



**NEW MEXICO STATE UNIVERSITY
BOARD OF REGENTS
SPECIAL MEETING AGENDA
October 11, 2021 at 1:00pm**

Regents of New Mexico State University

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

Non-Voting Advisory Members - ASNMSU President Mathew Madrid, Faculty Senate Chair Julia Parra, Employee Council Chair Joseph Almaguer

University Officials - Chancellor Dan E. Arvizu, Ph.D., President John D. Floros, Ph.D., Provost Carol Parker, J.D., Vice Chancellor Ruth A. Johnston, Ph.D., Senior Vice President Andrew Burke, Ed.D., General Counsel Roy Collins III, J.D.

AGENDA

The Board of Regents meeting is available by webcast through the link at <https://panopto.nmsu.edu/bor/>

AGENDA

- A. **Call to Order**, *Chairwoman Ammu Devasthali*
 - 1. **Confirmation of Quorum and Roll Call**

- B. **Approval of Agenda**, *Chairwoman Ammu Devasthali*

- C. **Confirmation of Prior Closed (Executive) Session on October 11, 2021 at 9 AM**, *Chairwoman Ammu Devasthali*

- D. **Consent Items**
 - 1. **Bachelor of Arts – Music**, *Provost Carol Parker*
 - 2. **Bachelor of Arts – Linguistics**, *Provost Carol Parker*
 - 3. **Doctor of Philosophy - Applied Statistics**, *Provost Carol Parker*
 - 4. **Doctor of Philosophy - Health Equity Sciences**, *Provost Carol Parker*
 - 5. **NMSU Carlsbad: Site Drainage, Parking and Infrastructure Improvements**, *University Architect Heather Zack Watenpaugh*

- E. **Action Items**
 - 1. **None.**

F. Closed (Executive) Session

- 1. Close meeting to discuss the performance evaluation and objective statement for the 2021 – 2022 Academic Year for Chancellor Arvizu as permitted under the personnel matters exemption the New Mexico Open Meetings Act, NMSA Section 10-15-1, subsection (H)(2).**
 - a. Quantitative Performance Targets and Goals (Objective Statement) for Chancellor Dan Arvizu for Academic Year 2021 – 2022**
- 2. Reconvene in open session and take final action, if any, on such matters which shall be acted upon in open session following conclusion of the closed session.**

G. Adjournment, *Chairwoman Ammu Devasthali*



**NEW MEXICO STATE UNIVERSITY BOARD OF REGENTS
SPECIAL MEETING
October 11, 2021**

Item C

Confirmation of Prior Executive Session – October 11, 2021

The Board of Regents met in a closed executive session at 9:00am on October 11, 2021.

The closed executive session meeting was held to discuss the incentive compensation and evaluation for Chancellor Arvizu as permitted under the personnel matters exemption the New Mexico Open Meetings Act, NMSA Section 10-15-1, subsection (H)(2).

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

Regent Bitsie ____

Regent Saucedo ____

Regent Romero ____

Regent Chacón-Reitzel ____

Regent Devasthali ____



Board of Regents Meeting
Meeting Date: October 11, 2021
Agenda Item Cover Page

Agenda Item #: D-1

- Action Item
- Consent Item
- Informational Item

Presented By: Carol Parker, J.D.
Provost

Agenda Item: Bachelor of Arts – Music

Requested Action of the Board of Regents: Motion to approve the Bachelor of Arts in Music degree program

Executive Summary:

The proposed program complements existing music education and music performance degrees, serving student populations with distinctly different, interdisciplinary career aspirations and different levels of preparation. The proposed concentrations are in Music Theatre, pre-Music Therapy, and pre-Speech Language Pathology. The program also supports double majoring or individually-constructed specializations. Specialized concentrations distinguish it from other BA programs in the state and there are documented collaboration opportunities with other NMSU departments and campuses.

The proposed program aligns with LEADS 2025 by diversifying and increasing enrollment with an estimated potential to double enrollment within the department. The proposed program aligns with NASM (music accrediting agency) recommendations for “Liberal Arts” music degrees.

