



**NEW MEXICO STATE UNIVERSITY BOARD OF REGENTS
SPECIAL MEETING
April 7, 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, Dina Chacón-Reitzel, Christopher T. Saucedo, Deborah Romero, Garrett Moseley

Non-Voting Advisory Members - Faculty Senate Chair Gaylene Fasenko, Ph.D., Employee Council Chair Susanne Berger

University Officials - Chancellor Dan E. Arvizu, 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 9:01am.

1. Confirmation of Quorum, Chairwoman Ammu Devasthali

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

2. Approval of the Agenda, Chairwoman Ammu Devasthali

Regent Chacón-Reitzel motioned to approve the agenda as presented. Regent Romero seconded the motion. All were in favor and none opposed. Motion passed.

B. Confirmation of Prior Closed Executive Sessions, Chairwoman Ammu Devasthali

1. Confirmation of Prior Closed Session on March 20

The Chief of Staff read the following statement, "The Board met in an online Closed Executive Session at 5:00pm on March 20, 2023. The closed meeting was called to discuss limited personnel matters concerning individual NMSU employees as permitted in 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 – Yes

Regent Chacón-Reitzel – Yes

Regent Moseley – Yes

Regent Saucedo – Yes

Chairwoman Devasthali – Yes

2. Confirmation of Prior Closed Session on March 27

The Chief of Staff read the following statement, "The Board met in an online Closed Executive Session at 5:00pm on March 27, 2023. The closed meeting was called to discuss limited personnel matters concerning individual NMSU employees as permitted in 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 – Yes
Regent Chacón-Reitzel – Yes
Regent Moseley – Yes
Regent Saucedo – Yes
Chairwoman Devasthali – Yes

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

1. **Chancellor Contract Transition Determination**, Chairwoman Ammu Devasthali

Chairwoman Devasthali stated the following, “I move that the Board of Regents going to close the Executive session to discuss the Chancellor contract transition determination for Chancellor Arvizu as permitted under the personnel matters exemption. The New Mexico open meetings Act NMSA section 10-15-1 subsection (H)(2).”

Regent Saucedo seconded the motion. All were in favor and none opposed. Motion passed.

Chairwoman Devasthali requests Chief of Staff to provide information about next steps to enter the closed meeting and members of the board went into closed session.

Chairwoman Devasthali called meeting back to order.

The Chief of Staff read the following statement, “The Board of Regents met in close online executive session, just now, on April 7, 2023. The closed meeting was called to discuss limited personnel matters concerning individual NMSU employees as permitted under the personnel matters exemption. The New Mexico open meetings Act NMSA section 10-15-1 subsection (H)(2). Those Board members who are present please certify the only matters of that nature were discussed.”

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

Chairwoman Devasthali stated the following, “I move that the Board of Regents approve the mutual settlement and release of Claims agreement which would, by mutual agreement of the parties and the 2018 appointment of Dr. Arvizu as chancellor.”

Regent Saucedo seconded the motion. No discussion. All were in favor and none opposed. Motion passed.

Chairwoman Devasthali opens the floor to Chancellor Arvizu for statement.

Chancellor Arvizu stated, “Today marks a change over for New Mexico State University, and I want it to be clear that I believe that accelerating this transition will allow the University to put its full force and focus on finding our next permanent Chancellor. This separation is truly mutual. For the past 5 years my only motivation has been to do what I believe is in the best interest of the University, and transitioning now will allow the University to devote its time, effort, and all the things that are needed over the next several months for a successful search. I'm not a traditional university administrator. I made that clear in my comments. I didn't grow up in the Academy. My expertise is really actually an energy research in materials and process sciences, some work in development and deployment, and in 2018 I was honored to be selected as the chancellor of this great university system. Since then it's been my privilege to lead the institution through some very, very tough times. Navigating a pandemic and engineering a turnaround. But now is the time, and the time has come, to accelerate this transition to a new Chancellor.”

