

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

Wednesday, October 19, 2016

Regents Room, Educational Services

NMSU Main Campus

Las Cruces, New Mexico

3:00 pm

Minutes

Verbatim minutes are available at panopto.nmsu.edu for this meeting.

Regents of New Mexico State University

Debra Hicks, Chair

Mike Cheney, Vice Chair

Jerean Hutchinson, Sect./Treas.

Amanda López Askin, Member

Kari Mitchell, Member

Hobbs, New Mexico

Las Cruces, New Mexico

Las Cruces, New Mexico

Las Cruces, New Mexico

Las Cruces, New Mexico

Ex officio Members of the Board of Regents:

The Honorable Susana Martinez, Governor

Christopher Brown, Ph. D., Chair, Faculty Senate

Mr. Mathew Bose, President ASNMSU

Ms. Monica Dunivan, Chair, NMSU

Employee Council

Officers of the University:

Garrey Carruthers, Ph.D., ~~Chancellor & President~~ NMSU

Dan Howard, Ph. D, Executive Vice President & Provost, NMSU

AGENDA

3:00 PM

1. CALL TO ORDER- Chair Debra Hicks (2 minutes)

All Regents were present for this meeting. Chair Hicks called the meeting to order at 3:20 pm.

2. INTRODUCTIONS

a. Introduction of Press, Elected Officials, and Others by Justin Bannister, News and Media Relations (2 minutes)

Justin Bannister introduced Javier Gutierrez from News 22 and Damien Willis, a reporter from the *Las Cruces Sun News*.

b. Introduction of the NMSU Vice President of Marketing and Communications-

Chancellor Garrey Carruthers (4 minutes)

Chancellor Carruthers introduced Justin Bannister as the Interim Vice President of Marketing and Communication. He stated they wanted to “try him out on the management side.”

3. **APPROVAL OF AGENDA**-Chair Debra Hicks (2 minutes)
A motion to approve the agenda was made by Regent Cheney and seconded by Regent Mitchell. Motion passed.
4. **PUBLIC COMMENT**-Justin Bannister, News and Media Relations (10 minutes)
No persons signed in to make public comment.
5. **APPROVAL OF THE MINUTES**-Chair Debra Hicks (5 minutes)

Minutes of July 7, 2016

Regent Cheney moved and Regent Hutchinson seconded approval of the minutes. Motion passed.

Minutes of August 10, 2016

Regent Askin moved and Regent Hutchinson seconded approval of the minutes. Motion passed.

Minutes of September 10, 2016

Regent Mitchell moved and Regent Hutchinson seconded approval of the minutes. Motion passed.

Minutes of September 29, 2016

Regent Askin moved and Regent Hutchinson seconded approval of the minutes. Motion passed.

3:25 PM

6. **ADOPTION AND PRESENTATIONS OF RESOLUTIONS**- Chair Debra Hicks (5 minutes)
Resolution for the Past Employee Council Chair, Greg Block
Resolution for Upcoming Bond Issue B and C
Regents' Chief of Staff, Janet Green read the resolutions. Greg Block was presented with a framed copy of his resolution and congratulated by the Board of Regents.
7. **REGENTS' ABOVE AND BEYOND AWARD**-NMSU President Garrey Carruthers (5 minutes)
Chancellor Carruthers read a narrative lauding the accomplishments of Veronica Chavez Neuman and Michael Vaughn. They were very instrumental in moving the Albuquerque Center, a satellite campus of NMSU to the Montoya campus in partnership with Central New Mexico Community College (CNM),
8. **RECURRING REPORTS** – Chair Debra Hicks (45 minutes)
 - a. Audit Committee Update-Committee will meet October 28, 2016
Chair Hicks noted the date of the next Audit Committee meeting.
 - b. ADI/Real Estate Report-Mr. Scott Eschenbrenner, President, Aggie Development Incorporated, Tom Hutchinson, Real Estate Committee (5 minutes)

