



**NEW MEXICO STATE UNIVERSITY BOARD OF REGENTS
SPECIAL MEETING
March 28, 2024 at 8:00 AM**

Live Webcast at the following address: <https://nmsu.zoom.us/j/87619268433>

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 Donna Johnson

University Officials - Interim President Jay Gogue, Ph.D., General Counsel Lisa Henderson, J.D.

AGENDA

A. Call to Order

1. **Confirmation of Quorum**, *Chairwoman Ammu Devasthali*
2. **Approval of the Agenda**, *Chairwoman Ammu Devasthali*

B. Minutes, *Chairwoman Ammu Devasthali*

1. **Special Meeting Minutes for February 2, 2024**
2. **Regular Meeting Minutes for December 7, 2023**
3. **Special Meeting Minutes for October 16, 2023**
4. **Special Meeting Minutes for September 29, 2023**
5. **Special Meeting Minutes for August 14, 2023**

C. Consent Items

1. **None.**

D. Informational Items

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

E. Action Items

1. Presidential Search Committee Selection, *Chairwoman Ammu Devasthali*

2. Executive Session, *Chairwoman Ammu Devasthali*

- a) **The Regents will convene in executive session to discuss the selection of the Interim President of New Mexico State University. This discussion will be closed to the public as exempted under NMSA 1978, Section 10-15-1.H(2) (2013).**

3. Reconvene in Open Session, *Chairwoman Ammu Devasthali*

4. Final Action on the Interim Presidential Selection Discussed in Executive Session, *Chairwoman Ammu Devasthali*

F. Announcements and Comments, *Chairwoman Ammu Devasthali*

G. Adjournment, *Chairwoman Ammu Devasthali*



Board of Regents Meeting
Meeting Date: March 28, 2024
Agenda Item Cover Page

Agenda Item # B-1

☒ Action Item

☐ Consent Item

☐ Informational Item

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

Agenda Item: Special Meeting Minutes February 2, 2024

Requested Action of the Board of Regents: Approval of the Special Meeting Minutes for February 2, 2024 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
February 2, 2024 at 2:00 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 Fasenko, Ph.D., Employee Council Chair Susanne Berger

University Officials - Interim President Jay Gogue, Ph.D., Provost Alan Shoho, Ed.D., General Counsel Lisa Henderson, J.D.

Minutes

A. Call to Order, Chairwoman Ammu Devasthali

Meeting called to order at 2:01 pm.

B. Confirmation of Quorum and Roll Call

Role call was taken for members of the board:

- Regent Romero – Present
- Regent Chacón-Reitzel – Present
- Regent Moseley – Present
- Regent Saucedo – Present
- Regent Devasthali – Present

Roll was taken for members of the administration.

- President Gogue – Present
- Provost Shoho – Present
- General Counsel Henderson – Present
- Associate Vice President D’Anne Stuart – Present

Roll was taken for advisor members:

- President Benitez – Present

- Chair Fasenko – Present
- Chair Burger - Present

C. Approval of the Agenda, Chairwoman Ammu Devasthali

Regent Moseley made a motion to approve the agenda and Regent Romero seconded the motion.

A roll call vote was taken:

- Regent Romero – Yes
- Regent Chacón-Reitzel – Yes
- Regent Moseley – Yes
- Regent Saucedo – Yes
- Regent Devasthali – Yes

With five votes in favor, the motion was passed to approve the agenda.

D. Confirmation of Prior Closed Executive Session on January 23, 2024, Chairwoman Ammu Devasthali

The Board of Regents met in closed executive session at 8 am on January 23, 2024, at Mabry Hall, located at the Jerry Apodaca Education Building, 300 Don Gaspar Avenue in Santa Fe, NM.

The meeting was held to discuss limited personnel matters regarding the hiring of the New Mexico State University President and attendant matters concerning promotion, demotion, dismissal, and assignment or resignation of personnel pursuant to NMSA 1978, section 1015 1 subsection H.2.

Those members who are present, please certify that only matters of that nature were discussed.

A roll call vote was taken:

- Regent Romero – Yes
- Regent Chacón-Reitzel – Yes
- Regent Moseley – Yes
- Regent Saucedo – Yes
- Regent Devasthali – Yes

E. Confirmation of Prior Closed Executive Session on January 28, 2024, Chairwoman Ammu Devasthali

The Board of Regents met in a closed executive session at 9:30 am on January 28, 2024, at the Santa Fe County Extension Office at 3229 Rodeo Rd. in Santa Fe, NM.

The meeting was held to discuss limited personnel matters regarding the hiring of the New Mexico State University President and attendant matters concerning promotion, demotion, dismissal, and assignment or resignation of personnel pursuant to NMSA 1978, section 1015 1 subsection H.2.

Those members who are present, please certify that only matters of that nature were discussed.

A roll call vote was taken:

- Regent Romero – Yes
- Regent Chacón-Reitzel – Yes
- Regent Moseley – Yes
- Regent Saucedo – Yes
- Regent Devasthali – Yes

F. Confirmation of Prior Closed Executive Session on February 1, 2024, Chairwoman Ammu Devasthali

The Board of Regents met in an online closed executive session at 10:00 am on February 1, 2024.

The meeting was held to discuss limited personnel matters regarding the hiring of the New Mexico State University President and attendant matters concerning promotion, demotion, dismissal, and assignment or resignation of personnel pursuant to NMSA 1978, section 1015 1 subsection H.2.

Those members who are present, please certify that only matters of that nature were discussed.

A roll call vote was taken:

- Regent Romero – Yes
- Regent Chacón-Reitzel – Yes
- Regent Moseley – Yes
- Regent Saucedo – Yes
- Regent Devasthali – Yes

G. Action Items

1. Selection of Finalists for President of New Mexico State University, Chairwoman Ammu Devasthali

A slate of 5 candidates for President of New Mexico State University to be named as finalists.

The name of the candidates in no particular order are:

Michael Galyean, Professor in the Department of Veterinary Sciences, Texas Tech University.

Wayne Jones, Provost and Vice President for Academic Affairs, University of New Hampshire.

Austin Lane, Chancellor of Southern Illinois University in Carbondale.

John Volin, Executive Vice President for Academic Affairs and Provost at the University of Maine.

Richard Williams, President of Utah Tech University.

Regent Devasthali moved to have the Board of Regents advance the slate of candidates as finalists

for the position of President at New Mexico State University. Regent Romero seconded the motion. Chief of Staff Adam Cavotta conducted a role call of the Regents. The votes cast were:

- Regent Romero – Yes
- Regent Chacón-Reitzel – Yes
- Regent Moseley – Yes
- Regent Saucedo – Yes
- Regent Devasthali – Yes

Regent Devasthali provided the following statement:

“I would like to take this opportunity to thank the members of the search committee for their efforts over the past few months to bring us this slate of candidates for consideration. In particular, I would like to thank our search committee chair, Mr. Ben Woods, for his efforts to lead this large and diverse committee through one of the most important processes that our institution undertakes. The committee has shown true Aggie spirit by selflessly committing themselves to serving the board through a careful review of the candidate pool and advising the board through this process.

The next phase of our search will include campus visits from each finalist, allowing opportunities for you to hear from the candidates directly about their vision for New Mexico State University. As soon as we have the schedule set for those visits and forums, we’ll post all those details on the presidential search website, and we’ll update our campus community, the public, and our stakeholders about the opportunity to participate in this next phase.

We look forward to getting to know each of the candidates and learning how they fit our vision for the next leader of the NMSU system. I hope you’ll join us for those candidate forums – whether in person or online – and share your thoughts as we make this incredibly important decision. Please note that additional information about presidential candidate visits will be provided on the president search website.”

H. Informational items

1. Financial report for the fiscal year ended June 30, 2023, Associate Vice President D'Anne Stuart

Associate Vice President D'Anne Stuart introduced the presenter for the next item on the agenda, Lisa Todd with Moss Adams to provide an update on the 2023 Fiscal Year, Financial Statement Audit. She goes on to note that Moss Adams had presented to the Regent's Audit and Risk Committee in October and that was required by policy and fulfilled that requirement, as well as satisfied all reports required reporting with the State Auditor. Lisa Todd goes on to present the results of the audit (presentation incorporated for reference).

Regent Romero commented that she was impressed with the fact that there were not any audit findings for an organization as big as NMSU and that she feels that it is a testament to Ms. Stuart and Ross and their team.

I. **Adjournment**, *Chairwoman Ammu Devasthali*

Regent Chacón-Reitzel made a motion to adjourn, Regent Mosely seconded the motion, all were in favor and the meeting was adjourned at 2:20pm.



MOSSADAMS



2023 Audit Results

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Agenda

1. Auditors' Role
2. Summary of Audits
3. Auditor Opinions & Reports
4. Audit Results



Auditor's Role

Roles of Moss Adams

Moss Adams is responsible for:

NMSU financial statement audit — Single Audit of Federal Expenditures – Moss Adams reports on consolidated financials, internal controls, and component units – Arrowhead Center, Inc. and NMSU Foundation.

Financial Statement Audits – Audits performed in accordance with:

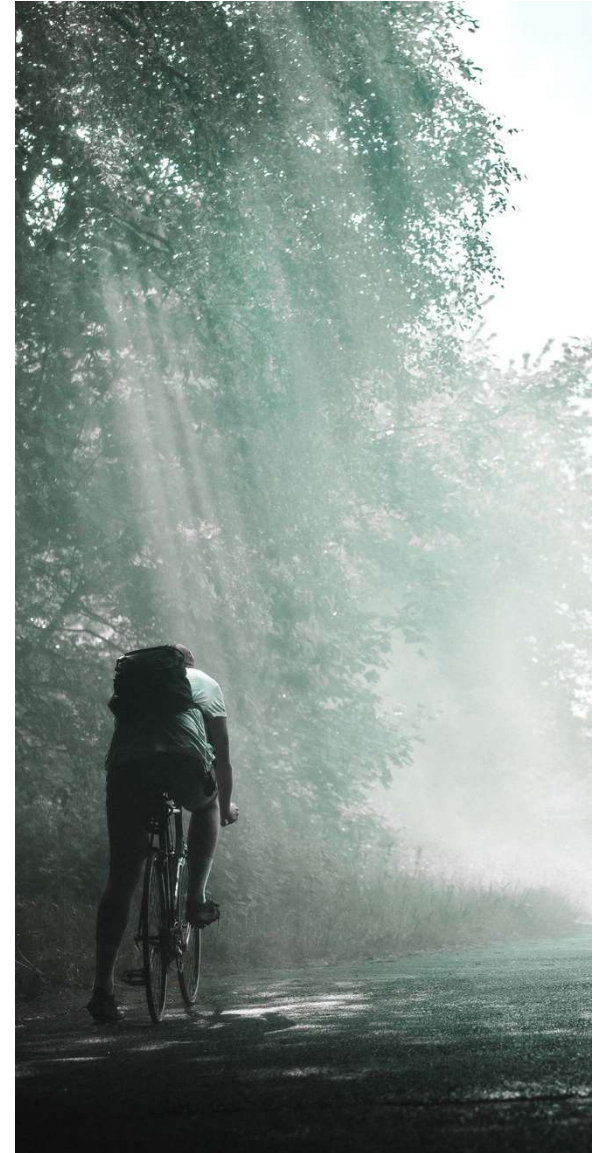
- Generally Accepted Auditing Standards
- Government Auditing Standards
- New Mexico State Auditor Rule 2.2.2 NMAC

