

EASTERN NEW MEXICO UNIVERSITY
Board of Regents Meeting
ENMU-Portales, Regents Room
December 12, 2025 – 8:30 a.m.

CALL TO ORDER

Regent Vice President Ray Birmingham called the meeting to order at 8:30 a.m. and declared a quorum. Regents Ray Birmingham, Emily Wilbanks, Lance Pyle, and Phillip Bustos were present. Regent Trish Ruiz was not in attendance.

Roll call: Regent Ruiz – No response; Regent Birmingham – Yes; Regent Wilbanks – Yes; Regent Pyle – Yes; Regent Bustos – Yes.

PLEDGE OF ALLEGIANCE

APPROVE THE AGENDA

Regent Bustos moved to approve the agenda as presented. Regent Wilbanks seconded the motion. Vote: Birmingham – Yes; Wilbanks – Yes, Pyle – Yes; Bustos - Yes. Motion approved.

APPROVAL OF MINUTES

Regent Pyle moved to approve the minutes of the November 14, 2025, meeting. Regent Wilbanks seconded the motion. Vote: Birmingham – Yes; Wilbanks – Yes; Pyle – Yes; Bustos - Yes. Motion approved.

BUSINESS MATTERS

1. Internal Audit Charter

Ms. Jessica Small stated that the Institute of Internal Auditors issues the standards for the practices of internal auditing. They provide the conceptual framework that organizes and guides the established Global Internal Audit Standards. The last internal audit charter was approved by the Board on June 2, 2018, in accordance with the 2017 standards. These standards were updated in 2024, and requested that the ENMU Board of Regents approve the new charter.

Regent Pyle moved to approve the Internal Audit Charter as presented. Regent Bustos seconded the motion. Vote: Birmingham – Yes; Wilbanks – Yes; Pyle – Yes; Bustos – Yes. Motion approved.

2. Annual Audit Report

Ms. Small said that in accordance with the Global Internal Audit Standards for the Professional Practice of Internal Auditing, the Internal Audit department is communicating the following points to the Board:

- The purpose and mission of Internal Audit
- The audit framework used by the department
- Independence and objectivity of the internal audit function and the internal auditor
- Results of the Quality Assurance and Improvement Program

Ms. Small provided a summary of engagements performed during 2025, along with the results of those audits and reviews.

Regent Bustos moved to approve the annual audit report as presented. Regent Pyle seconded the motion. Vote: Birmingham – Yes; Wilbanks – Yes; Pyle – Yes; Bustos – Yes. Motion approved.

3. FY27 Capital Projects

Mr. Tony Major provided a list of prioritized project requests ranked by need and legislative alignment. This comprehensive list offers multiple opportunities to use one-time legislative funding.

• Agriculture – Animal Education and Research Center	\$450,000
• Interactive Simulation and Treatment Lab for Speech Language Pathology	350,000
• Information Technology Systems – Infrastructure Upgrades	1,200,000
• Department of Public Safety – Police Units	300,000
• Expanding STEM Education and Research	575,000
• Fine Arts Technology – Facility & Equipment Upgrade	425,000
• Allied Health Education & Research – Anatomy and Imaging Systems	300,000
• Blackwater Draw – Security Upgrades	490,000
• Greyhound Sound – Marching Band Uniforms	225,000
• College of Fine Arts – Supporting Fine Arts Performances	360,000
• KENW – Equipment	400,000

Mr. Major requested that this list be amended to include an additional request from Athletics for \$1.2M, as it was inadvertently omitted from the original request.

Regent Pyle moved to approve the FY27 capital projects as presented, including the additional request from Athletics. Regent Bustos seconded the motion. Vote: Birmingham – Yes; Wilbanks – Yes; Pyle – Yes; Bustos – Yes. Motion approved.

4. Proposed Rates for Room and Board FY27

Mr. Major presented a 3% recommended increase for residence halls and apartments, and no increase for board plans at this time.

The room rate recommendation ranges from \$12 to \$103 per semester, depending on the facility. As auxiliary units, Housing must rely on its own revenue to cover expenses and rising operational costs.

Regent Bustos suggested making a price comparison available to students so they can fully understand the affordability of living on campus.

Regent Wilbanks moved to approve the proposed room and board rates for FY27 as presented. Regent Bustos seconded the motion. Vote: Birmingham – Yes; Wilbanks – Yes; Pyle – Yes; Bustos – Yes. Motion approved.

