



**NEW MEXICO STATE UNIVERSITY BOARD OF REGENTS**  
**REGULAR MEETING**  
**September 15, 2022 at 9:00 AM**

**Regents of New Mexico State University**

Chair Ammu Devasthali, Vice Chair Arsenio Romero, Secretary/Treasurer Neal Bitsie, Dina Chacón-Reitzel, Christopher T. Saucedo

**Non-Voting Advisory Members** - ASNMSU President Garrett Moseley, 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 9:00am.

**Pledge of Allegiance**

**1. Confirmation of Quorum, Chairwoman Ammu Devasthali**

The Chief of Staff confirmed the quorum. Four members of the regents were present in the board room: Chairwoman Ammu Devasthali, Regent Arsenio Romero, Regent Neal Bitsie, and Regent Christopher Saucedo. Regent Dina Chacón-Reitzel was not in attendance via in-person nor Zoom. The Chief of Staff took the roll call. Chancellor Dan Arvizu, Vice Chancellor Ruth Johnston, Interim Dorothy Provost Campbell, Employee Council Chair Susanne Berger, Faculty Senate Chair Gaylene Fasenko, and ASNMSU President Garret Mosley were present in the board room.

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

Chairwoman Devasthali made a motion to amend the agenda by taking item G-12 off as it will be presented at a later time. Regent Saucedo seconded the motion. All were in favor and none opposed. Motion passed.

**3. Introduction of NMSU Police Chief Andy Bowen, Vice Chancellor Ruth Johnston**

Vice Chancellor Johnston introduced Andy Bowen, the new NMSU Police Chief. Chief Bowen has been serving as the department's interim chief since December 2020. He has over 20 years of experience with the NMSU Police Department. Prior to becoming a police officer, he served in the NMSU Fire Department.

**4. Introduction of Chief Audit Officer Ken Glascock, Vice Chancellor Ruth Johnston**

Vice Chancellor Johnston introduced Ken Glascock, the new Chief Audit Officer. Chief Audit Officer Glascock served as a director of audit issue validation at USAA in Plano, Texas. Prior to USAA, Ken was the director of validation management and risk control self-assessment advisory at Santander Consumer USA.

**5. Introduction of College of Health, Education, and Social Transformation Dean Yoshi Iwasaki, Interim Provost Dorothy Campbell**

Interim Provost Campbell introduced Yoshi Iwasaki, the new Dean of the College of Health, Education, and Social Transformation. Dr. Iwasaki is bringing together HEST stakeholders to elevate its profile, visibility, and

impacts within our opportunity ecosystem across pre-K-12, higher education, economic development, and community building. Central to such transformation includes planting the seeds at grass root levels for touching and elevating the lives our people across the border lands region and beyond with an intentional focus on breaking the cycles of poverty through promoting social economic mobility of our students, alumni, families, and the community.

**6. Introduction of College of Business Dean Bryan Ashenbaum, *Interim Provost Dorothy Campbell***

Interim Provost Campbell introduced Bryan Ashenbaum, the new Dean of the College of Business. Dr. Ashenbaum comes to Las Cruces from the Farmer School of Business at Miami University in Ohio. Dr. Ashenbaum was the Associate Dean of the Curriculum Graduate Programs, previous chair of the management department, and professor of Supply Chain and Operations Management. Dr. Ashenbaum is co-editor in Chief of the Transportation Journal and associate editor of the Journal of Business, Logistics, and the Journal of Supply Chain Management. Dr. Ashenbaum holds a BS in microbiology, and an MBA and Ph.D. in business administration from Arizona State University. At Miami, he oversaw the roll out of the school's first online graduate programs, negotiated the sales and licensing agreement of professional education programs and led efforts to establish the diversity student exchange with Florida A&M. Dr. Ashenbaum assisted in building the Center of Supply Chain Excellence, obtaining seed funding from an outside donor and establishing his corporate partner programs. Dr. Ashenbaum held various positions with Procter and Gamble, Honeywell, Nipco, and Pierre. Dr. Ashenbaum spent 6 years in the Navy's Nuclear Propulsion program serving as a nuclear reactor operator and quality supervisor on the USS Gingrich SGN25.

**7. Introduction of Director of Chicano Programs Ana López, *Vice President Teresa Maria "Linda" Scholz***

Vice President Linda Scholz introduced Ana López, the new Director of Chicano Programs. Dr. López is originally from Ciudad Juarez, Mexico. Dr. López received her Ph.D. in special education with a concentration in bilingual and multi-cultural education and a minor in family studies from New Mexico State University. Prior to her return to NMSU, she was a core faculty member at Leslie University for the Graduate School of Education with pre-service teachers, graduate students, and doctoral students. In her work, she employs qualitative self-reflective methodologies, critical race, feminista framework, and Chicana Latina ways of knowing center lived experiences. Dr. López' goal is to engage in equity work that acknowledges identity, intersectionality, and power dynamics to foster accountability that is needed to ensure a sense of belonging for students, particularly BIPOC, Black and Indigenous People of Color, Latinex and Latin students, and students from historically minoritized and marginalized groups. Dr. López has began building relationships across campuses with DACC and worked with campus partners on organizing some important events in honor of Hispanic Heritage month, which began today.

**8. Introduction of Associate General Counsel Jeff Jensen, *General Counsel Roy Collins III***

General Counsel Roy Collins introduced Jeff Jensen, the new Associate General Counsel. Associate General Counsel Jensen joined NMSU's General Counsel last month, after spending most of his legal career in public higher education. Jeff graduated from the University of Wisconsin Law School where he also received a master's degree in educational administration. Jeff has more than 25 years of experience as an employment lawyer. In addition to his work in public universities in Wisconsin, North Dakota, and North Carolina, providing him opportunities to work with clients and focus his efforts on student affairs, business affairs, immigration law, and equal opportunity and civil rights law. Both Jeff Jensen and his wife, Sarah Jenson, are practicing attorneys. They are parents of two sons in their new residence of Las Cruces.

**B. Public Comment, *Associate Vice President Justin Bannister***

Associate Vice President Justin Bannister introduced members of the media. Associate Vice President Bannister stated that there were several people signed up for public comment. He reminded everyone in attendance that

public comment is provided so that members of the community have an opportunity to give input to the Board of Regents. In compliance with the New Mexico Open Meetings Act, the Board is prohibited from taking action on any item that does not appear on the agenda, except in the case of an emergency. Consequently, regents will not take into account for action any communication made in public comment unless the matter is already on the agenda for consideration at the meeting. Each individual addressing the Board is asked to state their name and keep their comments to within three minutes. Associate Vice President Bannister stated that he will let them know when 30 seconds remain.

Associate Vice President Bannister introduced the first person for public comment, Gauge Burnett. Gauge Burnett said, "Good morning everyone. My name is Gauge. I'm a second-year master's student at NMSU. I'm a graduate worker. I am responsible for teaching roughly 80 students this semester, which means I grade approximately 130 assignments every single week. And I am here instead of in my class this morning because conditions are becoming incredibly hostile for me to continue to work here. I and a number of other students, I believe we have about 40 graduate workers present today, are here because we need your help immediately. We need tuition coverage. We need protections for our peers, especially our international student peers. And we need a way to protect ourselves in the event of harassment and retaliation from our departments. I'm a transgender student, which means that when I came out to my department I was terrified that I would be subject to harassment. That I would be discriminated against. I have no recourse for dealing with that. And now that I have come out and am incredibly lucky that my department is kind and supportive to me, I can afford the care that I need to live off my sick leave. Because, I don't have the money to go to the doctor and get the care and the healthcare that I need. You'll hear from other graduate workers today, who are in a similar boat. You'll hear about international students who cannot work a second job because of their visa status and therefore have no choice but to live on the stipend that they are provided by the university. When I said I grade roughly 130 assignments every week, what that actually means is that I'm getting paid less than \$6,000 after tuition to take on that responsibility. Students see that. Undergraduate students see me struggling. They see all of their TAs struggling and there is nothing that they can do about it, but you can. You are the people who are in the position, who can right now, here today, end the tuition crisis. You are in a position right now, today, to make sure students like me are protected from discrimination and retaliation. You're in a position to make sure that international students have the support that they need. You are in a position to make sure that no other graduate worker goes through what I'm going through right now, having to delay starting their family because they can't afford to move their partners across the country or across the ocean. Graduate workers are suffering. We're skipping meals. We're missing our friends. We're missing our families. We're not contributing to the Las Cruces community because we can't even afford groceries. Now is the time. Frankly, a year ago was the time for you to take action on this. But there's no better start than the present. I hope all of you have the decency to be embarrassed by the stories that you hear today. I hope you have the courage to step up after you listen to all of us speak. And I hope that when you go home tonight you kick yourself for not doing something sooner."

