But the big question I have for you Thomas is, does this impose a greater risk to cyber security, having this ancient equipment?"

Thomas Bunton, "Madam Chair, and Gaylene, it absolutely increases the risk. Primarily because much of this hardware is end of support, end of life, when it dies, we typically must buy replacement parts of third party or resellers. There are no updates to it, so there are no security patches. Many of these vendors in some cases are no longer in business. So, the challenge, I think, going back to the budget model, is when we get this done right and we are close, and we are really excited about it. We must then change focus, to now understand, we have 5 years to prepare for that next thing. So, we can collaborate with our vendors and understand we might get 8 years on the switches. But typically, what you are going to see is the reliance on this only increases because of many of the security-type features we can enable on the new switches. They are only available if we license them or if we have support in that hardware."

"So, the older hardware is why the user experiences in some cases is poor, because there is not modern technology on there. We have a layer of 20-year-old technology that modern devices can now connect to a wireless network seamlessly, but we do not have the underlying network. So, there is a huge security risk, and a huge user experience as well. So, when you relate to students it's an opportunity when they get here is it that service like they have at home? Is it something that they do that is faster that's better that drives them back to say, this is what I need on campus experience?"

Dr. Fasenko, "Does this make us more susceptible to ransomware, to vulnerabilities in that area?"

Thomas Bunton, "Well, that is a tough question, anything like this will increase our ransomware and I say that because the faster the connections the more modern the connections. Certainly, the more connected devices people will bring to campus. We want that but we also need to protect that. So, I think it is a two-prong approach. One, it is the fast connections that we provide, and it is the modern technology that also protects them."

Regent Moseley, "Thank you madam chair, thank you Thomas for your presentation and your team's hard work. So, I just want to make sure I am reading this right? ICT would need \$121,000 more annually to be at the funding level that be sustainable?"

Thomas Bunton, "Regent Moseley and madam chair, that is correct. We believe we have sources to find that funding. We have had discussions about whether we increase the rate. We have a longer-term discussion about increasing the rate next year. The challenge to be honest is the budgets for next year, this year have already been set. Now to be honest, 4% is a minor change. So, departments might see 12 to 1500 dollar increases. When you spread that out amongst our billing population, it is small, but it is still impactful."

"So, we really want to understand that with that said there may be some other sources of funding that we can leverage for this year to make up for that. I think the big request for this group is the approval of the purchase, because it is such a large purchase, and the approval of the lease agreement with the commitment that we will work with D'Anne Stuart and her area to find out. We feel confident we can pay for it. It is the longer term. How do we make sure we fix the budget model, so we do not have to come back to this group and say, how do we do this again?"

D'Anne Stuart, "Again, we need to look at the Com Rate, but where we are in the timing and the folks have submitted their budget. Our recommendation for this next year we would fund that \$121,00 gap off the top of our equipment, our ERR funding that we get, and until we work through the communication rate and make sure that we are communicating that through all the various channels."

Regent Moseley, "Thank you D'Anne, and Thomas, really quick, do you have an estimate for how much it would cost to completely modernize the ICT infrastructure network across NMSU?"

Thomas Bunton, "Well, really close. So luckily with all the federal grants that Dr. Dugas and Carlos Herrera got combined with the HERC funding. We have completed about 9.1 million dollars' worth of upgrades. Some of the strategic reuse of budget stuff. But that is where we are. It is this 1.2 that will get us completely there. And I'll state it a little bit different way. We will be the only institution in the region that is a completely ubiquitous wired and wireless modern network, a single vendor solution. So, with that said, tis about 10 to 11 million, recognizing that we are doing what we call efficiency-based deployment. So, it is downsizing those 44,000 ports, 48000 ports into something that is usable that is being used today."

Chairwoman Devasthali moved to purchase the ICT Network Infrastructure, equipment through a 5-year lease agreement as presented.

Regent Moseley seconded the motion.

Adam conducted the roll call vote.

Regents Romer, Chacón-Reitzel, Mosely, Saucedo, and Devasthali all voted yes.  
Motion passed.

E. **Informational Items**

1. **None**

F. **Adjournment**, *Chairwoman Ammu Devasthali*

Chairwoman Devasthali moved to adjourn.

Regent Moseley seconded.

Adam Cavotta rolled the board.

Regents Romero, Chacón-Reitzel, Mosely, Saucedo, and Devasthali all voted yes. Motion passed.

Meeting adjourned at 8:32 am

DRAFT



**Board of Regents Meeting**  
**Meeting Date: December 7, 2023**  
**Agenda Item Cover Page**

**Agenda Item # C-6**

☒ Action Item

☐ Consent Item

☐ Informational Item

**Presented By:** Garrett Moseley  
Secretary/Treasurer,  
Board of Regents

**Agenda Item:** Regular Meeting Minutes September 7, 2023

**Requested Action of the Board of Regents:** Approval of the Regular Meeting Minutes for September 7, 2023 as presented.

**Executive Summary:**

As required by the New Mexico Open Meetings Act, the board shall keep written minutes of all its meetings. The minutes shall include at a minimum the date, time and place of the meeting, the names of members in attendance and those absent, the substance of the proposals considered and a record of any decisions and votes taken that show how each member voted. All minutes are open to public inspection. Draft minutes shall be prepared within ten working days after the meeting and shall be approved, amended or disapproved at the next meeting where a quorum is present. Minutes shall not become official until approved by the board.

**References:**

NM Open Meetings Act §10-15-1 G.

**Prior Approvals:**

N/A





**NEW MEXICO STATE UNIVERSITY BOARD OF REGENTS  
REGULAR MEETING  
September 7, 2023, at 9:00 AM**

The meeting will be held in Room 001, Educational Services Center, 1780 East University Avenue, Las Cruces, NM and Webcast at the following address:  
<https://nmsu.zoom.us/j/93914730638>

**Regents of New Mexico State University**

Chair Ammu Devasthali, Vice Chair Christopher T. Saucedo, Secretary/Treasurer Garrett Moseley, Dina Chacón-Reitzel, Deborah Romero

**Non-Voting Advisory Members** - ASNMSU President Citlalli Benitez, Faculty Senate Chair Gaylene Fasenko, Ph.D., Employee Council Chair Susanne Berger

**University Officials** - Interim President Jay Gogue, Ph.D., Provost Alan Shoho, Ed.D., Interim General Counsel Scott Field, J.D.

**Minutes**

**A. Call to Order, Chairwoman Ammu Devasthali**

Chairwoman Devasthali call the regular meeting of the Board of Regents to order at 9:00am

**Pledge of Allegiance**

The Pledge of Allegiance was recited by Mr. Ben Woods

**1. Confirmation of Quorum, Chairwoman Ammu Devasthali**

Chief of Staff Adam Cavotta confirmed the quorum with Regents Ammu Devasthali and Garrett Moseley present in the board room and Regents Christopher Saucedo, Dina Chacón-Reitzel and Deborah Romero joining via Zoom.

Chief of Staff, Adam Cavotta also recognized university officials in the boardroom. Interim President Jay Gogue; Provost Alan Shoho and Interim General Counsel Scott Field.

Advisory members; ASNMSU President Citlalli Benitez; Faculty Senate Chair Gaylene Fasenko; and Employee Council Chair Susanne Berger were recognized.

**2. Introductions, Associate Vice President Justin Bannister**

Associate Vice President Justin Banister stated that there was no one in need of introduction.

**3. Approval of the Agenda, Chairwoman Ammu Devasthali**

Regent Moseley moved to approve the agenda as presented; Regent Romero seconded the motion, all were in favor, motion passed.

**B. Awards and Recognitions**

**1. Athletic Recognitions, Athletics Director Mario Moccia**

Presenting for Athletic Director Mario Moccia was Sr. Associate Athletic Director and Chief Diversity Officer

Mr. James Hall who introduced the women's soccer program for winning the WAC championship tournament last year and women's outdoor track and field team for winning the Outdoor Conference championship.

Sr. Associate Athletic Director and Chief Diversity Officer James Hall also introduced soccer Head Coach Rob Barts so he could introduce the student athletes from the championship teams.

Head Coach, Rob Barts thanked the Board for the opportunity to be there and proceeded to call up the athletes to receive their certificates of recognition from women's' soccer Bianca Chacon, Hannah Draper, Blakely Edgar, Maya Gonzales, Valerie Guha, Mya Hammack, Lisimani Helu, Jena Johannes, Sydnee Johnson, Lauren Machuca, Loma McNeese, Megan Ormson, Brooke Shultz, Gia Valenti and Bella Garcia. From the All - Tournament team, Xitlaly Hernandez, and Tati Jerman.

Coaching staff were also brought in: Miguel Guante and D'Angelo Garcia to be part of the photo with the Board of Regents.

Sr. Associate Athletic Director and Chief Diversity Officer, James Hall announced that since the start of women's soccer in 2009, this is the first WAC championship in their history, and they now join the Conference USA.

Head Coach, Rob Barts stated, "I just wanted to add one more, we had a player suddenly pass away this fall, Thalia Chavarria. I just wanted to make sure that she was recognized as well at this moment, so thank you."

Sr. Associate Athletic Director and Chief Diversity Officer, James Hall stated that the team also posted a 3.52 GPA average.

Sr. Associate Athletic Director and Chief Diversity Office, James Hall introduces Head Coach, Joseph Rath so he can recognize and call on the women's track and field who won the WAC Outdoor Championship, the first in possibly the last 20 years.

Head Coach, Joseph Rath called up each player to receive their certificate of recognition: Thobile Amon, Thulisile Amon, T'Erica Boyd, Jhana Downie, Maggie Gibbs, Jahnya Hill, Cameron Hodges, Breanna Moss, Kayla O'Connell, Grace Pendarvis, Terice Steen, Emily Stutesman, and Associate Head Coach, Tony Davis.

While they posed for a photo with the Board, Sr. Associate Athletic Director and Chief Diversity Officer, James Hall announced that the team also boasts an average GPA of 3.0 and that for 18 years all 16 sports have a cumulative combined GPA of 3.0 and the graduation rate is at 90% and will continue to strive for excellence.

**C. Public Comment, Associate Vice President Justin Bannister**

No public comment at this meeting

**D. Confirmation of Prior Closed Executive Session on August 14, 2023, Chairwoman Ammu Devasthali**

Chief of Staff, Adam Cavotta went on to state that the Board of Regents did meet on August 14, 2023 in a closed executive session at 10:48 am in room two in the Ed. Services building on the NMSU Las Cruces campus at 1780 E. University Ave., Las Cruces, NM. And that the closed meeting was called to discuss pending litigation as permitted under the closed meeting under the exception of the New Mexico Meetings Act, NMSA Section 10-15-1 subsection H (7) and discussion of limited personnel matters concerning individual NMSU employees as permitted under the New Mexico Meetings Act, NMSA Section 10-15-1 subsection H (2).

Chief of Staff Adam Cavotta asked the members that were present to certify that only matters of that nature were discussed and called on them individually for confirmation.

Regent Romero – Yes

Regent Chacón-Reitzel – Yes

Regent Moseley -Yes

Regent Saucedo – Yes

Regent Devasthali – Yes

Chief of Staff, Adam Cavotta stated that the prior executive session was confirmed.

## **Regent Committee Reports**

### **1. Real Estate Committee Report, *Regent Dina Chacón-Reitzel***

Regent Chacón-Reitzel reported that the Real Estate Committee, she stated that the committee met on July 11, 2023, to review several pending matters and the committee approved an easement for ground lease as well as a repatriation of Native American sacred objects at the Chihuahua and Desert Rangeland Research Center, both were approved by the full board at the July 14, 2023, special meeting. Her report continues with the committee also considering several campus improvements on August 7, 2023, during an email vote which was listed on the consent agenda for this meeting. It included a list of capital projects for campus improvements that were also reviewed and approved by the Finance Committee and were listed on the consent agenda as items 1-2 and 1-9 for today's meeting.

### **2. Audit and Risk Committee Report, *Regent Ammu Devasthali***

Chairwoman Devasthali reported that the Audit and Risk Committee, On May 31, the committee met with Moss Adams, our contracted outside audit firm, for the external audit entrance conference which begins the annual process of financial statement audits required as part of the State of New Mexico audit rules.

The committee also received a report on email security and several other internal audit matters, including a proposed change to RPM 16.46 (the policy on internal auditors and audit services) which was brought to the full board for consideration on May 31 and passed unanimously.

On August 30, the committee met again and heard presentations about the Clery Act, Gramm Leach Bliley Act compliance update, and an update on email security. At the conclusion of the meeting, members of the committee were provided a tour of the newly established NMSU Security Operations Center.

That concludes my report and I will stand for any questions.

### **3. Financial Strategies, Performance and Budget Committee Report, *Regent Deborah Romero***

Regent Romero reported that the Financial Strategies, Performance and Budget Committee met once since the last board meeting which was on August 24, 2023, where they considered the transition and departures of some high-level finance personnel. Several planning meetings occurred with staff ahead of the committee meeting to discuss upcoming matters related to budget, capital projects and research and public service projects.

The committee reviewed several requests, some which are on the consent agenda for today's meeting. This includes a list of capital projects for campus improvements previously reviewed and approved by the BOR by the Regent Real Estate Committee and are listed on the consent agenda as items i2 through i9. In addition, research and public service projects and non-instructional and general requests for FY25 and requests for special supplementals and deficiencies were reviewed by the committee and approved.

The approved requests appear on the consent agenda for today's meetings and are listed as i12 through i13. The committee also heard informational items related to NMSU completion agenda, the role of technology distribution presented by Vice President, Renee Scott and NMSU Community College Chancellor, Monica Torres. The budget office also provided a budget update and investment report.

That concludes my report, and I will stand for any questions.

#### **4. Student Success Committee Report, Regent Christopher Saucedo**

Regent Saucedo reported that the Student Success Committee met once since the last BOR regular meeting on August 30, 2023, to review and consider several matters pending full board consideration. The committee heard a proposal to create an applied associate degree in nursing at NMSU Alamogordo. That is on the consent agenda for today's meeting as item i10.

The committee unanimously agreed to forward this proposal to the full board for consideration today. The committee also considered a proposal to extend in-state tuition to contracted ROTC cadets, and this proposal also received unanimous support to be put forward to the full board's consideration on today's agenda. There were several informational items as well including some preliminary enrollment reports. President Gogue may be discussing some of our enrollment numbers in his report so I will hold off on mentioning anything until that time.

The enrollment outlook looks good particularly for our community colleges and NMSU Global. We also heard from Vice President Rene Scott and NMSU Community College Chancellor Monica Torres about NMSU's completion agenda and the role of technology distribution.

Finally, there was a discussion about the Texas 135 tuition waiver and other possible opportunities that NMSU may have to help navigate some of the headwinds associated with what is generally known as the Enrollment Cliff, where it is anticipated that our pool of available direct from high school students, will decrease as result of falling birth rates. I am excited to see the proposal develop as a result of that effort and look forward to a formal proposal coming forward soon to the regents.

That concludes my report, and I will stand for any questions.

#### **E. Advisory Member Reports**

##### **1. Associated Students of NMSU Report, President Citlalli Benitez**

ASNMSU President, Citlalli Benitez announced that they welcomed the fall semester with a multitude of fun events and new ways to serve the students. Some of the things that they are working on, in a forward-thinking aspect, is the burning of the Lobo.

Last year they were able to bring in four hundred students and are anticipating a larger turnout this year and are excited to keep up the tradition. The welcome back concert will now be moved to October, to a Halloween theme. Keep State Great is planned for October 28, 2023, when a thousand students and many of the student organizations come together for the beautification of our campus.

This department, as well as working on our roadrunner interns are super excited to see these freshmen and sophomores be involved in the amazing association and how we are able to serve the student body. Our service department is getting a lot of new collaborations across the community of Las Cruces to see how we can better serve our students in the form of discounts. Our governmental affairs team is currently in the process of discussing a multipurpose field to propose to the State Legislator during the State Legislative session.

Our legislative branch is in full swing, this last Senate meeting we were able appropriate to two graduate student organizations. We are currently in the process of pushing out our ASNMSU Scholarships to our student body and our Professional Development Fund.

Our judicial branch is beginning its fall activities with educating the NMSU community on sexual assault and hearing student, faculty, and staff parking appeals.

That concludes my report, and I will stand for any questions.

## **2. NMSU Faculty Senate Report, Chair Gaylene Fasenko**

Faculty Senate Chair, Gaylene Fasenko reports that the Faculty Senate does not meet during the summer months and today will be their first full senate meeting. On of the primary items they will be doing is election of six chairs for the following faculty senate standing committees, budget and resources, student success, research and creative activity, faculty success, curriculum and programming and diversity, equity and inclusion.

She asked that the administration continue to try and attend the meetings when offered and believes the chairs will be reaching out to them to keep the communication going. One of their goals was to try and restore calm and professional communication between all the units at NMSU and believes that has been accomplished to a certain degree.

She goes on to state that there have been some changes in leadership, and they have been pleased with the new Provost and Interim President and recognizes that Interim President, Gogue was gracious enough to do an ad hoc mentoring session for some faculty which they are going to continue. Finally, she recognizes Regent Devasthali for advocating for faculty and staff raises last year and kindly asked that she does so again. Still behind but it is progress getting our salaries back up to what our peers at other R2 institutions are used to.

She goes on to recognize Gloria Podruchny, who is the admin assistant for Faculty Senate and will be retiring in October and Senior Associate Provost, James McAteer who has been a pleasure to work with. She states, "We don't always agree, but I never leave meetings with him feeling like I haven't been heard."

She finally mentions that she will be collaborating with colleagues on the BOR Citlalli Benitez and Suzanne Berger as well as Dr Cynthia Wise, so that the leadership from staff, student and grad students can continue to work together and move the university forward in a positive way.

That concludes my report, and I will stand for any questions.

## **3. NMSU Employee Council Report, Chair Susanne Berger**

Employee Council Chair, Susanne Berger reports that Employee Council resumed their monthly meeting on August 10, 2023, after breaking for the summer during June and July which is to accommodate the 9-month faculty members not available during the summer months.

The annual employee picnic is scheduled for Tuesday, Oct. 31, 2023, and will be Halloween themed with a pumpkin contest and a costume contest.

The Employee Council is also inviting nominations of exemplary NMSU employees for the A Mountain Staff Award. Nominees should represent the NMSU core values of leadership, excellence, access, diversity and inclusion and student centered. The award will be presented during the employee picnic, Oct. 31, 2023. The

link to nominations is on the Employee Council website.

The Employee Council thanks the leadership team and are very thankful for their advocacy for the 6% raise and hope there will be continued advocacy for the future compensation.

The Committee for Compensation, Position and Grade Review continues to discuss the new pay scale and new grade mapping of positions. An update on the topic will be provided towards the end of the semester.

The Employee Council thanks the leadership for including them on various search committees. Currently, three employee council members are serving on the search committees for the New President, for the New Controller and for the new Chief Procurement officer.

The Employee Council resumed meeting monthly since it is the beginning of the new semester. This concludes my report, and I will stand for any questions.

## F. Affiliated Entity Reports

### 1. NMSU Foundation Report, *NMSU Foundation Chief of Talent & Culture Kendall Sorenson-Clark*

NMSU Foundation Chief of Talent & Culture, Kendall Sorenson-Clark provided an update on behalf of the Foundation Search Committee chair, Lewis A. Vega, regarding the NMSU Foundations search for the next CEO.

The committee has been working with an executive search firm, Aspen Leadership Group. The Search committee was able to select three finalists from a large pool of highly qualified candidates. The finalist visited campus the week of August 28<sup>th</sup> and met with the Foundation, the University and community stakeholders to add their input on the candidates.

Finally, the search committee convened on September 5<sup>th</sup> to hear their final presentation on how the candidates will deliver upon our state goals. The Foundation anticipates having a new CEO in place in time for the fall board meeting on November 2<sup>nd</sup>. They look forward to welcoming them on campus and working together with the University, the Alumni, and the community of Las Cruces.

Thank you, this concludes the report and I stand for any questions.

### 2. Arrowhead Center Inc. Report (Written Report), *Director & CEO Kathryn Hansen*

Director and CEO, Kathryn Hansen provides a summarized report that things are happening at the park, the DACC building is in process, and for the Arrowhead Innovation Fund, which is a venture capital fund were fully subscribed there, and we will probably be active another 2 to 4 years, waiting on exits from there. The highlight there was that one of our portfolio companies got an investment for the National Shark Tank program 400,000 for 5% equity investment. So that was a highlight. I have it recorded. If anybody did not get to see it, I'd be glad to share that with you and then just other highlights of funding and for university research, commercialization, for technology, commercialization, for the clean energy sector, and then a lot of efforts in business creation and growth across the State.

That is it. Thank you so much, that concludes my report.

## G. Informational Presentations

**1. The Office of Research, Creativity and Economic Development (RCED),** *Luis Cifuentes Kathryn Hansen, Patricia Sullivan, Alisha Giron*

Vice President for Research, Creativity and Economic Development, Luis Cifuentes begins the presentation, stating, "Thank you for the opportunity to introduce you to the Office of Research, Creativity and Economic Development, which we are going to call RCED."

"This new office is part of the transitional administrative and organizational changes you ratified last summer. We are excited to be part of academic affairs, and to report to Provost Alan Shoho. Academic Affairs is the heart of our university, student success is connected to research success and graduating students is the major way, New Mexico, State University impacts economic development. I point you to this logo that is on the screen. It was created by staff at Arrowhead, which now reports to us."

"RCED has 5 focal areas and function: Research Administration, Workforce and Strategic Engagement, Infrastructure and Partnerships, Data and Service Operations, Economic Development."

"Arrowhead, Director Kathy Hansen will address Economic Development. Director Patricia Sullivan will discuss Workforce and Strategic Engagement, and Associate, VP For Research Administration. Alisha Giron will address the 3 remaining areas."

"Nineteenth century philosopher, Soren Kierkegaard said, life can only be understood backwards, but it must be lived forwards."

"The three women at the table, have 104 years of service at New Mexico State University. That is 104 years. Dr. Tanner Schaub and Ms. Courtney Chavez, the other members of my leadership team who are in the audience, add another 20 years of service experience matters, expertise matters, institutional memory is invaluable."

"Do not be tempted to conclude that because we appear to be long in the tooth, that we will not be agile and effective."

"We will be innovative. We will be service oriented, and we will be committed to continuous improvement. RCED understands how to function in changing environments. We also recognize that our role is to be an example to our university which aspires to be our one. When I arrived in 2018 to the office of the Vice President for Research, New Mexico Water Resources Research Institute and Space Grant were the primary units receiving awards."

"In 2021, we added the research course program in 2022, we became The Office of Research, Creativity and Strategic Initiatives and inherited The Office of Strategic Initiatives, which resided in the Chancellor's office. As RCED, we now oversee Arrowhead Center and the new Stem Plus Education Research Institute."

"We forecast that units under RCED, will bring in close to twenty-five million in awards this fiscal year. The impact is going to be major, contributing significantly to NMSU research expenditures, supporting staff salaries, postdocs, graduate students, undergraduate students, gaining statewide recognition for community engaged research and workforce development and knowledge spillover, which you will hear from Dr. Hansen next."

Director, Arrowhead Center, Kathy Hansen, "Madam, chair board members. My unit, as you heard, is dedicated to economic development."

"NMSU contributes, as you know, in many ways, to economic development, including its faculty staff students, alums, construction and purchases, education and training for workforce development, innovations transferred to the private sector, creation and growth of new businesses and attraction of businesses and people to the university community and the larger regions. Some key priorities we have identified are job creation for our graduates, both recent grads and those who have moved away to start careers but are interested in returning to the area."

"Another priority, pilot programs that utilize the expertise of NMSU to grow a key industry or build infrastructure for economic growth, an example of what's called university knowledge spillover."

"Another priority is an emphasis on our communities and regions and economic development in the initiatives, or what we would call place based economic development and finally increasing the transfer of NMSU innovation for economic and societal benefits is another key priority for us."

"Our unit's primary role is to enhance economic development with a focus on communities and diversification of the economic base. Workforce development is a significant part of economic development. And thus, we will be collaborating closely with that unit in our office. Sample metrics include creation of jobs and innovation-based businesses, keeping more of our graduates in the State and the impact of pilot projects utilizing NMSU expertise.

The KPIs shown here at the bottom are from NMSU Leads 2025, and we will be revisiting those KPIs as we go forward, and at this point I'd like to introduce Patricia Sullivan."

Associate Dean, Engineering, Patricia Sullivan, "Madam Chair, members of the Board. Thank you for the opportunity to meet with you today. The office of workforce and strategic engagement is unique at New Mexico State. Our focus is to build partnerships with employers across the State to make sure that our engineering and all other students across, mostly in the stem fields that is a growing area, are provided an opportunity to work in the State. There is a focus on economic development. But there is also a great need for alignment with the workforce. So, our big goal in the workforce accelerator is looking to shorten the onboarding time in the workplace post-graduation, and how we do that is really partnerships. So, right now we have about seventy-six faculty that are collaborating with us in this area, and 74 employer partners. That was just this last year."

"Our goal is to elevate career ready graduates, making sure they know about careers in the State of New Mexico. If you watch the news any given day, there is an announcement of a new company coming to town. They are looking at workforce opportunities. We are working with state agencies, Economic Development Environment Department, Workforce Solutions and the Energy, Minerals and Natural Resources to make sure that they know the resources at New Mexico State are here, and what our students are graduating in. We are also co-creating experiential learning opportunities. So, if you go to the career fair in a couple of weeks, we are sold out. Day 2 has 120 employers coming to New Mexico State. They are actively looking for partnerships beyond just a career fair engagement. So, our office is building those relationships to make sure that we can get them involved in capstones. They can offer experiential learning through internships and co-ops, residencies for some of our other students in in the professions."

"One of the growing areas we are looking at right now with the Navajo nation is pre-health or health care. They are looking for rural healthcare and nursing. They are looking for dietary assistance out of Cooperative Extension Service, and they are looking for assistance in our Vet. Med program, which is the pre-vet program with the Western Interstate Commission on Higher Ed."

"Our other partner is the Global campus, we are really collaborating with our partners to make sure we



understand what those gaps are for post-graduation, for professional development. So, we are working on the micro credential opportunity with the Global campus. So, when we talk about strategic engagement, we cannot really do the workforce without making good partners. Right now, this last year we had sixty-seven partnerships that we were tracking in our portfolio, fifteen of those are in the emerging stage that are pending, seven we transitioned to the college, and they are owning those partnerships right now. Completed are eight projects that we have finalized, and we have thirty-seven that are active in the portfolio. When I talk about alignment, I am really looking at alignment with Leads 2025, and then also with the state target industries. So, we are looking to make sure that we are not only aligning our goals internally, but that we are meeting the goals of the State.”

“So, if you look at the slide on the right, you can see that there is a strong alignment in sustainable and green energy, which is a major focus of the administration in Santa Fe, and it is a growing area. It is a direct alignment with what we are doing at New Mexico State. So, as we look at our metrics and our function. As I mentioned, we are really looking to reimagine the role of higher education through partnerships, really focusing NMSU as the lead in high demand, high wage, high skilled jobs, which is known as H3 jobs. And our key goals are to make sure that we have alignment, we have collaboration, and that we develop an ecosystem that spans the K through sixteen and beyond in engaging what we are doing. Our focus in terms of metrics is again looking at faculty and staff engagement. This is not a one-person shop, it is an institutional mission, looking at alignment with economic development and Leads 2025, looking at an increase in graduate retainment in the State. So, we are effectively collaborating with Workforce Solutions and Economic Development, to make sure, as these new companies are coming on board, NMSU is at the table. Last week we had two companies come in from Mavita, the Masia Valley Economic development, and we were at the table. They wanted to know what kind of students we graduated. How many? How can we, partner? How can they get engaged? And how can they invest in our programs? So, when we talk about relationships, we are really looking at partnerships where they invest in what we are doing, and we do it together. So, it is not a parallel path, but it is a collaborative effort.”

“Kathy mentioned our KPIs, and we are looking to revisit those. But we are unique in what we do as a higher education institution in this field, and we are at the table everywhere in the State. I did want to mention today, we have a new ten million dollars reward with EPA, and as part of our strategic partnerships. We will be leading the environmental and energy Justice Technical Assistance Center for EPA. Region 6, which is New Mexico, Texas, Oklahoma, Arkansas, and Louisiana. And so, with that we are going to be partnering directly with DOE and EPA, and already we have about seventy-five community partners that have reached out to us to engage in our efforts. So that will be focusing on grant writing and leadership development, and we will be leveraging the EDGE program in Cooperative Extension Service, and with that, I’d like to turn it over to my colleague, Alisha Giron.”

Associate Vice President, Research Administration, Alisha Giron, “Thank you, Chair Devasthali, members of the board. I am happy to be here with you today. To the students. I am a native of Las Cruces and a two-time Aggie. So, I have 18 years of work experience at this great institution.”

“I also have the distinct pleasure of leading research administration on our campus. This group of professionals collaborates with our researchers on various areas to include central proposal development and submission of externally funded efforts, review and acceptance of grants and contracts, coordination of human subjects and animal research and biosafety and export control considerations.”

“All of this results in thousands of administrative actions each year, many of which bear the signatory of the regents of New Mexico State University. Among the metrics this group uses to support our set KPIs, are strategic interactions with faculty, intentional proposal submissions, graduate school collaborations and synergistic coordination with college and unit leaders. This component is led by Dr. Tanner Schaub, Assistant Vice President for research. This function provides systemic institutional research and infrastructure support.

This included moving these core facilities, laboratories, research units and equipment toward well-established leverageable resources. The research Course program or RCP, is 2 ½ years old and is the management unit for 5 key labs and 2 new groups, as mentioned by VPR Cifuentes. The Stem Plus Education Research Institute and the Biomed Informatics and Data Science Core are both in their formative stage. Through RCP and the infrastructure and partnerships unit RCED provides management, tools, structures, and leadership to move these resources from ad hoc groups to highly visible and stable institutional resources that are valuable in serving research, providing student opportunities, developing technology that supports economic development and winning external grant funding.”

“Again, the infrastructure and partnerships unit move existing research, infrastructure up the maturity pathway and guides the development of new resources and capabilities and collaboration with colleges and faculty. Among the metrics of this group uses to support the RCED KPIs are the numbers and value of funded research projects that include central research infrastructure support, supported student research projects, workshops, trainings and outreach events, partnerships established for existing or emerging areas of research strength. This component is led by Miss Courtney Castle-Chavez, Operations Officer. This function collects and analyzes data sets specific to our research and economic development efforts. This unit is also comprised of administrative support staff that manage the daily operational needs of RCED. Among the metrics this group uses are internal operational efficiency, resource, allocation and service improvement, capacity, planning and data, innovation, and alignment with Leads 2025. None of this would be possible without the investments RCED has made into state-of-the-art tools, software, and platforms to support these vast endeavors. Streamline, electronic research administration or ERA, is cloud software with a modular architecture. We are about one year into full implementation of 7 modules that support the research enterprise. This was the largest system undertaking the NMSU research administration will ever take as this ERA replaced several discrete applications. Lab Archives is utilized by the research course program to manage and schedule laboratory use. Dryad was acquired, to assist with meeting grant and contract data compliance requirements and provides a data repository for research data. And finally, Otter A.I. is a tool our operations utilize for speech to text transcription for our numerous meetings, both internally and externally. Thank you.”

Vice President for Research, Creativity and Economic Development, Luis Cifuentes, “Thank you, everybody. So, the next slide, I think you'll recognize this, perhaps. Interim, President Googe, one of the conversations we had. You talked about the need for this institution to make stuff happen. Stop spending time strategizing, spend time doing, our next steps are essentially to do what you just heard. We stand for questions.”

Chairwoman Devasthali asked, “What kind of cross campus collaborations are happening now?”

Associate Dean, Engineering, Patricia Sullivan, “There was a project we had with the Art Department looking at water. The project was a phenomenal project that was a capstone project. Looking at the headwaters to the border, and then the art students came in and developed artists books, and an actual exhibit at the museum. It was an impressive partnership! We have used that to kind of look at other things that we are doing, they are not as visual as that event was, but they do exist. Some of the things we have been working on or looking at are the Creative Media Institute, and how they can engage in things. So, even with the Arrowhead group, some of these startups are looking for resources out of there. They need almost like an infomercial or trailer type thing. They need small videos to tell some of their stories. The National Science Foundation is asking for a lot of visual type things for grants, and they are funded. So, the Creative Media students are working in those areas, providing that work. We are also working with several faculty, in sociology and psychology. They provide a lot of information on the human factor aspect of things. Also, if you look at the environmental justice area that we are working on, I am engaging with a lot of people there in political science and also in sociology, because that is community-based activities. You will have to not just understand why the water and air quality are an issue, but what is the societal impact as well. So, some of them are more behind the scenes. Things happening on the

research efforts. But we are seeing a lot more engagement with the arts and sciences, specifically in sociology, psychology, and the creative media aspect.”

Regent Moseley, “On the workforce accelerator portion of the presentation. You mentioned that we have 8 completed strategic engagements with New Mexico employers. Can you walk us through what the quintessential partnership with the New Mexico employer looks like at New Mexico State?”

Associate Dean, Engineering, Patricia Sullivan, “What we are really looking at with them is understanding what their needs are. So, we are having direct interactions with them. So, like I said, there are about 120 companies coming for the career fair, a lot of those are out of state companies. New Mexico companies do not often come to the career fair because they may have smaller hiring needs, so they may only need five employees this year and next year they will not need anyone. So, the constant engagement in career fair is not necessarily the pattern that New Mexico employers take. But we do collaborate with them very strategically, because a lot of them are run by our alums or our alums work there. So, when we reach out to them, we are trying to understand; Do you have a growth in a particular area? What are your needs right now? We had a company come to us that told us they could hire five civil engineers tomorrow. Where I asked, are you talking about seasoned engineers? Are you talking about new graduates? Or are you talking about a mixture of the two? So, the conversation evolves to the skill level, because I recall several years ago there was an article in the Albuquerque Journal, the headline was that a particular company that received an industrial revenue bond had not met their employment demands and their response was that the universities are not meeting our needs in terms of graduates. I picked up the phone and called the company, I said you have not been to a career fair in 3 years, and you have not been on campus for 3 years. And it came down to a discussion about, they did not really expect it to blow up that way, but I believe at the time every regent received phone calls, deans received phone calls, everyone wanted to know why NMSU was not at the table with the company. Fast forward to where we are now, the Governor has an economic development plan and if you at the first couple of pages of the executive summary there is a clear statement in there that says there is a misalignment between higher education and employment needs in the state. We take that very seriously, and we are looking at having these engagements with a company. So, we are trying to understand, what does that alignment look like? We are really finding that it is the onboarding time of when a person graduates from our programs, whatever the program is, and when they get into the workforce. So, if a company is having to spend 3 years investing and onboarding you, not just in the culture of the company, but in specific skills, have we done our job effectively? If we can shorten that onboarding time, where they are focusing specifically on the culture of the company and less on the technical, then we feel like we have been successful. So, we are trying to engage companies, understanding what their needs are, and what level. And then we have developed a matrix of all the levels of engagement they could have from judging our competitions, getting involved in our capstar, coming in and doing resume reviews, and coming and doing mock interviews. There is a level of ways they can get involved. So, we have asked “how you want to start getting involved?” and some are saying we will do everything, and others are saying I want to start with this, then I want to grow into that. As we build relationships, they start getting to know our students, they start knowing what we are doing and suddenly, our students are going into internships. They are getting that skill set and we are bringing that back into a capstone and then when they graduate, they are going straight into the workforce. So, they have shortened that onboarding time as much as from 3 years, down to 6 months. And, if you utilize the Crew Program at PSL, they have already received security clearance and that is already taking 2 years off, just from the security. I had one individual tell me that they had a son-in-law who took 9 months to get security clearance and if they had just gone through crew they would have moved right into their workforce. So, that is how we are doing it.

Faculty Senate Chair, Dr. Gaylene Fasenko,” Is there a mechanism for faculty, who teach courses that are experiential learning, service learning or Internships, to connect, or is there a need for that and how would one go about that?

Associate Dean, Engineering, Patricia Sullivan, “The main thing we are trying to do is work with the Office of Experiential Learning to understand where students are getting placed and then working with faculty that are teaching that type of program. So, we have had some discussions with HRTM as an example. That was one of the areas that the Navajo Nation President mentioned was an area they would like to see grow. And I know some of the Pueblo groups are interested in that as well. So, the main thing we need to do is work with faculty, or they go to the career fair, and they understand that they want to do an internship, in our world, internships are summer jobs. If they do a co-op, which is through the academic period, they need to register through The Office of Experiential Learning. We have several students that take a co-op, and they think, because they went to the career fair, and got a co-op with a company and they leave, that it is sanctioned and they don’t bother to do register, well, what happens with those students is they are treated as dropouts, and it affects their financial aid. So, they don’t register because they went to a company for a fall semester and they think they are enrolled, but they get disenrolled and must start paying back on student loans and what not. So, what we need to do is out of our office, is work closely with The Office of Experiential Learning, work with faculty, and make sure students understand not just the opportunity, but the process of getting involved in co-ops and internships and even study abroad. Study Abroad is another opportunity that I know the Honors College is promoting.

Regent Romero, “What are you doing to partner with the Workforce Solutions department? Do we have any kind of relationship with them? And if so, what does that look like?

Associate Dean, Engineering, Patricia Sullivan, “We do work closely with them in several areas. The one we probably have the strongest relationship with is their youth programs. We are trying to get some of the high school students involved, more strategically, with some of the youth funding that comes through workforce solutions. We have a representative actively on one of our workforce boards in the College of Engineering, but we also have been engaging with the leadership there, in terms of other opportunities as companies come in. They work specifically or very closely with the community colleges because they do a lot of training, and they work in partnership with economic development on the job training g program. Where the community colleges fit in, we work closely with DACC, Grants, and Alamogordo. As it relates to other workforce needs. We are collaborating with them one-on-one as the companies reach out to us and let us know a company is coming on board and how we can collaborate with them. So, we have developed enough of a relationship, where they are picking up the phone and calling us and we are part of the conversation now.”

Regent Romero went on to talk about her experience with the private industry and how different areas are hurting for employees such as accountants and human resources and how they are high paying jobs but just not finding the people to fill the jobs was a struggle. She also suggests that she would like for them to provide the data on how many jobs we are placing in positions and how we are affecting the economy of the State of New Mexico. She then goes on to ask another question of, “When you say that it’s ready, the streamline what does that mean?”

Associate Vice President, Research Administration, Alisha Giron, “So, implementing a system like Streamline and Electronic Research Administration Software took a few years. It was something that included integrating various systems that were already in use. So, for example, when I mentioned things like proposal submissions, human subject use, animal use. Each of those are different components within streamline and they are different components with the work that we do, and so within streamline, because it has a modular architecture, each module represents the work of those different areas. And so, previously we had a homegrown system for human subject’s work. For example, we had a separate system outside of the University of Central Florida for proposals and awards. And so, when we talk about being a year into full implementation, it started several years ago, but the full implementation was in place in July. But we are technically still in a stability sort of phase, ensuring that all of the information that we brought from the other systems, legacy, projections, etc., are clear and can help us do the kind of work that we want to do with regard to seeing what

our trends are, seeing where we can increase certain areas and enhancing other projects. So, something like that was an ocean change for this kind of work, there are not a lot of institutions to do this. We did get together with UNM and New Mexico tech to work out a state procurement that would allow us to have the most cost-efficient selection. UNM and NMSU were the two institutions that moved forward with Streamline. There was an independent body that made that decision and NMSU is far ahead of UNM in terms of implementation, and it took a lot of work between the office of the VPR and our IT operations.”

Regent Romero stated that she has a better understanding of the systems and posed another question to the group of “When will the public or the university staff have access to see what information or what data can be provided by all of these technologies?”

Associate Vice President, Research Administration, Alisha Giron, “Our plan is to start consolidating the information that those various platforms and software provide us. As I work with my colleagues across the country that do the kind of work that I do, I see that they are very sophisticated in the ability to analyze the kind of research that is done, the kind of technical work that we can be proud of, the areas that we can hopefully dive further into. But additionally, there is a lot out there in terms of administrative support, something that you can recognize. We have grants and contracts that vary, we have so many that come from the USDA and others that come from DOD, but they are vastly different in terms of the kinds of terms and conditions that are included. And what does that mean for staffing? How do we need to staff up? How do we need to look at the kind of workload or volume that staff has? So, across the board, we hope that each of these will integrate with one another in a way that gives a clear picture of what our research portfolio is from the technical and scientific to the administrative day to day.”

