

New Mexico Highlands University
Board of Regents Meeting
Margaret J. Kennedy Alumni Hall
905 University Avenue
Las Vegas, NM 87701
November 8, 2019 at 10:00 a.m.

1. Call to Order – Chairman Leveo Sanchez
2. Roll Call
3. Approval of Agenda for November 8, 2019
4. Approval of the Minutes from June 7, 2019; August 19, 2019; and October 16, 2019
5. Board of Regents Report
 - A. Gov. Lujan Grisham’s plan to make college tuition-free for New Mexico students
 - B. Other
6. President’s Report – Dr. Sam Minner
 - A. Compensation Study – Action Item
 - B. President’s Update
 - C. Council of University Presidents (CUP) Update
 - D. Other
7. Academic Affairs Report – Dr. Roxanne Gonzales
 - A. Master of Arts Cultural Resource Management Degree – Action Item
 - B. Third Party Vendor for Online Program Management – Informational Item
 - C. Summer School Program Discussion
 - D. School of Education CAEP Accreditation Update
 - E. Degree Status and 2018-19 Accomplishments – Informational Item
 - F. Other
8. Vice President for Finance & Administration– Mr. Max Baca
 - A. Quarterly Reports and Certification FY20/Q1 – Action Item
 - B. Disposition of University Property – Action Item
 - C. Sole Source Procurements – Informational Item
 - D. VPFA Report
 - E. Other
9. Persons Wishing to Address the Board
10. ASNMHU Report – Ms. Tamlyn Crain
11. HLC Update – Dr. Lee Allard
12. Faculty Senate Report – Dr. Orit Tamir

13. Staff Advisory Senate Report – Ms. Adele Ludi
14. Executive Session – (a) limited personnel matters related to the annual performance evaluation of Dr. Sam Minner, NMHU President, and limited personnel matters related to the dismissal, resignation, and/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 pursuant to NMSA 1978, § 10-15- 1(H)(5); and (c) threatened or pending litigation subject to the attorney- client privilege in which the university is or may become a participant pursuant to NMSA 1978, § 10-15- 1(H)(7).
15. Public Action as Necessary on Closed Session Discussion Related to President Minner’s Evaluation – Action Item
16. Strategic Enrollment Management Report – Dr. Terri Law
17. Foundation/Advancement Report – Dr. Terri Law
18. Student Affairs Report – Dr. Kim Blea
19. Golf Course Task Force Discussion
20. Golf Course Task Force Proposal – Action Item
21. Adjournment

**New Mexico Highlands University
Board of Regents Meeting
November 8, 2019**

The New Mexico Highlands University Board of Regents met on November 8, 2019, in the Margaret J. Kennedy Alumni Hall, 905 University Avenue, Las Vegas, New Mexico. Chairman Sanchez called the meeting to order at 10:17 a.m.

Attendance

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

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. Terri Law, Vice President for Advancement/Interim Vice President for Strategic Enrollment Management; Dr. Kimberly Blea, Dean of Students; and Dr. Lee Allard, Director of Institutional Research.

Others Present: Dr. Orit Tamir, Faculty Senate Chair; Ms. Adele Ludi, Staff Association Senate President; Ms. Tamlyn Crain, ASNMHU President; Ms. Carolina Martinez, Sr. Executive Administrative Assistant; and numerous individuals in the audience, including faculty, staff, students, and community members. The meeting was streamed via ZOOM and broadcast over the KEDP Radio Station.

Approval of the November 8, 2019 Meeting Agenda

Regent Garcia requested moving item 19. Golf Course Task Force Discussion and item 20. Golf Course Task Force Proposal – Action Item before item 8. Vice President for Finance & Administration.

President Minner requested removing “Approval of the June 7, 2019 meeting minutes” from the agenda. They were approved during the August 19, 2019 Board meeting.

Regent Marchi moved to approve the November 8, 2019 meeting agenda with the modifications made by Regent Garcia and President Minner. Regent Marr-Montoya seconded. Voting in favor were: Regent Garcia, Regent Marchi, Regent Marr-Montoya, Regent Peoble, and Chairman Sanchez. Motion carried.

Approval of the Minutes from August 19, 2019 and October 16, 2019

Regent Marchi moved to approve the August 19, 2019 and October 16, 2019 minutes as presented. Regent Garcia seconded. Voting in favor: Regent Garcia, Regent Marchi, Regent Marr-Montoya, Regent Peoble, and Chairman Sanchez. Motion passed.

Board of Regents Report

Gov. Lujan Grisham’s plan to make college tuition free for New Mexico Students

Regents shared their concerns regarding the Governor’s tuition-free plan. Their main concerns were that students may choose to attend larger universities instead of smaller ones like Highlands.

