

New Mexico Highlands University
Board of Regents Meeting
Margaret J. Kennedy Alumni Hall
905 University Avenue
NMHU Main Campus
Las Vegas, New Mexico 87701
February 14, 2019 at 9:00 a.m.

1. Call to Order – Chairman Leveo Sanchez
2. Roll Call
3. Approval of Agenda for February 14, 2019
4. Approval of the Minutes from December 14, 2018
5. Board of Regents Report
6. Persons Wishing to Address the Board
7. President's Report – Dr. Sam Minner
 - A. Proposed Board of Regents Meeting Dates – Action Item
 - March 8, 2019 (Meeting/Retreat)
 - April 26, 2019
 - July 26, 2019
 - October 25, 2019
 - December 20, 2019
 - B. President's Update
 - C. Council of University Presidents (CUP) Update
 - D. Other
8. ASNMHU Report – Ms. Rebekah People
9. Faculty Senate Report – Dr. David Sammeth
10. Staff Advisory Senate – Ms. Adele Ludi
11. Comprehensive Discussion: Mentoring and Professional Development
12. Higher Learning Commission Update – Dr. Lee Allard
13. Academic Affairs – Dr. Roxanne Gonzales
 - A. Bilingual Education Report
 - B. Academic Affairs Report
 - C. Other

14. Executive Session – (a) limited personnel matters related to hiring, promotion, demotion, dismissal, assignment, resignation, of or investigation or consideration of complaints or charges against any individual or public employee pursuant to NMSA 1978, § 10-15-1(H)(2); (b) bargaining strategy preliminary to collective bargaining and pursuant to NMSA 1978, § 10-15-1(H)(5); and (c) discussion on pending litigation regarding MAKWA pursuant to NMSA 1978, § 10-15-1(H)(7).
15. Public Action as Necessary on Closed Session Discussion related to MAKWA – Action Item
16. Strategic Enrollment Management – Dr. Edward Martinez
 - A. Strategic Enrollment Management Report
 - B. Other
17. Finance & Administration Report – Mr. Max Baca
 - A. Tuition and Fees Discussion
 - B. Quarterly Report and Certification Second Quarter – Action Item
 - C. Approval of FY18 Audit – Action
 - D. Parking Lot Lease Agreement with NMHU Foundation – Action Item
 - E. Sole Source Procurements – Informational Item
 - F. VPFA Report – Informational Item
18. Foundation and Advancement Report – Dr. Terri Law
19. Student Affairs Report – Dr. Kim Blea
20. Adjournment

**New Mexico Highlands University
Board of Regents Meeting
February 14, 2019**

The New Mexico Highlands University Board of Regents met on February 14, 2019, in the Margaret J. Kennedy Alumni Hall on the New Mexico Highlands University main campus in Las Vegas, New Mexico. Chairman Sanchez called the meeting to order at 9:17 a.m.

Attendance

Board Members Present: Mr. Frank Marchi, Ms. LouElla Marr-Montoya, Mr. Dan Padilla, and Mr. Leveo V. Sanchez.

Board Members Absent: Mr. John Ramon Vigil

Administrative Personnel Present: Dr. Sam Minner, President; Dr. Roxanne Gonzales, Provost/Vice President for Academic Affairs; Dr. Edward Martinez, Interim Vice President for Strategic Enrollment Management; Mr. Max Baca, Vice President for Finance & Administration; Dr. Terri Law, JD/CFRE, Vice President for Advancement; and Mr. Joseph Dominguez, Outdoor Recreation Coordinator presented the Dean of Students Report on behalf of Dr. Kimberly Blea

Others Present: Dr. David Sammeth, Faculty Senate Chair, Dr. Lee Allard, Director of Institutional Research; Ms. Adele Ludi, Staff Advisory Senate President; Ms. Rebekah Peoble, ASNMHU President; and Ms. Carolina Martínez, Executive Administrative Assistant. The audience included faculty, staff, students, and community members. The meeting was streamed via ZOOM and broadcast on the KEDP Radio Station.

Approval of the February 14, 2019 Meeting Agenda

Mr. Max Baca, Vice President for Finance & Administration, requested removing item 17.A. Tuition and Fees Discussion and item 14.C. Discussion on pending litigation regarding MAKWA listed in the executive session item from the agenda.

Regent Padilla motioned to approve the February 14, 2019 agenda with the requested changes made by Mr. Baca. Regent Marr-Montoya seconded. Voting in favor were: Regent Marchi, Regent Marr-Montoya, Regent Padilla, and Chairman Sanchez. Motion passed unanimously.

President Minner announced that Dr. Kim Blea is the proud mother of a new baby boy, who was delivered early this morning. Both she and baby are doing well. Mr. Joseph Dominguez, Outdoor Recreation Coordinator, will be presenting the Student Affairs Report.

