1. Meeting called to order at 8:33

2. Introductions
   • Phil DeLeon is here for Luis Cifuentes

3. Approval of Minutes from January 11, 2020: Approved as distributed

4. Old Business — none

5. New Business
   • ARP 3.14 — Non-Work Related Use of University Resources & Repeal 15.18 — Use of NMSU Telephone Equipment
     ○ Moved to shorten review process and recommend approval today
     ○ Motion passed, with one vote against
   • ARP 6.21 — Drug and Alcohol Abuse Prevention and Testing
     ○ Policy based on best practices — includes expectations, roles, responsibilities.
     ○ This is the first read.
     ○ Seeking meetings over next month with PSL, NMSU PD, Aggie Health and Wellness, HR, ESH&RM among others.
   • Combined: ARP 16.65 — Drug and Alcohol Free University Community & RPM 16.65 — Drug and Alcohol Free Workplace
     ○ Drug and Alcohol Free Campus
     • Part of effort to separate ARP and RPM.

6. University-wide announcements
   • First amendment and higher education, Roy Collins
     ○ Brandeis University Principles
       • https://www.brandeis.edu/free-expression/principles/index.html
     ○ Universities can restrict time, placement and manner of speakers.
     • One set of restrictions from University of Virginia
       • https://uvapolicy.virginia.edu/policy/PRM-017
     ○ Case law allows fees to cover security
     ○ Heckler’s Veto — can’t allow a heckler to close down a talk.
     ○ ARP 3.63
   • Data Governance, Carol Parker
     ○ Charged with keeping our data safe
     ○ This is important for our KPIs relative to our strategic plan.
     ○ Standing up a new process for requesting data
     • Would like for data requests to be filled where possible with standard reports
   • Climate Study Follow Up, Gena Jones
• Action Team is being developed — we have collected nominations and are finalizing this now.
• Reports will be distributed soon for specific areas — departments, campuses, etc. for areas with >10 direct reports who participated in the survey. Use the information — it is important respond.

• **I-9 and EVerify, Gena Jones**
  • Going to 1-9 electronically on March 1.
  • The electronic form should be more accurate because there are internal checks.
  • Rationale: Better onboarding, faster first paycheck.
  • This will allow us to hire classes of people who can only be hired through e-Verify
  • Trainings will be provided for HR liaisons
  • HR will work with units as requested
  • Communication plan
    • Starts here
    • Counting on HR liaisons to assist
    • Communicate out to rest of university starting next week

• **Performance evaluations, Gena Jones**
  • These are due March 16
  • Employee evaluations should be aligned with the goals of NMSU LEADS 2025 (not actions)

• **Employees and talking to the media, Justin Bannister**
  • Most inquiries are about timely subjects, like Coronavirus, computer hacking, etc.
  • Some calls go directly to faculty members of staff.
  • Marketing and Communications can help with media requests: they support all of NMSU.
  • President’s comments
    • Faculty and staff have not had training in how to speak to media.
    • Advice: Think through things and get Justin’s input.
    • Anybody speaking to the media will be viewed as speaking for NMSU.
    • Take time to prepare well. Have your major points.
  • Some requests will seem urgent, but you can always take time to prepare.
  • Justin will send guidelines on talking to the media
    • Need to be savvy about electioneering dirty tricks.
    • Definition of who is a journalist has greatly changed.

7. **Update**
• **Faculty Senate**
  • Land Acknowledgment statement
  • Curricular revisions — these are coming up
  • Julia Parra will be the next FS chair

• **Athletics**
  • There was a great response when Athletics collected food for Aggie Cupboard at a game.
  • Reunion teams
    • All 9 living members of 1970 team will be here Saturday
Baseball and softball continue this weekend
- Luis Cifuentes throwing out the first ball this weekend

**Employee Council**
- New member voting — will have 6 new members, 4 new alternates
- Meeting is Thursday. Voting for new executive team at that meeting.

**University Advancement**
- Call for nominations for HDR for May.
- Derek Dickson will be here in about 45 days
- About 200 people in SF for Alumni event — great turn out
- President’s Associates Ball — May 2 at Convention Center

**President**
- It is on all of us to explain the value of higher education to the state.
- Opportunity Scholarship has moved from last dollar to middle dollar. This costs more but benefits Pell Grant awardees
  - Executive is asking institutions to sign MOUs
  - Rolled out to 2-year institutions first.
- Look for an announcement soon about the AVP for Facilities and Services
- Marketing and Communications has moved all over campus. Looking for space.

**Provost**
- Update on Reorgs: Candidates for digital learning visit next week. Greg Fant is retiring end of fiscal year. Library leadership is vacant.
- Three searches — will be re-organizing office.
  - Vice Provost will have a portfolio related to Curriculum, Enrollment management, accreditation; will work with VP for digital learning.
  - Meeting with library staff -> proposing VP for library with a broader role in support for community colleges, open resources, e-textbooks, etc.
- Searches underway for deans of Honors, Education
- Restructured IBP. Cindy Garrett serving as Executive Assistant. Will support a community of practice led by a faculty fellow for Beyond Borders.
- Digital Measures administrator — this will support goal 3, especially.
- Dean Cooper leading the health task force.

**Strategic Plan feedback**
- Due out this month.
- Climate Survey
  - President willing to come to units to visit