

New Mexico Highlands University
Board of Regents Meeting
Margaret J. Kennedy Alumni Hall
NMHU Main Campus
Las Vegas, NM 87701
May 9, 2008 at 9:00 am

Revised Agenda

1. Call to Order – Chairman Javier Gonzales
2. Roll Call
3. Approval of Agenda for May 9, 2008
4. Approval of the Minutes from March 14, 2008
5. Consent Calendar – Action Items
 - a) Quarterly Financial Report
 - b) Disposition of Surplus Property
6. Academic Affairs Committee – Regent Nancy Long
 - a) Proposed Faculty Handbook Changes – Action Item
7. Budget & Finance Committee – Regent Jesus Lopez
 - a) Salary Plan Proposal – Action Item
 - b) Increase in Student Pay Minimum Wage – Action Item
 - c) Increase in GA Stipends – Action Item
 - d) Increase in Compensation for Adjunct Professors – Action Items
8. Buildings & Grounds Committee – Regent Robert Benavides
9. Student Affairs Committee – Regent Sherry Salas
10. Student Senate Report – Mr. Gregory Rael
11. Graduate Student Senate Report – Mr. Jesse Lopez
12. Faculty Senate Report – Dr. Maureen Romine
13. Persons Wishing to Address the Board

14. Comments by the Regents
15. Executive Session – (1) Limited personnel matters related to the hiring, promotion, demotion, dismissal, assignment, resignation, or investigation or consideration of complaints or charges against an employee; (2) bargaining strategy preliminary to collective bargaining; (3) threatened or pending litigation subject to the attorney-client privilege in which the University may become a participant; and (4) real estate acquisition or disposal. Pursuant to provisions of NMSA 1978, §10-15-1(H)(2)(5)(7)&(8)
16. President's Report – President James Fries
 - a) Faculty Promotions – Action Item
 - b) Approval of Collective Bargaining Agreement – Action Item
17. Adjournment

New Mexico Highlands University
Board of Regents Meeting
May 9, 2008

The New Mexico Highlands University Board of Regents met in regular session on May 9, 2008 at the Margaret J. Kennedy Alumni Hall, on the New Mexico Highlands University main campus in Las Vegas, New Mexico. Chairman Gonzales called the meeting to order at 9:00 am.

Chairman Gonzales announced that Regent Robert Benavides resigned and thanked him for his service to the university. Chairman Gonzales noted that Regent Benavides brought great diversity to the Board and that he would be missed. Chairman Gonzales welcomed newly appointed Board of Regent member Mr. Leveo Sanchez to NMHU and commented on how fortunate Highlands was to have Mr. Sanchez on the Board. Chairman Gonzales noted that Mr. Sanchez brings a great deal of expertise and that he has been generous with his time and donations to the university.

Mr. Sanchez thanked everyone for welcoming him to the university. Mr. Sanchez stated that he first stepped onto the NMHU campus when he was two years old when his mother and two aunts started their course work at the university. Mr. Sanchez noted that he had worked for the university in a variety of jobs and was glad for the opportunity to serve Highlands again.

Regent Lopez stated that he was elated when he heard about Mr. Sanchez' appointment. Regent Lopez mentioned that he had the opportunity to work with Mr. Sanchez when Mr. Sanchez chaired the presidential search and screen committee. Regent Lopez recommended reading the book written by Mr. Sanchez about his life in New Mexico and his mother. Regent Lopez informed the Board that the Teacher Education Center was named the Victoria D. de Sanchez Education Center after Mr. Sanchez' mother.

Regent Salas stated that she was excited about serving on the Board with Mr. Sanchez and noted that the students who served on the presidential search committee with Mr. Sanchez were grateful for the guidance and knowledge Mr. Sanchez provided.

Chairman Gonzales stated for the record that Mr. Sanchez signed his oath and it was notarized making his appointment official.

Chairman Gonzales thanked former regent Mr. John Loehr, who was in the audience, for his continued support and interest in the university.

