



**NEW MEXICO STATE UNIVERSITY BOARD OF REGENTS
SPECIAL MEETING
April 10, 2023 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 Kaleb Herndon, Faculty Senate Chair Gaylene Fasenko, Ph.D., Employee Council Chair Susanne Berger

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

MINUTES

A. Call to Order, Chairwoman Ammu Devasthali

Chairwoman Devasthali called the meeting to order at 2:00 PM. The roll was called and all members of the board were present in the board room. Joining from administration in-person were Interim Chancellor Jay Gogue, Vice Chancellor Johnston, and General Counsel Roy Collins. Interim Provost Campbell attended online.

B. Introductions

1. Introduction of Provost and Chief Academic Officer Alan R. Shoho, Chairwoman Ammu Devasthali

Chairwoman Devasthali introduced Alan Shoho, stating, “Alan R. Shoho was formerly dean and professor emeritus of the School of Education at the University of Wisconsin-Milwaukee (UWM), has been named New Mexico State University’s new provost and chief academic officer (CAO) following a national search and he will begin his new role April 17.

Before serving as dean at the UWM for five years, Provost Shoho was associate vice provost for academic and faculty support at the University of Texas at San Antonio for two years. He started his academic career as an assistant professor in the University of Portland’s School of Education in 1991. Previously, he worked as a high school math teacher in Hawaii after working as an electrical engineer for Hughes Aircraft Company and Rockwell International. Shoho’s father, a Korean War veteran who grew up on the island of Kauai in Hawaii as the seventh of eleven children, earned a degree in electrical engineering from the University of Illinois using the G.I. Bill.

With that, I would like to conclude my introduction and welcome Dr. Shoho to New Mexico State University.”

Provost Shoho stated, “Thank you, Madam Chair. To be honest with you. This is a dream come true. I actually applied for this position the last time it was open 4 years ago. I got to the virtual interview, but I didn't get beyond that. So, when I got another opportunity, I said, I have to try again, because one thing you'll find out about me - I'm like a bulldog. I do not give up. I've actually failed quite a bit, but I always learn from my failures and I'm going to give it my best. I know that expectations of the faculty and staff here are very high for me and I want to pledge to you the regents that I'm going to do my utmost, not only to meet those expectations, but to exceed them as much as I can, and my goal is to really solely focused on improving student success.

As you read, my father was the seventh of 11 children and if it weren't for the GI bill, and some of the things that

he was a beneficiary of, I wouldn't be here. And so, as he always tells me, when you're lucky, like I am and have the privilege you have also an ultimate responsibility to help the others who are coming behind you, and so I take that very seriously, and I look forward to working with all of you. Thank you"

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

Regent Saucedo moved approval of the agenda. Regent Moseley seconded the motion. All were in favor and the motioned passed.

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

Regent Chacón-Reitzel moved to approve the consent agenda items as presented. The motion was seconded by Regent Romero. All were in favor and the motion passed.

1. **Access to Classified Information Resolution**, *PSL Facility Security Officer Chris Scott*
2. **Ratification of the First Amendment to the 2022 Collective Bargaining Agreement between New Mexico State University and AFSCME Local 2393**, *Assistant Vice President Gena Jones*
3. **Confirmation of the DACC Spring 2023 Honorary Degree Recipient Selection**, *DACC President Mónica F. Torres*
4. **Posthumous Honorary Degree Proposal**, *Interim Provost Dorothy Campbell*
5. **Las Cruces: Aggie Memorial Stadium Operations Center (Revised Project)**, *University Architect Heather Zack Watenpaugh*
6. **Disposition/Deletion of Property**, *Associate Vice President D'Anne Stuart*

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

1. **Tuition and Fee Rates FY2023-2024**, *Chief Budget Officer Kimberly G. Rumford*

Chairwoman Devasthali noted that the board may want to debate and decide on the proposals contained in this presentation independently and called for a motion reflecting this change from the board.

Regent Romero moved that the board should divide the question to consider and vote on the differential tuition, required student fees, and tuition increase proposals separately and in that order. Regent Saucedo seconded the motion. All were in favor and the motion passed.

Differential Tuition for Nurse Anesthesiology Program

Chief Budget Officer Kim Rumford began her presentation and noted the Dr. Alexa Doig, Nursing Department head, would present the first portion on differential tuition.

Dr. Doig noted that the department has been working on this new nursing program for 3 years, and it is finally come to fruition. This is the nurse anesthesiology specialty within the doctor of nursing practice program within the school of nursing. This is a 3-year clinical doctorate, and up until now we have educated primarily nurse practitioners through that degree program. And so now we are educating and training certified, registered nurse anesthetists who are trained to provide anesthesia and many other procedures and treatments within generally hospital settings, but only all clinic settings as well.