Approval of the Minutes from December 14, 2018

Regent Marchi moved to approve the minutes from December 14, 2018 as presented. Regent Padilla seconded. Voting in favor: Regent Marchi, Regent Marr-Montoya, Regent Padilla, and Chairman Sanchez. Motion passed unanimously.

Board of Regents Report

Regents had no new items to report.

Person's Wishing to Address the Board

- Dr. Orit Tamir, Professor of Anthropology/Vice President for the Faculty Association/ Faculty Senate Vice-Chair, addressed the Board with her concerns regarding the strategic plan. She informed the Board that President Minner addressed the Faculty Senate at their October 24, 2018 meeting, and in the true spirit of shared governance, asked the Faculty Senate to develop the process, vision plan for the revisions of the 2020-2025 strategic plan. In her opinion, an academic reorganization should not take place until a strategic plan is put in place and changes, if necessary, should correspond with such the plan. She complimented Dr. Minner on his presentation and for reaching out to the faculty.

Chairman Sanchez asked where the Academic Reorganization proposal stood following at the December 14, 2018 discussion. President Minner responded that discussions are ongoing. President Minner stated that given the university's current challenges, we need to keep the university moving forward by not delaying or addressing current needs.

- Dr. David Sammeth informed the Board that the Faculty Senate met on February 13, 2019 and passed a motion on their position regarding the proposed reorganization; he read the statement and indicated that he would email it to President Minner and Provost Gonzales.

"After a careful deliberation on the pros and cons of a campus reorganization in general and in particular the draft proposal for Academic Affairs organization that Provost Gonzales presented to the Faculty Senate. The recommendation by this body is to not consider nor implement a reorganization to New Mexico Highlands University. Develops and complete its 2025 strategic plan the aforementioned strategic plan will provide estimates you with vision and direction for the next five years, and beyond. Only after a strategic plan is in put in place and it makes you should consider changes if necessary that correspond with the plan."

Regent Marchi recapped by stating that conversations regarding the strategic plan, distance learning and the possible reorganization need to take place quickly and all parties need to be in agreement in order to move the university forward.

- Dr. Kathy Jenkins, Professor of Exercise Science at HU for 23 years/ President of the Faculty Union/C-President of the Faculty-Staff Association, addressed the Board with her concerns regarding collective bargaining units. She informed the Board that there are three unions on campus. She stated that staff members have to take annual leave to attend Board meeting. Dr. Jenkins' second concern was regarding an email from Dr. Denise Montoya, Human Resources Director regarding revisions to the NMHU Employee Policy Manual. Dr. Jenkins stated that she applauds the University for working to align the university's policy with federal guidelines but wants to know what the revisions are. She indicated that the unions received a roadmap with the proposed changes from Dr. Montoya but it is difficult to figure out what the changes are.

Mr. Baca informed the Board that policy revisions have been pending for over two years. Policies are outdated and the university is out of state and federal compliance.

Dr. Denise Montoya, stated that the university is at a critical point because the draft policies have been pending for over two years. Draft policies were sent to the Faculty Senate, Staff Advisory Senate, and all three unions. Both Faculty and Staff senates requested additional time to review the policies. She feels that there is pushback from the unions. Dr. Montoya indicated that there are several new policies, required by state law, which HU does not have in place.

Ms. Ludi stated that staff members and staff senate do have a voice. The next SAS meeting is scheduled for February 21st at 2:30 in room, G10. Meetings are held monthly.

President informed the Board that the chairs of the Faculty Senate and Staff Advisory Senate attend the Executive Management Team meetings. Each has the opportunity to raise any concerns from the faculty and staff.

Chairman Sanchez asked the administration to find a way to permit staff to attend board meeting without requiring them to take leave.

President's Report – Dr. Sam Minner

Proposed Board of Regents Meeting Dates – Action Item

President Minner proposed the following Board of Regents meeting dates: March 8, 2019 (Meeting/Retreat); April 26, 2019; July 26, 2019; October 25, 2019; and December 20, 2019. Regent Marchi moved to approve the proposed Board meeting dates as presented. Regent Padilla seconded. Voting in favor: Regent Marchi, Regent Marr-Montoya, Regent Padilla, and Chairman Sanchez. Motion passed unanimously.

President's Update

President Minner provided a PowerPoint presentation (**Attachment A**):

- Lorraine Martínez, who has more than 30 years of experience as a classroom teacher and administrator with Las Vegas City Schools, is the new project coordinator for the Highlands School of Education Alternative Teacher Certification Program.
- NMHU offered a free GIS course for furloughed federal workers.
- Students at Luna Community College now have access to services at the Student Health Center at New Mexico Highlands, thanks to a new agreement between the institutions.
- Thanks to a \$550,000 grant from the National Science Foundation, Highlands has added a superconducting rock magnetometer to its state-of-the-art Paleomagnetic – Rock Magnetic Laboratory, the only research lab of its kind in New Mexico, Southern Colorado, Western Texas or Arizona.