President Minner noted that he has sent out multiple campus emails regarding the tuition-free plan. He is working with Dr. Orit Tamir, Faculty Senate Chair, to schedule a meeting on the matter.

President's Report – Dr. Sam Minner

Compensation Study – Action Item

President Minner called on Dr. Denise Montoya, Human Resources and Payroll Director, to present (**Attachment A**). Dr. Montoya provided an overview on compensation challenges.

A discussion regarding employee and student employee compensation was held.

Regent Garcia motion to approve the Compensation Study (**Attachment B**) as presented. Regent Marchi seconded. Voting in favor: Regent Garcia, Regent Marchi, Regent Peoble, and Chairman Sanchez. Opposed: Regent Marr-Montoya. Motion passed.

President's Update

President Minner called on Mr. Joe Gieri, IT Director, to inform the Board of the recent cyber-attack. President Minner commended Mr. Gieri; Mr. Sean Weaver, University Relations Director; Mr. Max Baca, Vice President for Finance & Administration; Dr. Roxanne Gonzales, Provost/Vice President for Academic Affairs; and the entire Highlands community for pulling together to get through the technology crisis.

Mr. Gieri informed the Board that the cyber-attack occurred on October 9, 2019. He presented a PowerPoint presentation (**Attachment C**). President Minner noted that the university was in close contact with the Higher Learning Commission (HLC) and the New Mexico Higher Education Department (NMHED) informing them of the cyber-attack.

Mr. Adam Bustos, Purchasing Director, reported that the university has insurance to aid in the recovery of some of the costs associated with the incident.

President Minner presented his university update (**Attachment D**):

- Faculty retention data was shared with the Board
- A list of Specialty Accreditations was provided
- Departmental Dashboard data was shared
- President Minner proposed support for student regents
- COACHE (collaborative on academic careers in higher education) survey was discussed
- Gov. Michelle Lujan-Grisham viewed HU media arts students' projects during her Oct. 1 visit to campus. She also held a public forum.
- Students and their families carved pumpkins at the university residence Oct. 24.
- ITS Director Joe Gieri presented a campus forum Nov. 4 on the university's cyberattack.
- The School of Education is poised for accreditation from the Council for Accreditation of Educator Preparation (CAEP), a national organization accrediting education programs.
- The HU Admissions Office and Luna Community College sponsored the 21st Annual College and Career Night. Prospective college students learned about career opportunities related to fields of study and more.

- NMHU Participation in College Night
- NM high school counselors, community college advisers, and tribal education leaders learned about what NMHU has to offer at a free workshop Oct. 18.
- Mari-Luci Jaramillo, the first U.S. Latina ambassador, NMHU alumna and former regent, discussed her new book Oct. 30 at Margaret Kennedy Alumni Hall
- National Hispanic Cultural Center Art Museum Curator Jadira Gurule will discuss cultural and gender identity in art Nov. 20 at 3 p.m. in Kennedy Hall.
- Poet Joaquin Zihuatanejo, winner of the Individual World Poetry Slam and the World Cup of Poetry Slam, performed at the HU Student Center theater November 5
- Chemistry students at Robertson High School got a taste of completing laboratory assignments in a college setting at HU, thanks to a collaboration between the two schools
- Leon Bustos, the interim director of the Highlands Undergraduate Enrichment (HUE) program, organized free hospitality seminars to prepare individuals for work in the growing Northern New Mexico hospitality industry.
- Sindy Lauricella, a geology graduate student, presented her research on a long-dormant volcano in the Czech Republic at the Geological Society of America annual meeting in Phoenix, Arizona Sept. 22 – 25.
- HU Cares Director Ruthy Watson and sociology professor Erika Derkas organized a hurricane relief drive for the people of the Bahamas who survived Hurricane Dorian.
- President Minner served as auctioneer at the ArtBark community fundraising event.
- Rodgers hall view reception area was shown
- A photo of the new conference room in Rodgers Hall is taking shape.

Council of University Presidents

The CUP will meet on November 12. They will be requesting 8% new dollars and a 5% compensation package during the next legislative session.

Academic Affairs Report – Dr. Roxanne Gonzales

Master of Arts Cultural Resources Management Degree – Action Item

Dr. Gonzales indicated that faculty are working hard reviewing and bringing forward new degree programs. Dr. Tamir provided an overview of the degree program.

Regent Garcia motion to approve the Master of Arts Cultural Resources Management Degree (**Attachment E**) as presented. Regent Marr-Montoya seconded. Voting in favor: Regent Garcia, Regent Marchi, Regent Marr-Montoya, Regent Peoble, and Chairman Sanchez. Motion passed.