Federal Grant Compliance Audit – Audits of federal grants performed in accordance with OMB Uniform Guidance (Single Audit)

- Major programs tested:
 - Student Financial Assistance Cluster
 - COVID-19 Education Stabilization Fund - Higher Education Emergency Relief Fund
 - COVID-19 Coronavirus State and Local Fiscal Recovery Funds



Summary of Audits



Auditor Opinions & Reports



Unmodified Opinion

Financial statements are presented fairly and in accordance with US GAAP

Unmodified Opinion

GAGAS Report on Internal Control Over Financial Reporting and on Compliance and Other Matters (GAGAS reports issued at the component levels vary from the consolidated report)

Unmodified Opinion

Report on Compliance with Requirements that could have a Direct and Material Effect on the Major Federal Programs and on Internal Control Over Compliance in accordance with the Uniform Guidance for Federal Awards (2 CFR Part 200)

Audit Results - Prior Year Audit Findings



None



Audit Results - 2023 Audit Findings – Financial Statement and Compliance



Basic Financial Statements – None

Federal Award Findings and Questioned Costs – None

Audit Results – Other Items



New Mexico State Audit Rule (NMAC 2.2.2) Testwork – No findings



Contact Us



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- Scott Simpson, Concurring Partner
- Ashlee Lent, Senior Manager (NMSU, Arrowhead Center, Inc.)
- Sheila Herrera, Senior Manager (Concurring Review, Arrowhead Center, Inc. and NMSU Foundation)
- Sujan Bhandari, Senior Manager
(NMSU Foundation)





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Board of Regents Meeting
Meeting Date: March 28, 2024
Agenda Item Cover Page

Agenda Item # B-2

☒ Action Item

☐ Consent Item

☐ Informational Item

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

Agenda Item: Regular Meeting Minutes December 7, 2023

Requested Action of the Board of Regents: Approval of the Regular Meeting Minutes for December 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
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.

Minutes

A. Call to Order, Chairwoman Ammu Devasthali

Chairwoman Devasthali called the December 7, 2023, BOR meeting to order at 1:32pm

Pledge of Allegiance

Interim President Gogue led the Pledge of Allegiance

1. Confirmation of Quorum, Chairwoman Ammu Devasthali

Chief of Staff Adam Cavotta confirmed the Quorum noting that Regents Romero, Chacón-Reitzel, Moseley, Saucedo, and Devasthali were present in the board room. University officials present were Interim President Gogue and Provost Shoho. Advisory members present were ASNMSU President Benitez, Faculty Senate Chair Fasenko, and Employee Council Chair Berger.

2. Introductions, Associate Vice President Justin Bannister

Associate Vice President Justin Bannister confirmed that there were no special introductions for this meeting. Associate General Counsel Scott Field introduced Assistant General Counsel Andrea Walker, "The new Assistant General Counsel. She is a native of Southern New Mexico and graduated from NMSU in 1987 and is also a graduate of Baylor Law School and she came back to us, she worked for us in 2019 and 2020.

3. Approval of the Agenda, Chairwoman Ammu Devasthali

Regent Chacón-Reitzel asked to have item E-12 (Amendment to RPM 2.44 and Appendix – RPM 1.00-B, Article 7 – General Operating Principles 7.2) moved from consent to action.

Regent Romero asked that item E-10, (Disposition and Deletion of Property) be moved from consent to action items as well.

Regent Saucedo made a motion to approve the agenda with said amendments and Regent Moseley seconded. All were in favor and the agenda as amended passed.

B. Public Comment, Associate Vice President Justin Bannister

Associate Vice President Justin Banister confirmed that no one had signed up for public comment.

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

Regent Romero made a motion to approve item C1 through C6 in one motion.

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

- 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**

Chairwoman Devasthali asked Chief of Staff Adam Cavotta to confirm the prior closed executive session.

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 answered yes.

Regent Chacón-Reitzel answered yes.

Regent Mosely answered yes.

Regent Salcedo answered yes.

Regent Devasthali answered yes.

B. Regent Committee Reports

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

The Regents Real Estate Committee has met twice since the last Board of Regents regular meeting.

On September 20, the committee heard some updates about Aggie Uptown and I understand Scott will be sharing some of this information today during his ADI report. The other items reviewed and approved by the committee at that meeting came to the full board for a special meeting on September 29.

The committee met also met on November 7 and considered a list of capital projects for campus improvements subsequently reviewed by the finance committee and you will see those listed on the consent agenda as items E-2 through E-9 for today's agenda.

We also had some updates about the New Mexico Reforestation Center, construction at Pan Am Plaza, and an update on the Tax Increment Development District (or TIDD). I think Scott will go into more detail about the Courtyard ground lease agreement that we also discussed, so I'll reserve my comments until that time. That concludes my report and I'll stand for any questions.

2. Audit and Risk Committee Report, Regent Ammu Devasthali
Regents Audit and Risk Committee Report for December 7, 2023

The Regents Audit and Risk Committee met once since the last Board of Regents regular meeting. On October 25, the committee met with Moss Adams, our contracted outside audit firm, for the external audit exit conference which concludes the annual process of financial statement audits required as part of the State of New Mexico audit rules.

We are currently awaiting approval from the New Mexico Office of the State auditor before bringing the full report to the board of regents for review.

That concludes my report and I'll stand for any questions.

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

The Regents Finance Committee met once since the last Board of Regents regular meeting.

The committee met on November 29 to review several requests, some of which you see on the consent agenda and the action items agenda for today's meeting. This includes a list of capital projects for campus improvements previously reviewed and approved by the Regents Real Estate Committee that are listed on the consent agenda as items E-2 through E-9 for today's agenda.

In addition, the administration presented the Quarterly Financial Certification Report, which is submitted to HED on a quarterly basis in compliance with statute and department rules. You'll see this item on the consent agenda as item E-11.

The committee also heard two proposals for student fees, including a program fee which is on the action item agenda as item F-2 and a course fee which is on today's agenda as item F-3. items related to NMSU's Completion Agenda: The Role of Technology Distribution, presented by Vice President Renay Scott and NMSU Community College Chancellor Monica Torres. The budget office also provided a budget update and investment report.

Finally, you'll also see the Mid-Year Budget Revision Adjustment for Fiscal Year as action item F-4. This was not presented to the committee as it usually is because it was left off of the agenda by accident. I've allowed the item to come to the board today knowing that Dr. Rumford will be presenting it to the full board as an action item and that a work plan is being developed for financial items so that we don't miss any important deadlines with HED or any other state agencies.

That concludes my report and I'll stand for any questions.

4. Student Success Committee Report, Regent Christopher Saucedo

The Regents Student Success Committee met once since the last Board of Regents regular meeting.

The committee met on November 28 and discussed a variety of topics, including updates about challenges and opportunities at each of the NMSU community colleges, unified legislative priorities from the Council of University Presidents, New Mexico Independent Community Colleges, and the New Mexico Association of Community Colleges for the upcoming legislative session. We also had a high-level discussion of different approaches for tuition discounting policies and practices. NMSU Foundation also provided an overview of donor funded scholarships and there was an active discussion about Scholar Dollars and how to best promote, match and deliver scholarship aid to students. Finally, our committee co-chair, Amy Himelright, who is Director of Mental Health and Academic Counseling for Las Cruces Public Schools, shared a summary of a November 8 Webinar about Trauma and Loss Among College Students in a Post-Covid World.

The meeting was completely informational and exploratory with the hope of setting up our work plan for the next year. As a result, there are no items on today's agenda related to this committee, but I look forward to continuing to work with Provost Shoho, Vice President Scott, and NMSU Foundation in learning about how to best support our students through methods of attracting, retaining and graduating students to help them prepare for the future.

As we start meeting again in 2024, we can reflect on our history as a higher education institution and note that higher education offers a unique value proposition, holding the promise of unlocking individual potential and shaping a brighter future for society. Beyond acquiring specialized knowledge and skills, it fosters critical thinking, creativity, and problem-solving abilities, equipping individuals to become adaptable and resilient in a rapidly changing world. This, in turn, fuels innovation, drives economic growth, and promotes a more informed and engaged citizenry. Moreover, higher education serves as a catalyst for personal growth, nurturing intellectual curiosity, critical consciousness, and a deeper understanding of oneself and the world around us. The transformative power of education lies not only in the knowledge gained but also in the connections formed, the perspectives broadened, and the lifelong journey of learning that it inspires. Thus, higher education remains a valuable investment, enriching individual lives and contributing to a more just and equitable world.

That concludes my report and I'll stand for any questions.

C. Advisory Member Reports

1. Associated Students of NMSU Report, President Citlalli Benitez

ASNMSU President Citlalli Benitez reported that the fall 2023 semester was very fruitful and productive. She named some items that the activities department hosted all semester long. Some were hydration stations at the student tailgates, giveaways, the fan favorite build a bear workshop, the Back to the Beat concert, Homecoming, Noche de Luminarias to foster a vibrant student life and countless opportunities for all students to get involved on campus. The services department fostered new collaborations across the city for student discounts for all students. Pete's pickup numbers are the highest they have been since before the pandemic.

Our community outreach department hosted one of the biggest events of the year, Keep State Great, the largest community service event here on campus, more than sixty-five organizations participated, and more than 1,000 students participated in the beautification of our campus.

Governmental Affairs Department is working hard on our legislative priorities, the multipurpose field for Rugby, band, and intramural sports.

We are currently in collaboration with other student associations and governments across the state to foster support for things such as the Opportunity Scholarship, student wellbeing and campus safety.

The Student Senate finished off this November with 23 appropriation bills appropriating a total of \$45,111 for student travel. A total of \$102,310 was appropriated this semester. 105 students were on the Senate bills and 21 student organizations were impacted. The last Senate meeting up to \$51,000 was allocated to the ASNMSU Emergency fund to help those students most in need here on campus through the winter months.

2. NMSU Faculty Senate Report, Chair Gaylene Fasenko

Faculty Senate Chair Dr. Gaylene Fasenko stated that Faculty Senate will be having nominations for the Faculty Senate Chair so a new chair will be elected in early January for the academic year of 2024-2025.

She went on to state that Faculty Senate is still advocating on behalf of faculty at NMSU for increases in salary and recalled that they were very fortunate last year with the legislature allocating 6% across the board for all state employees but with some caveats. Funds were also provided for targeted faculty salary increases at the Las Cruces Campus which was about 1.16 million that was assigned to the provost to distribute this money in a fair manner to each of the colleges for the Deans to determine how to use the allocation, whether it be retention packages or merit increases. All the colleges have completed this but not all have notified on how the Deans decided to distribute the money. Along with the 6% increase from last year, employees were notified of a 10% increase in healthcare benefits. Starting January 2024 with a rumor that another increase in early summer of around 10% could be happening.

Faculty Senate Budget and Resources Standing Committee have drafted a one-page document with faculty salary stats and attrition data to take up to the Legislature.