No additional resources are required and the program would leverage existing instructional capacity.

References:

See attached

Prior Approvals:

Departmental Faculty, Department Head, College Curriculum Committee, Academic Dean, University Program Academic Committee, Provost, and President.

The program was presented to the Regents Student Success Committee on September 30, 2021 and the committee recommended moving this proposal forward to the Board of Regents for consideration.



Board of Regents Meeting
Meeting Date: October 11, 2021
Agenda Item Cover Page

Agenda Item #: D-2

- Action Item
- Consent Item
- Informational Item

Presented By: Carol Parker, J.D.
Provost

Agenda Item: Bachelor of Arts – Linguistics

Requested Action of the Board of Regents: Motion to approve the Bachelor of Arts in Linguistics degree program

Executive Summary:

The proposed Interdisciplinary degree program complements existing foreign language degrees in the department and is well-suited for double majors. This program would replace an existing Supplemental Major in Linguistics and would better serve those students.

The program addresses growing need for linguistic training across a range of fields, most notably in education of culturally and linguistically diverse learners. Presently there are only 4 of 15 peer institutions that offer a BA in Linguistics and the interdisciplinary structure distinguishes it from other programs in the state and region. The program would also strengthen collaboration among NMSU departments.

The proposed program aligns with LEADS 2025 by diversifying and increasing enrollment, strengthens career pathways and integrates with efforts related to research, service and outreach in our culturally and linguistically diverse region.

No additional resources are required and the program would leverage existing instructional capacity.

References:

See attached

Prior Approvals:

Departmental Faculty, Department Head, College Curriculum Committee, Academic Dean, University Program Academic Committee, Provost, and President.

The program was presented to the Regents Student Success Committee on September 30, 2021 and the committee recommended moving this proposal forward to the Board of Regents for consideration.



Board of Regents Meeting
Meeting Date: October 11, 2021
Agenda Item Cover Page

Agenda Item #: D-3

- Action Item
- Consent Item
- Informational Item

Presented By: Carol Parker, J.D.
Provost

Agenda Item: Doctor of Philosophy - Applied Statistics

Requested Action of the Board of Regents: Motion to approve the Doctor of Philosophy in Applied Statistics degree program

Executive Summary:

The proposed interdisciplinary degree program is a natural expansion of an existing, successful Master's program. The program serves students without graduate level training in statistics as well as students with a Master's degree in statistics or a related field who desire a doctoral degree for advancement.

There are excellent employment opportunities for graduates in a broad array of fields which includes a projected 31% growth in jobs for statisticians over next ten years. This includes opportunities in the state of New Mexico, such as Sandia National Labs and UNM School of Medicine. There is a substantial salary increase for students completing a Ph.D. level vs a Master's level degree.

Gray Associates data indicates likely student demand and minimal competitive pressure. The applied focus of the proposed program distinguishes it from related PhD programs in the state and it leverages existing faculty strengths in collaborative research.

The proposed program aligns with LEADS 2025 by diversifying and increasing enrollment and it broadly supports research endeavors and R1 goals.

Minimal additional resources are required and the program would leverage existing instructional capacity.

References:

See attached

Prior Approvals:

Departmental Faculty, Department Head, College Curriculum Committee, Academic Dean, University Program Academic Committee, Provost, and President.

The program was presented to the Regents Student Success Committee on September 30, 2021 and the committee recommended moving this proposal forward to the Board of Regents for consideration.



Board of Regents Meeting
Meeting Date: October 11, 2021
Agenda Item Cover Page

Agenda Item #: D-4

- Action Item
- Consent Item
- Informational Item

Presented By: Carol Parker, J.D.
Provost

Agenda Item: Doctor of Philosophy - Health Equity Sciences

Requested Action of the Board of Regents: Motion to approve the Doctor of Philosophy in Health Equity Sciences degree program

Executive Summary:

The proposed degree program, developed in cooperative agreement with UNM, is focused on health disparities and equity from public health, population health, and community health perspectives. The program aims to develop leadership capacity in the state and region to address disparities in health outcomes for underserved and marginalized groups.