Associate Vice President Bannister introduced the next individual for public comment, Brad Hanson. Brad Hanson said, "Good morning fellow Aggies. This is my third time sharing public comments. I have had a need to communicate to this board how graduate workers are being mistreated by NMSU leadership, who this board is responsible for. I do not know to what level you are directly responsible for this mistreatment. I hope you are in a place to listen to what I and our colleagues have to share with you. Please do not simply hear us, listen to us. We hear with our ears, but we listen with our hearts. We need you all to listen to all of us. There are two huge accomplishments that we should all celebrate. One is the passage of Senate Bill 140 back in March that greatly expanded the funding of the free tuition program that works to ensure the reach of undergraduates who need it most by intentionally expanding those who are deemed eligible. Whatever role you played in this, thank you. I get a sense that some of the students that have enrolled in the course the I'm being in charted record for are there because of that. So, it's something that's awesome. I also appreciate role you made in expanding the pay for some workers here at NMSU. It warmed my heart to hear that some of our colleagues were deemed important enough to receive pay increases and changes to their healthcare coverage. I hope it improves. While I'm still with joy for

those of our colleagues you granted increased compensation to, I can only feel the intention about purposely excluded in some ego driven posturing. Why do you not believe that many of use are in dire straits? Why do I have to go to Dean Flinchbaugh to provide emergency funding to colleagues of mine? The leadership I've been exposed to and teach young people have been is about removing obstacles from the path of those who are leading. Why do you actively put obstacles in our way? Why does Dean Flinchbaugh receive last minute instructions to banish our union down the hall from the new graduate work orientation, which he previously had set up in the main room? Why do we receive veiled threats of current funding being taken away? Why do I suspect that when I share these examples that your reins of contemplating how to strategize with your lawyers about potential lawsuits of starting negotiations? Relax. We do not want any more money that could be spent on our needs going to lawyers. I have two more questions. How can you not prioritize the needs of people who have clearly and assertively communicating our needs to you over five years? Why don't you care about us? Maybe you have some questions for us. Maybe you are wondering why we keep growing louder. Being loud is the only way we have gotten any kind of response. Unfortunately, your response so far is to put money into a team of lawyers to work against our shared interests. This is a step up from being flatly ignored by placing us in committees designed to go nowhere. We grow louder and more aggressive in our tactics because that is the only thing that moves you. This saddens me and reflects poorly on you and our university. Thank you for the work you do that positively impacts our mission. Please keep working to be better and more compassionate leaders. Thank you."

Associate Vice President Bannister introduced the next individual for public comment, Bryson Stemock. Bryson Stemock said, "Yes, I am Bryson Stimock, a Ph.D. student in the astronomy program. I have spoken at a few of these before. There's a lot of us I understand. I could list off a bunch of statistics and a bunch of financial facts. You're going to hear enough of that, so I just wanted to give you an idea of what it's like to be on this end and to have watched all of your friends suffering around you because of the way this place is run. I go to work. I leave work. I get texts. I get phone calls. I talk to people in person about how they are being discriminated against. How they are being harassed and how they are receiving no sanctuary. No help from this. They go to OIE. Nothing happens. They have no recourse and the simply are told pull yourself up by your bootstraps. Keep suffering. Put your head down and just get through your degree program. The lawyer that you are paying, and who answers to you, has been arguing that we shouldn't have protections from discrimination and harassment in our contract. By that, she is an extension of your will, which tells me that you want use to have no protection from discrimination or harassment. You want us to have no recourse of action. You want us to have no ability to get this solved in no less than a handful of years at least. I have talked to students who have left this university because they tried to get help and could not. Or, they tried to get help and it was three or four or five years before they received any sort of help, any sort of attention, and they left because they couldn't take it. Every time I close my eyes, I see my friends, my colleagues, coming up to me, telling me how they don't know how they're going to make it to the end of the semester. Telling me how they don't know how they can keep coming into the office because they can't get help. They can't get any sort of protection, any sort of shielding from harassment. I lay down at night and I hear them. My dreams are constantly filled with people coming and telling me how they can't afford to feed their families. How they can't afford to take their children to go see their grandparents because they can't afford to leave town and take a trip. They don't have the money for that because they can't afford groceries. These basic rights, we do not have. You have the ability to change that. And not only, do you not do anything, you actively work against us. You actively work to ensure that we remain in poverty. How do you get so high up in your ivory towers that you have zero empathy for us peasants on the ground running this institution. I am disgusted by the way this administration runs NMSU. You spend \$15 million on locker rooms, when you need a fraction of that to ensure that we can eat. I see them every night in my dreams and by God you should too."

Associate Vice President Bannister introduced the next individual for public comment, Liam Goodale. Liam Goodale said, "Hi everyone. I'm a second-year grad student. I'm an RA right now and was a TA before. I'm a member of the union and I'm on the negotiating team as well. In my experience since I've been here, we have not been taken seriously and every time we've asked for help, you've resisted along the way, without fail. Just today, they didn't want to let us into the room. I suspect that our comments will be cut short. Many of us did sign up for public

comments. We're just feeling that we're not being taken seriously. I'll speak on the negotiating side in particular. Repeatedly, our sessions are ended early. Bargaining dates, they are very limited. It seems like you do not want to take us seriously. When a proposal is made, your negotiating teams say that they must refer to the Board of Regents, but somehow, they are only able to communicate with you on scheduled meetings with the Board of Regents. So, we cannot make progress for another month or so until they can talk to you. It seems ridiculous. Recently, one of our bargaining dates was cancelled abruptly because it seemed that your lead negotiator was unable pick someone to take their place. Although, at UNM that same negotiator was able to do so. So, I feel disrespected and unwanted on behalf of grad students. It is as though you do not want to hear from us and when you do hear from us you continue to ignore us. Of course, there is no back and forth here. You will probably not acknowledge our comments at any point this morning. It feels as though the meetings are changed in venue and time to make it more difficult for us. Of course, grad students, being students as well, find it difficult to attend at 8:30am in the morning rather the usual 3pm time of Board of Regents meetings. The announcement of the Board of Regents meetings also feels more abrupt, rather than more planned ahead of time, so we're able to attend. Bargaining sessions have been moved far off campus into Academic Research Complex C, rather than Hadley Hall. Much harder to get to. Of course, it seems as though your negotiating team does not want to hear from grad students. Further, the conditions here make it harder to negotiate as well. Members of our bargaining committee have left. Have had to leave because of the conditions here. They cannot continue to be harassed by their advisors without recourse. They cannot continue to live below the poverty line. After tuition and health care is taken into effect and of course the mandatory health care for international students, of which most grad students are international, is abysmal and costs a fortune compared to the amount of money they make. So, I guess I would ask that you please reconsider and try to take us seriously because the university works because you do.

Associate Vice President Bannister introduced the next individual for public comment, Sean Schifano. Sean Schifano said, "I am a first year TA in the department of History as well as the union representative for the department. I'm told by friends in psychology that it's easier to depersonalize large amounts of suffering rather than suffering of individuals, so I would like to tell my own story. I graduated from college in 2010. In the same year, an NMSU president was replaced, to be replaced again in 2018. The second replacement was then followed by a President and Provost, who's combined salaries so dramatically increased administrative costs to the university. The vote of no confidence last November ousted both of them to the tune of over \$1 million and have left the rest of us trapped in the aftermath. I suffer from a debilitating autoimmune disease called Ankylosing Spondylitis, which affects my eyes and my spine. My spine is slowing morphing and I am unable to afford health care. Not only am I unable to afford healthcare, I'm willing to take a hit on my annual taxes so that I don't have to get it because I simply don't have the money to support myself or get the treatment I need for my illness, which then means that undergraduates or my TA are being graded in conditions that are increasingly hard for me and increasingly hard for them, not only because I'm slower to grade, but because while I'm grading I'm incapable of dealing with the symptoms that I suffer from. Healthcare is half and the other half is food. I make a point to eat no more than two meals a day and I make sure that those meals overwhelmingly consist of rice and beans or cabbage soup, usually thinned out by lots and lots of water. I do this, which increase my symptoms, makes them worse, and puts me in a position where I wake up every day having serious blood sugar problems because I'm not getting adequate nutrition. But, because I'm paying so little and a third of what I get goes back to the university, I'm forced every semester to renew this problem. And the problems just begin there because at the end of the academic year my university awards funding by semester. So, having spent an academic year in terror about whether or not I will be funded for the next semester, I then go into a summer, in which from my department very little summer employment opportunities are available, which puts me in the position of not knowing where my next meal will be coming from in even more dire sense than I do now and leaves me with absolutely zero dollars in savings, actually negative \$2,000 in savings from my current calculations and that's assuming that nothing severe happens in between that puts me in the hospital because I won't have the insurance to take care of it or the means to do anything with a co-pay. The means to do anything to have support. And finally, as a student whose out of state; although, I have received partial tuition coverage in terms of my out of state tuition, the amount I'm left with puts me so far in red that by the summer in the position that I am in, I am nonetheless unable to go home or have

anyone to turn to. Without any money at all, I do not know if this time next year if I will be able to stay at the university or that if I am, I will not be in the position where I won't be going to the hospital on a routine basis. I don't just speak for myself. I speak for others in the union, who suffer from conditions like this and for incoming students who will also have medical issues that they need to face and cannot provide support for themselves through healthcare or the ability to feed themselves in a very basic, simple everyday way for the awful reason that the disgraceful and the obscene lack of funding that we have puts us in the position of renewing this every single morning. Thanks."

Associate Vice President Bannister introduced the next individual for public comment, Lindley Hornsby. Lindley Hornsby said, "I am a graduate employee of the School of Social Work. I'm here today because my colleagues and I can no longer afford to pay \$6,000 a year to work. As a full-time dual degree student, I pay close to \$5,000 a semester and close to \$10,000 a year to work here. My salary is just over \$9,000, which mean every dollar I earn is paid back to the university in full. If I wasn't forced to pay my wages back to the university, I could afford to cover my basic health needs. Because graduate workers aren't covered by NMSU's health insurance plans and because I can't afford health insurance on my measly wages, I go without care. And I would like to share with you what that means for me personally, a young and seemingly healthy individual. Firstly, I have periodontal disease, an inflammatory condition of the gums that can be treated with tri-annual cleanings. Left untreated however, periodontal disease can lead to tooth loss, arthritis, heart disease, stroke, and diabetes. I currently cannot afford regular cleanings and am at long term risk of contracting these conditions. I have clinical with depression, which means that normal life tasks that others complete with ease are backbreaking to me and sometimes are impossible. I currently struggle to afford anti-depressants prescriptions and mental health therapy. The risks of depression are too many to list here today, but addiction, loss of relationships and suicide are just three main lead examples. As you can see, I wear glasses. I have significant visual impairment in my right eye and I'm noticing vision in my left eye is also deteriorating. I currently cannot afford an eye exam and even if I could, I could not afford a new pair of glasses. Lastly, I'm financially pressured to forego routine gynecological exams because I'm uninsured and cannot afford to pay out of pocket. This is dangerous for any woman and particularly problematic for me given that I have a strong history of breast cancer in my family. My Mother died of breast cancer at age 52. NMSU grad workers like me suffer in real ways as a result of the tuition crisis. The fact that most NMSU grad student workers live under the poverty line is heinous, considering almost all of my peer institutions guarantee some degree of university-wide-tuition coverage, livable wages, and health insurance for graduate employees. I'm calling on the NMSU Board of Regents to commit to tuition coverage for all graduate employees by the end of the semester. Thank you."