This will allow me to return to my other passions enabled by my work on the President's Council of Advisors on Science and Technology, the National Academy of Engineering work that I do, and work I do on other boards and affiliated activities. There are many, many pressing national issues, many of which have great significance to mankind where I can, and intend to, devote my efforts going forward. I also intend to relax and be a lot more selective in how I spend my time. I have met many incredible people here during my time. I've gained some wonderful friendships and establish just relationships with friends and colleagues that I'll take with me for a lifetime. We have exceptional students at NMSU, and we have exceptional employees and faculty, and many who are stewards of the mission of this University. I truly will miss interacting with many of you as I often have, and I will be delighted to engage with you in the future. Thanks, everyone for your support, and for all the time that that my wife and I have been here, we have really appreciated the efforts that many have put on our behalf. So, with that I'll say farewell, and I wish you the very best. Go aggies."

Chairwoman Devasthali states, "On behalf of the Board of Regents, I would like to thank you for your service to NMSU. We wish you and your family the very best of luck as you embark on many new adventures."

2. Interim Chancellor Transition Determination, Chairwoman Ammu Devasthali

Chairwoman Devasthali read the following statement, "Regents, you have before you for consideration, an employment agreement between Regents of New Mexico State University and Dr. Jay Gogue to appoint Dr. Gogue as Interim Chancellor of New Mexico State University effective today, Friday, April 7, 2023. I move the board, approved the interim agreement."

Regent Chacón-Reitzel seconded the motion. No discussion. All were in favor and none opposed. Motion passed.

Prior to bringing Dr. Gogue into the Zoom meeting room, Chairwoman Devasthali stated, "Dr. Jay Gogue has a long and distinguished career in higher education. He served as an NMSU President from 2000 to 2003. Later he served as President and Chancellor of the University of Houston system from 2003 to 2007; and as president of the Auburn University from 2007 to 2017, and again from 2019 to 2020. During his time at Auburn, that university continued to assert its status as the premier land, Sea and Space Grant University through research, academic rigor and national recognition. Dr. Gogue has a PhD. in horticulture from Michigan State University, and a BS and MS in horticulture from Auburn. He has also served as a Provost at Utah State University, from 1995 to 2000, Vice President for Research at Clemson University, from 1986 to 1995, and Vice President for Agriculture and Natural Resources at Clemson University from 1993 to 1995. He and his wife Susie, still have a home in Santa Fe. So, let me be the first to welcome back Dr. Gogue as Interim Chancellor of New Mexico State University."

Once joining the Zoom room, Dr. Gogue stated, "Madam Chair, members of the of the Board, this is really an honor. Susie and I, my wife. We're extremely excited. We're honored. We're delighted to have the opportunity to go back to NMSU. I would commit to you that I have great respect for NMSU. It's a special place as all of you know. I certainly value the traditions, the values, the culture, the history of NMSU, and would certainly commit that those will be first and foremost in our minds as we come, and we'll be there next Monday. I've had the opportunity to work in a number of different universities. My first academic position was at Texas A&M in 1975 and observed in leadership positions at Clemson and Utah State, and obviously NMSU, University of Houston and Auburn, and I'm excited to have the opportunity to work again at the NMSU with branch campuses, with the County Extension Service, with all the research centers. So we're looking forward to the opportunity. I will commit to you that I'll hit the ground listening. To me, it's important – the constituents of the University are absolutely critical in the success of the University. And so, from students and parents of students, to faculty and staff, to alumni and donors, to those who hire our graduates to accrediting boards to our athletic groups. We have to pay particular attention to our elected officials. Both the community level, the State level, the Federal level. And so, we need to engage, and really, with our constituencies and our stakeholders with the University, and so I will listen, but I certainly will plan to be very active and quickly be

able to visit and get with each of those. I plan to visit with each of the academic departments in their space, one on one, spend some time talking with them. It's important to know the successes, and there are many at NMSU that we can then market and use to enhance the reputation of NMSU. I would just conclude by saying that NMSU has served the people of New Mexico, and beyond, for 135 years, and we want to do everything we can do to continue that service, enhance that service, as we move forward in the future and help prepare us for a new permanent chancellor at NMSU. So, thank you. I look forward to seeing all of you having an opportunity to say hello in person."

Chairwoman Devasthali opens the floor for comments.

Regent Chacón-Reitzel welcomed Chancellor Gogue, "We're looking forward to working with you and I appreciate you coming back to NMSU in our time of need, and we're looking forward to your leadership, and I'm looking forward to meeting Susie.

Vice Chancellor Johnston also offered brief welcome remarks.

