

New Mexico Highlands University
Board of Regents Special Meeting
December 28, 2021

The New Mexico Highlands University Board of Regents held a virtual special meeting on December 28, 2021. The meeting streamed via ZOOM from the New Mexico Highlands University main campus in Las Vegas, New Mexico. The University made every effort to accommodate members of the public as stated in the December 22, 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

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Call to Order – Chairman Marchi 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, Dr. Frank Sanchez and Mr. Christopher Ulibarri.

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

Others Present via ZOOM: Dr. Elisabeth Massaro, Faculty Senate Chair; Ms. Patricia Ives, 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 December 28, 2021 Agenda

Regent Ulibarri moved to approve the Board's virtual meeting agenda for December 28, 2021. Regent Smith seconded. A roll call vote was taken, voting in favor: Regent Garcia, Regent Sanchez, Regent Smith, Regent Ulibarri, and Chairman Marchi. Motion carried.

Approval of the NMHU Faculty Association Articles 11 (Fringe Benefits), 18 (Leave of Absences), and 25 (Compensation) effective pay period beginning January 01, 2022 – January 14, 2022, reflecting on pay date January 21, 2022

Dr. Minner stated that at the last board meeting the Board voted unanimously to go back to the table for faculty compensation. His goal is to be the top compensation institution in the state. Once that is achieved, he would like to move to the top quartile of our peer group.

He stated he received word that the University's Carnegie classification has been revised and is now considered Master's College and Universities Larger Programs. He will review our peer institutions to ensure we are in right category.

Mr. Baca stated that both sides worked together to reach an agreement. He asked that Dr. Jenkins speak first before he summarized the recommendations.

Dr. Jenkins indicated that the bargaining team was able to meet Monday and Tuesday for several hours. She stated that faculty is excited about Article 11. Currently faculty has fewer benefits than every other employee in the institution. Article 18 adds parental leave up to a semester. She stated that she was grateful that the salary went back into negotiations. Faculty would like to get to the average of their peers.

Mr. Baca indicated that Article 25 recommends a seven percent salary increase for faculty. In addition to a \$50 per year in rank for faculty that have been at the institution longer and it also takes a faculty member to the minimums and then applies the increase to that salary.

Regent Garcia requested the process for evaluation for individual's faculty. Dr. Gonzales stated faculty evaluation are done as part of collective bargaining and Article 23. There are different types of reviews including annual assessment for reappointment, annual activity report that is provided by tenure and non-tenure faculty, a bi-annual evaluation for tenured faculty, and a post tenure review.

Regent Smith moved to approve the NMHU Association Articles 11 (Fringe Benefits), 18 (Leave of Absences), and 25 (Compensation) effective pay period beginning January 01, 2022-January 14, 2022, reflecting on pay date January 21, 2022 as presented. Regent Garcia seconded. A roll call vote was taken, voting in favor were: Regent Garcia, Regent Sanchez, Regent Smith, Regent Ulibarri, and Chairman Marchi. Motion carried.

To Do List


1. President Minner will check on the University's Carnegie classification

Adjournment

With no further business, the meeting adjourned at 9:16 a.m.



Chairman
NMHU Board of Regents



Secretary/Treasurer
NMHU Board of Regents