Regent Chacón-Reitzel posed a question regarding another research project that her daughter was involved in during her time with NMSU with the Howard Hughes Medical Institute for her senior research project and how intensive the program for undergraduate research. The funding was reduced, and she felt it was unfortunate. Her question was, “Can anyone update me on that project, and if maybe it is somewhere else in the university?”

Vice President for Research, Creativity and Economic Development, Luis Cifuentes, “A lot of these programs are federally funded and as such they come, and they go and that is one of the conversations that we’re having with the Honors College because they are essentially the ones that are managing and overseeing the opportunities for undergraduate students. So, we partner by ensuring that we can support them in going after all opportunities that are out there to support undergraduate research. It must be a continuous on-going process because external funding eventually stops. So, you have got to figure out how to go and try to get something that is similar to what you just described with your daughter, but perhaps by another funding source.”

## **2. Summary of Revisions to the Administrative Rules and Procedures of NMSU (ARP) for the period May 1, 2023 – August 31, 2023, University Policy Administrator Ermelinda Quintela**

Regent Devasthali thanked the group for their presentation and seeing there are no other questions moved on to the next item on the agenda which was the recurring information report from University Policy Administrator, Ermelinda Quintela regarding revisions to the ARP. She goes on to state that the report was submitted and is the packages and that Ermelinda was not present, but Scott Field was there to answer any questions if there were any. Not seeing any, the board moved on to the next item on the agenda. Regent Devasthali welcomed Ben Woods, the NMSU Presidential Search Committee Chair to provide an update on search.

### 3. **Presidential Search Update, *Presidential Search Committee Chair Benjamin Woods***

NMSU Presidential Search Committee Chair, Ben Woods, “On the fourteenth of July, you established the Presidential Search Committee in order that the search for the next president might proceed with an effective, collaborative, and inclusive manner. Joining me today in the room are several members of that search committee and I would like to recognize them at this time, we have President Benitez, Chair Fasenko, Chair Berger and Dean Enrico Pontelli.”

“On September 1, 2023, the committee met to begin its efforts. The purpose of that meeting was to receive the charge to the committee, establish the search timeline and to conduct training in university search procedures, as well as equity, inclusion, and diversity topics.”

“We are pleased to provide this report to the Board of Regents on the steps we are taking on behalf of the students, the faculty, and the staff of New Mexico State University, and the citizenry of New Mexico, who’s ongoing support enable the good work being accomplished each day by New Mexico State University. We want to express our collective thanks to this board for your confidence and your willingness to allow us to represent this collective group of Aggies in conducting the initial search and screening functions in this effort as members of the search committee, we share a mutual respect for those we have been selected to serve with.”

“Our efforts are guided by the charge presented to the committee on September first by Regent Ammu Devasthali. That document expands upon the presidential leadership profile which is nearing finalization. Taken together, those two documents will describe the skills, the capabilities, the commitment, and the traits desired as well as the opportunities that await the next President of New Mexico State University.”

“The recently completed Board of Regents Listening Sessions, which were ably conducted by Adam Cavotta; they enabled the opportunity to hear from our fellow citizens on the direction they wish to see the University proceed. In addition, they reinforced for each of us who participated, the amazing contributions that New Mexico State University makes to New Mexico each and every day. From teaching to research to Cooperative Extension and outreach, the contributions are worthy of mention, for the span of this university as New Mexico’s land-grant institution is unique.”

“The inclusion of community colleges within our university system enables New Mexico State University the privilege and the opportunity of even closer presence and support to those communities we serve. The growing NMSU Global campus extends the impact to not only every corner of our state but across the globe. We challenge any other university to demonstrate that span of impact for the community it serves.”

“Even as the search effort formally commences, the committee and Board of Regents continue to seek feedback and comment from students, faculty, staff, and citizens regarding both the search and the challenges and opportunities for New Mexico State University, and that is to be accomplished through an online survey. The survey instruments are being developed and will flow to randomly selected members of our students, our faculty, and our staff. Anyone not selected for those survey instruments, but who wishes to provide feedback is urged to do so by completing the public survey. That survey instrument will be available on the NMSU Presidential Search website when finalized.”

“The search effort is now entering its initial candidate outreach phase. The committee applauds the regents on your selection of WhitKeefer as the professional search firm which will play a vital role in promoting knowledge of the position and the opportunities that await the next President of New Mexico State University. The presence of WittKieffer enhances and expands the search effort far greater than could otherwise be accomplished.”

“The search committee encourages each member of the NMSU family to make themselves aware of the search process and engage in nominating individuals whose unique skills and capabilities make them worthy for consideration for this position. Confidential nominations will be submitted through WittKieffer at [nmsupresident@wittkieffer.com](mailto:nmsupresident@wittkieffer.com).”

“By its very nature, our presidential search now enters a quiet phase that does not mean that efforts are not significant and proceeding, prospective candidates will be nominated, solicited, and approached. Those prospective candidates will be carefully considering the challenges and the opportunities that this position affords, and they will be shaping their respective application, should they select to proceed in this process. Applications will be submitted over the course of the fall semester. The goal established by our committee in accordance with the charge document and the advice and counsel of our search firm, is to report back to the Board of Regents in mid-January 2024, with a diverse list of semifinalists from which the regents will select 5 finalists to be named to participate in the university wide interviews. There will be select opportunities for updates over the current semester and the committee will seek to update this board, the university and the public as each opportunity presents itself. Madam Chair, at this time I’d stand for any questions.”

There were no questions asked. The Board thanked Ben Woods and Adam Cavotta for all their hard work with the listening sessions and the passion they show for New Mexico State University. They thanked everyone who attended from the Board of Regents as well as the community. Dr. Woods listed off the dates and location of all the listening sessions that were set up and held throughout NM and appreciated the leg work involved in this undertaking and how important it was to hear from the constituents of the rural communities that depend on the outreach of NMSU.

#### H. **Consent Items, Chairwoman Ammu Devasthali**

Regent Chacón-Reitzel asked to set aside item #11-ROTC Tuition Proposal, in order to make a few comments on the proposal.

Regent Chacón-Reitzel moved to have item #11-ROTC Tuition Proposal set aside from the consent items, Regent Moseley seconded, all were in favor and motion passed.

Regent Devasthali called on Dean Enrico Pontelli to elaborate on item #11.

Arts and Sciences, Dean Enrico Pontelli, “This proposal originates from our Army ROTC programs and the proposal consist of extending in-state tuitions to cadets who decide to come to NMSU and contract, which means as they come, they sign off to continue serving afterwards. The main reason for this proposal is three. So, the first is the issue of recruitment. If you look at our current cadre of cadets, we have about fifty-four cadets right now and only two of them are out of state. So, clearly, we are not very competitive.”

“If you look at institutions across the regions, we see that a lot of institutions offer similar benefits. For example, most of the Texas institutions offer a similar agreement, The University of Oklahoma, for example, offers in-state tuition to all cadets, not just those that contract.”

“So, first, there is the issue of recruitment. Recruitment is very important, because we also need to try to diversify the disciplines of our cadets. The army has a big demand for cadets who are either in STEM areas or nurses, and unfortunately, we are struggling to track that in those areas. There is an issue of retention, cadets need to maintain a GPA of 2.0 to be eligible and unfortunately, a lot of our scholarships require a GPA of 2.5 and we have a lot of cadets that fall in that gap which means they do not get financial benefits. So, this would be an incentive for them to remain in the program.”

“Then there is the issue of viability of the program, the Army requires us to commission twelve or more cadets every year to be sustainable and we have not met this goal since 2005. We are going to meet this target in 2024 but after that the situation does not look very good, which means we really need to improve our pool of cadets and improve our recruitment and improve our attention. Again, the financial benefits will be minimal in the sense of impact because we have only two cadets in the program which fall in this category. If we cannot improve recruitment, that will be more students coming to NMSU, this would be a strong incentive. Our main ROTC program has been doing a fantastic job in training our cadets. Every time I go out in the field and meet alumni who have been in the program, they talk about how much the program benefited them not just while they were at school, but in their follow-up careers. So, I think we need to try to support them as much as we can. I stand for any questions.

Regent Chacón-Reitzel stated that she wanted to bring attention to the program before the Board of Regents and the importance of the program. She stated NMSU’s core mission of a Land Grant University is Agriculture, Mechanical Arts and Military Science and the concern of the waning program that is having a hard time with funding and recruits. She goes on to recall the prisoners in baton from the program and how alarming the threat of losing our accreditation is. She emphasizes that we need to get the program back on track and how it has impacted her family personally in such a positive way. Chair Devasthali invites Dean Pontelli to let Chief of Staff Adam Cavotta know when he wants to get on the agenda for future meetings to give updates.

Regent Chacón-Reitzel moves to approve going forward with the ROTC Tuition Proposal, Regent Moseley seconds the motion, all were in favor and motion passed.

Chairwoman Devasthali entertained a motion to approve the consent agenda as presented with having set aside item #11 and discussed. Regent Moseley moved to approve, and Regent Romero seconded the motion. All were in favor and the motion passed.

1. **Disposition/Deletion of Property**, *Interim Vice President D’Anne Stuart*
2. **DACC: Alex Sanchez Hall Chiller and Cooling Tower Replacement**, *Associate Vice President Raghu Raghavan*
3. **DACC: Sunland Park Center Roof Replacement**, *Associate Vice President Raghu Raghavan*
4. **DACC: Las Cruces Elevator Modernizations**, *Associate Vice President Raghu Raghavan*
5. **DACC: Campus Wide Security Cameras**, *Associate Vice President Raghu Raghavan*
6. **NMSU Grants: Martinez Hall Improvements**, *Associate Vice President Raghu Raghavan*
7. **Las Cruces: IT Infrastructure Improvements Project**, *Associate Vice President Raghu Raghavan*
8. **Las Cruces: Breland Hall Deans Suite Renovations**, *Associate Vice President Raghu Raghavan*
9. **Las Cruces: Devasthali Hall Mechanical and Acoustical Improvements**, *Associate Vice President Raghu Raghavan*
10. **Applied Associate’s Degree in Nursing at NMSU - Alamogordo**, *Vice President for Academic Affairs Mark Cal*
11. **ROTC Tuition Proposal**, *Dean Enrico Pontelli, Vice President Renay Scott*
12. **Research and Public Service Projects and Non-Instruction and General Requests for FY25**, *Associate Vice President Clayton Abbey*
13. **Specials, Supplementals, and Deficiencies Request**, *Associate Vice President Clayton Abbey*
14. **Philanthropic Naming, AMEF Retail space, NMSU Foundation Chief of Staff Matty Burns**
15. **Authorization to Confer Posthumous Honorary Degree**, *Provost Alan Shoho*



Chairwoman Devasthali ask for Provost Shoho to say a few words regarding the student for whom the posthumous degree has been requested.

Provost Shoho, "Thank you madam chair, as you all saw that the women's soccer team was here earlier and as coach mentioned, one of their students passed away suddenly and through the support of the Dean of the College of Business and the department head of Management, they were able to solicit the correct support and process to then petition for the consideration of a posthumous degree for this young lady and her family. Since it was just supported at the consent agenda it will be awarded at our December graduation. I anticipate her family will be coming, and I hope it will provide the young lady and her family some level of consolation for this tragedy that occurred. Unfortunately, we will have two students, there was one other student that we had also awarded a posthumous degree earlier in the year and they will also be awarded at the December graduation. That one involved a lady who, you may recollect, was part of a murder-suicide right off campus here last fall and so those two young women and their families will be given, hopefully, some level of consolation by us being able to award a posthumous degree to them. Thank you."

Chairwoman Devasthali, "Thank you Provost, the young ladies name, the soccer player was Talia Chavarria and she had just turned 20."

Regent Romero moved to take a 10-minute recess, Regent Moseley seconded, all were in favor motion passed to recess for 10 minutes. Meeting will resume at 10:50.

### **RECESS (10 MINUTES)**

Chief of Staff, Adam Cavotta conducted a roll call coming back from recess, prior to the continuation of the BOR meeting at 10:50 am since three of the Regents were remote.

Chief of Staff, Adam Cavotta proceeds to call on Regents Chacón – Reitzel, Romero and Saucedo and they all responded as being present on-line with Regent Moseley and Regent Devasthali present in the board room.

#### **I. Action Items, Chairwoman Ammu Devasthali**

##### **1. Interim President Contract Renewal and Delegation of Authority to Chair of Board of Regents, Chairwoman Ammu Devasthali**

Chairwoman Devasthali continued forward with the action items up for consideration, the first being the contract extension for Interim President Gogue. She goes on to state the terms of the contract and how the board feels it is best to move forward. She goes on to state that before the board is consideration to extend the contract on a month-to-month basis for a period of up to 12 consecutive months. She also put in front of the board the consideration to grant the chair authority and in the absence of the chair the vice-chair authority to sign monthly extension without further board action.

Chairwoman Devasthali, "If it is the will of the Board to approve the contract extension and the delegation to the chair as presented, the effective date of the first extension will be October 7, 2023, with the effective date of the final extension to be no later than September 7, 2024. I move that the Board approve up to twelve monthly extensions to the Interim Employment Agreement between the Regents of New Mexico State University and Doctor Jay Gogue and the delegates authority to the chair or vice chair to approve and sign the monthly extension without further board action."

Regent Moseley seconded the motion.

Regent Saucedo would like to comment prior to the confirmation of the motion, "I appreciate the willingness of President Gogue to operate with a month-to-month contract. That is absolutely service to the University, and it is greatly appreciated that, that willingness is there."

Chief of Staff, Adam Cavotta, "Thank you, members of the Board. The motion on the table is to approve the up to 12-month contract extension for the Interim employment agreement between the regents and Dr. Gouge, and to delegate authority for signing those agreements to the Chair, Vice Chair monthly without requiring additional board action. It has been motioned and seconded, and the roll call vote will begin with Regent Romero to vote yes or no on the motion."

Regent Romero, "Yes."

Regent Chacón-Reitzel, "Yes."

Regent Moseley, "Yes."

Regent Saucedo, "Yes."

Regent Devasthali, "Yes."

Chief of Staff, Adam Cavotta, "Thank you madam chair, which is five votes in favor."

**J. Report from the New Mexico Department of Agriculture to the Regents of New Mexico State University (Board of Agriculture), Cabinet Secretary & Director Jeff Witte**

Cabinet Secretary & Director, Jeff Witte, "I'd like to start off by thanking the regents and the Administration for participating in our groundbreaking ribbon cutting ceremony. What a great day for NMDA and NMSU. We had a great crowd that came out."

"We have completed our move in to PSL, and the laboratories are on their way to accreditation. The welcome at PSL has been fantastic, and we appreciate the hospitality that they are giving us at NMDA."

"I think there are a lot of great opportunities for us to work together with PSL and maybe create some good synergies along the way as well. I am not going to give you the whole 14 pages of this. I just wanted to do some highlights."

"The DC. Chili roast, we went back to DC. This year in August. NMDA has been doing that chili roast for the last 12 years in August, and it's a great event for us. We had to take a break for 3 years during Covid. We went to a new store this year, the Harris Teeter supermarket on Duke Street, but the best part of the Chili roasts this year was, ACES Sam Steele Society stepped up, and the NMSU Alumni Association stepped up. We had a reception one night. We had a lot of great volunteers. It was the easiest Chili roast I've ever participated in, because we had a lot of help. But I think the folks from NMSU saw a great opportunity to have that thing grow and in our in our glory days, about 3 years ago we had a green Chili Cheeseburger reception on the hill at the American Legion Post right off the House office buildings, and we served over 250 displaced New Mexicans, and want to be New Mexicans at that event. So, we have an opportunity to grow that fun event again and grow some good relationships back for NMSU in that."

"The next thing I want to highlight is, as a Secretary of Agriculture I sit as honorary Board member for the National Agricultural Hall of Fame. A few years ago, I did not even know that existed, and I received a letter in the mail, and that year we nominated Dr. Fabian Garcia, and he was accepted into the national Ag Hall of Fame, a few years of

delay because of the covid, but he was finally inducted. I received another letter this year, they were accepting nominations, and we nominated Fabiola Cabesa de Baca-Gilbert.”

“She was NMSU’s first extension agent that worked with the Native American communities and the Pueblos tribes and nations, not only in New Mexico, but she was tasked by the United Nations to go around the world. This was in the 1920s, so you think about a trailblazer working with our communities in New Mexico, and she will be inducted into the National AG Hall of Fame on October fifth, in Bonner Springs, Kansas, which I think is amazing, that NMSU will now have 2 individuals in the National Ag Hall of Fame. So, I think that’s a real credit to this university.”

“I was invited to be a part of a delegation to do an emerging markets trade mission into Indonesia a couple of weeks ago, and so we flew over to Indonesia, New Mexico sends a lot of way products from our cheese plants into Indonesia, but out of that trade mission is an opportunity for New Mexico State University, and we’ve got a conference call on Monday and one of the new country requirements to facilitate trade into Indonesia is that you have to help their native industries. So, we are interested in dairy products, so one of the requirements by the country, we had meetings with the Minister of Commerce and the Minister of Quarantine and many others; is that you have to train their dairy producers to become better dairy. And you’re talking dairies that range in size from 4 to 12 head of cattle. They produce 20% of the nation’s milk consumption.”

“United States of America is not going to be sending fluid milk into Indonesia. It’s far too costly. And our FDA regulations just really don’t let us do that kind of thing because of the X dates on milk and whatnot. They get their fluid milk from places like New Zealand and Australia. But whey products like yogurt, cheese, and powder are our targets, and in New Mexico we produce much of that so there’s opportunity.”

“President Gogue often talks about the relationship between NMDA and the University and having that opportunity to educate and train. Here’s a prime example, I’m sitting at the meeting with the Minister of Commerce, Minister of Quarantine, and they bring this up time and time again.”

“Who better than New Mexico State University, with our extension dairy specialist with our extension nutrition specialist. We run the regulatory program for dairy in the State of New Mexico. What better team to put together to go and train the folks in Indonesia. So, our call on Monday is with the US Dairy Export Council and their present CEO is Ms. Krista Hardin. Krista was the former Deputy Secretary and Chief of Staff at USDA in previous administrations. She knows export and dairy and USDA funding and whatnot. I think we have a great opportunity to enhance the partnership between NMSU and dairy and getting more of our products into Indonesia. So, I think more to come on that, so we’re excited about that.”

“Next thing I wanted to. Highlight was Under Secretary Jenny Lester Moffett visited the State a few weeks ago, and we highlighted the 1 billionth dollars spent and allocated for the Specialty Crop Block Grant program. And the reason I brought this up is many years ago, before the 2,008 Farm Bill. We were part of a group from we call it, NFACT, New Mexico, Florida, Arizona, California, and Texas. Before the 2,008 Farm Bill Specialty Crops was not even a part of the Farm Bill, and our coalition made many trips to DC, working with associations like Western growers, and we were able to secure Specialty Crops into the Farm Bill in the Block Grant program. In the 2,014 Farm Bill it was permanently funded, and New Mexico receives about \$611,000 this year for that. We typically receive a little more, sometimes up to a half a million or more dollars for that from that program, but what a great tribute to our producers in New Mexico for the Under Secretary to come and highlight the 1 billionth dollar spent, and she did it in New Mexico. So, it’s something I’m proud of.”

“Ag day, we’re working on that for November fourth, associated with homecoming. Dean Flores has got a bunch of activities with his ribbon cutting and whatnot. But we’re going to have a great ag day event, and so invite

everybody to do that. We're in the middle of the State Fair, the State fair started at 10:00 this morning. If any of you want to come see the activities this weekend, we've got the battle of the Salsas, we've got the Friday night, we've got the New Mexico beef jerky contest, we've got the green Chili Cheeseburger contest on Monday, and next Friday we're going to have a big kick off event for our logo program at the State Fair. So, a lot of good things are happening in our department, and with that I'll let you read the other 15 pages and be happy to answer questions."

Regent Chacón-Reitzel asked the question, "Count you expand a little and give some examples of the funding that specialty grants go to? Some of the things that have been funded in the state?"

Cabinet Secretary & Director, Jeff Witte, "The one that we like to highlight is the showcasing of our green chili products around the country. We go around the United States, and this year we did 12 of what we call "Green Chile 101's" where we train grocery store produce managers on how to roast green chili. We estimate that our green chili ends up in about 2,600 supermarkets across the United States and the event that we do in DC is part of that program. So, that's one that comes to mind. NMSU has done a lot of research on pecans, jujubes, and other specialty crops to see what would be more adaptable in New Mexico. There's some great pecan research on drought tolerance and things like that that are part of the Specialty Crop Block Grant, but also marketing the New Mexico Farmers Markets Association participated in some of that in trying to enhance and grow those specialty crop markets across the state. What we highlighted the other day was an herb farm where an individual is working to grow herbs and spices and different kinds of specialty crops and then that individual trains the 70 others through this network in Albuquerque of specialty crop growers. So, it's really expanding that reach. We've worked with the veteran farmers coalition. So, I think we've got about 51 ongoing projects through that program right now."

Chairwoman Devasthali, "How is the thing with Hatch Green Chili?"

Cabinet Secretary & Director, Jeff Witte, "Hatch green chili is always the most popular thing across the state. One of the challenges that we have is the New Mexico Chili Advertising Act, and that if you are selling chili products in the state of New Mexico you have to register with us. And we must verify that the chili, in fact, came from a New Mexico field, and there's some exemptions to that, and we have streamlined that process quite a bit. It was interesting, we were in DC and at one of the supermarkets we found some product on the shelf at the Harris Teeter Supermarket, from an entity here in New Mexico, but on the label, it said: "Chile, not grown in New Mexico", they were in compliance with our state law even in the DC area. So, we are getting more and more folks education on that and in compliance. One of the big challenges we have with the program in the State of New Mexico, are things like salsa and some of the products that we don't grow a lot of, is Jalapeños. So, we're really working through the specialty crop block grant and through others to encourage additional Jalapeño production because we just jalapeños as a balancer in the flavoring of salsa and whatnot."

Chairwoman Devasthali, "Thank you, I know they were growing Hatch Green Chili in Colorado."

Cabinet Secretary & Director, Jeff Witte, "Madam Chair, my colleague in Colorado and I Have an ongoing battle and in Pueblo, they think they have a wonderful Chile crop, they have a few acres up there and we go back and forth on that. I told her that the only reason that they even have a little bit of flavor is that the seed products came from New Mexico. So, the last thing I'll want to mention is that I had my morning started with a lot of meetings, and one of my first meeting was with one of the embassies around the world, and I'm about to announce. But I can't do it today, cause we're going through this deal. But I work with the New Mexico Ag leadership program. And we do what I call the Director's Trade and Innovation Mission about every year. Sometimes it skips a year due to timing and whatnot. But probably next May, we're going to be doing another director's trade and Innovation Mission across the pond, more details on that will come. But it's going to be a

fascinating trip, and what we do is trade, we meet with the Embassy folks, we do an act trade officials, we trade with other industry people, we're going to meet with the universities in in the country we select and then we piggyback on a USDA type of an event, so that we can showcase what the nation is doing for ag trade promotion across the globe. So more to come on that. But I know Regent Chacón-Reitzel will be very interested in what I'm about to do."

"In my second meeting today was with, I'm on 2 EPA's FACA, they're the Federal Advisory committees for the Administrator, VPA. So, I had another one of those today as well. But there's just a lot of things going on and with New Mexico, it is the epicenter of the PFAS discussion, and EPA has dragged me into a couple of other PFAS conferences and whatnot. But this is going to be something that it will just say that every entity that has a water system needs to be paying attention to what EPA does with their PFAS regulations between now and the end of the year, and I'm happy to visit with facilities or anybody else about that down the road."

**K. NMSU System Report, Interim President Jay Gogue**

Interim President, Jay Gogue, "Regent Chacón-Reitzel, I would like to thank you for your comments on ROTC, as a ROTC graduate worked at a lot of Land Grant Universities. It's impressive, but the thing I wanted to mention, I saw an article in the last week or so that said, there's 62 living medal of honor winners in this country, and 13 of them are New Mexicans, and I've been trying to write it down to see if we could find the names of the individuals. But that's an impressive number of Medal of Honor winners."

"I want to talk to you today a little bit about sort of the number one problem in higher education. And that is enrollment. There were 5,300 colleges and universities a year ago, the rate of closure and merger is one per week, and enrollment is the primary culprit in that. During the 2,008, 2,009 recession people did not have children, that, coupled with Covid is nationally, we're seeing some States at 25% fewer high school graduates are going to college and other states is 13% -15% is the more normal number. But a pretty dramatic shift in the capacity of high school graduates to immediately go to college."

"We have good news from NMSU, certainly the opportunity scholarship has been extremely important, when we visit Santa Fe, the word we hear is, get them in the door. You all can do that, but you must get them out of the door, too. You must get them in and figure out how to get them out. So, retention is certainly a key part of it. NMSU system-wide, so all our schools had roughly 22,000 students and that's about a 2.9% increase over last fall. The Las Cruces campus is up 3.7%. First time freshmen, 2,410 students. And from what I understand, that's the strongest number we've had in about a decade in terms of new freshmen, so that's a very good number."

"And NMSU Global is up 33% in terms of new students, over 2,100 plus, so tremendous growth in the global program. Alamogordo has 5.5% increase in enrollment, Grants has 4.5% increase in enrollment, DACC has 2.9%. So really incredible numbers as we go into this demographic cliff that we all are worried about."

"I met with Dr. Scott and Cooperative Extension; we've got to figure out a way, we have long term strategies, but we really have got to focus on next fall. That's going to be key to us, to be sure we see some growing."

"A lot of good ideas out there, one afternoon, Justin put together this little chart that I think all of you have seen, if you want to be a New Mexican and go to Texas, it's going to cost you \$50,000 in tuition before you have your other costs, or you could come to New Mexico and it's probably free. So, we are excited about that, Justin tells me we are going to have billboards, particularly in the eastern part of the state. And so, we are looking forward to that. I would just say on the enrollment, thank you, to all of you, this is not just an enrollment function, this is everybody's function, it's an alumni job, it's a president's job, it's a faculty job, staff, all of us have got to do a good job in that area. So, I would like to say thank you. On that, this morning we recognized a couple of athletic teams for their success, I would point out we have 5 of our female golfers that were named to the all-American scholars

team this year, so pretty impressive.”

“I’ll mention a couple of faculty, Cory Windorff is an assistant professor in the Chemistry Department. He is an inorganic chemist and he just won, from the Department of Energy, their Early Career award of \$875,000 over a 3-year period of time. So, if you see him, it’s impressive.”

“Dr. Leinauer is a professor at the College of Agriculture. He just won the top award for turf grass in his specialty area nationwide. And then the final one I want to mention is Patricia Sullivan. Dr. Sullivan, we had a great time, we invited her into the office to tell her. I started off and said, you know, I really don’t believe in just sending out a termination notice by email, I really think when you want to fire somebody, you really should do it in person. And the look on her face was worth a lot! And then we told her she had won the Hispanic National Engineering Award. She’s called a Great Minds in STEM. It was really for her work in community service for Minority programs, First Generation Kids to try to move them in to that area. So, she’s done a tremendous job. Final thing I will mention is money was set aside by the legislature and parked at the Higher Ed Department. We have just received 2.5 million dollars from them to support graduate students’ stipends in the STEM areas over the next 3 years I think it is. Madam Chair, be happy to respond to any questions.”

Chairwoman Devasthali stated that she is glad that we are getting a presence in Eastern NM since during the listening sessions, it was brought up that we lacked a presence there and were missing out on recruiting potential students that were easily recruited to go to Texas. Then Regent Romer thanked the president for his good news report, and we need to start touting all the wonderful things and people that NMSU is involved in.

**L. Announcements and Comments, Chairwoman Ammu Devasthali**

**1. Good News for NMSU!**

Chairwoman Devasthali went around and asked everyone to share good news and she began with enrollment numbers being up and the football team winning. Regent Chacón-Reitzel thanked all the student athletes that were recognized at the meeting for their accomplishments and their grades. Provost Shoho mentioned a great visit hosting Navajo Nation and thanked everyone involved as well as letting the board know that they will be sending 4 students to the HACU Conference in Chicago to participate in the HACU Leadership Academy for student leaders. Regent Romero wanted to recognize Chief of Staff, Adam Cavotta for assisting CYFD when they reached out for help with a round table exercise and he stepped up to assist with logistics.

**LI. Adjournment, Chairwoman Ammu Devasthali**

Regent Moseley moved to adjourn the meeting, Regent Romero seconded, all were in favor, meeting was adjourned at 11:23.



**NEW MEXICO STATE UNIVERSITY BOARD OF REGENTS  
REGULAR MEETING  
December 7, 2023**

**Item C-7**

**Confirmation of Prior Executive Session – December 7, 2023**

The Board of Regents met in an online closed executive session at 10:00 am on December 7, 2023.

The closed meeting was called to discuss pending litigation as permitted under the closed meeting exemption of the New Mexico Open Meetings Act, NMSA Section 10-15-1, subsection (H)(7) and discussion of limited personnel matters concerning individual NMSU employees as permitted under the New Mexico Open Meetings Act, NMSA Section 10-15-1, subsection (H)(2).

Those board members who were present please certify that only matters of that nature were discussed.

Regent Romero \_\_\_\_

Regent Chacón-Reitzel \_\_\_\_

Regent Moseley \_\_\_\_

Regent Saucedo \_\_\_\_

Regent Devasthali \_\_\_\_



**Board of Regents Meeting**  
**Meeting Date: December 7, 2023**  
**Agenda Item Cover Page**

**Agenda Item # C-1**

- ☐ Action Item
- ☐ Consent Item
- ☒ Informational Item

**Presented By:** Citlalli Benitez  
President, ASNMSU

**Agenda Item:** Associated Students of NMSU Report

**Requested Action of the Board of Regents:** None. Information only.

**Executive Summary:** This is a quarterly report provided to the Board of Regents from the Associated Students of NMSU.

**References:**  
See attached report.

**Prior Approvals:**  
N/A





**Board of Regents Meeting**  
**Meeting Date: December 7, 2023**  
**Agenda Item Cover Page**

**Agenda Item # C-2**

- ☐ Action Item
- ☐ Consent Item
- ☒ Informational Item

**Presented By:** Gaylene Fassenko, Ph.D.  
Chair, Faculty Senate

**Agenda Item:** NMSU Faculty Senate Report

**Requested Action of the Board of Regents:** None. Information only.

**Executive Summary:** This is a quarterly report provided to the Board of Regents from the NMSU Faculty Senate.

**References:**  
See attached report.

**Prior Approvals:**  
N/A



## Faculty Senate Report to Board of Regents

### Fall 2023 Semester – Prepared by Faculty Senate Chair Dr. Gaylene Fasenko

#### Summary of Faculty Senate [Propositions During Fall 2023](#)

Proposition Number	Proposition Title	Summary of Content	Status of Proposition
<a href="#">01-23/24</a>	A Memorial in Appreciation of Gloria Podruchny's Service to Faculty Senate	Memorial thanking Ms. Gloria Podruchny for serving as the Faculty Senate Administrative Assistant for the past 6 ½ years.	Received and Acknowledged by Provost Shoho and Interim President Gogue.
02-23/24	Senate Bill Proposing Modification to the Viewing a Wider World Requirement	Bill to update and clarify what activities could count toward replacing 3 credits of Viewing a Wider World requirement. (Education Abroad Experience, Faculty-Led International Programs (FLIP), Military Experience)	To be discussed and voted on at the December 7, 2023 Faculty Senate Meeting.
03-23/24	NMSU Administration Responsibility towards Indigenous Peoples of NM	Memorial to ask NMSU Administration to fund and complete initiatives outlined in Faculty Senate Proposition 08-18/19.	To be discussed and voted on at the December 7, 2023 Faculty Senate Meeting.
04-23/24	Memorial Urging the NMSU Administration to Respect Faculty Rights Under the Public Employees Bargaining Act	Request to NMSU leadership to remain neutral with regard to formation of a faculty union.	To be discussed and voted on at the December 7, 2023 Faculty Senate Meeting.

Summary of Faculty Senate [Propositions During Fall 2023](#)

Proposition Number	Proposition Title	Summary of Content	Status of Proposition
05-23/24	A Proposition to Create the Online Learning Council to advise the Chancellor of NMSU-Global	Bill to create a faculty advisory body to provide faculty input to the Chancellor of NMSU-Global.	Faculty Senate Standing Committee University Planning assigned to review the Proposition and provide report at January 11, 2024 Faculty Senate meeting.
06-23/24	Resolution to Formalize New Senator Onboarding/Orientation	Bill to change Faculty Senate Bylaws to include documents and procedures for onboarding newly elected Faculty Senators.	Faculty Senate Standing Committee Diversity, Equity, and Inclusion assigned to review the Proposition and provide report at January 11, 2024 Faculty Senate meeting.

## Upcoming Important Faculty Senate Activities

**Nominations for 2024/2025 Faculty Senate Chair:**

Nominations from the current pool of all Faculty Senators will be made at the December 7, 2023 meeting. Two final nominees will be on the ballot for the election that will occur at the beginning of January

**Development of Document to Advocate for Faculty Salary Increases to Legislature**

Budget and Resources committee are working on a one-page document that can be provided to legislators at the 2024 legislative session to advocate for faculty salary increases. A recent salary survey report ([See Appendix of this report](#)) prepared by Dr. Laura Madson and Dr. Justin McDonald will be used to prepare this document. This committee will also try to obtain data from HR and Deans & Department Heads regarding number of failed faculty searches, the inability to recruit the top candidate from a search, and number of faculty leaving NMSU because of lack of retention offers.

## Revision of Faculty Senate Constitution and Bylaws

Faculty Senate Chair Fasenko and Vice Chair Chaitanya will be reviewing and revising the Faculty Senate Constitution and Bylaws over the winter break. The revisions will be reviewed by a Faculty Senate Standing Committee and then moved through the legislative process in Faculty Senate. The Bylaw revisions must be reviewed and voted on by all Faculty Senators while the Constitution must also be reviewed and the revisions voted on by all NMSU faculty.

## Number of Women in Formal Leadership Roles at NMSU

### Broken Rung – Why Women Continue to Face Problems Landing Leadership Roles

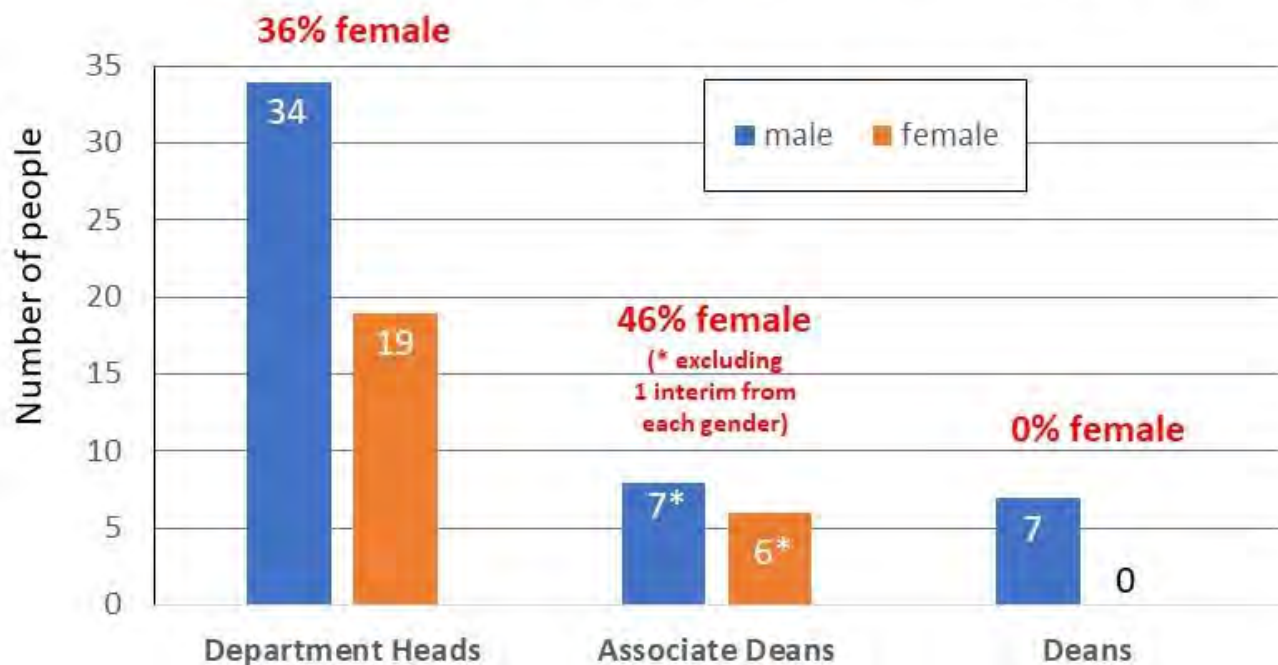
*“It’s not the “glass ceiling” holding women back at work, new analysis finds.”*

By Aimee Picchi, Published on CBS News Money Watch, October 6, 2023

<https://www.cbsnews.com/amp/news/women-workforce-promotion-broken-rung-mckinsey-lean-in/>

The article linked above talks about why more women are unable to obtain high level leadership roles. One reason is that women do not get promoted from their early career positions at the same rate as men. Hence when women are climbing the “ladder” to higher leadership positions there is a “broken rung.” In order for inequities to be addressed they must first be identified. Towards this end, the following information on formal academic leadership positions at NMSU are being provided. The data was collected December 4, 2023 from NMSU College and Department websites.

### “The Broken Rung” - Effect on Women in Leadership Formal Administrative Leadership Roles at NMSU by Gender



(Data obtained from NMSU College and Department Websites 12/04/2023)

## Appendix

# Report of AY22-23 Market Analysis of Las Cruces Campus Faculty Base Salary Compensation

Prepared by members of the Faculty Compensation Advisory Committee

August 31, 2023

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## Executive Summary

As part of achieving NMSU's LEADS 2025 strategic plan, three studies of base salary compensation rates of full-time, Las Cruces campus faculty began in Fall 2019, co-led by the Office of the Provost and NMSU (New Mexico State University) Human Resources. Faculty input and expertise were contributed by a Faculty Compensation Advisory Committee, a group of 17 Las Cruces campus faculty assembled specifically for this task (see Addendum A – Faculty Advisory Committee Members).

Study One was an external market analysis comparing NMSU's Fiscal Year (FY) 20-21 compensation rates with those of other public research universities. Study Two was an internal analysis of NMSU's FY21-22 compensation rates to ascertain whether NMSU faculty salaries show evidence of inequitable pay gaps based on gender or race-ethnicity. Study Three was a follow-up external market analysis comparing NMSU's compensation rates as of May 1, 2023 with those of other public research universities. The comparisons were made both **before and after** inclusion of the 6% raise approved by the NM State Legislature effective FY23-24.

In addition to identifying potential inequities, these three studies were intended to help establish a rigorous, regular, replicable, and transparent process for continual review of compensation packages for NMSU's faculty. All three studies examined base salaries of Las Cruces campus full-time faculty with continuing appointments (i.e., tenured, tenure-track, and non-tenure-track appointments).

This report details the analytical methodology and results of Study Three.

Study Three showed:

- Although faculty salaries remain below market, NMSU's competitiveness has improved.
- When the Advisory Committee started reviewing NMSU faculty salaries in FY20-21, most NMSU faculty salaries (70%) were at or below the 40<sup>th</sup> percentile compared to other R2 institutions in lower cost-of-living areas. Now, the majority of NMSU faculty salaries (83%) are above the 40<sup>th</sup> percentile compared to the analogous group of institutions.
- Comparisons of NMSU faculty salaries against R1 institutions indicate that NMSU faculty salaries remain a barrier to attaining R1 status.

## Background

Consistent with LEADS 2025 Goal 4 Building a Robust University System as well as the goal of obtaining R1 status, the Provost's Office, Human Resource Services, and an advisory committee of 17 faculty members cooperated to evaluate whether NMSU-Las Cruces faculty salaries are competitive and equitable. External market analyses address competitiveness and internal equity analyses address equity. As these analyses have different purposes, they use different methodologies.

External market analyses compare an institution's salaries against some measure of the external market, often controlling for job type and education level. The goal is to determine whether an institution's salaries are competitive against other similar institutions. As such, demographic variables such as gender and race-ethnicity are not considered in external market analyses.

Internal equity analyses determine whether salaries are equitable. In higher education, faculty salaries should vary by characteristics such as rank, highest degree, and discipline. Salaries should not vary by factors such as faculty member's gender or race-ethnicity. Thus, internal equity analyses use a different methodology than external market analyses. Internal equity analyses focus only on salaries within the institution (without any market comparison) and pay particular attention to the role of gender and race-ethnicity in predicting salaries.