5. Proposed Rates for Tuition and Fees FY27

Mr. Major recommended no increase for tuition and fees for the 2026-2027 academic year. This is the sixth consecutive year that tuition and fees have not been increased. It is projected that operating expenses will increase by \$1 million next year. It is believed that these costs can be absorbed through ongoing efforts in operational efficiencies and an anticipated increase in state appropriations.

Regent Pyle moved to approve no increase in tuition and fees for FY27 as presented. Regent Wilbanks seconded the motion. Vote: Birmingham – Yes; Wilbanks – Yes; Pyle – Yes; Bustos – Yes. Motion approved.

6. ENMU-Roswell Emeritus Status for Dr. Loyd Hughes

Dr. Shawn Powell stated that Dr. Loyd Hughes served as Provost on the Roswell campus for 16 years and remains the longest-serving senior leader in the institution's 67-year history. Dr. Hughes oversaw organizational structure changes, and his leadership style could be described as participatory management, which led to the development of more than two dozen committees to advise on various aspects of operations.

During the 1980s, Dr. Hughes developed a facilities master plan that called for a five-phase construction project to be implemented. He sought permission from the Community College Board to put forth a \$5M bond question, which passed and funded construction and renovation projects.

Regent Pyle moved to approve the Emeritus status for Dr. Loyd Hughes as presented. Regent Bustos seconded the motion. Vote: Birmingham - Yes; Wilbanks – Yes; Pyle – Yes; Bustos – Yes. Motion approved.

7. ENMU-Roswell Proposed Fees FY27

Dr. Powell presented fee recommendations for several technical education programs, based on factors of inflation, budget needs, course expenses, and student impact. These fee recommendations range from \$25 to \$250.

Regent Pyle moved to approve the ENMU-Roswell proposed fees for FY27 as presented. Regent Birmingham seconded the motion. Vote: Birmingham - Yes; Wilbanks – Yes; Pyle – Yes; Bustos – No. Motion approved.

8. ENMU-Ruidoso Request for Campus Fee FY27

Dr. Ryan Trosper stated that the Ruidoso campus faces specific needs to support activities and newly offered athletic programming. A \$6 per credit hour fee would generate \$20K per semester for these purposes.

ENMU-Ruidoso receives the second-lowest Instruction and General funding in the state of New Mexico and has the largest increase in enrollment.

A motion was not made for this agenda item. Request failed.

9. ENMU-Ruidoso Request for Programmatic Fees for FY27

Dr. Trosper requested approval for a \$100 per student programmatic fee for all students enrolled in Education and Cybersecurity programs, effective Spring 2026. This campus currently serves one hundred education majors, and thirty cybersecurity majors each semester. Both programs operate online and serve students across the state. These programs require unique infrastructure, technology, and support.

Regent Pyle moved to approve ENMU-Ruidoso's request for programmatic fees for EDUC and CIST programs as presented. Regent Birmingham seconded the motion. Vote: Birmingham - Yes; Wilbanks - Yes; Pyle - Yes; Bustos - Yes. Motion approved.

10. ENMU-Ruidoso Recommended Course Fees for FY27

Dr. Trosper submitted several course fee increases for approval to cover consumable materials, testing fees, and program-specific supplies. These fees reflect direct costs incurred by the institution to support instructional delivery and compliance with state and industry standards.

Regent Pyle moved to approve the ENMU-Ruidoso recommendation for FY27 course fees as presented. Regent Bustos seconded the motion. Vote: Birmingham - Yes; Wilbanks - Yes; Pyle - Yes; Bustos - Yes. Motion approved.

11. Approval of Policy Edits and Transfers to the Procedure Manual

Mr. Benito Gonzales presented four policies that have undergone edits, clarifications, and transfers to procedure manuals, and removal and retirement of policies and other documents. All recommended changes have been approved by University Council.

- Policy 1-1, Introduction and History: Combined with Policy 1-2 with minor edits and clarifications. Procedures added to the Governance Procedure Manual.
- Policy 1-2, Approval, Publication, and Compilation: Retired Policy 1-2, and was combined with 1-1, procedures added to the Governance Procedures Manual, which will, in turn, serve as the new Policy 1-1 combined.
- Policy 20-2, Code of Conduct: Removed the procedures from a separate manual and added the correct citation for the Governmental Conduct Act. Also, removed procedures and guidelines, and added clarifying language about work outside the primary department.
- Policy 25-2, Foundation Agreement: Removed from the Policy Manual as it is not a policy. This information is posted on the Foundation webpage.

Regent Pyle moved to approve the policy edits and transfer to the procedures manual as presented. Regent Bustos seconded the motion. Vote: Birmingham - Yes; Wilbanks - Yes; Pyle - Yes; Bustos - Yes. Motion approved.

