

New Mexico Highlands University
Board of Regents Special Meeting
Margaret J. Kennedy Alumni Hall
905 University Avenue
NMHU Main Campus
Las Vegas, New Mexico 87701
April 4, 2019 at 9:00 a.m.

1. Call to Order – Chairman Leveo Sanchez
2. Roll Call
3. Approval of Agenda for April 4, 2019
4. Matters of the Board
 - A. Introduction of New Regents
 - B. Acknowledgement of Mr. Dan Padilla
 - C. Board of Regents Officer Elections – Action Item
 - D. Board of Regents Subcommittee Appointments
 - E. Updates
5. Contingent Faculty Handbook – Action Item
6. Finance & Administration – Mr. Max Baca
 - A. Tuition – Action Item
 - B. Fees – Action Item
 - C. Housing – Action Item
 - D. Meal Plans – Action Item
7. Executive Session – (1) limited personnel matters related to the hiring, promotion, demotion, dismissal, assignment, resignation, of or investigation or consideration of complaints or charges against any individual or public employee; (2) bargaining strategy preliminary to collective bargaining and ; (3) threatened or pending litigation subject to the attorney-client privilege in which the University is or may become a participant. Pursuant to provisions of NMSA 1978, §10-15-1(H)(2)(5)&(7).
8. Emeritus Status Designation – Action Item
9. Adjourn

**New Mexico Highlands University
Board of Regents Special Meeting
April 4, 2019**

The New Mexico Highlands University Board of Regents held a special meeting on April 4, 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 9:10 a.m.

Attendance

Board Members Present: Mr. William Garcia, Ms. LouElla Marr-Montoya, Mr. Frank Marchi, Mr. Leveo V. Sanchez, and Ms. Rebekah Peoble.

Administrative Personnel Present: Dr. Sam Minner, President; Dr. Roxanne Gonzales, Provost/Vice President of Academic Affairs; Mr. Max Baca, Vice President for Finance & Administration; Dr. Edward Martínez, Int. Vice President for Strategic Enrollment Management; Ms. Theresa Law, JD/CFRE, Vice President for Advancement; and Mr. Joseph Dominguez, Coordinator of Outdoor Recreation who represented Dr. Kim Blea, Dean of Students

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

Approval of the April 4, 2019 Special Meeting Agenda

Regent Marchi moved to approve the Board meeting agenda as presented. Regent Marr-Montoya seconded. Voting in favor were: Regent Garcia, Regent Marchi, Regent Marr-Montoya, Regent Peoble, and Chairman Sanchez.

Matters of the Board

Introduction of New Regents

President Minner reported that fortunately for Highlands University, Mr. Leveo Sanchez was re-appointed to the Board by Governor Michelle Lujan-Grisham and was re-confirmed by the Senate. President Minner also informed the Board that Mr. William “Bill” Garcia is the university’s one of the newly appointed regents. Mr. Garcia formerly served as President of the NMHU Foundation Board. President Minner also informed that Board that Ms. Rebekah Peoble is the newly appointed student regent. Ms. Peoble is ending her term as ASNMHU President.

Chairman Sanchez reported that Ms. Peoble served NMHU well in her role as ASNMHU President. She is a native of Las Vegas, Nevada.

Chairman Sanchez informed the Board that he has known Regent Garcia for over 30 years in various capacities. He feels that our regents will serve the university and students well.

Regent Garcia informed the Board that he is originally from Gallup, New Mexico. He graduated from NMHU with a bachelor's in Business Administration in 1966. He earned his master's degree from Arizona State University. He commented that he wants to work to make NMHU the first college choice for college bound students.

Regent People stated that although she is young she understands the needs of students because she is a student. She stated that she would make decisions in the best interest of the students.

Acknowledgement of Mr. Dan Padilla

President Minner read a proclamation in honor of Mr. Dan Padilla (**Attachment A**) whose term as a regent ended in March 2019.

Board of Regents Office Elections – Action Item

Regent Marchi moved to retain the current executive officers, which are Mr. Sanchez as Chair, Ms. Marr-Montoya as Vice-Chair, and Mr. Marchi as Secretary/Treasurer. Regent Garcia seconded. Voting in favor were: Regent Garcia, Regent Marchi, Regent Marr-Montoya, and Chairman Sanchez. Regent People abstained.

Regent Garcia stated that as a new member he feels that the officers should retain their positions until new regents are more knowledgeable about Board and university processes.

Board Committee Appointments – Chairman Sanchez

Chairman Sanchez re-appointed Regent Marr-Montoya to chair the Academic Affairs Committee; Regent Marchi to chair the Budget and Finance Committee, and Regent Garcia to chair of the Student Affairs and Strategic Enrollment Management Committee. He appointed Regent People to serve on the Student Affairs and Strategic Enrollment Management Committee.

Regent Garcia stated that would be happy to serve on the committee but asked that Regent People chair the committee because she is more familiar with current student needs.