The Real Estate Committee Report was given by Chair Tom Hutchinson. He noted the meetings that were held with the New Mexico Department of Transportation concerning the options for re-routing traffic at Triviz and I-25. The Early College High School (ECHS) project in conjunction with NMSU-Carlsbad is potentially shifting locations on campus for their permanent site. The NMSU Housing Request for Proposals was discussed noting the selection of EdR of Memphis, TN as the proposed developer. They are currently working through a Memorandum of Understanding (MOU) and will seek final approval of the agreements in December 2016. NMSU will be encouraging the sale of 6 acres at University and Wisconsin in order to drive some money to NMSU. Regent Kari Mitchell said thank you for the good work.

c. Budget Committee Update-Chairman Adolpho Telles (5 minutes)

Regents' Budget Committee (RBC) Chair Adolpho Telles stated that the committee had been meeting about once per month and had very passionate discussion. The upcoming significant changes to the RBC Charter is basically non-Board of Regents versus BOR. This is changing to a Budget and Operations Committee. A Budget Committee should not address operations. With the membership being changed, recommendations of those people replicates the University Budget Committee (UBC). The original draft excluded the vote of the Chancellor, and he had not seen final document. On the bond rating, there are concerns with the financial cuts, areas have been cut to dangerously low levels and less than 1% in state reserves. The economy continues to be a concern, staffing, and accreditation. "You have so many tools in your tool box, where do you get the biggest bang? Tuition needs to be considered."

Regent Mike Cheney thanked Chairman Telles for his work and help. We have had rigorous conversations, he thanked Regent Hutchinson, Bob Danley, and Angela and her team.

d. Student Success Committee, Co-Chairs Regent Kari Mitchell and Regent Jerean Hutchinson (20 minutes)

Regent Jerean Hutchinson who is a Co-Chair of the Regents' Student Success Committee stated that the committee was developed about 1.5 years ago. The focus is the 3 G's, Graduate on Time, Get a Job, and Give Back. She discussed the stretch goals that are in discussion with the administration and displayed the "6 Pillar Chart".

We will start to look at placement. The graduation rate impacts lots of things. "We have to come up-it is a stretch goal. We look at best practices, who is performing at a high level. If we are not looking forward we are going to be behind again. Industry needs great workers. Dr, Tim Renick from Georgia State will be on campus. The research goal needs to move to 150 million (as the metric).

Regent Hutchinson spoke about Adrian Bautista from the Office of Advancement.

Regent Hutchinson highlighted Step 3 in the SSC process (page 17). She noted the upcoming presentations and interviews with NMSU programs. She noted the October 28th presentation by Dr. Renick. She noted New Mexico Secretary of Workforce Solutions, Celina Bussey's participation with the SSC.

Chair Hicks stated it was an excellent presentation.

Regent Kari Mitchell stated the SSC has moved from being a “non-committee” to a working committee through the Dean's Retreat. There was a 120 slide deck which was fully analyzed with a broad stakeholder group. The SSC is in its Diagnostic Process which will produce strategic outcomes.

Provost Howard stated that the \$16,000 per student (retention) is an annual number.

e. Report from the Chair, Faculty Senate, Dr. Christopher Brown (5 minutes)

Chair Brown submitted his written report:

Work completed:

Joint PhD proposal from Geography was reviewed by Scholastic Affairs and approved by the full Senate. Proposal goes to Chancellor and Provost on 10.24.16

Memorial noting the good work of former FS Chair Stuart Munson McGee was reviewed by Faculty Affairs, and passed by Full Senate.

Memorial acknowledging the good work of Ellen Bosman for her work as chair of the GRB, one of the more important, yet difficult board on which to sit; this was also reviewed by Faculty Affairs, and passed by Full Senate.

Changes to Crimson Scholars program from Dean Chaiken – approved by ADAC, reviewed by Scholastic Affairs, and passed by full Senate.

In progress:

Memorial on NCAA COIA memorial on sexual violence was reviewed by University Affairs, who requested changes. Revised bill back to UA tomorrow, then to full Senate in November.

Academic integrity committee work – Tim Ketelaar is continuing to lead this work, we expect this to come to the Senate this term, and it will go to University Affairs.