ROUTINE MATTERS

REPORT FROM THE ENMU-ROSWELL PRESIDENT

Dr. Powell thanked everyone for attending the ENMU-Roswell commencement ceremonies. He also thanked those from the Portales campus who provided support during the recent HLC visit.

Enrollment is up 10% for spring 2026, and semester credit hours are up 18%. Final fall enrollment numbers show a 3.5% decrease, but semester credit hours increased by 1%.

Capital projects underway include the sidewalk replacements, which have been delayed due to weather conditions. The estimated completion date has been revised to June 1, 2026. The fire suppression project has also been delayed, with an estimated completion date of December 1, 2026. The Health Science remodel project is expected to be complete by May 1, and the Aviation Maintenance expansion is currently in the planning phase.

REPORT FROM THE ENMU-RUIDOSO PRESIDENT

Dr. Trosper reported that fall enrollment is 42.7% ahead in FTE from this time last year.

Workforce Training Center construction is scheduled to begin this spring, following completion of demolition work in January.

Upcoming events include the December 16 Capital Outlay presentation and the January 5-9 Sierra Blanca Wildland Fire Academy.

REPORT FROM THE CHANCELLOR OF THE ENMU SYSTEM and Dashboard Presentation

Dr. James Johnston reported spring enrollment is up 6.4% and credit hour production is up 7.4%. We continue to trend upward compared to year-to-date numbers and will see the final results in January.

One Eastern Phase I has business practices documented, and alignment progress continues. Phase II continues with data collection on targeted programs and is working to identify new programs planned for the spring semester.

The Degree/Certificate Steering Committee, a partnership between ENMU and Clovis Community College, continues to strengthen 2+2 programs, concurrent enrollment, and transfer opportunities.

Preparations are underway for the January 2026 Legislative Session. One Eastern day will be on January 21 at the Capitol Building, with all three campuses participating.

Dr. Johnston stated that he and the First Lady hosted numerous holiday events in their home for campus employees and their families, as well as an event for Portales community leaders.

REGENT MATTERS

1. Election of Officers for 2026

Regent Ray Birmingham made the following recommendations for the 2026 Regent Officers:

- Regent Phillip Bustos – 2026 Regent President
- Regent Ray Birmingham – 2026 Regent Vice President
- Regent Emily Wilbanks – 2026 Regent Secretary/Treasurer

Regent Birmingham moved to approve the aforementioned nominations. Regent Bustos seconded the motion. Vote: Birmingham – Yes; Wilbanks – Yes; Pyle – Yes; Bustos – Yes. Motion approved.

EXECUTIVE SESSION

Regent Pyle moved to enter executive session at 9:41 a.m. to discuss one limited personnel matter pursuant to Section 10-15-1(H)(2), NMSA (1978), pertaining to the presidential performance review and contract renewal. Also, one potential acquisition of real property pursuant to Section 10-15-1(H)(8), NMSA (2020). Regent Bustos seconded the motion. Vote: Birmingham – Yes; Wilbanks – Yes; Pyle – Yes; Bustos – Yes. Motion approved.

OPEN SESSION

Regent Pyle moved to return to open session at 11:41 a.m. Regent Bustos seconded the motion. Vote: Pyle – Yes; Bustos – Yes. Motion approved.

Regent Pyle stated that one limited personnel matter was discussed, as well as a discussion pertaining to the potential acquisition of real property; however, no actions were taken.

BUSINESS MATTERS

1. Chancellor Johnston's Contract Amendment

Regent Lance Pyle stated that the Regents are extremely impressed with the work Dr. Johnston is doing and would like to extend his contract to January 1, 2031, and increase his salary to \$375,000, effective January 1, 2026.

Regent Pyle moved to approve the continuation of Dr. Johnston's contract through January 1, 2031, and increase his salary to \$375,000 effective January 1, 2026. Regent Bustos seconded the motion. Vote: Birmingham – Yes; Wilbanks – Yes; Pyle – Yes; Bustos – Yes. Motion approved.

ADJOURNMENT

Regent Wilbanks moved to adjourn the meeting at 11:35 a.m. Regent Bustos seconded the motion. Vote: Birmingham – Yes; Wilbanks – Yes; Pyle – Yes; Bustos - Yes. Motion approved.



Phillip Bustos
President of the Board



Emily B. Wilbanks
Secretary of the Board

*Minutes recorded and prepared by Karen Van Ruiten
Senior Executive Assistant to the Chancellor and Board of Regents*