



New Mexico Highlands University Board of Regents
Virtual Meeting
January 29, 2021

The New Mexico Highlands University Board of Regents held a virtual meeting on January 29, 2021. The meeting streamed via ZOOM from the New Mexico Highlands University main campus in Las Vegas, New Mexico. The university complied with the Governor's Office and the New Mexico Department of Health's social distancing mandate which limits mass gatherings to five (5) individuals therefore, the Board of Regents meeting was held as a virtual meeting only. The university made every effort to accommodate members of the public as stated in the January 19, 2021 meeting announcement. The items addressed during the meeting were time sensitive and could not wait. Thus, in accordance with the NM Attorney General's Open Government Division Advisory, the meeting was held as a virtual meeting only. Members of the public were able to access the meeting via zoom and/or via phone call:

<https://nmhu.zoom.us/j/99373471046>

Meeting ID: 993 7347 1046

One tap mobile

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Chairman Sanchez called upon Dr. Kimberly Blea, Dean of Students to read an opening statement:

"Thank you for joining the NMHU Board of Regents today, January 29, 2021 for our virtual Board meeting. The university is complying with the Governor's Office and the New Mexico Department of Health's social distancing mandate limiting mass gatherings to five (5) individuals. The university has made every effort to accommodate members of the public. The items to be addressed at this meeting are time sensitive and cannot wait, thus in accordance with the NM Attorney General's Open Government Division Advisory, the meeting is being held as a virtual meeting only. Board members participating in the meeting remotely are: Mr. William Garcia, Mr. Frank Marchi, Ms. Danelle Smith, Mr. Christopher Ulibarri, and Board Chairman Mr. Leveo Sanchez."

"Also participating in the meeting remotely are Dr. Sam Minner, Dr. Roxanne Gonzales, Mr. Max Baca, Dr. Terri Law, Dr. Kimberly Blea, Dr. Orit Tamir, and Ms. Veronica Black."

"Should Board members or the university lose connectivity and there is no longer have a quorum, the Board meeting will be suspended and no action will be taken until a quorum is reconvened."

Call to Order – Chairman Sanchez called the meeting to order at 9:00 a.m.

Roll Call - Board Members Present via ZOOM: Mr. William Garcia, Mr. Frank Marchi, Ms. Danelle Smith, Mr. Leveo V. Sanchez, and Mr. Christopher Ulibarri.

Administrative Personnel Present via ZOOM: Dr. Sam Minner, President; Dr. Roxanne Gonzales, Provost/Vice President of Academic Affairs; Mr. Max Baca, Vice President for Finance & Administration; and Dr. Kimberly Blea, Dean of Students.

Others Present via ZOOM: Dr. Orit Tamir, Faculty Senate Chair; Mr. Luke Salganek, University Legal Counsel, and Ms. Maria Sena, Senior Executive Administrative Assistant. Numerous faculty, staff, students, community members, and the general public participated in the meeting as it was streamed via ZOOM.

Approval of the January 29, 2021 Agenda

Regent Ulibarri moved to approve the Board's virtual meeting agenda for January 29, 2021 with the request made by President Minner. Regent Garcia seconded. A roll call vote was taken, voting in favor: Regent Garcia, Regent Marchi, Regent Smith, Regent Ulibarri, and Chairman Sanchez. Motion carried.

Approval of the Minutes from December 18, 2020

Regent Garcia moved to approve the minutes from the December 18, 2020 as presented. Regent Marchi seconded. A roll call vote was taken, voting in favor were: Regent Garcia, Regent Marchi, Regent Smith, Regent Ulibarri, and Chairman Sanchez. Motion carried.

NASDAQ Board Software Presentation-Mr. Joe Gieri and Mr. Sam Markuse

Mr. Gieri and Mr. Markuse provided a presentation regarding the NASDAQ software, Boardvantage. They indicated that the board meeting process would become automated. All members of the board endorsed the software. Mr. Gieri indicated that they would move as quickly as possible to provide training and implement the software.