Attendance

Board Members Present: Mr. Javier M. Gonzales, Mr. Jesus Lopez, Ms. Sherry Salas, and Mr. Leveo Sanchez. Board Members Absent: Ms. Nancy Long. Chairman Gonzales stated that Regent Long was excused from the meeting.

Administrative Personnel Present: Dr. James Fries, President; Ms. Judy Cordova-Romero, Vice President for Student Affairs; Dr. Gilbert Rivera, Vice President for Academic Affairs; Dr.

William Taylor, Interim Vice President for Finance & Administration, and Ms. Rachel King, Legal Counsel

Others Present: Dr. Maureen Romine, Faculty Senate Chair; Mr. Jesse Lopez, Graduate Student Senate President; Ms. Carolina López, Board of Regents Administrative Assistant and numerous other individuals in the audience, including faculty, staff, students, community representatives, and media. The Board meeting was broadcast live via instructional television video to the NMHU Farmington, Santa Fe, Raton, and Rio Rancho Centers, and over the KEDP Radio Station

Approval of Agenda for Meeting of May 9, 2008

Regent Lopez moved to approve the May 9, 2008 agenda. Regent Salas seconded the motion. Voting in favor were: Regent Gonzales, Regent Lopez, Regent Salas, and Regent Sanchez. Motion passed unanimously.

Approval of Minutes from March 14, 2008

Regent Salas moved to approve the March 14, 2008 minutes as presented. Regent Lopez seconded the motion. Regent Gonzales, Regent Lopez, Regent Salas, and Regent Sanchez. Motion passed unanimously.

Consent Calendar – Action Items

Chairman Gonzales provided an explanation of the consent calendar item for Regent Sanchez.

- a) Quarterly Financial Report (Attachment A)**
- b) Disposition of Surplus Property (Attachment B)**

Regent Lopez moved to approve the Consent Calendar as presented. Regent Salas seconded the motion. Voting in favor were: Regent Gonzales, Regent Lopez, Regent Salas, and Regent Sanchez. Motion passed unanimously.

Academic Affairs Committee – Regent Nancy Long

- a) Proposed Faculty Handbook Changes – Action Item**

Vice President Rivera called on Dr. Maureen Romine to present the Proposed Faculty Handbook Changes (Attachment C).

Dr. Romine informed the Board that the changes would remove the Institutional Review Board and the Institutional Animal Care and Use Committee from the Faculty Handbook. Dr. Romine stated that the committees are included in the NMHU Research Handbook. Dr. Romine informed the Board that both the current and former Chairs of the Research Committee approve of the changes.

Chairman Gonzales asked if the Administration approved of the proposed faculty handbook changes. Vice President Rivera informed the Board that the Board's Academic Affairs subcommittee approved of the proposed changes.

Regent Lopez moved to approve the Proposed Faculty Handbook changes as presented. Regent Salas seconded the motion. Voting in favor were: Regent Gonzales, Regent Lopez, Regent Salas, and Regent Sanchez. Motion passed unanimously.

Budget and Finance Committee – Regent Jesus López

- a) Salary Plan Proposal – Action Item**
- b) Increase in Student Pay Minimum Wage – Action Item**
- c) Increase in GA Stipends – Action Item**
- d) Increase in Compensation for Adjunct Professors – Action Item**

Regent Lopez stated that all of the salary items (Attachment D) presented by President Fries were approved unanimously at the Budget & Finance Committee meeting.

Regent Lopez informed the Board that the Budget & Finance Committee, on the recommendation by the Administration, adopted the following salary increases:

- Minimum salary of \$8.50 per hour
- 5.8% average increase for employees earning less than \$26,000
- 3% increase for employees earning between \$26,000 to \$44,999
- 2.25% increase for employees earning between \$45,000 to \$74,999
- 1.75% increase for employees earning more than \$75,000

Vice President Taylor reported that the Legislature appropriated funding for 2% raise increases. The Administration budgeted funding to supplement increases as proposed.