Associate Vice President Bannister introduced the next person for public comment, Mathew Varakian. Mathew Varakian said, "I'm a graduate worker in the astronomy department and member of the bargaining committee representing the Graduate Worker Union in their ongoing negotiations with the university. I'm here once again to urge the Regents to accept our proposal for full tuition coverage for all graduate workers. We've gone over the stats plenty of times. You've heard some here today. Peer institutions and R1 institutions alike treat their graduate workers exponentially better than NMSU does by all economic standards. Graduate workers at NMSU are quite literally in poverty. The last time I gave public comment was at the May 6<sup>th</sup> Board of Regents meeting this past spring. Fresh off the meeting, myself and several other graduate workers have had with Chancellor Arvizu, a few days prior. We came out of that meeting feeling good and I expressed that in my comments that day. After the regents meeting later that day, I ran into Chancellor Arvizu outside his building and he said to me, "We're going to figure this out." He sounded sincere. I know Chancellor Arvizu does not make unrestricted decisions for this university, but our interactions have felt positive. It felt like progress is on the horizon. Unfortunately, that feeling has long since passed and given way to disappointment and frustration. Emotions that have become all too familiar to me all throughout this process. Over the summer, we put forth a reasonable proposal to get tuition for graduate workers; however, a proposal is still on the table at this time. While that proposal continues to be rejected, we get sent e-mails, like the August 26<sup>th</sup> edition of Dan's Dispatch, raving about all of the ways that you are investing in our university. How many more multi-million-dollar projects do we need to hear about before you invest in us? Are we

not the essence of the university? When do we get properly compensated for the labor we provide? When does NMSU catch up to every other self-respecting university in this country? We've looked at the budget. We know there's an \$11 million surplus of unrestricted funds this fiscal year, more than enough to cover all graduate workers. Use it. Use it on the people that do the work that made your positions exist in the first place. Not on a new locker room. Not on a big slab of rock monument that I have to drive by every day. Not on another administrative position. Use it to provide graduate workers with the financial support that we so desperately need. Thank you."

Associate Vice President Bannister introduced the next individual for public comment, Dan Vargo. Dan Vargo said, "So, we're back here again. Big surprise that we're back here again talking to you about the same issues we have been for years. I've got to say, I did not have high expectations from you all. For you have dashed even those. You have underachieved even my lowest expectations from all of you. It's such a simple thing. Pay us. Give us the dignity of employment, of housing, of health insurance and it will be a win, win. You will all benefit. We will all benefit. It will cost the university a pittance to deal with tuition. It will cost them another pittance to raise our salaries. For those two pittances I can nearly guarantee you that we would not have unionized. We would not be here today if five years ago, when your own report told you as much you gave us the tuition and the benefits that you know we deserve. I need you to understand this when I say it. For the longest time I could not understand why you wouldn't make this simple decision. It will improve research. It will improve undergraduate education. It will attract talented students. It will lower dropout rates. It will benefit the faculty. It will improve the diversity and social justice that you all claim so much to care about and yet you will not deal with it. When it comes down to it, I've come to realize that what you care most about is denying us our dignity. You refuse to give us that dignity that comes with good employment because as your university sat at the last bargaining session, you think of our positions as internships, as training experiences, as if these aren't the hardest working people that I've ever met in my life. They deserve that dignity. They deserve pay and tuition immediately. The fact that you're fighting it still is unconscionable."

Associate Vice President Bannister introduced the next individual for public comment, Laura Laemmle. Laura Laemmle said, "My name's Laura. I'm an alumni. I work full time. I'm here today because despite the fact that I love NMSU, I'm embarrassed to have gone to a school that refuses to invest in basic functions. I'm ashamed of the fact that NMSU seems to see its land grant status as nothing more than an empty PR buzz word. Land grant institutions are supposed to enrich the communities that they serve. They're not supposed to depend on workforce that lives under the federal poverty line. NMSU does however and you know that. Now, I need to ask, are any of you willing to put that on a brochure? Are any of you willing to put on the homepage of the website that you're currently paying over \$200 an hour to a lawyer who's insisting that NMSU graduates should have no recourse against harassment or discrimination? Would any of you ok a billboard mentioning that NMSU has paid twice now for outside audits of the graduate college by the Council of Graduate Schools, explicitly identifying the lack of tuition remission and funding for health care as a serious limiter to be research here at NMSU? Would you include the fact that every report over a period of 10 years mentions that NMSU has made no significant effort whatsoever to address the issues that it paid to have identified? Now, I think that the very format of this meeting shields you from the true nature of your decisions on these matters. Obviously, we're face to face right now, but I wonder, would any of you be willing to talk to one of these grads one on one directly and to look them in the eyes and tell them, 'I am asking you to live under the federal poverty line. I'm asking that if you experience harassment or discrimination that you live with it. I'm asking you to work more hours than we're paying you for. And, I'm asking you to live like this, so the university can carry on as usual while we brag about being a socioeconomic benefit to the community.' Now this should not be an antagonistic situation. I don't think any of you are willing to have a conversation like that. Instead, some of you seem so resistant to just stopping and reflecting on the fact that you are asking these people those things right now by virtue of your decisions on this matter. It's disgusting. There should be no sides here. These people are trying to teach, to research, and to get their degrees. All of which benefits this university. They are not against NMSU. I have a degree in economics from this institution and I don't mind reminding you that you get what you pay for. And right now, you're paying for grads to study, teach, and do research while taking time

away from those things to pay for basic necessities, worry about how they're going to do so, and in many cases to side hustle and drive for Uber. Now, it seems to me that not only through your inaction, but through actively working to keep these circumstances in place, it's the administration that is antagonistic toward NMSU. Now, I've already stated I'm ashamed of this fact. So, I have to ask, are you?"

Associate Vice President Bannister introduced the next individual for public comment, Anna Laemmler. Anna Laemmler said, "Hello. I'm Anna and I'm an undergraduate at NMSU. As a college student, time and sleep are my most important resources. That being said I am here so early because I care about the people who truly make this university function. This meeting being earlier than the previous more widespread announced meetings that have been in the afternoon. First, I want to remind you all that so many of these graduate students before you are living below the federal poverty line. As a land grant university who claims to benefit the community this is a disturbing fact and you all should be genuinely embarrassed. This, especially considering the fact that each of you, with the exception of Mr. Mossley, is making multiple figures to not be helpful. I also wonder what else can be said, seeing that you have heard all of this before and yet still have done nothing. I attended the last Board of Regents meeting four months ago and watched many graduate students tell their personal stories of lack of health insurance, financial problems due to the stupendous cost of working and learning through NMSU and the other issues that NMSU has since failed to combat in the slightest. These stories met with blank stares may I remind you. I'm from New Mexico so I heard about NMSU and I knew about a lot of the opportunities and unique special things that this university has to offer before enrolling. Unfortunately, somebody who is looking to become a graduate student would hesitate more than I about whether or not to attend NMSU. The reason being that they can sign on to become part of a team at a different university that pays for their tuition or at least have tuition remission practices in place. Why come to NMSU when a multitude of other universities can offer better working conditions, housing, concrete job descriptions, access to material, anti-discrimination practices in place, healthcare, and other basic working conditions given by peer institutions across the nation. Yet, when NMSU graduate workers arrive to start their job, they find that their job descriptions or responsibilities that have been changed, no protection to discrimination or being over worked, a severe lack of health care, no sick days available for them, underfunded libraries and research materials, even though millions of dollars was spent on "COVID-19 performance," suspiciously with little trace with what they money actually went towards as well as finding themselves literally needing to get a second job or participate in an economy to pay for things like groceries, health care, and other things they should not have to actively worry about. I am quite sure that you all do not regularly wonder if or when you will have a skip a meal or choose to feed your children rather than yourself. So, why should the graduate workers have to? The fact that there are no anti-discrimination guidelines in place is insane and if it wasn't so sad, it would be laughable. As a minority serving institution with many international students attending in the graduate programs, this is especially not ok. You would think that it wouldn't be something to fight for, yet NMSU continues to pay a lawyer hundreds of dollars an hour to insist that they do not deserve this and even that it is "federally illegal." This university wants R1 status, yet the refusal to get with the program of other peer institutions by treating their employees with basic respect and giving them what they need to do the job well done has not been done. As a student who paid tuition and tax payer in the state, I am deeply distressed and embarrassed that my money has went to and continues to go to a union busting lawyer as well as the huge salary of you people who claim to speak to the university, yet you have failed in attempt to fix the issues that have been presented to you time and time again. I would rather you all the thousands of dollars that I have paid to this university to help those who make it function. As I finish up these discussion points, I'm reminded of the fact that so many NMSU, including you all, have been aware of these issues for two years now, not including the time from after the reports from four to ten years ago given by the Council of Graduate School of NMSU outlining the crucial nature of health care and tuition being introduced to NMSU policies. Earlier in this meeting, Ruth Johnston mentioned the importance of an auditor. Why then, have the recommendations from a decade ago from auditors specializing in graduate workers not even been attempted to be set in place? Ms. Dorothy Campbell praised those deductors earlier in this meeting, yet the refusal of you all to help these workers and students is not justice. This is nonsense. If you will not do your job as leaders, then you do not deserve them. NMSU works because they do."