Third Party Vendor for Online Program Management – Informational Item

Dr. Gonzales called on Mr. Bustos to present on the online program management vendor (**Attachment F**).

Regent Garcia motioned to move all action items before all informational items. The motion was not seconded. Motion failed.

Summer School Program Discussion

Dr. Gonzales called on Dr. Lauren Faith, President's Developmental Leadership Fellow/Interim English & Philosophy Department Chair, reported on the proposed Cowboy Bootcamp which would get at risk students on campus two weeks before the semester begins. To help them acclimated and familiarize with campus resources.

She and Dr. Miriam Langer, Media Arts Department Chair, would like to propose low residency MFA in media arts and creative writing.

School of Education CAEP Accreditation Update

Dr. Gonzales called on Dr. Sheree Jederberg, Interim Dean of the School of Education to update the Board on the recent CAEP accreditation. The visiting team provided very positive feedback. He and President Minner thanked the faculty for their support during the accreditation visit.

Regent Marr-Montoya acknowledged the hard work of Dr. Virginia Padilla-Vigil, former Interim Dean of Education, and Dr. Jederberg for their work in preparation for the accreditation visit.

Degree Status and 2018-19 Accomplishments – Informational Item

Dr. Gonzales stated that her report was included in the board meeting material (**Attachment G**).

Other

Dr. Gonzales provided a written report (**Attachment H**) in advance of the meeting. She added the following:

- Dean searches are in progress.
- She called on Dr. Patrick Wilson to present on online course offerings. He reported that the new online program offerings, HU recruited 32 new students.

Vice President for Finance & Administration – Mr. Max Baca

Quarterly Report and Certification FY20/Q1 – Action Item

Mr. Baca informed that the quarterly report and certification is submitted to NMHED.

Regent Marchi moved to approve the Quarterly Report and Certification FY20/Q1 (**Attachment I**) as presented. Regent Marr-Montoya seconded. Voting in favor: Regent Garcia, Regent Marchi, Regent Marr-Montoya, Regent People, and Chairman Sanchez. Motion carried.

Disposition of University Property – Action Item

Mr. Baca reported that the university has items are no longer needed, obsolete, or damaged.

Regent Marchi moved to approve the Disposition of University Property (**Attachment J**) as presented. Regent People seconded. Voting in favor: Regent Garcia, Regent Marchi, Regent Marr-Montoya, Regent People, and Chairman Sanchez. Motion carried.

Sole Source Procurements – Informational Item

Mr. Baca presented the eleven Sole Source Procurements (**Attachment K**) informational item. The procurements are provided in accordance with State and Board of Regents procedures. The

sole source procurement is for the purchase of a \$153,162.00 high performance VSM, equipment for the geology department purchased through grant funding.

VPFA Report

Mr. Baca provided a written report as part of the Board meeting material (**Attachment L**).

Golf Course Task Force Discussion

Regent Garcia read his PowerPoint presentation (**Attachment M**).

Persons Wishing to Address the Board

Mr. Larry Franken, President of the Men's Golf Association and local businessman, stated the he and the MGA are in full support of the plan developed Golf Course Task Force.

Ms. Ann Pepper, community member, mentioned that the golf course was essential to Las Vegas. She suggested reserving space on the course for additional holes.

Mr. Gabriel Lucero, wholesale food distributor and community member stated that he is in support of keeping the golf course open. He also commented on the unfair division of the lottery scholarship amongst NM colleges.

Ms. Judy Long, Women's Golf Association member and community member, stated that the WGA has helped repair sprinklers, developed flyers and disseminated them to hotels and business in an effort to save the golf course. She further stated that the WGA is working with the Golf Pro to develop youth golf programs.

Dr. Carol Linder, HU faculty member, indicated that she and her husband, Dr. Peter Linder, also a faculty member, have lived on the golf course property since 1997. They are pleased the task force is working to develop the property. She would like a lease agreement resolution on her home.

Mr. Paul Cassidy, member of the Golf Course Task Force and Foundation Board, commented that keeping the golf course open could create housing for Las Vegas and generate revenue. He stated the he supports the recommendations made by the Golf Course Task Force.

Ms. Crain asked Regent Garcia if the task force consulted with any students while they were conducting their evaluations. Regent Garcia responded no. Regent People stated that she was informed about the task force but was not a member. She is concerned that some of her tuition dollars were used to offset the golf course deficit.