Board of Regents Report

Regent Garcia indicated that HERC has provided a legislative tracking report which identifies legislative initiatives. Report has been shared with all of the board members.

He indicated that HERC is going to organize an annual training and orientation for new regents. Meeting is being planned for April 2021.

President's Report-Dr. Sam Minner

BOR Executive Assistant Discussion

Dr. Minner provided an update on the possibility of identifying and hiring an administrative assistant to the board. He indicated it was important that we provided materials, electronically or paper, as early as possible for review by board members.

He stated the plan is to work with the board to employ a part-time assistant. This position would be considered a Highlands employee. The assistant would have routine contact with the chairman of the board. He/She would also work with the Office of the President to make it as efficient as possible.

He indicated that he is working on getting a job description established. Ms. Sena would continue working in this capacity until the new fiscal year, when the new assistant would come on board.

He stated that the purpose and objective of this position is to become more efficient and not overburden a

member of the staff. All board members are in support of this position.

Other

Dr. Minner indicated that the Spring 2021 semester is up and running. He continues to remain diligent about the principles of health and safety first, fulfillment of academic success, and doing it without harming employees. He indicated that to date, no furloughs and no compensation decreases have taken place.

He stated that the university has submit a spring opening plan to the state government. Currently the university has a green rating and attributes it to the dedicated work of the emergency management team.

He stated that spring to spring enrollment has increased one percent. He thanked the SEM staff and faculty for their hard work.

He indicated that Mr. Lee Allard, Director of the Office of Institutional Research, would be leaving Highlands. He thanked him for assisting with HLC and for doing an excellent job. He stated that he has started the search for a new director.

He stated that the Office of Academic Affairs is working on additional degrees in forestry and biology.

He indicated that Athletics did not play any games in the fall. However, he met with the athletic director and maybe a path has been found to at least start practicing.

He indicated that the legislative session has started. One budget recommendation does include some funds and a compensation increase for state employees.

Regent Garcia stated with enrollment increasing in certain areas, he is interested in having a special meeting to review and understand where change and improvements are occurring, in what area(s), and where the students are located. It could be a study in success that could be used throughout the university. Regent Garcia volunteered to participate in an interim committee. It was agreed by the board that Regent Marchi and Regent Garcia would meet with Dr. Gonzales, Dr. Law, and others prior to a special board meeting to discuss this issue.

President's Council on Diversity, Equity, and Inclusion Presentation-Dr. Rebecca Moore, Dr. Edward Martinez, Dr. Eric Romero, and Mr. Adrian Sandoval

Dr. Moore, Dr. Martinez, and Mr. Sandoval provided a detailed power point presentation. It included an overview of the accomplishments over the year.

Dr. Martinez shared a presentation with the board. He indicated that Highlands is a Hispanic serving institution. He stated that Highlands is not doing very well in terms of hiring individuals with diverse backgrounds. Applicant pool is not very diverse. Of the thirty-four individuals that were hired, males were hired in higher proportion and white faculty was hired in the highest proportion.

Chairman Sanchez stated that the presentation indicated a slight progress in diversity. Dr. Martinez stated that the 2009-present data was the most reliable. The data tells the story and we need to move forward with where we are advertising positions and reviewing job descriptions to eliminate narrowing the job description that could exclude candidates that might diversify the applicant pool.

Dr. Martinez indicated that he is developing an inclusive best practice guide which includes creation of a committee, job description, advertising, and how you treat the candidates when they come to campus.

Regent Garcia indicated that addressing this issue is critical. It starts with research and how does it make

us different. Research and data are fundamental in figuring out this issue. He recommended a group from highlands work together to address these issues. Dr. Moore indicated that the diversity council is comprised of twenty members and are actively involved in sub-committee work.

Dr. Moore stated that a campus climate institutional survey is now available for the campus community to complete. The survey will assess the campus climate to determine how to move forward. This is a current political issue that needs to be addressed. Some negative and positive feedback has been received.

Dr. Tamir Orit stated that the university needs to be careful at looking at diversity as monocultural and multicultural. She indicated that the faculty is concerned about anonymity.

