

New Mexico Highlands University
Board of Regents Meeting
August 19, 2022

The New Mexico Highlands University Board of Regents held an in-person meeting on August 19, 2022. The meeting was held live at the Rodgers Hall Administration Building, Room 107, 803 National Avenue, Las Vegas, New Mexico. The university made every effort to accommodate members of the public as stated in the August 08, 2022 meeting announcement. The meeting was livestreamed via Zoom Platform. Members of the public were able to access the livestream through the following link:
<https://nmhu.zoom.us/j/99373471046>

Meeting ID: 993 7347 1046

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Meeting ID: 993 7347 1046

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Call to Order – Chairman Marchi called the meeting to order at 9:02 a.m.

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

Administrative Personnel Present: Dr. Sam Minner, President; Mr. Max Baca, Executive VP of Finance, Administration, and Government Relations; Dr. Roxanne Gonzales, Provost and VP of Academic Affairs; Dr. Theresa Law, Executive VP of Student and Donor Engagement; and Dr. Kimberly Blea, Dean of Students.

Others Present: Ms. Veronica Black, Staff Advisory Senate Chair; Dr. Daniel Chadborn, 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 August 19, 2022 Agenda

Regent Ulibarri moved to approve the Board's meeting agenda for August 19, 2022 with the request made by Chairman Marchi. 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 Minutes from June 10, 2022 (Attachment A)

Regent Garcia moved to approve the minutes from the June 10, 2022 meeting as presented. Regent Sanchez seconded. A roll call vote was taken, voting in favor were: Regent Garcia, Regent Sanchez, Regent Smith, Regent Ulibarri, and Chairman Marchi. Motion carried.

Consent Agenda (Attachment B)

Regent Ulibarri moved to approve the Vice President of Student and Donor Engagement Report, the Vice President of Finance, Administration, and Government Relations Report, the Sole Source Procurements, the Dean of Student Affairs Report, the Provost/Vice President of Academic Affairs Report, the Associated Students of New Mexico Highlands University (ASNMHU) Report, Staff Advisory Senate Report, and the Faculty Senate Report on the Consent Agenda as presented. Regent Smith seconded. A roll call vote was taken, voting in favor were: Regent Garcia, Regent Sanchez, Regent Smith, Regent Ulibarri, and Chairman Marchi. Motion carried.

Board of Regents Report

Higher Education Regents Coalition (HERC) Update

Regent Garcia indicated that no meetings have taken place since the election of new officers from Northern New Mexico Community College.

Regents Comments-No action items

Regent Marchi expressed his thanks to everyone for their hard work and professionalism during these extenuating circumstances.

Regent Ulibarri had no comments.

Regent Smith indicated that she attended the NMHU Graduation and Convocation and both were exciting events. She stated that the Convocation had students from all over the world.

Regent Sanchez expressed his thanks for the individuals that were active in the recruitment efforts. He has seen a lot of activity and energy on main campus.

Regent Garcia stated that he reflected back on the past year. He indicated it was nice to have everyone in person and return to some sense of normalcy. However, with the wildfires, floods, and now the water issues, he was reminded that it's not how you get knocked down but what matters is how you get back up. He is pleased with the resiliency of the community. He stated he was looking forward to a new year and has a lot of optimism for the future.

Board of Regents Standing Committees Updates

Budget, Finance & Audit Committee-Regent Smith

Regent Smith stated that the committee met with Carr Riggs and Ingram for the audit entrance meeting. The audit will consist of NMHU, NMHU Foundation, and Stable Isotopes. No significant changes in audit roles. Field work will be on September 6, 13, and 19th with the exit conference to be held at the end of October. Audit deadline is November 1, 2022.

She indicated that Jill Diamond had been hired as the new Human Resources Director.

She stated that the committee also discussed an old accounts receivable from the City of Las Vegas which related to a gas meter error caused an overcharge to Highlands. This issue might come back to the Board for review in the future.

She indicated that there has also been discussion regarding the NMHU well at the golf course. It is a deep well that has good quality water that produces between 25 and 50 gallons a minute. The City has raised questions about the possibility of the use of the well if the water situation in Las Vegas gets direr.

She stated that Highlands may need to hire a financial investment advisor to manage certain endowments that may not have been managed efficiently. Regent Garcia asked for clarity on Highlands current investment policy. Mr. Baca indicated that funds are managed by Santa Fe Advisors. He stated that he would like to look at the current policy to determine if it is outdated.

Strategic Enrollment Management/Donor Engagement Committee-Regent Sanchez

Regent Sanchez indicated that the committee has not met. However, He thanked Dr. Law and her staff for efforts they have made for improving enrollment. He indicated that he needed to ensure that personnel, faculty and staff, are available to take care of the students that are on campus.