The cooperative UNM and NMSU programs, submitted in parallel for approval, are distinct academic degrees with separate core requirements and students. They will leverage shared faculty expertise, library resources, and concentration/elective courses to provide an optimal student experience and broader specialization options. The cooperative programs are unique in the state and region.

The program aligns with and builds on an existing, successful Master's of Public Health (MPH) program and the MPH alumni survey gives evidence of substantial student demand.

The proposed program aligns with LEADS 2025 by diversifying and increasing enrollment and it addresses key R1 objective of increasing Social Science Ph.D. graduates. Furthermore, the proposed program fosters development of programs that support social mobility, which is directly relevant to Equity, Inclusion and Diversity goals and addresses grand challenges of the LEADS 2025 plan.

There is need for modest additional resources.

References:

See attached

Prior Approvals:

Departmental Faculty, Department Head, College Curriculum Committee, Academic Dean, University Program Academic Committee, Provost, and President.

The program was presented to the Regents Student Success Committee on September 30, 2021 and the committee recommended moving this proposal forward to the Board of Regents for consideration.

NMSU Program Approval Process Overview

REGENTS STUDENT SUCCESS COMMITTEE
SEPTEMBER 30, 2021

Carol Parker	Provost and Senior VP for Academic Affairs
Joseph Lakey	UPAC Co-Chair
David E. Smith	Associate Provost, Curriculum and Assessment



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New Mexico State University

Approval Process (ARP 4.81 Appendix A) New Baccalaureate Degree Programs

- Proposals submitted to the Program Inventory Management (PIM) System
- Administered by Student Records Office
 - System provides approval workflow

Approval Steps

- Departmental Faculty
- Department Head
- College Curriculum Committee
- Academic Dean
- University Program Academic Committee (UPAC)
- NMSU Provost
- NMSU President
- NMSU Board of Regents
- NM Higher Education Dept
- Higher Learning Commission



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Additional Approval Steps for Graduate Programs

Approval Steps

- Departmental Faculty
- Department Head
- College Curriculum Committee
- Academic Dean
- **Graduate Dean**
 - University Program Academic Committee (UPAC)
 - NMSU Provost
 - NMSU President
 - NMSU Board of Regents
- **NM Council of Graduate Deans**
 - NM Higher Education Dept
- **NM State Board of Finance**
 - Higher Learning Commission



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University Program Approval Committee (UPAC)

- Created in Fall 2020 to provide strategic oversight of new program creation and to streamline the program approval process
- Co-chairs appointed by Faculty Senate and the Associate Deans Academic Council (ADAC)
- Membership includes representatives of
 - Academic Deans Council
 - Office of Digital Learning
 - Community College AVPs
 - ASNMSU
 - Graduate Dean
 - Student Records Office (*ex officio*)
 - Graduate Council
 - Provost Office (*ex officio*)
- Collaborating with Provost Office to define/refine program approval criteria



General Approval Criteria

- Meets general program/catalog requirements: admissions requirements, student learning outcomes, road maps, etc.
- Effectively addresses state approval criteria. These criteria are embedded in the PIM application requirements. Goal: UPAC approval should assure that state approval is likely.



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Specific Approval Criteria

- Alignment with LEADS 2025 goals, mission, and institutional priorities (i.e., student social mobility)
- Alignment with other NMSU offerings including articulation potential; alignment with research goals
- Value to students including employment opportunities for graduates
- Value to the state: Alignment with state priorities and support; alignment with workforce needs, etc.
- Prevalence of competing programs
- Cost-benefit analysis: Projected student demand; faculty instructional capacity; resource requirements, etc.
- Addresses accreditation requirements if appropriate



Programs for Consideration Today

- Music – Bachelor of Arts
- Linguistics – Bachelor of Arts
- Applied Statistics – Doctor of Philosophy
- Health Equity Sciences – Doctor of Philosophy