There is some news from November, that the Carnegie Foundation is very likely, if not already, has decided that they are going to make changes to how R1 institutions, R2 and so on are classified. In 2025, the cutoff for the R1 will be a university/institution, spending at least 50 million on research and awarding at least 70 doctorates. Based on this, an article predicted that NMSU will be R1 as of 2025. The dates are not exact, but NMSU is still behind in terms of salary in faculty in R2 and we have not even reached R1 levels yet. Dr. Laura Madson and Dr. Justin McDonald, co-chairs for the Faculty Salary Compensation Committee, have been working over the last few years to gain good data on where NMSU is at and where NMSU hopes to be in order to retain and attract good faculty. Even with the 6% raise which made a big dent in our position in terms of our peers, NMSU is still below the R2 market.

Faculty Senate Chair Dr. Gaylene Fasenko went on to present a graph which showed the cost it would take to bring all faculty salaries to a particular percentile for R2. The cohorts that NMSU is comparing the institution too are geographically restricted and is based on the fact that Las Cruces' cost of living tends to be lower than places like Southern California and the Northeast US. The graph also showed what it would take to bring NMSU faculty salaries up to the given percentiles as well as showing where faculty is right now in comparison and at the R2 institutions even after the 6% raise it would take NMSU \$891,000. If NMSU compares that to all R2 institutions in the U.S., NMSU needs to be at least at the 50th percentile of our peers, the data was collected based on faculty members CIP codes which standardized the salaries based on the faculty members, academic rank of instructors, assistant, associate and full professor as well as standardizing based on discipline since it is known that faculty in History do not make the same amount of money as those in business and engineering which is a societal factor. For NMSU to get to the fiftieth percentile of all R2s it would require just over 1.1 million dollars. Another stat on the graph shows the cost to get NMSU to R1 institutions that are geographically restricted as was described previously which NMSU would need 9.1 million dollars to get to R1 geographically restricted but if unrestricted and compare all R1 institutions across the U.S. it would be 9.7-9.8 million dollars and that gives NMSU an idea of where the university is at and where it needs to be. If NMSU becomes R1 there is great opportunities with that but there are also challenges and one of the challenges will be the difficulty of recruiting and retaining high quality faculty when the university.

She goes on to state that there have been several different papers on the research of enrollment and faculty departure has a significant financial and student success consequence for higher educational institutions, and

with the enrollment cliff coming it needs to be addressed across Higher education that it has to do with having a strong faculty relationship which is dependent upon the reduction in faculty turnover so that students can get to know their faculty from an incoming freshmen all the way through to a graduating senior. Also, in this study it mentions that it is not just necessarily salary that is a deciding factor, but cultural, workplace environment, collegiality, and climate; Is this a good place to work? Do I feel like I want to come to work? Or Do I feel like this is not a healthy place for me? In this study, 69% of faculty members stated that it was their work environment that actually was the reason for their departure and from this same study male faculty members tend to have a higher morale than their female colleagues. The research attributed that to females perceiving a lack of support, lower well-being, higher dissatisfaction. The report from the Faculty Compensation Steering Committee is in the binder for the Board of Regents to review.

On the same topic of female morale, a slide called “Glass Ceiling” was presented and stated that it was a symbolic and very systemic barrier that prevents women and minorities from rising to senior level leadership positions. From the U.S. Bureau of Labor and Statistics, women make up about 57% of the labor force but only 29% of executive positions. An article was introduced talking about the “broken rung” that is also a symbolic systemic barrier that prevents women and minorities from failing to get promoted. Out of entry level positions to go from full professor or to department head or associate dean or associate VP, there is a barrier and for every 100 male employees, 87 women receive a similar promotion and this drops to 73% for women of color. This is not rhetoric, this is fact. The article also mentions that corporate leaders tend to promote young male employees based on their potential, while young women are judged more on their track record.

Regarding this topic, NMSU website search shows that 36% of female are department heads, 46% females that are associate deans with male and female interims removed and then 0% female Deans. As an academic institution, when this data is available and know it is occurring, NMSU needs to do better.

NMSU has some leadership open, General Counsel, Dean of the Graduate School and Associate Provost for International Affairs as well as the NMSU President position. Affirmative Action is not choosing someone with lesser qualifications due to their gender or color, it is being aware of the internal, personal biases and making sure that certain groups are not held to different standards than others. Another stat presented was that of the research that female candidate with identical CVs to their male counterparts are less likely to be perceived as having leadership skills. That concludes the report.

There were no questions, but Chairwoman Devasthali made a comment about the Board of Regents commitment on working toward making things better for everybody on campus including female faculty as well as everyone else. She goes on to mention that during the upcoming legislative session they will be advocating strongly for faculty and grad student salaries.

3. NMSU Employee Council Report, Chair Susanne Berger

Employee Council Chair Susanne Berger stated that Employee Council hosted the annual employee appreciation picnic on Tuesday, October 31, 2023. The theme was Halloween with a pumpkin contest and a costume contest. She stated that the president, provost and Regent Moseley were in attendance and judged the contests which was greatly appreciated. She went on to state that events like this allow for the opportunity for employees to spend time together and experience in fellowship with coworkers as an Aggie family, Aggie family is not just a cliché, the Aggie family is alive and well. She goes on to state that this was a great opportunity to see everyone come together and thanked them for sponsoring and allowing the Employee Council to be the host. Chair Berger goes on to state that during the appreciation picnic, Employee Council awarded the 2023 A-Mountain Staff Award where nominees should represent the NMSU core values of leadership, excellence, access, diversity and inclusion and student centered. This is what LEADS 2025 stands for. This fall the award went to Victoria Bañuelos. She is the lead academic advisor in Pre-health at the Center for Academic Advising and Student Support, congratulations Vicky.

Chair Berger continues with the announcement that Employee Council is preparing for the upcoming elections in January 2024 where there are five vacant seats for voting members and one vacant seat for an alternative member and new members will join Employee Council during the meeting on February 8, 2024.

Chair Berger continues stating that Employee Council, with all employees, are appreciative of the 6% raise that went into effect on July first of this year and are hoping that the leadership continues to advocate for staff salaries as well as all employees' salaries and wages. Compensation continues to be a challenge on the faculty side as well. She mentions that an employee was offered a salary in a small Higher Education Institution of \$70,000, and that individual is being paid \$60,000 here at NMSU. She states that she does not think that NMSU can come close to matching what the small rural institute in New Mexico can pay.

Chair Berger goes on to mention the employees expressing concern regarding the 10% increase in medical and dental premiums that went into effect in January 2024 with a possibility of a second 10% increase. She goes on to tell the board that an employee told her they figured out that moving to our institute is going to increase their health care cost by x%. So not only are there issues with salaries, but now employees are also calculating how much more they have to pay if they move to NMSU. To address this problem as well as other compensation and salary grade issues, Employee Council, together with Faculty Senate have been collaborating with Interim Associate Vice President D'Anne Stuart with very good conversations.

Chair Berger goes on to report that Employee Council members continue to serve on several search committees such as for the new President, the new Controller and the new Chief Procurement Officer as well as along with staff are preparing for the upcoming commencement. That concludes my report and am open to questions.

D. Affiliated Entity Reports

Regent Devasthali requested to make an introduction:

Regent Devasthali," I would like to make an introduction. Dr. Sylvia Acosta was raised in El Paso, and as a child of migrant workers, Dr Acosta is a first-generation college graduate. She earned a doctorate in educational administration at New Mexico State University while serving as an assistant dean in NMSU's college of business. In her dissertation, *Corazon, Corazon*, her research was specifically focused on the philanthropic motivations and priorities of NMSU alumni throughout the country and their relational connectedness to their alma mater.

Her leadership journey includes transformative roles, such as Assistant Vice Chancellor of Constituent Development and principal gifts at the University of California, Irwin, where she raised 280 million dollars during her tenure, her impact has extended to the University of Texas at El Paso, where she led a 200 million dollar fundraising campaign and increased participation in alumni relations by over 200%.

As CEO of YWCA at El Paso del Norte Region, she eliminated a 20-year deficit and secured a historic 20-million-dollar gift. Her professional experiences have allowed her to develop a profound comprehension of the distinctive and complex multicultural composition that thrives throughout the State of New Mexico and the borderlands region. She is grateful and excited to be back here at NMSU. This is the homecoming for her. Everyone, please help me welcome Dr. Sylvia Acosta."

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

Dr. Acosta thanked everyone and stated that she is glad to be back and presented a story prior to her report. Prior to her presentation she asked if anyone had questions on the presentation, she provided to everyone ahead of her presentation.

Dr. Acosta's presentation is on "NMSU Foundation Campaign Preparation." She starts by stating if we are ready for a campaign and her initial evaluation on if they are and logistically are ready for a campaign even though it has been five years since the last campaign and stated if the university is ready or foundation ready for the campaign. They are in the process of identifying when and how long it will take to move into the campaign. She stated that we are very far behind where we need to be and continues to list off what determines that.

Dr. Acosta states that one of the big issues is the disbanding of the Alumni Association Chapters throughout the county and that I created a bit of negativity but are in the process of rebuilding. She goes on to state that for the normal campaign process of pre-planning and planning phase, we are behind but are working to accelerate that and have had some really good progress moving in that direction in just the last two days and she will touch on that at towards the end of the presentation.

Dr. Acosta informs the board about her first three months and how she spent them assessing what they are doing, what they need to do, and how they are going to complete it. She identified IT and their Data Base as two of the main issues so they prepared an RFP and getting prepared to do a complete overhaul on their data and analytics as well as their information so they can get a clear understanding of what their prospect pool looks like.

Dr. Acosta goes on to mention that they have been focusing on staffing, training, engagement, and accountability. Accountability measures are incredibly important, and the visit numbers are incredibly low for a university that has been around for 135 years. Need to work on MOUs and the partnership to be able to move forward with other items that need to be taken care of. There has been relationship repairing with NMSU in the last three months working with the regents, deans, and university faculty leadership being incredibly transparent about the work being done and in asking for and supporting the work of various constituencies. She states that they are still functioning as a university from 40 years ago where you could name a school for 10 million or 5 million dollars and that is not the reality of life now. Dr. Acosta states that now that they are not under the university, they need the university to give them permission to be able to go out and off those building naming's or school naming's on behalf of the university and agree on the numbers jointly so they can move forward with making those requests.

Dr. Acosta next discusses how they need to identify key campaign leadership and need it on both sides as well as from donors and alumni. They feel they have a good plan in place for this and have some ideas of who they think may be able to lead the campaign but that it will take a bit more engagement with those external individuals who are excited about reengaging with NMSU and she feels that is due to President Gogue and Regent Ammu for meet with, engaging with, speaking with and participating with the donors and she thanked both of them for that support.

Dr. Acosta went on to discuss the staff and how they went down to 16 employees but are back up to over 50. She states that they need to increase their visits and that they are on a two-year lag but are improving and creating accountability measures that may not have been as clear as they should have been for the team. The Prospect Pool is about 600 million; in order to pull off a campaign, it is one in every five individuals that can give a gift. As the clean-up is in process the numbers will change due to the very old data.