Faculty Senate Chair Gaylene Fasenko stated, "Welcome on behalf of faculty. You are entering into a university that has tremendously dedicated faculty. Our focus has always been, and will always be, on our students, and I welcome you, and I look forward to working with you."

Dr. Gogue responded with, "Well, you're kind, thank you. I read the Federal report that compares NMSU with the peers that you've identified, and one of the things that's real striking is that you always look at the draw of students. So, how many students applied, is interesting, but how many did you accept? And how many of those actually came to your campus? And it's impressive that you exceed your peers in terms of the kids that you admit, the students, that actually come. So that tells me an awful lot about the reputation for students and the faculty at NMSU."

Interim Provost Campbell stated, "We have a new provost that's coming in. And I was happy to hear you say the things about the wonderful things that faculty and programs are doing, and to tell that story. So, looking forward to it."

Employee Council Chair Susanne Berger stated, "On behalf of employee council, I would like to welcome you to NMSU, and we are looking forward very much to be working with you in the coming time."

3. Chancellor Search Firm Selection, Chairwoman Ammu Devasthali

Chairwoman Devasthali read the following statement, "Regents, you have before you for consideration, a letter of agreement between the Regents of New Mexico State University and WittKieffer Inc. to have WittKieffer Inc. work in partnership with NMSU for the recruitment of our next Chancellor of New Mexico State University. I move the Board ratified this letter of agreement."

Regent Moseley seconded the motion. No discussion. All were in favor and none opposed. Motion passed.

Chairwoman Devasthali read the following statement, "Members of the WittKieffer team, including Dr. Zack Smith, managing partner and practice leader, Dr. Melody Rose, who is the principal on the WittKieffer team, will be working with us."

Dr. Smith stated, "We appreciate that we could spend this time with you this morning. I thought we'd just go ahead and introduce ourselves, and we're happy to answer any questions. You may not have a lot of questions right now, but we'll give you a little context about ourselves, and maybe the firm, and then we'll kind of leave it up to you if you have anything for us to discuss further. So I'll just introduce myself first. I'm Zach Smith. I'm the managing partner and practice leader of our education practice at WittKieffer. I've been with the firm for about 10 years, almost 10 years, and prior to that I worked at 3 different universities. I've worked at UNLV, UC Irvine, and UC Riverside, mostly in fundraising roles, but I also had some other administrative roles as well,

and then I transitioned over to search ... about 10 years ago. I'm based in Southern California, in Irvine, California. I do work all over the country. I do a lot of work at the Presidential level. I think I've done about 40 to 45 president searches during my time at WittKieffer, among those are some of your peers. I've done a number of Land Grant President searches, including Kansas State, Utah State, which Melody and I are doing Currently. I also did the University of Nevada Reno search, and then also worked in a lot of R1 institutions, doing the Wayne State President search right now, and have been involved at many different levels of search at a lot of institutions like yours."

"Little side Note: I did. The Eastern New Mexico search many, many years ago, and so got to know your State a little bit, and some of the processes and procedures around doing a president's search in the State of New Mexico. And then, finally, I have a PhD. In Higher Education leadership. I've done some writing over the course of my career, but most of my experience is in administration, and then an executive search. So very pleased to be here today. Let me ask Melody to introduce herself, and then they be able to share a few data points about our firm, and then see if you have any questions."

Dr. Rose followed up by stating, "Thank you, Zach, and thank you, Madam chair and members of the board. It's very nice to be with all of you this morning. I'm Melody Rose. I am a political scientist by training. My expertise is in the United States Presidency, and women and politics. Always exciting topics, and I spent 17 years on faculty rising up through the ranks in a very traditional career path in higher education. I've spent my entire higher education career in western states, and I was very privileged to cap off my career as both a campus president of a small Catholic private university, and also, I ran 2 statewide public university systems in western states. Most recently, of course, have joined the WittKieffer team, and I couldn't be more pleased. It's a wonderful team, and very glad to be working with Zach and other colleagues on a variety of provost and president searches, and just delighted to be part of the team that will be serving you in the coming months. Thank you for having us."

