



**NEW MEXICO STATE UNIVERSITY BOARD OF REGENTS
REGULAR MEETING
December 12, 2024 at 2:00 PM**

Regents Room, Educational Services Center,
1780 East University Avenue, Las Cruces, NM and
livestreamed for public viewing at <https://nmsu.zoom.us/j/82240874731>

Regents of New Mexico State University

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

Non-Voting Advisory Members - ASNMSU President Ala Alhalholy, Faculty Senate Chair Vimal Chaitanya, Ph.D., Employee Council Chair Donna Johnson

University Officials - Interim President Mónica Torres, Ph.D., Interim Provost Lakshmi Reddi, Ph.D., General Counsel Lisa Henderson, J.D.

MINUTES

A. Call to Order, Chairwoman Ammu Devasthali

Chairwoman Devasthali called the meeting to order at 2:00 PM.

Pledge of Allegiance

Christopher Ostic, student aide with NMSU Military and Veteran's program led the Pledge of Allegiance.

1. Confirmation of Quorum, Chairwoman Ammu Devasthali

Chief of Staff Adam Cavotta took the role. All regents were present with Regent Chacón-Reitzel attending the meeting by Zoom as the meeting was called to order. Also present were ASNMSU President Ala Alhalholy, Faculty Senate Chair Vimal Chaitanya, Employee Council Chair Donna Johnson, Interim President Mónica Torres, Interim Provost Lakshmi Reddi, and General Counsel Lisa Henderson. Also present at the meeting but not seated at the dais was incoming President Dr. Valerio Ferme.

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

Associate Vice President Justin Bannister was absent, and Director of Marketing, Web, and Brand Development Melissa Chavira noted that there were no members of the media or elected officials present at the meeting.

3. Introductions

a) Jim Stanfill, Chief Information Officer, Interim Provost Lakshmi Reddi

Provost Reddi introduced Jim Stanfill as the new Chief Information Officer at NMSU. Provost Reddi noted Mr. Stanfill's breadth of experience in various areas of IT at globally recognized companies such as HP, IBM, Amazon, and Walmart.

Mr. Stanfill noted that he is returning to New Mexico after many years and he is excited for the opportunity to come back to New Mexico and make a contribution to his alma mater.

B. Approval of the Agenda, Chairwoman Ammu Devasthali

Regent Mosely moved approval of the agenda as presented with a second from Regent Saucedo. The motion passed and the agenda was approved.

C. Awards and Recognitions

1. Proclamation Recognizing the Service of Dr. Arsenio Romero as Regent of New Mexico State University, Chairwoman Ammu Devasthali

Chairwoman Devasthali read the proclamation as follows:

WHEREAS, Dr. Arsenio Romero has served honorably and with distinction as a member of the Board of Regents of New Mexico State University for three years, including serving as Secretary and Treasurer and Vice Chair of the board; and

WHEREAS, his service to New Mexico State University and the citizens of our state has been distinguished by remarkable vision and a constant commitment to the highest standards of ethics and excellence in the university's education, research, and public service activities; and

WHEREAS, just two days after Regent Arsenio Romero was sworn into office, New Mexico State University took decisive action to protect its community by moving all classes online and directing all but essential personnel to work remotely in response to the emerging coronavirus pandemic; and

WHEREAS, he served as chair of the Regents Student Success Committee and led efforts to better incorporate the community college campuses into student success discussions by including quarterly reports from each of the community colleges into the committee's standing agenda; and

WHEREAS, the Regents Student Success Committee considered and recommended for approval new academic degree programs, including an Associate in Counseling and Community Psychology at NMSU-Grants, an online Master of Arts in Organizational Leadership, a Doctor of Philosophy in Transborder and Global Human Dynamics, a Master of Science in Athletic Training, a Bachelor of Arts in Music, a Bachelor of Arts in Linguistics, a Doctor of Philosophy in Applied Statistics, and a Doctor of Philosophy in Health Equity Sciences; and