Regent Garcia indicated that things don't improve unless a plan is in place. He stated that the collaboration between Board, Administration, faculty and staff working together and dedicating resources help get to the goal set by Highlands.

Student Affairs Committee-Regent Ulibarri

Regent Ulibarri indicated that the committee met on August 09th. Dr. Kimberly Blea presented a report about the Mental Health Initiative. This initiative will aid in student recruitment and retention.

Regent Sanchez asked if the University had appropriate health care services for the students. Dr. Blea indicated that non-emergency medical care and behavioral health care services are available for students. She stated that the space for the student clinic is small. She indicated that more students are accessing care and utilizing the service. Currently, one provider is dedicated to our students, but has a full case load. Telehealth care is also available.

Academic Affairs Committee-Regent Garcia

Regent Garcia indicated that the committee met on August 17th. Agenda included new programs for the academic year, Wiley update, Center for Teaching Excellence overview, and the right sizing of departments. He requested that a Dr. Patrick Wilson and Dr. Roxanne Gonzales provide a Wiley presentation at the next board meeting. He stated that Wiley brought in \$177,000 net revenue with approximately 250 students.

Athletic Committee-Regent Garcia

Regent Garcia indicated that the committee has not met recently. Dr. Sylvester Perez, HClub Member, will be joining the committee. He will bring a new perspective.

Regent Sanchez asked if there was any update on the track. Regent Garcia stated that replacement of track will be done with donation of funds. It is estimated to cost a million dollars. A fundraiser is assigned to assist the athletic director to raise funds for this initiative.

President's Report-Dr. Sam Minner

Campus Update

Dr. Minner indicated that the University had a successful commencement and convocation. Professional development week had taken place. It was well organized and well attended.

He stated that the great resignation has affected Highlands. There are currently eighty-two job openings.

He indicated that Highlands is reviewing recruitment in a much different way. Students from this area will not meet the enrollment goals.

He stated that he is still very concerned about the water crisis in Las Vegas. He is in close contact with Mayor Trujillo to obtain daily updates.

Gene Torres Golf Course Update (Attachment C)

Regent Garcia indicated that three principals signed a Memorandum of Agreement. Principals include Highlands, City of Las Vegas, and San Miguel County. A grand opening was held on July 9th and honored Gene Torres' family with a plaque.

He stated that the Golf Course Management Committee (GCMC) was developed to make decisions as a team. Regent Garcia is the Chairman, Mr. Leo Maestas represents the City of Las Vegas, and Mr. Larry Franken represents San Miguel County. He indicated that the GCMC contracted with Golf Automation to manage the golf course. Regent Garcia reported that Golf Automation is doing a great job managing the course. Registration is done online to be able to collect data. This data will help the GCMC determine how effective Golf Automation was in the operation of the course.

Community Liaison Update-Ms. Linda Anderle (Attachment D)

Ms. Linda Anderle indicated that she provided a piece of literature for review. This document will be used to promote community participation. Regent Garcia asked that the reopening of the golf course be added as a community engagement.

Board Retreat

Dr. Minner indicated that there have been discussions about a possible board retreat. He has reached out to a firm and they are interested in moving forward in mid-October. A final decision will need to be made.

Regent Garcia stated that he has been promoting the idea of a retreat because Highlands is a complex institution and strategical thinking is needed versus tactical thinking. He stated that would like to see the Board develop strategies that are common with the University to help the President and Administration prioritize.

Regent Sanchez agreed with these efforts and Mr. Vince Marchi asked that the Foundation be included in the retreat to align strategic plans.

Regent Smith suggested that the Board determine what benefits would come out of a retreat before it is decided if one should be scheduled. The Board should decide what would be included and would it be beneficial. Chairman Marchi will work with administrators to develop agenda and possible goals for the retreat.

Other

Dr. Minner asked that the Board consider an informal social event during the fall term with the various governance groups on campus. Event would be voluntary on the part of faculty, staff, and students.

He indicated that he is working on an unusual recruitment opportunity in India. Highlands will be sending a small cohort to India to do recruitment. The benefactor will arrive in India before the staff and Highlands will be able to visit with hundreds of students.

Chairman Marchi asked about the water situation in Las Vegas. Dr. Minner indicated that the filtration system arrived and should be installed and operating within two weeks. He stated that Highlands was preparing by conducting water testing and passing out bottled water to the campus community. He stated

that if the City runs out of water, the campus can remain opened for several days. Thereafter, campus would have to be closed. He indicated that the City of Las Vegas has assured him that the filtration system will be installed and operating before the City runs out of water.

Public Comment

No one came forward.