Dr. Acosta discussed rebuilding alumni relations by starting watch parties. She stated that President Gogue and Chairwoman Devasthali challenged her by sending an email on what Montana State was doing and surpassed their 8 watch parties by doing 21 in over 17 cities and the energy was everywhere. She believes with excitement this is the first step in reconfiguring their Alumni Association and reconfiguring their alumni

chapters and their affinity groups throughout the country. Many of the alumni that were spoken to have not just an affinity for athletics, but for their college, and we need to be able to combine those two, how can we ask for a gift that supports both. She goes on to mention that they plan to do walk throughs with the deans and identify rooms or buildings that are available for naming or should be named. She states that they are identifying the campaign leadership and that there is a national leader as well as a local leader and then a university leader and then the Foundation Board will have to have a leader. The good news is that the relationship between the Foundation and the University is stronger than it has been in a while. Dr. Acosta goes on to state that they are hiring a Vice Presiding of Development and Alumni Relations, the name was changed purposefully in order to elevate alumni relations to the same level as development fundraising and alumni go together. She goes on to inform the board that they removed some roles on the upper level due to them being top heavy and needed more people out making calls, talking to people so they have restructured to hire more development officers. She goes on to inform the board that they are doing assessments and budgeting on how they are utilizing that money and how it can go to support the university in the best way possible. Other changes are that Marketing Communications is now Advancement Communications because marketing belongs to the university and should not confuse the two. She goes on to state that they had what is called a Unit Development Officer and Regional Development officers, and the Regional Officers were doing three times the visits that the in Unit Development Officer so she started working with the deans and now will not have In Unit Development Officers, all will be Development Officers with both regional and local responsibilities and will abide by the same metrics so that visits will increase.

Dr. Acosta asked if there were any questions so far.

Regent Chacón-Reitzel did not have a question, just commented on how fun the watch party she attended was and how great the excitement from the crowd was and thanked Dr. Acosta for her efforts.

Regent Romero commented as well on the excitement of the efforts that Dr. Acosta and her team are putting forward and bringing enthusiasm that has been needed for quite some time and is excited to see where it goes from here.

Dr. Acosta goes on to tell their plans for the tailgate and how NMSU is the flagship for the state since we represent the entire state and thanked the board for the privilege to come back and work with them.

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

Regent Devasthali stated that Director & CEO Kathy Hansen was not present but submitted her report and if anyone has questions regarding her report, please send the question to Chief of Staff Adam Cavotta and he will forward them on to Kathy Hansen.

3. Aggie Development Inc. Report, CEO Scott Eschenbrenner

CEO Scott Eschenbrenner informs the board that he has invited Dr. Hertzman from the Hotel Restaurant and Tourism Management Program to give a report on their relationship with the Courtyard Marriott Hotel group after he provides some brief updates.

Maverik Convenience Store Update:

- Construction Completion at the end of February 2024.
- NMSU Golf Course - 15th Hole relocation construction is complete and finalizing grow in period.

Crimson Corner - 6.8-acre Parcel next Pan Am Plaza Shopping Center:

- Starbucks started construction in October with anticipated completion in late summer.

- EV3, Inc. an electric vehicle charging station developer has leased a four-station vehicle charging facility on 3,000 square feet of land adjacent to the Starbucks location. Owner is securing federal grant funding and no current delivery date for operation.

Design Guidelines Document for Aggie Uptown efforts

Tax Increment Development District (TIDD) Update:

City of Las Cruces Work session on October 23, 2023:

- Questions from Councilors:
 - Need to see background information on financial analysis – which was provided to staff multiple times
 - Project would take away City staff resources and Councilor's priorities for focus on Metropolitan Redevelopment Districts on El Paseo and West Picacho Avenue.
 - Concerns about equality and who benefits
 - Native American Issues
 - Open space values
 - Impact on City finances
 - Timing of election cycle and aggressive schedule
- NMSU representatives reiterated that the MOU just starts the collaborative process with the city to answer these and other questions and concerns
 - Financial impact is only positive
 - Cost for City staff and consultants time are reimbursable through the TIDD revenues
 - Project schedule can be adjusted
- Mayor stated his support in moving forward with the Non-binding MOU and announced that he would place this item on the November 6th agenda, one day before the election.
- Councilors vigorously objected to the action and suggested more time to review and discuss the project before moving forward with the MOU.
- NMSU has indicated that leadership is not willing at this point to spend additional funds and resources without an MOU indicating the Cities cooperation and interest in this effort.
- NMSU sent a formal letter with drawing NMSU's offer to collaborate with the City at this time through the Joint TIDD MOU.

Next Steps:

- Explore possible participation with Dona Ana County
- Eliminates annexation process
- TIDD still viable but with reduced financial benefits from \$375m to \$135m.
- At a later date, as determined by NMSU, offer to hold individual meetings with the Mayor and Councilors on the project.
- Evaluate path forward again next year by identifying opportunities and obstacles and schedules

Hotel Update:

- HRTM Director, Dr. Hertzman to provide you with an annual report on the relationship between HRTM and Total Management Systems the Courtyard by Marriott Hotel.

Regent Devasthali had a question about the fence coming down on Las Alturas and what that meant.

CEO Scott Eschenbrenner let her know that they needed to take the fence down to work on the ponding area and have room to work on that, and then stated that he is getting a bid to put in a fence barrier between the golf course and the Maverick.

Regent Romero had a comment on the TIDD referencing her knowledge of it happening at UNM and suggested that her reach out to UNM for help.

CEO Scott Eschenbrenner stated who they were having the bill sponsors attend to help out and thanked the regents and turned it over to Dr. Hertzman.

Academic Department Head and Director of Hotel Restaurant and Tourism Management Dr. Jean Hertzman began her presentation to discuss the relationship between her department and the Las Cruces University, LLC which is the government body for the Courtyard by Marriott project.

She states that when the lease agreement was signed with the University, and agreement was also signed with HRTM and what was involved is that the hotel would provide jobs and internships for the students and provide guest speakers for classes, allow property tours, have a representative on the school's board of advisors and work together on other projects that benefit the students. She states that she is happy to report that all of those areas are working well. She goes on to state that corporate officers are frequent guest speakers in their classes and in the Introduction to Hospitality Management and Facilities Management classes do site visits every semester to the property as well as a rotation of them coming and speaking about their different topic areas, such as finance, franchising and sales. The hotel management has purchased a full set of reservations for the international dinner series this semester and our chef artis dinners in the spring. They have worked together on community events, and they sponsored the homecoming float a couple of years ago. They have worked with their National Society of Minorities and Hospitality, their largest student club, to hold events and sponsor community events such as doing breakfast for the Las Cruces Police and Fire departments a year or two ago. She goes on to stat that over the past four years, by records with Amy Miller the general manager and an NMSU alum, it was estimated that there have been over 35 students and alumni working at the hotel, 8 students have done their summer internships there, an average of 2 per summer, which HRTM does have a 400-hour internship requirement for every HRTM student. As an example of the relationship, Katherine Voles, who is the assistant general manager at the Courtyard by Marriott, when t through the program and words as a student and inter and now is the assistant GM, along with Brianna Delgado who just graduated last year is their sales coordinator. She goes on to give more examples of other student success that have gone through the program and how Amy Miller was the 20212 General manager of the year for the entire country and that brought some nice press to the program and ended her presentation by taking any questions from the board.

Regent Chacón-Reitzel did not have a question but made a comment on the program and internship and how it is a great model and hopes that NMSU follow that model. But then asked Dr. Hertzman what the department's needs are that they may have.

Academic Department Head and Director of Hotel Restaurant and Tourism Management Dr. Jean Hertzman responds by thanking Dr. Acosta and can work with their department and their newest representative, Vernon King, who she has been meeting with already. She states that they received a grant from the Marriott Foundation of \$400,00.00 for over 4 years that helped them with their outreach recruiting and professional development activities and allowed them to consolidate un the label of Marriott Hospitality Future Center. She goes on to state that they are on the last of that funding which was also used for a Program Specialist position as well as some renovations for the office, student outreach, workshops, student travel opportunities etc. So, they are looking for replacement funds for those and other needs.

E. Consent Items, Chairwoman Ammu Devasthali

Regent Moseley made a motion on the Consent Agenda as amended and Regent Chacón-Reitzel seconded the motion. All were in favor and the motion to approve the Consent Agenda as amended passed.

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) was scheduled but not taken.

- 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*

Regent Devasthali started with the consent items that were moved to the action items, namely the Disposition/Deletions of Property and asked Interim Vice President D'Anne Stuart to explain the process for developing the list, and then specifically the classification of the stolen or destroyed vehicles and equipment.

Interim Vice President D'Anne Stuart responded by stating that it is a state requirement to report property that is being removed from the capital asset list. She goes on to state that the majority of the items are typically disposed of by selling to the public through surplus property and the process occurs by departments that identify surplus items where are considered worn out, unusable, or obsolete. She lets them know that they can see the age of the items on the list where the year of purchase should be listed. She goes on to explain the department's process of submitting items to surplus property warehouse, determine if it is on the capital asset list which would be anything over \$5,000 or over which are tagged and inventoried on an annual basis. Those would come forward for approval to dispose of. The Regents historically dispose of the listing, it goes to the state auditor, and wait 30 days for the response, at this point in time they would offer those to the public before they ever bring them to the Board of Regents. There is also an internal process in which they try to repurpose anything that is salvageable within the organization. A column has been added for the status and additional details on the surplus so that when they bring them forward you have a good idea of what those items are. She goes on to state that they do have on occasion, stolen equipment or property. The destroyed is a new category and not sure if that is the proper way to present that information. The destroyed vehicle was in an accident and was totaled and the case risk

management takes physical custody of the property and does not give it back, so they are not in possession of the property. These items still need to go through the approval process to be removed. She goes on to give other examples of the destroyed property and what not and when done asked if there were any questions from the board. There were none.

Regent Romero makes a motion to approve item number 10 from the consent agenda.

Regent Mosely seconded the motions; all were in favor and motion carried.

Regent Devasthali moved on to the next item that was moved from Consent to Action which is action item #12 the Amendment to RPM 2.44 and Appendix – RPM 1.00-B, Article 7 – General Operating Principles 7.2

Interim General Counsel Scott Field address the item and states that ASNMSU and in line with other universities I the state are requesting a change in the regents policy to allow for NMSU to pay the students regents a stipend and the request was made by ASNMSU and supported by several former student regents, as the position of student regent takes a lot of time of the student regent is really impractical, if not impossible for the student regent to maintain a part time job like many of our students do to support themselves , so this was a way of at least allowing the university the opportunity to provide a stipend if it so chooses.

Regent Devasthali commented that they have tried to do this in the past and were told that due to an anti-donation clause and asked how this will move forward now?

Interim General Counsel Scott Field responded that he looked into it and does not feel that the anti-donation clause is an issue since NMSU is receiving benefits from the regent serving and attending functions for the university. He states that he is not concerned about that. The other issue would b be conflicts of interest and this stipend being paid directly by the university to the regent so the same conflict of interests and issues that arise just by sitting on the board of regents apply here so he does not see those as major hurdles and it does align with what other universities around the state doing.

Regent Devasthali asked it will be paid from I&G funding.

Interim General Counsel Scott Fields stated that the how has not been determined, this is just changing the regent's policy manual to allow for it to happen.

Regent Dina Chacón-Reitzel posed a question to the student regent and the ASNMSU president asking about the scholarship that was passed to be used by the student regent and why it is not adequate, and the stipend is being requested instead?

ASNMSU President Citlalli Benitez responded stating that the current scholarship is equivalent to that of an ASNMSU Senator, and she feels it is not sufficient enough for the esteem and level of prestige as a student regent as well as considering their time and that most of them are graduate students played a part in her opinion of the stipend.