WHEREAS, under his leadership, the Regents Student Success Committee worked collaboratively with faculty and administration to develop a successful proposal to reorganize the College of Health and Social Services and the College of Education into the new College of Health, Education, and Social Transformation; and

WHEREAS, the Regents Student Success Committee and the Board of Regents approved relocating the Borderlands and Ethnic Studies department from the College of Arts and Sciences to the College of Health, Education, and Social Transformation; and

WHEREAS, the board considered many collaborations and agreements such as the Sodexo Master Collaboration Agreement and agreements with the New Mexico Department of Public Safety; and

WHEREAS, he joined the board in moving swiftly and decisively to seize the opportunity to join Conference USA to keep up the momentum of success in men’s and women’s athletics and to create more opportunities for future Aggie athletes; and

WHEREAS, Interim President Mónica Torres says, “Arsenio’s passion for education is unrivaled and I truly appreciate his unwavering commitment to delivering education to everyone across the entire state of New Mexico”; and

WHEREAS, his fellow regent colleague Dina Chacón-Reitzel says, “Arsenio is a wonderful human being, known for his generosity, kindness, and respect towards others. He is an exceptional person to work alongside in challenging situations and his extensive experience in managing large organizations helped us lead through challenging times”; and

WHEREAS, his Board of Regents Chairwoman Dr. Ammu Devasthali says: “Arsenio’s sense of dedication and commitment to NMSU is beyond reproach. He is an Aggie to the core and as a member of the board of regents he was invaluable to me when it came to giving advice and support as needed.”; and

WHEREAS, his service as regent representative on the Regents Audit and Risk Committee has been carried out with diligence and sound judgment; and

WHEREAS, his attention and personal commitment to the employees of New Mexico State University was frequently displayed in his willingness to speak to important topics and to reach out and recognize individuals; and

WHEREAS, since his time as a student at NMSU earning his bachelor’s degree in elementary education and later earning his doctorate of philosophy in Educational Management and Development, he has become a recognized leader in public education in the State of New Mexico; and

NOW, THEREFORE, BE IT PROCLAIMED that the Board of Regents of New Mexico State University thanks and commends Dr. Arsenio Romero for his dedicated service and wishes him success in all future endeavors.

PROCLAIMED this 12th day of December 2024 of the Board of Regents in Las Cruces, New Mexico.

D. Approval of Minutes

1. Special Meeting on September 19, 2024

Regent Moseley moved approval of the special meeting minutes from September 19, 2024 as presented with a second by Regent Romero. The motion passed and the September 19, 2024 minutes were approved.

2. Special Meeting on October 25, 2024

Regent Romero moved approval of the special meeting minutes from October 25, 2024 as presented with a second by Regent Moseley. The motion passed and the October 25, 2024 minutes were approved.

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

1. **2023 2024 Financial Report for Fiscal Year Ended June 30, 2024, Lisa Todd (Moss Adams)**

Lisa Todd, Partner at MossAdams, presented the Financial Report for the Fiscal Year Ended June 30, 2024. The 2024 audit of the University's finances was completed with no findings and resulted in a clean, unmodified audit report. This means that the financial statements are fairly presented in all material respects in accordance with generally accepted accounting principles. The audit also included a review of the University's internal control over financial reporting and compliance, as well as a single audit of federal expenditures. Both of these reviews also resulted in clean, unmodified opinions.

It is important to note that the State audit rule has a very low threshold for findings, so the fact that there were no findings is a testament to the accounting and finance team's commitment to accuracy and compliance.

F. **Regent Committee Reports**

1. **Audit and Risk Committee Report, Regent Ammu Devasthali**

Regent Devasthali reported that the audit committee met twice since the last Board of Regent Regular meeting on August 30 and October 24. In addition to the exit conference for the annual financial statement audit that was just presented to the board, the committee received updates on the audit plan, and a Clery Act update and discussed several internal audits with the Internal Audit Services team.