The Faculty Advisory Committee completed the first external market analysis in FY20-21 and the first internal equity analysis in FY21-22. In consultation with Provost Shoho, we decided to continue this two-year cycle in FY22-23 with the second external market analysis (i.e., Study Three) reported here.

Several methodological characteristics remain consistent across all three analyses:

1. The population studied was regular, full-time faculty members on the Las Cruces campus, including tenured, tenure-track, and non-tenure track faculty members and ranks of Assistant, Associate, and Professor.
2. The key measure was base salaries, scaled to a 9-month appointment and 1.0 FTE.
3. We controlled for faculty discipline using the [U.S. Department of Education Classification of Instructional Programs](#) (CIP) codes.<sup>1</sup> All faculty members included in the study have been assigned a specific CIP code by NMSU Human Resource Services. Market data obtained from the [College and University Professionals Association Human Resources \(CUPA-HR\) annual survey of faculty salaries](#) is also organized by CIP code, allowing us to compare NMSU faculty salaries to those of their disciplinary peers at other institutions.
4. We also controlled for rank, type of appointment (tenure/tenure-track vs non-tenure-track), and terminal degree.

## Study One Summary

Study One was an external market analysis comparing NMSU's FY20-21 compensation rates against those of a custom comparison group of 44 R1 public institutions and 55 R2 public institutions, excluding institutions in California and the Northeast. Institutions in California and the Northeast were excluded from the comparison group due to the difference in cost-of-living between Las Cruces and these locations. Data from the [CUPA-HR annual survey of faculty salaries](#) were used to estimate market rates. Approximately 20% of NMSU-Las Cruces

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<sup>1</sup>CIP codes are reported at varying levels of specificity (i.e., 6-digits, 4-digits, and 2-digits). To provide the best possible match for faculty discipline while ensuring sufficient data for valid comparisons, faculty salaries were analyzed using 6-digit CIP codes, controlling for rank and highest degree. In cases where the 6-digit CIP did not yield a sufficient comparison sample, we used the faculty member's 4-digit CIP, then 2-digit CIP as necessary.



faculty were paid below the 10<sup>th</sup> percentile for their discipline at R2 institutions. The Provost's Office allocated \$606K to bring these faculty members' salaries up to at least the 10th percentile for the studied R2 universities in FY21-22.

### Study Two Summary

Study Two was an internal analysis of NMSU's FY21-22 compensation rates to ascertain whether NMSU faculty salaries show evidence of inequitable pay gaps based on gender or race-ethnicity. Results indicated a controlled gender pay gap of at least 1%, favoring men faculty members. Women faculty members received salary adjustments of 1% effective March 1, 2023 to address this inequity. Results also indicated that African-American and Native American faculty members were underpaid but there were too few of these faculty members in the sample to estimate of the magnitude of this inequity.

### Study Three Overview

Study Three estimated market salaries using data from the [2023 CUPA-HR annual surveys of faculty salaries](#) and followed largely the same methodology as the FY20-21 external market analysis, except as noted below.

### Population Studied

The population studied contained all full-time tenured, tenure-track, and non-tenure-track faculty with active appointments on NMSU's Las Cruces campus and ranks of Assistant, Associate, or Professor as of April 24, 2023, including Library faculty (N=575).<sup>2</sup>

### Analysis Procedure

NMSU base faculty salaries as of May 1, 2023 were converted to 9-month, 1.0 FTE as necessary. CUPA-HR collected faculty salary data from participating institutions November 1, 2022 through January 13, 2023. We aged these data using the CUPA-HR aging function to reflect probable changes in the market between January and May 1.

We constructed four comparison groups from institutions who participated in the 2023 CUPA-HR faculty salary survey: 1) all R1 public institutions (N=106); 2) all R2 public institutions (N=86); 3) a geographically-restricted group of R1 public institutions that excluded institutions in California and the Northeast (N=83); and 4) an analogously restricted group of R2 public universities (N=65). (See Addendum B – Universities Included in the R2 and R1 Market Comparisons). The geographically-restricted comparison groups were used to account for cost-of-living in the Las Cruces-El Paso area. Full market comparisons groups were included because feedback from the first external market study indicated some faculty members thought it was inappropriate to exclude the most competitive U.S. markets from the analysis.

Salary data were downloaded from NMSU Human Resource Services for all combinations of discipline, highest degree (doctoral or non-doctoral), tenure status (tenured/tenure track or non-tenure track), and rank (Assistant

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<sup>2</sup> Current faculty executives (e.g., Department Heads and Associate Department Heads, Deans, Assistant Deans, and Associate Deans) were excluded from the study population. The base salary of a small number of faculty serving as interim faculty executives were included under the presumption that they would return to their primary faculty roles soon. Faculty members at the Alamogordo, Grants, and Doña Ana campus were also excluded, as were visiting faculty, instructors, research faculty, and instructors. Faculty working as Cooperative Extension Services Agents or Agricultural Extension Services collected their own external market data from peer institutions as CIP codes and CUPA-HR data do not adequately capture their positions or relevant market. These data consisted of average salaries and did not allow analysis by percentiles. Extrapolating as best we could from these data, it appeared that none of the CES/AES faculty salaries fell below the 10<sup>th</sup> percentile. Also, the 6% raise allocated by the NM Legislature is I&G funds; CES/AES faculty salaries are funded by sources other than I&G funds.

Professor, Associate Professor, or Professor). Again, we used CIP codes to control for discipline when comparing NMSU salaries to market salaries.<sup>3</sup>

Importantly, we analyzed NMSU faculty salaries **before and after** including the 6% raise allocated by the New Mexico State Legislature in early 2023 to the faculty salaries pulled from Banner as of May 1, 2023.

We made two methodological refinements in this iteration of the external market analysis. First, we modified how we estimated the market for non-tenure-track faculty. In the FY20-21 analysis, we used market salary data from tenured faculty with doctoral degrees as the baseline, and then estimated market salaries of faculty on the college track and/or with a non-doctoral degree from the baseline data. This time, we used CUPA-HR data for all faculty including non-tenure-track and those with non-doctoral degrees. This provided a better estimate of the market for these faculty members. It also allowed us to use the same comparison strategy for tenure-track/tenured faculty members and non-tenure-track faculty.

Second, we included twelve Library faculty members in this iteration of the analysis using the [CUPA-HR annual survey of professionals in higher education salary](#) database.<sup>4</sup> CUPA-HR includes data regarding librarians' salaries (with and without faculty status) in their professional database rather than in the faculty salary database.<sup>5</sup> Also, the professionals database reports 12-month salaries. Thus, NMSU librarians' salaries were all converted to a 12-month basis for the purposes of the market comparison.

## Results

NMSU faculty salaries remain significantly lower than market, regardless of appointment type or comparison group. However, the 6% raise effective FY23-24 notably reduced the number of faculty members whose salary was at or below the 10<sup>th</sup> percentile compared to their peers (see Table 1). We also estimated the total cost to bring all faculty salaries to various percentile ranges compared to the geographically-restricted R2 comparison group, **before and after** the 6% raise effective FY23-24 (See Figure 1). Results for the other three comparison groups (i.e., a full market R2 comparison group, an analogously geographically-restricted R1 comparison group, and a full R1 comparison group) **after** including the 6% raise are in Addendum C – Cost to Bring NMSU Faculty Salaries to Given Percentile after 6% Raise Compared to Full R2 Market, Geographically-Restricted R1 Market, and Full R1 Market.

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<sup>3</sup> Six-digit CIP was used for approximately 54% of the faculty, 4-digit CIP for approximately 21%, and 2-digit CIP for approximately 20%. When the sample of R2 or R1 institutions did not yield a sufficient sample size at the 2-digit CIP, we used a national sample (i.e., not limited to R2 or R1 institutions) to estimate market. We started again with 6-digit CIP, moving to 4-digit and 2-digit CIPs when necessary to obtain a sufficient sample size, controlling for rank and highest degree throughout. National salary data was used to estimate market salary for approximately 4% of the faculty in the study.

<sup>4</sup> One librarian was excluded because CUPA did not have enough data to publish numbers for that person's code.

<sup>5</sup> Although other sources of salary data are available for librarians (i.e., from the Association of Research Libraries), those data have several limitations. First, only average salaries are reported, making it impossible to calculate more nuanced percentiles. Second, other data sources do not include information specific to geographical location or R1/R2 status. Benchmarks from the CUPA-HR professional survey were generated by HRS for geographically-restricted R1 and R2 institutions; results based on unrestricted (nationwide) comparison groups were not calculated by HRS. None of the librarians' salaries fell below the 15<sup>th</sup> percentile compared to either the geographically-restricted R1 or R2 market comparisons.

Table 1 Cost to Bring All Faculty Salaries to Given Percentile for R2 Geographically-Restricted Market

	10th	15th	20th	25th	30th	33rd	40th	50th
<b>Before</b>	\$214,554	\$359,130	\$497,899	\$679,914	\$886,370	\$1,032,102	\$1,376,621	\$2,105,836
<b>6% raise</b>	N=65 11%	N=98 17%	N=131 23%	N=173 30%	N=199 35%	N=215 37%	N=262 46%	N=344 60%
<b>After</b>	\$ 47,762	\$ 94,695	\$144,257	\$196,376	\$261,370	\$330,540	\$ 502,561	\$ 891,932
<b>6% raise</b>	N=11 2%	N=20 3%	N=31 5%	N=42 7%	N=69 12%	N=77 13%	N=98 17%	N=152 26%

Note: All amounts rounded to the nearest dollar, N = Number of faculty represented in each cell; percentage of faculty represented also included

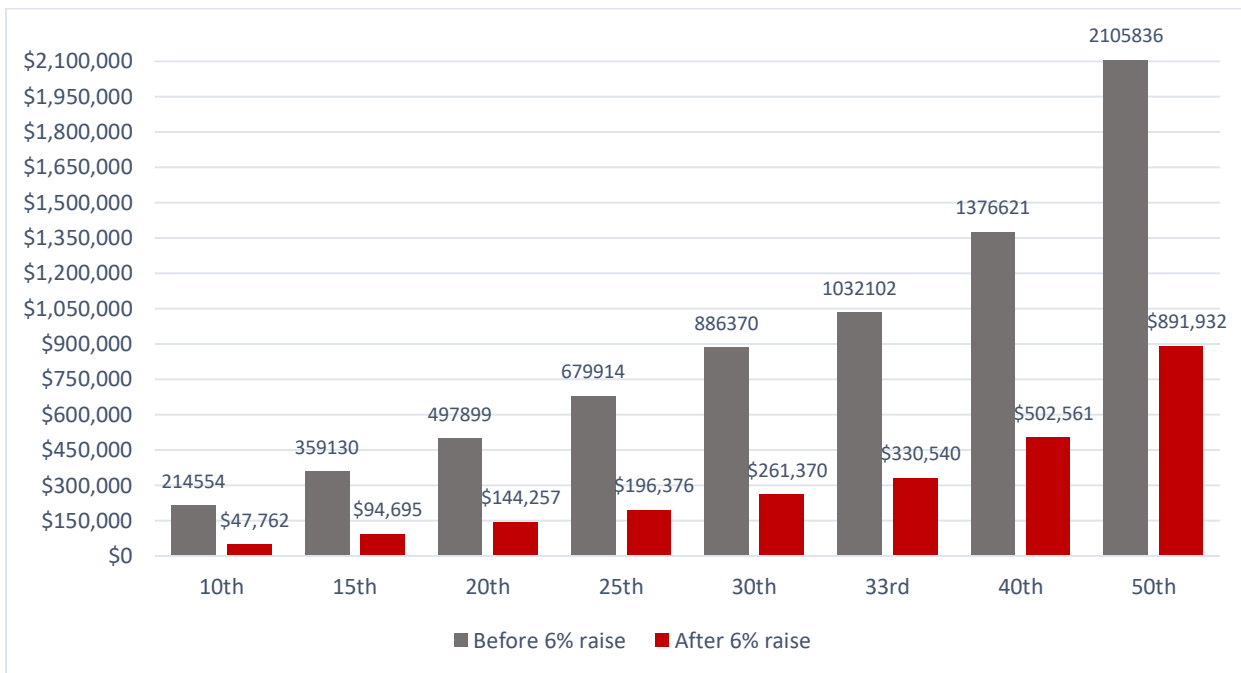


Figure 1 Cost to Bring All Faculty Salaries to Given Percentile for R2 Geographically-Restricted Market Before and After 6% Raise

## Conclusions

Although faculty salaries remain below market, NMSU's competitiveness has improved due to:

- the 6% raise effective FY23-24
- salary increases after the first external market analysis and the
- equity adjustment effective March 1, 2023

Competitive faculty salaries is an achievable goal for NMSU (See Table 2).

**Table 2 Improvements Over Time Compared to Geographically-Restricted R2 Market**

	Cost to bring faculty salaries to 40th percentile <sup>6</sup>	Percentage of faculty salaries below the 40th percentile
FY20-21 salaries	\$2,895,000	70%
FY22-23 salaries prior to 6% raise	\$1,376,621	46%
FY22-23 salaries after raise effective FY23-24	\$ 502,561	17%

As an example, in the first market analysis using FY20-21 salaries, the cost to bring all faculty salaries to the 40<sup>th</sup> percentile for the restricted R2 comparison group was \$2.3 million; prior to the 6% raise using 2023 salaries, the cost to achieve the same benchmark is \$1.4 million; after the 6% raise, the cost to achieve the same benchmark is \$0.5 million. Looked at another way, when the Advisory Committee started reviewing NMSU faculty salaries, most NMSU faculty salaries (70%) were at or below the 40<sup>th</sup> percentile compared to other R2 institutions in lower cost-of-living areas. Now, the majority of NMSU faculty salaries (83%) are above the 40<sup>th</sup> percentile compared to the analogous group of institutions.

On the other hand, comparisons of NMSU faculty salaries against R1 institutions indicate that NMSU faculty salaries remain a barrier to attaining R1 status. About 1/3 of NMSU faculty members are paid significantly below the 10<sup>th</sup> percentile for R1 institutions in locations with a comparable cost-of-living; it would require an additional \$1.5 million in recurring funds to meet this modest benchmark for salaries, not including the cost of fringe benefits. Greater strategic thinking will be necessary to provide NMSU faculty with the compensation and critical research-related resources (e.g., grant support, compliance support staff) required to attain R1 status.

## Recommendations

1. Identify \$502,561 in recurring funds to bring all faculty salaries up to at least the 40<sup>th</sup> percentile for the restricted R2 comparison group.
2. Investigate best practices for addressing salary compression in preparation for the next iteration of market analysis (planned for FY24-25).
3. Work closely with Faculty Senate to make faculty evaluation more consistent and more transparent across departments and colleges, especially with respect to merit. Presently, the degree of inconsistencies and poorly-articulated evaluative criteria involved in the faculty evaluation process makes reliable and valid assessments of faculty merit extremely challenging. However, excellent faculty members will continue to leave NMSU if they perceive that their talent and hard work are not valued.
4. Given the Advisory Committee's original charge to develop processes and methods such that market and equity salary analyses are conducted regularly, rigorously, and transparently, we recommend that the Provost's Office work closely with Faculty Senate to institutionalize salary reviews with the support of multiple NMSU administrative offices including the Provost, Human Resource Services, Labor Relations, the Vice President of Equity, Inclusion, and Diversity, and academic Deans.

<sup>6</sup> The first external market analysis (in AY20-21) identified 40<sup>th</sup> percentile of the restricted R2 market as the benchmark.

## Addendum A – Faculty Advisory Committee Members

Name	Department	College
Justin MacDonald (co-chair)		A&S
Laura Madson (co-chair)	Psychology	A&S
Ivan De La Rosa	Social Work	HEST
Gaylene Fasenko	Animal & Range Sciences	ACES
Charlotte Gard	Economics, Applied Statistics, and International Business Department	Business
Manal Hamzeh	Borderlands and Ethnic Studies	HEST
Jeanette Haynes Writer	School of Teacher Preparation, Administration and Leadership	HEST
Michael Kalkbrenner	Counseling & Educational Psychology	HEST
Martha Mitchell	Chemical Engineering	Engineering
Marshall Taylor	Sociology	HEST
Joe Tomaka	Public Health	HEST
Tonghui Wang	Math	A&S

## Addendum B – Universities Included in the R2 and R1 Market Comparisons

### R2 institutions (with \* indicating they were in the full market only)

Air Force Institute of Technology--Graduate School of Engineering & Management	*Montclair State University
Arkansas State University-Jonesboro	*Morgan State University
Augusta University	New Mexico State University Main Campus
Ball State University	North Carolina Agricultural and Technical State University
Boise State University	Northern Arizona University
Bowling Green State University	Northern Illinois University
*California State University-Fresno	Oakland University
*California State University-Fullerton	Portland State University
*California State University-Long Beach	Prairie View A&M University
*California State University-San Bernardino	*Rowan University
*California State University, East Bay	Sam Houston State University
Central Michigan University	*San Diego State University
*City University of New York The City College	*San Francisco State University
Cleveland State University	South Dakota State University
College of William & Mary	Southern Illinois University Carbondale
East Carolina University	Southern University - Baton Rouge
East Tennessee State University	*State University of New York College of Environmental Science and Forestry
Eastern Michigan University	Tarleton State University
Florida Agricultural and Mechanical University	Tennessee State University
Florida Atlantic University	Tennessee Technological University
Georgia Southern University	Texas A&M University - Corpus Christi
Idaho State University	Texas A&M University - Kingsville
Illinois State University	Texas Southern University
Indiana University of Pennsylvania	Texas State University
Indiana University-Purdue University Indianapolis	The University of Akron, Main Campus
Jackson State University	The University of South Dakota
James Madison University	The University of Texas Rio Grande Valley
Kennesaw State University	University of Alaska Fairbanks
Louisiana Tech University	University of Arkansas at Little Rock
Marshall University	*University of California-Merced
Miami University	University of Colorado Colorado Springs
Michigan Technological University	University of Idaho
Middle Tennessee State University	*University of Maryland Eastern Shore
Missouri University of Science & Technology	*University of Massachusetts Boston
*University of Massachusetts Dartmouth	University of South Alabama
*University of Massachusetts Lowell	University of Texas at Tyler

University of North Carolina at Charlotte	University of Toledo
University of North Carolina at Greensboro	*University of Vermont
University of North Carolina Wilmington	University of Wyoming
University of North Dakota	*West Chester University of Pennsylvania
University of North Florida	Western Michigan University
*University of Puerto Rico-Rio Piedras Campus	Wichita State University
*University of Rhode Island	Wright State University Main Campus

R1 institutions (with \* indicating they were in the full market only)

Arizona State University	The University of Texas at Arlington
Auburn University	The University of Texas at Dallas
*City University of New York Graduate Center	The University of Utah
Clemson University	*University At Buffalo, State University of New York
Colorado School of Mines	University of Alabama at Birmingham
Colorado State University	University of Alabama in Huntsville
Florida International University	University of Arkansas Main Campus
Florida State University	*University of California-Berkeley
George Mason University	*University of California-Davis
Georgia Institute of Technology	*University of California-Irvine
Georgia State University	*University of California-Los Angeles
Indiana University	*University of California-Riverside
Iowa State University	*University of California-San Diego
Kansas State University	*University of California-Santa Barbara
Kent State University Main Campus	*University of California-Santa Cruz
Louisiana State University and Agricultural and Mechanical College - Baton Rouge	University of Central Florida
Michigan State University	University of Cincinnati Main Campus
Mississippi State University	University of Colorado Boulder
Montana State University	University of Colorado Denver
*New Jersey Institute of Technology	University of Connecticut
North Carolina State University	*University of Delaware
North Dakota State University Main Campus	University of Florida
Ohio University	University of Georgia
Oklahoma State University	University of Hawaii at Manoa
Old Dominion University	University of Houston
Oregon State University	University of Illinois at Chicago
*Pennsylvania State University	University of Illinois at Urbana-Champaign
Purdue University Main Campus	University of Iowa
*State University of New York At Albany	University of Kansas Main Campus
*State University of New York at Binghamton	University of Kentucky
*Stony Brook University	University of Louisiana at Lafayette
*Temple University	University of Louisville
Texas A&M University	*University of Maine
Texas Tech University	*University of Maryland Baltimore County
The Ohio State University	*University of Maryland College Park
The University of Alabama	*University of Massachusetts
The University of Arizona	University of Michigan-Ann Arbor
The University of Memphis	University of Minnesota-Twin Cities
University of Mississippi	University of Southern Mississippi



University of Missouri - Columbia

University of Montana - Missoula

University of Nebraska - Lincoln

University of Nevada, Las Vegas

University of Nevada, Reno

\*University of New Hampshire

University of New Mexico Main Campus

University of North Carolina at Chapel Hill

University of North Texas Denton Campus

University of Oklahoma Norman Campus

University of Oregon

\*University of Pittsburgh

University of South Carolina Columbia

University of South Florida

University of Tennessee, Knoxville

University of Texas at Austin

University of Texas at El Paso

University of Texas at San Antonio

University of Virginia

University of Washington

University of Wisconsin-Madison

University of Wisconsin-Milwaukee

Utah State University

Virginia Commonwealth University

Virginia Tech

Washington State University

Wayne State University

West Virginia University

## Addendum C – Cost to Bring NMSU Faculty Salaries to Given Percentile after 6% Raise Compared to Full R2 Market, Geographically-Restricted R1 Market, and Full R1 Market<sup>7</sup>

Table 2 Cost for R2 Full Market

	10th	15th	20th	25th	30th	33rd	40 <sup>th</sup>	50 <sup>th</sup>
After 6% raise	\$ 89,238 N=16 3%	\$137,789 N=23 4%	\$192,504 N=37 6%	\$262,274 N=54 9%	\$ 359,100 N=78 14%	\$ 441,192 N=93 16%	\$ 656,897 N=118 21%	\$1,099,989 N=174 30%

Table 3 Cost for R1 Geographically-Restricted Market

	10th	15th	20th	25th	30th	33rd	40th	50th
After 6% raise	\$1,493,560 N=183 32%	\$2,168,036 N=266 46%	\$2,992,174 N=327 57%	\$3,881,678 N=388 67%	\$4,784,076 N=429 75%	\$5,375,326 N=447 78%	\$6,838,598 N=473 82%	\$9,035,093 N=498 87%

Table 4 Cost for R1 Full Market

	10th	15th	20th	25th	30th	33rd	40th	50th
After 6% raise	\$1,607,861 N=197 34%	\$2,443,370 N=285 50%	\$3,342,653 N=350 61%	\$4,317,094 N=401 70%	\$5,234,285 N=438 76%	\$5,833,726 N=458 80%	\$7,340,990 N=484 84%	\$9,783,954 N=518 90%

<sup>7</sup> All amounts rounded to the nearest dollar, N = Number of faculty represented in each cell; percentage of faculty represented also included. Calculations **before** the 6% raise are not shown as they are less relevant.



**Board of Regents Meeting**  
**Meeting Date: December 7, 2023**  
**Agenda Item Cover Page**

**Agenda Item # C-3**

- ☐ Action Item
- ☐ Consent Item
- ☒ Informational Item

**Presented By:** Susanne Berger  
Chair, Employee Council

**Agenda Item:** NMSU Employee Council Report

**Requested Action of the Board of Regents:** None. Information only.

**Executive Summary:** This is a quarterly report provided to the Board of Regents from the NMSU Employee Council.

**References:**  
See attached report.

**Prior Approvals:**  
N/A



**Board of Regents Meeting**  
**Meeting Date: December 7, 2023**  
**Agenda Item Cover Page**

**Agenda Item #: D-1**

- ☐ Action Item
- ☐ Consent Item
- ☒ Informational Item

**Presented By:** Sylvia Y. Acosta, Ph.D.  
CEO  
NMSU Foundation Inc.

**Agenda Item:** Report from NMSU Foundation Inc.

**Requested Action of the Board of Regents:** N/A Information only

**Executive Summary:**

A quarterly recurring report to the Board of Regents from NMSU Foundation Inc.

**References:**

N/A

**Prior Approvals:**

N/A



**TO:** NMSU Board of Regents

**FROM:** Dr. Sylvia Y. Acosta, CEO, NMSU Foundation

**DATE:** December 4, 2023

**SUBJECT:** Foundation Activity Report

Distinguished Regents and University Leadership,

Greetings from the NMSU Foundation and Alumni Association. I am happy to share this written report on the Foundation's activities, and look forward to speaking with you all during the December 7 Regent's meeting. It's a great time to be an Aggie, and the Foundation is hard at work revitalizing our fundraising and alumni engagement efforts. The Foundation has also begun the necessary work to prepare our community for a future fundraising campaign. I look forward to sharing more about our campaign planning during my December 7 presentation.

### **Fundraising**

Attached (Exhibit A) please find the Foundation's fundraising metrics as of November 30, 2023. I am pleased to share that we have currently raised \$13.9M in Cash and \$16.1M in Deferred gifts (planned giving) for a total of \$30M, surpassing our 2023 goal of \$17.8M. The Foundation has spent the past year scaling up development staffing to where it needs to be, and we are just starting to see the impact of this increase in staffing. Our visit metrics have also grown as we've scaled up staffing. You will see this number increase significantly as the team finds their footing.

Please note that fundraising metrics are currently reported by calendar year (Jan1 - Dec 31) vs. fiscal year (July 1 - June 30). The Foundation plans to align our fundraising metrics to our fiscal years beginning July 1, 2024.

### **Assets under management and Investment Performance:**

Attached (Exhibit B) is a Long-Term Investment Pool (LTIP) factsheet that reflects Assets Under Management (AUM) as of 9/30/2023 (\$384M) as compared to AUM as of 9/30/2022 (\$342M). This schedule also summarizes our Investment performance as compared to various benchmarks.

- Foundation AUM grew by approximately \$42 million during the past year - this growth was driven by a combination of favorable investment performance and the addition of several significant new NMSU Endowment Funds (\$27.8M) funded by HED for the benefit of Social Work and Nursing Programs in HEST
- The LTIP portfolio returned 10.8% for the year ended 9/30/2023.



### **Gift Fund Utilization**

The Foundation currently holds \$29.6 million in current use and scholarship resources that are unexpended by the University. These resources are comprised of thousands of gifts all with various restrictions. Unexpended gifts funds present a challenge for future fundraising as they negatively impact stewardship efforts. Attached (Exhibit C) is a summary depicting the resources available to each College and Unit. We are sensitive to the complexity and importance of deploying these resources and have been actively partnering with the Colleges and Units via our Campus Tours and other initiatives with the goal of maximizing Gift Fund utilization.

### **Planned Giving**

Our Planned Giving program remains strong and has experienced significant growth in the past year. Some highlights include:

- 204 --1888 society (our planned giving society) members as of 12/1/23
- A record 15 new members added in 2023 with an estimated value of \$14.1M
- Estimated value of confirmed estate gifts = \$52M

### **Giving Tuesday**

Giving Tuesday (Nov 28) was a big win for NMSU thanks to 450+ generous donors across 32 states. We surpassed our 300k goal with a grand total of \$303,723.

This year the Foundation provided a \$50,000 match to kick off giving. With the match removed from our total, this year's Giving Tuesday campaign generated \$253,723, as compared to last year's total of \$106,201.

This year's campaign highlighted 12 initiatives across the NMSU system:

- Student Emergency Fund
- Aggie Athletics Club
- The Goal Line Club
- College of ACES - Aggies Go Global
- College of HEST - Kinesiology
- College of A&S - Aggie Jumpstart
- College of Engineering - Learning Communities
- College of Business - Student Excellence Fund
- Arrowhead Center - NMSU Student Entrepreneurs
- University Libraries - Emerging Technology Lab
- Honors College - Dean's Excellence Fund
- NMSU Community Colleges Support
- NMSU Greatest Needs/Other



### **Aggie Crowdfunding Initiative**

The Foundation recently launched a new Crowdfunding platform to enable the NMSU system to come together to help specific programs that need smaller, yet still critical, resources to maximize opportunities and minimize obstacles to student achievement. Our inaugural crowdfunding campaign supported the PGA Golf Management Program (\$6,415 raised of 5k goal). This new platform has also enabled us to deploy fundraising QR codes, which we have used to encourage on the spot donations at alumni and campus events. We look forward to expanding our use of this new tool in the future.

### **Alumni Watch Parties**

The Alumni Association hosted 1,350 alumni at 23 watch parties across 17 cities for the Conference USA Championship game, and generated \$20,000 from 116 donors to the Goal Line Club as part of this effort. We look forward to rallying even more energy to support the Aggies with our upcoming tailgate and watch party plans for the New Mexico Bowl Game in Albuquerque!

Watch party locations:

- Las Cruces, NM (3 parties)
- Albuquerque, NM (3 parties)
- Roswell, NM
- Santa Fe, NM (2 parties)
- El Paso, TX (3 parties)
- Houston, TX
- Irving, TX
- Austin, TX
- Phoenix, AZ
- Tucson, AZ
- Denver, CO
- Pasadena, CA
- Spokane, WA
- Franklin, TN
- Winter Park, FL
- Rosemont, IL
- Lynchburg, VA (pre-game party)

# Fundraising Progress

Binder Page 124 of 324

Exhibit A

	<b>2023</b> <b>(January-November)</b>	<b>2022</b> <b>(January-November)</b>
<b>Total Fundraising Dollars</b>	<b>\$30M</b>	<b>\$18.3M</b>
<b>Cash vs. Deferred</b>	<b>\$13.9M Cash \$16.1M* Deferred</b>	<b>\$12.9M Cash \$5.2M Deferred</b>
<b>Pending Proposal Dollars</b>	<b>\$11.8M (\$2.4M deferred)</b>	<b>\$9M</b>
<b>Number of Gifts</b>	<b>14,429</b>	<b>14,616</b>
<b>Visits</b>	<b>1,545</b>	<b>711</b>
<b>Qualification Visits</b>	<b>578</b>	<b>219</b>

\*Includes anonymous principal planned gift



**New Mexico State University Foundation  
Long-term Investment Pool (LTIP) Highlights  
as of September 30, 2023**

**Assets under Management (AUM) as of 9/30/2023**

*in thousands*

	Sep-22	Sep-23	
Operating Assets	\$4,560	\$13,700	<i>\$10M being transferred to LTIP</i>
Program Assets	\$37,860	\$29,300	<i>Gift Funds available for distribution</i>
Foundation & NMSU Endowments -(LTIP)	\$299,800	\$340,700	<i>as of 9/30/23 NMSU AHIT = \$81.9M</i>
<b>Total AUM</b>	<b>\$342,220</b>	<b>\$383,700</b>	

**LTIP Portfolio Performance/Benchmarks**

Annualized returns as of 9/30/2023	1-year	3-year	5-year	10-year
<b>NMSU Foundation -LTIP performance</b>	<b>10.8%</b>	<b>5.4%</b>	<b>4.8%</b>	<b>5.5%</b>
Investorforce Universe-Net Median				
Endow/Foundations \$250M-\$1B	11.5%	4.7%	5.1%	6.2%
75/25 MSCI ACWI/Bloomberg Agg	15.6%	3.9%	5.1%	6.1%
CPI + 6%	9.6%	11.9%	10.2%	8.9%

**Fiduciary Leadership**

**Outsourced Chief Investment Officer (OCIO)-Angeles Investments:** Oversee and administer LTIP asset allocation, activity reporting, provide recommendations to Investment Committee

**Key Representatives:** David Brief, Derek Kellman

**NMSUF Investment Committee:** Christopher Dulany, Chair, Thom Price, Vice Chair, Christian Hendrickson, Board Chair, Louis Vega, Board Vice Chair, Kyle Louvar, Board immediate Past Chair, Manny Mora, Margaret Hardin, Ross McAllister

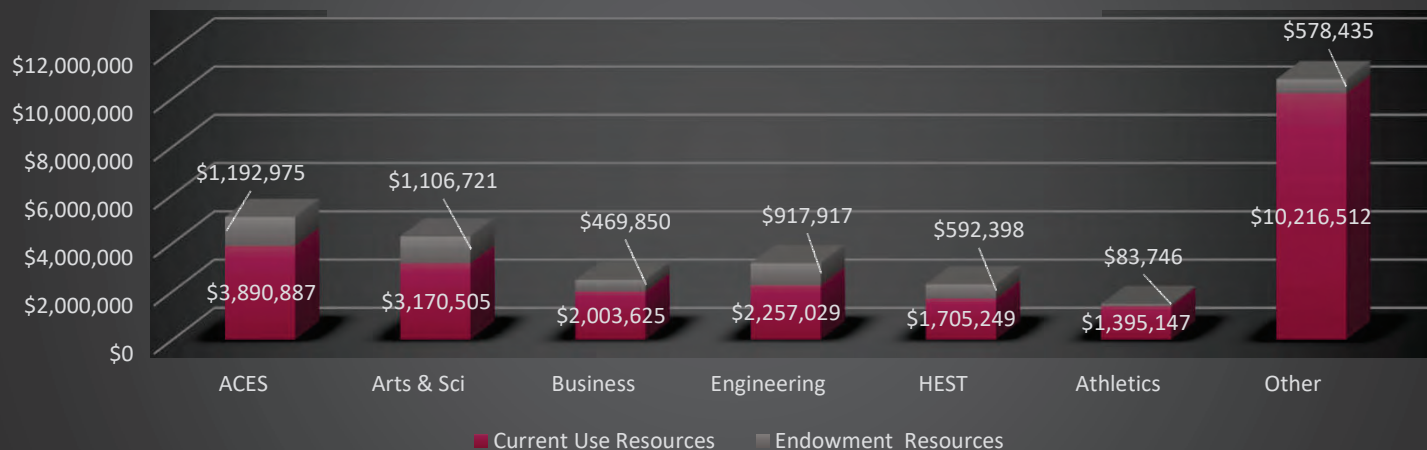
**NMSUF Professional Leadership:** Dr. Sylvia Y. Acosta, CEO, David Strong, CFO/COO, Alasdair Forsythe, Controller

# NEW MEXICO STATE UNIVERSITY FOUNDATION

Exhibit C

Binder Page 126 of 324

## Total Gift Fund Resources Available \$29,580,996



Colleges and Athletics		
Unit	Current Use Resources	Endowment Resources
ACES	\$3,890,887	\$1,192,975
Arts and Sci	\$3,170,505	\$1,106,721
Business	\$2,003,625	\$469,850
Engineering	\$2,257,029	\$917,917
HEST	\$1,705,249	\$592,398
Athletics	\$1,395,147	\$83,746
Other	\$10,216,512	\$578,435
<b>TOTAL</b>	<b>\$24,638,954</b>	<b>\$4,942,042</b>

"Other" Resource Breakdown		
Unit	Current Use Resources	Endowment Resources
Chancellor	\$648,302	\$1,234
NM Dept Ag	\$136,723	\$776
EID	\$134,435	\$13,347
Provost	\$76,193	\$22,524
Honors	\$21,251	\$51,105
PSL	\$123,898	\$4,038
President	\$122,452	\$62,536
Advancement	\$2,004,240	\$64,494
VP Finance	\$178,766	\$217,648
VP Econ Dev	\$1,243,755	\$36,435
VP Ex Rel	\$4,061,930	\$14,118
VP Research	\$38,022	\$14,138
Alamogordo	\$284,488	\$12,709
Carlsbad	\$97,900	\$11,281
DACC	\$966,941	\$13,056
Grants	\$77,215	\$38,996
<b>TOTAL</b>	<b>\$10,216,512</b>	<b>\$578,435</b>



# NMSU FOUNDATION CAMPAIGN PREPARATION

Philanthropy at Work



**BE BOLD.** Shape the future.

# Are we ready for a campaign?

- ✓ These campaigns usually **have high targets** for the amount of funds a school intends to raise.
- ✓ A good rule of thumb is that schools should be engaged in a comprehensive fundraising campaign **every 10 years**.

# Quick Overview of Campaign Process

1. Pre-Planning Phase (3-12 Months)
2. Planning Phase (2-4 Months)
3. Quiet Phase (6-24 Months)
4. Campaign Kick-Off/Public Phase



# Campaign Preparation

## Assessments

- IT
- Data
- Prospect Pool
- Internal controls and processes
- Staffing
- Training
- Engagement
- Accountability



# Campaign Preparation Cont.

## NMSU Partnership

- MOU
- Foundation and University Alignment
- Prioritization by University
- Messaging
- Identifying key campaign leadership
  - Training
  - Buy-in
  - Prospect identification



# NMSUF Current Status

- Gearing up Development
  - Brining staffing back to normal levels
  - Visits and engagement are at a 2-year lag
  - **Prospect Pool** is currently at a **\$125M** campaign – data cleanup priority
- Rebuilding Alumni Relations
- University priorities are being identified
- Identifying campaign leadership
  - National/Local/University/Board



# The Good News: Progress Underway

- ✓ University Relations
- ✓ Alumni Relations
- ✓ Staff Realignment
- ✓ Assessments and Budgeting
- ✓ Marketing and Communications
- ✓ Development Metrics and Training





# QUESTIONS OR COMMENTS?

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**BE BOLD.** Shape the future.



**Board of Regents Meeting**  
**Meeting Date: December 7, 2023**  
**Agenda Item Cover Page**

**Agenda Item #: D-2**

- ☐ Action Item
- ☐ Consent Item
- ☒ Informational Item

**Presented By:** Kathryn Hansen  
Director & CEO  
NMSU Arrowhead Center Inc.

**Agenda Item:** Report from NMSU Arrowhead Center Inc.

**Requested Action of the Board of Regents:** N/A Information only

**Executive Summary:**

A quarterly recurring report to the Board of Regents from NMSU Arrowhead Center Inc.

**References:**

N/A

**Prior Approvals:**

N/A

**Arrowhead Center, Inc.**  
**Report to the NMSU Board of Regents**  
**December 7, 2023**

**1.0 FY 2023 Arrowhead Center, Inc. (ACI) Corporate Financial Report**

FY2024 total revenue is \$249,171 (26% of the \$966,733 budget) through 10/31/2023. Sources of revenue included land and office rent, contracts, license fees and royalties. Total expenses as of October 23 were \$174,077 (12% of the \$1,424,604 budget). Expense categories included contracts, personnel, professional services, and maintenance. The change in net position is \$75,094, with a fund balance of \$2,068,090 for FY2024 as of 10/31/2023.

A detailed FY 2023 financial report was presented to both the Audit Committee and the full Board at their recent meetings (9/28/2023 and 10/19/2023 respectively).

ACI's FY 2023 audit is complete and is available at the state website. <https://www.osa-app.org/auditReportSearchDetail.aspx?id=1DFFD3BD-FEBF-4D3F-9A2A-B24F931FB1A8&type=>

**2.0 Arrowhead Park**

Palladium Diagnostics, a tenant in the Genesis Center, is a biotech firm which recently relocated from San Diego to Las Cruces. In the last eight months, they have more than doubled their space footprint to support a new contract to produce 1.2 million diagnostic test kits. Arrowhead Center is assisting them with Small Business Innovation Research (SBIR) proposal submission through our NM Federal and State Technology (FAST) Partnership program and curating the right connections for them in the Borderplex region to support future growth through regional manufacturing partnerships. This is an excellent example of the broad array of resources Arrowhead Center provides to help our partners grow.

Construction will complete in January on our Economic Development Administration-funded Film Street and underground utilities project. Work on the new Creative Media Technology building for Doña Ana Community College continues ahead of schedule. Occupancy for the building is scheduled for June 2024, and ready for students in the fall. We have also completed design and pricing for our tower sign to be built near the corner of Film Street and Triviz Drive and will release this for manufacturing before year-end, with completion expected in May 2024.

Preliminary design for the new multi-tenant office building in the Park is now complete. Our development partner, Capital Growth Medvest, is now preparing cost estimates for the building and projected lease rates. The pre-leasing marketing phase of the project is targeted for February 2024. We will be marketing the available 26,000 SF of new office and lab space regionally and nationally, seeking to help local companies grow and attract new growth partners to our community.

Evaluation of a potential film soundstage facility in the Park with the New Mexico Economic Development Department and the New Mexico Media Arts Collective is nearing completion. Should the project be fully funded and approved, it will create terrific synergies with our NMSU and DACC Creative Media programs and opportunities for our students. A final decision on the project is expected in the first quarter of 2024.

Efforts to source funding for short-term Park infrastructure requirements have not been successful to date. Discussions continue with potential state and federal sources and with the City of Las Cruces on water and wastewater needs. As a result, the timeline of planned FY25 construction projects is slipping, and at risk for feasibility. Our NMSU and Arrowhead Center project team continues work on the Tax Increment Development District (TIDD) effort for long-term infrastructure needs. We have been slowed in review and approval of our proposed non-binding MOU with the City of LC, but continue efforts there and with Doña Ana County.