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Music – Bachelor of Arts

- Complements existing music education and music performance degrees, serving student populations with (i) distinctly different, interdisciplinary career aspirations and (ii) different levels of preparation
- Proposed concentrations in Music Theatre, pre-Music Therapy, and pre-Speech Language Pathology; Supports double majoring or individually-constructed specializations
- Specialized concentrations distinguish it from other BA programs in the state; documented collaboration opportunities with other NMSU departments and campuses
- Aligns with NASM (music accrediting agency) recommendations for “Liberal Arts” music degrees



Music – Bachelor of Arts

- Estimated potential to double enrollment within the department
- No additional resources required; leverages existing instructional capacity
- LEADS 2025 Alignment:
 - Diversify and increase enrollment
 - Strengthen career pathways
 - Aligns with growth in creative arts research capacity
 - Exemplifies leveraging existing resources to broaden impact and better serve our diverse student populations
- Music representative: Dr. Sarah Daughtrey



Linguistics – Bachelor of Arts

- Interdisciplinary degree; complements existing foreign language degrees in the department; well-suited for double majors
- Replaces an existing Supplemental Major in Linguistics and better serves those students
- Aligns with growing need for linguistic training across a range of fields, most notably in education of culturally and linguistically diverse learners (Yazzie/Martinez decision, etc.)
- Only 4/15 peer institutions offer BA in Linguistics; interdisciplinary structure distinguishes it from other programs in the state and region; strengthens collaboration among NMSU departments
- No additional resources required; leverages existing instructional capacity



Linguistics – Bachelor of Arts

- LEADS 2025 Alignment:
 - Diversify and increase enrollment
 - Strengthen career pathways and integrate with efforts related to research, service and outreach in our culturally and linguistically diverse region
 - Exemplifies leveraging existing resources to broaden impact and better serve our diverse student populations

- Languages & Linguistics representative: Dr. Patricia MacGregor-Mendoza



Applied Statistics – Doctor of Philosophy

- Natural expansion of existing, successful Master's program
- Excellent employment opportunities for graduates in a broad array of fields; Projected 31% growth in jobs for statisticians over next ten years; substantial salary increase at Ph.D. level vs Master's level
- Specific employment needs documented for Sandia National Labs and UNM School of Medicine
- Serves two groups of students
 - Those without graduate level training in statistics
 - Those with a Master's degree in statistics or a related field desiring a doctoral degree for advancement
- Applied focus distinguishes it from related PhD programs in the state (UNM and NMSU); leverages existing faculty strengths in collaborative research



Applied Statistics – Doctor of Philosophy

- Gray Associates data indicates likely student demand and minimal competitive pressure
- Minimal resources required; uses existing instructional capacity
- LEADS 2025 Alignment:
 - Diversify and increase enrollment; strengthen career pathways; elevate graduate education
 - Broadly supports research endeavors and R1 goals
 - Exemplifies leveraging existing resources to broaden impact

- Applied Statistics representative: Dr. Charlotte Gard



Health Equity Sciences – Doctor of Philosophy

- Focused on health disparities and equity from public health, population health, and community health perspectives
- Cooperative agreement with UNM; separate core course requirements; shared faculty expertise and concentration courses; reciprocity without dependency
- Develops leadership capacity in the state and region to address disparities in health outcomes for underserved and marginalized groups
- Aligns with and builds on existing, successful Master's of Public Health program
- MPH alumni survey gives evidence of substantial student demand
- Addresses key R1 objective of increasing Social Science Ph.D. graduates



Health Equity Sciences – Doctor of Philosophy

- Modest resource needs
- LEADS 2025 Alignment:
 - Diversify and increase enrollment; strengthen career pathways; elevate graduate education
 - Addresses local/global challenges; research growth in humanities and social sciences (R1 goal); amplify impact of research on society and the economy
 - Fosters development of programs that support social mobility
 - Directly relevant to EID goals; addresses grand challenges
- Health Equity Sciences representative: Dr. Joe Tomaka



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Thank you!