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

Regent Devasthali read Regent Chacón-Reitzel's Real Estate Committee report on her behalf as follows, "The Regents Real Estate Committee met once since the last board of regents meeting. The Real Estate Committee established a sub-committee on Real Estate Guiding principles during the April 19, 2024 RREC Meeting and this sub-committee met frequently since our last regular meeting. The committee members included me, Regent Moseley, Laura Conniff, Christopher Dulany, Laura Reiley, Rolando Flores, D'Anne Stuart, Chris Kinsley, and Scott Eschenbrenner. When the committee met on December 3 the sub-committee work was discussed and resulted in the Guiding Principles for Real Estate Guidelines and Operating Principles document that you see on the consent agenda as item I-2 on today's agenda.

The committee also heard several proposals that you will see on the consent agenda as items I-3 through I-6.

After the Real Estate Committee meeting, the Aggie Development Incorporated Board of Directors met and Scott will talk about that in his upcoming report today."

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

Regent Romero reported that the Regents Financial Strategies, Performance and Budget Committee met once since the last board of regents meeting.

The committee met on December 2 and we reviewed and approved one capital project request that you see listed on the consent agenda for today as item I-6. The committee also reviewed and approved for the board's consideration the disposition/deletion of property item that you see on today's consent agenda as item I-1.

The committee also reviewed and approved for the board's consideration 5 course fees for Consumer and Family Sciences that you will see on the action item of today's agenda as item J-3 .

The committee also approved the FY25 1st Quarter NMHED Financial Certification, which I, as the chair of the finance committee, have been delegated authority to finalize on behalf of the board.

There was one informational item presented at the December 2 meeting about the Temporary Investment Report for Quarter Ending 09/30/2024, where University Controller Ross Justus reported on short-term investments and the committee discussed the history and potential changes for the coming years to various short-term investment strategies.

4. Student Success Committee Report, Regent Christopher Saucedo

Regent Saucedo reported that The Regents Student Success Committee met twice since the last report on September 5 and November 14.

The committee heard four new course proposals in September and those came to the full board and were approved on September 19.

The committee meeting on November 14 was informational only as the committee did not have time for information reports and enrollment updates when we met in September. Each community college, the NMSU Las Cruces campus, and NMSU Global presented information about activities and enrollment on their campus. The committee didn't have enough time to cover a presentation about Central Advising by Dr. Marissa Fowler that we had on the agenda, but the committee hopes to invite her back soon to hear about activity in that area of the university's student success operations.

G. Affiliated Entity Reports

1. NMSU Foundation Inc. Report, CEO Sylvia Y. Acosta

Dr. Acosta reported that the NMSU Foundation is having a very successful fundraising year, having already raised 42% of their goal. They have seen an increase in donors and have \$16.9 million in proposed gifts under negotiation.

Below are some key accomplishments and goals that were noted:

- **Alumni Engagement:** Successful events like the balloon event in Albuquerque and the Alumni Banner Campaign. Plans to establish 6 new alumni chapters.
- **Data Cleanup:** Completed the first phase of data cleanup, with the second phase focusing on identifying new potential donors.
- **Endowment:** Significant improvement in endowment distributions.
- **Organizational Capacity:** Hired a new CFO with extensive university experience.
- **Website:** Launching a new combined website for the Foundation and Alumni Association.
- **Fundraising Goal:** Aiming to surpass last year's giving, which was the second highest in NMSU history.

Overall, the NMSU Foundation is performing well and has strong plans in place to continue this momentum.

2. Aggie Development Inc. Report, CEO Scott Eschenbrenner

Mr. Eschenbrenner reported that Aggie Development had its annual meeting on December 3rd and confirmed its board members, including President Mónica Torres, Vice Chair Mickey Clute, Secretary Christopher Dulany, and Treasurer Chris Kinsley. The board also recommended the renewal of terms for several members, including Regent Chacón-Reitzel and President Mónica Torres.

Financially, Aggie Development is in a good position with \$286,000 cash on hand and projected lease revenues of \$350,000 for FY25. However, the department is losing a key staff member, Carolyn Aragon, who is retiring after 30 years.

In terms of projects, Aggie Development is working on a ground lease with a New Mexico restaurant brand for Aggie Uptown and re-engaging with the former CEO of Trilog Health Services to develop a senior retirement community on campus.