A corridor design study for the proposed on-off interchange at Interstate 10 and Arrowhead Drive is underway with the NM Department of Transportation. The study and final approval of the interchange are expected to complete later in 2024, with design following in 2025.

### **3.0 Intellectual Property Protection and Commercialization**

*Patents.* During the last six months, one provisional patent was filed, three utility patents filed, and two patents issued. One of the two patents issued is for a method for continual monitoring and non-destructive testing of crop products that allows producers to screen their products prior to regulator testing. This patent was granted in a notably short time, with full allowance of all claims and can make significant impact in advancing food security. Crops are often contaminated with mycotoxins, such as aflatoxin which is a carcinogen and mutagen. In the U.S., any foods or animal feeds that contains an aflatoxin level of 20 ppb or higher are considered unfit for consumption and are destroyed. This system has been validated on pistachio nuts for aflatoxin. Further research will validate its use on a wider sample of agriculture crops and contaminants. This technology was funded by a corporate sponsor, and licensing and commercialization is underway. Inventors are G.A. Eiceman, J. J. Randall, G. Lee, and Tarassov.

*Licensing Activity.* Arrowhead Center, Inc., in partnership with the College of ACES, Innovative Media Research, and Extension closed a media license contract with Game Learning, for Math Snacks™ educational video games on November 30, 2023. Game Learning is a leading EdTech company that develops and distributes worldwide online learning games for K-12 students. Game Learning games meet over 1,000 unique educational standards and exceed 500 learning objectives. Math Snacks® convey math in creative, visual, and applied ways, and is a multidisciplinary project of NMSU's College of Health, Education, and Social Transformation, with support from the National Science Foundation.

### **4.0 ACI Board Meeting, October 19, 2023**

The fall board meeting was held on October 19, 2023. Informational items included faculty



and student spotlights and several reports: the CEO Report, the Audit Committee Report, the Treasurer's Report, the NMSU Intellectual Property Report, and Arrowhead Park Report. Action items included approval of the FY 2023 Financial Report and changes in board membership. The latter action item regarding board membership was tabled pending further analysis and discussion.

## 5.0 Highlights

*NMSU Entrepreneur Hall of Fame Inductee.* Rachael Ryan, owner of Backyard Farms, will officially join an exclusive group of entrepreneurs as the 2023 inductee into the NMSU Entrepreneur Hall of Fame. In 2010, Ryan earned an MS in Biology and Ecology and Evolution focusing on Population Genetics at NMSU. She is currently a Ph.D. candidate at NMSU.

The NMSU Entrepreneur Hall of Fame recognizes outstanding achievement in entrepreneurship among alums representing colleges and disciplines across the NMSU system who have launched successful businesses, introduced innovative entrepreneurial concepts and practices into workplaces, and who have contributed to the entrepreneurial climates of their regions. Ms. Ryan has been chosen as that exemplary alum, as her business has laid a foundational framework and embodies the entrepreneurial spirit in the Borderplex ecosystem.

*Scale Up New Mexico.* Scale Up New Mexico focuses on technology-based startups with potential for commercialization, aiming to promote equity in New Mexico's economic landscape. Scale Up New Mexico provides startups with customized training and technical support, helps systematize the numerous business resources available in the service area, and contributes to New Mexico's efforts to diversify the economy for increased economic stability. Recent activities include execution of the first technology venture accelerators (TechSprint); a pitch competition; an accelerator for federal proposal submissions; intellectual property and investment courses; and financing boot camps.

The program is receiving very favorable reviews as reflected in the following quote: "Arrowhead's TechSprint has been the most helpful resource for entrepreneurs that I have encountered in seven years of running a startup. The program is very demanding, but the resources and advisors that are part of this are incomparable. You will get out of TechSprint what you put into it. If you put in the work, you will be richly rewarded." – Paul Szauter, chief scientific officer at EquiSeq.

*EDA University Center Award to Arrowhead Center.* Arrowhead was awarded a five-year, \$650,000 (\$1.3M total) grant from the Economic Development Administration to create the NM University Center for Regional Commercialization and Resilience (UC), which is designed to enhance and foster entrepreneurial cultivation and accelerate technology commercialization. Arrowhead will bolster our college/university student incubator – Studio G – and its existing and future network of sites across New Mexico to realize two goals: 1) Provide comprehensive and diversity, equity, and inclusion (DEI)-cognizant entrepreneurial

education and technology commercialization training programming and 2) Facilitate technology commercialization through experiential learning opportunities.

*Hunt Center for Entrepreneurship at Arrowhead:* The Woody and Gayle Hunt Family Foundation announced a new \$2.5 million gift to Arrowhead in October 2023, doubling an earlier \$2.5 million contribution that established the Hunt Center for Entrepreneurship at Arrowhead in 2017. This gift is a commitment to fostering the entrepreneurial spirit and innovative technologies that drive economic prosperity in our region. The Hunt Center will continue to grow the entrepreneurship ecosystem through empowering diverse groups of people to explore and practice entrepreneurship; educating and encouraging students to bring innovative products and services to commercial markets; and increasing access to early-stage investment.



**Board of Regents Meeting**  
**Meeting Date: December 7, 2023**  
**Agenda Item Cover Page**

**Agenda Item #: D-3**

- ☐ Action Item
- ☐ Consent Item
- ☒ Informational Item

**Presented By:** Scott Eschenbrenner  
President  
Aggie Development Inc.

**Agenda Item:** Report from Aggie Development Inc.

**Requested Action of the Board of Regents:** N/A Information only

**Executive Summary:**

A quarterly recurring report to the Board of Regents from Aggie Development Inc.

**References:**

N/A

**Prior Approvals:**

N/A





**Board of Regents Meeting**  
**Meeting Date: December 7, 2023**  
**Agenda Item Cover Page**

**Agenda Item # E-1**

- ☐ Action Item
- ☒ Consent Item
- ☐ Informational Item

**Presented By:** Jeffrey Jensen, J.D.  
Associate General Counsel

**Agenda Item:**

Collective Bargaining Agreement (CBA) between Regents of New Mexico State University and United Electrical, Radio and Machine Workers of America

**Requested Action of the Board of Regents:**

Approval of changes to the CBA

**Executive Summary:**

Changes to Article 5. Compensation include a 6% salary increase for graduate assistants, effective January 2024. Changes to Article 8. Scholarship Award include a guaranteed base level scholarship of \$1600 – an increase from the previous base level scholarship of \$650.

**References:**

The original CBA approved by the Board of Regents: [https://gradschool.nmsu.edu/ga-and-union/grad-assistant-forms/NMSU%20CBA%20Agreement\\_updt.pdf](https://gradschool.nmsu.edu/ga-and-union/grad-assistant-forms/NMSU%20CBA%20Agreement_updt.pdf)

**Prior Approvals:**

Following negotiations and tentative agreement, the union ratified the changes.

# Clean Version

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## **ARTICLE 1. AGREEMENT**

This Agreement is entered into by and between the Regents of New Mexico State University, hereinafter referred to as the “University” and the United Electrical, Radio and Machine Workers of America, hereinafter referred to as the “Union”.

## **ARTICLE 2. UNION RECOGNITION**

The University hereby recognizes the Union as the sole and exclusive representative of full-time and part-time graduate students holding an assistantship engaged in instruction and/or research at the University’s campuses at Las Cruces, Alamogordo, Dona Ana, and Grants in the following positions: Graduate Teaching Assistants – “Teaching Assistant”, Graduate Research Assistants – “Research Assistant”, Graduate Assistants – Other – “Grad Asst-Other”, Graduate Assistant Research Fellow – “Grad Asst Fellow”, and Research Assistant PSL – “Research Asst-PSL”.

## **ARTICLE 3. MANAGEMENT RIGHTS**

The University retains and reserves unto itself all powers, rights, authority, duties, and responsibilities conferred upon and vested in it by the laws and constitution of the State of New Mexico and federal laws. Such rights include, but are not limited to, the following:

1. to determine the mission of the University, its schools, departments, and programs;
2. to set standards, qualifications, and performance expectations;
3. to exercise control and discretion over University organization, operations, property, equipment, and facilities;
4. to direct the work of, hire, transfer, assign, reassign, discipline, suspend, discharge, terminate, and retain or not retain bargaining unit members in assistantships with the University;
5. to relieve bargaining unit members from duties because of lack of work, decrease in student enrollment, or programmatic changes;
6. to maintain the efficiency of the operations entrusted to the University and its Administration;
7. to determine the methods, means, and personnel by which the University operations are to be conducted;
8. to promulgate and/or amend policies, rules, regulations, directives, and orders provided such are not in conflict with this Agreement; and

9. to take whatever actions may be necessary to carry out the functions and mission of the University and maintain uninterrupted service to its students in situations of emergency.

The University retains all rights not expressly and specifically limited by a collective bargaining agreement or by the Public Employee Bargaining Act (PEBA). The University retains the right to delegate any of its rights and to rescind such delegation at any time.

#### **ARTICLE 4. UNION RIGHTS**

- A. The Union and University agree that the Union has the right and duty to represent the interest of bargaining unit members in the bargaining unit, regardless of membership, so long as that representation does not interfere with the operation of the University. The Union has rights as set forth in the Public Employee Bargaining Act. In exercising those rights, the following provisions shall apply:
  1. The Union shall not use the University's interoffice mail services for the dissemination of Union material, literature, or correspondence.
  2. The Union shall not use University time, equipment, website, or materials for Union business. Meetings may occur and facilities may be used for the purpose of conducting meetings with the represented bargaining unit members in accordance with law and University policies.
  3. The University shall make available to the Union upon its request any public information in accordance with applicable law.
  4. The Union may meet with bargaining unit employees, visit worksites, and use University email as provided by law. The Union will be provided thirty (30) minutes during graduate assistant orientation.
- B. Membership or non-membership in the Union is strictly voluntary. The Union and University recognize that the exercise of these rights shall not interfere with the instruction of students or the delivery of services.
  1. Bargaining unit members may join and be a member of the Union or may choose not to join or be a member of the Union without interference, restraint, or coercion. Bargaining unit members may voluntarily pay Union membership dues through payroll deduction on a form authorized by the Union. Such authorization forms must be signed and dated by the bargaining unit member, include the amount authorized for withholding, and the bargaining unit member's Aggie ID.
  2. A bargaining unit member may commence or terminate payroll membership dues deductions by written notice to the University's payroll office and the Union, which

shall take effect no later than the second full pay period after receipt of notice by the payroll office. Notice to terminate dues deductions may be filed between March 1 - 5, July 1 - 5, or October 1 - 5. The University will remit the dues deducted to the Union Financial Secretary of UE Local 1498 within thirty (30) days after the payday covering the pay period of deduction along with a list of the names from whom deductions were made and amounts deducted.

3. The University's payroll office will be notified in writing of the single membership dues amount by February 15<sup>th</sup> for the upcoming fiscal year. No changes to the deduction amounts will occur after that date. Payroll deduction will only be for membership dues and will not include any other fees, fines, arrears payments, contributions, or assessments of any kind.
  4. No payroll deduction of dues shall be made during a payroll period in which earnings are insufficient to cover the amount of deduction, nor shall such deductions be made from subsequent payrolls to cover the period in question.
  5. The Union shall indemnify, pay for the defense of, and save the University harmless against any and all claims, demands, suits, or other forms of liability that shall arise out of or as a result of any conduct taken by the University for the purpose of complying with this Article.
- C. The University will provide the Union with bargaining unit members' directory information monthly. The University will provide written notice to the Union if it contemplates any change to the information designated as directory information pursuant to FERPA. The University will provide the Union with a listing of information for bargaining unit members, without identifying information, containing the following: salary, assistantship type, pay scale placement, and department, school, or research center. Such list will be provided monthly. The parties agree these lists satisfy the bargaining unit information set forth in PEBA.
- D. Bargaining unit members and the Union shall be entitled to all the rights and benefits specifically delineated in this agreement and under state and federal laws. There shall be no implied or inferred rights to the Union or any bargaining unit members.
- E. The Union may elect/appoint union officers, stewards, and/or representatives. The Union President shall notify the University's General Counsel and Chief Legal Officer of all officers, stewards, and representatives within thirty (30) days of execution of this agreement, followed by annually on or before the anniversary date of execution of the Agreement, and within seven (7) calendar days of any change.

## **ARTICLE 5. COMPENSATION**

- A. Effective the first full pay period of Spring semester 2024, bargaining unit members, other than RAs, will receive a six percent (6%) increase to the assistantship appointment amount, prorated for the remaining pay periods on the appointment.
- B. Effective the first full pay period of Spring semester 2024, the salary schedules for graduate assistants, other than RAs, will be increased by six percent (6%).
- C. The University encourages Departments, research centers, and services units to provide the same percentage increase to RAs in the same manner as set forth in subsection A, above. If a department provides a portion of the six percent (6%) increase in Fiscal Year 2024, the department will provide the remaining portion of the six percent (6%) increase beginning the first full pay period in July 2024 for those bargaining unit members continuing on the same assistantship appointment.
- D. Departments, research centers, and services units may pay a bargaining unit member more than the minimum salary schedules provided it does not create an inequity within the department, research center, or service unit.

## **ARTICLE 6. BENEFITS**

- A. Bargaining unit members may be eligible to enroll in health benefits provided through the State and/or the University. More information is available through the Human Resources department as well as on the University's and State's health benefit provider's website.
- B. The University will work with State health benefit provider(s) to hold an enrollment workshop each semester. Bargaining unit members are encouraged to research coverage, out-of-pocket costs, and other specifics of the available plans.
- C. For Spring 2023 semester, the University will provide a one-time \$100.00 payment to international graduate students holding assistantships to offset the increased cost of required health insurance premiums.

## **ARTICLE 7. LEAVE**

Bargaining unit members will contact and work with their immediate supervisors in instances where the bargaining unit member is requesting to be absent due to illness, injury, medical condition, death in the immediate family, birth/adoption of a child, or other comparable reason. Documentation supporting the absence may be required.

## **ARTICLE 8. SCHOLARSHIP AWARD**

- A. Effective Spring 2024 semester, the University will guarantee a base level of scholarship of at least \$1600.00, per semester per student to all bargaining unit members holding an assistantship or combined assistantships of 0.50 FTE or higher, prorated for those with less than a 0.50 FTE or combined FTE held for a majority of the semester. This base level scholarship will be provided each Fall and Spring semester subject to budgetary constraints.
- B. Effective beginning Fall 2023 semester, bargaining unit members enrolled full-time (at least 9 master's or doctoral credit hours for Fall and Spring semesters) in a master's or doctoral degree program of science, technology, engineering, or mathematics and who graduated from a New Mexico high school will be guaranteed a base level scholarship of nine (9) or ten (10), as applicable to the number of master's or doctoral credits registered for, credit hours (including differential tuition for nursing and engineering) and Required Fees in accordance with Legislative Appropriation and Higher Education Department's rules. Such scholarship will continue each Fall and Spring semester through Spring 2026, subject to continued specific Legislative Appropriation.
- C. On or about mid semester, the University will compile a list of eligible bargaining unit members for the scholarship awards contained herein and distribute such funds through Scholar Dollars along with an email to the bargaining unit member providing notification thereof. Nothing in this section will prohibit a department from distributing funds prior to mid-semester.

## **ARTICLE 9. APPOINTMENT LETTERS**

- A. Bargaining unit members will be notified in writing of a confirmation of employment. Appointment letters will normally be issued at least fourteen (14) days prior to the start date of the assistantship, however, nothing will prohibit the offer of appointment letters for assistantships created with less than fourteen (14) days remaining before the start date.
- B. Appointment letters will include the following information:
  - 1. Assistantship type
  - 2. Appointment percentage (FTE)
  - 3. Start and end date of assistantship
  - 4. Department offering assistantship
  - 5. Supervisor
  - 6. A general description of the duties, which may be revised by the department/University
  - 7. Stipend, salary, or hourly rate, as applicable
  - 8. Deadline for acceptance of assistantship
  - 9. A statement noting the position is covered by a collective bargaining agreement



10. The current collective bargaining agreement website address
- C. Assistantships are conditional offers contingent upon other factors such as, but not limited to, funding, enrollment levels, and academic standing.
- D. The University requires bargaining unit members to maintain full-time enrollment to be and remain eligible for an assistantship unless the bargaining unit member is in their final semester before graduating or has otherwise received a credit waiver as this Agreements sets forth under its academic requirements for graduate assistants.

#### **ARTICLE 10. WORKLOAD**

- A. It is understood that bargaining unit members are engaged in professional activities of such a nature that the output produced, or the result accomplished, cannot be precisely standardized or measured in relation to a given period of time and that the time necessary to accomplish an assignment will vary.
- B. The appointment level shall be based on the appointing department's determination of the amount of time it should normally take to perform the assigned duties. For example, a 0.50 FTE is an average of 20 hours per week and a bargaining unit member appointed at 0.50 FTE will not normally be expected to work more than 20 hours per week on a continual basis. However, the average number of hours per week over the course of a full appointment period is an estimate rather than an exact time specification. Bargaining unit members should address concerns regarding workload with their immediate supervisor at any time the bargaining unit member anticipates or experiences any workload related issues.

#### **ARTICLE 11. ACADEMIC REQUIREMENTS FOR GRADUATE ASSISTANTS**

A bargaining unit member in a PhD program, who has successfully completed their coursework and competency exams, and who are in their second to last semester may file a request for waiver permitting them to take six (6) credit hours rather than nine (9) credit hours. Bargaining unit members who are in their last semester may file a request for waiver permitting them to take one (1) credit hour rather than nine (9) credit hours. The intent is that this benefit is provided for a total of two (2) semesters to the PhD bargaining unit members and one (1) semester to the Masters bargaining unit members.

## **ARTICLE 12. DISCIPLINARY ACTION**

- A. Bargaining unit members are subject to this Agreement and any University/Department/College policies, rules, regulations, directives, or orders not in conflict with this Agreement.
- B. Prior to implementing disciplinary action, a bargaining unit member will be provided written charges against the bargaining unit member and notice of a predetermination meeting. The purpose of the predetermination meeting is to provide the bargaining unit member an opportunity to respond to the charges and is not an evidentiary hearing. A Union representative may accompany a bargaining unit member during the predetermination meeting. The Union representative may confer with the bargaining unit member, ask clarifying questions, and present written information to the University, but may not impede or interfere with the meeting. The unavailability of a Union representative shall not delay the predetermination meeting more than twenty-four (24) hours. Following the predetermination meeting, the bargaining unit member will be given written notice of any disciplinary action imposed.
- C. Disciplinary actions shall be based on just cause and include written reprimands, suspension without pay, and discharge/termination before the end of the bargaining unit member's assistantship contract. Discharge does not include loss of an assistantship for failure to remain a student in good standing, maintain a sufficient GPA, or enroll in a sufficient number of graduate credits.
- D. Disciplinary action will be issued in writing to the bargaining unit member. Copies of any documented disciplinary action shall be signed by the bargaining unit member acknowledging receipt of the action, or a notation that the bargaining unit member refused to sign the document.

## **ARTICLE 13. GRIEVANCE PROCEDURE**

- A. The purpose of this procedure is to secure at the lowest possible level, mutually satisfactory resolutions to grievances, which may arise during the term of this Agreement and are subject to resolution under this Agreement. This grievance procedure shall be the sole and exclusive method of resolving disputes involving the application and/or interpretation of the terms and provisions of this Agreement and waive any right to challenge any right or benefits set forth in this Agreement in another forum. Alleged violations of statutes or regulations that do not allege a violation of this collective bargaining agreement may be filed with the enforcing agency or applicable University office and are not waived.
- B. A "grievance" is defined as an alleged violation, misapplication, or misinterpretation of a specific Article or Section of this Agreement, University policy, rules, regulations, or mid-contract termination of an assistantship. Not offering subsequent assistantships or termination based on academic reasons are not grievable.

- C. A “*grievant*” is a bargaining unit member or a group of bargaining unit members making a claim.
- D. “*Days*” shall mean business days in which the University business offices are open.
- E. A written grievance must contain a statement of the grievance, the name of the bargaining unit member(s) or designation of entire bargaining unit or group of bargaining unit members as the grievant, the supervisor/administrator alleged to have committed the violation, the circumstances and facts upon which it is based, the date of the alleged violation, the date of submission of the grievance, the specific section of this agreement, University policy, rule, or regulation allegedly violated, and the specific remedy being sought. Statements such as “to be made whole”, without the additional specification of a remedy, shall not constitute sufficient notice of the remedy being sought by the grievant.
- F. Grievances affecting a group of bargaining unit members in more than one School, College, or Research Center may be initiated at Step Two.
- G. Grievances and responses are considered filed on the date they are sent via email or received via hand-delivery.
- H. A grievance shall be filed within ten (10) days following the date the grievant knew or should have known of the act or the condition which gave rise to the grievance. Failure to timely file the grievance will constitute forfeiture of the right to file. Furthermore, any grievance determination not appealed to the succeeding level within the time limits expressed herein shall be considered null and void and closed. When it is mutually agreed by the parties in writing, the time limits expressed herein may be extended. A grievance may be withdrawn at any step of this procedure by the grievant.
- I. Should the University fail to respond to a grievance within the time limits expressed herein, the Union/grievant may appeal to the next level of the grievance procedure within the time limits set forth as if the University had timely responded.
- J. A bargaining unit member grievant may be accompanied by a Union steward, selected or approved by the Union, at any stage of the grievance procedure. Nothing herein contained shall be considered as limiting the rights of a bargaining unit member to discuss or process their grievance as an individual. In such cases, the bargaining unit member will provide the Union with a copy of the grievance at the same time it is filed with the University. An individual pursuing a grievance without Union representation will be responsible for all associated costs. In such cases the Union has the right to be present at all levels as a party in interest. No resolution of any individually processed grievance shall be inconsistent with the terms of this Agreement.
- K. Grievances shall be presented as outlined below:

Informal Step – A bargaining unit member who believes that they may have a grievance, shall meet with the bargaining unit member’s immediate supervisor and/or

department head in a good faith attempt to resolve the grievance. If the grievance is not resolved within ten (10) days of the date the grievant knew or should have known of the act or condition giving rise to the grievance, the bargaining unit member may file the written grievance at Step One as set forth in G., above.

Step One – A bargaining unit member shall file a written grievance with the bargaining unit member's Dean of the College in which the grievant is employed within the time limit described in G. above. A meeting with the Dean or designee will be held within seven (7) days of the filing of the grievance. The Dean/designee will provide a written response to the grievance within ten (10) days following receipt of the grievance. If the matter is not resolved to the satisfaction of the bargaining unit member within ten (10) days of the date of the Dean/designee's response, the bargaining unit member may file a written grievance at Step Two.

Step Two – Within ten (10) days of the date of the Dean/designee's written response at Step One, the written grievance must be filed with the Provost. A meeting with the Provost or designee will be held within seven (7) days of the filing of the grievance. The Provost/designee will provide a written response to the grievance within ten (10) days following receipt of the grievance.

Arbitration Step:

- A. In the event the grievant is not satisfied with the decision at Step Two of the Grievance Procedure, the decision may be appealed to arbitration by filing a written appeal with the Provost with a copy to General Counsel within twenty (20) days of receipt of the Provost/designee's decision along with a copy of the request for arbitration panel that the grievant has filed with the Federal Mediation and Conciliation Service (FMCS) within fifteen (15) days of receipt of the Provost/designee's decision. The request to FMCS shall demand a panel of seven (7) arbitrators from the region that includes New Mexico. Each party retains the right to request a second panel of seven (7) arbitrators from the region that includes New Mexico within five (5) days of receipt of the panel. The parties will meet to strike names from the list of arbitrators within fifteen (15) days of receipt of the list. Each party will strike one name followed by the other party striking one name until a single name remains, who shall become the Arbitrator. The party required to strike the first name will be the grievant.
- B. If an issue of arbitrability exists, the Arbitrator shall determine such issues by briefs prior to scheduling the merits hearing. If the Arbitrator determines the grievance to be arbitrable, the case will proceed to a hearing on the merits. If prehearing briefs are not submitted, the grievance will advance to arbitration. A hearing on the merits of the grievance shall occur within three (3) months of notification of selection of the Arbitrator. Failure of the grievant and/or union to advance the grievance to a

hearing within this time limit will render the matter closed and not subject to arbitration.

- C. The Arbitrator is limited to interpreting and applying the language in the agreement. The Arbitrator shall not add to, subtract from, or alter the Agreement in any way, nor shall the Arbitrator substitute their discretion for the University where such discretion is retained by the University. The Arbitrator's decision is limited to the precise issue submitted for arbitration. The Arbitrator shall prepare and submit a written decision to the parties, which shall include the decision, rationale, findings of fact, conclusions of law, and if appropriate, relief, within thirty (30) calendar days after the close of the hearing, which may include submission of post-hearing briefs. The decision of the Arbitrator is final and binding on the parties, subject to appeal as set forth in the Uniform Arbitration Act for compulsory arbitration.
- D. The Arbitrator's charges for services and costs for a Court Reporter and transcripts, if requested by the Arbitrator, shall be shared equally by the parties.
- E. Each party is responsible for its representation and witness costs.
- F. A bargaining unit member who must miss work to attend an arbitration as a grievant, witness, or representative shall request leave without pay from the member's immediate supervisor and provide documentation of their required attendance as soon as possible after learning their presence is required. A teaching assistant shall be responsible for arranging at least twenty (20) calendar days in advance for a suitable replacement to teach the class, subject to the approval of the replacement by the department chair or immediate supervisor.

#### **ARTICLE 14. HEALTH AND SAFETY**

The University shall provide a safe working environment that complies with State and Federal laws. Bargaining unit members shall notify the University in writing of any safety or health concerns. If the Union determines a safety issue exists that has not been resolved by the immediate supervisor, a Union steward may request a labor management meeting to address the safety concerns.

#### **ARTICLE 15. DRUG/ALCOHOL TESTING**

Bargaining Unit members are required to comply with University policy and practices concerning the impact of alcohol and controlled substances in the workplace.

## **ARTICLE 16. DUTY TO COOPERATE**

The parties agree to cooperate to work towards creating a work environment that is respectful, responsive, efficient, and accountable within NMSU, recognizing a party's economic constraints.

## **ARTICLE 17. INTERNATIONAL EMPLOYEE/LABOR MANAGEMENT MEETINGS**

- A. The Union President and the Dean of Graduate Studies or designee agree to meet at the written request of either party to discuss matters of concern to international graduate students holding an assistantship. The request for such a meeting shall contain a recommended agenda of items to be discussed. The Union and the University will each select up to five (5) representatives to participate in each meeting. Additional representatives may be allowed upon written mutual agreement of the parties.
- B. The parties agree such meetings will not occur during periods in which negotiations have commenced until negotiations are completed.
- C. Agreements reached during these meetings may be reduced to writing and signed by the parties.

## **ARTICLE 18. LABOR MANAGEMENT COMMITTEE**

- A. To help promote a mutually constructive and cooperative relationship, the Union and the University agree to establish a joint Labor Management Committee [hereinafter referred to as the "Committee"]. The Committee will have the following specific objectives:
  - 1. Foster communication between the Union and the University;
  - 0. Serve as a forum to discuss issues of mutual concern;
  - 0. Work to build consensus for joint problem-solving and planning where the Union and University recognize it is best to have a shared position;
  - 0. Inform and educate the University community about the concept and benefits of a Labor Management partnership;
  - 0. Communicate and share the activities of the Committee with the University community; and
  - 0. Make recommendations to the appropriate University bodies and monitor the progress of such actions.
- B. The Committee will have no authority to modify the terms of this Agreement. Disputes over alleged violations of this Agreement must be pursued through the Grievance and

Arbitration provision of this Agreement. The Committee will forward its recommendations to appropriate administrative designee(s) for consideration. No such recommendation will be considered or treated as constituting a binding agreement between the Union and the University.

- C. The Union and University will each be permitted four (4) representatives on the Committee. The Union and University will each designate one (1) member to serve as co-chair. The co-chairs, along with other Committee Members, will carry out all functions of the Committee, plan the agenda, and arrange meeting dates and times.
- D. The Committee will meet once per semester, or as the Committee members mutually agree. Meetings will be scheduled at dates and times mutually agreed to by the Committee co-chairs. Committee meetings will usually be held on University Property unless the Committee agrees to other accommodations at no expense to the University.
- E. Among other activities that Committee members may mutually agree to pursue, Committee members will pursue the following:
  - 1. A recommended plan for the Union's consultation in the planning and budgeting process of the University comparable to opportunities for consultation available to other Employee groups.
  - 2. Any other activity the Committee deems warranted.

## **ARTICLE 19. NON-DISCRIMINATION**

- A. Neither party will unlawfully discriminate against a bargaining unit member on any basis covered by state or federal law, which includes, but may not be limited to, age, ancestry, color, disability, gender identity, genetic information, national origin, race, religion, sex, sexual orientation, spousal affiliation, protected veteran status, or union membership/non-membership.
- B. The Union recognizes its responsibility as the exclusive representative to represent all bargaining unit members equally without interference, restraint, or coercion.
- C. Bargaining members may avail themselves of the assistance offered by the University and University policies regarding concerns related to discrimination, harassment, and/or retaliation.

## **ARTICLE 20. COMPLETE AND ENTIRE AGREEMENT**

- A. This Agreement is the complete and only agreement between the parties and replaces any and all previous agreements. There shall be no additional negotiations on any item, whether contained herein or not and whether contemplated by either party at the time of negotiations or not, except by written mutual agreement of the parties. Nothing in this Article prohibits the parties from voluntarily and mutually agreeing to enter into a written Memorandum of Understanding or a Memorandum of Agreement during the term of this Agreement.
- B. The parties acknowledge that during the negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to all proper subjects of collective bargaining and that all such subjects have been discussed and negotiated upon and agreements contained in this Agreement were arrived at after the free exercise of such rights and opportunities. Therefore, the University and the Union, for the life of this Agreement, each voluntarily and without qualification waives the right and each agrees that the other shall not be obligated to bargain collectively with respect to any subject matter not specifically referred to or covered in this Agreement, even though such subject or matter may not have been within the knowledge or contemplation of either or both of the parties at the time they negotiated or signed this Agreement.

## **ARTICLE 21. SEVERABILITY**

If any provision of this Agreement is determined by final order of a court or administrative agency with jurisdiction over the parties to be contrary to law, the affected provision shall be rendered null and void. All other provisions not affected by the illegal provision shall remain in full force and effect. Either party may request to negotiate a replacement provision by providing written notice to the other party within fifteen (15) calendar days of the date of the final order of the court or administrative agency.

## **ARTICLE 21. DURATION**

This Agreement will become effective upon ratification and signature of the parties and will continue in full force and effect until January 1, 2025. Either party may reopen negotiations on the Article Compensation by providing written notice to the other party no earlier than September 1, 2023, and no later than November 1, 2023. A party desiring to negotiate a successor agreement shall notify the other party in writing no earlier than September 1, 2024, and no later than November 1, 2024. If neither party timely files for the opening of negotiations for a successor agreement, the Agreement will be extended for successive one (1) year periods.

## **ARTICLE 22. AUTHORIZED SIGNATURES AND ATTEST**

In witness whereof, the parties have executed this Agreement on this \_\_\_\_ day of December, 2022.



**FOR THE UNIVERSITY:**

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Dan E. Arvizu, Chancellor

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Ammu Devasthali, Chair  
NMSU Board of Regents

**FOR THE UNION:**

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Kelley Boland

---

Liam Goodale

---

Ellen Ijebor

---

Hannah Melick

---

Anna Rose

---

Matthew Soliz

---

Jessica Tuleassi

---

Matthew Varakian

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Dan Vargo

# Redline Version

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## **ARTICLE 1. AGREEMENT**

This Agreement is entered into by and between the Regents of New Mexico State University, hereinafter referred to as the “University” and the United Electrical, Radio and Machine Workers of America, hereinafter referred to as the “Union”.

## **ARTICLE 2. UNION RECOGNITION**

The University hereby recognizes the Union as the sole and exclusive representative of full-time and part-time graduate students holding an assistantship engaged in instruction and/or research at the University’s campuses at Las Cruces, Alamogordo, Dona Ana, and Grants in the following positions: Graduate Teaching Assistants – “Teaching Assistant”, Graduate Research Assistants – “Research Assistant”, Graduate Assistants – Other – “Grad Asst-Other”, Graduate Assistant Research Fellow – “Grad Asst Fellow”, and Research Assistant PSL – “Research Asst-PSL”.

## **ARTICLE 3. MANAGEMENT RIGHTS**

The University retains and reserves unto itself all powers, rights, authority, duties, and responsibilities conferred upon and vested in it by the laws and constitution of the State of New Mexico and federal laws. Such rights include, but are not limited to, the following:

1. to determine the mission of the University, its schools, departments, and programs;
2. to set standards, qualifications, and performance expectations;
3. to exercise control and discretion over University organization, operations, property, equipment, and facilities;
4. to direct the work of, hire, transfer, assign, reassign, discipline, suspend, discharge, terminate, and retain or not retain bargaining unit members in assistantships with the University;
5. to relieve bargaining unit members from duties because of lack of work, decrease in student enrollment, or programmatic changes;
6. to maintain the efficiency of the operations entrusted to the University and its Administration;
7. to determine the methods, means, and personnel by which the University operations are to be conducted;
8. to promulgate and/or amend policies, rules, regulations, directives, and orders provided such are not in conflict with this Agreement; and

9. to take whatever actions may be necessary to carry out the functions and mission of the University and maintain uninterrupted service to its students in situations of emergency.

The University retains all rights not expressly and specifically limited by a collective bargaining agreement or by the Public Employee Bargaining Act (PEBA). The University retains the right to delegate any of its rights and to rescind such delegation at any time.

#### **ARTICLE 4. UNION RIGHTS**

- A. The Union and University agree that the Union has the right and duty to represent the interest of bargaining unit members in the bargaining unit, regardless of membership, so long as that representation does not interfere with the operation of the University. The Union has rights as set forth in the Public Employee Bargaining Act. In exercising those rights, the following provisions shall apply:
  1. The Union shall not use the University's interoffice mail services for the dissemination of Union material, literature, or correspondence.
  2. The Union shall not use University time, equipment, website, or materials for Union business. Meetings may occur and facilities may be used for the purpose of conducting meetings with the represented bargaining unit members in accordance with law and University policies.
  3. The University shall make available to the Union upon its request any public information in accordance with applicable law.
  4. The Union may meet with bargaining unit employees, visit worksites, and use University email as provided by law. The Union will be provided thirty (30) minutes during graduate assistant orientation.
- B. Membership or non-membership in the Union is strictly voluntary. The Union and University recognize that the exercise of these rights shall not interfere with the instruction of students or the delivery of services.
  1. Bargaining unit members may join and be a member of the Union or may choose not to join or be a member of the Union without interference, restraint, or coercion. Bargaining unit members may voluntarily pay Union membership dues through payroll deduction on a form authorized by the Union. Such authorization forms must be signed and dated by the bargaining unit member, include the amount authorized for withholding, and the bargaining unit member's Aggie ID.
  2. A bargaining unit member may commence or terminate payroll membership dues deductions by written notice to the University's payroll office and the Union, which

shall take effect no later than the second full pay period after receipt of notice by the payroll office. Notice to terminate dues deductions may be filed between March 1 - 5, July 1 - 5, or October 1 - 5. The University will remit the dues deducted to the Union Financial Secretary of UE Local 1498 within thirty (30) days after the payday covering the pay period of deduction along with a list of the names from whom deductions were made and amounts deducted.

3. The University's payroll office will be notified in writing of the single membership dues amount by February 15<sup>th</sup> for the upcoming fiscal year. No changes to the deduction amounts will occur after that date. Payroll deduction will only be for membership dues and will not include any other fees, fines, arrears payments, contributions, or assessments of any kind.
  4. No payroll deduction of dues shall be made during a payroll period in which earnings are insufficient to cover the amount of deduction, nor shall such deductions be made from subsequent payrolls to cover the period in question.
  5. The Union shall indemnify, pay for the defense of, and save the University harmless against any and all claims, demands, suits, or other forms of liability that shall arise out of or as a result of any conduct taken by the University for the purpose of complying with this Article.
- C. The University will provide the Union with bargaining unit members' directory information monthly. The University will provide written notice to the Union if it contemplates any change to the information designated as directory information pursuant to FERPA. The University will provide the Union with a listing of information for bargaining unit members, without identifying information, containing the following: salary, assistantship type, pay scale placement, and department, school, or research center. Such list will be provided monthly. The parties agree these lists satisfy the bargaining unit information set forth in PEBA.
- D. Bargaining unit members and the Union shall be entitled to all the rights and benefits specifically delineated in this agreement and under state and federal laws. There shall be no implied or inferred rights to the Union or any bargaining unit members.
- E. The Union may elect/appoint union officers, stewards, and/or representatives. The Union President shall notify the University's General Counsel and Chief Legal Officer of all officers, stewards, and representatives within thirty (30) days of execution of this agreement, followed by annually on or before the anniversary date of execution of the Agreement, and within seven (7) calendar days of any change.

## ARTICLE 5. COMPENSATION

- A. Effective the ~~second~~ **first** full pay period **of Spring semester 2024** ~~following ratification and signature of this Agreement or resolution of impasse, whichever is later,~~ bargaining

unit members, other than RAs, will receive a ~~six and eight tenths percent (6.8%)~~ **six percent (6%)** increase to the assistantship appointment amount, prorated for the remaining pay periods on the appointment.

- B. Effective the ~~second~~ **first** full pay period **of Spring semester 2024** following ~~ratification and signature of this Agreement or resolution of impasse, whichever is later,~~ the salary schedules for graduate assistants, other than RAs, will be increased by ~~six and eight tenths percent (6.8%)~~ **six percent (6%)**.
- C. The University encourages Departments, research centers, and services units to provide the same percentage increase to RAs in the same manner as set forth in subsection A, above. If a department provides a portion of the ~~six and eight tenths percent (6.8%)~~ **six percent (6%)** increase in Fiscal Year ~~2023~~ **2024**, the department will provide the remaining portion of the ~~six and eight tenths percent (6.8%)~~ **six percent (6%)** increase beginning the first full pay period in July ~~2023~~ **2024** for those bargaining unit members continuing on the same assistantship appointment. ~~The University will provide a listing of RAs and their salaries to the Union ninety (90) days after ratification and signature of this Agreement. Effective no later than the Fall 2023 semester, the salary schedules for graduate assistants will apply to RAs.~~
- D. Departments, research centers, and services units may pay a bargaining unit member more than the minimum salary schedules provided it does not create an inequity within the department, research center, or service unit.

## **ARTICLE 6. BENEFITS**

- A. Bargaining unit members may be eligible to enroll in health benefits provided through the State and/or the University. More information is available through the Human Resources department as well as on the University's and State's health benefit provider's website.
- B. The University will work with State health benefit provider(s) to hold an enrollment workshop each semester. Bargaining unit members are encouraged to research coverage, out-of-pocket costs, and other specifics of the available plans.
- C. For Spring 2023 semester, the University will provide a one-time \$100.00 payment to international graduate students holding assistantships to offset the increased cost of required health insurance premiums.

## **ARTICLE 7. LEAVE**

Bargaining unit members will contact and work with their immediate supervisors in instances where the bargaining unit member is requesting to be absent due to illness, injury, medical condition, death in the immediate family, birth/adoption of a child, or other comparable reason. Documentation supporting the absence may be required.