Chairman Sanchez appointed Regent People to chair the Student Affairs and Strategic Enrollment Management Committee and Regent Garcia to serve on the committee.

Updates

Regent Marchi informed the Board that Mr. Dan Patterson is the new Higher Education Regents Coalition President. HERC was initiated by the former New Mexico Higher Education Cabinet Secretary, Dr. Barbara Damron. HERC's purpose is to meet and discuss issues regents face on other campuses.

Regent Marr-Montoya requested the President Minner work to schedule a joint meeting between HERC and the Council of University Presidents.

Contingent Faculty Handbook – Action Item

President Minner informed the Board that the Faculty Senate has not vetted the Contingent Faculty Handbook revisions. He requested that the item be tabled.

Regent Marchi motioned to table the Contingent Faculty Handbook action item. Regent Garcia seconded. Voting in favor were: Regent Garcia, Regent Marchi, Regent Marr-Montoya, Regent Peoble, and Regent Sanchez.

Finance & Administration – Mr. Max Baca

Tuition – Action Item

President Minner and Mr. Baca presented the Tuition and Fees action items presentation (**Attachment B**).

President Minner informed the Board that New Mexico is an outlier in regard to the percentage of higher education operating funds provided from state government. Other states receive funding in the single digits. He added that NMHU receives approximately 70% of its operations funding from the state.

Mr. Baca informed the Board that the state funding formula is outcomes based meaning that the only area taken into account is student credit hours.

Regent Garcia asked if the Higher Learning Commission (HLC) is requiring NMHU to put more money into reserves regardless if the university is in deficit or surplus. President Minner responded yes. He stated that when he arrived on campus the university's Composite Financial Index (CFI) was at a 2. He further stated that with the Board's directive, the administration has been building the CFI since the accreditation visit. Failure to increase the CFI would potentially affect the university's accreditation.

Mr. Baca reported that the state approved a 4% compensation package for higher education employees. President Minner stated that he is in full support of the compensation increase but noted that the university would need to allocate and additions \$595k to cover the increase. President Minner informed the Board that some universities are not going to be able to provide the 4% compensation increase for their faculty and staff. He stated that our faculty and staff members are underpaid and that the reason his top budget priority for FY20 is increased compensation for faculty and staff.

Regent Peoble asked if the 4% health insurance premium increase offsets the 4% compensation insurance increase. Mr. Baca responded yes. However, the university must also allocate and additional \$118K for the increased insurance premiums in addition to the \$95K.

Mr. Baca listed the estimated mandatory increases: health insurance, \$118; risk management (\$50K); utilities, \$45K; maintenance escalators, \$125k; faculty promotions, \$16K; employee compensation, \$585K; other (legal, accreditations, CBAS insurances, etc.) \$65K; and increased hourly rate for employees and student employees to \$9/hour, \$268K.

President Minner presented his budget priorities list from page 15 of the presentation.

Dr. Roxanne Gonzales introduced Dr. Patrick Wilson, NMHU's new Director of Online and Extended Learning. Dr. Wilson will work to improve the quality of online learning and extended

programs. Most recently, Dr. Wilson was the Associate Vice President of Digital and Distance Education at Tennessee Technological University. Dr. Wilson stated that if we are looking for enrollment to generate revenue, Highlands has to recruit students from the non-traditional market. We need to address the post traditional market, ensure we are offering the right degree programs, and the right support and high quality offerings.

An in-depth discussion regarding new programs, enrollment strategies, state funding, retention, student athlete GPA comparison, student attendance, open admissions, Highlands graduates earning the second highest salaries in the state, lobbying strategies, and increasing student athlete enrollment initiative.

Dr. Sammeth reported that he was one of the HU team members who visited Georgia State University. He was impressed with their success in student retention. He commented that NMHU needed to consider that students are not necessarily drawn to NMHU because it is less expensive because people correlate less expensive as being cheaper and not of good quality. Highlands needs faculty, campus life, resources, and student support working together to make a vibrant campus for students. Dr. Sammeth noted that GSU puts many resources towards identifying students in need of support, resulting in a higher retention rate.

Regent People commended Dr. Martinez and Ms. Jessica Hurtado, Director of Recruitment and Undergraduate Admissions for their efforts and improvements to recruit and retain students.

Executive Session – (1) limited personnel matters related to the hiring, promotion, demotion, dismissal, assignment, resignation of or the investigation or consideration of complaints or charges against any individual or public employee; (2) bargaining strategy preliminary to collective bargaining; and (3) threatened or pending litigation subject to the attorney-client privilege in which the University is or may become a participant. Pursuant to provisions of NMSA 1978, §10-15-1(H)(2)(5)&(7). Regent Marr-Montoya moved to enter into executive session for the sole purpose of discussing the items listed. Regent Garcia seconded. Voting in favor were: Regent Garcia, Regent Marchi, Regent Marr-Montoya, Regent People, and Chairman Sanchez. Motion carried. The Board entered into executive session at 12:47 p.m.