Finally, Aggie Development has developed guiding principles documents for real estate and development, emphasizing maximizing returns, student engagement, financial independence, and community engagement. These principles will be reviewed annually.

Mr. Eschenbrenner introduced Dr. Jean Hertzman who spoke about the Hotel, Restaurant, and Tourism Management steering committee formed out of the ground lease with the Marriot Hotel. Dr. Hertzman noted that The School of Hotel, Restaurant and Tourism Management (HRTM) has a strong partnership with the Courtyard by Marriott in Las Cruces and its ownership company, Total Management Systems (TMS). This collaboration has led to numerous benefits, including:

- Internship and Job Opportunities: Over 38 students and alumni have worked at the hotel, gaining valuable experience. Many have secured management positions within TMS.
- Curriculum Enhancement: TMS staff speak in HRTM classes and are involved in creating videos for online courses, providing real-world insights for students.
- Fundraising Support: TMS sponsored the first annual HRTM golf scramble, which raised over \$12,000 for student activities.
- Positive Association: TMS and its hotels have received numerous awards, enhancing the reputation of HRTM through affiliation.

The partnership continues to thrive with plans for future collaborations, including student shadowing opportunities and another golf scramble in 2025.

Regent Devasthali asked Dr. Hertzman how long the advisory committee has been in place. Dr. Hertzman responded that the committee had its first meeting in September. Dr. Hertzman further noted that the hotel's general manager Amy Miller has been continuously involved in the HRTM advisory board, so they have been in contact.

Regent Devasthali asked Dr. Hertzman if the steering committee monitors the terms of the contract that say what serves or collaboration the hotel does with HRTM. Dr. Hertzman responded that the steering committee

is going over the main terms of the agreement with HRTM regarding participating in the activities and offering preference for jobs and internships.

Regent Romero asked Dr. Hertzman how many students are in the HRTM program and what percentage of the students get to benefit from the relationship with the hotel. Dr. Hertzman responded that there are 105 students in the HRTM major, and she estimated that all students have some benefit because they all take at least one or 2 classes in which the TMS and executives are guest speakers contribute to the course materials as well as to be able to interact with them at various events such as job fairs.

H. Advisory Member Reports

1. Associated Students of NMSU Report, *President Ala Alhalholy*

President Alhalholy reported that ASNMSU has had a busy and productive semester! Here's a summary of their key accomplishments:

Boosting School Spirit & Community Engagement:

- Exciting Events: Hosted rivalry events like the "Burning of the Lobo", athletic giveaways, Coachella night, and the Aggie Palooza Homecoming Parade, attracting hundreds of attendees and increasing school spirit.
- Community Outreach: Distributed NMSU flags to local businesses, organized a campus-wide cleanup with over 700 participants, and hosted a movie night benefiting the Aggie cupboard to combat food insecurity.
- Festive Celebrations: Organized Noche de Luminarias, a heartwarming event with festive activities for the community.

Improving Campus Life:

- Safety & Security: Proposed a \$5.2 million safety package to address campus security needs.
- Fighting Food Insecurity: Launched "Swipes Against Hunger" to donate meal swipes to students in need.
- Supporting Student Parents: Reintroduced free after-school programming for students with children.
- Promoting Hygiene Equity: Secured free feminine hygiene products in 7 campus buildings.

Overall, ASNMSU has demonstrated a strong commitment to enhancing student life, fostering community engagement, and addressing important needs on campus.

2. NMSU Faculty Senate Report, *Chair Vimal Chaitanya*

Chair Chaitanya reported that the Faculty Senate at NMSU has been busy this semester, focusing on several key areas:

Supporting Diversity and Inclusion:

- Passed an emergency memorial affirming support for all students and faculty, particularly those at risk of harassment or discrimination. This was in response to potential national policy changes that could negatively impact dreamers, undocumented, and international members of the NMSU community.