Associate Vice President Bannister introduced the next individual for public comment, Trevor Karpinski. Trevor Karpinski said, "My name is Trevor Karpinski. I'm a Ph.D. student. Right now, I'm in a fall internship in California. But, when I was in New Mexico I was a representative for the College of Engineering on the [inaudible] Committee going over their union contract. Previously, Brian Stemock had been a bit more involved in political action and getting in contact with our state representatives. I took that opportunity to talk to some representatives as well. What we were doing was reaching out to some of them and got in contact with, House Representative Angelica Rubio. I was talking to her and I have some information for everyone. The New Mexico general elections are going to be November 8<sup>th</sup> of this year. We have a couple of Las Cruces district representatives up for re-election. So, good to keep on your mind. One of the proposals that will be up for vote in the general election will be HB153. HB153 is a infrastructure bill. It provides about \$200 million dollars for infrastructure to higher education and public schools. Of that NMSU, is receiving about \$48.5 million dollars. And I'll emphasize that this money is specifically for infrastructure. There is nothing we can get from it. There is going to \$3 million into invigorate the school. It's going to invigorate our research, which can give better resources. For anyone's information, in the house and senate, they all voted for this. So, they all like higher education. They all like this stuff. And she was a bit surprised as we're talking about this and I was asking questions and that she's surprised. She's been seeing a lot of stuff in the news and the Las Cruces Sun about the tuition crisis, but she doesn't hear about it from anyone. She's not hearing that from her job. No one's passing legislation. No one's saying we need to help the students. And so, why are we spending \$50 million to infrastructure that no one's going to be at the school right. People are going to be leaving. So, she redirected me to talk to David Abbey, of the LFC. That's going to be the Legislature Finance Committee. And, I just found the webpage here. "The committee makes budgetary recommendations to the Legislature for funding of the state government, higher education, and public schools." And it says here, "New Mexico is unusual in that both the governor and the legislative agency (LFC) propose comprehensive state budgets to the Legislature." So, we'll be in contact with David Abbey. We'll be in contact with him soon. He's the Director of the LFC. It'd be really good to be able to talk to other representatives and say, it seems people are really happy to spend into higher education. Again, \$200 million dollars. So, surely if we propose something to our representatives and start saying, 'we need to include tuition coverage in some of these bills. We need to have our own bill for specifically tuition coverage. That type of political action will be here. New Mexico does care about higher education. To the Board of Regents, this is between 153K from the Board of Regents, I'd very much appreciate that. That's going to higher education. That's going to help the students. One last sentence. If we can get a bridge to extend an olive branch so that we can, with our representatives, to get tuition coverage solved from the students and the Board of Regents and have us come together and talk to our representatives, I think we can get this issue solved. [inaudible]."

Associate Vice President Bannister introduced the next individual for public comment, Eric Gauthier. Eric Gauthier said, "Good morning everyone. So, I'm the graduate [inaudible]for mechanical engineering and I represent the students of the College of Engineering through ASNMSU. As a representative I wanted to start off by giving some personal situations from graduates who cannot attend this meeting. The students I've talked with had to go into \$5,000 credit card debt just to afford basic necessities. Another needed medical treatment, but had to wait to leave the country to receive such treatments. Our graduates have to chose to either suffer or leave our university. Many TAs must work late hours and worry about making it home because either they cannot afford a car or afford rent that is closer to campus. The inactions of NMSU is insulting to not just our graduates, but our undergraduates, faculty, and staff. Thank you."

Associate Vice President Bannister introduced the next individual for public comment, Iñigo García-Bryce. Iñigo García-Bryce said, "Good morning. Buenos Dias. I am a professor in the history department. After all these testimonies, I don't know if there's anything I can really add that would compel you to act any differently. I was here before. The fact that we're still here discussing the need for tuition remission and health care for graduate students seems incredible to me, but are we really discussing it? You've decided to turn this into a legal fight and you're using my money to pay an attorney to fight the students. You're using the money of the tax payers of the state of New Mexico. And this is a land-grant institution whose mission it is to serve the citizens of the state of New

Mexico. So, what I suggest is, if you do want to continue this fight, pay for it out of your own pockets. I mean, that would be the sensible thing to do. Now, I'm an historian by training and I can tell you, that you should look at both the past and the present. And I can tell you that unions are here to stay. I don't know if you saw the headlines this morning. But, a serious issue was a burden to the railroad union. There have been Amazon workers unionizing, Starbucks workers unionizing. Unions are here. They're here to stay. You need to deal with them. Also, I would remind you that it's thanks to unions that we have the 8-hour day, that we have minimum wage, that we don't have child labor anymore. So, I mean, do you want to turn back the clock and go back to those things? I mean, maybe you should just go and see if you can find any [inaudible] out there and hire them. That would be more coherent with your position. So, I would just end by telling you, do the right thing for these students and also be on right side of history. Thank you."

Associate Vice President Bannister introduced the next individual for public comment, Jonathan Consford. Jonathan Consford said, "Hello my name's Jonathan Consford. I'd like you to wake up. I can see your body language. I can see the scoffs. I can see the looks you're giving. I'm a first-year graduate student here. I just started. It disgusts me to hear that this is going on. That this has been going on. I struggle to pay for child care. I have two kids, 8 and 12. I'd like to afford to get them a bike this Christmas. I don't think I will. I'd like to take them to go see their grandparents who they haven't seen in five, six years because they live in Houston and I can't afford to drive to Houston when I live in Texas. It's a big state, but come on. I can't just afford interstate travel for my family. It's time to wake up. Step up and do the right thing for all of these graduate students please."

Associate Vice President Bannister introduced the next individual for public comment, Tajuene Williams. Tajuene said, "Good morning. My name is Tajuene. I represent a different class. I'm a first-year graduate student. It's been a very bumpy ride. Very hard transition for me. Very confusing. I'm a history major. I came in very excited and very motivated. And now I'm very discouraged because I just became part of this union. I've been hearing all of these things. I very much want to be a GA, but not under these conditions. I have 5 children and I can't afford to be a student as it is, let alone being a GA. Giving the time that I have right now just being a history major is a lot. So, I can only imagine what all of these students are putting in being a GA right now is putting them through. So, I really think that it's absolutely necessary that you guys consider paying their tuition while they're putting in this much effort. It really discourages me to want to apply to be a GA because you feel sorry that you're not covering their tuition because all these people are putting in their personal time and they're probably putting in more time than most of the people on this panel. That's really unfortunate. It's something that you guys really need to consider. I would really like to move forward with my career. And one of the other things that's really discouraging me is that I am a disabled student myself. I hear all of the stories having all of these conditions. I suffer from epilepsy. I just suffered a massive heart attack three months ago and I continue to push through and try to continue my education. I've also suffered a severe seizure and I still graduated with honors and pushed through that as well. But, there was no grievance process for me to complain about services that were not adequate for me. Things on campus that were not available. Accommodations are great, but there's still things that you guys are not providing and there's no way for me to complain about that. I'm also a minority student. I'm also a member of the LGBTQ community. I'm a member of a lot of protected classes and you guys don't have anything set up for that and you should. It's very important that we have a process for us to speak up. I would love to continue being a graduate student and being able to be here. I love the instructors I have. I love the community. I'm a part of several organizations here as an officer as well, but I'm not going to be able to continue if you're not going to provide adequate tuition coverage and these things for students. I won't be able to do it. So, I just want to make sure you guys are aware of that. I appreciate everything, but I won't be able to continue just like they won't if you don't change something. Something needs to change. Thank you."

Associate Vice President Bannister confirmed the conclusion of public comment.

Some members of the audience requested a response from the Regents. University General Counsel Roy Collins reminded everyone in Board room and via Zoom, "In order to comply with Labor Laws NMSU is required to respect the bargaining process that the graduate students withhold and assistantship have chosen. That process requires

NMSU to defer any discussion regarding current or potential subjects of bargaining to the bargaining teams that both the union organizers and NMSU have selected.”

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

**1. Special Meeting Minutes August 24, 2022**

Regent Saucedo motioned to approve the minutes as presented. Regent Bitsie seconded the motion. All were in favor and none opposed. Motion passed.

**2. Confirmation of Prior Closed Executive Session August 25, 2022**

The Chief of Staff read the following statement:

“The Board of Regents met in closed executive session at 1:00pm on August 25, 2022. The closed executive session meeting was held to discuss the bargaining strategy preliminary to collect bargaining negotiations between the Regents of New Mexico State University and the United Electrical Radio and Machine Workers of America in accordance with the New Mexico Open Meetings Act, NMSA Section 10-15-1, subsection (H)(5). And discussion of limited personnel matters concerning individual NMSU employees in accordance with NMSA Section 10-15-1, subsection (H)(2).”

The Chief of Staff confirmed certification of regents who were present that only matters of that nature were discussed.

Regent Saucedo – Yes

The Chief of Staff reported, “Regent Chacón-Reitzel, for the record, is not present.”

Regent Bitsie – “For the record, I did not attend the meeting when the collective bargaining was discussed, but I did attend the personnel matters portion and I can confirm that only matters of this nature were discussed.”

Regent Romero – Yes

Chairwoman Devasthali - Yes

**D. Regent Committee Reports**

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

Regent Devasthali stated that, as the other regent member on the Real Estate Committee, she will deliver the report on behalf of Regent Chacón-Reitzel. The committee met once on September 1, 2022. There were several items brought forward to the committee, including items G-3 through G-13 on the consent agenda. Also, there was a presentation about tax increment development districts that is on the action item agenda. There were no questions.