P&T and evaluation guideline revisions – 3 items came to us from the AAG (P&T review Process, APR process, and post tenure review), Senator Pat Morandi has convened a TF with 4 Senators (1 from CC) and 3 Deans, and they are starting to meet. We expect to have revised documents taking into account Provost's and Deans' input later this term or early next term.

Regent Policy 6.00 – This is a proposed change to Regents Policy Manual that is

related to overhauling the Policy Manual and moving operational issues into the ARP (Regents Policy 1.10. This was reviewed by University Affairs, who requested changes. Revised bill back to UA tomorrow, then to full Senate in November.

Anticipated business

Bill seeking to amend the Student Code of Conduct as regards acceptable behavior in classrooms, especially involving electronic devices;

Bill seeking to reduce the VWW requirements for veterans and active duty military that have served abroad;

Bills on academic integrity work discussed above.

Bill on Change to APR Rule 5.14 on Faculty Credentials – AAG moved this to Academic track, and currently moving through Admin review prior to coming to FS.

Revision to Policy 11.05 on Intellectual Property rights - AAG moved this to Academic track, and currently moving through Admin review prior to coming to FS.

New Rule 16.20 on unmanned aircraft/drones - AAG moved this to Academic track, and currently moving through Admin review prior to coming to FS.

- f. Report from the President, Associated Students of NMSU, Mr. Mathew Bose (5 minutes)

ASNMSU President Matt Bose spoke about two initiatives underway currently with ASNMSU. First, he announced that the committee process for Student Regent is currently underway. He also noted that ASNMSU has created a “nap room” as a one year pilot.

- g. Report from the Chair, NMSU Employee Council, Ms. Monica Dunivan (5 minutes)

Employee Council Chair Monica Dunivan provided her written comments:

Over the past month Employee Council has been very active in engaging employees and working with administration on some important issues. In addition, we have the honor to be involved in recognizing the outstanding accomplishments of our staff and doing what we can to show our appreciation for the commitment and effort of all staff at our great university.

As part of the FLSA rule changes, we’ve attended dozens of FLSA information sessions for both employees and managers that were conducted by HR and we’ve been in consistent contact with employees that are most concerned and affected by this change.

On October 10th, we sponsored a FLSA Open forum where about 200 employees attended both online and face-to-face. Kathy Agnew from Human Resources led a presentation which

laid out the FLSA rule changes and NMSU's response to comply with the rule. After the presentation, Chancellor Carruthers, Executive Vice President and Provost Dan Howard, and Senior Vice President for Administration and Finance Angela Throneberry took questions from employees regarding the NMSU response to the FLSA rule changes. Employees expressed their concerns regarding the wage gap that would result as employees switch from on-time pay as exempt employees to lag pay as non-exempt employees.

Later that week, Employee council met with the Chancellor and others in administration to discuss additional options to help employees affected by the wage gap. Administration was able to address this issue with an additional option for employees. So, in addition to an interest free loan which had already been announced, an additional option to buy out up to 40 hours of annual leave was made available to affected employees.

On other matters of concern to the university, Employee council moderated the AVP for University Communications open forums for the finalists and we heard from employees that had questions for these candidates.

NMSU Employee Council is pleased to announce that Susan DeMar from the Geography department was selected as the Stephen W. and Robert E. Robert's Memorial Staff Award recipient. An award reception will be held today. Also, we were honored to present the 'A' Mountain Staff Award for Fall 2016 to Llorente-Ontiveros from University Communications at the Employee Picnic which occurred last Friday. We had about 2100 employees attend the event and we were pleased to have the Chancellor, Madam Chair Hicks, and Regent López Askin attend the celebration.

If not for the Chancellor's commitment to show appreciation for our fellow employees, events like this would not happen. We would also like to thank Facilities Services for setting up the event, Conference Services and Special Events for providing tables and chairs, and Campus Activities for helping us coordinate the event so that it went off without incident. Sodexo did the catering and they did a great job, so thanks to them as well for their excellent service.