Advocating for Faculty Resources:

- Successfully pushed for a one-time fund to support open-access article publishing, with ongoing efforts to find a long-term solution to the high costs of academic publishing.
- Raised concerns about hiring processes, particularly for research grant-supported positions, and are working with Human Resources to improve efficiency.
- Advocating for better alignment of pre-award and post-award procedures for research grants to streamline faculty workload.

Reviewing and Updating University Policies:

- Revising promotion and tenure procedures.
- Clarifying policies around final exams.
- Examining supplemental compensation for faculty who take on extra research responsibilities.
- Addressing concerns about the representation of diversity and inclusion efforts on campus.

Improving Student Success:

- Working to improve the transferability of credits from financial federal programs towards majors.
- Clarifying authorized absences from classes for students.
- Exploring ways to make it easier for NMSU students to take classes at other campuses within the NMSU system.

Overall, the Faculty Senate is actively engaged in shared governance, advocating for faculty and student needs, and working to improve the university experience for all.

3. NMSU Employee Council Report, Chair Donna Johnson

Chair Johnson reported on the Employee Council's ongoing efforts to improve employee well-being and compensation at NMSU.

Key Concerns:

- **Salary Inadequacy:** NMSU salaries are not competitive within the local and regional job market, making it difficult to attract and retain qualified personnel. The Council is advocating for an external review of job descriptions, titles, and salary grades to address this.
- **Outdated Equipment:** The employee picnic, while a success, highlighted the need for new chairs to ensure

employee safety and comfort.

Positive Developments:

- Employee Appreciation: The Council expressed gratitude to leadership for funding the annual employee picnic and acknowledging the hard work of NMSU employees.
- Extra Holiday: President Torres granted December 23rd as an extra holiday for employees, demonstrating care for their well-being and work-life balance.

Employee Council Elections: Employees are encouraged to nominate themselves or others for the Employee Council by Friday, December 13th to contribute to these important efforts.

Overall, the Employee Council is actively working to address critical issues impacting employee satisfaction and working conditions at NMSU.

Regent Devasthali asked Chair Johnson if she was aware of any compensation studies that had been done. Chair Johnson responded that she was not aware of any compensation studies, but noted that Joyce and Marshall from HR have been collaborating with departments to go through salaries and look at changing the grades.

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

Regent Devasthali noted that Regent Chacón-Reitzel was now present in the board room and called for a motion on the consent agenda items as presented. Regent Romero moved approval of the consent agenda items as presented and Regent Chacón-Reitzel seconded the motion. The motion passed unanimously, and the consent agenda items were approved.

1. **Disposition/Deletion of Capital Property, University Controller Ross Justus**
2. **Guiding Principles for Real Estate, Special Assistant to the President Scott Eschenbrenner**
3. **Second Amendment to LC University, LLC (Marriott Hotel), Special Assistant to the President Scott Eschenbrenner**
4. **Purchase Agreement for 1300 Highway 195, Elephant Butte, NM, Special Assistant to the President Scott Eschenbrenner**
5. **Riley Petroleum Surface Use Agreement – Artesia Agricultural Experiment Station, Special Assistant to the President Scott Eschenbrenner**
6. **PSL Tower Demolition, Associate Vice President for Facilities and Services Raghu Raghavan**
7. **Honorific naming of the Health Sciences Center Building at the NMSU Alamogordo Campus "Terry T. Marquardt Health Sciences Center", NMSU Foundation Chief of Staff Neal Bitsie**

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

1. **Authorization for Conferral of Degrees and Certificates, Interim Provost Lakshmi Reddi**

Provost Reddi requested approval from the Board of Regents to confer degrees and certificates to the candidates listed in the Fall 2024 commencement programs. This conferral is contingent upon students meeting all graduation requirements and submitting original work for their theses. Provost Reddy expressed gratitude to the faculty and staff for their dedication to students and the student-centric culture at NMSU.

Chairwoman Devasthali emphasized the significance of this occasion, highlighting the achievements of NMSU graduates and their future contributions. She encouraged graduates to stay connected with the university.

Several Regents shared their thoughts and well-wishes for the graduates:

Regent Chacón-Reitzel noted this as her last commencement as a Regent and expressed pride in being part of the university and witnessing student success.