Discussion goes on between the regent, student regent and ASNMSU president regarding the amount of the stipend versus the amount of the scholarship to compare the amounts to determine what is best or if they will be getting both or in lieu of one or the other and who pays for which to determine what would be best for the student regent and what process is the best way to follow through with it if it is approved.

Regent Dina Chacón-Reitzel made a motion to postpone decision on item #12.

Regent Romero seconded the motion.

Regent Mosley abstained.

Others were in favor and the motion passed.

Regent Devasthali moves on to the next item of business in the action items which is the Authorization for Conferral of Degrees and Certificates presented by Provost Alan Shoho. He goes on to bring forth for consideration for approval, the candidates for the fall 2023 graduation commencement program where there are 1,605 students who are going to graduate and of that are 418 at the community college and 1,187 are at the Las Cruces campus, of that 268 are graduate students which will be at the Friday night graduation and 923 are undergraduate student for the Saturday graduation. With that he put forward for their consideration.

The regents made comments and congratulations to all the students involved.

Regent Devasthali makes a motion that the board of regents authorize the conferral of degrees and certification for the fall 2023.

Regent Moseley seconded the motion, and all were in favor, motion carried.

Regent Devasthali moves on to the next item on the agenda, Program Fee: RXPP which will be presented by Professor Casey McDougall. He goes on to introduce himself and then explains the program and how it is paid by program fees. He states that what he is asking for is that university accounts receivable automatically puts those fees on so that they can get into the coffers and keep the program running.

There were no questions from the regents regarding this action item and Regent Romer made a motion for approval for the program fee for the RXPP program.

Regent Saucedo seconded the motion, all were in favor, motion carried.

Next item on the list is Course Fee: HRTM 2120/HRTM 363 presented by Director Jean Hertzman.

Director Jean Hertzman begins her presentation to the board stating that they are requesting a course fee increase for HRTM 2120 which is the Food Production and Service Fundamentals class and HRTM 363, Quantity Food Production Service which both require two food and beverage classes for the HRTM program. Both of the lab fees were \$100, and they are requesting to raise all four to \$150. They have been \$100 since their approval in 2013 so with inflation an increase is needed.

Regent Dina Chacón-Reitzel made a motion to approve the increase for course fee HRTM 2120/HRTM 363.

Regent Moseley seconded the motion.

All approved, motion carried.

Next and final item on the action item agenda Mid-year Budget Revision Adjustment for Fiscal Year, Chief Budget Officer Kimberly Rumford

Chief Budget Officer Dr. Kim Rumford stated that she was there to present the budget adjustment request for the middle of the year and goes on to state the reasons why including that the initial budget estimates had contingency funds, so the fund balances are significantly different toward the close of the year.

There were no questions from the regents regarding this action item, so a motion was made.

Regent Romero made a motion to approve the BAR and submit it to HED.

Regent Dina Chacón-Reitzel seconded the motion.

All were in favor and the motion passed.

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**

Regent Devasthali states that Ermelinda Quintela is not present and Interim General Counsel Scott Fields will present on her behalf.

Interim General Counsel Scott Fields informs the board that the informational report is submitted pursuant to ARP 1.10-part 55B and includes a summary of the approved policy actions between Sept. 1, 2023, and Oct. 31, 2023. The first amendment was to ARP 5.55 Grade Reports upon approval of the president, operational policy, was amended effective Sept. 26, 2023. The 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 impacting quality due to continued checks and balances. The second amendment was to ARP 1060-Review a Faculty Grievances; upon approval of the president, the operational policy was amended effective Sept. 26, 2023. The requested amendment increases the elected faculty grievance review board membership from 13 to 25 to reduce the burden on the members due to board volume and teaching loads.

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**

The report from Cabinet Secretary & Director Jeff Witte started with him giving an update on the tearing down of their old building and moving forward with the new one being on schedule and then moved on to highlight that they are in the process of finalizing their strategic plan for 24 through 28 at the Department of Agriculture. He explained that they brought in several outside constituents and then did an internal sweep as an example of their process. He goes on to state that there are a lot of marketing and promotions going on around the state, country, and region including Mexico. He touches on that this is the holiday season and that New Mexico Ag products are good ideas and he mentions that they have published the second edition of their holiday lookbook which is a web-based book at www.elevateag.com. He goes on to report that during the bowl, they will be running their spirit ad campaign highlighting New Mexico Ag products. He wanted to highlight the resilient food systems infrastructure program USDA is allocating to New Mexico 4.6 million dollars to be used over three years. Their staff has been working with the economic development department and partnership. He closed with graduation and commented on the great benefit of employees being able to take classes and that he has three employees, Joel Johnson, Taryn VanWassenhove, and Mario Terminel are graduating members of the professional staff at New Mexico State University this semester.

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

Interim President Gogue started his presentation with December 7, as Pearl Harbor Day and that NMSU lost some Aggies on that day over 80 years ago. Then he went on to touch on the campus and the board trying to identify priorities for the legislative session. Faculty and staff salaries are important and how do they do a better job with their graduate students and NMSU Global? He goes on to mention the maintenance from electrical on campus to steam systems on campus as expansive projects that deal with our research and science centers throughout the state. He mentions that they are looking for a way to assist athletics in the non-revenue sports such as women's sports and try to make some progress in those areas. He goes on to mention the reforestation project and how they are a part of it but do not have authority. A request over 80 million dollars is the next step and that the legislators need to be aware that the 80 million is not a New Mexico State University project and that it is a statewide project. He also mentions that they have established an external athletic advisory committee and they use various reports where they received about 20 recommendations and they report them to the Secretary of HED.

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

1. **Good News for NMSU!**

We are graduating 1,605 students

Thanks to Jeff Witte for helping with a very difficult situation with the livestock hauler accident in November.

Congratulations to the first-generation graduates, it is a proud and humbling moment that needs to be recognized.

In NMSU's first year in Conference USA they had three teams appear in a conference championship game.

There is a new facility for Santa Fe 4-H

An NMSU student was elected as Vice President to the National 4-H organization.

K. **Adjournment**, *Chairwoman Ammu Devasthali*

Regent Mosley made a motion to adjourn the meeting, Regent Saucedo seconded the motion. All were in favor motion carried. Meeting was adjourned at 3:54pm.

DRAFT



Board of Regents Meeting
Meeting Date: March 28, 2024
Agenda Item Cover Page

Agenda Item # B-3

☒ Action Item

☐ Consent Item

☐ Informational Item

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

Agenda Item: Special Meeting Minutes October 16, 2023

Requested Action of the Board of Regents: Approval of the Special Meeting Minutes for October 16, 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
October 16, 2023, at 3:00 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 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 called the special meeting to order at 3:00 pm

Chief of Staff, Adam Cavotta called roll to confirm quorum as the meeting was on zoom.

Chief of Staff, Adam Cavotta called on all asking them to state present when called upon.

Regents Romero, Chacón-Reitzel, Moseley, Saucedo and Devasthali all responded as present.

Next, he called on advisory members ASNMSU President, Citalli Benitez, Chairwoman Fasenko, and Chairwoman Berger, all responded as present.

Next, were University officials, Interim President Gogue, Provost Shoho, and Interim General Counsel, Scott Field, all responded as present, and quorum was confirmed.

B. Approval of the Agenda, Chairwoman Ammu Devasthali

Regent Moseley made a motion to approve the agenda as presented, Regent Chacón-Reitzel seconded the motion, all were in favor and motion passed.

Chief of Staff, Adam Cavotta called for a yes or no on the motion to approve the agenda as presented, Regents Romero, Chacón-Reitzel, Moseley, Saucedo and Devasthali all responded yes to the roll call vote to approve the agenda.

C. Consent Items, Chairwoman Ammu Devasthali

Regent Romero made a motion to approve the consent items, Regent Chacón-Reitzel seconded the motion.

All approved and the motion passed.

Chief of Staff, Adam Cavotta called for a yes or no on the motion to approve the consent items, Regents Romero, Chacón-Reitzel, Moseley, Saucedo and Devasthali all responded yes to the roll call vote to approve the consent items.

1. El Paso Electric Utility Easement, Special Assistant to the President Scott Eschenbrenner

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

1. **Organizational Communication & Leadership – Master of Arts (Online), Communication Studies Department Head, Greg Armfield**

Communications Studies, Department Head, Greg Armfield, “Thank you very much. You should be able to see on the screen PowerPoint Slide, this presentation was brought to you last year. It was not approved by the Secretary of Education at the State level, and so there have been some modifications to it. And so, I would like to re-present this to you.”

“This is a master’s degree in organizational communication and leadership. It is designed as an online asynchronous through NMSU Global. The program will help students master effective leadership and communication skills in the current global dynamic business environment that we are in. The outcomes are to equip students with leadership at individual team and organizational context for professional work, organizational private non-profit as well as government leadership positions. Enhance leadership skills to present leaders to work effectively in today’s dynamic changing global business environment. Enhanced analytical and problem-solving skills through written verbal and nonverbal communication, enhanced written verbal and nonverbal communication skills.”

“So, the decision that was returned to us had two points to it, the main concern was the program was the program title, not the actual program itself. The committee did not feel that the curriculum was consistent with the title of organizational leadership. So, they asked for consideration of a new title that better reflects organizational communication. Given that we are a Communication Studies Department and to revise with greater emphasis on leadership. So, the new title is Organizational Communication and Leadership. We also made some strategic changes to it in addition to just the title change.”

“As a reminder, this is a multidisciplinary approach to the program. It has diverse learning across different disciplines as well as theoretical backgrounds. The courses that are required, our leadership, organizational communication, strategic communication as well as a change/diffusion/innovation class that is taught out of the College of Agriculture.”

“There are 36 required hours, previously it was 30 hours. The Department went back and did some deliberations with ourselves. We have a face-to-face master’s program already that is 36 credit hours. We thought maybe it was odd to have 2 different programs. This isn’t really structured as a professional degree. There are a lot of professional communication degrees that are 30 credit hours that are taught online. That’s not how this is structured, and so we decided to go with 36 credit hours, so that both of our master’s programs would be consistent.”

“There are 21 credits that are required in the department of communication. It does end in a project which is one of the three ways that our face-to-face program ends. The project is basically a large case study, it is the easiest way to think about it. Students will be presented with a large case study. They will have to go back and apply leadership and organizational communication ideals, both theoretical and applied, and implement a solution to the case study. This can also be packaged with other concentrations; we currently oversee concentration and analysis and decision making. With the 21 credits that are required in communications, you can have any 15 credits from any other department that will count towards this program as long as you have 21 credits and then 36. So, you can package it with many different concentrations, not just the one that we ever see in analysis and decision making.”

"All the classes are 8 weeks asynchronous except for a couple of the outside classes. There is an internship that we teach. It is a 16-week course cannot really do an internship in less than 16 weeks. So, it is a semester long course. It is also taught over the summer as a 10-week course, and then one of the electives is out of the business college, it is an ethics class, and that class is taught synchronously."