Dr. Doing continued, noting that the school is requesting final approval for a tuition differential for the program. Dr. Doig referenced the detailed budget in the packet of materials that lay out the cost of the program, explaining

that “these are high-cost programs. It's a little more analogous to medical school than nursing school” and the department developed a budget model that includes \$500,000 of funding that was received from the State of New Mexico through Research and Public Service Project funding. In addition to those funds, the school is seeking to charge a higher tuition because of the higher cost of the program. The request is for a differential tuition of \$525 per credit and that creates a total tuition cost in addition to base tuition and fees of \$91,799 for state residents, a little higher for El Paso residents, and non-residents at \$163,862.

The program has tentatively admitted the first cohort of 24 students to start in the fall. Almost all of them are either from New Mexico or the El Paso border region, and the 2 that are out of state students that grew up in New Mexico. This is a program developed in New Mexico for New Mexico, and it is for New Mexico nurses as well to obtain this advanced practice training.

The program hired a director, Dr. Madeline Chalenor, who is currently in Albuquerque with accreditation site visitors. This program requires both general and additional accreditation from the Council on Accreditation of Nurse Anesthesia Educational Programs.

Dr. Doig introduced the assistant director, Dr. Bruce Schoneboom, who was in attendance.

Dr. Doig noted, on a comparison basis, the proposed differential tuition is “in the middle of the pack”.

Chairwoman Devasthali asked for an explanation of the difference between anesthesiologist and a nurse anesthesiologist. Dr. Schoneboom explained that anesthesiologists come from the discipline of medicine and nurse anesthesiologists come from the discipline of nursing. Anesthesiologist are medical doctors that go to residency programs to become anesthesiologist. Nurse anesthetist or Nurse Anesthesiologists (both titles are synonymous) come from the practice of nursing and are required to have critical care experience with 3-year programs similar to residency programs. A Certified Registered Nurse Anesthetist (CRNA) requires a national certification and are they independent practitioners.

Chairwoman Devasthali noted a shortage of specialists and asked if this program will help with that shortage. Dr. Schoneboom, citing experience at a national association, indicated that there is a national shortage in this area and bringing programs like this one online is very important for helping to address this critical need, especially in states with rural populations.

Regent Saucedo noted the program's intent is to enroll students from New Mexico who intend to stay in New Mexico and he questioned how the program intended to do that. Dr. Doig noted several admissions requirements, such as essays and current residency, are used by the program to help determine which students are most likely to stay. The program curriculum also has competencies in rural health and health disparities and a rural health clinical rotation.

Regent Romero asked how students are being made aware of the program so that they are encouraged to stay in the state. Dr. Doig responded that program information sessions have been provided for bachelorette students as well as graduate program information sessions. There will be advertising in the state, in particular, Dr. Doig will be presenting to the New Mexico Hospital Association with a proposal to develop a partnership for pathway programs for current nurses to get into these programs.

Faculty Senate Chair Fasenko asked if there was anything that a Nurse Anesthetist can't do that a medical doctor could do. Dr. Doig noted that it depends on the state's scope of practice. In New Mexico, most cases and procedures can be done by Nurse Anesthetists.

Dr. Fasenko also asked about the expected salary for a Nurse Anesthetist. Dr. Schoneboom noted that the salaries have been very competitive because of the national shortage and new graduates may have salaries close to \$200,000 per year. Regarding scope of practice, the state and the practice regulate this and it depends on where the Nurse Anesthetist goes to work. The curriculum offered and required by accreditors is a “full scope of practice” across the lifespan of patients. Dr. Doig noted that in rural areas in New Mexico, 100% of services are provided by Nurse Anesthetists. Also, due to the shortage she has seen some nursing already in practice receive \$250,000 – \$275,000 per year offers from companies that serve hospitals. Given the income, students getting loans have ability to pay off loans quickly.

Chairwoman Devasthali asked about liability insurance. Dr. Doing noted that the School of Nursing students are covered under the liability pool.

Regent Chacón-Reitzel asked about other programs in the area. Dr. Doig noted that the closest program at the University of Arizona and the Houston area. There are 120 programs in the country compared to 1,000 nursing programs in the country. The proposed program will never have 100 students due to support needed at clinical sites and supervision, further noting that “we want to be able to supervise our students safely”. There is potential for incremental growth, but the best way to get more nurse anesthetists is to develop new programs, especially in areas where there are none.

Regent Chacón-Reitzel asked if there were incentives to help keep the nurses practicing in rural New Mexico. Dr. Doig noted that the program doesn’t provide these incentives, but New Mexico has “wonderful” rural hospitals with hopes that clinical rotations in these hospitals will attract students to practice there.

Regent Romero moved approval of the differential tuition request with a second from Regent Chacón-Reitzel. All voted in favor and the motion passed.