Regent Saucedo highlighted the unique challenges this graduating class faced, including disruptions to their high school and early college experiences due to the pandemic.

Regent Moseley congratulated the graduates and expressed gratitude to the faculty and staff for their support of students. He emphasized the importance of recognizing December graduates, who often receive less attention than May graduates.

Regent Romero echoed the sentiments of her fellow Regents and congratulated the graduates.

Chairwoman Devasthali moved to authorize the conferral of degrees and certifications for Fall 2024. The motion was seconded by Regent Chacón-Reitzel and passed unanimously.

2. Budget Adjustment Requests (BAR) for Fiscal Year 2024-2025, Chief Budget Officer Kimberly Rumford

Dr. Rumford presented the mid-year budget adjustment requests. These adjustments are necessary to reconcile the estimated beginning fund balances for the current fiscal year with the actual ending balances from the previous fiscal year (FY24). This annual adjustment ensures accurate budget figures.

The reports presented reflect the necessary adjustments for each of the four campuses.

Regent Romero moved to approve the budget adjustment request as presented.

Regent Saucedo seconded the motion.

The motion passed unanimously with no further discussion.

3. Course Fees for Agricultural, Consumer, and Environmental Sciences – Family and Consumer Sciences, Chief Budget Officer Kimberly Rumford, Assistant Professor Insook Ahn, College Associate Professor Kelley Coffeen

Dr. Rumford introduced Dr. Delgado, Faculty and Department Head for Family and Consumer Sciences, and Dr. Ahn, Faculty in the department, to present a request for course fee adjustments. These adjustments had undergone a thorough review process, starting at the department level and culminating in the Regents' meeting.

Dr. Ahn requested the following adjustments for courses in the Fashion Merchandising and Design program:

- Increase Existing Fees: Increase course fees from \$25 to \$50 for three existing lab classes.
- New Course Fees: Implement a \$50 course fee for two classes.

The fee adjustments are necessary to cover the cost of additional materials required for the program's expansion, including:

- Hands-On Experiences: Materials for garment construction and the annual fashion show.
- Advanced Technology: Digital resources and essential technology for design.

Dr. Delgado emphasized the importance of these materials in preparing students for real-world experiences and competitiveness in the job market.

Regent Devasthali raised concerns about the affordability of the increased fees for students. It was clarified that:

- Fees are published with the class, allowing students to factor them into their budgets.
- Financial aid may cover these fees for some students.

Regent Chacón-Reitzel inquired about the acquisition of previously discussed technology equipment. Dr. Delgado confirmed the acquisition of 3D software and other equipment, but noted ongoing needs for materials and supplies to effectively utilize the equipment.

Regent Chacón-Reitzel emphasized the importance of providing students with the necessary resources to be successful in the field.

Dr. Coffeen provided further context, highlighting:

- Efforts to utilize donated materials and resources to minimize student costs.
- The importance of adequate funding to support student retention and success.
- The distribution of lab classes across different levels of the program.

Regent Romero acknowledged the Finance Committee's thorough review of the request, including justification for the \$50 fee amount.

Regent Chacón-Reitzel moved to approve the course fee adjustments as presented.

Regent Saucedo seconded the motion.

The motion passed unanimously with no further discussion.

4. Collective Bargaining Agreement Between the Regents of New Mexico State University and United Electrical, Radio and Machine Workers of America (UE) 1498, General Counsel Lisa Henderson

General Counsel Henderson presented the proposed collective bargaining agreement between the Graduate

Workers Union and the NMSU Board of Regents. The agreement was negotiated with input from various university offices, including the Provost, President, and Vice President of Administration and Finance.

Key Features of the Agreement were highlighted, including:

Compensation:

- 2% increase for current graduate assistants (excluding research assistants).
- 2% salary schedule increase for newly appointed graduate assistants (excluding research assistants).
- Encouragement for departments to provide similar increases to research assistants.

Tuition Support:

- Up to 6 hours of tuition support (increased from 4 hours).
- Allows stacking of tuition support with scholarships from other sources.