Vice President Taylor informed the Board that medical and dental premiums; and educational retirement contributions would increase July 1, 2008, and the Administration wanted to ensure that no employees would received a reduction in salary due to insurance and retirement increases.

Regent Lopez moved to approve the Salary Plan Proposal, the Increase in Student Pay Minimum Wage to \$7.50/hour effective January 1, 2009, the Increase in GA Stipends from the minimum of \$3,250 per semester to \$3,500 per semester effective for the fall semester, and the Increase in Compensation for Adjunct Professors to \$800 per credit hour effective with the fall semester as presented. Regent Salas seconded the motion. Voting in favor were: Regent Gonzales, Regent Lopez, Regent Salas, and Regent Sanchez. Motion passed unanimously.

Buildings & Grounds Committee – Regent Sherry Salas

Regent Salas summarized the Buildings & Grounds Committee written report (Attachment E) and highlighted the following:

- The Information Technology Services Department is installing cameras and emergency poles throughout campus.

- The Facilities Department is preparing the campus for commencement.
- Following the Student Forum, a plan of action to address student concerns was developed and implemented.

Student Affairs Committee – Regent Sherry Salas

Regent Salas provided an overview of the Student Affairs Committee report (Attachment F).

Regent Salas informed the Board that all incoming freshman will take a more comprehensive diagnostic exam to determine their reading levels and ensure that they enroll in the proper course.

ASNMHU Student Senate Report – Mr. Greg Rael

On behalf of ASNMHU President Rael, AGS President Lopez introduced newly elected ASNMHU President Ms. Nicole Parra-Perez.

Ms. Parra-Perez reported that the semester's events were well attended and that she is looking forward to serving the NMHU students.

AGS Senate Report – Mr. Jesse Lopez

AGS President Lopez presented the AGS Senate Report (Attachment G).

AGS President Lopez announced that Ms. Ashley Ramirez is the newly elected AGS President and introduced her to the Board.

Ms. Ramirez stated that she was glad to meet everyone and she hopes to help make NMHU a better university.

AGS President Lopez thanked everyone for making his time at HU enjoyable and memorable.

Chairman Gonzales commented that AGS President Lopez would be long remembered at NMHU because of his many accomplishments.

Faculty Senate Report – Dr. Maureen Romine

Dr. Maureen Romine presented the Faculty Senate report (Attachment H).

AGS President Lopez congratulated Dr. Romine and announced that she was honored at the Employee Breakfast for achieving 35 years of services at NMHU.

Persons Wishing to Address the Board

Chairman Gonzales asked if anyone wished to address the Board, no one came forward.

Comments by the Regents

Chairman Gonzales welcomed the Center Directors present via ITV.

Ms. Evonne Roybal-Tafoya, NMHU-Raton Interim Center Director, announced that Mr. Vincent Garcia is the new Raton Center Coordinator.

Dr. Steve Martinez, NMHU-Santa Fe Center Director welcomed Mr. Sanchez to the university.

Mr. Lew Granados, NMHU-Rio Rancho Center Director reported that 167 students graduated from the center and he thanked Regent Salas, President Fries, Vice President Rivera, and Dr. Kathy Jenkins for attending the commencement ceremony.

Ms. Joan Lucero-Sisneros, NMHU-Farmington Center Director announced that 93 students would be graduating from the center and that the first honors and hooding ceremony would take place in the evening.

Ms. Lucero-Sisneros reported that the center plans to fill the three education and one psychology faculty positions.

Executive Session – (1) Limited personnel matters related to the hiring, promotion, demotion, dismissal, assignment, resignation, or investigation or consideration of complaints or charges against an employee; (2) bargaining strategy preliminary to collective bargaining; (3) threatened or pending litigation subject to the attorney-client privilege in which the University may become a participant; and (4) real estate disposal. Pursuant to provisions of NMSA 1978, §10-15-1(H) (2)(5)(7)&(8). Regent Lopez moved to adjourn to executive session Regent Salas seconded the motion. A roll call was taken and voting in favor of the motion were: Regent Gonzales, yes; Regent Lopez, yes; Regent Salas, yes; and Regent Sanchez, yes. Motion carried and the Board went into executive session at 10:10 am.