Regent Marchi thanked Regents Garcia and Marr-Montoya for the work on the Golf Course Task Force. He informed that he and Mr. Baca met with both the past and current New Mexico Higher Education Cabinet Secretaries regarding NMHED's concerns on the golf course deficit and overspending. NMHED is concerned about golf course overspending and had reservations about approving the university's budget. He reminded the Regents that during the August 19, 2019 Board meeting a motion was made and passed, with all Regents voting, that no additional spending beyond the approved \$90,000 for continued operation, there would be no extensions and if the golf

course ran in the deficit, the university would cease operations. Regents have a fiduciary responsibility to the university and he cannot support the university spending additional resources on the golf course. Funds should be used to increasing enrollment, add new programs, employee compensation, and little or no increase on tuition.

Regent Garcia responded by state that this is an investment issue. HU did not get a return on investment on all of the other expenditures that were referenced. Highlands has the opportunity to take this capital asset and turn it into a return on investment.

A long discussion regarding the pros and cons of keeping the golf course open was held.

Golf Course Task Force Proposal – Action Item

Regent Garcia moved to adopt the Golf Course Task Force recommendations to wit:

1. Move forward with official requests of \$50k each from the City of Las Vegas and San Miguel County to ensure operational funding from January 1, 2020 through June 30, 2020. Subject to securing financial commitments from the City and County, then;
2. Authorize the issuance of a request for proposal (RFP) (not to exceed \$190k) to secure the services of a consultant experienced in such real estate developments, and with enabling New Mexico legislation and,
3. Commit to the formation of the HU Development Corporation which will allow the university to develop the golf course, and potentially, other university properties, in accordance with the provisions in the University Research Park & Economic Development Act and,
4. Establish a "seed account" of \$100k which will be used to fund development planning needs, and other needs. This fund will be used to fund other "start-up" costs as well as attract grants and other investments and,
5. Form an "Implementation Group" to ensure the planning and coordination if managed properly

Regent Mar-Montoya seconded. Voting in favor: Regent Garcia and Regent Marr-Montoya. Opposed: Regent Marchi, Regent People, and Chairman Sanchez. Motion failed.

Regent Marchi stated that the Board voted to shut down the golf course. They directed President Minner to develop a plan to shut-down the golf course. Chairman Sanchez asked President Minner to develop the next stage plan to operationalize the asset.

Executive Session – (a) limited personnel matters related to the annual performance evaluation of Dr. Sam Minner, NMHU President, and limited personnel matters related to the dismissal, resignation, and/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 pursuant to NMSA 1978, § 10-15-1(H)(5); and (c) threatened or pending litigation subject to the attorney- client privilege in which the university is or may become a participant pursuant to NMSA 1978, § 10-15-1(H)(7). Regent Marr-Montoya moved to enter into executive session for the sole purpose of discussing the items listed. Regent People seconded. A roll call was taken; 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 2:46 p.m.

Regent Marr-Montoya moved to return to open session. Regent Peoble seconded. Regent Marchi stated for the record that only those items specified under the executive session were discussed and no action was taken. Regents present confirmed. Motion carried and the Board returned to open session at 4:41 p.m.

Persons Wishing to Address the Board (continued)

Dr. Kathy Jenkins, Faculty Association President, discussed the written report she provided in advance of the meeting (**Attachment N**).

Public Action as Necessary on Closed Session Discussion Related to President Minner's Evaluation – Action Item

Chairman Sanchez stated that the Regents reviewed President Minner's annual evaluation with him and determined that President Minner should receive the 4% salary increase. The Board also recommended that President Minner receive one \$5,000 annual incentive bonus for increasing the gift donations received by the Highlands Foundation.

Regent Marr-Montoya moved to adopt President Minner's evaluation. Regent Peoble seconded. Voting in favor: Regent Garcia, Regent Marchi, Regent Marr-Montoya, Regent Peoble, and Chairman Sanchez. Motion passed.

Regent Peoble moved to table item 10-13 and items 16-18 until the December 20, 2019 Board meeting. Regent Marchi seconded. Voting in favor: Regent Garcia, Regent Marchi, Regent Marr-Montoya, Regent Peoble, and Chairman Sanchez. Motion carried.

- 10. ASNMHU Report – Tamlyn Crain**
- 11. HLC Update – Dr. Lee Allard**
- 12. Faculty Senate Report – Dr. Orit Tamir**
- 13. Staff Advisory Senate Report – Ms. Adele Ludi**

- 16. Strategic Enrollment Management Report – Dr. Terri Law**
- 17. Foundation/Advancement Report – Dr. Terri Law**
- 18. Student Affairs Report – Dr. Kim Blea**

Adjournment

Regent Marr-Montoya moved to adjourn. Regent Peoble seconded. Motion carried and the meeting adjourned at 4:57 p.m.



Chairman
NMHU Board of Regents



Secretary Treasurer
NMHU Board of Regents