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

The Regents Audit and Risk Committee met twice since the last on May 25 and August 31, 2022. The meeting on May 25 was the Entrance Conference for our annual external audit with Moss Adams where the audit timeline and scope were discussed. The committee also met on August 31 where the committee heard several presentations and the committee was introduced to our new Chief Audit Executive, Ken Glascock. Presentations included a Clery Act update from Chief Bowen, a cybersecurity update from many members of the ICT team, and several discussions about internal audit plan. There were no questions.

**3. Financial Strategies, Performance and Budget Committee Report, Regent Christopher Saucedo**

The committee met twice since the last report. The first meeting was on May 25 and that was in person. At that meeting we received preliminary information about a revenue bond that was brought this Board of Regents. There was also discussion that set the stage for the August 9 Financial Strategies Retreat that Regent Saucedo and Regent Bitsie attended. Regent Saucedo said that it was a very informative event. Regent Saucedo is looking forward to additional details and proposals for budget modeling as the plans develop. The second meeting was on August 31. The committee heard a presentation from Government Affairs about the non-I&G funding requests, which is on the consent agenda as item G-17. There was a presentation on the tax increment development districts that are on the action item agenda. Regent Saucedo praised the questions and involvement of the community members that serve on the Financial Strategies, Performance and Budget Committee. There were no questions.

#### **4. Student Success Committee Report, *Regent Arsenio Romero***

The committee met twice since the last report, which were on May 26 and September 1, 2022. The meeting on May 26 was information with a broad set of topics covered, including accreditation, graduate research, and an update on digital learning. As usual, the community colleges also provided updates to the committee. One September 1, the preliminary enrollment numbers were presented. They had engaging conversation about mental health services on campus. The items brought forward are on the consent items as items G-14, G-15, and G-16. There were many faculty who were in attendance to support the programs. Regent Romero thanked everyone for their time in presenting and preparing the information to establish these programs. There were no questions.

### **E. Advisory Member Reports**

#### **1. Associated Students of NMSU Report, *President Garrett Moseley***

ASNMSU President Garrett Mosley reported that on September 20, 2022 ASNMSU will be hosting their annual National Voter Registration Day outside of Corbett Center. Students can come to register to vote. Last week ASNMSU welcomed 22 freshmen and sophomores into their new class of Roadrunners, which is their internship program of 2022. They will be shadowing all of the departments throughout the year and will hopefully join ASNMSU. ASNMSU Senate were given their final numbers for their surplus account, which is the main account that goes into student reimbursements. They are facing a significant decrease in funding from last year due to a large amount of spending. They are being cognizant of spending and passing legislation to ensure that they have an equitable disperse of funds throughout the year. There were no questions.

#### **2. NMSU Faculty Senate Report, *Chair Gaylene Fasenko***

Faculty Senate Chair Gaylene Fasenko reported the first meeting of the academic year was on September 1, 2022 at which time they elected chairs of the standing committees: budget resources, curriculum and programming, diversity, equity, and inclusion, researching creative activity, student success, and university planning. Faculty Senate Chair Fasenko encouraged chairs to reach out to NMSU leadership that are involved in their respective areas to attend meetings. Faculty Senate Chair expressed gratitude to the Administrative Assistants in the Provost's and Chancellor's office, Gloria Podruchny, who is the Administrative Assistant for Faculty Senate, Gena Barela, Cindy Garrett, Leslie Cervantes, and Spri Aubrey for their kindness and help. Faculty Senate Chair Fasenko expressed hope and gratitude to the leadership, particularly Vice Chancellor Johnston and Provost Campbell for opening the lines of communication.

Chairwoman Devasthali appreciated that outreach that Chair Fasenko did to set-up a meeting with her to discuss faculty needs.

#### **3. NMSU Employee Council Report, *Chair Susanne Berger***

Employee Council Chair Susanne Berger reported that the first Employee Council meeting for the fiscal year

was August 11, 2022. No meetings were held during the summer due to the absence of their faculty colleagues. In the August meeting the new pay scale and the new mapping of positions were discussed. The concern was that in some instances some supervisors and direct reports are in the same grade and some require a significantly different level of experience and education. Employee Council has established an ad hoc committee who will work with HRS to discuss the examples that have been brought to their attention. Employee Council continues to work with the Climate Action Team and Faculty Senate on ways to address shared concerns that are affecting staff and faculty. The insurance committee met with HRS and Blue Cross BlueShield. They discussed the increase rates and premiums and related coverage. The insurance committee voted to accept the proposal. Employee Council is planning the Employee picnic in October. It will be on October 31, 2022. It is Halloween themed. Everyone is encouraged to come dressed up. Employee Council is preparing for the upcoming elections in January, 2023. There were no questions.

## F. Affiliated Entity Reports

### 1. Arrowhead Center Inc. Report, Director & CEO Kathryn Hansen

Director Kathryn Hansen reported that in fiscal year 2022 Arrowhead they had client revenue of \$34.5 million and client investment of \$26 million. Arrowhead served residents in 72 communities in the state. They had 61 expert volunteers serving in roles as enterprise advisors. Including both existing and new businesses, they served over 1,500 clients. They have an economic impact analysis underway for all of their programs and Arrowhead Park. The financial summary in the materials is unadjusted data. It does not yet account for interest income asset amortization and some transfers to NMSU. They were under budget in both revenue and expenses. In the preliminary reading the adjusted financials will show a small positive net income increasing their fund balance to approximately \$1.725 million. Among recent highlights, include the success of one of the Arrowhead Innovation funds portfolio companies called Parting Stone. They believe this company will be one of the success stories of the Arrowhead Innovation Fund, which is a wholly owned subsidiary of Arrowhead Center Inc. Parting Stone makes beautiful stones out of human and pet ashes. In 2021, the company grew by 135% and has 35 employees in New Mexico. They have been featured by Bloomberg and Entrepreneur magazine. They're raising more capital and expanding to Australia. Another recent highlight, is the success of Backyard Farms, which is a local company founded by Rachel Ryan and named a USDA success story in May 2022. The company provides freeze dried foods from local fruit and vegetable producers. Their new Fintech Lab, which is sponsored by Nusenda Credit Union, is giving students experience in helping entrepreneurs with technologies in the area of financial technology. Aggie Power is generating power for NMSU and they will begin research projects in 2023. Next month is the ground breaking for the Doña Ana Community College Creative Media Technology building. There are thirteen sprint accelerator cohorts for this fiscal year. They range from business accelerators to dedicated to underserved populations to clean energy, tourism, etc. New initiatives include statewide sprints and community entrepreneurship programs. Over the next 2 years, they will be doing 10 industry-focused accelerators across the state. They will be taking their community entrepreneurship program to 7 rural communities over the next 2 years. There are collaborations with the San Juan Community College with two new initiatives. The first is for a Native American business incubator and the other is a joint program with the San Juan Food Hub. They will be providing entrepreneurship resources for value-added AG enterprises. They are seeking funding at the federal and state level to fund the AG industry initiative, which is the creation of an AG Venture Center. Last week they were notified of a win for the National Science Foundation ICORE Hub. They're teamed with UT Austin. They're the lead and this is a \$15 million award with \$1.2 million coming to NMSU. The significance of this award is that student faculty teams will have an opportunity to receive commercialization training and funding for continued development of their innovation. There are a number of upcoming events: Shark Tank on October 18 at the NMSU Art Center for the Arts, the Women's Entrepreneurial Business Conference on November 17, the Summit for Government funding for small business innovation, commercialization is on December 14.

## 2. NMSU Foundation Inc. Report, *President Derek Dictson*

President Derek Dictson reported that over the last three years thousands of their donors have committed over \$150 million to NMSU, which is more than twice of any of the previous three-year time frame in history. The university's record-breaking year for fundraising was in 2019 at \$100 million, including one \$80 million gift. The year of 2021 was the university's second largest fundraising year at \$32.5 million. As of July 31, their total assets stand at \$361 million, which is an increase of 29% compared to a year ago. The long-term endowment pool stands at over \$222 million as of the end of July. That is down from a high of \$242 million in December. The amount is sensitive to market trends. The one-year return was -9%, which is compared to the S&P 500, which is down 12% over that time period. Since inception in 1983 they have achieved an 8.3% return compared to the S&P at 8.6%. They just entered into an agreement with a new investment manager in October of last year. They took over management of our assets in January 2022. The Foundation operates per calendar year rather than fiscal year. As of September 7, they have raised just over \$14 million, which is 85% of their goal for this year. They have a return on investment goal and currently it stands at 390% return on investment, which is 178% of their annual goal. Fourteen million dollars that have been donated this year comes from over 9,000 gifts from 2,500 donors. The largest gift they have received this year was \$2.5 million and the average gift is \$5,700 per donor. The College of Arts and Sciences has received the most at over \$3 million in gifts. The second is ACES at \$2.9 million. Five of their university units have received over \$1 million in donor gift funds. NMSU currently has spendable donor gift funds at just over \$28 million that are available to be utilized. In fiscal year 2022 the Foundation added almost \$15 million in spendable gift funds to the university's balance. In five years, they should be contributing over \$30 million per year. In helping the university to spend those gift funds, the Foundation has developed an online application that will be available to all deans, business officers and other designees where they can see in real time, fund by fund, the available balance and any donor purposes or restrictions for each of those funds. This continues to be a top priority the Foundation, their partners and the university leadership. The Foundation undertook a workforce transition in hiring its own employees in June. At that time, the Foundation was staffed with 16 out of 49 positions. In the past 3 months, the Foundation has hired 21 new staff members. They have achieved a 95% offer letter acceptance rate. They anticipate having the remaining 13 positions filled by the end of this calendar year. The Alumni Associations and External Relations Department had one person in this department in May and it has grown to 9 and will reach 13 by the end of 2022. The Alumni Association will be doing much more. There are 47 activities being planned over the next few months. Most of those are in collaboration with Athletics or academic colleges around campus.