Regent Garcia was pleased to hear the university has inclusion as a strategic goal. He recommended the regents work with the administration and faculty to discuss what it really means.

Staff Advisory Senate Report-Ms. Veronica Black

Ms. Black provided a written report in advance of the meeting.

Ms. Black further reported that the Staff Senate has vacancies and are recruiting members. She stated that member Ms. Doris Gallegos has participated in the initiative-Recruit One which recruits students to the university.

She stated that the Staff Advisory Senate is working to putting together a draft strategic plan. They are excited to be part of this initiative.

She indicated that Ms. Inca Crespin is leading the charge on an employee recognition event.

ASNMHU Report-Mr. Christopher Ulibarri

Mr. Ulibarri provided a written report in advance of the meeting.

Mr. Ulibarri further reported that the students met and he took office as the president of the Student Senate. He would like to work on the student senate constitution because it currently does not represent the student body as a whole.

He also stated that the student senate is lacking members and are recruiting.

Dean of Student Affairs Report-Dr. Kimberly Blea

Dr. Blea provided a written report in advance of the meeting.

Dr. Blea further reported that a contract has been entered with Albuquerque Public School (APS) regarding the radio station. Ms. Denise Montoya is leading the charge. The agreement has been signed and the university is waiting for APS to counter sign. APS renegotiated advertisement and courses offered to students. The local non-profits will have access to promotional materials and they will operate a class that will be free of charge. The eight-week course would be in Albuquerque. The FCC transfer will take up to 90 days.

She indicated that Connor Hall B Wing has been renovated. There are thirty-five rooms in that wing. Renovation has started at Connor Hall A Wing. When students return in fall, seventy rooms will be available for students.

Athletic Director-Mr. Andrew Ehling

COVID Safe Practices for NMHU Athletics Spring 2021-Action Item

Mr. Ehling stated that NMHU athletics is asking for approval to begin practice training and possible competitions. Due to COVID safe practice, athletes have been unable to participate. Testing has made it a challenge. He stated that there is a lot more options for testing and results are being received within 24-48 hours. This is required to compete.

He indicated that they are now in a position that practice could take place. This is the next step we need to practice. The documents that were provided explains the process. He indicated that students are excited about the possibility of playing.

Mr. Ehling indicates that he has a plan in place for traveling. Athletes will be spaced out during traveling. Trainers and coaches will be monitoring that they adhere to these requirements and players will be personally responsible to follow to these requirements. He stated that masks are not required when competing but required when they are not competing and traveling. They will hold student athletics accountable.

Dr. Minner indicated that a budget has been built to cover the cost of testing. Mr. Ehling indicated that athletic had option to opt out. They don't lose their eligibility. Not all athletics will be tested, only athletics that are in season.

Mr. Ehling indicated that they will not be able to participate in football this spring.

Regent Garcia moved to approve the COVID Safe Practices for NMHU Athletics Spring 2021 as presented. Regent Ulibarri seconded. A roll call vote was taken, voting in favor were: Regent Garcia, Regent Marchi, Regent Smith, Regent Ulibarri, and Chairman Sanchez. Motion carried.

Public Comment*

No one came forward

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); (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); and (d) real estate acquisition or disposal pursuant to NMSA 1978, § 10-15-1(H)&(8). Regent March moved to enter into executive session for the sole purpose of discussing the items listed. Regent Smith seconded. A roll call vote was taken, voting in favor: Regent Marchi, Regent Smith, Regent Ulibarri, and Chairman Sanchez. Motion carried. The Board entered into executive session at 12:06 p.m.

Regent Marchi moved to return to open session. Regent Smith seconded. Regent Marchi 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 were: Regent Marchi, Regent Smith, Regent Ulibarri, and Chairman Sanchez. Motion carried and the Board returned to open session at 1:10 p.m.

Public Action as Necessary on Closed Session Discussion-Action Item

No action was taken.

Provost/Vice President of Academic Affairs Report-Dr. Roxanne Gonzales

Dr. Gonzales provided a written report in advance of the meeting.