## ARTICLE 8. SCHOLARSHIP AWARD

- A. Effective Spring 2024 semester following ratification and signature of this Agreement or ~~resolution of impasse, whichever is later~~, the University will guarantee a base level of scholarship of at least \$650.00 **\$1600.00** or two (2) credit hours of tuition (including differential tuition for nursing and engineering) and Required Fees (not including additional fees), whichever is greater, per semester per student to all bargaining unit members holding an assistantship or combined assistantships of 0.50 FTE or higher, prorated for those with less than a 0.50 FTE or combined FTE **held for a majority of the semester**. This base level scholarship will be provided each Fall and Spring semester subject to budgetary constraints.
- B. ~~The parties agree to work together to advocate for increased funding for tuition coverage during the Regular 2023 New Mexico State Legislative Session. Should the Legislature provide funding to NMSU for tuition coverage, the parties agree to open negotiations on tuition coverage for bargaining unit members upon the written request of either party between March 15, 2023, and July 1, 2023.~~ **Effective beginning Fall 2023 semester, bargaining unit members enrolled full-time (at least 9 master's or doctoral credit hours for Fall and Spring semesters) in a master's or doctoral degree program of science, technology, engineering, or mathematics and who graduated from a New Mexico high school will be guaranteed a base level scholarship of nine (9) or ten (10), as applicable to the number of master's or doctoral credits registered for, credit hours (including differential tuition for nursing and engineering) and Required Fees in accordance with Legislative Appropriation and Higher Education Department's rules. Such scholarship will continue each Fall and Spring semester through Spring 2026, subject to continued specific Legislative Appropriation.**
- C. **On or about mid semester, the University will compile a list of eligible bargaining unit members for the scholarship awards contained herein and distribute such funds through Scholar Dollars along with an email to the bargaining unit member providing notification thereof. Nothing in this section will prohibit a department from distributing funds prior to mid-semester.**

## ARTICLE 9. APPOINTMENT LETTERS



- A. Bargaining unit members will be notified in writing of a confirmation of employment. Appointment letters will normally be issued at least fourteen (14) days prior to the start date of the assistantship, however, nothing will prohibit the offer of appointment letters for assistantships created with less than fourteen (14) days remaining before the start date.
- B. Appointment letters will include the following information:
  - 1. Assistantship type
  - 2. Appointment percentage (FTE)
  - 3. Start and end date of assistantship
  - 4. Department offering assistantship
  - 5. Supervisor
  - 6. A general description of the duties, which may be revised by the department/University
  - 7. Stipend, salary, or hourly rate, as applicable
  - 8. Deadline for acceptance of assistantship
  - 9. A statement noting the position is covered by a collective bargaining agreement
  - 10. The current collective bargaining agreement website address
- C. Assistantships are conditional offers contingent upon other factors such as, but not limited to, funding, enrollment levels, and academic standing.
- D. The University requires bargaining unit members to maintain full-time enrollment to be and remain eligible for an assistantship unless the bargaining unit member is in their final semester before graduating or has otherwise received a credit waiver as this Agreements sets forth under its academic requirements for graduate assistants.

## **ARTICLE 10. WORKLOAD**

- A. It is understood that bargaining unit members are engaged in professional activities of such a nature that the output produced, or the result accomplished, cannot be precisely standardized or measured in relation to a given period of time and that the time necessary to accomplish an assignment will vary.
- B. The appointment level shall be based on the appointing department's determination of the amount of time it should normally take to perform the assigned duties. For example, a 0.50 FTE is an average of 20 hours per week and a bargaining unit member appointed at 0.50 FTE will not normally be expected to work more than 20 hours per week on a continual basis. However, the average number of hours per week over the course of a full appointment period is an estimate rather than an exact time specification. Bargaining unit members should address concerns regarding workload with their immediate supervisor at any time the bargaining unit member anticipates or experiences any workload related issues.

## **ARTICLE 11. ACADEMIC REQUIREMENTS FOR GRADUATE ASSISTANTS**

A bargaining unit member in a PhD program, who has successfully completed their coursework and competency exams, and who are in their second to last semester may file a request for waiver permitting them to take six (6) credit hours rather than nine (9) credit hours. Bargaining unit members who are in their last semester may file a request for waiver permitting them to take one (1) credit hour rather than nine (9) credit hours. The intent is that this benefit is provided for a total of two (2) semesters to the PhD bargaining unit members and one (1) semester to the Masters bargaining unit members.

## **ARTICLE 12. DISCIPLINARY ACTION**

- A. Bargaining unit members are subject to this Agreement and any University/Department/College policies, rules, regulations, directives, or orders not in conflict with this Agreement.
- B. Prior to implementing disciplinary action, a bargaining unit member will be provided written charges against the bargaining unit member and notice of a predetermination meeting. The purpose of the predetermination meeting is to provide the bargaining unit member an opportunity to respond to the charges and is not an evidentiary hearing. A Union representative may accompany a bargaining unit member during the predetermination meeting. The Union representative may confer with the bargaining unit member, ask clarifying questions, and present written information to the University, but may not impede or interfere with the meeting. The unavailability of a Union representative shall not delay the predetermination meeting more than twenty-four (24) hours. Following the predetermination meeting, the bargaining unit member will be given written notice of any disciplinary action imposed.
- C. Disciplinary actions shall be based on just cause and include written reprimands, suspension without pay, and discharge/termination before the end of the bargaining unit member's assistantship contract. Discharge does not include loss of an assistantship for failure to remain a student in good standing, maintain a sufficient GPA, or enroll in a sufficient number of graduate credits.
- D. Disciplinary action will be issued in writing to the bargaining unit member. Copies of any documented disciplinary action shall be signed by the bargaining unit member acknowledging receipt of the action, or a notation that the bargaining unit member refused to sign the document.

## **ARTICLE 13. GRIEVANCE PROCEDURE**

- A. The purpose of this procedure is to secure at the lowest possible level, mutually satisfactory resolutions to grievances, which may arise during the term of this Agreement and are subject to resolution under this Agreement. This grievance procedure shall be the sole and exclusive method of resolving disputes involving the application and/or interpretation of the terms and provisions of this Agreement and waive any right to challenge any right or benefits set forth in this Agreement in another forum. Alleged violations of statutes or regulations that do not allege a violation of this collective bargaining agreement may be filed with the enforcing agency or applicable University office and are not waived.
- B. A “*grievance*” is defined as an alleged violation, misapplication, or misinterpretation of a specific Article or Section of this Agreement, University policy, rules, regulations, or mid-contract termination of an assistantship. Not offering subsequent assistantships or termination based on academic reasons are not grievable.
- C. A “*grievant*” is a bargaining unit member or a group of bargaining unit members making a claim.
- D. “*Days*” shall mean business days in which the University business offices are open.
- E. A written grievance must contain a statement of the grievance, the name of the bargaining unit member(s) or designation of entire bargaining unit or group of bargaining unit members as the grievant, the supervisor/administrator alleged to have committed the violation, the circumstances and facts upon which it is based, the date of the alleged violation, the date of submission of the grievance, the specific section of this agreement, University policy, rule, or regulation allegedly violated, and the specific remedy being sought. Statements such as “to be made whole”, without the additional specification of a remedy, shall not constitute sufficient notice of the remedy being sought by the grievant.
- F. Grievances affecting a group of bargaining unit members in more than one School, College, or Research Center may be initiated at Step Two.
- G. Grievances and responses are considered filed on the date they are sent via email or received via hand-delivery.
- H. A grievance shall be filed within ten (10) days following the date the grievant knew or should have known of the act or the condition which gave rise to the grievance. Failure to timely file the grievance will constitute forfeiture of the right to file. Furthermore, any grievance determination not appealed to the succeeding level within the time limits expressed herein shall be considered null and void and closed. When it is mutually agreed by the parties in writing, the time limits expressed herein may be extended. A grievance may be withdrawn at any step of this procedure by the grievant.
- I. Should the University fail to respond to a grievance within the time limits expressed herein, the Union/grievant may appeal to the next level of the grievance procedure within the time limits set forth as if the University had timely responded.

J. A bargaining unit member grievant may be accompanied by a Union steward, selected or approved by the Union, at any stage of the grievance procedure. Nothing herein contained shall be considered as limiting the rights of a bargaining unit member to discuss or process their grievance as an individual. In such cases, the bargaining unit member will provide the Union with a copy of the grievance at the same time it is filed with the University. An individual pursuing a grievance without Union representation will be responsible for all associated costs. In such cases the Union has the right to be present at all levels as a party in interest. No resolution of any individually processed grievance shall be inconsistent with the terms of this Agreement.

K. Grievances shall be presented as outlined below:

Informal Step – A bargaining unit member who believes that they may have a grievance, shall meet with the bargaining unit member's immediate supervisor and/or department head in a good faith attempt to resolve the grievance. If the grievance is not resolved within ten (10) days of the date the grievant knew or should have known of the act or condition giving rise to the grievance, the bargaining unit member may file the written grievance at Step One as set forth in G., above.

Step One – A bargaining unit member shall file a written grievance with the bargaining unit member's Dean of the College in which the grievant is employed within the time limit described in G. above. A meeting with the Dean or designee will be held within seven (7) days of the filing of the grievance. The Dean/designee will provide a written response to the grievance within ten (10) days following receipt of the grievance. If the matter is not resolved to the satisfaction of the bargaining unit member within ten (10) days of the date of the Dean/designee's response, the bargaining unit member may file a written grievance at Step Two.

Step Two – Within ten (10) days of the date of the Dean/designee's written response at Step One, the written grievance must be filed with the Provost. A meeting with the Provost or designee will be held within seven (7) days of the filing of the grievance. The Provost/designee will provide a written response to the grievance within ten (10) days following receipt of the grievance.

Arbitration Step:

A. In the event the grievant is not satisfied with the decision at Step Two of the Grievance Procedure, the decision may be appealed to arbitration by filing a written appeal with the Provost with a copy to General Counsel within twenty (20) days of receipt of the Provost/designee's decision along with a copy of the request for arbitration panel that the grievant has filed with the Federal Mediation and Conciliation Service (FMCS) within fifteen (15) days of receipt of the Provost/designee's decision. The request to FMCS shall demand a panel of seven

(7) arbitrators from the region that includes New Mexico. Each party retains the right to request a second panel of seven (7) arbitrators from the region that includes New Mexico within five (5) days of receipt of the panel. The parties will meet to strike names from the list of arbitrators within fifteen (15) days of receipt of the list. Each party will strike one name followed by the other party striking one name until a single name remains, who shall become the Arbitrator. The party required to strike the first name will be the grievant.

- B. If an issue of arbitrability exists, the Arbitrator shall determine such issues by briefs prior to scheduling the merits hearing. If the Arbitrator determines the grievance to be arbitrable, the case will proceed to a hearing on the merits. If prehearing briefs are not submitted, the grievance will advance to arbitration. A hearing on the merits of the grievance shall occur within three (3) months of notification of selection of the Arbitrator. Failure of the grievant and/or union to advance the grievance to a hearing within this time limit will render the matter closed and not subject to arbitration.
- C. The Arbitrator is limited to interpreting and applying the language in the agreement. The Arbitrator shall not add to, subtract from, or alter the Agreement in any way, nor shall the Arbitrator substitute their discretion for the University where such discretion is retained by the University. The Arbitrator's decision is limited to the precise issue submitted for arbitration. The Arbitrator shall prepare and submit a written decision to the parties, which shall include the decision, rationale, findings of fact, conclusions of law, and if appropriate, relief, within thirty (30) calendar days after the close of the hearing, which may include submission of post-hearing briefs. The decision of the Arbitrator is final and binding on the parties, subject to appeal as set forth in the Uniform Arbitration Act for compulsory arbitration.
- D. The Arbitrator's charges for services and costs for a Court Reporter and transcripts, if requested by the Arbitrator, shall be shared equally by the parties.
- E. Each party is responsible for its representation and witness costs.
- F. A bargaining unit member who must miss work to attend an arbitration as a grievant, witness, or representative shall request leave without pay from the member's immediate supervisor and provide documentation of their required attendance as soon as possible after learning their presence is required. A teaching assistant shall be responsible for arranging at least twenty (20) calendar days in advance for a suitable replacement to teach the class, subject to the approval of the replacement by the department chair or immediate supervisor.

#### **ARTICLE 14. HEALTH AND SAFETY**

The University shall provide a safe working environment that complies with State and Federal laws. Bargaining unit members shall notify the University in writing of any safety or health

concerns. If the Union determines a safety issue exists that has not been resolved by the immediate supervisor, a Union steward may request a labor management meeting to address the safety concerns.

#### **ARTICLE 15. DRUG/ALCOHOL TESTING**

Bargaining Unit members are required to comply with University policy and practices concerning the impact of alcohol and controlled substances in the workplace.

#### **ARTICLE 16. DUTY TO COOPERATE**

The parties agree to cooperate to work towards creating a work environment that is respectful, responsive, efficient, and accountable within NMSU, recognizing a party's economic constraints.

#### **ARTICLE 17. INTERNATIONAL EMPLOYEE/LABOR MANAGEMENT MEETINGS**

- A. The Union President and the Dean of Graduate Studies or designee agree to meet at the written request of either party to discuss matters of concern to international graduate students holding an assistantship. The request for such a meeting shall contain a recommended agenda of items to be discussed. The Union and the University will each select up to five (5) representatives to participate in each meeting. Additional representatives may be allowed upon written mutual agreement of the parties.
- B. The parties agree such meetings will not occur during periods in which negotiations have commenced until negotiations are completed.
- C. Agreements reached during these meetings may be reduced to writing and signed by the parties.

#### **ARTICLE 18. LABOR MANAGEMENT COMMITTEE**

- A. To help promote a mutually constructive and cooperative relationship, the Union and the University agree to establish a joint Labor Management Committee [hereinafter referred to as the "Committee"]. The Committee will have the following specific objectives:
  - 1. Foster communication between the Union and the University;
  - 0. Serve as a forum to discuss issues of mutual concern;
  - 0. Work to build consensus for joint problem-solving and planning where the Union and University recognize it is best to have a shared position;

0. Inform and educate the University community about the concept and benefits of a Labor Management partnership;
  0. Communicate and share the activities of the Committee with the University community; and
  0. Make recommendations to the appropriate University bodies and monitor the progress of such actions.
- B. The Committee will have no authority to modify the terms of this Agreement. Disputes over alleged violations of this Agreement must be pursued through the Grievance and Arbitration provision of this Agreement. The Committee will forward its recommendations to appropriate administrative designee(s) for consideration. No such recommendation will be considered or treated as constituting a binding agreement between the Union and the University.
- C. The Union and University will each be permitted four (4) representatives on the Committee. The Union and University will each designate one (1) member to serve as co-chair. The co-chairs, along with other Committee Members, will carry out all functions of the Committee, plan the agenda, and arrange meeting dates and times.
- D. The Committee will meet once per semester, or as the Committee members mutually agree. Meetings will be scheduled at dates and times mutually agreed to by the Committee co-chairs. Committee meetings will usually be held on University Property unless the Committee agrees to other accommodations at no expense to the University.
- E. Among other activities that Committee members may mutually agree to pursue, Committee members will pursue the following:
1. A recommended plan for the Union's consultation in the planning and budgeting process of the University comparable to opportunities for consultation available to other Employee groups.
  2. Any other activity the Committee deems warranted.

## **ARTICLE 19. NON-DISCRIMINATION**

- A. Neither party will unlawfully discriminate against a bargaining unit member on any basis covered by state or federal law, which includes, but may not be limited to, age, ancestry, color, disability, gender identity, genetic information, national origin, race, religion, sex, sexual orientation, spousal affiliation, protected veteran status, or union membership/non-membership.

- B. The Union recognizes its responsibility as the exclusive representative to represent all bargaining unit members equally without interference, restraint, or coercion.
- C. Bargaining members may avail themselves of the assistance offered by the University and University policies regarding concerns related to discrimination, harassment, and/or retaliation.

#### **ARTICLE 20. COMPLETE AND ENTIRE AGREEMENT**

- A. This Agreement is the complete and only agreement between the parties and replaces any and all previous agreements. There shall be no additional negotiations on any item, whether contained herein or not and whether contemplated by either party at the time of negotiations or not, except by written mutual agreement of the parties. Nothing in this Article prohibits the parties from voluntarily and mutually agreeing to enter into a written Memorandum of Understanding or a Memorandum of Agreement during the term of this Agreement.
- B. The parties acknowledge that during the negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to all proper subjects of collective bargaining and that all such subjects have been discussed and negotiated upon and agreements contained in this Agreement were arrived at after the free exercise of such rights and opportunities. Therefore, the University and the Union, for the life of this Agreement, each voluntarily and without qualification waives the right and each agrees that the other shall not be obligated to bargain collectively with respect to any subject matter not specifically referred to or covered in this Agreement, even though such subject or matter may not have been within the knowledge or contemplation of either or both of the parties at the time they negotiated or signed this Agreement.

#### **ARTICLE 21. SEVERABILITY**

If any provision of this Agreement is determined by final order of a court or administrative agency with jurisdiction over the parties to be contrary to law, the affected provision shall be rendered null and void. All other provisions not affected by the illegal provision shall remain in full force and effect. Either party may request to negotiate a replacement provision by providing written notice to the other party within fifteen (15) calendar days of the date of the final order of the court or administrative agency.

#### **ARTICLE 21. DURATION**

This Agreement will become effective upon ratification and signature of the parties and will continue in full force and effect until January 1, 2025. Either party may reopen negotiations on the Article Compensation by providing written notice to the other party no earlier than September 1, 2023, and no later than November 1, 2023. A party desiring to negotiate a successor agreement shall notify the other party in writing no earlier than September 1, 2024, and no later than November 1, 2024. If neither party timely files for the opening of negotiations for a successor agreement, the Agreement will be extended for successive one (1) year periods.



**ARTICLE 22. AUTHORIZED SIGNATURES AND ATTEST**

In witness whereof, the parties have executed this Agreement on this \_\_\_\_ day of December, 2022.

**FOR THE UNIVERSITY:**

\_\_\_\_\_  
Dan E. Arvizu, Chancellor

\_\_\_\_\_  
Ammu Devasthali, Chair  
NMSU Board of Regents

**FOR THE UNION:**

\_\_\_\_\_  
Kelley Boland

\_\_\_\_\_  
Liam Goodale

\_\_\_\_\_  
Ellen Ijebor

\_\_\_\_\_  
Hannah Melick

\_\_\_\_\_  
Anna Rose

\_\_\_\_\_  
Matthew Soliz

\_\_\_\_\_  
Jessica Tuleassi

\_\_\_\_\_  
Matthew Varakian

\_\_\_\_\_  
Dan Vargo



**Board of Regents Meeting**  
**Meeting Date: December 7, 2023**  
**Agenda Item Cover Page**

**Agenda Item #** E-2

- ☐ Action Item
- ☒ Consent Item
- ☐ Informational Item

**Presented By:** Associate Vice President Raghu Raghavan

**Agenda Item:**

NMSU Alamogordo Reidlinger Science Center HVAC upgrades

**Requested Action of the Board of Regents:**

Approval of NMSU Alamogordo Reidlinger Science Center HVAC upgrades

**Executive Summary:**

Removal of the existing boiler/chiller HVAC system. Replace the HVAC system with Roof Top Units. Removal and replacement of existing ceiling system. Modify and replace the associated mechanical, electrical, and plumbing systems to accommodate the new units

**References:**

NMSU Alamogordo Facilities Master Plan

**Prior Approvals:**

11/7/23- NMSU Regents Real Estate Committee

11/29/23-NMSU Regents Financial Strategies, Performance and Budget Committee

# Board of Regents

## NMSU ALAMOGORDO REIDLINGER SCIENCE CENTER HVAC UPGRADES

**Raghu Raghavan**  
Associate Vice President

**Jose Loera**  
Interim Executive Director

Facilities and Services



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**New Mexico State University**

# Proposed Scope of Work

*Project Budget \$ 1,575,000*

Reidlinger Science Center HVAC Upgrades includes:

- Remove the existing boiler/chiller HVAC system
- Replace the HVAC system with Roof Top Units
- Removal and replacement of existing ceiling system
- Modify and replace the associated mechanical, electrical, and plumbing systems to accommodate the new units



# Proposed Building Demographics

- **Year Built: 1986**
- **Last Expansion: 2009**  
(Allied Health Center)
- **Building Size: 35,626 GSF**
- **Construction Type:**  
Concrete and steel frame
- **Current Use:**  
Administrative Offices,  
Classrooms, Laboratory  
Research



**Reidlinger Science Center**

# Proposed Project Schedule

- Start of Design – May 2023
- Completion of Design – December 2023
- Start of Construction – February 2024
- Completion of Construction – June 2025

# Funding Sources and Prior Approvals

## Project Funding — \$1,575,000

- FY21 General Obligation Bond \$900,000
- FY21 Severance Tax Bond \$650,000
- FY22 Unrestricted Departmental Funds \$25,000

## Prior Approval

- N/A

# Budget Breakdown

Budget Page 100 of 121

	Funding Total	Percentages
	\$1,575,000.00	
<b>Design, Testing and Special Consultants</b>		
Survey Services	\$0.00	0.00%
Geotechnical Investigation:	\$0.00	0.00%
Total Design Fee:	\$204,725.00	13.00%
Added Design Services:	\$0.00	0.00%
Specialty Consultants:	\$0.00	0.00%
Asbestos/HazMat Consultant	\$0.00	0.00%
Landscape Design Consultant:	\$0.00	0.00%
LEED: (Design, Testing, Admin.)	\$0.00	0.00%
Project Design Contingency	\$0.00	0.00%
<b>Construction</b>		
Maximum Allowance Construction Cost(MACC)	\$1,176,000.00	74.67%
Construction Contingency	\$117,600.00	7.47%
Construction Testing	\$9,737.50	0.62%
Asbestos/Hazard Matl Rem:	\$0.00	0.00%
Integration with Campus Controls	\$0.00	0.00%
Fire / Security Alarms	\$0.00	0.00%
Landscaping	\$0.00	0.00%
Utilities	\$0.00	0.00%
Infrastructure Impact Fee	\$0.00	0.00%
Shop Support (Sign,Key,Locates):	\$0.00	0.00%
		0.00%
<b>Owners Cost</b>		
Moveable Equip-NIC (Div 11):	\$0.00	0.00%
Way Finding	\$0.00	0.00%
Furnishings:	\$0.00	0.00%
Comm, ICT, AV:	\$0.00	0.00%
Moving Costs:	\$0.00	0.00%
Temp Facilities & Controls:	\$0.00	0.00%
Owner Requirements:	\$0.00	0.00%
<b>Art in Public Places</b>	\$0.00	0.00%
<b>Project Administration Fees</b>	\$66,937.50	4.25%
	\$1,575,000.00	100.00%





# Contact Information

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Jose Loera  
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[jloera@nmsu.edu](mailto:jloera@nmsu.edu)



**Thank you!**

**Questions?**



# NMSU Alamogordo: Reidlinger Science Center HVAC Upgrades

## Supplemental Information



# Existing Conditions



Heating HW Boiler in Mechanical Room



VRF Condensing Unit On Roof

# Existing Conditions



Air Cooled Chiller at West Side of Building



Indoor Dual Duct Unit in Mechanical Room



**Board of Regents Meeting**  
**Meeting Date: December 7, 2023**  
**Agenda Item Cover Page**

**Agenda Item # E-3**

- ☐ Action Item
- ☒ Consent Item
- ☐ Informational Item

**Presented By:** Associate Vice President Raghu Raghavan

**Agenda Item:**

NMSU Women's Soccer field upgrades

**Requested Action of the Board of Regents:**

Approval of NMSU Women's Soccer field upgrades

**Executive Summary:**

Authorization to conduct a water audit to ensure proper sprinkler coverage and saturation. Excavation and removal of existing soil. Import engineered soil for proper grass germination and growth. Installation of new irrigation system. Installation of engineered walk-way platform for field accessibility.

**References:**

NMSU Facilities Master Plan

**Prior Approvals:**

11/7/23- NMSU Regents Real Estate Committee

11/29/23-NMSU Regents Financial Strategies, Performance and Budget Committee

# Board of Regents

## NMSU WOMEN'S SOCCER FIELD UPGRADES

**Raghu Raghavan**  
Associate Vice President

**Jose Loera**  
Interim Executive Director

Facilities and Services



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# Proposed Scope of Work

*Project Budget \$ 354,045*

The Women's Soccer Turf Replacement project includes:

- Water audit to ensure proper sprinkler coverage and saturation
- Excavation and removal of existing soil. Import engineered soil for proper grass germination and growth
- Installation of new irrigation system
- Installation of engineered walk-way platform for field accessibility





# Proposed Building Demographics

- **Year Built:** 2012
- **Last Expansion:** 2021  
Lighting & Security Upgrades
- **Building Size:** 96,250 GSF
- **Construction Type:**  
Athletic field
- **Current Use:**  
Women's Soccer



**Women's Soccer Field**

# Proposed Project Schedule

- Start of Design – November 2023
- Completion of Design – January 2024
- Start of Construction – February 2024
- Completion of Construction – November 2024

# Funding Sources and Prior Approvals

## Project Funding — \$354,045

FY22 Severance Tax Bond - \$200,000.00

FY22 Severance Tax Bond – \$100,000.00

Gift – \$54,045

## Prior Approval

- N/A



# Budget Breakdown

Bind Page 1 of 2 of 301

	Funding Total	Percentages
	\$354,045.00	
<b>Design, Testing and Special Consultants</b>		
Survey Services	\$5,780.92	1.63%
Geotechnical Investigation:	\$0.00	0.00%
Total Design Fee:	\$27,500.00	7.77%
Added Design Services:	\$0.00	0.00%
Specialty Consultants:	\$0.00	0.00%
Asbestos/HazMat Consultant	\$0.00	0.00%
Landscape Design Consultant:	\$0.00	0.00%
LEED: (Design, Testing, Admin.)	\$0.00	0.00%
Project Design Contingency	\$0.00	0.00%
<b>Construction</b>		
Maximum Allowance Construction Cost(MACC)	\$270,000.00	76.26%
Construction Contingency	\$18,900.00	5.34%
Construction Testing	\$0.00	0.00%
Asbestos/Hazard Matl Rem:	\$0.00	0.00%
Integration with Campus Controls	\$0.00	0.00%
Fire / Security Alarms	\$0.00	0.00%
Landscaping	\$0.00	0.00%
Utilities	\$0.00	0.00%
Infrastructure Impact Fee	\$0.00	0.00%
Shop Support (Sign,Key,Locates):	\$0.00	0.00%
		0.00%
<b>Owners Cost</b>		
Moveable Equip-NIC (Div 11):	\$0.00	0.00%
Way Finding	\$0.00	0.00%
Furnishings:	\$0.00	0.00%
Comm, ICT, AV:	\$0.00	0.00%
Moving Costs:	\$0.00	0.00%
Temp Facilities & Controls:	\$0.00	0.00%
Owner Requirements:	\$0.00	0.00%
<b>Art in Public Places</b>	\$0.00	0.00%
<b>Project Administration Fees</b>	\$31,864.08	9.00%
	\$354,045.00	100.00%



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Facilities and Services

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**Thank you!**

**Questions?**



# NMSU: Women's Soccer Field Upgrades

## Supplemental Information



# Existing Conditions



Soccer Field with visible crown



# Existing Conditions



East facing soccer field



North east facing field



**Board of Regents Meeting**  
**Meeting Date: December 7, 2023**  
**Agenda Item Cover Page**

**Agenda Item #** E-4

**Presented By:** Associate Vice President Raghu Raghavan

☐ Action Item

☒ Consent Item

☐ Informational Item

**Agenda Item:**

NMSU Alamogordo Rohovec Roof and Exterior Improvements

**Requested Action of the Board of Regents:**

Approval of NMSU Alamogordo Rohovec Roof and Exterior Improvements

**Executive Summary:**

Authorization to construct new TPO membrane roofing over existing flat roof and parapets. Existing roofing system, crickets and drains (cleaned) to remain. New roof flashing and new counterflashing at existing walls and equipment. Temporary disconnection and reconnection of associated Mechanical, Electrical, and Plumbing systems to accept new roofing system. Removal and replacement of exterior stucco system. Replacement of existing exterior doors, frames and windows

**References:**

NMSU Alamogordo Facilities Master Plan

**Prior Approvals:**

11/7/23- NMSU Regents Real Estate Committee

11/29/23-NMSU Regents Financial Strategies, Performance and Budget Committee

# Board of Regents

## NMSU ALAMOGORDO ROHOVEC ROOF AND EXTERIOR IMPROVEMENTS

**Raghu Raghavan**  
Associate Vice President

**Jose Loera**  
Interim Executive Director

Facilities and Services



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# Proposed Scope of Work

*Project Budget \$ 2,700,000*

Alamogordo Rohovec Roof and Exterior Improvements includes:

- New TPO membrane roofing over existing flat roof and parapets
- Existing roofing system, crickets and drains (cleaned) to remain
- New roof flashing and new counterflashing at existing walls and equipment
- Temporary disconnection and reconnection of associated Mechanical, Electrical, and Plumbing systems to accept new roofing system
- Removal and replacement of exterior stucco system
- Replacement of existing exterior doors, frames and windows



# Proposed Building Demographics

- **Year Built:** 1975
- **Last Expansion:** None
- **Building Size:** 8,605 GSF
- **Construction Type:**  
Concrete and steel frame
- **Current Use:**  
Auditorium Classroom



**Rohovec Building**

# Proposed Project Schedule

- Start of Design – August 2023
- Completion of Design – December 2023
- Start of Construction – March 2024
- Completion of Construction – July 2025

# Funding Sources and Prior Approvals

## Project Funding — \$2,700,00

- FY22 Severance Tax Bond \$1,000,000
- FY23 Unrestricted Departmental Funds – \$1,700,000

## Prior Approval

- N/A





# Budget Breakdown

Bind Page 2 of 22

	Funding Total	Percentages
	\$2,700,000.00	
<b>Design, Testing and Special Consultants</b>		
Survey Services	\$0.00	0.0%
Geotechnical Investigation:	\$0.00	0.0%
Total Design Fee:	\$147,840.00	5.5%
Added Design Services:	\$0.00	0.0%
Specialty Consultants:	\$0.00	0.0%
Asbestos/HazMat Consultant	\$0.00	0.0%
Landscape Design Consultant:	\$0.00	0.0%
LEED: (Design, Testing, Admin.)	\$0.00	0.0%
Project Design Contingency	\$0.00	0.0%
<b>Construction</b>		
Maximum Allowance Construction Cost(MACC)	\$2,200,000.00	81.5%
Construction Contingency	\$220,000.00	8.1%
Construction Testing	\$17,410.00	0.6%
Asbestos/Hazard Matl Rem:	\$0.00	0.0%
Integration with Campus Controls	\$0.00	0.0%
Fire / Security Alarms	\$0.00	0.0%
Landscaping	\$0.00	0.0%
Utilities	\$0.00	0.0%
Infrastructure Impact Fee	\$0.00	0.0%
Shop Support (Sign,Key,Locates):	\$0.00	0.0%
		0.0%
<b>Owners Cost</b>		
Moveable Equip-NIC (Div 11):	\$0.00	0.0%
Way Finding	\$0.00	0.0%
Furnishings:	\$0.00	0.0%
Comm, ICT, AV:	\$0.00	0.0%
Moving Costs:	\$0.00	0.0%
Temp Facilities & Controls:	\$0.00	0.0%
Owner Requirements:	\$0.00	0.0%
<b>Art in Public Places</b>	\$0.00	0.0%
<b>Project Administration Fees</b>	\$114,750.00	4.3%
	\$2,700,000.00	100.0%



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Facilities and Services



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**Thank you!**

**Questions?**



# NMSU Alamogordo Rohovec Roof and Exterior Improvements

## Supplemental Information



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Facilities and Services

# Existing Conditions



Rooftop



Rooftop mechanical units & screens

# Existing Conditions



Exterior window & frame



Exterior window & frame



**Board of Regents Meeting**  
**Meeting Date: December 7, 2023**  
**Agenda Item Cover Page**

**Agenda Item # E-5**

- ☐ Action Item
- ☒ Consent Item
- ☐ Informational Item

**Presented By:** Associate Vice President Raghu Raghavan

**Agenda Item:**

DACC Health Building Stucco Repairs

**Requested Action of the Board of Regents:**

Approval of DACC Health Building Stucco Repairs

**Executive Summary:**

Authorization to remove and replace predetermined areas of stucco down to the sheathing and replace with new stucco system

**References:**

DACC Facility Master Plan

**Prior Approvals:**

11/7/23- NMSU Regents Real Estate Committee

11/29/23-NMSU Regents Financial Strategies, Performance and Budget Committee

# Board of Regents

## DACC HEALTH BUILDING STUCCO REPAIRS

**Raghu Raghavan**  
Associate Vice President

**Jose Loera**  
Interim Executive Director

Facilities and Services



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**New Mexico State University**

# Proposed Scope of Work

***Project Budget \$ 329,850***

DACC Health Building Stucco Repairs includes:

- Remove and replace predetermined areas of stucco to the sheathing and replace with new stucco system



# Proposed Building Demographics

- **Year Built:** 1996
- **Last Expansion:** N/A
- **Building Size:** 33,396 GSF
- **Construction Type:**  
Concrete and steel frame
- **Current Use:**  
Administrative Offices,  
Classrooms



**Health and Public Services Building**

# Proposed Project Schedule

- Start of Design-N/A
- Completion of Design-N/A
- Start of Construction – February 2024
- Completion of Construction – July 2024



# Funding Sources and Prior Approvals

## Project Funding — \$329,850

- FY23 Building Renewal and Replacement Non-Recurring Funding-\$329,850

## Prior Approval

- N/A

# Budget Breakdown

Binder Page 2 of 8

	Funding Total	Percentages
	\$329,850.00	
<b>Design, Testing and Special Consultants</b>		
Survey Services	\$0.00	0.0%
Geotechnical Investigation:	\$0.00	0.0%
Total Design Fee:	\$0.00	0.0%
Added Design Services:	\$0.00	0.0%
Specialty Consultants:	\$0.00	0.0%
Asbestos/HazMat Consultant	\$0.00	0.0%
Landscape Design Consultant:	\$0.00	0.0%
LEED: (Design, Testing, Admin.)	\$0.00	0.0%
Project Design Contingency	\$0.00	0.0%
<b>Construction</b>		
Maximum Allowance Construction Cost(MACC)	\$289,013.64	87.6%
Construction Contingency	\$5,345.36	1.6%
Construction Testing	\$8,500.00	2.6%
Asbestos/Hazard Matl Rem:	\$0.00	0.0%
Integration with Campus Controls	\$0.00	0.0%
Fire / Security Alarms	\$0.00	0.0%
Landscaping	\$0.00	0.0%
Utilities	\$0.00	0.0%
Infrastructure Impact Fee	\$0.00	0.0%
Shop Support (Sign,Key,Locates):	\$0.00	0.0%
		0.0%
<b>Owners Cost</b>		
Moveable Equip-NIC (Div 11):	\$0.00	0.0%
Way Finding	\$0.00	0.0%
Furnishings:	\$0.00	0.0%
Comm, ICT, AV:	\$0.00	0.0%
Moving Costs:	\$0.00	0.0%
Temp Facilities & Controls:	\$0.00	0.0%
Owner Requirements:	\$0.00	0.0%
<b>Art in Public Places</b>	\$0.00	0.0%
<b>Project Administration Fees</b>	\$26,991.00	8.2%
	\$329,850.00	100.0%



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Facilities and Services

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**Thank you!**

**Questions?**



# Las Cruces: DACC Health Building Stucco Repairs

## Supplemental Information



# Existing Conditions



DACC Health and Public Services Building Exterior





**Board of Regents Meeting**  
**Meeting Date: December 7, 2023**  
**Agenda Item Cover Page**

**Agenda Item # E-6**

- ☐ Action Item
- ☒ Consent Item
- ☐ Informational Item

**Presented By:** Associate Vice President Raghu Raghavan

**Agenda Item:**

Grants Martinez Hall Exterior Improvements

**Requested Action of the Board of Regents:**

Approval of Martinez Hall Exterior Improvements

**Executive Summary:**

Authorization to remove exterior stucco system and sheathing. Replace with new sheathing and install External Insulation Finishing Systems (EIFS Stucco). Remove existing roofing. Install new PVC roofing materials.

**References:**

NMSU Grants Facility Master Plan

**Prior Approvals:**

11/7/23- NMSU Regents Real Estate Committee

11/29/23-NMSU Regents Financial Strategies, Performance and Budget Committee

# Board of Regents

## NMSU GRANTS: MARTINEZ HALL EXTERIOR IMPROVEMENTS

**Raghu Raghavan**

Associate Vice President

**Jose Loera**

Interim Executive  
Director

Facilities and Services



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# Proposed Scope of Work

*Project Budget \$1,584,000*

This project includes:

- Remove exterior stucco system and sheathing
- Replace with new sheathing and install External Insulation Finishing Systems (EIFS Stucco)
- Remove existing roofing
- Install all new roofing materials

# Proposed Building Demographics

- **Year Built:** 1977
- **Last Expansion:** 2017
- **Building Size:** 85,372 total square feet
- **Construction Type:** Concrete, CMU Block, Metal Studs and Steel Joists
- **Future Use:** Academic Programs



# Proposed Project Schedule

- Start of Design- December 2021
- Completion of Design – September 2022
- Start of Construction – February 2024
- Completion of Construction – February 2025

# Funding Sources and Prior Approvals

**Project Funding — \$1,584,000**

2023 General Funds—\$1,584,000

**Prior Approval**

N/A

# Budget Breakdown

Binder Page 227 of 324

	Funding Total	Percentages
	\$1,584,000.00	
<b>Design, Testing and Special Consultants</b>		
Survey Services	\$0.00	0.0%
Geotechnical Investigation:	\$0.00	0.0%
Total Design Fee:	\$0.00	0.0%
Added Design Services:	\$0.00	0.0%
Specialty Consultants:	\$0.00	0.0%
Asbestos/HazMat Consultant	\$0.00	0.0%
Landscape Design Consultant:	\$0.00	0.0%
LEED: (Design, Testing, Admin.)	\$0.00	0.0%
Project Design Contingency	\$0.00	0.0%
<b>Construction</b>		
Maximum Allowance Construction Cost(MACC)	\$1,353,200.00	85.4%
Construction Contingency	\$135,320.00	8.5%
Construction Testing	\$0.00	0.0%
Asbestos/Hazard Matl Rem:	\$0.00	0.0%
Integration with Campus Controls	\$0.00	0.0%
Fire / Security Alarms	\$0.00	0.0%
Landscaping	\$0.00	0.0%
Utilities	\$0.00	0.0%
Infrastructure Impact Fee	\$0.00	0.0%
Shop Support (Sign,Key,Locates):	\$0.00	0.0%
		0.0%
<b>Owners Cost</b>		
Moveable Equip-NIC (Div 11):	\$0.00	0.0%
Way Finding	\$0.00	0.0%
Furnishings:	\$0.00	0.0%
Comm, ICT, AV:	\$0.00	0.0%
Moving Costs:	\$0.00	0.0%
Temp Facilities & Controls:	\$0.00	0.0%
Owner Requirements:	\$0.00	0.0%
<b>Art in Public Places</b>	\$0.00	0.0%
<b>Project Administration Fees</b>	\$95,040.00	6.0%
	\$1,583,560.00	100.0%



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Facilities and Services

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**Thank you!**

**Questions?**



# Las Cruces: NMSU Grants: Martinez Hall Exterior Improvements

## Supplemental Information

# Existing Conditions



# Existing Conditions



# Existing Conditions





**Board of Regents Meeting**  
**Meeting Date: December 7, 2023**  
**Agenda Item Cover Page**

**Agenda Item #** E-7

☐ Action Item

☒ Consent Item

☐ Informational Item

**Presented By:** Associate Vice President Raghu Raghavan

**Agenda Item:**

Campus Wide Safety, Road, and Drainage Improvements

**Requested Action of the Board of Regents:**

Approval of Campus Wide Safety, Road, and Drainage Improvements

**Executive Summary:**

Authorization to reconstruct campus roadways identified on the NMSU Transportation Asset Master Plan-Rated poor needing reconstruction. Remove and replace existing curb and gutter which have been identified that need replacement to allow positive drainage and support the road structure. Remove and replace existing sidewalks that have been identified as a safety hazard.