Required Student Fees

Chief Budget Officer Kim Rumford continued with the next portion on required student fees. She noted that there is a process to go through a student fee review board which is a group of five students, generally three faculty and staff, although only one staff member participated this year. There is a call for requests, hearings, and deliberations about what the proposal should contain moving forward. Regent Moseley and ASNMSU President Herndon were part of the process this year.

The students would like to request a 3% increase, which is \$1.66 per credit hour or \$24.90 for a full-time student per semester. The students wanted this funding to pay for a 6% compensation increase, which the State has mandated. In addition, the students wanted to fund a second doctor. We have one doctor at the Student Health Center and they wanted to fund the second doctor, and also provide an equity increase for the first doctor that was there as well.

Chairwoman Devasthali asked ASNMSU President Herndon about the requested increase. President Herndon noted that student fee review board felt that the compensation rate was to match the pay per hour across facilities on New Mexico State University, and to our knowledge it was more focused on students and giving them the minimum requirement per hour to match with the state.

Regent Moseley noted that part of the 3% increase was for entities within the Student Fee Review Board are funded at a capacity that they can operate efficiently and effectively, but it was the opinion of the Board that any decrease would have an effect that the students would really be able to feel, especially considering our enrollment increase projections.

Regent Romero asked if there was information about the cost of attendance available and what the Student Life area does, because it has one of the larger increases.

Regent Moseley noted that Student Life is a combination of different salaries for student program advisors and a position from Corbett Center that move to Student Life, which represents \$42,000 of the \$91,000 of the increase. Regent Romero asked if the increase, other than the one position, is to increase salaries for current employees. Regent Moseley responded yes and Dr. Rumford added that the salaries are combined for several areas, including the student radio station, ASNMSU and several student life areas.

Chairwoman Devasthali noted the state mandated a 6% increase that was funded at 80% and the university must provide the other 20% and asked if the university share is \$600,000.

Dr. Rumford noted that was for the Instruction and General funding only. The rest of the campus community would need to come up with the rest of the funds and required fees are not part of that allocation and do not receive Instruction and General funds.

Regent Moseley moved approval of the required student fees with a second from Regent Chacón-Reitzel.

Tuition Increase Proposal

Vice Chancellor Johnston said, "You saw that there was going to be a tuition proposal to be voted on today, but what we have decided, in light of very recent changes to leadership, as well as other new leaders joining NMSU, and also the decision that UNM made today to not approve tuition increases, to pull that proposal off the table. That's not to say that I don't, and the rest of us don't feel that we really do need a tuition increase. But I think we need to take the time to educate all of you, as well as all of our new leaders, to really show what it is that we need, where our gaps are, and how strategize best how to fix this. So we will begin a process of budget realignment shortly after these meetings are concluded, and the budget is proposed and passed for the State in May. But we take this very seriously and very committed to process improvement and quality improvement, and I think we've done a good job, and we're going to continue to do this. Thank you."

Chairwoman Devasthali asked about the strategic investments, which totaled to about 4.165 million, items G1 through G6.

Dr. Rumford noted that G1 for student success is an investment of \$500,000 for faculty for the new provost to determine the most significant need. Last year we provided several faculty for general education and for STEM, and we know there's still a great need for more of those. We wanted to provide the new provost with a little bit of funding to help with faculty needs. For G4, robust university system, that was for a compliance position and software. The two online investments for NMSU Global were related to the increase in revenue that you see in the sources section. You'll see the increase related to the current fiscal year, we had higher enrollment and revenue than was budgeted. In addition, we're expecting another increase in enrollment for NMSU Online for FY24, and we were trying to reinvest money into NMSU online.

We are receiving one-time funds from the state of 10.5 million for NMSU online so that they can get more initiatives going to help sustain and grow. Some of the funding needs to be recurring money, so that they can hire people to continue once the one-time funding is concluded. The Diversity, equity, and inclusion investment is for to two compliance positions needed for ADA and affirmative action.

Regent Devasthali asked how the unspent balances are spent. Dr. Rumford noted that as a piece of it goes back to the entity that was holding it during the year so they can plan for the next year. The colleges generally use that to

hire adjunct or temporary faculty. Some of the balances go to the central office, a portion of that will be used for the utility bill. Some of the balances are for incentives to teach classes in the summer and online teaching incentives.

Chairwoman Devasthali noted that utility costs to “keep the lights on” should be the priority for unspent balances.

Dr. Rumford responded that it has been our priority.

Regent Romero said she would like to learn more about the process used for identifying the priorities, including what and who is involved. She also noted that this is an opportunity for the Board to look at any balances that are going to be rolling over given an opportunity to look at, and maybe consider, some initiatives in advance and then prioritize those initiatives, working with the Budget office to make sure that that we can get that done.