Dr. Smith provided the following statement, "Just a few bits of information about our firm and our practice. So, as an education practice, we do over 300 searches a year across all different types of higher education institutions. So we don't limit ourselves to just land grants, or R1s, or R2s, or Liberal Arts institutions. We have expertise across all different types of institutions. We have a consulting team. Our practice is a team of about 60 employees and about 40 or so of those team members are consultants who are all working in the field across the country. We do try to leverage the experience of our other senior consultants. When we do President searches, we have other consultants who work at very senior levels as well. So you're not just getting us. You're getting the expertise of a full complement of resources in our firm. We also have a full research team that's based out of Chicago. And so we work with them at the front end of a search to help identify potential candidates based on the feedback that we get from you on the campus and your constituents. So we do a lot of listening also upfront in the process. We want to learn as much as we can. Obviously, we've already done a lot of research on you. We know your campus, but we want to get to know you better, and then we let that information, help inform our process of going out into the market and recruiting a pool on your behalf. We take that role very seriously. We know we are an extension of you in that process, and so you can be sure that we will represent you, and the best light that we can. You know, highlighting your strengths, and certainly not shine away from your challenges, but trying to identify people who are up to the task of moving your campus forward when they come on board. We also have a full complement of folks in our central team and marketing, analytics and other areas that we leverage when we need to. So, you know, you can be sure that you get the full resources of our firm on this search. Our firm is based out of Chicago. The 2 areas that we focus in mostly are higher education and healthcare. We do a lot of work at community hospitals, large hospital systems, in addition to the work we do in education. We also have a small life sciences practice, and we also have a reach internationally as well. We have some offices in the UK, Singapore and elsewhere. We consider ourselves a global boutique. We're not. We're not like one of the large,

publicly traded firms, but we're also not a small, you know, 3 or 4-person shop. We're a pretty large team, which gives us, the resources to support your work and the way that we need to. I'll just pause there if there's any questions we'd be happy to answer them. I know we'll have the chance. I'm sure to discuss the search more as we move forward in the process, and we will look forward to talking to the board, and more detail down the road, but happy to answer any questions you have at this point. If you have any."

Chairwoman Devasthali opens the floor for questions/comments. None provided.

D. Informational Items

1. Chancellor Search Update, Chairwoman Ammu Devasthali

Chairwoman Devasthali read the following statement, "We have now selected, and will begin working with WittKieffer on the search process. Over the past few weeks we have been working with research and polling Inc. out of Albuquerque, New Mexico on developing an online survey to help the regents, the search firm, and the Search Committee learn more about the opinions of students, faculty and staff and our broader community, State of New Mexico, about both the desired attributes of the next leader of the NMSU system, as well as, the most significant priorities and challenges for NMSU that our next leader will need to manage. We are doing this because it is our highest priority to have a transparent process, and our aim is to closely and objectively examine our institutions needs for our new leader to inform the process of recruitment and selection. In addition to conducting this search, we will also be offering listening sessions that will start this spring on campus in either late April or first week of May. These campus sessions will be followed by additional sessions. We are trying to have the campus sessions while everybody is still in school. The campus sessions will be followed by additional sessions throughout the summer in communities around New Mexico, including Deming, Carrizozo, Hobbs, Tucumcari, Albuquerque, Gallup, Espanola, and Raton. If you have any questions about the polling firm, or if you have any input that you want to give us, you can either tell us now or you can reach out to us. We are looking for the polling firm to also help the search firm with the information and the data that they collect.

E. Adjournment, Chairwoman Ammu Devasthali

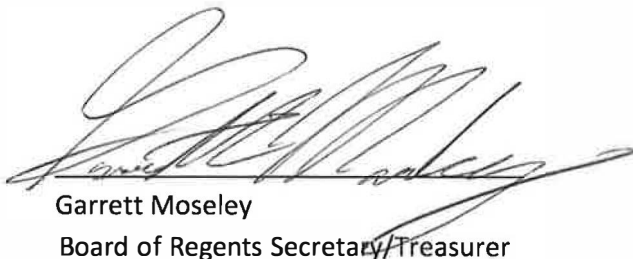
If there is no further business. we have come to the end of our business for today, and I will entertain a motion to adjourn."

Regent Chacón-Reitzel motioned to adjourn. Regent Romero seconded the motion. All were in favor and none opposed. Motion passed and the meeting adjourned at 9:51am.

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