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Board of Regents Meeting
Meeting Date: October 11, 2021
Agenda Item Cover Page

Agenda Item #: D-5

- Action Item
- Consent Item
- Informational Item

Presented By: Heather Zack Watenpaugh, University Architect

Agenda Item: NMSU Carlsbad: Site Drainage, Parking and Infrastructure Improvements

Requested Action of the Board of Regents: Approval of Carlsbad Site Drainage, Parking and Infrastructure Improvements.

Executive Summary: This project includes construction of two new parking lots, repairs/resurfacing of existing parking lots, ADA and sidewalk upgrades, new lighting and security

References:

NA

Prior Approvals:

Regents Real Estate Committee 08/26/2021

Board of Regents

CARLSBAD: SITE DRAINAGE, PARKING AND INFRASTRUCTURE IMPROVEMENTS

Heather Watenpaugh
University Architect

Luis Campos
Associate Vice President

Facilities and Services



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Proposed Scope of Work

Project Budget \$3,106,545

The Carlsbad Site Drainage, Parking, and Infrastructure project includes:

- Design and construction to improve campus-wide parking and drainage; the construction of two new parking lots at the east and northeast of the Main Building entrance; repair or resurface existing parking lots; and complete associated striping
- ADA and sidewalk improvements campus wide
- Security lighting for new parking lots, installation of Wi-Fi, and security cameras

Site Demographics

- **Year Built:** 1966
- **Last Expansion:** N/A
- **Lot Sizes:** 45,000 SF and 27,000 SF Parking expansion
- **Construction Type:** Asphalt
- **Current Use:** Parking for Faculty/Students/Staff



Proposed Project Schedule

- Completion of Design – November 2021
- Start of Construction – February 2022
- Completion of Construction – June 2022



Funding Sources and Prior Approvals

Project Funding — \$3,106,545

- 2021 General Obligation Bond – \$1,500,000
- 2019 General Obligation Bond – \$106,545
- NMSU - Carlsbad Institutional Funds – \$1,500,000

Prior Approval

- 2019/FY21 Yearly Capital Projects Summer Hearings (GOB)

Contact Information

Heather Watenpaugh
University Architect
Facilities and Services
www.facilities.nmsu.edu
575.646.1360
hzw@nmsu.edu

Luis Campos
Associate Vice President
Facilities and Services
www.facilities.nmsu.edu
575.646.2101
campos1@nmsu.edu



Thank you!
Questions?



Carlsbad: Site Drainage, Parking and Infrastructure Improvements

Supplemental Information



Existing Conditions



Existing parking lots, ADA parking and sidewalks

Existing Conditions



Existing parking lots, ADA parking and sidewalks

Proposed Parking Lot



Proposed new parking lot layout to include east and northeast parking, lighting, ADA parking, accessibility paths, and signage.



Board of Regents Meeting
Meeting Date: October 11, 2021
Agenda Item Cover Page

Agenda Item # F – 1a

- Action Item
- Consent Item
- Informational Item

Presented By: Ammu Devasthali
Chair
NMSU Board of Regents

Agenda Item: Quantitative Performance Targets and Goals (Objective Statement) for Chancellor Dan Arvizu for Fiscal Year 2021/2022

Requested Action of the Board of Regents: Approval of the Quantitative Performance Targets and Goals (Objective Statement) for Chancellor Dan Arvizu for Fiscal Year 2021 - 2022

Executive Summary: In fulfillment of Article 4.02 (as amended December 5, 2019) of the Employee Agreement between the Regents of New Mexico State University and Dr. Dan Arvizu, the Chancellor must propose and the Regents approve the Quantitative Performance Targets and Goals (Objective Statement) each fiscal year.

The attached Objective Statement is the proposed Objective Statement for Fiscal year 2021/2022 subject to consideration by the board for their approval.