**References:**

NMSU Transportation Asset Master Plan-Rated

**Prior Approvals:**

11/7/23- NMSU Regents Real Estate Committee

11/29/23-NMSU Regents Financial Strategies, Performance and Budget Committee

# Board of Regents

## CAMPUS WIDE SAFETY, ROAD, AND DRAINAGE IMPROVEMENTS

Raghu Raghavan  
Associate Vice President

Jose Loera  
Interim Executive  
Director

Facilities and Services



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**New Mexico State University**



# Proposed Scope of Work

*Project Budget \$ 2,577,115*

Campus Wide Safety, Road, and Drainage Improvements includes:

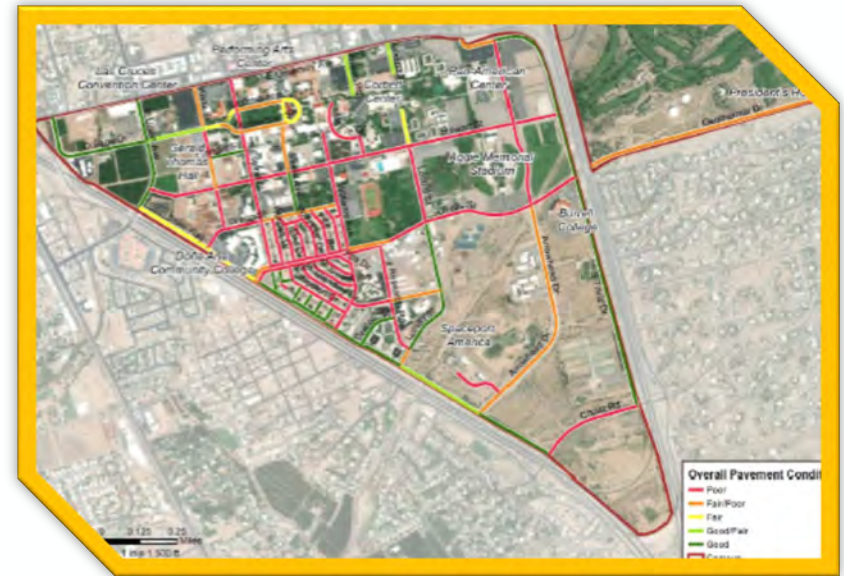
- Reconstruct campus roadways identified on the NMSU Transportation Asset Master Plan-Rated Poor needing reconstruction
- Remove and replace existing curb and gutter which have been identified that need replacement to allow positive drainage and support the road structure
- Remove and replace existing sidewalks that have been identified as a safety hazard





# Proposed Demographics

- **Year Built:** Various
- **Last Expansion:** NA
- **Building Size:** NA
- **Construction Type:** Concrete and Asphalt
- **Current Use:** Ingress and egress within campus



**NMSU Roadway System**

# Proposed Project Schedule

- Start of Design-N/A
- Completion of Design-N/A
- Start of Construction – February 2024
- Completion of Construction – June 2024



# Funding Sources and Prior Approvals

## Project Funding — \$2,577,115

- FY23 Renewal and Replacement Non-Recurring Funding – \$2,577,115

## Prior Approval

- N/A

# Budget Breakdown

Binder Page 240 of 324

	Funding Total	Percentages
	\$2,577,115.00	
<b>Design, Testing and Special Consultants</b>		
Survey Services	\$0.00	0.0%
Geotechnical Investigation:	\$0.00	0.0%
Total Design Fee:	\$0.00	0.0%
Added Design Services:	\$0.00	0.0%
Specialty Consultants:	\$0.00	0.0%
Asbestos/HazMat Consultant	\$0.00	0.0%
Landscape Design Consultant:	\$0.00	0.0%
LEED: (Design, Testing, Admin.)	\$0.00	0.0%
Project Design Contingency	\$0.00	0.0%
<b>Construction</b>		
Maximum Allowance Construction Cost(MACC)	\$2,349,650.00	91.2%
Construction Contingency	\$117,482.50	4.6%
Construction Testing	\$0.00	0.0%
Asbestos/Hazard Matl Rem:	\$0.00	0.0%
Integration with Campus Controls	\$0.00	0.0%
Fire / Security Alarms	\$0.00	0.0%
Landscaping	\$0.00	0.0%
Utilities	\$0.00	0.0%
Infrastructure Impact Fee	\$0.00	0.0%
Shop Support (Sign,Key,Locates):	\$0.00	0.0%
		0.0%
<b>Owners Cost</b>		
Moveable Equip-NIC (Div 11):	\$0.00	0.0%
Way Finding	\$0.00	0.0%
Furnishings:	\$0.00	0.0%
Comm, ICT, AV:	\$0.00	0.0%
Moving Costs:	\$0.00	0.0%
Temp Facilities & Controls:	\$0.00	0.0%
Owner Requirements:	\$0.00	0.0%
<b>Art in Public Places</b>	\$0.00	0.0%
<b>Project Administration Fees</b>	\$109,527.39	4.3%
	\$2,576,659.89	100.0%



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Facilities and Services

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**Thank you!**

**Questions?**



# Las Cruces: Campus Wide Safety, Road, and Drainage Improvements

## Supplemental Information



# Existing Conditions



Block Cracking occurs where the longitudinal and transverse cracking joints have formed blocks indicating that the pavement has hardened significantly and caused failure



# Existing Conditions



Alligator Cracking where repeated heavy loads or poor subgrade support has cracked the old pavement



Potholes where pieces of the pavement were lost and moisture collects inside the hole



**Board of Regents Meeting**  
**Meeting Date: December 7, 2023**  
**Agenda Item Cover Page**

**Agenda Item #** E-8

- ☐ Action Item  
☒ Consent Item  
☐ Informational Item

**Presented By:** Associate Vice President Raghu Raghavan

**Agenda Item:**

DACC Espina Campus Parking Lots

**Requested Action of the Board of Regents:**

Approval of DACC Espina Campus Parking Lots 69, 70, and 71

**Executive Summary:**

Reconstruction of parking lots 69, 70, and 71. Removal of existing pavement and sub-base, replace pavement with base course, prime coat, and asphalt surface. The sidewalk will be removed and replaced as needed. To include ADA compliant pedestrian ramps.

**References:**

DACC Facility Master Plan

**Prior Approvals:**

11/7/23- NMSU Regents Real Estate Committee

11/29/23-NMSU Regents Financial Strategies, Performance and Budget Committee

# Board of Regents

## LAS CRUCES: DACC ESPINA CAMPUS PARKING LOTS

**Raghu Raghavan**  
Associate Vice President

**Jose Loera**  
Interim Executive Director

Facilities and Services



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# Proposed Scope of Work

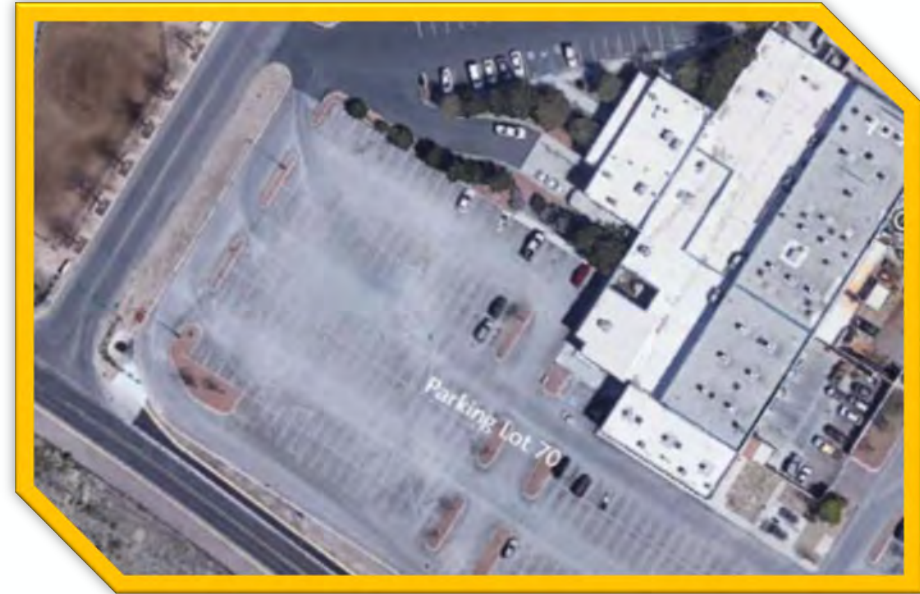
*Project Budget \$1,791,170*

The DACC Espina Parking Lots project includes:

- Reconstruction of parking lots 69, 70, and 71. Removal of existing pavement and sub-base, replace pavement with base course, prime coat, and asphalt surface.
- The sidewalk will be removed and replaced as needed. To include ADA compliant pedestrian ramps.

# Parking Lot Demographics

- **Last Improvements:**  
2014
- **Parking Lot Size:**
  - Lot 69 – 4,280 SY
  - Lot 70 - 19,800 SY
  - Lot 71 - 985 SY
- **Construction Type:**  
Asphalt



**Parking Lots 69,70, and 71**

# Proposed Project Schedule

- Start of Design-November 2023
- Completion of Design – February 2024
- Start of Construction – March 2024
- Completion of Construction – August 2024

# Funding Sources and Prior Approvals

## Project Funding — \$1,791,170

- 2022 Local General Obligation Bond – \$1,791,170

## Prior Approval

- N/A

# Budget Breakdown

Binder Page 2 of 64

	Funding Total	Percentages
	\$1,971,170.00	
<b>Design, Testing and Special Consultants</b>		
Survey Services	\$0.00	0.00%
Geotechnical Investigation:	\$16,000.00	0.81%
Total Design Fee:	\$147,662.25	7.49%
Added Design Services:	\$0.00	0.00%
Specialty Consultants:	\$0.00	0.00%
Asbestos/HazMat Consultant	\$0.00	0.00%
Landscape Design Consultant:	\$0.00	0.00%
LEED: (Design, Testing, Admin.)	\$0.00	0.00%
Project Design Contingency	\$0.00	0.00%
<b>Construction</b>		
Maximum Allowance Construction Cost(MACC)	\$1,533,037.54	77.77%
Construction Contingency	\$137,000.00	6.95%
Construction Testing	\$25,000.00	1.27%
Asbestos/Hazard Matl Rem:	\$0.00	0.00%
Integration with Campus Controls	\$0.00	0.00%
Fire / Security Alarms	\$0.00	0.00%
Landscaping	\$0.00	0.00%
Utilities	\$0.00	0.00%
Infrastructure Impact Fee	\$0.00	0.00%
Shop Support (Sign,Key,Locates):	\$5,000.00	0.25%
		0.00%
<b>Owners Cost</b>		
Moveable Equip-NIC (Div 11):	\$0.00	0.00%
Way Finding	\$0.00	0.00%
Furnishings:	\$0.00	0.00%
Comm, ICT, AV:	\$0.00	0.00%
Moving Costs:	\$0.00	0.00%
Temp Facilities & Controls:	\$0.00	0.00%
Owner Requirements:	\$0.00	0.00%
<b>Art in Public Places</b>	\$0.00	0.00%
<b>Project Administration Fees</b>	\$107,470.21	5.45%
	\$1,971,170.00	100.00%



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Facilities and Services



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**Thank you!**

**Questions?**



# Las Cruces: DACC Espina Campus Parking Lots

## Supplemental Information

# Parking Lot 69



DACC Espina Parking Lot 69

# Parking Lot 70



DACC Espina Campus Parking Lot 71

# Parking Lot 71



DACC Espina Campus Parking Lot 71



**Board of Regents Meeting**  
**Meeting Date: December 7, 2023**  
**Agenda Item Cover Page**

**Agenda Item #** E-9

- ☐ Action Item
- ☒ Consent Item
- ☐ Informational Item

**Presented By:** Associate Vice President Raghu Raghavan.

**Agenda Item:**

NMSU Ag Mod College of Agricultural, Consumer, and Environmental Sciences Student Learning Center

**Requested Action of the Board of Regents:**

Approval of NMSU Ag Mod College of Agricultural, Consumer, and Environmental Sciences Student Learning Center

**Executive Summary:**

Authorization to design and construct a pre-engineered facility for use as an engineered dirt floor Learning Environment Instructional Space and a Lecture Classroom.

**References:**

NMSU Facilities Master Plan

**Prior Approvals:**

8/22/22 - NMSU Board of Regents

11/7/23 - NMSU Regents Real Estate Committee

11/29/23 - NMSU Regents Financial Strategies, Performance and Budget Committee 3/13/2023

# Board of Regents

LAS CRUCES: COLLEGE OF AGRICULTURAL,  
CONSUMER, AND ENVIRONMENTAL SCIENCES  
STUDENT LEARNING CENTER

Raghu Raghavan  
Associate Vice President

Jose Loera  
Interim Executive Director

Facilities and Services



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**New Mexico State University**



# Proposed Scope of Work

## *Project Budget \$11,310,000*

College of Agricultural, Consumer, and Environmental Sciences Student Learning Center project includes:

- Construction of a pre-engineered clear span metal, open air structure with a dirt Learning Environment floor, restrooms, exhaust fans, electrical, and storage
- Instructional space at the Learning Environment Floor
- Spectator seating for 240 capacity
- Instructional space – lecture classroom with 23 desks



# Proposed Building Demographics

- **Year Built:** 2024
- **Last Expansion:** N/A
- **Building Size:** 37,662 GSF
- **Construction Type:** Pre-engineered metal building, concrete footings and steel frame
- **Proposed Use:** Instructional (hands-on work with live animals and lecture classroom)



**Proposed location on existing  
Knox Street**

# Proposed Project Schedule

- Start of Design – April 2022
- Completion of Design – January 2024
- Start of Construction – February 2024
- Completion of Construction – May 2025



# Funding Sources and Prior Approvals

## Project Funding — \$11,310,000

- FY21 General Obligation Bond (E5324) Section 10 of SB207 – \$9,410,000
- Institutional Funding-\$1,900,000

## Prior Approval

- 03/13/2023



# Budget Breakdown

	Funding Total	Percentages
	\$11,310,000.00	
<b>Design, Testing and Special Consultants</b>		
Survey Services	\$0.00	0.00%
Geotechnical Investigation:	\$15,005.61	0.13%
Total Design Fee:	\$606,420.53	5.36%
Added Design Services:	\$0.00	0.00%
Specialty Consultants:	\$0.00	0.00%
Asbestos/HazMat Consultant	\$0.00	0.00%
Landscape Design Consultant:	\$0.00	0.00%
LEED: (Design, Testing, Admin.)	\$0.00	0.00%
Project Design Contingency	\$0.00	0.00%
<b>Construction</b>		
Maximum Allowance Construction Cost(MACC)	\$9,588,167.90	84.78%
Construction Contingency	\$635,736.00	5.62%
Construction Testing	\$1,919.25	0.02%
Asbestos/Hazard Matl Rem:	\$0.00	0.00%
Integration with Campus Controls	\$0.00	0.00%
Fire / Security Alarms	\$0.00	0.00%
Landscaping	\$0.00	0.00%
Utilities	\$0.00	0.00%
Infrastructure Impact Fee	\$0.00	0.00%
Shop Support (Sign,Key,Locates):	\$0.00	0.00%
<b>Owners Cost</b>		
Moveable Equip-NIC (Div 11):	\$0.00	0.00%
Way Finding	\$0.00	0.00%
Furnishings:	\$100,000.00	0.88%
Comm, ICT, AV:	\$100,000.00	0.88%
Moving Costs:	\$0.00	0.00%
Temp Facilities & Controls:	\$0.00	0.00%
Owner Requirements:	\$0.00	0.00%
<b>Art in Public Places</b>	\$94,100.00	0.83%
<b>Project Administration Fees</b>	\$168,651.00	1.49%
	\$11,310,000.29	100.00%

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575.646.5013

[jloera@nmsu.edu](mailto:jloera@nmsu.edu)



**Thank you!**

**Questions?**



# Las Cruces: College of Agricultural, Consumer, and Environmental Sciences Student Learning Center

## Supplemental Information





# Existing Conditions



Proposed site for new College of Agricultural, Consumer, and Environmental Sciences Student Learning Center facility



**Board of Regents Meeting**  
**Meeting Date: December 7, 2023**  
**Agenda Item Cover Page**

**Agenda Item # E-10**

- ☐ Action Item
- ☒ Consent Item
- ☐ Informational Item

**Presented By:** D'Anne Stuart  
Interim Vice President

**Agenda Item:**

Disposition/Deletion of Property

**Requested Action of the Board of Regents:**

Approval of Property Disposition

**Executive Summary:**

The Property Disposition Report represents tangible personal property on the capital asset list identified for disposition and deletion from the university's capital inventory.

**References:**

N/A

**Prior Approvals:**

N/A

**NMSU-BoR**  
**Capital Property Disposition Report - Summary**  
**As of 11-20-2023**

Categories	Count	Total Cost	Accumulated Depreciation	Net Book Amount
Surplus Vehicle	4	\$81,350.68	\$78,879.50	\$2,471.18
Stolen Vehicle	1	\$22,526.00	\$22,526.00	\$0.00
Destroyed Vehicle	5	\$104,574.25	\$73,559.80	\$31,014.45
Surplus Equipment	61	\$1,195,068.40	\$1,187,282.73	\$7,785.67
Destroyed Equipment	1	\$6,000.00	\$6,000.00	\$0.00
<b>Grand Total</b>	<b>72</b>	<b>\$ 1,409,519.33</b>	<b>\$ 1,368,248.03</b>	<b>\$ 41,271.30</b>

**NMSU-BoR**  
**Capital Property Disposition Report - Detail**  
**As of 11-20-2023**

**State Auditor sent xx/xx/2023**  
**Disposed on xx/xx/2023**  
**Verified disposal on xx/xx/2023**

#	Department	Barcode	Manufacturer / Model / Serial	Acquisition Date	Total Cost	Accumulated Depreciation	Net Book Amount	Disposal Type	System Status	User Status	ICR if NBV
1	POLICE DEPARTMENT NMSU	U411934	TRUCK VEHICLE/2007 F150/FORD	6/6/2007	\$15,754.00	\$15,754.00	\$0.00	Surplus Vehicle	R	P	
2	POLICE DEPARTMENT NMSU	U419115	2009 EXPEDITION/SSV 4X4/FORD	9/15/2009	\$37,068.68	\$34,597.50	\$2,471.18	Surplus Vehicle	R	P	240039
3	ADMIN PRGM BERNIL CTY	U415770	Vehicle 2008 Chevy Uplander G74102	5/14/2008	\$16,549.00	\$16,549.00	\$0.00	Surplus Vehicle	R	P	
4	PSL ISC PRODUCTION	U408481	2006 FORD FOCUS ZX4SES SEDAN VEHICLE 03992G NO 727	3/9/2006	\$11,979.00	\$11,979.00	\$0.00	Surplus Vehicle	R	P	
5	EXT AG RESOURCE DEVELOPMENT	U401355	TRUCK 1/2 TON 4X4 2004 G57377	2/2/2004	\$22,526.00	\$22,526.00	\$0.00	Stolen Vehicle	O	S	
6	Facilities and Services	U412044	2007 DODGE 7 PASSENGER MINIVAN VEHICLE 03991G	3/27/2007	\$17,400.00	\$17,400.00	\$0.00	Destroyed Vehicle	R	Z	
7	Agricultural,Consumer & Env Sci Col	U419511	2009 CHEVY Impala G76639	3/26/2009	\$17,599.00	\$17,599.00	\$0.00	Destroyed Vehicle	R	Z	
8	Cooperative Extension Service	U434972	2014 DODGE HALF TON PICKUP QUAD CAB 4 X 4 G91984	7/10/2014	\$10,905.00	\$7,270.00	\$3,635.00	Destroyed Vehicle	N	Z	240102
9	New Mexico Dept of Agriculture	U439454	2015 #836 Ford Edge FWD 2.0L Eco Boost White G96339	12/22/2015	\$24,172.25	\$12,891.84	\$11,280.41	Destroyed Vehicle	R	Z	240100
10	Agricultural,Consumer & Env Sci Col	U441254	2016 Toyota Tacoma White G98072	6/3/2016	\$34,498.00	\$18,398.96	\$16,099.04	Destroyed Vehicle	R	Z	240104
11	Agricultural,Consumer & Env Sci Col	U419074	Booster Heater Hatco PMG 100	11/14/2008	\$6,000.00	\$6,000.00	\$0.00	Destroyed Equipment	R	Z	
12	NMDA STATE CHEMIST LABORATORY	U430404	Fume Hood 163076	6/25/2012	\$23,675.33	\$23,675.33	\$0.00	Surplus Equipment	R	P	
13	NMDA STATE CHEMIST LABORATORY	U430405	Fume Hood HMLAB027	6/28/2012	\$7,940.88	\$7,940.88	\$0.00	Surplus Equipment	R	P	
14	NMDA STATE CHEMIST LABORATORY	U441261	Generator Infinity 5010	6/29/2016	\$16,109.00	\$16,109.00	\$0.00	Surplus Equipment	N	P	
15	NMDA METROLOGY LABORATORY	U339078	WEIGHING SYSTEM	9/11/2003	\$8,620.45	\$8,620.45	\$0.00	Surplus Equipment	O	P	
16	PLANT AND ENVIRONMENTAL SCIENCES	U320443	CENTRIFUGE	9/27/1990	\$6,041.00	\$6,041.00	\$0.00	Surplus Equipment	O	P	
17	PLANT AND ENVIRONMENTAL SCIENCES	U440018	Mass Spectrometer	3/2/2016	\$47,500.00	\$47,500.00	\$0.00	Surplus Equipment	R	P	
18	ANIMAL AND RANGE SCIENCES	U405361	FREEZER ULTRALOW	4/14/2005	\$8,993.19	\$8,993.19	\$0.00	Surplus Equipment	O	P	
19	ANIMAL AND RANGE SCIENCES	U425957	BATCH CONTROL SOFTWARE	4/19/2011	\$5,050.51	\$5,050.51	\$0.00	Surplus Equipment	N	P	
20	INNOVATIVE MEDIA RESEARCH & EXTEN	U317989	MIXER AUDIO	11/14/1995	\$6,077.00	\$6,077.00	\$0.00	Surplus Equipment	O	P	
21	BIOLOGY	U309350	STERILIZER STEAM	6/26/2001	\$21,445.43	\$21,445.43	\$0.00	Surplus Equipment	O	P	

22	BIOLOGY	U410886	VWR Freezer Chest PN25000022	3/7/2007	\$6,941.11	\$6,941.11	\$0.00	Surplus Equipment	R	P	
23	BIOLOGY	U422285	Chamber BioCold Insect Rearing Model BC35 IN	9/15/2009	\$8,236.85	\$8,236.85	\$0.00	Surplus Equipment	R	P	
24	BIOLOGY	U423270	Insect Chamber Level3 Drosophila Part DR0S33SD 3	3/1/2010	\$7,982.80	\$7,982.80	\$0.00	Surplus Equipment	R	P	
25	PHYSICS	U304006	LEAK DETECTOR	9/3/1985	\$10,881.00	\$10,881.00	\$0.00	Surplus Equipment	O	P	
26	PHYSICS	U306604	INTERFACE UNIT ELECTRONIC	4/26/1994	\$22,044.00	\$22,044.00	\$0.00	Surplus Equipment	O	P	
27	PHYSICS	U321990	PUMP VAC-ION W/CONTROL	2/15/1984	\$6,416.00	\$6,416.00	\$0.00	Surplus Equipment	O	P	
28	PHYSICS	U325611	CRYOSTAT SYSTEM	10/5/2000	\$29,104.75	\$29,104.75	\$0.00	Surplus Equipment	O	P	
29	EMD DISTANCE EDUCATION	U337002	VIEWSTATION POLYCOM FX INCLUDES	9/10/2001	\$13,864.00	\$13,864.00	\$0.00	Surplus Equipment	O	P	
30	DEPARTMENT OF KINESIOLOGY	U318498	TREADMILL 2000 220V MODEL 768723	5/11/2000	\$6,000.00	\$6,000.00	\$0.00	Surplus Equipment	O	P	
31	COMMUNICATION DISORDERS	U411206	BIOLOGIC 580SP2191 SCOUT SPORT WITH DP AND TEOAE	1/4/2007	\$8,500.00	\$8,500.00	\$0.00	Surplus Equipment	R	P	
32	SPEECH AND HEARING CLINIC	U436856	HEAR ID DP TE SF with TEOAE SFOAE	11/21/2014	\$12,831.00	\$12,831.00	\$0.00	Surplus Equipment	R	P	
33	CHEMICAL & MATERIALS ENGINEERING	U423136	Software MS DMOL3 SOLID STATE PARALLEL Perpetual	2/3/2010	\$12,694.45	\$12,694.45	\$0.00	Surplus Equipment	R	P	
34	CHEMICAL & MATERIALS ENGINEERING	U423137	Software MS REFLEX Perpetual	2/3/2010	\$5,271.00	\$5,271.00	\$0.00	Surplus Equipment	R	P	
35	CHEMICAL & MATERIALS ENGINEERING	U423138	Software MS SORPTION Perpetual	2/3/2010	\$5,691.44	\$5,691.44	\$0.00	Surplus Equipment	R	P	
36	CHEMICAL & MATERIALS ENGINEERING	U423139	Software MS FORCITE PLUS Perpetual	2/3/2010	\$9,174.96	\$9,174.96	\$0.00	Surplus Equipment	R	P	
37	ICT TELECOMM,NETWORK,CUST SUPPORT	U415576	CallXpress Advanced Messaging Server 96	5/5/2008	\$87,007.00	\$87,007.00	\$0.00	Surplus Equipment	R	P	
38	ICT DATA ARCHITECTURE	U419671	Server	2/19/2009	\$7,000.00	\$7,000.00	\$0.00	Surplus Equipment	R	P	
39	SECURITY SAFETY SERVICES	U420834	COMPUTER PN 223 4709 DELL PRECISION T5400	5/28/2009	\$6,654.96	\$6,654.96	\$0.00	Surplus Equipment	R	P	
40	PSL TELEMETRY MISSILE SYSTEMS	U200011	VACUUM SYSTEM	11/1/1973	\$5,625.00	\$5,625.00	\$0.00	Surplus Equipment	O	P	
41	EXECUTIVE OFFICE - PRESIDENT	U432383	ImageRUNNER ADVANCE C5235	6/20/2014	\$5,970.00	\$5,970.00	\$0.00	Surplus Equipment	R	P	
42	DACC CUSTOMIZED TRAINING PGM	U335565	PROJECTOR LCD	2/28/2001	\$5,835.00	\$5,835.00	\$0.00	Surplus Equipment	O	P	
43	NMDA IT PROGRAM	U433058	POWERWARE UPS/9155-10/EATON PW	4/24/2013	\$9,572.00	\$9,572.00	\$0.00	Surplus Equipment	R	P	
44	NMDA IT PROGRAM	U440420	UPS/9155 10/EATON	3/18/2016	\$9,772.46	\$5,212.00	\$4,560.46	Surplus Equipment	I	P	240037
45	CHEMISTRY AND BIOCHEMISTRY	U325173	/HFP2500D/PLASMATHERM	11/1/1995	\$5,741.00	\$5,741.00	\$0.00	Surplus Equipment	O	P	
46	CHEMISTRY AND BIOCHEMISTRY	U415224	DESKTOP COMPUTER/T7400/DELL	1/22/2008	\$5,527.00	\$5,527.00	\$0.00	Surplus Equipment	R	P	

47	CHEMISTRY AND BIOCHEMISTRY	U430789	PLASMA EMISSION SPECTROMETER/13283200/THERMO JARRELL- ASH	6/19/2012	\$102,572.89	\$102,572.89	\$0.00	Surplus Equipment	G	P	
48	COMPUTER SCIENCE	U423468	SERVER/X4275/SUNFIRE	4/8/2010	\$10,552.60	\$10,552.60	\$0.00	Surplus Equipment	R	P	
49	COMPUTER SCIENCE	U429396	SERVER/R5500/DELL	1/11/2012	\$7,213.50	\$7,213.50	\$0.00	Surplus Equipment	R	P	
50	COMPUTER SCIENCE	U433490	SERVER/PROLIANT DL385P/H.P.	6/17/2013	\$5,473.97	\$5,473.97	\$0.00	Surplus Equipment	R	P	
51	NURSING	U401445	/NA/LAERDAL	2/12/2004	\$27,067.95	\$27,067.95	\$0.00	Surplus Equipment	O	P	
52	NURSING	U415815	PATIENT SIMULATOR/211-00050/LAERDAL	3/25/2008	\$24,514.75	\$24,514.75	\$0.00	Surplus Equipment	D	P	
53	NURSING	U435176	MANIKIN/ESSENTIAL COMPLETE/SINMAN	3/24/2014	\$37,050.00	\$37,050.00	\$0.00	Surplus Equipment	R	P	
54	ICT FINANCIAL OPERATIONS	U423864	STORAGE SWITCH & TRANSCEIVERS/2498 B80/MAINLINE	6/30/2010	\$39,733.12	\$39,733.12	\$0.00	Surplus Equipment	R	P	
55	ICT FINANCIAL OPERATIONS	U423865	STORAGE SWITCH & TRANSCEIVERS/2498 B80/IBM	6/30/2010	\$39,733.12	\$39,733.12	\$0.00	Surplus Equipment	R	P	
56	ICT FINANCIAL OPERATIONS	U423866	STORAGE SWITCH & TRANSCEIVERS/2499 192/IBM	6/30/2010	\$92,837.12	\$92,837.12	\$0.00	Surplus Equipment	R	P	
57	ICT FINANCIAL OPERATIONS	U423867	FIBRE SWITCH & TRANSCEIVERS/2499 192/IBM	6/30/2010	\$92,837.12	\$92,837.12	\$0.00	Surplus Equipment	R	P	
58	ICT FINANCIAL OPERATIONS	U441300	DUAL EXPANSION/V3700/IBM	6/30/2016	\$5,951.75	\$5,951.75	\$0.00	Surplus Equipment	R	P	
59	ICT COMPUTER SYSTEMS	U435713	SFF CONTROLLER/V5000/IBM	6/11/2014	\$17,740.85	\$17,740.85	\$0.00	Surplus Equipment	R	P	
60	ICT COMPUTER SYSTEMS	U435714	EXPANSION UNIT/V5000 SFF/IBM	6/11/2014	\$17,766.31	\$17,766.31	\$0.00	Surplus Equipment	R	P	
61	ICT COMPUTER SYSTEMS	U435715	EXPANSION UNIT/V5000 SFF/IBM	6/11/2014	\$17,766.31	\$17,766.31	\$0.00	Surplus Equipment	R	P	
62	ICT COMPUTER SYSTEMS	U435716	EXPANSION UNIT/V5000 SFF/IBM	6/11/2014	\$17,766.30	\$17,766.30	\$0.00	Surplus Equipment	R	P	
63	ICT COMPUTER SYSTEMS	U435717	SERVER/TS7650G/IBM	6/11/2014	\$21,440.93	\$21,440.93	\$0.00	Surplus Equipment	R	P	
64	ICT COMPUTER SYSTEMS	U437997	DISK STORAGE SYSTEM/V3700/IBM	5/1/2015	\$18,632.00	\$18,632.00	\$0.00	Surplus Equipment	R	P	
65	ICT COMPUTER SYSTEMS	U443698	HYPERVERSOR SERVER/SR650/LENOVO	4/16/2018	\$13,697.87	\$13,697.87	\$0.00	Surplus Equipment	R	P	
66	ICT COMPUTER SYSTEMS	U443699	HYPERVERSOR SERVER/SR650/LENOVO	4/16/2018	\$13,697.87	\$13,697.87	\$0.00	Surplus Equipment	R	P	
67	ICT COMPUTER SYSTEMS	U443700	HYPERVERSOR SERVER/SR650/LENOVO	4/16/2018	\$13,697.87	\$13,697.87	\$0.00	Surplus Equipment	R	P	
68	ICT COMPUTER SYSTEMS	U443701	HYPERVERSOR SERVER/SR650/LENOVO	4/16/2018	\$13,697.87	\$13,697.87	\$0.00	Surplus Equipment	R	P	
69	ICT COMPUTER SYSTEMS	U445417	EXPANSION TRAY/V5000 SFF/IBM	9/25/2018	\$10,282.00	\$8,568.35	\$1,713.65	Surplus Equipment	R	P	240031
70	BUSINESS OPERATIONS	U430533	2012 CLUB CART/YDREJ1WPV/YAMAHA	6/26/2012	\$7,557.76	\$6,046.20	\$1,511.56	Surplus Equipment	R	P	240046
71	DACC SONOGRAPHY PGM	U314616	/128XP10/ACUSON	11/20/2001	\$39,400.00	\$39,400.00	\$0.00	Surplus Equipment	O	P	
72	DACC SONOGRAPHY PGM	U401337	/9100/IMEXLAB	11/19/2003	\$20,596.00	\$20,596.00	\$0.00	Surplus Equipment	O	P	
<b>Total</b>					<b>\$1,409,519.33</b>	<b>\$1,368,248.03</b>	<b>\$41,271.30</b>				



**Board of Regents Meeting**

**Agenda Item #** E-11

**Meeting Date:** December 7, 2023

**Agenda Item Cover Page**

☐ Action Item

**Presented By:** Chief Budget Office Kim Rumford

☒ Consent Item

☐ Informational Item

**Agenda Item:**

Quarterly Financial Certification Report

**Requested Action of the Board of Regents:**

Approval of the financial status report for first quarter ending 09/30/2023 fiscal year 2024.

**Executive Summary:**

New Mexico State Statute 21-1-33 requires the submission of Quarterly Finance Report to NMHED.

**References:**

N/A

**Prior Approvals:**

Regents Financial Strategies, Performance and Budget Committee 11/29/2023

New Mexico Higher Education Department  
Institutional Finance Division  
Quarterly Financial Certification Report

Please complete and sign the following Financial Certification Report and submit with the Quarterly Financial Actions Report.

To the best of my knowledge, I certify that the information provided in the attached Financial Actions Report for the:

1<sup>st</sup> √ 2<sup>nd</sup> \_\_\_\_\_ 3<sup>rd</sup> \_\_\_\_\_ 4<sup>th</sup> \_\_\_\_\_ Quarter, FY 24

is correct as of the signature dates noted below, and that

**New Mexico State University**

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has a functioning financial accounting system that captures assets, liabilities, revenues, and expenditures on a timely basis, and the Governing Board receives timely notification of any significant actual or projected variances between budgeted and actual revenues and expenditures.

Ammu Devasthali, Chair, Board of Regents	Date
--	------

George Gogue, Interim Chancellor	Date
----------------------------------	------

**Kimberly G Rumford** Digitally signed by Kimberly G Rumford  
Date: 2023.10.09 16:01:22 -06'00'

Kimberly G. Rumford, Chief Budget Officer	Date
---	------



# New Mexico State University

## Quarterly Financial Actions Report

**Fiscal Year** 2024 **Date** 10/5/2023

Period (check one)

Quarter 1 ☒ Quarter 2 ☐ Quarter 3 ☐ Quarter 4 ☐

**During the period of time covered by this report; did your institution:**

(1) Request an advance of state subsidy? Yes ☐ No ☒

(2) Fail to make its required payments, as scheduled, to appropriate retirement system(s)? Yes ☐ No ☒

(3) Fail to make its payroll payments, as scheduled? Yes ☐ No ☒

(4) Fail to make its scheduled debt service payments? Yes ☐ No ☒

(5) Fail to make payments to vendors, as scheduled, due to a cash deficiency or a substantial deficiency in the payment processing system? Yes ☐ No ☒

(6) Relative to the original fiscal year budget, experience any significant actual or anticipated financial changes that are not reflected in a submitted Budget Adjustment Request (BAR). Significant financial changes refers to fiscal activity that will result in a substantially reduced year-end fund balance or any increase in a fund balance deficit. Yes ☐ No ☒

If the answer to any of the above questions is "Yes," please describe in a separate document:

- (i) the reason for the occurrence,
- (ii) the actions taken by your institution to resolve this particular occurrence, and
- (iii) the actions taken by your institution to prevent events such as this from occurring again.

In addition, if the answer to number 6 is "Yes," please describe in a separate document the nature of the financial changes and describe and assess the impact that the changes will have on your institution's planned year-end financial position.



**Board of Regents Meeting**  
**Meeting Date: December 7, 2023**  
**Agenda Item Cover Page**

**Agenda Item # E-12**

- ☐ Action Item  
☒ Consent Item  
☐ Informational Item

**Presented By:** **Scott Field, J.D.**  
*Interim General Counsel*

**Agenda Item:**

Amendment to RPM 2.44 and Appendix – RPM 1.00-B, Article 7 – General Operating Principles 7.2

**Requested Action of the Board of Regents:**

Approval of the amendments to RPM 2.44 and Appendix – RPM 1.00-B, Article 7 – General Operating Principles 7.2 as presented.

**Executive Summary:**

The amendments to the Regents Policy Manual (RPM) proposed for consideration provides updated policy guidance for administration regarding implementation of a stipend for an NMSU student who has been appointed as a student regent.

The proposed revisions are:

- **RPM 2.44.E. Scholarships for Student Leadership**  
Subject to budgetary limitations, the university administration is authorized to establish paid employment positions, stipends and scholarships for students selected for and serving in leadership roles within ASNMSU or serving as the student regent. Scholarships awarded will be subject to the policies, procedures and rules governing financial aid awards administered by the Office of Financial Aid and Scholarship Services. Employment of students to serve the needs of ASNMSU will be subject to the university's HR rules and procedures.
- **7.2 Compensation:** Members of the Board are not compensated for their service in their capacity as a regent, except for students appointed to serve as the student regent, who may be eligible for a student leadership stipend, scholarship, and fellowship pursuant to RPM 2.44.

**References:**

RPM 2.44 Associated Students of New Mexico State University (“ASNMSU”) -  
<https://rpm.nmsu.edu/2-44/>

Appendix – RPM 1.00-B – Bylaws of the Regents of New Mexico State University, including  
Regents Committee Charters  
<https://rpm.nmsu.edu/appendix-1-00-b/>

**The Associated Students of New Mexico State University**

MSC 7110, P.O. Box 30001 | Las Cruces, NM 88003

T. 575.646.4415 | F. 575.646.5596

asnmsu.nmsu.edu

Dear university leadership,

We hope this letter finds you healthy and in good spirits. We are writing to bring attention to an important matter regarding the position of the NMSU Student Regent. We have been made aware that the Student Regent, despite the vital role they play in our university's governance and in representing the interests of the entire student body, does not receive a reasonable stipend for their dedicated service. As passionate members of the university's community and fellow student leaders, we strongly believe that this issue deserves serious consideration, as it affects the accessibility and effectiveness of the Student Regent's responsibilities. Therefore, we implore you to take heed to the following circumstances.

With the authority to cast 20% of the vote on the board, the Student Regent's voice carries substantial weight in the decisions that affect us all. For them to make informed decisions, it is imperative that they have sufficient time to properly educate themselves on the matters presented to them. However, the demanding nature of being a full-time student, combined with the need to seek external employment, can hinder their ability to fully execute their responsibilities. Furthermore, being one of only two regents residing in Las Cruces, the NMSU Student Regent shoulders additional responsibilities as a public figure of the Board. Thus, the commitment of time and effort required to effectively carry out the duties of Student Regent cannot be understated.

The Student Regent enjoys the same scholarship ASNMSU Senators do, but given the nature of the position, we believed it would be more beneficial to transition to a stipend. Given the consequential decision-making that our board undertakes for the NMSU system, it is only fair that our Student Regent is not disadvantaged due to financial constraints. It is worth noting that our peer institution, University of New Mexico, provides their Student Regent with a stipend of \$2,000 per month. Considering the scope and size of our university, as well as a fair comparison to the Student Regent's counterpart at UNM, we strongly recommend a stipend ranging from \$1,500 to \$2,000 per month to ensure the position's effectiveness and promote the well-being of the Student Regent.

As student leaders, our goal is to enable the Student Regent to optimally fulfill their duties to ultimately benefit the entire university community. It is incumbent upon us to ensure that the position remains accessible to all students, regardless of their financial circumstances. We earnestly request your thoughtful consideration and support in implementing this crucial measure. Your support in this endeavor would contribute to the continued growth and success of our beloved institution. Thank you for your attention to this matter, and we remain at your disposal should you require any further information.

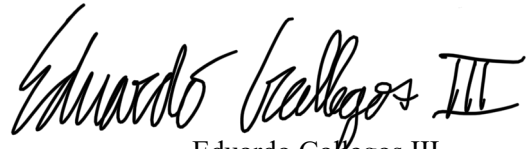
Respectfully,




Citlalli Benitez  
ASNMSU President 2023-2024



Neal Bitsie  
NMSU Student Regent 2021-2023



Eduardo Gallegos III  
ASNMSU Vice President 2023-2024



Luke C. Sanchez  
Luke Sanchez  
NMSU Student Regent 2019-2021



**Board of Regents Meeting**  
**Meeting Date: December 7, 2023**  
**Agenda Item Cover Page**

**Agenda Item # F-1**

- ☒ Action Item  
☐ Consent Item  
☐ Informational Item

**Presented By:** Alan Shoho  
Provost and Chief Academic Officer

**Agenda Item:** Fall 2023 Degree and Certificate Conferral

**Requested Action of the Board of Regents:** Approval of motion to confer Fall 2023 degrees and certificates.

**Executive Summary:** Requesting approval of the Regents of New Mexico State University to confer degrees and certificates to named candidates listed in the Fall 2023 Commencement Programs of the institution's four campuses. Conferral is contingent upon the students' satisfactory completion of the courses in which they are enrolled and meeting the requirements of the appropriate catalog. It is further contingent upon the assumption that the content of the thesis submitted by each student required to do so is original unless otherwise represented in the document.

The journey of a student through New Mexico State University is filled with caring faculty and staff working at the front of classrooms or behind the scenes. The numbers are below and details are provided in the presentation.