President Minner noted that faculty have applied for a READS grant, which he fully supports.

- The Foundation and Alumni Office hosted one of the most successful events Feb. 7.
- Flagstaff Shakespeare Festival performs “Fool for Love” Feb. first and second

- Ray Drew exhibition features artwork created by art students from Robertson High School and West Las Vegas High School.

President Minner added that Professor David Lobdell's Iron Tribe Exhibit's showing started on February 8th and will continue through March 1st.

- Dr. Ruthy Watson, HU CARES Director, delivers the keynote address for NAACP event at the state capitol.
- African-American scholar Natasha Howard gave a talk on February 7th as part of the university's lecture series and Black History Month activities.
- "PJ" Sedillo, Special Education Professor, presented two Safe Zone training workshops on January 24th aimed at creating a support network for the LGBTQ community.
- Dr. Mariah Fox Hausman, Media Arts and Technology Professor, edited and designed a book about the creative life of Al Díaz, legendary New York City street art pioneer.

Council of University Presidents (CUP) Update

The newly appointed Secretary of Higher Education, Dr. Kate O'Neill attends CUP meetings and is supportive of the CUP requests of 8% of new money and a 5% increase for compensation increase for employees.

President – Other

- He continues to open the university residence to social events. He and Mrs. Joan Minner recently hosted the cast of "Fool for Love". They will host a dinner for the VILES scholarship recipients on February 26th.
- The Student Leadership Fellows program was initiated this year. Students shadowed senators and met with Governor Michelle Lujan-Grisham, and various constituents during the legislative session.

A lengthy discussion regarding recruitment, dorms, priority on use of funding, distance learning, classroom sizes faculty involvement, and housing scholarships was held. Topics discussed will be on the upcoming board retreat agenda.

President Minner called on Ms. Sylvia Baca, Director of Facilities, to provide a Rodger's Hall Renovation Update (**Attachment B**)

ASNMHU Report – Ms. Rebekah Peoble

Ms. Peoble provided a written report in advance of the meeting (**Attachment C**)

Faculty Senate Report – Dr. David Sammeth

Dr. Sammeth noted that yesterday's Faculty Senate meeting was very productive. A discussion on strategic planning was held. General steps will be shared with President Minner who charged the Faculty Senate to establish a process for developing the new strategic plan.

Staff Advisory Senate Report – Ms. Adele Ludi

Ms. Ludi summarized her written report in advance of the meeting (**Attachment D**).

Ms. Ludi noted the following:

- There are 2 staff senate vacancies
- Revisions to the SAS bylaws are forthcoming

Regent Marchi indicated that it is important to recruit maintenance staff to join SAS before revising the bylaws.

Comprehensive Discussion: Mentoring & Professional Development–Dr. Roxanne Gonzales
President Minner informed the Board that he implemented a Presidential Leadership Program when he was hired. Dr. Jennifer Lindline, Professor of Geology; Dr. Elisabeth Massaro, Professor of Social Work; and currently Dr. Denise Montoya, Director of Human Resources and Payroll, have taken advantage of the opportunity.

President Minner called on Dr. Gonzales to present. Dr. Gonzales provided a PowerPoint presentation (**Attachment E**).

Dr. Cristina Duran, Dean of the Facundo Valdez School of Social Work, stated that the FVSSW has approximately 50-60 per course instructors. She recognized the benefits of mentoring and is thoughtful of how the mentor and mentee are paired. A written agreement between the mentor and mentee helps solidify the bond between the mentorship. Some mentorships schedule monthly meetings others meet more often. The cohesion has positively affected classrooms.

Higher Learning Commission Update – Dr. Lee Allard

Dr. Allard informed that Board that he provided a written report in advance of the meeting (**Attachment F**). Dr. Allard stated that three campus-wide forms would be scheduled this spring to address each area of concern, which are enrollment management, finance, and strategic planning. He also informed the Board that a seven-member HU team is scheduled to attend the HLC Annual Conference in April.

Academic Affairs – Dr. Roxanne Gonzales

Bilingual Education Report

Dr. Gonzales called on Drs. Virginia Padilla-Vigil, Dean of the School of Education, and Warren Lail, Dean of the College of Arts & Sciences, to present (**Attachment G**).

Dr. María Villarreal Haase, new to Bilingual Education and Spanish Faculty, and Ms. Lorraine Martínez, the new project coordinator for the Highlands school of education alternative teacher certification program, were introduced.