Non-Economic Features:

- Written leave denials.
- Reduced credit hour loads in final semesters.
- Adherence to normal FTE hours.
- 21-day advance notice for appointment letters.

Regent Moseley moved to ratify the collective bargaining agreement. Regent Romero seconded the motion.

Chairwoman Devasthali read a statement highlighting the Regents' support for fair compensation and benefits for graduate assistants. The statement acknowledged the financial implications of the agreement, emphasizing the need for responsible resource allocation to ensure the university's long-term financial health. Chairwoman Devasthali expressed appreciation for those involved in the negotiations and the Deans' commitment to graduate assistants.

The motion passed unanimously, ratifying the collective bargaining agreement.

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

Before Secretary Witte's report, Chairwoman Devasthali moved for a 5-minute recess. The board recessed from 3:33 PM to 3:45 PM.

Secretary Witte started by announcing the hiring of Les Owen as the new Deputy Secretary of Agriculture. Mr. Owen has prior experience with NMDA and brings valuable expertise to the department.

Secretary Witte reported that the Rounders Award, which recognizes individuals who embody and promote the

Western way of life, was presented to Julie Carter, a renowned photographer and writer specializing in Western history and documentaries. Secretary Witte also noted that the Delk Band is celebrating their 90th anniversary.

The Indonesia Dairy Project, initiated after a USDA-funded trade mission, continues to progress. The project aims to assist Indonesia in re-establishing its dairy industry. NMDA, in collaboration with NMSU's dairy extension program and the US Dairy Export Council, has conducted multiple trips to Indonesia for training and collaboration.

A recent agreement signing marks the official launch of the dairy training initiative. This project has the potential to increase US dairy exports to Indonesia, benefiting New Mexico's dairy industry. Similar partnerships are being explored with the Philippines.

Addressing employee salary concerns, Secretary Witte highlighted ongoing efforts to secure funding for competitive salaries at NMDA. While progress has been made, NMDA salaries still lag behind other state agencies.

Secretary Witte congratulated graduating students, including Natalia Molinar, an outstanding graduate from the College of Agriculture who worked with NMDA as a videographer. He expressed a desire to explore ways for NMDA to hire graduate students in assistantship roles or with similar benefits.

Secretary Witte expressed gratitude to President Torres for her leadership and to the Regents for their support. He also acknowledged Regent Chacon's contributions and her recent retirement from the Beef Council.

Secretary Witte recapped his recent trip to the UK, where he participated in an agricultural tour at the invitation of the British Embassy. The trip focused on showcasing UK agriculture and exploring potential trade opportunities.

Regent Chacón-Reizel commended Secretary Witte for his leadership and the international recognition he brings to NMDA and NMSU. She highlighted the importance of NMDA's international work in promoting agricultural development and trade.

L. **NMSU Academic Report, *Interim Provost Lakshmi Reddi***

Interim Provost Reddi began his report with a PowerPoint presentation and noted that this report is a follow-up presentation focusing on data-driven strategies to enhance student success at New Mexico State University (NMSU).

Key Takeaways:

- **Communication, Coordination, Integration:** The university is addressing the interconnected challenges of communication, coordination, and integration across departments and programs to improve operational efficiency and student support.
- **Data-Informed Decision Making:** NMSU is committed to leveraging data to guide decision-making processes. Efforts are underway to create a comprehensive and reliable data set by integrating information from various sources and providing analytical support to faculty and staff.

- Student Retention: Improving student retention is a key priority. Strategies include:
- Regular meetings with colleges and departments to align retention strategies.
- Data summits to foster communication and collaboration among data users.
- Technology summits to identify opportunities for better integration and resource allocation.
- A clearly defined process for program assessment and improvement.

Data-Driven Insights:

- Program-Level Data: Each academic program will receive detailed data on retention rates, student demographics, course performance (DFW rates), and other key metrics. This data will empower programs to develop targeted improvement strategies.
- Recruitment: Preliminary data indicates that NMSU attracts 7.5% of New Mexico high school graduates. Further analysis will focus on refining recruitment strategies and resource allocation.
- Student Success Initiatives: NMSU has implemented a range of student support initiatives, including TRIO programs, learning communities, and the Aggie calling campaign to proactively engage with students.