College Campus Las Cruces	Degree Applicants
Agricultural, Consumer and Environmental Sciences	92
Arts and Sciences	376
Business	117
Engineering	153
Health, Education and Social Transformation	185
Masters	225
Doctoral	39
<b>Total Degree Applicants</b>	<b>1,187</b>

College/Campus	Degree Applicants
Alamogordo	23
Dona Ana	377
Grants	18
<b>Total Degree Applicants</b>	<b>418</b>



**Board of Regents Meeting**

**Agenda Item # F-2**

**Meeting Date:** December 7, 2023

**Agenda Item Cover Page**

☒ Action Item

**Presented By:** Casey McDougall

☐ Consent Item

☐ Informational Item

**Agenda Item:**

RXPP Program Fee

**Requested Action of the Board of Regents:**

Approval of RXPP Program Fee

**Executive Summary:**

The RXPP program fee is currently a manual process and with final approval, it will be processed through student accounts (UAR) then deposited into the MSCP/RXPP clinical psychopharmacology degree program fund/index which will streamline the process in support of NMSU LEADs 2025 Strategic Planning, goals #1, #4 and #5.

**References:**

N/A

**Prior Approvals:**

10/19/2023 University System Budget Committee

11/29/2023 Regents Financial Strategies, Performance and Budget Committee



## College of Health, Education and Social Transformation

Department of Counseling & Educational Psychology  
 MSC 3CEP  
 New Mexico State University  
 P.O. Box 30001  
 Las Cruces, NM 88003-8001575-646-2121  
 cep.nmsu.edu

## Memo

*Yoshi Iwasaki*

**To:** Provost Alan Shoho and the Budget Office, through Dr. Yoshi Iwasaki

**From:** Dr. Elsa Arroyos (CEP Department Head) *Elsa C. Arroyos*

**cc:** Dr. Casey McDougall (M.S. in Clinical Psychopharmacology Training Director) *CLM*

**Date:** 10/06/2023

**Re:** Program Fees for the advanced Postdoctoral M.S. in Clinical Psychopharmacology degree

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The Masters of Science in Clinical Psychopharmacology Program is requesting the inclusion of Program fees associated with their degree Major.

The Program's operating budget relies solely on program fees and revenue generated from limited APA (American Psychological Association) sponsored, continuing education training. Historically, students would pay lab fees through the credit card ShopCart system. However, this system was abruptly removed by NMSU without a contingency plan. Without an alternative system, students have been mailing the Dept. personal checks since summer 2022. This method, with no other option, is significantly flawed because accountability of student payments is difficult and inefficient. It is also putting a strain on Program and student relationships toward student success. Moreover, this matter can result in student retention issues and unpaid balances after graduation. We are requesting that Program fees (\$232/course) be added to student accounts. And those fees be transferred to the RXPP Psychopharmacology Index/Fund or some other new Index within the CEP Dept.

Program fees support significant direct and indirect operational costs. In addition, a healthy operational budget demonstrates to our Accreditors evidence that sufficient financial resources exist to ensure that the Program will be sustainable through the duration of the current student body and beyond. Without accreditation, the degree is useless to current and potential students. Students have already been paying these fees; over time through their Program of Study. Program fees include (see page #3), but are not limited to: payment for training space with approved collaborating partners, training aids, specimens for brain dissection, professional subscriptions, payment for accreditation status and renewal, payment for continuing education programs (e.g. revenue

generation and student licensure maintenance) through the American Psychological Association (APA), recruitment/retention, payment for Instructor incidentals, supplemental pay for instructors that are existing NMSU employees, graduate student assistantships, catering for on-site training, travel costs for the Training Director, fringe benefits, and former costs associated with use of the credit card system). Students are required to pay \$2,552.00 over the course of the two-year curriculum (approx. \$232/course). This will not include assessing practicum courses. Only traditional didactic courses (11 total) will be assessed. The Program can accommodate approximately 40-50 students in any given cohort. After a budget analysis and committee review, we are open to adjusting the lab fees to be more fair to students and match the needs of the Program.

\*This program is the only postdoctoral program at NMSU. The College and Graduate School have described it as a "Gem Program". It is also only one of five APA Designated program in Clinical Psychopharmacology in the country. To maintain our accreditation status we must provide evidence to suggest that sufficient financial resources exist to ensure the program will be sustainable for each current student body (aka training cohort for each 2-year cycle). The Program only receives support through the University through IG Distance Education funds to compensate adjunct faculty instructors. On average, the Program generates \$343,200.00 in tuition/per training cycle. For 2023-2025, approx. \$686,400.00 in tuition will be generated.

Finally, adding the Program fees directly relates to NMSU LEADS 2025 Strategic Planning; particularly within Goals #1, #4, and #5.




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Dr. Elsa Arroyos, CEP Department Head

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10/10/2023

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Date




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Dr. Yoshi Iwasaki, Dean of HEST

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10/12/2023

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Date



<b>M.S. in Clinical Psychopharmacology Program – College of HEST; CEP Dept. Approximate Costs to run a 2 year training cycle</b>	
Description	Budgeted Costs
<i>Graduate Student Assistantships</i>	\$18,000
<i>Rental Space/Collaborative Agreements</i>	\$2,500
<i>Adjunct Instructor Incidentals (e.g. travel, Per Diem, lodging)</i>	\$2,000
<i>Adjunct Instructor Supplemental Pay</i>	\$10,000
<i>Consultation</i>	\$2,000
<i>Training Director travel for clinical practica site networking)</i>	\$2,000
<i>Catering for on-site training weekends (five total)</i>	\$2,000
<i>Training aids (both material and digital)</i>	\$1,000
<i>Specimens for brain dissection</i>	\$500
<i>Professional subscriptions (e.g. Dropbox, Online resources)</i>	\$200
<i>Payment for APA designation/accreditation annual status and renewal applications</i>	\$2,000
<i>Payment for APA sponsored continuing education programs</i>	\$2000
<i>Promotional items</i>	\$500
<i>ICT Services</i>	\$1,000
<i>New Equipment (e.g. Audio/Visual, cameras)</i>	\$500
<b>Total</b>	<b>\$46,200.00</b>

<b>Additional Data</b>	
Current Program Balance	\$69,230.58
Minimum Students needed to run the program every 2 years @ \$2,550/student	Approx. 18 ( $46,200/2,500 = 18.12$ )
Avg. #Students who withdraw from the Program every 2 years	3
Avg. admission per cohort	20
Program Index where fees are posted (The Program has only been able to accept personal checks since summer 2022)	103303

46,200.00	Total budget			
2,552.00	Total/student			
18.10	approx 18 stds will cover the cost of the program			
2,552.00	Total/student			
11.00	courses/program cycle			
232.00	Total course/student			



**Board of Regents Meeting**

**Agenda Item # F-3**

**Meeting Date:** December 7, 2023

**Agenda Item Cover Page**

☒ Action Item

**Presented By:** Jean Hertzman

☐ Consent Item

☐ Informational Item

**Agenda Item:**

HRTM 2120 and HRTM 363 Course Fee

**Requested Action of the Board of Regents:**

Approval HRTM 2120 and HRTM 363 Course Fee

**Executive Summary:**

HRTM 2120 and HRTM 363 curriculum includes topics such as knife skills, culinary terminology, product identification, quality standards, nutritional cooking theory, and application of food preparation techniques. The course includes laboratory aspects and demonstration of basic food production techniques, service styles, practices, and procedures in food service operations.

We are requesting an increase to the course fee to offset costs related to inflation.

**References:**

N/A

**Prior Approvals:**

10/19/2023 University System Budget Committee

11/29/2023 Regents Financial Strategies, Performance and Budget Committee



## School of Hotel, Restaurant & Tourism Management

MSC 3HRTM


P.O. BOX 30003

Las Cruces, NM 88003-8003

Tel: 505-646-5995

Fax: 646-8100

August 7, 2023

To: Course Fee Reviewers  
Through: Dr. Don Conner, Associate Dean and Director of Academic Programs  
From: Dr. Jean Hertzman, Director, School of Hotel,  
Restaurant and Tourism Management (HRTM)   
Subject: HRTM 2120 – Food Production and Service  
Fundamentals Lab Fee Increase Justification

HRTM 2120 – Food Production and Service Fundamentals is an experiential learning course which provides a basic overview of food service systems, including menu management, purchasing, and production. Topics include knife skills, culinary terminology, product identification, quality standards, nutritional cooking theory, and application of food preparation techniques. The course includes laboratory aspects and demonstration of basic food production techniques, service styles, practices, and procedures in food service operations. HRTM 2120 is required for all Bachelor of Science HRTM students as well as Human Nutrition and Dietetics, Family and Consumer Sciences Education majors and Food Science and Technology – Culinary Science concentration students. There are approximately 24 students in two sections each fall and 16 students in one section each spring.

As the syllabus and fee proposal show, students cook in the 100 West Café kitchen at least 12 weeks of the semester. Most weeks they prepare a full meal exposing them to a wide range of cooking methods and ingredients. The course fee proposal includes the cost of ingredients per student for each week as well as costs for non-food ingredients, consumable supplies, and replacement of smallwares such as cooking utensils and measuring cups. It does not include any costs of large equipment repair, maintenance, and replacement which are substantial due to the age of the kitchen.

The lab fee for this course has been \$100 since it was last approved in 2013. We have had no increases for inflation which as you are aware has been very high, especially for food, since the Covid-19 pandemic. According to the latest data published July 12, 2023, by the U.S. Labor Department's Bureau of Labor Statistics (BLS), as recently as August, the rate of inflation for food at 11.4% was the highest since May 1979. Costs for the non-food ingredients have increased substantially also. For example, we pay \$41.35 for a case of latex food safety gloves of which we use approximately 8 cases a semester for all of our lab classes and \$30 weekly just for kitchen towels.

We propose to increase the lab course fee for HRTM 2120 to \$150 per student as outlined on the course fee budget attached.

**HRTM 2120 – Food Production and Service Fundamentals****Proposed Course Fee Budget**

Meals produced by students include at minimum one soup or salad, one entrée, two side dishes, one dessert, and one beverage. Ingredient costs vary per week due to expected menu items. For example, proteins for the higher cost weeks are items such as steak, salmon, and shrimp. Ingredient costs also include estimates of pantry item ingredients such as oils, vinegars, herbs and spices. Costs are based on average cost of purchases from the past two years.

**Week 1** – Tour of kitchen laboratory, classroom requirements, dress code, chef coat and chef hat distribution, classroom expectations, syllabus

**Week 2** – Cutting skills                      **Ingredient cost per student \$5.25**

**Week 3** – Meal 1                              **Ingredient cost per student \$6.50**

**Week 4** – Meal 2                              **Ingredient cost per student \$7.00**

**Week 5** – Meal 3                              **Ingredient cost per student \$10.25**

**Week 6** – Meal 4                              **Ingredient cost per student \$8.25**

**Week 7** – Mid-term Presentations No lab, but a snack and a drink are provided.

**Ingredient cost per student \$1.25**

**Week 8** – Meal 5                              **Ingredient cost per student \$8.50**

**Week 9** – Meal 6                              **Ingredient cost per student \$8.50**

**Week 10** – NM Beef Council Presentation -Meats provided by group but costs for extra ingredients and beverages                      **Ingredient cost per student \$1.25**

**Week 11**— Meal 7                              **Ingredient cost per student \$ 10.50**

**Week 12** – Meal 8                              **Ingredient cost per student \$7.50**

**Week 13** – Meal 9                              **Ingredient cost per student \$8.25**

**Week 14** – Meal 10                              **Ingredient cost per student \$8.25**

**Week 15** – Mystery basket final exam (students create their own meal)

**Ingredient cost per student \$10.00**

**Finals Week** – Students take the final exam.

**Semester ingredient cost per student                      \$101.25**

**Non-food costs per student are also estimated from costs over the past two years. They include cleaning supplies, paper goods, food safety gloves, American Linen charges for kitchen towels, mats, and delivery service, first aid supplies, and replacement of smallwares such as vegetable peelers, measuring cups, cooking utensils, and cutting boards**

**Semester cost per student non-food                      \$48.75**

**Total semester cost per student                      \$150.00**

## **HRTM 2120 FOOD PRODUCTION AND SERVICE FUNDAMENTALS 2023 Fall**

Class Meeting: 3:00 pm to 7:50 pm  
Room: 100 West Cafe  
CreditS: 3  
Instructor: Pete Mitchell  
Office: Gerald Thomas 132  
Office Phone: 575-646-2379  
E-mail: [petemit@nmsu.edu](mailto:petemit@nmsu.edu)  
Office hours: Mondays 11:30 am to 1:30 pm, Other times by appointment, please

### **REQUIRED COURSE TEXTBOOK:**

*Culinary Nutrition: Principles and Applications*

Authors: Linda Trakselis & Eric Stein ISBN: 9780826942210

Please purchase your book from The NMSU Bookstore

They have ample supplies.

### **Required Uniforms:**

Back of the House: Free-supplied and yours to keep - Chef Coat & Bakers Cap.

Not supplied, so you must purchase black chef pants (no black jeans or yoga pants), non-skid black shoes, and an apron. Purchased at either a restaurant or uniform store, Walmart, Academy, & Online.

You need to get your chef coat embroidered with your first name no smaller than ½-inch font, no cursive, in Black or Crimson. There are several places to do so. At Hoop-T-Dudes, 440 East Foster or Sports Accessories, 250 N. Solano Avenue, or at the malls here or in El Paso.

Front of House (Service): Black pants (no black jeans or yoga pants), white Oxford long-sleeve shirt with collar, non-skid black shoes

In addition: you need a plastic or other reusable food container to take home any leftovers. There will be leftovers.

**Mission Statement:** To demonstrate the development of our restaurant skills through food safety, guest service, nutrition of foods, and culinary skills.

**Course Description:** Basic overview of food service systems, including menu management, purchasing, and production. The course includes

basic principles of food fabrication and production. Topics include knife skills, culinary terminology, product identification, quality standards, nutritional cooking theory, and application of food preparation techniques. The course includes laboratory aspects and demonstration of basic food production techniques, service styles, practices, and procedures in food service operations. This course provides students with an understanding of basic food service leadership, sanitation, guest service, and culinary nutrition.

**Course prerequisite:** Current ServSafe Management Certificate or student must be enrolled consecutively in HRTM 2110

**Course (Outcomes) Objectives:**

Upon completion of this course, you will be able to demonstrate:

- understanding of nutritional values in cooking practices
- leadership communication techniques
- basic techniques of dry, moist, and combination cooking methods
- basic knife skills, fabrication of foods and mise en place
- proper plating and garnishing of foods
- proper kitchen equipment operation
- production of a meal following standardized recipes
- dining room skills, including table set up and guest service
- positive hospitality classroom attitude
- conversation and presentation of skills
- proper personal hygiene and professional work attire
- safe and sanitary work habits and prevention of an unsafe lab environment

**Nutritional Core Knowledge:**

KRDN 2.1 Demonstrate effective and professional oral and written communication and documentation.

Assignment: Five-paragraph written assignments of lab work

KRDN 2.5: Identify and describe the work of inter-professional teams and the roles of others with whom the registered dietitian nutritionist collaborates in the delivery of food and nutrition services.

Assignment: Work in teams of 3 to 4 students cooking in the lab  
KRDN 3.4 Explain the processes involved in delivering quality food and nutrition services.

Assignment: Three-part discussions between students  
KRDN 4.5 Describe safety principles related to food, personnel, and consumers.

Assignment: Chapter quizzes

### **Evaluation:**

Nutrition Quizzes 15 @ 15 points	_____ /225 points
Weekly writing 12 @ 30 points	_____ /360 points
Discussions 14 @ 30 points	_____ /420 points
Attendance 15 class periods @ 15 points	_____ /225 points
Practical Experience Kitchen	_____ /050 Points
Practical Experience Guest Service	_____ /150 Points
Mid-Term Exam Presentation	_____ /125 points
Mystery Basket	_____ /100 points
Final Exam	_____ /115 points
Field Trip Report	_____ /115 points
Beef Council Report	_____ /115 points
<b>Total</b>	<b>_____ /2000 points</b>

2000 – 1800 = A

1799 – 1620 = B

1619 – 1458 = C

1457 – 1312 = D

1311 and below = F

Fractional grading will not be in effect for this course.

Please visit: <https://provost.nmsu.edu/faculty-and-staff-resources/syllabus/policies> for university policies and student services, including Discrimination and Disability Accommodation, academic misconduct, student services, final exam schedule, grading policies and more

### **THE BEST DEFENSE AGAINST COVID-19 IS TO:**

[https://provost.nmsu.edu/faculty-and-staff-resources/syllabus/COVIDSyllabusText--Fall-2021\\_2021.08.11.pdf](https://provost.nmsu.edu/faculty-and-staff-resources/syllabus/COVIDSyllabusText--Fall-2021_2021.08.11.pdf)

Avoid touching your face with unwashed hands. Pathogens spread when a person touches something contaminated and then touches their eyes, nose, or mouth.

Wash your hands with soap and water for at least 20 seconds frequently throughout the day.

Practice social distancing. Keep at least 6 feet of separation between yourself and others when possible.

Wear a face covering your mouth and nose.

**Important Notes:**

1. Academic Integrity- Students are to observe and maintain the highest academic, ethical, and professional standards of conduct. Any student found guilty of academic misconduct shall be subject to disciplinary action as per the NMSU Handbook.
2. Beef and other meats, vegetables, and seafood are a big portion of this class. If you have any dietary restrictions, please tell me.
3. This class has fifteen (15) writing opportunities: 1) class field trip, 3) NM Beef Council Report, and 4) class mid-term presentation. A grading rubric provides structure and material that each report needs to include.
4. Canvas will contain class information, a place to submit assignments, take nutrition quizzes, and view your updated grades. All communication with the professor is by email, office, and/or cell phone. I will not respond to any communication in Canvas for this class.
5. Practical Experience – Students are required to perform ten (10) hours of practical experience outside of the class meeting time. Service Practical Experience and Kitchen Practical Experience occurs on your choice of one or more three Thursdays. See signup sheet for dates).
6. Make-up of Assignments – only at the discretion of the professor. You must communicate before they are due.
7. Attendance: at the beginning and end of each class. Used to determine final grades. This class meets once a week for 5 hours. If you know you are going to be absent or late, you must inform me via text, phone call, or email prior to the start of class. More than one unexcused absence will result in a letter grade lower than the final class grade.



8. Cell Phones to take pictures or have a recipe is allowable in the kitchen to assist with assignments; however, not during lectures. If discovered, the student will receive an unexcused absence. If students opt to take notes with a computer, they need to send a copy of the notes to the professor within 20 minutes of the end of class to receive credit for the day.
9. Full chef uniform is required to work in the kitchen for class starting Week 4, September 03, 2023. A service uniform is required for the practical service Experience you sign up for. I will inform you when uniforms are not required.
10. This class requires you to act responsibly and professionally. We are working with equipment that can cause bodily injury if not handled as instructed. No "horseplay" is acceptable. Any disturbances of this nature shall result in you receiving an unexcused absence.
11. Final Exam is on acquired cooking skills and nutrition understanding.
12. ServSafe® Manager Certificate – You will need this certification to cook for the public & in future classes (HRTM; 363 & 413). ServSafe Food Handlers Certificate does not excuse you from taking this exam. If you have passed the Manager ServSafe Exam, you must provide the professor with a copy of the certificate. Failure to produce a current ServSafe Certificate by the class end will result in a course incomplete.



**Budget Office**  
MSC 3AA  
New Mexico State University  
P.O. Box 30001  
Las Cruces, NM 88003-8001  
575-646-2431, [budget@nmsu.edu](mailto:budget@nmsu.edu)

Binder Page 294 of 324

*Request for Course Fees*

Date:	8/7/2023	Requesting Department:	HRTM
College:	ACES	Contact Name & Phone Number:	Jean Hertzman, 646-4786
Requested Effective Semester	Spring 2024	Course Prefix & Number	HRTM 2120
Course Name	Food Production & Service Fundamentals	No. of Credit Hours	3

Amount Requested \$150

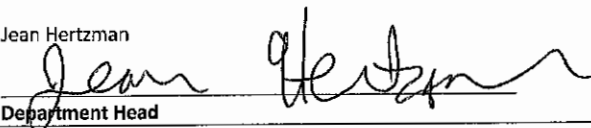
☐

Per Course

☐

Per Credit Hour (If multiple courses, attach summary.)

*Please Forward to Next Reviewer/Approver.*

Submitted By:	Date of Approval	Comments:
Jean Hertzman  Department Head	08/7/2023 Date	
Donald E. Conner  Dean, College	8/16/2023 Date	

Review-Budget Office	Date of Review	Comments
  Chief Budget Office	  Date	

☐

Forward to Provost for Approval

☐

Forward to University System Budget Committee Approval

Approval – Provost & Chief Academic Officer	Date of Approval	Comments:
  Provost & Chief Academic Officer	  Date	

Approval – University System Budget Committee	Date of Approval	Comments:
Meeting Date: _____ Voting Results: _____ yes _____ No	  Date	

Please attach detailed request to include:

- Justification
- Itemized Costs
- Average number of students enrolled in course
- A copy of the syllabus when possible



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**New Mexico State University**



**Budget Office**  
MSC 3AA  
New Mexico State University  
P.O. Box 30001  
Las Cruces, NM 88003-8001  
575-646-2431, [budget@nmsu.edu](mailto:budget@nmsu.edu)

Binder Page 295 of 324

*Request for Course Fees*

Date:	8/7/2023	Requesting Department:	HRTM
College:	ACES	Contact Name & Phone Number:	Jean Hertzman, 646-4786
Requested Effective Semester	Spring 2024	Course Prefix & Number	HRTM 363 / HRTM 3310
Course Name	Quantity Food Production & Service	No. of Credit Hours	4

Amount Requested \$150

☐

Per Course

☐

Per Credit Hour (If multiple courses, attach summary.)

*Please Forward to Next Reviewer/Approver.*

Submitted By:	Date of Approval	Comments:
Jean Hertzman  Department Head	08/7/2023 Date	
Donald E. Conner Dean, College	8/16/2023 Date	

Review-Budget Office	Date of Review	Comments
Chief Budget Office	Date	

☐

Forward to Provost for Approval

☐

Forward to University System Budget Committee Approval

Approval – Provost & Chief Academic Officer	Date of Approval	Comments:
Provost & Chief Academic Officer	Date	

Approval – University System Budget Committee	Date of Approval	Comments:
Meeting Date: _____ Voting Results: _____ yes _____ No	Date	

Please attach detailed request to include:

- Justification
- Itemized Costs
- Average number of students enrolled in course
- A copy of the syllabus when possible



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**New Mexico State University**



**Board of Regents Meeting**

**Agenda Item #** F-4

**Meeting Date:** December 7, 2023

**Agenda Item Cover Page**

☒ Action Item

**Presented By:** Chief Budget Office Kim Rumford

☐ Consent Item

☐ Informational Item

**Agenda Item: Budget Adjustment Requests (BAR) for Fiscal Year 2023-2024**

**Requested Action of the Board of Regents:** Approval of Budget Adjustment Requests (BAR) for fiscal year 2023-2024.

**Executive Summary:** To adhere to rules of the New Mexico Higher Education Department and meet State statutes, it is necessary to insure that our budgetary levels of expenditures equal or exceed the anticipated expenditures for the fiscal year. The attached BARs are for each NMSU campus unrestricted fund, and they are for the purpose of adjusting the beginning fund balances which were estimated for the 2023-2024 Operating Budget submitted in May 2023, to equal the actual ending fund balances resulting from closing the books for FY2023.

**References:**

N/A

**Prior Approvals:**

N/A

NEW MEXICO HIGHER EDUCATION DEPARTMENT  
BUDGET ADJUSTMENT REQUEST

INSTITUTION : New Mexico State University - Las Cruces FY 2023-2024

Adjustment to Fund: Unrestricted Request # 1

	<u>Current Approved Budget</u>	<u>INCREASE (DECREASE)</u>	<u>Revised Budget</u>
<b>REVENUES</b>			
Instruction and General	283,599,725	0	283,599,725
Student Social & Cultural Activities	3,262,956	0	3,262,956
Research	26,693,958	0	26,693,958
Public Service	26,632,472	0	26,632,472
Internal Service Dept.	2,599,581	0	2,599,581
Student Financial Aid	75,000	0	75,000
Auxiliary Enterprises	22,402,059	0	22,402,059
Athletics	20,213,148	0	20,213,148
Independent Operations	20,781,283	0	20,781,283
<b>Subtotal Current Funds</b>	<b>406,260,182</b>	<b>0</b>	<b>406,260,182</b>
Capital Outlay	31,062,175	0	31,062,175
Renewals & Replacements	2,676,100	0	2,676,100
Retirement of Indebtedness	2,425,757	0	2,425,757
<b>Subtotal Plant Funds</b>	<b>36,164,032</b>	<b>0</b>	<b>36,164,032</b>
<b>TOTAL REVENUES</b>	<b>442,424,214</b>	<b>0</b>	<b>442,424,214</b>
<b>BEGINNING BALANCES</b>			
Instruction and General	15,861,749	30,140,918	46,002,667
Student Social & Cultural Activities	1,538,713	81,266	1,619,979
Research	32,902,434	3,897,446	36,799,880
Public Service	15,776,510	3,110,348	18,886,858
Internal Service Dept.	(2,995,478)	6,681,813	3,686,335
Student Financial Aid	4,350,956	1,266,866	5,617,822
Auxiliary Enterprises	1,531,597	(843,360)	688,237
Athletics	(6,322,899)	(3,743,672)	(10,066,571)
Independent Operations	289,681	6,080,504	6,370,185
<b>Subtotal Current Funds</b>	<b>62,933,263</b>	<b>46,672,129</b>	<b>109,605,392</b>
Capital Outlay	18,788,353	3,974,330	22,762,683
Renewals & Replacements	7,948,841	10,062,652	18,011,493
Retirement of Indebtedness	0	0	0
<b>Subtotal Plant Funds</b>	<b>26,737,194</b>	<b>14,036,982</b>	<b>40,774,176</b>
<b>TOTAL BEGINNING BALANCES</b>	<b>89,670,457</b>	<b>60,709,111</b>	<b>150,379,568</b>
<b>TOTAL AVAILABLE</b>			
Instruction and General	299,461,474	30,140,918	329,602,392
Student Social & Cultural Activities	4,801,669	81,266	4,882,935
Research	59,596,392	3,897,446	63,493,838
Public Service	42,408,982	3,110,348	45,519,330
Internal Service Dept.	(395,897)	6,681,813	6,285,916
Student Financial Aid	4,425,956	1,266,866	5,692,822
Auxiliary Enterprises	23,933,656	(843,360)	23,090,296
Athletics	13,890,249	(3,743,672)	10,146,577
Independent Operations	21,070,964	6,080,504	27,151,468
<b>Subtotal Current Funds</b>	<b>469,193,445</b>	<b>46,672,129</b>	<b>515,865,574</b>
Capital Outlay	49,850,528	3,974,330	53,824,858
Renewals & Replacements	10,624,941	10,062,652	20,687,593
Retirement of Indebtedness	2,425,757	0	2,425,757
<b>Subtotal Plant Funds</b>	<b>62,901,226</b>	<b>14,036,982</b>	<b>76,938,208</b>
<b>GRAND TOTAL AVAILABLE</b>	<b>532,094,671</b>	<b>60,709,111</b>	<b>592,803,782</b>

\*NMHED/DFA Approval moved to Page 3

NEW MEXICO HIGHER EDUCATION DEPARTMENT  
BUDGET ADJUSTMENT REQUEST

INSTITUTION : New Mexico State University - Las Cruces FY 2023-2024

Adjustment to Fund: Unrestricted Request # 1

	<u>Current Approved Budget</u>	<u>INCREASE (DECREASE)</u>	<u>Revised Budget</u>	
<b>EXPENDITURES</b>				
Instruction and General	234,471,275	0	234,471,275	
Student Social & Cultural Activities	4,270,255	0	4,270,255	
Research	42,662,859	0	42,662,859	
Public Service	28,365,173	0	28,365,173	
Internal Service Dept.	(125,962)	0	(125,962)	
Student Financial Aid	22,212,486	0	22,212,486	
Auxiliary Enterprises	16,796,258	0	16,796,258	
Athletics	23,882,136	0	23,882,136	
Independent Operations	20,191,179	0	20,191,179	
<b>Subtotal Current Funds</b>	<b>392,725,659</b>	<b>0</b>	<b>392,725,659</b>	
Capital Outlay	42,808,220	0	42,808,220	
Renewals & Replacements	13,978,800	0	13,978,800	
Retirement of Indebtedness	12,284,001	0	12,284,001	
<b>Subtotal Plant Funds</b>	<b>69,071,021</b>	<b>0</b>	<b>69,071,021</b>	
<b>TOTAL EXPENDITURES</b>	<b>461,796,680</b>	<b>0</b>	<b>461,796,680</b>	
<b>TRANSFERS IN (OUT)</b>				
Instruction and General	(50,724,350)	0	(50,724,350)	
Student Social & Cultural Activities	621,466	0	621,466	
Research	17,955,497	0	17,955,497	
Public Service	(2,116,836)	0	(2,116,836)	
Internal Service Dept.	(2,881,662)	0	(2,881,662)	
Student Financial Aid	22,137,486	0	22,137,486	
Auxiliary Enterprises	(6,238,238)	0	(6,238,238)	
Athletics	3,849,314	0	3,849,314	
Independent Operations	(513,188)	0	(513,188)	
<b>Subtotal Current Funds</b>	<b>(17,910,511)</b>	<b>0</b>	<b>(17,910,511)</b>	
Capital Outlay	1,613,550	0	1,613,550	
Renewals & Replacements	6,840,372	0	6,840,372	
Retirement of Indebtedness	9,858,244	0	9,858,244	
<b>Subtotal Plant Funds</b>	<b>18,312,166</b>	<b>0</b>	<b>18,312,166</b>	
<b>NET TRANSFERS</b>	<b>401,655</b>	<b>0</b>	<b>401,655</b>	
<b>ENDING BALANCES</b>				
Instruction and General	14,265,849	30,140,918	44,406,767	19%
Student Social & Cultural Activities	1,152,880	81,266	1,234,146	29%
Research	34,889,030	3,897,446	38,786,476	91%
Public Service	11,926,973	3,110,348	15,037,321	53%
Internal Service Dept.	(3,151,597)	6,681,813	3,530,216	-2803%
Student Financial Aid	4,350,956	1,266,866	5,617,822	25%
Auxiliary Enterprises	899,160	(843,360)	55,800	0%
Athletics	(6,142,573)	(3,743,672)	(9,886,245)	-41%
Independent Operations	366,597	6,080,504	6,447,101	32%
<b>Subtotal Current Funds</b>	<b>58,557,275</b>	<b>46,672,129</b>	<b>105,229,404</b>	<b>27%</b>
Capital Outlay	8,655,858	3,974,330	12,630,188	30%
Renewals & Replacements	3,486,513	10,062,652	13,549,165	97%
Retirement of Indebtedness	0	0	0	0%
<b>Subtotal Plant Funds</b>	<b>12,142,371</b>	<b>14,036,982</b>	<b>26,179,353</b>	<b>38%</b>
<b>TOTAL ENDING BALANCES</b>	<b>70,699,646</b>	<b>60,709,111</b>	<b>131,408,757</b>	<b>28%</b>
<b>TOTAL EXPENDITURES, TRANSFERS, BALANCES</b>	<b>532,094,671</b>	<b>60,709,111</b>	<b>592,803,782</b>	

NEW MEXICO HIGHER EDUCATION DEPARTMENT  
BUDGET ADJUSTMENT REQUEST

INSTITUTION : New Mexico State University - Las Cruces FY 2023-2024

Adjustment to Fund: Unrestricted Request # 1

	Current Approved Budget	INCREASE (DECREASE)	Revised Budget
<b>INSTRUCTION &amp; GENERAL:</b>			
<b>REVENUES</b>			
Tuition and Fees	101,375,789	0	101,375,789
Federal Government Appropriations	0	0	0
State Government Appropriations	158,458,100	0	158,458,100
Local Government Appropriations	0	0	0
Federal Grants/Contracts	134,000	0	134,000
State Grants/Contracts	0	0	0
Local Grants/Contracts	0	0	0
Private Gifts/Grants/Contracts	0	0	0
Endowment/Land/Permanent Fund	3,397,136	0	3,397,136
Sales & Services of Ed Activities	532,500	0	532,500
Other Sources	19,702,200	0	19,702,200
<b>TOTAL REVENUES</b>	<b>283,599,725</b>	<b>0</b>	<b>283,599,725</b>
<b>BEGINNING BALANCE</b>	<b>15,861,749</b>	<b>30,140,918</b>	<b>46,002,667</b>
<b>TOTAL AVAILABLE</b>	<b>299,461,474</b>	<b>30,140,918</b>	<b>329,602,392</b>
<b>EXPENDITURES</b>			
Instruction	134,740,799	0	134,740,799
Academic Support	27,827,582	0	27,827,582
Student Services	18,404,866	0	18,404,866
Institutional Support	27,576,625	0	27,576,625
Operation & Maintenance of Plant	25,921,403	0	25,921,403
<b>TOTAL EXPENDITURES</b>	<b>234,471,275</b>	<b>0</b>	<b>234,471,275</b>
<b>TRANSFERS (IN) OUT OF I&amp;G</b>			
Student Social & Cultural Activities	263,345	0	263,345
Research	18,735,348	0	18,735,348
Public Service	(1,954,554)	0	(1,954,554)
Internal Service Dept.	0	0	0
Student Financial Aid	21,802,486	0	21,802,486
Auxiliary Enterprises	(8,002)	0	(8,002)
Intercollegiate Athletics	3,476,914	0	3,476,914
Independent Operations	0	0	0
Capital Outlay	1,379,550	0	1,379,550
Renewals & Replacements	5,682,446	0	5,682,446
Retirement of Indebtedness	1,468,783	0	1,468,783
Non-Budgetary Exhibits:			
Endowment Fund	0	0	0
Other (from Community Colleges)	(121,966)	0	(121,966)
Other (Specify)	0	0	0
<b>NET TRANSFERS</b>	<b>50,724,350</b>	<b>0</b>	<b>50,724,350</b>
<b>ENDING BALANCE</b>	<b>14,265,849</b>	<b>30,140,918</b>	<b>44,406,767</b>

Prepared by: Kimberly G. Rumford Date Approved by BOR

<b>For NMHED Use Only</b>	Accept	Reject	Date	
NMHED Analyst	_____	_____	____/____/____	NMHED Control # _____
NMHED Director	_____	_____	____/____/____	
<b>For DFA Use Only</b>				
DFA Analyst	_____	_____	____/____/____	DFA Control # _____
DFA Director	_____	_____	____/____/____	Agency Code _____
Increase _____ Decrease _____ Transfer _____				

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Request #	1
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### Revised Budget

1) To adjust FY24 Beginning Balances to FY23 actual ending balances.



NEW MEXICO HIGHER EDUCATION DEPARTMENT  
BUDGET ADJUSTMENT REQUEST

INSTITUTION : **New Mexico State University - Alamogordo**

FY **2023-2024**

Adjustment to Fund: **Unrestricted**

Request # **1**

	<b>Current Approved Budget</b>	<b>INCREASE (DECREASE)</b>	<b>Revised Budget</b>
<b>REVENUES</b>			
Instruction and General	11,168,666	0	11,168,666
Student Social & Cultural Activities	6,880	0	6,880
Research	0	0	0
Public Service	1,000	0	1,000
Internal Service Dept.	0	0	0
Student Financial Aid	0	0	0
Auxiliary Enterprises	4,040	0	4,040
Athletics	0	0	0
Independent Operations	0	0	0
<b>Subtotal Current Funds</b>	<b>11,180,586</b>	<b>0</b>	<b>11,180,586</b>
Capital Outlay	1,119,283	0	1,119,283
Renewals & Replacements	147,676	0	147,676
Retirement of Indebtedness	0	0	0
<b>Subtotal Plant Funds</b>	<b>1,266,959</b>	<b>0</b>	<b>1,266,959</b>
<b>TOTAL REVENUES</b>	<b>12,447,545</b>	<b>0</b>	<b>12,447,545</b>
<b>BEGINNING BALANCES</b>			
Instruction and General	1,085,576	1,274,649	2,360,225
Student Social & Cultural Activities	33,460	12,425	45,885
Research	0	0	0
Public Service	30,342	10,825	41,167
Internal Service Dept.	0	0	0
Student Financial Aid	178,264	60,564	238,828
Auxiliary Enterprises	146,380	5,002	151,382
Athletics	0	0	0
Independent Operations	0	0	0
<b>Subtotal Current Funds</b>	<b>1,474,022</b>	<b>1,363,465</b>	<b>2,837,487</b>
Capital Outlay	7,133,924	2,069,148	9,203,072
Renewals & Replacements	0	85,945	85,945
Retirement of Indebtedness	0	0	0
<b>Subtotal Plant Funds</b>	<b>7,133,924</b>	<b>2,155,093</b>	<b>9,289,017</b>
<b>TOTAL BEGINNING BALANCES</b>	<b>8,607,946</b>	<b>3,518,558</b>	<b>12,126,504</b>
<b>TOTAL AVAILABLE</b>			
Instruction and General	12,254,242	1,274,649	13,528,891
Student Social & Cultural Activities	40,340	12,425	52,765
Research	0	0	0
Public Service	31,342	10,825	42,167
Internal Service Dept.	0	0	0
Student Financial Aid	178,264	60,564	238,828
Auxiliary Enterprises	150,420	5,002	155,422
Athletics	0	0	0
Independent Operations	0	0	0
<b>Subtotal Current Funds</b>	<b>12,654,608</b>	<b>1,363,465</b>	<b>14,018,073</b>
Capital Outlay	8,253,207	2,069,148	10,322,355
Renewals & Replacements	147,676	85,945	233,621
Retirement of Indebtedness	0	0	0
<b>Subtotal Plant Funds</b>	<b>8,400,883</b>	<b>2,155,093</b>	<b>10,555,976</b>
<b>GRAND TOTAL AVAILABLE</b>	<b>21,055,491</b>	<b>3,518,558</b>	<b>24,574,049</b>

\*NMHED/DFA Approval moved to Page 3

NEW MEXICO HIGHER EDUCATION DEPARTMENT  
BUDGET ADJUSTMENT REQUEST

INSTITUTION : **New Mexico State University - Alamogordo**

FY **2023-2024**

Adjustment to Fund: **Unrestricted**

Request # **1**

	<b>Current Approved Budget</b>	<b>INCREASE (DECREASE)</b>	<b>Revised Budget</b>	
<b>EXPENDITURES</b>				
Instruction and General	10,903,009	0	10,903,009	
Student Social & Cultural Activities	15,368	0	15,368	
Research	0	0	0	
Public Service	12,000	0	12,000	
Internal Service Dept.	0	0	0	
Student Financial Aid	120,000	0	120,000	
Auxiliary Enterprises	3,500	0	3,500	
Athletics	0	0	0	
Independent Operations	0	0	0	
<b>Subtotal Current Funds</b>	<b>11,053,877</b>	<b>0</b>	<b>11,053,877</b>	
Capital Outlay	4,638,498	0	4,638,498	
Renewals & Replacements	329,910	0	329,910	
Retirement of Indebtedness	0	0	0	
<b>Subtotal Plant Funds</b>	<b>4,968,408</b>	<b>0</b>	<b>4,968,408</b>	
<b>TOTAL EXPENDITURES</b>	<b>16,022,285</b>	<b>0</b>	<b>16,022,285</b>	
<b>TRANSFERS IN (OUT)</b>				
Instruction and General	(265,657)	0	(265,657)	
Student Social & Cultural Activities	0	0	0	
Research	0	0	0	
Public Service	0	0	0	
Internal Service Dept.	0	0	0	
Student Financial Aid	54,340	0	54,340	
Auxiliary Enterprises	0	0	0	
Athletics	0	0	0	
Independent Operations	0	0	0	
<b>Subtotal Current Funds</b>	<b>(211,317)</b>	<b>0</b>	<b>(211,317)</b>	
Capital Outlay	29,083	0	29,083	
Renewals & Replacements	182,234	0	182,234	
Retirement of Indebtedness	0	0	0	
<b>Subtotal Plant Funds</b>	<b>211,317</b>	<b>0</b>	<b>211,317</b>	
<b>NET TRANSFERS</b>	<b>0</b>	<b>0</b>	<b>0</b>	
<b>ENDING BALANCES</b>				
Instruction and General	1,085,576	1,274,649	2,360,225	22%
Student Social & Cultural Activities	24,972	12,425	37,397	243%
Research	0	0	0	#DIV/0!
Public Service	19,342	10,825	30,167	251%
Internal Service Dept.	0	0	0	#DIV/0!
Student Financial Aid	112,604	60,564	173,168	144%
Auxiliary Enterprises	146,920	5,002	151,922	4341%
Athletics	0	0	0	#DIV/0!
Independent Operations	0	0	0	#DIV/0!
<b>Subtotal Current Funds</b>	<b>1,389,414</b>	<b>1,363,465</b>	<b>2,752,879</b>	25%
Capital Outlay	3,643,792	2,069,148	5,712,940	123%
Renewals & Replacements	0	85,945	85,945	26%
Retirement of Indebtedness	0	0	0	#DIV/0!
<b>Subtotal Plant Funds</b>	<b>3,643,792</b>	<b>2,155,093</b>	<b>5,798,885</b>	117%
<b>TOTAL ENDING BALANCES</b>	<b>5,033,206</b>	<b>3,518,558</b>	<b>8,551,764</b>	53%
<b>TOTAL EXPENDITURES, TRANSFERS, BALANCES</b>	<b>21,055,491</b>	<b>3,518,558</b>	<b>24,574,049</b>	

NEW MEXICO HIGHER EDUCATION DEPARTMENT  
BUDGET ADJUSTMENT REQUEST

INSTITUTION : **New Mexico State University - Alamogordo**

FY **2023-2024**

Adjustment to Fund: **Unrestricted**

Request # **1**

	Current Approved Budget	INCREASE (DECREASE)	Revised Budget
<b>INSTRUCTION &amp; GENERAL:</b>			
<b>REVENUES</b>			
Tuition and Fees	1,490,860	0	1,490,860
Federal Government Appropriations	0	0	0
State Government Appropriations	8,769,500	0	8,769,500
Local Government Appropriations	827,090	0	827,090
Federal Grants/Contracts	1,040	0	1,040
State Grants/Contracts	0	0	0
Local Grants/Contracts	0	0	0
Private Gifts/Grants/Contracts	0	0	0
Endowment/Land/Permanent Fund	0	0	0
Sales & Services of Ed Activities	0	0	0
Other Sources	80,176	0	80,176
<b>TOTAL REVENUES</b>	<b>11,168,666</b>	<b>0</b>	<b>11,168,666</b>
<b>BEGINNING BALANCE</b>	<b>1,085,576</b>	<b>1,274,649</b>	<b>2,360,225</b>
<b>TOTAL AVAILABLE</b>	<b>12,254,242</b>	<b>1,274,649</b>	<b>13,528,891</b>
<b>EXPENDITURES</b>			
Instruction	5,368,842	0	5,368,842
Academic Support	1,452,619	0	1,452,619
Student Services	938,264	0	938,264
Institutional Support	1,845,398	0	1,845,398
Operation & Maintenance of Plant	1,297,886	0	1,297,886
<b>TOTAL EXPENDITURES</b>	<b>10,903,009</b>	<b>0</b>	<b>10,903,009</b>
<b>TRANSFERS (IN) OUT OF I&amp;G</b>			
Student Social & Cultural Activities	0	0	0
Research	0	0	0
Public Service	0	0	0
Internal Service Dept.	0	0	0
Student Financial Aid	54,340	0	54,340
Auxiliary Enterprises	0	0	0
Intercollegiate Athletics	0	0	0
Independent Operations	0	0	0
Capital Outlay	29,083	0	29,083
Renewals & Replacements	182,234	0	182,234
Retirement of Indebtedness	0	0	0
Non-Budgetary Exhibits:			
Endowment Fund	0	0	0
Other (To Las Cruces Campus)	0	0	0
Other (Specify)	0	0	0
<b>NET TRANSFERS</b>	<b>265,657</b>	<b>0</b>	<b>265,657</b>
<b>ENDING BALANCE</b>	<b>1,085,576</b>	<b>1,274,649</b>	<b>2,360,225</b>

Prepared by: **Kimberly G. Rumford**

Date Approved by BOR

<b>For NMHED Use Only</b>	Accept	Reject	Date	
NMHED Analyst	_____	_____	____/____/____	NMHED Control # _____
NMHED Director	_____	_____	____/____/____	
<b>For DFA Use Only</b>				
DFA Analyst	_____	_____	____/____/____	DFA Control # _____
DFA Director	_____	_____	____/____/____	Agency Code _____
	Increase _____	Decrease _____	Transfer _____	

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GET ADJUSTMENT REQ

Request #	1
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### Revised Budget

1) To adjust FY24 Beginning Balances to FY23 actual ending balances.