"So, the required courses are listed in your pamphlet, it should have the newer numbers as university transitions to four digits so, leadership communications, strategic communications, organizational communications, case studies & leadership and ethics, and diversity leadership. Those are all of our classes taught on main campus through either a tenure track or a visiting faculty member at this time. The project class is typically overseen by me, as the program grows it will probably be overseen by multiple faculty members. AXED Management Change and Diffusion is also a required course, we got permission when I presented this earlier. So, all in all, those are 21 credits that are required, that leaves 15 electives they can be communication, or they can be other ones. Some of the electives that are listed are taught in our department in all 8-week asynchronous classes, family, nonverbal, culture, and personal communication, the internship class, the business team has approved the business ethics class to be offered. So, it is an elective. The risk and crisis communication are also part of that analysis and decision-making minor as well as the two industrial engineering classes which are part of that engineering concentration. So, all of those, as well as others, can be applied to it."

"As far as what else is out there, the proposed degree does not have any overlap with any existing master's programs offered in the State. UNM has an undergraduate concentration organizational leadership, but not a graduate program. Highlands has a bachelor's degree in organizational leadership and public safety, not a graduate program. None of the other state schools overseen by the Board of Regents have anything at the graduate level. UTEP does have a Master of Arts and leadership studies. It is more focused on public administration, and community engagement. It is not communication or organizational related."

"So how this aligned with LEADS is, we believe that this will help with enrollment growth. I'll show you some numbers here. We're currently teaching this as a concentration, this also ranks extremely high in Gray Associates in that upper 90 percentile. We believe that the program will be attractive to organizational professionals employed in all organizational types, not profit, nonprofit, government sector. We have a couple of letters from our alumni who have expressed interest in the program that's also included in your packet."

"We believe it also aligns with Goal 3 to amplify outreach and community engagement. It is designed to meet the needs of working professionals in a variety of industries. It is anticipated that we'll have students from the state and the region as well. There are several universities that offer this type of online platform. Some will structure it called professional communication, the University of Kansas has a professional organizational communication which is only 30 credit hours, we didn't want to go towards that 30 credit hours, as I stated before, but this is similar to it."

"We do have a couple of students that have transferred from Phoenix University and Grand Canyon University, those are large online universities and our tuition built through NMSU Global is simply much lower. So, it makes us a little more competitive."

"We also believe that it aligns with diversity and inclusion, Goal 4 of this, organizational leadership will provide a wealth of expertise to broaden students, understanding of diversity and inclusion. Culture is one of the classes that is offered. Ethics and diversity within the case studies has been guaranteed. We anticipate students that will enroll in this will do so for personal as well as professional enrichment and upscaling of their competencies. The skill development will then spill over to those that engage in community service and with nonprofit organizations."

"The state, we believe, has a high need for something like this. There is no other in the state that is focused on leadership or organizational communication. We believe it has a multi-disciplinary approach that makes it extremely attractive to several students. The learning objectives are practical in nature. They engage in organizational communication. If you survey organizations, typically the top ten things that they ask for employees is good communication skills, those being verbal and nonverbal, including listening skills and public speaking."

"Finally, this MA addresses the Land Grant Mission to improve organizational skills and business development for the State of New Mexico."

"In our first year we had about six new students. We're in our second year right now, we have about ten students and the potential is very conservative. As I predict out, year three, four, and five, We believe we're growing a little faster than that. Right now, we're seeing a retention rate and about 70% across NMSU Global and our target retention was about 66% for this with a target of graduation rate of 60% and placement rate at 75%. I find it difficult and hard to track placement rates, at times we have to try to stay in touch with our graduate students to be able to do that."

"Included in your packet, there are several letters of support, Sr. Vice President, Cision Insight the West Test District Manager for Veterans Commission, the Chief Growth Officer for Heart Mind Strategies, Employee Wellness Officer, Y.M.C.A. Lubbock, Texas. There are several others, one of the community engagement vendors here at Tresco has expressed interest. She is one of our alumni, as well as several leaders of nonprofit organizations around the community."

"I will be glad to answer any question that you have."

Regent Moseley, "What is the reason or advantage to go with a Master's of Arts rather than a professional degree?"

Communications Studies, Department Head, Greg Armfield, "Our existing Master of Arts is in communications studies. It is more generalist in nature. We wanted to kind of stay in alignment with what the department does. The professional online degree, there is no distinction, when I had discussion with the registrar, we couldn't market it as an online degree. We have had a few students express an interest in pursuing a Ph.D. after doing this degree. So, as an advisor, I am more comfortable making sure that they have some theoretical background and some research methods background before they go into the application process for a PhD. If we just taught the theoretical nature of it in a professional masters, when they went to apply for a PhD, it wouldn't mark the transcript as saying that this was a professional degree, so we think the 36 hours better prepares them. The number of people that transition into a PhD program are going to be extremely low, but the potential is there, so we were more comfortable going with the 36 hours."

Regent Moseley, "Thank you and I have one other question. What undergraduate degrees that students get would you expect to see apply for this masters, and what type of other industries would you anticipate this master's degree to roll over into?"

Communications Studies, Department Head, Greg Armfield, "We have a few people that have come from entertainment, uniquely. We get quite a broad array. Many of them have some form of business or communication background. Most of them are looking to progress in their career, many need a master's degree to get to the next level in their career, or it gives them a leg up for the promotion they are wanting in the future. Quite a few of them are getting help from their employer and going part time, taking three credits every eight weeks. It is six weeks, and they can knock it out in about two years at that progress, if they continue through the summer. The majority of them have an undergraduate degree in communications or business."

Regent Moseley," Thank you for that explanation."

Regent Romero," Is this an on-line course or not an on-line course?

Communications Studies, Department Head, Greg Armfield, "Everything is on-line, asynchronous through NMSU Global, a few of the classes are cross listed with main campus, that's really to help with our enrollment. Once the program continues and grows, it will always be an on-line course we are just allowing some main campus students to take those courses right now, but the goal really is the online asynchronous education with most of the students from afar, but we do have a few main campus students take the classes when we cross list them.

Regent Romero," Thank you for that. I really appreciate you doing this. If I was still with State Government, this is definitely something we would be looking for to try to help because everything we do is communication and leadership at the state level. So, it is important that we have people that have those skills. I am interested in the letters of support; the majority seem to be from out of state. Why is that?

Communications Studies, Department Head, Greg Armfield," We reached out to alumni for most of the support. There are a few here in Las Cruces, there are a couple from El Paso and Abilene. That is the advantage of an on-line degree, we can attract from anywhere. The tuition is the same whether you live in the State of New Mexico or you live in Texas or Vermont, the tuition is the same with the NMSU Global structure.

Regent Romero," I feel we are missing an opportunity with State Government as well as with all public entities, there are opportunities within these organizations that individuals may be interested in these types of programs. Yes, we want individuals from all over taking advantage of these programs, but I also think we have a responsibility to try to market within the State of New Mexico. So, if this is approved between now and the time you have, to submit, I would encourage you to reach out local entities that might be interesting in this and see this as a value to their organizations."

Communications Studies, Department Head, Greg Armfield, "I would be glad to do that."

Regent Devasthali," I do have a question for you; Is the terminal degree in this field a Ph.D.? And do we currently offer that?"

Communications Studies, Department Head, Greg Armfield," Yes, it is but no we do not. UNM has a Ph.D. in communications within the state, so that terminal degree. We do have some students that will go to UNM for that but quite often our Ph.D. students will look outside. A lot of our master students come from our current program in our face to face, and so when they are going to a Ph.D. it is best that they get another experience from outside of the State of New Mexico. But the closest Ph.D. would be either Texas Tech or the University of New Mexico for communications studies."

Regent Devasthali, "Thank you, if there are no other questions, thank you for your presentation, Dr. Armfield. I will entertain a motion on this item as presented."

Regent Moseley made the motion and Regent Romero seconded it. A roll call vote was called to approve the Organizational Communication Leadership Masters online Program.

Chief of Staff Adam Cavotta called on each regent for their vote.

Regents Romero, Chacón-Reitzel, Moseley, and Devasthali all voted yes on the motion. Motion passed.

2. Geographic Information Science and Technology - Master of Science, Geography & Environmental Studies
Department Head Michaela Buenemann

Department Head Michaela Buenemann,” Thank you so much for the opportunity to share with you our proposed fully online master’s program in Geographic Information Science and Technology which will be housed in the department of Geography and Environmental Studies. Just to give you a quick background on what Geographic Information Science and Technology, or GS&T is about, it is a multidisciplinary field that deals with the science of geographic information that tries to answer basic scientific questions using geographic information and technologies. It encompasses the technologies to do that kind of work that includes remote sensing, essentially the acquisition and analysis of products that were acquired with sensors that are on board satellites or aircraft’s or more recently, drones. It also encompasses geographic information systems (or GIS), which are software programs for capturing, managing, analyzing, and visualizing geographic information and of course GPS which most of you probably have built into your cell phones and into your vehicles. There are diverse applications of GIS&T that answer questions about where. Like where do we want to conserve a particular species. Where are we most likely to get infected by a particular virus? Where is the ideal location for a new business? The way that we answer those questions is to use remotely sense data from census bureau and many other sources, which we then capture in the GIS to answer those kinds of questions. So, we might want to, for instance, identify an ideal location for business. To do that, we might want information about proximity to interstates, perhaps population density, zoning regulations, that kind of thing. In a GIS, we can capture all these layers on top of each other, specify the criteria, and then come up with optimal locations.”

“Again, these types of applications, the natural sciences, the social science, even within the humanities. There are lots of job opportunities. There is a very strong student demand for this kind of program, both in the region nationwide and globally. And yet there is currently no such program within the state or the region. The program will address all goals of LEADS 2025, and it will be quite crucial to advance economic development in the state as well. We feel strongly that this is a very important field and that there is a need for that here at NMSU. It is a fully online program that will be offered through NMSU Global, and we look forward to working with NMSU Global and the Graduate School to advance the program. It encompasses about 30 to 31 credits and the program can be completed in flexible time frames from anywhere. We are primarily targeting working professionals who are seeking to advance their existing careers or perhaps step into more advanced careers and another location or business or agency, but we are also certainly trying to recruit recent graduates. There are many different types of careers that our graduates could pursue, some of these are listed here, others include areas such as law enforcement, agricultural management, asset management, it is up to one’s imagination where one wants to take this particular field.”

“We have five major learning outcomes, the first is to think spatially, geographically, and geospatially. The second is to discuss the moral, ethical, social, political, and legal implications of geospatial data. The third is to advance, to explain basic and advanced concepts, methods, and applications in GIS&T. The fourth is to solve real-world problems by acquiring, analyzing, interpreting, and visualizing spatial data. And finally, the fifth learning outcome is to conduct all stages of an independent research project, including conceptualization, planning, implementation management and communication.”

“Here is our road map for the program, as you can see, we anticipate that students would require 30 to 31 credits to complete the program. The courses include basic courses in GIS Remote Sensing and Cartography. Their advanced courses in Programming and Spatial Analysis and Modeling are one elective course. And then, importantly, we have a sequence of two courses on Geospatial Professionalism and Professional Portfolio Development that is designed to help students enter the workforce, advance in the workforce, and really sell themselves in a competent manner. Then there are capstone courses one and two, which deal with the

implementation with a design and implementation of a project that students would complete in collaboration with external partners and businesses and NGOs in city, county, state agencies and so forth.”