Chairwoman Devasthali asked if the money is restricted and that's why it is so difficult to disperse.

President Dictson reported that most of them are restricted. Approximately 99% of gifts that the university receives has some type of restriction. Most are restricted to a certain scholarship, faculty chair, or program. They currently manage over 4,000 separate gift funds. In the last couple of years, they have been doing a fund audit to close out gift funds that don't have money left and to roll money from funds with only a few dollars left in them to somewhere that's useful. The ones that do have money, need someone in the colleges and units to actively review them and getting them spent.

Chairwoman Devasthali stated that sometimes there are gifts that have been made by a family and there are few or no family members left. Chairwoman Devasthali asked if there is a way of contacting who that last person is to ask if they would change the criteria to make it more accessible so that it would be easier to hand out those funds.

President Dictson answered that when they encounter a fund that is problematic, it's usually brought to them by their university partner because they are having trouble supporting one. If there is a living donor, they speak to them about it and make an amendment. If the donor is not living, the Foundation Board in consultation with their university partners can make those amendments. There is language in the gift agreement that allows that. They are dealt with by a case-by-case basis.

Regent Romero asked President Dictson to share what the overall plan is for the events.

President Dictson stated that when they look at the future of their External Relations, alumni, and partner, they understand that they need to do certain events and they try to do those to the extent that they can. They want to provide a platform for their groups of Aggies across the country to do things more effectively and on their own in local leadership. They are actively building that platform. President Dictson invited the Regents to attend events. They have many events during homecoming. The Distinguished Alumni Celebration is on October 21, which is their most impactful event of the year. This is a way to celebrate alumni. They see this event as becoming their signature black tie event to celebrate alumni. The Ring Ceremony for students is around graduation in May. It is in Traders Plaza. They present the rings to the graduates. The Outstanding Graduate Ceremony to recognize seniors from each college. During commencement they have people from the Foundation at the end of the stage who hand out an alumni pin and welcome them to join the Alumni Association.

Regents Bitsie asked if the \$360 million assets include the endowment.

President Dictson answered that it does include the long-term investment pool as well as the currently available spendable assets that they manage for the university, operating funds, and everything else.

Regent Bitsie asked what the top two assets that the Foundation manages and their operating costs.

President Dictson stated that the top two are the long-term investment pool, which is the endowment, at \$222 million. The second is the pool of available gift funds that is nearly \$30 million. There are other pools such as, the Charitable Gift Annuity pool is couple of million dollars, which is where people give the Foundation money and pay them amount over a lifetime and get what's leftover when they pass away. They have a Student Investment Pool at around \$200,000 that students in a Finance class in the Business School pick how that is invested.

Regent Bitsie asked President Dictson to provide general information on how the scholarship process works.

President Dictson stated that the process begins by the donor contacting them wanting to create a scholarship. The Foundation asks them what they want the scholarship to look like. There are certain things that you can and cannot include in the scholarship agreement. Other things such as, field of study, minimum GPA, geographic region can be included. Once it is signed by the dean who is receiving the scholarship, the Foundation and the donor set up a fund, which is put into the account. As an example, assuming it's endowment, they will invest the money into the endowment pool and over time it'll generate earnings. They have a spending policy that 4% of the trailing 12 quarter average is made available to the university. If it's a \$100,000, that'll generate \$4,000 a year that the university can award in scholarship funds. There is a software system called Scholar Dollar, which is owned by the university. They load the scholarship information into Scholar Dollar. The college recipient goes into Scholar Dollar and it pulls the pool of students who are eligible based on their criteria. Students have to apply through Scholar Dollar. Each year the Foundation does a report out to the donors letting them know the financial status as well as the students who received the scholarship award. Scholarships are only a quarter of the money that is available to students. The other three quarters of the money is used for other purposes. There's no automated system or feedback loop to know what that money is being spent for and report it back to the donors.

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

- 1. Temporary Investments Report for the Quarters Ended June 30, 2022, Associate Vice President D'Anne Stuart**
- 2. Disposition/Deletion of Property, Associate Vice President D'Anne Stuart**
- 3. NMSU Las Cruces: Health and Social Services (HSS) Building Roof Replacement, University Architect Heather Watenpaugh**

4. **NMSU Las Cruces: Engineering Complex I (ECI) Roof Replacement, including removal of obsolete solar panels**, *University Architect Heather Watenpaugh*
5. **NMSU Las Cruces: Gerald Thomas Hall Fire Alarm Upgrade**, *University Architect Heather Watenpaugh*
6. **NMSU Las Cruces: Clayton Feed Mill Renovations**, *University Architect Heather Watenpaugh*
7. **NMSU Las Cruces: Agricultural Extension Services Statewide Weather Stations**, *University Architect Heather Watenpaugh*
8. **NMSU Las Cruces: Aggie Memorial Stadium Artificial Turf Replacement**, *University Architect Heather Watenpaugh*
9. **NMSU Las Cruces: Ag Modernization Phase 2, Biomedical Research Building (Interior Fit-out)**, *University Architect Heather Watenpaugh*
10. **El Paso Electric Easement for Arrowhead Park CMT Building**, *Special Assistant to the President Scott Eschenbrenner*
11. **City of Las Cruces Natural Gas Easement – Arrowhead Park CMT Building**, *Special Assistant to the President Scott Eschenbrenner*
12. ~~**NMDOT Acquisition – DACC/Gadsden Right of Way**, *Special Assistant to the President Scott Eschenbrenner* – Item was removed from the consent agenda by vote of the board per the request of Mr. Eschenbrenner.~~
13. **Lease at Central New Mexico Community College**, *Special Assistant to the President Scott Eschenbrenner*
14. **Associate in Counseling and Community Psychology – NMSU-Grants**, *Interim Provost Dorothy Campbell*
15. **Organizational Leadership – Master of Arts (Online)**, *Interim Provost Dorothy Campbell*
16. **Transborder and Global Human Dynamics – Doctor of Philosophy**, *Interim Provost Dorothy Campbell*
17. **Non-I & G Funding Requests**, *Associate Vice President Ricardo Rel*
18. **Acceptance of New Mexico Higher Education Department (HED) Endowment Grants**, *President Derek Dictson*
19. **Acceptance of honorary naming request from NMSU Alamogordo campus**, *President Derek Dictson*
20. **Acceptance of philanthropic naming request from NMSU Foundation (Nusenda Center for Financial Capability)**, *President Derek Dictson*
21. **Acceptance of philanthropic naming request from NMSU Foundation (Nusenda FinTech Lab)**, *President Derek Dictson*
22. **Amendment Title 21, Chapter 1, Part 1 of the New Mexico Administrative Code (21.1.1 NMAC, Rulemaking Procedures) - Proposed Amendments to Sections 9, 10, 11, 12, 14, 15, and 16**, *Cabinet Secretary & Director Jeff Witte*

Regent Romero made a motion to approve the consent agenda as amended. Regent Saucedo seconded the motion. All were in favor. None opposed. Motion passed.

### **RECESS (10 MINUTES)**

Regent Saucedo motioned to go into recess. Regent Romero seconded the motion. All were in favor and none opposed. Motion passed. The meeting went into recess at 10:55am and reconvened at 11:05am.

#### **H. Action Items**, *Chairwoman Ammu Devasthali*



**1. Tax Increment Development Districts (TIDD) Proposal, Arrowhead Park Executive Director Wayne L Savage**

Executive Director Wayne Savage introduced Scott Eschenbrenner and Harry Relkin. Harry is the lead of Sage, LandSolutions. Executive Director Savage stated that tax increments of development districts (TIDD) were approved by the State Legislature in 2006. The general concept is that a district is identified that needs economic development, infrastructure development. Funding is established through incremental tax revenues generated within the district. A portion of the incremental tax revenue is identified and allocated to build new infrastructure and public economic assets within the district. The remainder continues to accrue to benefit their partners, including city, county, and state. The TIDD district that is formed becomes its own legal, financially separate entity to support it. The developer or land owner can be public or private entities. NMSU would be the developer. Examples of improvements that can be funded in these districts include roadway and utility infrastructure, recreational and educational facilities, and energy and utility systems. Examples within the state include the Las Cruces downtown, Winrock Town Center in Albuquerque, Mesa del Sol that is just outside of Albuquerque, and UNM South Campus. They started 7 years ago in March of last year. Arrowhead Center, Aggie Development and the office of Strategic Initiatives funded a feasibility study to look at the detail of what the potential was for the district for generating funds. They looked specifically at Arrowhead Park, Aggie Uptown and campus areas. They are considering some portions of the university avenue corridor. In doing the study, they were led by a consulting group Sage Land Solutions. They looked at all of the master plans, starting with the campus master plans, then Aggie Uptown and Arrowhead Park master plans. They looked at the city of Las Cruces long-term master plan called, "Elevate Las Cruces". From this, they developed a forecast for infrastructure, private investments, developments within the district for job creation and ultimately a model forecasting increased property tax revenue in the district. A final report was completed in December of last year showing that there was a need to generate funds for the infrastructure for the district. These numbers are estimates, so obviously they will change over the course of their further study and time. There will be approximately \$435 million that will be generated for infrastructure within the district and another \$146 million worth of tax revenue directly to the city, county, and state. The forecast over this timeframe will incentivize about \$1.2 billion in private investment of these lands within the district. This would be in the form of offices, lab spaces, retail, entertainment, recreational activities, and some residential elements. Current investments are between 4,000 and 5,000 new jobs that will be generated by this investment. Within TIDD developments, they are proposed and funded by the developer, but then reimbursed. Depending on fund balances generated by the district, this project can be reimbursed directly from TIDD funds or through a bond issue over a longer period of time. Any bonds issued by the district would have to be approved by New Mexico Finance Authority and State Legislature. The bonds are an obligation of the district. They are not an obligation of NMSU at that point. Any improvements that are built, whether be utility infrastructure, academic facilities, recreational amenities, are transferred, once built, to the ownership and the operations responsibility to the appropriate entity. Some benefits of TIDD include: it provides a secure long-term funding stream for infrastructure, which is critical for any economic growth in the community. It visibly highlights NMSU's role as a community partner in economic development and economic growth. The TIDD formation benefits all district partners for new growth, tax revenue, job creation, and regional economic benefit. The bonding risk falls to the district board and not to NMSU. Ownership, the assets that are built and the operations and maintenance of those are not transferred to NMSU, but are transferred to the city or DOT. NMSU would have some responsibility for some of the assets. The concern is that this is a forecast. Their proposed next step is to do a much more in-depth review and forecast. Forecasts can change and are never actuals. Tax revenue generation will be different and will change the proposed timeline of some of these assets and infrastructure. The TIDD formation would require a partnership with Las Cruces as a portion of their tax revenues to go to build this infrastructure. Annexation of lands within in the district, potentially Arrowhead Park and Aggie Uptown lands would be required into the city limits. This is not a "taking of lands nor a change in ownership of land." It is only a negotiated in annexation and they expect that negotiation would result in them maintaining their land use plans, master plans, and the permanent process they currently have. There was a TIDD that was proposed in 2021 for the city of Las Cruces. It was led by a private institute on the old