Dr. Gonzales further reported that the Wiley implementation team have met. They have begun the conversation about enrollment processes and systems on how they will integrate with Wiley processes. Launch date for the first seven programs is Fall 2021. As soon as marketing materials are developed, Wiley will start marketing. Several months are necessary to have a successful launch.

She indicated that she currently working with one of the senators for a Forestry program. The university will be collaborating with NMSU and UNM for a reforestation center. Dr. Kempner stated they received a five-million-dollar crest grant for this initiative. Dr. Gonzales stated that Higher Education is asking institutions to collaborate and partner with each other to help benefit the entire state.

Vice President of Finance & Administration and Government Relations-Mr. Max Baca

Quarterly Report and Certification for FY21/Q2 – Action Item

Mr. Baca provided report indicating the university has met our obligation.

Regent Garcia moved to approve the Quarterly Report and Certification for FY21/Q2 as presented. Regent Marchi seconded. A roll call vote was taken, voting in favor were: Regent Garcia, Regent Marchi, Regent Smith, Regent Ulibarri, and Chairman Sanchez. Motion carried.

Disposition of University Inventory - Action Item

Mr. Baca provided a list of inventories that are not being used. Some inventory does not work. Some fix assets will be donated.

Regent Marchi moved to approve the Disposition of University Inventory as presented. Regent Ulibarri seconded. A roll call vote was taken, voting in favor were: Regent Garcia, Regent Marchi, Regent Smith, Regent Ulibarri, and Chairman Sanchez. Motion carried.

Ratification of the Professional Staff Collective Bargaining Agreement – Action Item

Mr. Baca stated that the contributions by everyone that was involved brought this agreement together. He indicated that both Ms. Whalen and Dr. Jenkins would like to make short remarks.

Dr. Jenkins indicated that it took three and a half years to bargain this collective agreement. Document was sent for ratification and ratification election were held. Seventy-Two percent turnout with Ninety-Seven percent voting yes. Document was ratified.

Ms. Whalen indicated that the developed document was a success due to the work of the group. She was thankful for the hard work that was done by everyone involved.

Regent Garcia moved to approve the Ratification of the Professional Staff Collective Bargaining Agreement as presented. Regent Smith seconded. A roll call vote was taken, voting in favor were: Regent Garcia, Regent Marchi, Regent Smith, Regent Ulibarri, and Chairman Sanchez. Motion carried.

VPFA & Government Relations Report

Mr. Baca provided a written report in advance of the meeting.

Mr. Baca further reported that the legislative session is unique this year. The only method of communication with the legislators is via phone calls and text. He indicated that currently they are considering a 1.5 percent compensation increase.

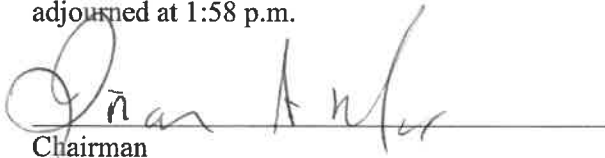
Vice President of Student & Donor Engagement Report- Dr. Theresa Law

Dr. Law provided a written report in advance of the meeting.

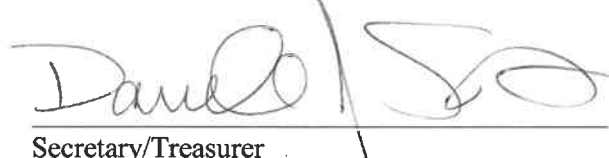
Dr. Law further reported that the virtual Highlands Loves Event will be taking place on February 10th. All tickets are sold out for the VIP event.

Adjournment

Regent Ulibarri moved to adjourn. Regent Smith seconded. A roll call vote was taken, voting in favor: Regent Marchi, Regent Smith, Regent Ulibarri, and Chairman Sanchez. Motion carried and the meeting adjourned at 1:58 p.m.



Chairman
NMHU Board of Regents



Secretary/Treasurer
NMHU Board of Regents