Key Accomplishments:

- Established regular meetings with colleges and department heads to discuss retention and recruitment strategies.
- Conducted a data summit to bring together data users across campus.
- Organized a technology summit to enhance collaboration and integration.
- Developed a comprehensive process for program assessment and improvement.
- Implemented data tools workshops to train faculty in utilizing data for better instruction.
- Expanded the Teaching Academy to further support faculty success.

Next Steps:

- Conduct deeper dives and work sessions to analyze data and formulate targeted strategies.
- Continue refining the program assessment and improvement process.
- Review and optimize recruitment strategies to enhance enrollment and student success.
- Explore the feasibility of expanding interdisciplinary programs.

The report emphasizes NMSU's commitment to utilizing data-driven insights to improve student success and achieve its strategic goals.

Regents commented on the need to follow up for a deeper dive into this area in an upcoming work session.

M. NMSU System Report, *Interim President Mónica Torres*

In a heartfelt farewell report, the interim President Torres expressed gratitude for the opportunity to serve and reflected on the robust learning and growth experienced during their tenure. Highlighting the university's commitment to its Land Grant mission, the President showcased a range of accomplishments achieved over the past year.

These achievements included the successful implementation of TimelyCare, a program providing enhanced mental and physical health support for students. Research expenditures exceeded strategic goals, with notable contributions from the STEM+ Education Research Center, which focuses on improving pre-K through 20 education across the state.

Extension and outreach efforts flourished, with significant increases in expenditures and grants. The budget team made strides in re-establishing budget review processes and implementing new software for streamlined budget planning and reporting.

The Global Campus surpassed its enrollment target, achieving significant growth and partnering with Meta to integrate virtual reality into courses. Efforts to strengthen engagement with tribal communities included the formation of a task force and increased Native American student enrollment.

The university received a five-year extension on its innovation and economic prosperity designation and secured a substantial NSF grant to bolster research competitiveness and workforce development opportunities. Finally, the passage of GO Bonds 2 and 3 will provide crucial funding for infrastructure upgrades, renovations, and new facilities across the NMSU system.

Interim President Torres concluded by thanking the Board of Regents for their support and expressing confidence in the university's continued progress.

Regent Devasthali expressed gratitude to interim President Torres for her steady leadership during a challenging time. Regent Moseley and Regent Romero echoed this sentiment, highlighting the President's understanding of the NMSU system and their ability to make difficult decisions.

N. Announcements and Comments – Good News for NMSU!, *Chairwoman Ammu Devasthali*

Regent Romero announced the birth of her new grandson, while Regent Saucedo praised the recent success of the NMSU basketball teams. Regent Saucedo also expressed excitement for the graduating students and their families.

The highlight of the announcements was a video showcasing Zac Dallas, an NMSU rodeo student-athlete who has achieved remarkable success in the sport despite having no prior experience with horses. Regent Chacón-Reitzel praised Zac's accomplishments and the opportunities that NMSU provided him.

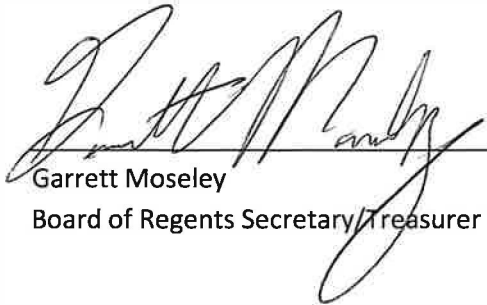
O. Adjournment, Chairwoman Ammu Devasthali

The meeting was then adjourned following a motion and second at 4:47 PM.

Meeting Minutes Approved on January 30, 2025 by the New Mexico State University Board of Regents.



Ammu Devasthali
Board of Regents Chair



Garrett Moseley
Board of Regents Secretary/Treasurer