country club property. It was denied by the city. There were some concerns by the city council with regards to trust issues with the private developer and tax funds going directly to benefit the private developer. That is not an issue in this case. They are a public entity partnered with others to use public funds for public infrastructures. In the course of their visibility study, Scott, Ryan and consultants looked at some of the core infrastructure items for Aggie Uptown and Arrowhead Park that would be needed to realize the growth that they hope to see. They came up with \$110 million worth of infrastructure over the timeframe. That leaves \$250 million or more to go towards other infrastructure within the district. This could include recent investments in NMSU Academic Research Facilities, housing, parking, renewable energy, transportation, sustainability projects. If they include University Avenue in the TIDD district, there might be improvements that the city might recommend along University Avenue, which would make sense to both the city and the campus. This is a tremendous potential for them to impact the university system infrastructure. The application and approval process that they have to follow. The first step is to work with their consultants to develop a much more detailed forecast and plan for NMSU requirements. In doing so, they would engage in an Advising Taskforce that would include an NMSU executive in academic, research, and ICT facilities interest. They want to make sure that they have a very comprehensive plan with a broad buy in. They will engage the city of Las Cruces for their support in the planning process. As they go through the process, planning, engineering, modeling financially, they will keep NMSU Government Relations department and legislative partners up to date. They will have partnering agreements that they would develop with the City of Las Cruces, county and the state. As a preliminary target, they hope to finalize an MOU and a formal resolution by the Las Cruces City Council in the latter part of ['23] of next year and then move on to make a similar resolution to the county in '23 of next year. At that point, they would also be talking with the state and working with the appropriate parties to develop the final application and targeting legislative approval in February 2024. This is an aggressive schedule. This is doable, but it is entirely possible that they are looking at the legislative session in 2025 as their final goal. As they finalize this process with the city and county, they would also be formalizing the TIDD District Board that oversees the financial performance of the district. It is currently projected that NMSU would have two representatives on this board. The city, county, and state will have a representative. They are proposing their next phase and have been presenting this to regent committees as well as to NMSU administrative leadership over the last two months. For fiscal year 2023, they will be hiring a consultant to complete the MOU and resolution process with the Las Cruces City Council. This includes all of the planning, engineering, and financial modeling. It's estimated to take 7-8 months to complete this work, including numerous consultations with NMSU and the city partners. They'll be looking at the district and what the boundaries of that district and what needed development plans would be. They'll be looking at much more in-depth financial models and forecasts for economic impact and tax revenues as well as a detailed work in investigation and infrastructure and utility plans and developing their final plan. They have an estimate from the consultant for the first phase. With gross receipt tax and contingency, it will be approximately \$622,000. The funds will be set aside by the university. They are benefitting from the work that UNM is doing on their south campus as well. Consultants are also involved there since a great deal of learning and experience are gained. They will then move into fiscal year '24 to complete the county and state processes and expecting an additional \$200,000. These TIDD expense costs are reimbursable from the TIDD once approved. Proposed lands that might be included are Syspro Park, tennis court area, Southwest Technology Development Institute, and the Solar Research Facility.

Regent Saucedo asked for the process and if and when the Board would be presented with that question.

Executive Director Savage stated that the purpose of the resolution is to request and ensure the Board's support for the process going forward, support the formation of advising taskforce of NMSU leadership, a broad range of leadership, so they have the most impactful and effective process. The resolution also states that prior to any resolution or any agreement to the city council, county, or state, that they would go back to the Regents for final approval. They are looking for the Board's support to move forward in the planning process, then they will come back to the Board with the final agreement.

Regent Saucedo asked what the difference is between the previously mentioned proposal in 2021 that was

rejected by the city and this situation and why it be made it public or to TIDD?

Executive Director Savage answered that the sense of collaboration of proposed entities is supported here and that the funds that are generated are public tax revenues. There is a direct tie to the development of public infrastructure.

Harry Relkin stated that this would be public to public TIDD as opposed to the private entity's bottom line. Also, the economic development component of this TIDD, which is the bedrock of state law, that it was an active creating TIDD is highlighted by the initial feasibility study as opposed to the product that was before the city council. There's often a worry that use of the publicly induced tax revenue going to the bottom line of a private developer. In this case, it would be going solely to the bottom line of New Mexico State University, city, county, and state. Additionally, the basic plans of the city of Las Cruces is that they have developed dove tails with this plan. The initial thoughts with this potential development on New Mexico State lands almost perfectly. Some of the initial contacts have been favorable. At the state level, if they follow the format that they were able to achieve at UNM, it will be a joint effort between the city of Las Cruces and NMSU.

Regent Romero asked in terms of timelines, if everything rolls out smoothly, when would they see some of these projects. He also asked in regards to partnerships, if there are other constituents that they could get feedback from, how that would happen and who might they be.

Executive Director Savage answered that they are looking at a 2-year process to complete all applications and receive final approval. At that time the tax districts begin to generate tax variables of those revenues that come in to the new construction projects. Some come through the operations of businesses and gross receipts tax on sales of those businesses. It takes time from the formation of the district for funds to begin to build up. As funds begin to build up, their application costs would be reimbursed out of those funds. Over the period of a few years, funds begin to build up that allow you to execute and reimburse projects that are developed. As they are developed and as there is a consistent revenue forecast over time for those taxes, then they can look at a bond issue to generate a pool of money to accelerate those developments. It may take 3-5 years. On the issue of community engagement, they have had community liaison leads in the past and it would make sense for them to do that.

Harry Relkin added that it doesn't hold up development. Once the district is formed, a project can begin. The reimbursement could come later. The university would still be in control if it desired to do a project and then wait on reimbursement. When the district is formed by the city, even before the county and state sign off, any new tax revenues accruing within the district are put into an account. Then, they can go later cash on cash or once there is predictable reoccurring revenue, issue a long-term bond.

Chairwoman Devasthali stated that the TIDD formation might entail annexational plans and some may be NMSU land, but that doesn't mean a change in ownership of the land. Chairwoman Devasthali asked if the only difference would be a land lease they would be receiving income and a land annexation they would not.

Executive Director Savage answered that once formed in TIDD district and annexed, the land lease would still revert directly to the university's operating partners, Aggie Development or Arrowhead.

Special Assistant Eschenbrenner stated that the same thing has been done in the past with the Convention Center and the Marriot Courtyard. What has been done in the past was annexing the additional lands.

Chancellor Arvizu stated that they have regular meetings with the city constituents, specifically the city manager, who liked annexation. This generates revenue for the city. They're highly motivated. Chancellor Arvizu asked that since BCOM sits on the land what kind of implications do they have for listing tenants on the land.

Special Assistant Eschenbrenner answered that BCOM is a tax-exempt entity, so it wouldn't have any impact on their operations. However, it may affect other entities. It is dependent upon the GRT tasks. Currently, they pay

6.75% rate for GRT and with the city it's 8.3125%. Inside the city limits the GRT is higher. They are making them aware and letting them know that it will probably enhance their operations.

Chancellor Arvizu asked how NMSU's EDA grant from the Department of Commerce to do infrastructure is complementary.

Executive Director Savage stated that Arrowhead Park and Aggie Uptown have been challenged for funds to develop infrastructure. Most of the infrastructure at Arrowhead that you see have been built through EDA grants since 2007-2008.

Special Assistant Eschenbrenner stated that in terms of community engagement, they would invite the community to come, just as they did with the Farm and Ranch Center. They would have a similar presentation and consultants present and hear what their concerns are. They will reach out directly to some community members and look for their feedback as well.

The Chief of Staff read the resolution as follows:

"WHEREAS, NMSU is the land grant institution for the state of New Mexico, and has a core mission for economic development; and

WHEREAS, the southern New Mexico continues to experience high levels of poverty, and is in need of economic opportunity, job growth, and higher wages; and

WHEREAS, Arrowhead Center, Inc. and Aggie Development, Inc. were created to address this need for increased economic opportunity; and

WHEREAS, the signature real estate development investments of NMSU are Arrowhead Park and Aggie Uptown; and

WHEREAS, these real estate investments require funding and development of infrastructure that is beyond the current scope and capacity of NMSU financial resources; and

WHEREAS, the State of New Mexico has identified and provided for this need of funding infrastructure through existing legislation providing for public entities to establish tax increment development districts (TIDD); and

WHEREAS, the City of Las Cruces has expressed interest in partnering to develop a tax increment district comprising Arrowhead Park, Aggie Uptown, and potentially other NMSU lands.