Finally, I would like to acknowledge the tremendous dedication and work put forward by the faculty and staff members of Employee Council. With so much going on and the needs to engage employees in these important matters being as important now as ever, we really appreciate and honor the service of our colleagues to move us all forward in a spirit of compassion and caring for our NMSU community.

4:20 PM

9. CONSENT AGENDA (5 minutes)

a. Policy

b. Administrative-

1. Approval of Disposition/Deletion of Property.
University property being recommended for disposition/deletion.
(Senior Vice President for Finance and Administration, Angela Throneberry)
2. NMSU-Las Cruces: Zone 2700 Medium Voltage Equipment Relocation.
(Associate Vice President for Facilities, Glen Haubold)
3. Jett Hall Naming Opportunities- (Dr. Andrea Tawney, Vice President for Advancement and President of the NMSU Foundation)
4. Naming Opportunities for Rentfrow Hall (Dr. Andrea Tawney, Vice President for Advancement and President of the NMSU Foundation)
5. Naming Opportunities for O'Donnell Hall Courtyard (Dr. Andrea Tawney, Vice President for Advancement and President of the NMSU Foundation)
6. Naming of the Allen Family Locker Room-NMSU Athletics
(Dr. Andrea Tawney, Vice President for Advancement and President of the NMSU Foundation)
7. Approval of Deed of Gift with Restrictions- Don M. Gonzales Poster Collection (Michelle Lanteri, Interim Director, University Art Gallery, Liz Ellis, University General Counsel)

A motion was made by Regent Kari Mitchell and seconded by Regent Jerean Hutchinson to approve the consent agenda items. Motion passed.

4:25 PM

10. ACTION ITEMS (15 minutes)

a. Policy

1. Approval of Regents' Policy 13.10, replacing current Regents' Policy 2.37 Investments (Liz Ellis, NMSU General Counsel)

General Counsel Ellis stated that the rule is waiting for BOR approval and the Senior Vice President of Finance and Administration will have final authority over investments. Regent Kari Mitchell asked about internal controls.

Regent Mitchell asked if there is a strategy addressing risk, a cash management strategy, short term or long term with the Foundation.

Jake Lucero stated NMSU invests in Grade AA or higher. The policy was amended: 13.1.b. "or investment grade securities". Regent Mike Cheney moved the policy be approved as amended. The motion was seconded by

Regent Jerean Hutchinson. Motion passed.

2. Approval of Regents' Policy 17.00, replacing current Regents' Policy 2.05-NMSU Athletics (Liz Ellis, NMSU General Counsel)

A motion to amend Policy 17.00 was made by Regent Mike Cheney, "care will be given to ensure adequate notice to allow displaced student athletes to seek another team in case a sport is eliminated." Regent Kari Mitchell seconded the motion. Motion passed as amended.

3. Approval of Revision to Regents' Policy 1.05.20, Board of Regents-Other Policies (Liz Ellis, NMSU General Counsel)

Regent Mitchell noted that expanding the Board of Regents would require a constitutional amendment. A motion to remove Policy 1.05.20 from the Regents Policy Manual was made by Regent Kari Mitchell and seconded by Regent Jerean Hutchinson. Motion passed.

4. Approval of an updated Regents' Budget Committee Charter-(Regent Kari Mitchell)

Regent Kari Mitchell stated that there has been a lot of discussion, 2.5 hours of good discussion, passionate discussion. There will be a name change of the committee. The Chancellor was made a voting member. There will be a Regents dashboard. Regent Mitchell lauded the NMSU budget process. The internal NMSU budget process will not change. What is changing is a "deeper dive" will occur as it has over the last two years. We want to better understand how the investments will drive the outcomes of the university.

We believe it is time to bring more stakeholders to the committee. The objective is to add key stakeholders, students, faculty, and a Dean. New Mexico department of Agriculture (NMDA) has a direct report to the Board of Regents.