References: See attached Objective Statement

Prior Approvals: N/A

Objective Statement - FY22 - Exhibit B - Draft Oct-7-2021									
NMSU Executive Performance Incentive Plan - Chancellor Dan Arvizu									
Goal 1: Enhance Student Success and Social Mobility		Current	Actual Methodology	Actual Performance	Internal Target	Stretch Target	Incentive Weight	Actual Incentive	Maximum Incentive
1A	LC Campus Enrollment	13,904 (Fall 2021)	Linear		14,100 (+196, +1.4%) +71 UG, +125 GR	14,300 (+396, +2.8%)	30%		\$11,250
1B	LC Campus Fall to Fall Retention Rate (One Year)	71.6% (Fall 2021)	Linear		75.0% (+3.4%)	77.0% (+5.4%)			\$11,250
1C	LC Campus 4YR Graduation Rate	32.2% (Fall 2021)	Linear		33.7% (+1.5%)	35.2% (+3.0%)			\$5,625
1D	LC Campus 6YR Graduation Rate	50.4% (Fall 2021)	Linear		52.0% (+1.6%)	54.5% (+4.1%)			\$5,625
1E	ALCC Fall to Fall Retention Rate	52.5%	Linear		55% (+2.5%) Pre-COVID	56% (+3.5%)			\$3,750
1F	DACC Fall to Fall Retention Rate	58.6%	Linear		63% (+4.4%) Pre-COVID	64% (+5.4%)			\$3,750
1G	GRCC Fall to Fall Retention Rate	42.4%	Linear		58% (+15.6%) Pre-COVID	59% (+16.6%)			\$3,750
									\$45,000
Goal 2: Elevate Research and Creativity		Current	Actual Methodology	Actual Performance	Internal Target	Stretch Target		Actual Incentive	Maximum Incentive
2A	Research Expenditures S&E	\$109.522M	Linear		\$112.58M (+3.058M, 2.7%)	\$115M (+\$5.478M, +5.0%)	30%		\$10,000
2B	Research Expenditures Non-S&E	\$1.057M	Linear		\$2.0M	\$3.0M			\$10,000
2C	Researchers (Post Doctoral and Scientists)	105	Linear		115 (+10, +9.5%)	120 (+15, +14.3%)			\$10,000
2D	Doctorates Awarded S & E	pending	Linear						\$5,000
2E	Doctorates Awarded Non S & E	pending							\$5,000
2F	Doctorates Awarded other	pending							\$5,000
									\$45,000
Goal 3: Amplify Extension and Outreach		Current	Actual Methodology	Actual Performance	Internal Target	Stretch Target		Actual Incentive	Maximum Incentive
3A	Outreach and Service Expenditures - Competitive Grants and Contracts	\$22.37M (FY21)	Linear		\$22.87M (+\$.5M, +2.2%)	\$23.37M (+\$1M, +4.5%)	10%		\$5,000
3B	Donor Relations - Current and Planned Gifts and Pledges	\$20,389,598 (FY21)	Linear		\$23,389,598 (+\$3M, +14.7%)	\$25,389,598 (+\$5M, +24.5%)			\$10,000
3C	Increased Stakeholder Engagement	pending							\$7,500
									\$22,500
Goal 4: Build a Robust University System		Current	Actual Methodology	Actual Performance	Internal Target	Stretch Target		Actual Incentive	Maximum Incentive
4A	Academic Productivity Index	1.64 - PENDING	Linear		1.68 (+.04, +2.4%)	1.70 (+.06, +3.7%)	30%		\$15,000
4B	Administrative Efficiency - Institutional Support Expenditures per Student FTE	\$2,182 (FY20) 50% of LEADS Peers (FY20) 29% of NM Publics (FY20)	Linear		45% of LEADS Peers +5%	Top 25% of NM Publics +4%			\$15,000
4C	Demonstrated Improvement in Shared Governance	pending	Survey						\$7,500
									\$37,500
NMSU System									\$150,000

Note: All calculations are to be conformed across years, using the same methodology, estimation and assumptions.