



Meeting Minutes

UNM Health Sciences Center Committee, December 16, 2025

UNM Health Sciences Center Committee (the “HSCC”) members present:

Jack Fortner, Chair

Christina Campos, Vice Chair

Bill Payne, Member

I. Call to Order and Confirmation of Quorum

Regent Fortner called the meeting of the HSC Committee to order and confirmed that a quorum was present. Each Regent attended in person.

II. Adoption of Agenda

Regent Fortner motioned to approve the agenda, and Regents Campos and Payne seconded the motion. The motion passed with a vote in favor.

III. Approval of October 21, 2025, HSC Committee Meeting Minutes

Regent Fortner motioned to approve the minutes, and Regents Campos and Payne seconded the motion. The motion passed with a vote in favor.

IV. Reports

A. Health Sciences Center EVP & Health System CEO Report (Dr. Michael Richards)

The Health Sciences Center has made significant progress over the past year in expanding New Mexico’s health care workforce, improving access to essential services, and modernizing key educational and clinical infrastructure. Legislative efforts continue to prioritize workforce development and behavioral health, with the new School of Medicine facility serving as the cornerstone capital project that will expand class sizes and strengthen the state’s long-term physician and research pipeline.

More than 30 major construction and expansion projects are progressing statewide, including the Comprehensive Cancer Center expansion, new primary care and behavioral health facilities, and reproductive health centers in underserved regions. These initiatives collectively strengthen clinical capacity and broaden access to care.

Enrollment is rising across Health Sciences programs—most notably in nursing and population health—reflecting strong demand in high-need fields. The COPH is seeking \$2.5 million to support continued growth and accreditation progress, both of which are critical to meeting New Mexico’s public health workforce needs.

Research activity remains strong, with more than \$103 million in first-quarter FY26 awards and broad faculty recognition across scientific disciplines. Operational performance is also solid, with SRMC meeting all Unified Operating Plan metrics and UNM Hospital showing improvement in key quality indicators. Leadership capacity has been strengthened with the appointment of Dr. Meaghan Carey Eiland as SRMC Chief Executive.

The HSC continues to deepen its partnership with Tribal communities through expanded engagement, outreach, and a new office within the Critical Care Tower. These efforts support culturally grounded care and reinforce longstanding commitments to Native American health.

Together, these accomplishments reflect a coordinated strategy that aligns legislative advocacy, capital investment, academic growth, research excellence, operational performance, and community partnership—all contributing to a healthier future for New Mexico.

B. Health System Report (Kate Becker)

Ms. Becker presented highlights from the written Monthly Health System Activity Update report for unaudited year-to-date October 2025 activity, which was compared to unaudited year-to-date October 2024 activity.

Regent Payne raised the topic of the zero-percent raise for UNM Hospital employees. Ms. Becker confirmed that employees received no wage increase on July 1, 2025, because the hospital did not budget for raises and ended the fiscal year with a negative \$30M margin, eliminating the ability to fund adjustments. Leadership acknowledged the morale impact and noted that raises are typically considered during the annual budget cycle.

She reiterated that when the Health System has a positive margin, it prioritizes investing in its people first. In prior years, mid-year raises in 2023 and 2024 were possible only because of one-time COVID relief funds, which created expectations that could not be met this year.

Questions were raised about whether employment classifications contribute to the issue. It was clarified that SOM faculty are state employees, while hospital staff are public employees, and state compensation recommendations come with minimal I&G funding, insufficient to support raises without a positive margin. Changing employment categories would not resolve the underlying funding model. Regent Campos noted that similar challenges exist in rural county hospitals, where workers are quasi-state employees with partial state benefits but not state-based wages.

C. Financial and Administrative Report (Rebecca Napier)

Ms. Napier presented highlights from the HSC Monthly Financial Report Total Operations-Current Funds Fiscal Year-to-Date as of October 31, 2025.

V. Action Item(s)

Presentation & Discussion

- A. Request for Approval of UNM Medical Group, Inc., Board of Director Appointments: Dr. Diane Rimple, Dr. James Chodosh, and Dr. David J. Goldstein

B. Request for Approval of Pavilion - 3rd Floor Milk Bank (\$1,275,000)

Materials Only – No Presentation

C. Request for Approval of Children's Psychiatric Center - Cafeteria Boiler Replacement (\$550,000)

D. Request for Approval of UH Main - Elevators 16 & 17 Upgrades (\$750,000)

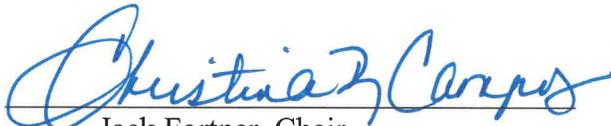
VI. Recommendation of Items for Inclusion on the Consent Docket for Full Board of Regents

Regent Fortner motioned for all items to be approved and to be included on the Board's consent agenda. Regents Campos and Payne seconded the motion. The motion was passed with a vote in favor.

VII. Adjournment

Regent Fortner adjourned the meeting.

Approval of Minutes:



Jack Fortner, Chair



Date