The scope will be an open communicative, participative process. Our budgets need to work collaboratively over lines, all touched by budgets. The housing example was cited, being across the Real Estate Committee (REC), Student Success Committee (SSC), and Regents' Budget Committee (RBC). Regent Cheney added it will take some work for it to work effectively. Chair Hicks added that she had done some research, and as an example, the Board of Regents committees are no longer "just a budget committee". Regent Cheney asked if the Budget Committee is stipulated in the constitution. Regent Hicks proposed the name, Regents' Financial Strategies, Performance, and Budget Committees (RFSPBC).

A motion was made by Regent Kari Mitchell and seconded by Regent Jerean Hutchinson to pass the new proposed charter with its new name (Regents' Financial Strategies, Performance, and Budget Committee). Motion passed.

4:40 PM

11. INFORMATION ITEMS-

Tough Enough To Wear Pink Week-October 17 through October 22

Chair Debra Hicks announced the “pink week” dates.

12. NEW MEXICO STATE UNIVERSITY CHANCELLOR & PRESIDENT'S REPORT, Chancellor Garrey Carruthers (60 minutes)

Chancellor Carruthers stated that we “bench” against 15 other universities.

Chancellor Carruthers gave a presentation on the Vision 2020 Goals and the 6 pillars, and related KPIs requested by the Board of Regents.

Vision 2020 Goals are:

1. Academics and Graduation
2. Diversity and Internationalization
3. Research and Creative Activity
4. Economic Development and Community Engagement
5. Resource Stewardship

Regents' KPIs are:

KPIs 1, 2: Enrollment

KPIs 5, 6: Retention

KPIs 19, 20: Employability

KPI 14: Research

KPI 23: Alumni Giving

Chancellor Carruthers cited places where NMSU does well. He also cited areas of opportunity for NMSU. KPIs are now being presented for the community colleges in NMSU's system as well.

13. NEW MEXICO STATE UNIVERSITY PROVOST & EXECUTIVE VICE PRESIDENT'S REPORT, Provost Dan Howard (30 minutes)

Provost Howard gave an update on Majors at NMSU committing to Move to 120 credits. By October 2016, all but 5% of NMSU majors had moved or were committed to moving.

Provost Howard gave an update on Meta-majors which have been set up for degree programs at NMSU.

Provost Howard gave information on retention. The highest recent retention year was Fall 2012 at 73.6% compared to 71.3% this year. For every change in 20 students, the retention rate will change by one percent (based on a 2,000 person cohort).

Provost Howard shared the risk factors affecting student's retention during their first year. He noted retention suffered among several categories of students; however, low income male students had the lowest retention rate in Fall 2015, and minority low income males are another high risk group that was less successful in 2015. Low income status is a bigger detriment to retention than minority status.

Provost Howard discussed the outreach to students who did not return to NMSU for their next semester. Of the 108 students, many transferred for:

- Less expensive tuition (typically at community colleges)
- Better scholarship offers

Other insights included:

- Lower living expenses (moving closer to home)
- Many students having financial difficulty also struggled academically
- Many students hope to return to NMSU when finances permit
- Many students realized they were in financial difficulty too late in the semester to develop a realistic game plan
- Earlier interventions are needed

Recommendations going forward include:

- Work with the staff in Financial Aid and Accounts Receivable to improve communications with students regarding academic performance, amounts due, and help available
- Gather support/engagement data to measure possible effects
- Review factors that may contribute to low first semester GPA, including patterns of coursework; provide better advising and design more effective interventions
- Provide updated predictive analytics for faculty, navigators, and advisors to help them support high risk students

6:10 PM

14. CONFIRMATION OF PRIOR EXECUTIVE SESSIONS- Chair Debra Hicks

Regents' Chief of Staff Janet Green called for a confirmation that only items listed on the published agenda of the Executive Session (closed) were discussed. Each Regent was asked via a roll call vote to respond. All Regents were present and responded affirmatively when their name was called.

15. "GUNS UP"- Good News for NMSU!-Chair Debra Hicks

16. ADJOURNMENT-Chair Debra Hicks

Regent Kari Mitchell moved and Regent Jerean Hutchinson seconded adjournment.