Regent Garcia moved to return to open session. Regent Marchi seconded. Regent Garcia 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, voting in favor of returning to open session: Regent Garcia, Regent Marchi, Regent Marr-Montoya, Regent People, and Chairman Sanchez. Motion carried and the Board returned to open session at 2:26 p.m.

Tuition –Action Item discussion continued.

Ms. Ludi stated that in addition to increase our student enrollment and retention, the university has to recruit and retain faculty and staff as well.

Ms. Mercy Ajisebutu, international graduate students and Mr. Damia Russell, International Club President, addressed the Board in opposition of a tuition increase for international students.

Regent People addressed that Board asking them to consider that most Highlands students are socio-economically behind the population when making their decision about a tuition increase. She commented that Highlands being the lowest tuition rated institution does not justify a tuition increase.

Regent Garcia moved to approve the recommendations of President Minner and Mr. Baca as presented (Attachment B page 48) with the exception of a tuition increase for international students. Regent Marchi seconded.

Recommendations

- 3% for In-state and Out-of-state for Both Undergraduate and Graduate Tuition and Fees (UG \$0.80/day and GR \$0.89/day)
- An Addition of 3% for New MFA Graduate Program (\$68.47/sem.)
- Re-allocate some campus life mandatory fees to housing for deferred maintenance
- 3% For Housing Rates Respectfully (less than \$0.40/day)
- 3% For Meal Plans Respectfully (less than \$0.30/day)
- Institute NMHU Success Guarantee*
- Institute NMHU Success Rebate Program*

A roll call was taken.

Regent Garcia voted yes. He stated he voted yes, although difficult, as a regent he is to ensure the constitution of the State of New Mexico is enforced. This requires that the university have the resources needed to provide a quality education. He believes that with the increases Highlands could have better enrollment, better retention, and increase capacity within various departments, retain key faculty members, and give the minimum wage to staff members. He is supportive of funding a new source of revenue for online enrollment. He feels a tuition increase gives the administration the ability to move forward.

Regent Marr-Montoya voted no. Stating that she would agree to an increase of 3% for housing and a 3% increase for meals. She indicated that she was uncertain how the Student Success Guarantee Program and the rebate program would work. The main reason for her no vote is that there was a 12% out-of-state tuition increase last year. Regent Marr-Montoya stated that the university needed to continue aggressive recruitment and retention. She feels that Highlands' strengths are accessibility, affordability, and quality.

Regent Marchi voted yes. He stated that he is in full support of faculty and staff receiving a raise. He pointed out that state appropriations do not cover the full 4% compensation increase allocated from the state. Regent Marchi pointed out that even if the tuition increase is approved, the university will still lack \$400K to cover the President's Priorities. He believes that the President's priorities focus on enrollment and efficiencies. He stated that the university's HLC probationary status effected enrollment negatively.

Regent People voted no. She stated that there was a pro to raising tuition so faculty and staff members receive a pay increase. However, she wants to know where the funding is coming from. She asked how students are expected to come up with the additional costs for tuition. She believes that the pros to the tuition increase do not outweigh the cons.

Chairman Sanchez voted yes, stating that he echoed the justifications given by Regents Marchi and Garcia.

Motion passed.

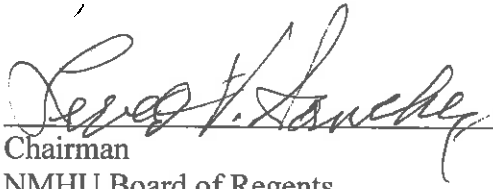
President Minner and Mr. Baca thanked the Regents for the open discussion and debate. President Minner stated that he and his colleagues do not want to raise tuition but it is necessary given that the amount of state appropriations received is not enough to keep the university moving forward. He assured that the administration would be good stewards of the additional resources.

Emeritus Status Designation – Action Item

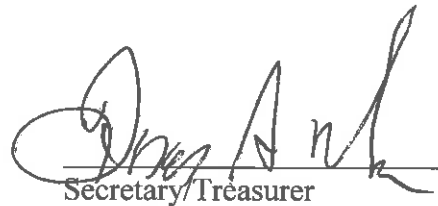
Regent Garcia moved to award Dr. Tom Ward, retired Professor of the Department of Sociology, Anthropology and Criminal Justice, Emeritus Status. Regent Marr-Montoya seconded. Voting in favor were: Regent Garcia, Regent Marchi, Regent Marr-Montoya, Regent Peoble, and Chairman Sanchez.

Adjournment

Regent Garcia moved to adjourn. Regent Marr-Montoya seconded. Motion carried and the meeting adjourned at 3:17 p.m.



Chairman
NMHU Board of Regents



Secretary/Treasurer
NMHU Board of Regents