Regent Lopez moved to come out of executive session into open session. Regent Salas seconded the motion. For the record, Chairman Gonzales stated that only those items cited in the motion were discussed in executive session and no action was taken. Regents present confirmed the statement. A roll call was taken and voting in favor of the motion were: Regent Gonzales, yes; Regent Lopez, yes; Regent Salas, yes; and Regent Sanchez, yes. Motion carried unanimously and the meeting was called back to order at 10:50 am.

President's Report – Dr. James Fries, President

a) Faculty Promotions – Action Item

President Fries recommended the promotion of Dr. Erika Derkas, Assistant Professor of Sociology; Dr. Helen Blythe, Assistant Professor of English; and Dr. Miriam Langer, Assistant Professor of Media Arts from Assistant Professors to Associate Professors beginning in the 08-09 academic year. President Fries stated that the recommendation was based on student, peer, chair, and dean evaluations and application reviews.

Regent Salas moved to approve the promotion of Dr. Erika Derkas, Dr. Helen Blythe, and Dr. Miriam Langer, from Assistant Professors to Associate Professors. Regent Sanchez seconded the motion. Voting in favor were: Regent Gonzales, Regent Lopez, Regent Salas, and Regent Sanchez. Motion passed unanimously.

b) Approval of Collective Bargaining Agreement – Action Item

President Fries acknowledged the hard work put forth by Dr. Tom Ward and the Faculty Bargaining Committee; and Dr. Gilbert Rivera and the Administrative Collective Bargaining Team in the development of the collective bargaining document. President Fries stated that the document addresses and clarifies expectations and opportunities for faculty not properly defined in the current faculty handbook.

Dr. Ward thanked the Board, President Fries, Vice President Rivera, and the Administrative collective bargaining team for their support during the collective bargaining process.

Chairman Gonzales commended both the Administrative and the Faculty collective bargaining teams for their positive attitude while developing the collective bargaining agreement. Chairman Gonzales noted that the agreement is the first of its kind in the state of New Mexico.

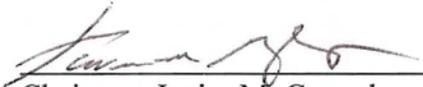
Regent Salas moved to approve the Collective Bargaining Agreement as presented. Regent Lopez seconded the motion. Voting in favor were: Regent Gonzales, Regent Lopez, Regent Salas, and Regent Sanchez. Motion passed unanimously.

President Fries reported the following:

- 745 students will graduate from NMHU this year, 409 from the main campus, 167 from the Rio Rancho Center, 93 from the Farmington Center, 53 from the Santa Fe Center, and 23 from the Roswell Site. President Fries noted that 71% of the graduates are women.
- Dr. Carol Linder, Natural Sciences Professor and Ms. Andrea Crespín, Registrar's Scheduling Assistant received Outstanding Services Awards and Mr. Sean Weaver, Director of University Relations received the Innovator of the Year Award at the Employee Recognition Breakfast held on June 8, 2008. Fifty-two employees were recognized for their years of service to the university, the total number of years of services amounted to 705. Dr. Romine was honored for 35 years of service.
- Construction bid opening was held May 8, 2008. Franken Construction was the lowest bidder. President Fries recommended a special Board meeting to request the Board's approval of the construction contract award. Chairman Gonzales suggested informing the public of progress updates through postings on the HU website. He also suggested holding a public forum to outline the project's timeline.
- An RFP for a new auditing firm will go out soon and an RFP for a new law firm will go out before the end of this year.

Adjournment

Regent Lopez moved to adjourn. Regent Salas seconded the motion. Motion carried and the meeting adjourned at 11:10 am.



Chairman Javier M. Gonzales
NMHU Board of Regents



Secretary/Treasurer Sherry Salas
NMHU Board of Regents