NOW THEREFORE, BE IT RESOLVED that the Board of Regents of New Mexico State University supports the formation of a Tax Increment Development District for Arrowhead Park, Aggie Uptown, and other applicable NMSU land for the purpose of funding and developing infrastructure in order to promote economic growth and vitality of the southern NM region.

BE IT FURTHER RESOLVED that the Chancellor of New Mexico State University establish an advisory taskforce charged with ensuring that the land-grant and Hispanic Serving Institution mission of NMSU is carefully preserved in the formation of a Tax Increment Development District for Arrowhead Park, Aggie Uptown, and other applicable NMSU land.

BE IT FURTHER RESOLVED that the Board of Regents of New Mexico State University will have final authority for entering into a Memorandum of Understanding with City, County, and State officials prior to final implementation and formation of the TIDD.

RESOLVED, this 15th day of September 2022, in Las Cruces, New Mexico"

Regent Saucedo motioned to approve the Resolution 2022-05. Regent Romeo seconded the motion. All were in favor and none opposed. Motion passed.

**I. Report from the New Mexico Department of Agriculture to the Regents of New Mexico State University (Board**

**of Agriculture), Cabinet Secretary & Director Jeff Witte**

Secretary and Director Jeff Witte gave an update to the Board of Regents. There have been fires across New Mexico that they have been dealing with. They have been working with Department Finance Administration and other entities, including other parts of NMSU. Through those efforts, they secured \$133 million in water ship protection. He had a meeting with all state entities of USDA. They secured land owner agreements for private property of \$32,000 a year. Legislature funded them a tremendous amount for new programs. They received \$1 million for health and soil program. They sent out requests for programs and received \$5.9 million in applications. They didn't fund all of them because not all met the intent of the spending. They will be going out for a second round. They received \$3 million for landscape projects. They received \$13 million in requests. The Salt and Water Conservation Commission narrowed those down to \$5.3 million for four proposals. The fund for the Chili Neighborhood Incentive Program is empty. It was spent on chili growers and workers, which is what it was intended for to get them through the chili harvest. They also have the New Mexico Vineyard Restoration fund in the amount of \$1 million. They are working with the New Mexico Wine and Grape Growers Association. Those funds will be distributed based on new acres of wine grapes going in. They have a Food and Farmer Initiative. This is a \$24 million initiative from the government. Of that, New Mexico was sent \$1.5 million and \$166,800 of that was reoccurring. Most of it was for one-time funds. The reoccurring funds were allocated to them to hire staff. They have allocated most of that to the Double Up Food Bucks program and the NM Grown Approved Supplier program. The Double Up Food Bucks program was \$1 million and matched another \$585,000. The Double Up Food Bucks program provides tokens to people who can use them at the Farmer's Market or other establishments for food. The Meat Value Chain program is now a reoccurring program. They continue to see the meat processing industry grow. There is a new director for the Meat Inspection program. They took one of their companies to the Las Vegas SIO Trade Show. They won a gold medal for the Most Innovative Product. AG Day is next week. Secretary of Agriculture, Tom Vilsack, announced \$2.8 billion in projects. One will impact the state of New Mexico. They had the Battle of the Salsas at the fair. There were 15 companies that competed. On September 16<sup>th</sup>, they will have the "Hatchstronauts" event. They will be honoring 17 "hashtonauts" and the support team of the NASA Plant Habit 0-14 that has been growing New Mexico chili in space. The event will be via Zoom.

**J. NMSU System Report, Chancellor Dan E. Arvizu**

Chancellor Arvizu gave his NMSU System report. NMSU is one of the 150 top performers of higher education social mobility. Our ranking in top public schools is in the top 132. The Athletics department just licensed a new NMSU product, Wobble on the Water, which are bottled waters. This adds to the Pistol Pete Most Wanted Salsa, Bosque Brewing 1888 beer, Les Combes Legacy wine, and Pistol Pete Legacy Pecans. On October 8<sup>th</sup>, the Marketing and Communication office, in collaboration with the Climate Action Team, is hosting a 5k race/walk in celebration of what everyone is thankful for. Grants for research will increase. The biomedical facility needs new equipment and infrastructure. They received a \$7 million NIH grant, which will be used for that purpose. They have a new partnership with another institution for an NIH grant in the amount of \$36 million. This is between both institutions. There is a growth in the PI Cabinet, Principal Investigative Cabinet. The expectation for the next budget cycle and years thereafter is significant revenues. They have been told at the state level to ask for what they need. There are categories on student success, infrastructure, including physically and digitally, and STEM National Workforce that is relevant to connection. This is more than \$2 billion in requests. Among those requests is \$25 million for graduate student workers, \$27 million for online programs, \$3 million for students' basic needs. There are a number of students who wouldn't have a place to live other than the university. Students and infrastructure, specifically digital technology, are high priority. They will make their list definitive and comprehensive, including the list of needs and why each are important. Then they will take it to holders in the legislature who have priorities and expectations about what they want to see. Then they will work with those who can help create a bigger impact going into the legislative session. In regards to STEM, Sandia and Los Alamos are anxious to engage with NMSU and be more aggressive and proactive in attracting and preparing students for New Mexico State and other universities.

Joint programs with them would be beneficial. They would help with curriculum development and how PSL can relate to the academy. Consensus numbers are being reported to HED. They report to HED, HLC, and accreditation body. We have an enrollment increase at every campus. HED wants Carlsbad to report their own numbers. We're up by 2.7% system wide and 3.2% on the main campus. The freshman class is the largest class they have had in a long time. The senior head count is down 156 students. The junior head count is down 112 students. The sophomore head count is down 129 students. There are a significant number of online students. Online students are up 1567 students.

Chairwoman Devasthali asked if NMSU is continuing to serve the Carlsbad students.

Chancellor Arvizu stated that NMSU is still serving those students. It's a transition. The faculty at Southeast [New Mexico] College are no longer NMSU faculty. They are Southeast [New Mexico] College faculty. They are affiliated because they didn't have their systems in place to take responsibility. HLC requires that NMSU counts those students. HED requests that NMSU not count them and instead Southeast [New Mexico] College count them.

Chairwoman Devasthali requested that the Regents be provided with their two-page document of what they will be asking for from the state. Some regents can advocate for specific things.

Vice Chancellor Johnston stated that they went through a process to compile a 'Big Ask' of items. Each of the bulleted areas will have a two-page document. They will have a campaign that will be NMSU-wide.

Regent Saucedo stated that we need to make sure that we ask properly at this session and that we need to do it this session because others will be putting in requests. It isn't a regular session. It is an opportunity. Regent Saucedo stated that we need to prepare early and start early.

Regent Bitsie stated that he would think that the decrease in head count would be larger in juniors than seniors and asked why that is.

Vice President Scott stated that there are two lead factors in the way for some seniors who aren't able to come back. One of the biggest reason is financial. Some people change their majors to study something else. Once they reach 180 credit hours, they are no longer eligible for state or federal aid. Some of those students have indicated that they are taking a year off. This number is higher than expected. It is very common for students to graduate in 6 years rather than 4 years. Some of those students are doing study abroad or experiential learning. NMSU's first year full time retention rate is higher than the national average of institutions similar to NMSU. This is attributed to some of the retention initiatives that was put in place. The junior and senior class have been impacted by the pandemic the most. The six-year graduation rate is over 50%.

Faculty Senate Chair Fassenko stated that we may not get the \$2.04 billion that we are seeking and would like to have a plan in place prioritizing what is on the list. Maslow's Hierarchy of Needs is physiological, food and water, safety, and health are the basics.

Regent Romero asked Chancellor Arvizu to comment on the increase in NMSU-O.

Chancellor Arvizu stated that digital, remote, and face to face learning has changed. Chancellor Arvizu stated that we need to be able to serve more students and to meet students where they are. Most of the underserved part of the demographic do not have the luxury as others. Chancellor Arvizu stated that if everyone on all campuses paid complete tuition, we would be at \$150 million. We have to take out state, federal, and institutional grants. We discount that 150 down to 100. Currently, NMSU-O represents approximately 10% of our net tuition revenue. As NMSU-O grows the tuition revenue will grow, smaller fraction of students, larger fraction of net revenues after the

discount.

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

**1. Good News for NMSU!**

Regent Bitsie said thank you to returning students to help new students coming in.

Regent Saucedo said his good news is extended to NMSU-O. New Mexico State is far ahead of other in state institutions.

Regent Romero said thank you to everyone's hard work for everyone has done as we come back as well as how impressed he is with NMSU-O, getting out to other communities across the state, and what's offered. Also, we've starting to have conversations with other entities in the state for continuing education, support professional development and certification.

Chairwoman Devasthali announced good news about the New Mexico Higher Education Department Endowment Grants. There are millions of dollars coming to the Foundation through the public endowments will go directly to benefit students. Thank you to everyone it obvious how much everyone cares about the students.

**L. Adjournment, Chairwoman Ammu Devasthali**

Regent Bitsie made a motion to adjourn. Regent Saucedo seconded the motion. All were in favor and none opposed. Motion passed.

Meeting adjourned at 12:34pm

**Meeting Minutes Approved on December 8, 2022 by the New Mexico State University Board of Regents.**



Ammu Devasthali  
Board of Regents Chair



Neal Bitsie  
Board of Regents Secretary/Treasurer