“Our target retention, graduation, and job placement rates currently are 100%, we have not launched the program, so we will see how this goes. But our goal is to recruit ten students in year one and then five students in each subsequent year. We are not asking for new resources for the program beyond visiting assistant professor line that was promised to us through NMSU Global. We have faculty on campus who can teach all of these courses. In fact, many of these courses are already on the books and we also have a new Ph.D. program in Geography that started in fall 2020 and those Ph.D. students can help with these courses as well. So, we have a very strong support base to make the program happen.”

“We received letters of support from various partners, and these were included in your packet. I extracted four quotes from some of these partners. Brandon Bestelmeyer, with USDA-ARS, said ‘The program would be an excellent pathway for students from their graduate programs into the Federal workforce.’ Steve Sesnie, with the Fish and Wildlife Service noted that ‘The proposed program will prepare students to meet new challenges and demand for spatial data synthesis in an ever-changing region and world.’ Natalie Runyan from New Mexico Geographic Information Council noted that ‘The program caters to the evolving needs of students, working professionals and the job market in the fast-growing field of geospatial technology.’ Sandy Talasila from the New Mexico Geospatial Advisory Committee noted, ‘They already had a member eager to sign up at the last meeting.’ According to Gray Associates and NMSU Online data, there is also a very strong demand and need for the program. We rank in the eighty-ninth percentile among all CIP codes. There is a robust student demand, ranging from 74% to 93%, depending on the spatial scale we are looking at. NMSU online, as you probably know, has grown significantly over the last two years in terms of both online graduate enrollments and online graduate admissions. We are quite certain, based on the data, that we are presenting here that we would help increase that trend even more.”

“You can see in this slide the demand for Geographic Information, Science and Technology Specialists is increasing both nationally and regionally. You can see here some data from the nation ranging anywhere between 8% and 16% depending on which job title you are looking at. This is one of the challenges with this program, there are so many different job opportunities that it is hard to capture them using just one term. But the geospatial industry is one of the high growth job industries in the country has been for some time and will likely continue to grow in that way in the future. We did a little search of job opportunities within New Mexico and in El Paso using three different online websites and as you can see here, the number of jobs for people interested in GIS and remote sensing and mapping is quite high. We have diverse strategies to market the program and ultimately recruit students into the program, which includes working with NMSU Global on marketing. You can see here one of our draft flyers on the right, we will build a very strong web and social media presence and we will be offering webinars and virtual open houses. We will have an online forum where alumni and current students can share the good news. We will have recruitment tables at job fairs and will be networking at conferences. We already have a very extensive network with partners and businesses and agencies at all levels and NGOs and we are planning to nurture those partnerships and build new ones as well. We will work with alumni to advocate for the program and of course we will take advantage of whatever feedback we receive to continuously improve our marketing and recruitment campaign. Finally, NMSU Global offers very competitive pricing and as you can see, where we rank in comparison to programs at other universities and that positions us well to recruit not just from the New Mexico and El Paso region, but also nationwide. With that we will answer any question you may have.”

Chairwoman Devasthali posed a question regarding the moral, ethical, social, political, and legal implications and asked what the potential for abuse in the application of this program is.

Department Head Michaela Buenemann response to the question was, “The learning outcome is less about the application of GIS&T. It is more about using the technologies in a moral and ethical and generally responsible manner. As you may know, geographic information, historically, has been used for propaganda purposes. There are maps going back decades and even centuries that were used to try to persuade people to favor one political party over another or to be in favor or against wars. We are still having constant discussions about boundaries between countries and other kinds of regions. So, we want to make sure that students who graduate from this program are aware of the implications of using geospatial data so that they will use them in a moral, ethical, social, political, and legally responsible manner.”

Regent Chacón-Reitzel posed the question to the presenters, “What outreach or plans do they have to work with the College of ACES?”

Professor of Geography & Environmental Studies, Christopher Brown, “Any question that has spatial and geographic component to it can be answered very adequately with these technologies and if we look at water resource management within the state, there are a lot of opportunities. I was a founding member of the Water Science and Management Program, which is how it is in the College of ACES, and we collaborate very strongly with Sam Fernald who is the director of the Water Resources Research Institute. So, I think our opportunities are quite open in that area. If it has a geographic and spatial component to it, the tools that we are training our students to master and be brought to bear on those questions. So, since we have not launched the program yet, we don’t have strong opportunities for collaboration with the College of ACES, but we work very actively with faculty within the college and graduate committees. I have worked actively with Dr. Fernald in the Water Resources Management Institute as well as the Water Science and Management degree.”

Department Head Michaela Buenemann, “I would like to add that I currently have several USDA NRCS funded projects, one of those deals with acequias in northern New Mexico and I am working with Colby Brungard and others in Plant and Environmental and Soil Sciences on this. I also have a project that deals with mapping mesquite encroachment, and again working with individuals from PES and Range Science. So, we have well developed collaborations with colleagues already, both through research initiatives, but also through graduate thesis committees and dissertations.”

Agricultural, Consumer & Environmental Sciences, Associate Dean, Donald Conner asked if they could elaborate on the curriculum map and would there be any opportunity for any ACES courses to fill the need there since ACES does have some GIS courses.

Department Head Michaela Buenemann, “Those are the core choices that we included in the roadmap, but we do anticipate having some students in the program who already have some background in GIS and Remote Sensing. With those students we will work on an individual basis to develop their curriculum plan and that could most certainly include them taking courses in the College of ACES or other colleges for that matter.”

Professor of Geography & Environmental Studies, Christopher Brown, “I think another component of that is this is not a thesis program, but they have to do a capstone geospatial project and we envision many of those projects may be for their current employers or may be for external sponsors that are interested. So, clearly if we bring students into the program that have an interest in agricultural natural resource management that would be helped by classes within the College of ACES. It would be a natural partnership to put those classes into their program.”

Chairwoman Devasthali thanked the presenters and stated she would like to entertain a motion on the program as presented.

Regent Chacón-Reitzel made a motion to approve and Regent Moseley seconded the motion.

Chief of Staff Adam Cavotta took a roll call vote asking each Regent to vote yes or no on the motion to approve the Geographic Information Sciences, Technology, Master of Science Degree.

Regent Romer voted yes.

Regent Chacón-Reitzel voted yes.

Regent Moseley voted yes.

Regent Saucedo voted yes.

Regent Devasthali voted yes.

Chief of Staff Adam Cavotta stated to Chairwoman Devasthali that there were 5 votes in favor to approve.

3. Food Science - Doctor of Philosophy, Family and Consumer Sciences Department Head Efren Delgado

Family and Consumer Sciences Department Head Efren Delgado, "Thank you for allowing us to present our proposal for a Ph.D. in Food Science. The proposal would be housing the Department of Family Consumer Science in the College of ACES. Food Science draws from multiple disciplines. It is a study of the physical, biological including micro biological aspect and chemical makeup of food that allow the experts to better understand food processing and the way to improve food products for the general public. Food scientists are engaged in ways to better process food, preserve, package, and store according to industry, governmental, and also consumer requirements. Here is a list of the potential job areas where a food scientist can work, and there are a lot of employee opportunities for a food scientist in the food industry, academia, USDA, FDA, consumer research, regulatory affairs, basic research, food marketing, sales, and nutrition."

"We just wanted to present that prior coursework is a 42 credit Ph.D. program that goes hand in hand with other food science programs in the nation. We compared and discussed and visited with other programs, so we came up with this coursework and if you see that the coursework gives the student the opportunity to pick classes related to their area of emphasis or area of research working with a specific advising committee and the program also allows for student to take courses in other departments of NMSU."

"The program has strong existing resources. You might know that through a GO Bond a new food science building is coming November third, but we do have an existing food, microbiology, food safety pilot plan food chemistry lab and a frozen desert research center, and we are already starting to move into the new building and believe we will start working in the new facility in the coming two or three weeks."

"We also have existing faculty resources, it is an existing investment that we already have in a critical mass of faculty with food science experts, most of them are here in this room sharing this presentation with you. We have a strong faculty with a high record of national and international collaboration along with very productive, experienced researchers and teachers with together over 250 peer review publications and more than 10,000 citations and also, our faculty has established a strong collaboration with different departments at NMSU."

"Based on the overview of 01 CIP, specifically for agriculture, a Ph.D. program in food science nationwide ranks third in overall student demand. Of all employees in food science related positions, 11% of those positions have a Ph.D. in food science, showing us the high demand that a Ph.D. in food science has in the workforce. We also do not have a Ph.D. program in the State of New Mexico, if approved we will be the first and only Ph.D. program in food science even in the region of West Texas and Arizona. There is potential not only to recruit students from New Mexico, but also from other regions. As shown in our attached letters of support from stakeholders from the New Mexico Chile Association, NMDA, meat processors and other

industries. They are stakeholders that have shown the need of this type of program in our state.”

“What is the importance of a Ph.D. Program in food science in New Mexico? As we know, value added agriculture is one of the nine targeted industries that the State of New Mexico has identified to grow into the future. There is also a lot of stakeholders that rely on New Mexico’s strong agricultural and needs it to expand it agriculture industry into the food processing sector. So, this is a great opportunity to support the economic development in the state. We also know NMSU is uniquely located to address border and food safety and security issues. This program will attract New Mexico students and underrepresented minorities such as tribal communities and Hispanic students. The students from this region will have access to a Ph.D. program in this area and will have the opportunity to stay in their state and later work in their state and contribute to the economic development of New Mexico.”

“There are no additional requests for resources. We have the required faculty and the new facility as well as existing labs and library resources. We also have a strong faculty resource that are applying constantly for grant proposals that will fund stipends, health insurance, and student fees for the students. We are open for questions and recommendations currently.”

Regent Chacón-Reitzel to expressed her excitement for this program.

Faculty Senate Chair Dr. Gaylene Fasenko expressed her concern to not forget about the pet food industry and the presenters let her know that they do have projects with ideas with pets in mind.

Chairwoman Devasthali stated that she would like to entertain a motion for approval of the Ph.D. program. Regent Moseley made a motion for approval and Regent Chacón-Reitzel seconded the motion.

Chief of Staff Adam Cavotta took a roll call vote asking each Regent to vote yes or no on the motion to approve the Food Sciences Doctor of Philosophy program as presented.

Regent Romer voted yes.
Regent Chacón-Reitzel voted yes.
Regent Moseley voted yes.
Regent Saucedo voted yes.
Regent Devasthali voted yes.

Chief of Staff Adam Cavotta stated to Chairwoman Devasthali that there were 5 votes in favor to approve.

E. Informational Items

1. None

F. Adjournment, Chairwoman Ammu Devasthali

Regent Romero made a motion to adjourn. Regent Moseley seconded the motion, meeting adjourned at 3:57pm



Board of Regents Meeting
Meeting Date: March 28, 2024
Agenda Item Cover Page

Agenda Item # B-4

☒ Action Item

☐ Consent Item

☐ Informational Item

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

Agenda Item: Special Meeting Minutes September 29, 2023

Requested Action of the Board of Regents: Approval of the Special Meeting Minutes for September 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
September 29, 2023 at 9:00 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 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 called the special meeting to order at 9:02 am.

Chief of Staff, Adam Cavotta called roll to confirm quorum as the meeting was on zoom.

Chief of Staff, Adam Cavotta called on all asking them to state present when called upon.

Regents Romero, Chacón-Reitzel, Moseley, Saucedo and Devasthali all responded as present.

Next, he called on advisory members ASNMSU President, Citalli Benitez, Chairwoman Fasenko, Chairwoman Berger, and Associate VP, Justin Banister, all responded as present.