Regent Romero noted that she was glad to hear about the decision not to move forward with the tuition increase, because there are still unanswered questions and she is looking forward to working with the Budget office to get more information about the budget. Regent Romero also requested more projections in a month and again in June, before the end of the fiscal year that that shows us what, if any, balances the University is going to have rolling over into the next year.

Dr. Fassenko noted that she didn’t realize that there were incentives for faculty for teaching in the summer. Dr. Rumford noted that the incentives were not for faculty but for the colleges to be reimbursed for the faculty salary and a portion of the revenue goes back to the college and department.

Regent Moseley asked what portion of the unspent balances goes to the colleges compared to what goes back to central.

And but then it would stay 3% last year, because we still have a structural deficit.

And then we'd like to build that back up to 6. And so that's the percentage is based on their total annual operating budget. Dr. Rumford responded that it was 6%, but two years ago during budget cuts it was lowered to 3% to cover the deficit. The rate stayed at 3% last year due to a continued structural deficit. The desire is to increase to 6%.

Vice Chancellor Johnston noted that the Budget Realignment Initiative has been going on for the past several years. When the first budget cuts happened after COVID, the goal was to manage those cuts in Phase 1. At that time, there were 96 voluntary retirements to help manage the cuts. In year 2, we were looking at principles of how we would like to operate and learned more about the budget. And recently, in Budget Realignment Initiative Phase 4, which is what we're in now, we have a system-wide group that meets monthly to actually learn about the budget so that we can figure out ways to better support the campuses. For example, we would like to move the carryover from the 3% back up to 6%. We think maybe this year we can manage 4% because we want to have more local level responsibility rather than so much centralized. We're exploring what's going to work best, but we do want to drive some local level responsibility, so it's not so centrally managed.

Chairwoman Devasthali asked about the percentage of the budget that the university is required to hold in reserve.

Dr. Rumford noted that 3% is the minimum for the Higher Education Department requirements, but bond rating agencies would like to see significantly more than that in reserve.

Regent Devasthali asked about the budget deficit that is in the uses section.

Dr. Rumford said that there is a budget deficit from two years ago we still have a deficit of 1.2 million. Last year we put additional funding towards reducing the overall deficit. When COVID happened, the State gave us a budget cut after we already began the year so we went through and cut across campus, but that still left a balance across campus of 1.2 million, and we're paying that down over time and covering the rest with one-time funds during the year, which is why we reduced the carry forward as well. We're paying that back and we're wanting to increase the carry forwards that are available to the colleges as we do that.

F. Informational Items

1. Regent Committee and Board Assignments, Chairwoman Ammu Devasthali

Chairwoman Devasthali provided a report about the regent committee and board assignments as detailed below:

"For the Regents Financial Strategies, Performance and Budget Committee the chair of the committee is Regent Romero and the other regent member is Regent Moseley. I would like to take this opportunity to thank Regent Saucedo, who previously chaired the committee, and also Neal Bitsie who served as the other regent.

For the Regents Student Success Committee, Regent Saucedo is the chair of the committee and Regent Moseley is the other regent member. I would like to thank Arsenio Romero for serving as chair during his time on the board and also Neal Bitsie who served as the other regent member. In addition to regent member changes, the new co-chair of the committee is Amy Himelright from Las Cruces Public Schools. She has been a member for two years and I appreciate her willingness to continue to serve in this new capacity. I would like to thank outgoing co-chair, Professor Michele Shuster for serving as co-chair. Dr. Shuster will continue to serve on the committee and we thank her for continuing to lend her passion and experience for teaching and learning to the committee.

For the Regents Audit and Risk Committee, I will continue to serve as chair and Regent Deborah Romero will replace Arsenio Romero on the committee. Again, thanks to now Sec. Romero for his service to this committee.

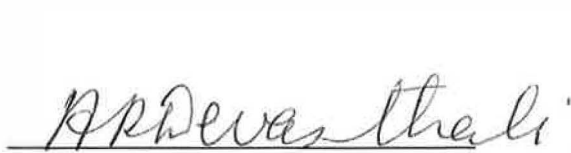
There are no changes to the membership of the Real Estate committee and all other committee members are the same.

As you know, regents also serve on other boards. The appointed regents for the Arrowhead Board of Directors are myself and Garrett Moseley. There are no changes to other boards or committee assignments for regents. This concludes my report on regent committee assignments."

G. Adjournment, Chairwoman Ammu Devasthali

Regent Moseley moved adjournment with a second from Regent Romero. All were in favor. The meeting adjourned at 2:53 PM.

Meeting Minutes Approved on May 11, 2023 by the New Mexico State University Board of Regents.



Ammu Devasthali
Board of Regents Chair



Garrett Moseley
Board of Regents Secretary/Treasurer