Executive Session – (a) limited personnel matters related to hiring, promotion, demotion, dismissal, assignment, resignation, of or investigation or consideration of complaints or charges against any individual or public employee pursuant to NMSA 1978, § 10-15-1(H)(2); (b) bargaining strategy preliminary to collective bargaining and pursuant to NMSA 1978, § 10-15-1(H)(5); and (c) discussion on pending litigation regarding MAKWA pursuant to NMSA 1978, § 10-15-1(H)(7). Regent Padilla moved to enter into executive session for the sole purpose of discussing the items listed. Regent Marchi seconded. A roll call was taken and voting

in favor were: Regent Marchi, Regent Marr-Montoya, Regent Padilla, and Chairman Sanchez. Motion carried. The Board entered into executive session at 1:36 p.m.

Regent Padilla moved to return to open session. Regent Marchi seconded. Regent Padilla stated for the record that only those items specified under the executive session were discussed and the Board took no action. Regents present confirmed. A roll call was taken and voting in favor of returning to open session were: Regent Marchi, Regent Marr-Montoya, Regent Padilla, and Chairman Sanchez. Motion carried and the Board returned to open session at 2:56 p.m.

Public Action as Necessary on Other Closed Session Discussions related to MAKWA – Action Item. No action was taken.

Academic Affairs Report

Dr. Gonzales informed that Board that her written report was included in the meeting packets (**Attachment H**).

Strategic Enrollment Management Report – Dr. Edward Martinez

Dr. Martinez provided written report (**Attachment I**) in advance of the meeting.

Dr. Martinez added the following:

- He thanked everyone involved in preparing the Retention Plan, Recruitment Plan, and Strategic Enrollment Plan for their time and assistance.
- He applauded Ms. Julia Geffroy-Lementino, Native American Center Coordinator, for coordinating a forum with New Mexico tribal educators held on January 31, 2019.
- Fall to Spring retention is up 2% for first-time freshman

Finance & Administration – Mr. Max Baca

Quarterly Report and Certification Second Quarter – Action Item

Regent Marchi moved to approve Quarterly Report and Certification Second Quarter (**Attachment J**) as presented. Regent Padilla seconded. Voting in favor were: Regent Marchi, Regent Marr-Montoya, Regent Padilla, and Chairman Sanchez.

Approval of the 2018 Audit Report – Action Item

Regent Marchi moved to accept the 2018 NMHU Audit and Highlands Stable Isotopes Audit Reports (**Attachment K**) as presented. Regent Padilla seconded. Voting in favor were: Regent Marchi, Regent Marr-Montoya, Regent Padilla, and Chairman Sanchez.

Parking Lot Lease Agreement with the NMHU Foundation – Action Item

Mr. Baca informed the Board that the university leases the parking lot on Eighth Street and Columbia Avenue from the NMHU Foundation. He is requesting that the lease agreement be extended for one additional year. The lease agreement expires February 28, 2019.

Regent Padilla moved to approve the Parking Lot Lease Agreement with the NMHU Foundation (**Attachment L**) as recommended. Regent Marr-Montoya seconded. Voting in favor were: Regent Marchi, Regent Marr-Montoya, Regent Padilla, and Chairman Sanchez.

Sole Source Procurements

Mr. Baca informed the Board that a memo regarding the sole source procurement was provided it their meeting packet (**Attachment M**).

VPFA Report

Mr. Baca provided a written report in advance of the meeting (**Attachment N**).

Foundation and Advancement Report – Dr. Terri Law

Ms. Law provided a written report (**Attachment O**).

Dr. Law informed the Board of the following:

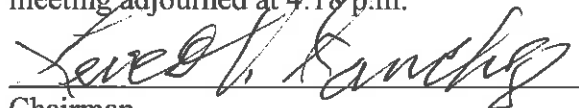
- The HU Loved Family event raised approximately \$4,000 and approximately 180 people attend the event. President Minner served as auctioneer.
- The Pajama Gala is scheduled for March 16, 2019

Student Affairs Report – Mr. Joseph Dominguez for Dr. Kimberly Blea

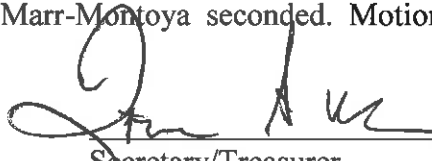
Mr. Dominguez presented Dr. Blea written report (**Attachment P**).

Adjournment

Regent Padilla moved to adjourn. Regent Marr-Montoya seconded. Motion carried and the meeting adjourned at 4:18 p.m.



Chairman
NMHU Board of Regents



Secretary/Treasurer
NMHU Board of Regents