Next, were University officials, Interim President Gogue, Provost Shoho, and Interim General Counsel, Scott Field, all responded as present.

B. Approval of the Agenda, Chairwoman Ammu Devasthali

Regent Mosley made a motion to approve agenda as presented and Regent Chacón-Reitzel seconded the motion, all were in favor and none opposed, the motion passed.

C. Consent Items, Chairwoman Ammu Devasthali

Regent Romero made a motion to approve the consent items as presented, Regent Moseley seconded the motion, all were in favor, and none opposed. Motions passed.

Chief of Staff, Adam Cavotta called for a yes or no on the motion to approve the consent items, Regents Romero, Chacón-Reitzel, Moseley, Saucedo and Devasthali all responded yes to the roll call vote to approve the consent items.

- 1. Las Cruces: Activity Center Weight Room and Student Lounge Relocation and Renovation, Associate Vice President of Facilities & Services Raghu Raghavan**
- 2. El Paso Electric Easement Renewals, Special Assistant to the President Scott Eschenbrenner**
- 3. El Paso Electric Easement at Aggie Uptown, Special Assistant to the President Scott Eschenbrenner**
- 4. NMDOT Acquisition – University Avenue, Special Assistant to the President Scott Eschenbrenner**

5. **Doña Ana County Office of Emergency Management (OEM) Lease Agreement**, *Special Assistant to the President Scott Eschenbrenner*
6. **Philanthropic naming of room 114-A in the AMEF the "Thomas D. Stromei Office"**, *NMSU Foundation Chief of Staff Matty Burns*

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

1. **None.**

E. **Informational Items**

1. **None**

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

Regent Romero made a motion to adjourn the meeting and Regent Chacón-Reitzel seconded, all were in favor, and none opposed. The meeting was adjourned at 9:07 am.

DRAFT



Board of Regents Meeting
Meeting Date: March 28, 2024
Agenda Item Cover Page

Agenda Item # B-5

☒ Action Item

☐ Consent Item

☐ Informational Item

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

Agenda Item: Special Meeting Minutes August 14, 2023

Requested Action of the Board of Regents: Approval of the Special Meeting Minutes for August 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
August 14, 2023, at 10:30 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 President 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 10:30 am.

Chief of Staff, Adam Cavotta confirmed all Regents present and do have a quorum.

B. Approval of the Agenda, Chairwoman Ammu Devasthali

Regent Mosely moved to approve the agenda.

Regent Saucedo seconded; all were in favor.

Motion passed to approve agenda.

C. Consent Items, Chairwoman Ammu Devasthali

1. None.

D. Action Items, Chairwoman Ammu Devasthali

1. Corporate Partnership Tuition Rate, NMSU Global Chancellor Sherry Kollmann and Community College Chancellor Mónica Torres

NMSU Global Chancellor, Dr. Sherry Kollmann, "Madam Chair, Board of Regents, I bring forth a request for a \$250.00 per credit hour request for partnership organizations, the first partnership being Amazon. Dr. Torres and I were contacted by Amazon asking if this was something we would entertain, and part of that is going into partnership with Amazon. As I have discussed previously, one of the things that you do when you are building an online global campus is there are 3 parts to it, first is working directly with students and we've done that, second part is building an international focus we are starting to do that as well, third is building partnerships with corporations, and that provides us volume and recognition. One of the things that folks in higher education do or have done recently is they have been partnering with an organization called The Guild Association."

"The Guild Association is an organization that partners with universities to provide different programs. But one of the things that they do for organizations is that they do the business operations for their tuition

reimbursement. So, they do all that operation piece, but what they do is reduce the price point for credit hours for these organizations. We are not as big of an institution as some of these mega universities are so like Southern New Hampshire University, LSU, Purdue Global, those are the institutions that get the partnerships with The Guild Association. We do not get those types of operations until we get much larger. So, one of the things that Monica and I are bringing to you today, is looking at the \$250 per credit hour so that we can compete in this market. But the advantage of that is we get to build those partnerships organically, and we get to have those partnerships one on one, with organizations versus us being one of many. Because with The Guild Association, you are competing against all these bigger universities that have lower price points, and they can reduce their tuition amount quite a bit differently than we can. As an example, when I was at Southern New Hampshire University and we started partnering with The Guild Association, we were bringing in about \$200/credit hour and so with what I am proposing and what Monica is proposing today would be \$250/credit hour. That also aligns with what we are doing for veterans, and what we are doing for law enforcement officers as well. And so, it does give us a higher price point for that as well. Before I add any further commentary, I wanted to turn it over to Dr. Torres to see if she wanted to add anything to this."

Community College Chancellor, Dr. Monica Torres, "Members of the board and Sherry, thank you. It is an exciting opportunity to collaborate with Amazon, it is a collaboration between the college's computer tech program and Amazon, it is a diversity initiative for Amazon to increase the number of underrepresented minorities in the field, particularly women in computer science. And so, it just checks a lot of boxes in terms of what we are trying to do as a college as well. This tuition fits with the tuition model that we use at the community college, all these students would be out of state so from our perspective this kind of parallel to what we would charge out-of-state students. We are incredibly happy to be collaborating with Amazon and happy to be collaborating with NMSU Global. This is our first collaboration with NMSU Global, so it gives us an opportunity to build in that area as well. Thank you."

NMSU Global Chancellor, Dr. Sherry Kollmann, "In addition to that, there are a couple other pieces to this that I think, for your consideration, is one, we are a system; we do not always operate as a system, and we need to start operating as a system. This is one way that we can put our foot forward in that. Because, as Dr. Torres and I spoke before, this would be more of an NMSU Global at DACC, NMSU Global at Alamogordo, NMSU Global at Grants. And so, we can begin to build off this and provide them and opportunity to also expand another geographic region. They have tremendous faculty, that understand the first-generation population, and that can actually service our students with quality wrap around services, and also, just the teaching aspect of it. It's no secret that I have said before that the community college does an exceptional job at the first-year experience for students. So, we are equally as delighted to be moving this forward and partnering with the community colleges under Dr. Torres' leadership."

"Before I take any questions, the last thing I wanted to share with all of you is that as of this morning, NMSU Global is at 1,968 students, so we will reach our enrollment goal of 2,000 tomorrow and that is just the beginning for us. I stand ready for any questions you may have."

Chairwoman Devasthali, "Thank you Dr. Kollmann, and congratulations, that's a good number."

"First of all, will this agreement be for any corporation that comes on board?"

NMSU Global Chancellor, Dr. Sherry Kollmann, "Madam Chair that is right."

Chairwoman, "Does it also include international?"

NMSU Global Chancellor, Dr. Sherry Kollmann, "Madam Chair, for any student that does the hybrid model, it does not include the \$250, but for any Hybrid program that we bring forth as we move forward, they will get the Global rate. If we have an organization say in Hyderabad, and they are a corporation, they will also receive the \$250 price point."

Chairwoman Devasthali, "Thank you. Also, having NMSU Global at DACC, Alamogordo, Grants, are these

separate agreements that you have with each one of them?”

NMSU Global Chancellor, Dr. Sherry Kollmann, “Madam Chair, no, this is something that Dr. Torres and I spoke about so that we could do this as a collective.”

Chairwoman Devasthali, “Ok, thank you. Are there any other questions for Dr. Kollmann?”

Regent Saucedo, “Dr. Kollmann, can you talk more about the relationship with Amazon and how that came about and what that will actually look like?”

NMSU Global Chancellor, Dr. Sherry Kollmann, “Madam Chair, Regent Saucedo; this came about from a former student regent, Margie Vella. She reached out to us as she transitioned from NMSU to Amazon, one of her initiatives was building women in STEM fields. Initially we were going to market this as NMSU as a whole, but we could not due to the negative press recently, corporations will not partner with institutions in a negative light. So, we worked to get it branded at NMSU Global at DACC and that is the path that we have taken and how it has come to fruition. The other piece to that is we are and HIS, MSI and Margie, being in a diversity and equity position at Amazon, wanted to highlight what we can do here at NMSU. I commend her for wanting to bring her alma mater to the table so that we could start these conversations. Since we have been a career choice partner with them, we have already enrolled three students outside of the women in technology initiative, because NMSU becomes part of their university list that anyone can participate in. Given that Amazon is in Albuquerque, El Paso and another coming to Arizona, it really lends itself to Amazon employees seeking education with NMSU.

“The last thing I will say is, the first step is our partnerships with Amazon, the second piece to that is, when you are an Amazon employee, and do not have a baccalaureate degree, they give you \$5,250.00. That is very consistent with organizations due to taxes. They want to make sure that employees do not have to pay out of pocket, which is why Dr. Torres and I spoke about what that ideal price point would be, that is how the \$250.00 price point came up. So that we can compete with some of these larger institutions. The other piece to that is when you get your baccalaureate degree, Amazon does not have a tuition reimbursement model in play, but they will pay for micro credentials and micro learning. So that is the second phase of this partnership that we are developing.”

Associate General Counsel Scott Field, J.D., “Madam Chair, the word partnership has been used throughout this conversation and the word to use is collaborations not partnerships.”

Dr. Kollmann and Dr. Torres stated that it was noted to use collaborations rather than partnerships.

Regent Chacón-Reitzel, “Can you please tell me what courses we are teaching through Amazon?”

Community College Chancellor, Dr. Monica Torres, “It is in our computer tech program, and our computer tech program is networking, cyber security. These are folks that get a certificate or a degree and go right into the workforce or are already in the workforce and will enhance their skills. But it is in that computer technology area and it is a very specific certificate that I cannot recall the name at this time but will get it to you.”

NMSU Global Chancellor, Dr. Sherry Kollmann, “To add to that, once they get done with the associate degree, they will then come to the baccalaureate degree in the Bachelor of Information and Computing Technology with NMSU Global.”

Regent Moseley, “With the collaboration with Amazon, is there a timeframe for them to participate in this collaboration?”

NMSU Global Chancellor, Dr. Sherry Kollmann, “So there is no set time for that agreement. If you are referring to the Career Choice Agreement that we have, that just extends, there is no end date to that. But as far as the program itself, we have made the associate degree program through DACC a little less than two years and

then they will come over to NMSU Global, which will then be a little less than two years as well. So, the whole idea is that they will be able to finish their baccalaureate degree in less than four years.”

Faculty Senate Chair Gaylene Fasenko, “Does this collaboration have any restrictions to it, and how long is the collaboration?”

NMSU Global Chancellor, Dr. Sherry Kollmann, “There is no set time for the collaboration and there are no restrictions and there is not exclusivity.”

Regent Chacón-Reitzel moved to extend the \$250.00 cost per credit hour to the corporation partnership for NMSU Global and DACC as presented.

Regent Saucedo seconded the motion; all were in favor and the motion passed.

E. Informational Items

1. None

F. 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.).

G. Adjournment, Chairwoman Ammu Devasthali

Chairwoman Devasthali moved that the Board of Regents adjourn and go into closed session 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 Meeting Act.

Regent Moseley seconded the motion.

Chief of Staff, Adam Cavotta conducted a roll call vote of yes or no to go into closed executive session.

Regents Romero, Chacón-Reitzel, Saucedo, Mosely and Devasthali all voted yes. Meeting adjourned at 10:48am.