NEW MEXICO HIGHER EDUCATION DEPARTMENT  
BUDGET ADJUSTMENT REQUEST

INSTITUTION : **New Mexico State University - Doña Ana**

FY **2023-2024**

Adjustment to Fund: **Unrestricted**

Request # **1**

	<b>Current Approved Budget</b>	<b>INCREASE (DECREASE)</b>	<b>Revised Budget</b>
<b>REVENUES</b>			
Instruction and General	47,820,171	0	47,820,171
Student Social & Cultural Activities	428,655	0	428,655
Research	0	0	0
Public Service	125,400	0	125,400
Internal Service Dept.	0	0	0
Student Financial Aid	0	0	0
Auxiliary Enterprises	235,460	0	235,460
Athletics	0	0	0
Independent Operations	0	0	0
<b>Subtotal Current Funds</b>	<b>48,609,686</b>	<b>0</b>	<b>48,609,686</b>
Capital Outlay	12,875,000	0	12,875,000
Renewals & Replacements	492,214	0	492,214
Retirement of Indebtedness	400,000	0	400,000
<b>Subtotal Plant Funds</b>	<b>13,767,214</b>	<b>0</b>	<b>13,767,214</b>
<b>TOTAL REVENUES</b>	<b>62,376,900</b>	<b>0</b>	<b>62,376,900</b>
<b>BEGINNING BALANCES</b>			
Instruction and General	1,710,680	8,113,401	9,824,081
Student Social & Cultural Activities	355,558	670,141	1,025,699
Research	0	0	0
Public Service	119,865	59,044	178,909
Internal Service Dept.	203,945	66,256	270,201
Student Financial Aid	215,080	0	215,080
Auxiliary Enterprises	126,454	74,762	201,216
Athletics	0	0	0
Independent Operations	0	0	0
<b>Subtotal Current Funds</b>	<b>2,731,582</b>	<b>8,983,604</b>	<b>11,715,186</b>
Capital Outlay	14,733,849	16,269,990	31,003,839
Renewals & Replacements	10,106,743	(454,168)	9,652,575
Retirement of Indebtedness	0	0	0
<b>Subtotal Plant Funds</b>	<b>24,840,592</b>	<b>15,815,822</b>	<b>40,656,414</b>
<b>TOTAL BEGINNING BALANCES</b>	<b>27,572,174</b>	<b>24,799,426</b>	<b>52,371,600</b>
<b>TOTAL AVAILABLE</b>			
Instruction and General	49,530,851	8,113,401	57,644,252
Student Social & Cultural Activities	784,213	670,141	1,454,354
Research	0	0	0
Public Service	245,265	59,044	304,309
Internal Service Dept.	203,945	66,256	270,201
Student Financial Aid	215,080	0	215,080
Auxiliary Enterprises	361,914	74,762	436,676
Athletics	0	0	0
Independent Operations	0	0	0
<b>Subtotal Current Funds</b>	<b>51,341,268</b>	<b>8,983,604</b>	<b>60,324,872</b>
Capital Outlay	27,608,849	16,269,990	43,878,839
Renewals & Replacements	10,598,957	(454,168)	10,144,789
Retirement of Indebtedness	400,000	0	400,000
<b>Subtotal Plant Funds</b>	<b>38,607,806</b>	<b>15,815,822</b>	<b>54,423,628</b>
<b>GRAND TOTAL AVAILABLE</b>	<b>89,949,074</b>	<b>24,799,426</b>	<b>114,748,500</b>

\*NMHED/DFA Approval moved to Page 3

NEW MEXICO HIGHER EDUCATION DEPARTMENT  
BUDGET ADJUSTMENT REQUEST

INSTITUTION : **New Mexico State University - Doña Ana**

FY **2023-2024**

Adjustment to Fund: **Unrestricted**

Request # **1**

	<b>Current Approved Budget</b>	<b>INCREASE (DECREASE)</b>	<b>Revised Budget</b>	
<b>EXPENDITURES</b>				
Instruction and General	46,950,980	0	46,950,980	
Student Social & Cultural Activities	432,147	0	432,147	
Research	0	0	0	
Public Service	121,582	0	121,582	
Internal Service Dept.	22,996	0	22,996	
Student Financial Aid	435,243	0	435,243	
Auxiliary Enterprises	226,025	0	226,025	
Athletics	0	0	0	
Independent Operations	0	0	0	
<b>Subtotal Current Funds</b>	<b>48,188,973</b>	<b>0</b>	<b>48,188,973</b>	
Capital Outlay	25,968,107	0	25,968,107	
Renewals & Replacements	2,897,955	0	2,897,955	
Retirement of Indebtedness	0	0	0	
<b>Subtotal Plant Funds</b>	<b>28,866,062</b>	<b>0</b>	<b>28,866,062</b>	
<b>TOTAL EXPENDITURES</b>	<b>77,055,035</b>	<b>0</b>	<b>77,055,035</b>	
<b>TRANSFERS IN (OUT)</b>				
Instruction and General	(869,191)	0	(869,191)	
Student Social & Cultural Activities	(17,200)	0	(17,200)	
Research	0	0	0	
Public Service	0	0	0	
Internal Service Dept.	(90,000)	0	(90,000)	
Student Financial Aid	435,243	0	435,243	
Auxiliary Enterprises	0	0	0	
Athletics	0	0	0	
Independent Operations	0	0	0	
<b>Subtotal Current Funds</b>	<b>(541,148)</b>	<b>0</b>	<b>(541,148)</b>	
Capital Outlay	153,107	0	153,107	
Renewals & Replacements	423,352	0	423,352	
Retirement of Indebtedness	(400,000)	0	(400,000)	
<b>Subtotal Plant Funds</b>	<b>176,459</b>	<b>0</b>	<b>176,459</b>	
<b>NET TRANSFERS</b>	<b>(364,689)</b>	<b>0</b>	<b>(364,689)</b>	
<b>ENDING BALANCES</b>				
Instruction and General	1,710,680	8,113,401	9,824,081	21%
Student Social & Cultural Activities	334,866	670,141	1,005,007	233%
Research	0	0	0	#DIV/0!
Public Service	123,683	59,044	182,727	150%
Internal Service Dept.	90,949	66,256	157,205	684%
Student Financial Aid	215,080	0	215,080	49%
Auxiliary Enterprises	135,889	74,762	210,651	93%
Athletics	0	0	0	#DIV/0!
Independent Operations	0	0	0	#DIV/0!
<b>Subtotal Current Funds</b>	<b>2,611,147</b>	<b>8,983,604</b>	<b>11,594,751</b>	24%
Capital Outlay	1,793,849	16,269,990	18,063,839	70%
Renewals & Replacements	8,124,354	(454,168)	7,670,186	265%
Retirement of Indebtedness	0	0	0	#DIV/0!
<b>Subtotal Plant Funds</b>	<b>9,918,203</b>	<b>15,815,822</b>	<b>25,734,025</b>	89%
<b>TOTAL ENDING BALANCES</b>	<b>12,529,350</b>	<b>24,799,426</b>	<b>37,328,776</b>	48%
<b>TOTAL EXPENDITURES, TRANSFERS, BALANCES</b>	<b>89,949,074</b>	<b>24,799,426</b>	<b>114,748,500</b>	

NEW MEXICO HIGHER EDUCATION DEPARTMENT  
BUDGET ADJUSTMENT REQUEST

INSTITUTION : **New Mexico State University - Doña Ana**

FY **2023-2024**

Adjustment to Fund: **Unrestricted**

Request # **1**

	<b>Current Approved Budget</b>	<b>INCREASE (DECREASE)</b>	<b>Revised Budget</b>
<b>INSTRUCTION &amp; GENERAL:</b>			
<b>REVENUES</b>			
Tuition and Fees	11,559,760	0	11,559,760
Federal Government Appropriations	0	0	0
State Government Appropriations	29,160,700	0	29,160,700
Local Government Appropriations	6,690,000	0	6,690,000
Federal Grants/Contracts	500	0	500
State Grants/Contracts	0	0	0
Local Grants/Contracts	0	0	0
Private Gifts/Grants/Contracts	0	0	0
Endowment/Land/Permanent Fund	0	0	0
Sales & Services of Ed Activities	51,500	0	51,500
Other Sources	357,711	0	357,711
<b>TOTAL REVENUES</b>	<b>47,820,171</b>	<b>0</b>	<b>47,820,171</b>
<b>BEGINNING BALANCE</b>	<b>1,710,680</b>	<b>8,113,401</b>	<b>9,824,081</b>
<b>TOTAL AVAILABLE</b>	<b>49,530,851</b>	<b>8,113,401</b>	<b>57,644,252</b>
<b>EXPENDITURES</b>			
Instruction	27,154,246	0	27,154,246
Academic Support	5,515,683	0	5,515,683
Student Services	4,423,528	0	4,423,528
Institutional Support	6,053,166	0	6,053,166
Operation & Maintenance of Plant	3,804,357	0	3,804,357
<b>TOTAL EXPENDITURES</b>	<b>46,950,980</b>	<b>0</b>	<b>46,950,980</b>
<b>TRANSFERS (IN) OUT OF I&amp;G</b>			
Student Social & Cultural Activities	0	0	0
Research	0	0	0
Public Service	0	0	0
Internal Service Dept.	0	0	0
Student Financial Aid	435,243	0	435,243
Auxiliary Enterprises	0	0	0
Intercollegiate Athletics	0	0	0
Independent Operations	0	0	0
Capital Outlay	143,107	0	143,107
Renewals & Replacements	205,841	0	205,841
Retirement of Indebtedness	0	0	0
Non-Budgetary Exhibits:			
Endowment Fund	0	0	0
Other (to Las Cruces Campus)	85,000	0	85,000
Other (Specify)	0	0	0
<b>NET TRANSFERS</b>	<b>869,191</b>	<b>0</b>	<b>869,191</b>
<b>ENDING BALANCE</b>	<b>1,710,680</b>	<b>8,113,401</b>	<b>9,824,081</b>

Prepared by: **Kimberly G. Rumford**

Date Approved by BOR

<b>For NMHED Use Only</b>	Accept	Reject	Date	
NMHED Analyst	_____	_____	____/____/____	NMHED Control # _____
NMHED Director	_____	_____	____/____/____	
<b>For DFA Use Only</b>				
DFA Analyst	_____	_____	____/____/____	DFA Control # _____
DFA Director	_____	_____	____/____/____	Agency Code _____
	Increase _____	Decrease _____	Transfer _____	

Binder Page 308 of 324  
GET ADJUSTMENT REQ

Request #	1
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Revised Budget

1) To adjust FY24 Beginning Balances to FY23 actual ending balances.



NEW MEXICO HIGHER EDUCATION DEPARTMENT  
BUDGET ADJUSTMENT REQUEST

INSTITUTION : **New Mexico State University - Grants**

FY **2023-2024**

Adjustment to Fund: **Unrestricted**

Request # **1**

	<b>Current Approved Budget</b>	<b>INCREASE (DECREASE)</b>	<b>Revised Budget</b>
<b>REVENUES</b>			
Instruction and General	5,847,310	0	5,847,310
Student Social & Cultural Activities	15,000	0	15,000
Research	0	0	0
Public Service	0	0	0
Internal Service Dept.	2,000	0	2,000
Student Financial Aid	0	0	0
Auxiliary Enterprises	25,000	0	25,000
Athletics	0	0	0
Independent Operations	0	0	0
<b>Subtotal Current Funds</b>	<b>5,889,310</b>	<b>0</b>	<b>5,889,310</b>
Capital Outlay	3,825,000	0	3,825,000
Renewals & Replacements	71,705	0	71,705
Retirement of Indebtedness	0	0	0
<b>Subtotal Plant Funds</b>	<b>3,896,705</b>	<b>0</b>	<b>3,896,705</b>
<b>TOTAL REVENUES</b>	<b>9,786,015</b>	<b>0</b>	<b>9,786,015</b>
<b>BEGINNING BALANCES</b>			
Instruction and General	1,058,801	1,545,249	2,604,050
Student Social & Cultural Activities	86,275	7,367	93,642
Research	0	0	0
Public Service	273,715	(81)	273,634
Internal Service Dept.	23,148	15,576	38,724
Student Financial Aid	0	6,000	6,000
Auxiliary Enterprises	72,589	8,636	81,225
Athletics	0	0	0
Independent Operations	0	0	0
<b>Subtotal Current Funds</b>	<b>1,514,528</b>	<b>1,582,747</b>	<b>3,097,275</b>
Capital Outlay	4,606,595	471,270	5,077,865
Renewals & Replacements	6,113,029	(22,768)	6,090,261
Retirement of Indebtedness	0	0	0
<b>Subtotal Plant Funds</b>	<b>10,719,624</b>	<b>448,502</b>	<b>11,168,126</b>
<b>TOTAL BEGINNING BALANCES</b>	<b>12,234,152</b>	<b>2,031,249</b>	<b>14,265,401</b>
<b>TOTAL AVAILABLE</b>			
Instruction and General	6,906,111	1,545,249	8,451,360
Student Social & Cultural Activities	101,275	7,367	108,642
Research	0	0	0
Public Service	273,715	(81)	273,634
Internal Service Dept.	25,148	15,576	40,724
Student Financial Aid	0	6,000	6,000
Auxiliary Enterprises	97,589	8,636	106,225
Athletics	0	0	0
Independent Operations	0	0	0
<b>Subtotal Current Funds</b>	<b>7,403,838</b>	<b>1,582,747</b>	<b>8,986,585</b>
Capital Outlay	8,431,595	471,270	8,902,865
Renewals & Replacements	6,184,734	(22,768)	6,161,966
Retirement of Indebtedness	0	0	0
<b>Subtotal Plant Funds</b>	<b>14,616,329</b>	<b>448,502</b>	<b>15,064,831</b>
<b>GRAND TOTAL AVAILABLE</b>	<b>22,020,167</b>	<b>2,031,249</b>	<b>24,051,416</b>

\*NMHED/DFA Approval moved to Page 3

NEW MEXICO HIGHER EDUCATION DEPARTMENT  
BUDGET ADJUSTMENT REQUEST

INSTITUTION : **New Mexico State University - Grants**

FY **2023-2024**

Adjustment to Fund: **Unrestricted**

Request # **1**

	<b>Current Approved Budget</b>	<b>INCREASE (DECREASE)</b>	<b>Revised Budget</b>	
<b>EXPENDITURES</b>				
Instruction and General	6,310,384	0	6,310,384	
Student Social & Cultural Activities	12,914	0	12,914	
Research	0	0	0	
Public Service	5,000	0	5,000	
Internal Service Dept.	7,000	0	7,000	
Student Financial Aid	47,421	0	47,421	
Auxiliary Enterprises	25,000	0	25,000	
Athletics	0	0	0	
Independent Operations	0	0	0	
<b>Subtotal Current Funds</b>	<b>6,407,719</b>	<b>0</b>	<b>6,407,719</b>	
Capital Outlay	4,725,000	0	4,725,000	
Renewals & Replacements	541,705	0	541,705	
Retirement of Indebtedness	0	0	0	
<b>Subtotal Plant Funds</b>	<b>5,266,705</b>	<b>0</b>	<b>5,266,705</b>	
<b>TOTAL EXPENDITURES</b>	<b>11,674,424</b>	<b>0</b>	<b>11,674,424</b>	
<b>TRANSFERS IN (OUT)</b>				
Instruction and General	(307,667)	0	(307,667)	
Student Social & Cultural Activities	(5,000)	0	(5,000)	
Research	0	0	0	
Public Service	5,000	0	5,000	
Internal Service Dept.	(2,000)	0	(2,000)	
Student Financial Aid	47,421	0	47,421	
Auxiliary Enterprises	(3,000)	0	(3,000)	
Athletics	0	0	0	
Independent Operations	0	0	0	
<b>Subtotal Current Funds</b>	<b>(265,246)</b>	<b>0</b>	<b>(265,246)</b>	
Capital Outlay	13,681	0	13,681	
Renewals & Replacements	251,565	0	251,565	
Retirement of Indebtedness	0	0	0	
<b>Subtotal Plant Funds</b>	<b>265,246</b>	<b>0</b>	<b>265,246</b>	
<b>NET TRANSFERS</b>	<b>0</b>	<b>0</b>	<b>0</b>	
<b>ENDING BALANCES</b>				
Instruction and General	288,060	1,545,249	1,833,309	29%
Student Social & Cultural Activities	83,361	7,367	90,728	703%
Research	0	0	0	#DIV/0!
Public Service	273,715	(81)	273,634	5473%
Internal Service Dept.	16,148	15,576	31,724	453%
Student Financial Aid	0	6,000	6,000	13%
Auxiliary Enterprises	69,589	8,636	78,225	313%
Athletics	0	0	0	#DIV/0!
Independent Operations	0	0	0	#DIV/0!
<b>Subtotal Current Funds</b>	<b>730,873</b>	<b>1,582,747</b>	<b>2,313,620</b>	<b>36%</b>
Capital Outlay	3,720,276	471,270	4,191,546	89%
Renewals & Replacements	5,894,594	(22,768)	5,871,826	1084%
Retirement of Indebtedness	0	0	0	#DIV/0!
<b>Subtotal Plant Funds</b>	<b>9,614,870</b>	<b>448,502</b>	<b>10,063,372</b>	<b>191%</b>
<b>TOTAL ENDING BALANCES</b>	<b>10,345,743</b>	<b>2,031,249</b>	<b>12,376,992</b>	<b>106%</b>
<b>TOTAL EXPENDITURES, TRANSFERS, BALANCES</b>	<b>22,020,167</b>	<b>2,031,249</b>	<b>24,051,416</b>	

NEW MEXICO HIGHER EDUCATION DEPARTMENT  
BUDGET ADJUSTMENT REQUEST

INSTITUTION : **New Mexico State University - Grants**

FY **2023-2024**

Adjustment to Fund: **Unrestricted**

Request # **1**

	<u>Current Approved Budget</u>	<u>INCREASE (DECREASE)</u>	<u>Revised Budget</u>
<b>INSTRUCTION &amp; GENERAL:</b>			
<b>REVENUES</b>			
Tuition and Fees	1,123,600	0	1,123,600
Federal Government Appropriations	0	0	0
State Government Appropriations	4,267,000	0	4,267,000
Local Government Appropriations	300,000	0	300,000
Federal Grants/Contracts	350	0	350
State Grants/Contracts	0	0	0
Local Grants/Contracts	0	0	0
Private Gifts/Grants/Contracts	0	0	0
Endowment/Land/Permanent Fund	0	0	0
Sales & Services of Ed Activities	0	0	0
Other Sources	156,360	0	156,360
<b>TOTAL REVENUES</b>	<b>5,847,310</b>	<b>0</b>	<b>5,847,310</b>
<b>BEGINNING BALANCE</b>	<b>1,058,801</b>	<b>1,545,249</b>	<b>2,604,050</b>
<b>TOTAL AVAILABLE</b>	<b>6,906,111</b>	<b>1,545,249</b>	<b>8,451,360</b>
<b>EXPENDITURES</b>			
Instruction	2,936,984	0	2,936,984
Academic Support	681,958	0	681,958
Student Services	867,709	0	867,709
Institutional Support	1,070,640	0	1,070,640
Operation & Maintenance of Plant	753,093	0	753,093
<b>TOTAL EXPENDITURES</b>	<b>6,310,384</b>	<b>0</b>	<b>6,310,384</b>
<b>TRANSFERS (IN) OUT OF I&amp;G</b>			
Student Social & Cultural Activities	0	0	0
Research	0	0	0
Public Service	5,000	0	5,000
Internal Service Dept.	0	0	0
Student Financial Aid	42,421	0	42,421
Auxiliary Enterprises	(3,000)	0	(3,000)
Intercollegiate Athletics	0	0	0
Independent Operations	0	0	0
Capital Outlay	13,681	0	13,681
Renewals & Replacements	249,565	0	249,565
Retirement of Indebtedness	0	0	0
Non-Budgetary Exhibits:			
Endowment Fund	0	0	0
Other (To Las Cruces Campus)	0	0	0
Other (Specify)	0	0	0
<b>NET TRANSFERS</b>	<b>307,667</b>	<b>0</b>	<b>307,667</b>
<b>ENDING BALANCE</b>	<b>288,060</b>	<b>1,545,249</b>	<b>1,833,309</b>

Prepared by: **Kimberly G. Rumford**

Date Approved by BOR

<b>For NMHED Use Only</b>	Accept	Reject	Date	
NMHED Analyst	_____	_____	___/___/___	NMHED Control # _____
NMHED Director	_____	_____	___/___/___	
<b>For DFA Use Only</b>				
DFA Analyst	_____	_____	___/___/___	DFA Control # _____
DFA Director	_____	_____	___/___/___	Agency Code _____
	Increase	Decrease	Transfer	

GET ADJUSTMENT REQ

Request #	1
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### Revised Budget

1) To adjust FY24 Beginning Balances to FY23 actual ending balances.



**Board of Regents Meeting**  
**Meeting Date: December 7, 2023**  
**Agenda Item Cover Page**

**Agenda Item # G-1**

- ☐ Action Item
- ☐ Consent Item
- ☒ Informational Item

**Presented By:**

Ermelinda Quintela  
University Policy Administrator

**Agenda Item:** Summary of Revisions to the Administrative Rules and Procedures of NMSU (ARP) for the period September 1, 2023 – October 31, 2023.

**Requested Action of the Board of Regents:** Informational only.

**Executive Summary:** In accordance with ARP 1.10, the attached report provides a brief synopsis of approved policy actions to the Administrative Rules and Procedures of NMSU (ARP) approved by the President during the referenced period.

**References:**

ARP 1.10, Part 5.5.B., provides that a summary of approved policy actions, with exception of the non-substantive corrections and updates, be included as an informational item in the record of each regular meeting of the NMSU Board of Regents.



University General Counsel  
P.O Box 30001  
MSC 3UGC  
Las Cruces, New Mexico 88003  
Telephone: 575-646-2446  
FAX: 575-646-3012

**INFORMATIONAL REPORT  
SUMMARY OF ARP REVISIONS (PERIOD: 9/01/2023-10/31/2023)**

This informational report is submitted pursuant to ARP 1.10 (Part 5.5.B.) and includes a summary of approved policy actions between September 1, 2023, through October 31, 2023.

**AMENDMENT:**

ARP 4.55 – Grades Report, upon approval by the President the operational policy was amended effective September 26, 2023. Requested amendment removes the PR "Progress in Graduate Research" grade and replaces it with "S" as a permanent notation on the student's transcript to designate final degree certification. This amendment promotes operational efficiency across the Graduate School, University Student Records, and Graduate Academic Departments, without impact to quality due to continued checks and balances.

ARP 10.60-Review of Faculty Grievances, upon approval by the President the operational policy was amended effective September 26, 2023. Requested amendment increases the elected Faculty Grievance Review Board membership from 13 to 25 to reduce burden on members, due to board volume and teaching loads.



**Board of Regents Meeting**  
**Meeting Date: December 7, 2023**  
**Agenda Item Cover Page**

**Agenda Item # H**

- ☐ Action Item
- ☐ Consent Item
- ☒ Informational Item

**Presented By:** **Jeff Witte**  
Cabinet Secretary & Director  
New Mexico Department of  
Agriculture

**Agenda Item:** Report from the New Mexico Department of Agriculture to the Regents of New Mexico State University (Board of Agriculture)

**Requested Action of the Board of Regents:** None. Information only.

**Executive Summary:** This is a quarterly report provided to the Board of Regents from the New Mexico Department of Agriculture

**References:**  
See attached report.

**Prior Approvals:**  
N/A

# NMDA

## New Mexico Department of Agriculture

### BOARD OF REGENTS REPORT

December 7, 2023

#### **Secretary's / Director's Office**

As we finalize the previous five-year plan (2019-2023), we initiated the process to shape and give guidance to the department for the next five years (2024-2028). The process included outside stakeholders and internal stakeholders. NMDA contracted with an outside firm that specializes in strategic planning. The contractor is in the process of finalizing the document for review and submission.

#### **Pecan Harvest**

With the initiation of New Mexico's pecan harvest, New Mexico Department of Agriculture begins the process of inspecting on-farm pecan cleaning plants, commercial buying stations, cold storage facilities, and pecan processing/manufacturing facilities in the state. These inspections are in conjunction with New Mexico Pecan Growers Association and are directed at identifying new pecan weevil infested locations; determining compliance with state laws enacted to slow the spread of pecan weevil; and to quantify pecan weevil eradication progress in specific areas of the state. The pecan pest is not established in Dona Ana County, the most concentrated pecan growing area of the country. Establishment of pecan weevil results in increased production costs, reductions in nut quality and yield, and increased process costs. Additionally, widespread establishment in a county will preclude growers' ability to ship in-shell product to Mexico (Juarez) for processing, regardless of treatments to kill pecan-weevil postharvest.

#### **New Mexico Products Promotions**

##### **New Mexico State Fair**

The 2023 New Mexico State Fair took place in Albuquerque, New Mexico, September 7<sup>th</sup>-17<sup>th</sup>. NMDA's role included planning and installing various exhibits, coordinating and implementing several promotional events, and working with a contractor to execute the 2023 Country Store in the historical Agriculture Building on the Expo NM grounds.



Exhibits featured collaborative efforts with the local agriculture industry through the NM Grown initiative, Specialty Crop Block Grant Program, and Local Food Purchase Assistance Cooperative Agreement project.

Activities and events included: a relaunch (reception) of the New Mexico-Taste the Tradition/Grown with Tradition® Logo Program; the showcasing of local ag-related companies selling favorites and market-testing new products to the public within the Country Store; the annual Battle of the Salsas where eighteen local companies put a salsa up-to-the-test for the public to vote on; several Reds, Whites, and Brews Happy Hours with New Mexico Beef Council; a Beef Jerky Showdown; and the annual Green Chile Cheeseburger Challenge.

Winners of the Battle of the Salsas include Black Market Salsa Belligerent Batch (1<sup>st</sup> Place), The Bossy Gourmet Flame Roasted Hatch Green Chile Salsa (2<sup>nd</sup> Place), and New Mexico Salsa Hot Salsa (3<sup>rd</sup> Place); The winner of the Green Chile Cheeseburger Challenge is Oso Grill from Capitan, NM who won both Judges' Choice and People's Choice.

Through engaging with the public and industry members at the Fair and preparing foods using products pulled directly from the shelves of the Country Store, NMDA's Chef Ambassadors were instrumental in the success of this year's Fair.



### **Eastern New Mexico State Fair**

The 2023 Eastern New Mexico State Fair took place in Roswell, New Mexico, October 2<sup>nd</sup> – 7<sup>th</sup>. NMDA's participation featured a booth within the commerce area. NMDA featured New Mexico--Taste the Tradition® member products and sampled them to the public.



### **HomeGrown 2023**

On November 18<sup>th</sup> and 19<sup>th</sup>, NMDA partnered with the New Mexico Farm & Ranch Heritage Museum to host HomeGrown: A New Mexico Food Show and Gift Market. Since 2014, this two-day signature event attracts local vendors, suppliers, shoppers, foodies, chefs, and media while promoting the awareness and sales of locally grown and NM made products just in time for the holiday shopping season.

2023 event highlights include:

- o 70 Exhibitors
- o Exhibitors include a mix of New Mexico—Taste the Tradition®/--Grown with Tradition® members (priority) and crafts
- o Approximately 2,608 attendees
- o Four food demos in the courtyard utilizing the NMDA food trailer and recipes developed by our second cohort of Chef Ambassadors.
- o Attendees could also bid on decorated Christmas trees and wreaths provided by various Dona Ana County 4-H clubs. This served as a fundraiser for the agriculture-based youth organization while also adding to the holiday atmosphere.





### **America's Food and Beverage Show- A Taste of the States**

September 18-20, 2023, three (3) New Mexico food companies exhibited in NMDA's section within the National Association of State Departments of Agriculture's (NASDA's), "A Taste of the States" Pavilion at the Americas Food and Beverage (AFAB) Show in Miami, FL. The America's Food and Beverage Show is an ideal forum for food related companies to meet customers, service providers, suppliers, distributors, and other domestic and international industry experts. NMDA staff and Chef Ambassador, Jon Young, coordinated the state pavilion and were on-hand to support the exhibiting New Mexico agribusinesses.



### **Bilateral- Trichomoniasis Project- Mexico**

Through continued efforts of the New Mexico-Sonora Commission, NMDA staff continued to work on action items with the animal health division of Sonora, Mexico. A delegation of diagnostic veterinarians was hosted in Albuquerque, New Mexico. The delegation toured the Veterinary Diagnostic Laboratory and observed the process of trichomoniasis testing with NMDA lab technicians. In addition, another hands-on training exercise focused on maintaining herd health was conducted in partnership with the New Mexico State University (NMSU) Cooperative Extension Service Veterinarian.



### **USLGE Mexico Outbound Mission**

In partnership with the Kansas Department of Agriculture, NMDA staff led a U.S. Livestock Genetics Export, Inc. (USLGE) outbound trade mission to Guadalajara, Mexico. The mission included a stop at the Expo Ganadera stock show, meetings with the cattlemen's union, as well as ranch and feedlot tours. In addition, a technical seminar was executed to an audience of cattle producers, veterinarians, animal science students, and industry representatives. The seminar was conducted by the NMSU Livestock Extension specialist and the USLGE Latin America consultant. Two (2) New Mexico cattle producers participated.





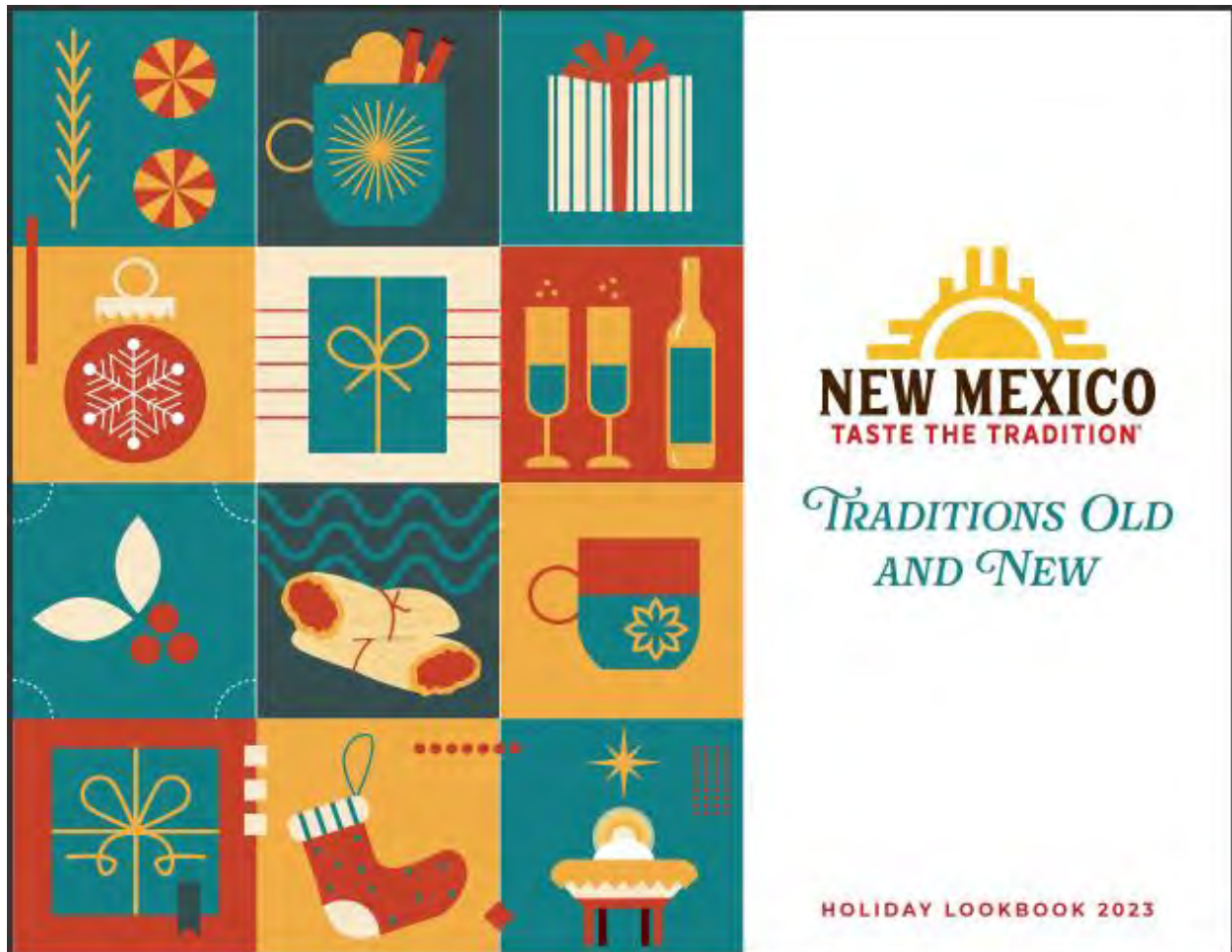


### **WUSATA'S Dried Fruit and Nut Inbound Missions- Korea and Taiwan**

Staff developed and implemented an inbound trade mission, combining two buyer delegations of tree nut industry importers, distributors, and manufacturers from Korea and Taiwan. Prequalified buyers met with New Mexico pecan growers and processors in pre-arranged one-on-one meetings. The delegation(s) enjoyed site visits to pecan orchards, cleaning/sorting plants, manufacturing facilities, and retail stores.



## **Holiday Lookbook**



Staff enlisted the help of an Albuquerque advertising firm, Media Matched, to assist in creating and launching the second annual Holiday Lookbook; an interactive digital shopping guide. With the goal of getting consumers to make the connection in their own lives with agriculture and invested in supporting their neighbor agribusiness, the theme of this year's Lookbook is "Traditions Old and New." The Lookbook features a wide variety of locally grown and made items perfect for gift giving such as specialty foods, drink mixes, adult beverages, and bath and body items. Recipes from our Chef Ambassadors and the New Mexico Beef Council round off the suggestions for holiday fare fit for gatherings with family and friends. The publication can be found at <https://www.elevatenmag.com/>.

## **Resilient Food Systems Infrastructure Program**

In May, NMDA received word through a request for applications published by USDA Agricultural Marketing Service (AMS) that state departments of agriculture could apply for a new funding opportunity, the Resilient Food Systems Infrastructure Program (RFSI), intended to support equipment and infrastructure needs within the middle of the supply chain (Processing, Aggregating, and Distribution). Eligible products include foods and beverages for human consumption other than meat and poultry (which are covered by other USDA AMS grant programs). This is a one-time opportunity and



NMDA has approximately \$3.6M to invest in New Mexico's local food supply chain. The approximate \$1M remaining within our state's allocation will be used for direct administrative expenses and to provide supply chain coordination and technical assistance to industry in partnership with New Mexico Economic Development Department.

USDA AMS approved NMDA's state plan(s), NMDA being one of the first approved plans nationwide. Requests for applications have been announced and are due December 31, 2023. Once projects are approved by NMDA and USDA, they will have approximately three years to be completed. More information on NMDA's new RFSI program can be found at <https://www.elevatenmag.com/resilient-food-infrastructure-program/>

### **Specialty Crop Block Grant Program (SCBGP)**

The Specialty Crop Block Grant program in New Mexico continues to create market opportunities for specialty crops in New Mexico, while also helping to support research and programs that ensure specialty crop producers can continue their successful operations and address the issues they face.

The five selected projects for 2023 include funding for a demonstration kitchen with the Village of Los Ranchos, training in beekeeping and produce farming for veterans with Not Forgotten Outreach, increasing awareness and access to NM specialty cut flowers with the New Mexico Flower Collective, providing training and expanding land access to NM specialty crop producers with NM State Extension, and training native youth from the Navajo Nation on specialty crop production with the BEN Initiative. Subawards are nearing finalization so that awardees can begin their project activities.

Outreach for the 2024 SCBGP cycle began via a press release, social media posts, and three virtual workshops planned for December. Updates have also been made to the SCBGP webpage to reflect changes made to the process of submission due to the new utilization of Submittable.