Mental Health Initiative Update- Dr. Kimberly Blea (Attachment E)

Dr. Kimberly Blea introduced Mr. Leon Bustos. They provided a PowerPoint Presentation on their new mental health initiative. She indicated that mental health is the number one priority for universities across the nation. She stated that the last two and a half years have really changed the dynamics of how higher education views mental health. Dr. Blea shared some trends including that since 2013 depression has increased by 135%, and anxiety has increased by 110%.

Dr. Blea indicated that her office applied and was awarded a \$50,000 grant. This pilot project will assess outcomes of students who participate in this initiative. Health and wellness coaching will be added to assist students. Students will get to understand mental health, how to manage stress, navigate transitions, and improve confidence. She stated the goal is to help build next practices to help with the next pandemic and improve the life of the students. The project will have a control group and a treatment group. Action plans will be provided to each student and students will be compensated to participate in this initiative.

She stated that the student behavioral intervention and support team, which has representation from staff and faculty, receive referrals and anyone can refer a student for services, if they feel that the student needs assistance. The team works to identify how to best support the student with prevention outreach.

NMHU Foundation Report-Mr. Vince Marchi (Attachment F)

Mr. Vince Marchi indicated that the Foundation is searching for an Advancement Director. A consultant firm was hired to search nationally to fill this position.

He stated that several events are happening in August. A Multi-Board gathering will take place on August 25th. Homecoming week will take place on the week of September 12 through September 17th.

He indicated that the Foundation hired a consultant to conduct a feasibility study. The study indicated that it would be possible for the foundation to embark on a ten-million-dollar fundraising campaign.

Executive Session: discussion of: (a) limited personnel matters related to President Sam Minner's evaluation and goals and 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) the purchase, acquisition or disposal of real property by NMHU, pursuant to NMSA 1978, § 10-15-1(H)(8). Regent Ulibarri moved to enter into executive session for the sole purpose of discussing the items listed. Regent Garcia seconded. A roll call vote was taken, voting in favor: Regent Garcia, Regent Sanchez, Regent Smith, Regent Ulibarri, and Chairman Marchi. Motion carried. The Board entered into executive session at 11:54 a.m.

Regent Ulibarri moved to return to open session. Regent Ulibarri stated for the record that only those items specified under the executive session were discussed and the Board took no action. Regents present confirmed. Regent Smith seconded. A roll call was taken, voting in favor of returning to open session were

Regent Garcia, Regent Sanchez, Regent Smith, Regent Ulibarri, and Chairman Marchi. Motion carried and the Board returned to open session at 1:50 p.m.

Public Action and Statements as Necessary on Executive Session Discussion

No action was taken.

**Vice-President of Student and Donor Engagement (VPSDE)- Dr. Theresa Law
NMHU Foundation Comprehensive Campaign Discussion (Attachment G)**

Dr. Theresa Law provided a PowerPoint presentation. She indicated that the Foundation was ready to consider a comprehensive campaign. She stated that the NMHU Foundation Board had met and approved to move forward. She discussed the campaign recommendation made by Gonser Gerber and indicated that the Foundation Board voted unanimously to these recommendations.

Regent Marchi endorsed President Minner participating in the comprehensive campaign.

Regent Ulibarri endorsed President Minner participating in the comprehensive campaign.

Regent Smith endorsed President Minner participating in the comprehensive campaign.

President Minner indicated that he would work with Dr. Law to work with a few key donors. Private giving is part of President's job responsibility. He indicated that a good team is in place and he had confidence in the team.

Regent Garcia endorsed President Minner participating in the comprehensive campaign.

NMHU Fall 2022 Enrollment (Attachment H)

Dr. Theresa Law introduced Ricardo Martinez and Benito Pacheco. They provided a PowerPoint presentation. She indicated that Fall 2022 enrollment does not end until end of the day Monday, August 22nd and final numbers will be on census date, September 2nd. Current total enrollment numbers are 2,708.

She indicated that main campus enrollment number was 151 living on campus and 83 students being local area students that are not required to live on campus. International students increased 58% from 45 to 71 students and Native American students remain the ten percent of our student population. Center enrollment saw an overall decrease with all but Rio Rancho showing a decline.

Mr. Pacheco indicated that the second recruitment cycle will include Amarillo, Lubbock, San Antonio, and Dallas school districts.

Dr. Law indicated that she was surprised how well the opt-in agreements worked.

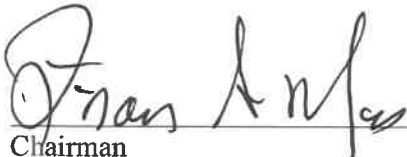
Dr. Blea stated that currently there are 497 students on residence halls. She indicated that she will need to take residence halls off line to make much needed repairs. Dr. Law indicated that housing is important part of student retention. Resources need to be invested to ensure rooms are available for enrollment increases in the future.

Follow up Items

Comprehensive Review of Wiley at the next board meeting
Potential Board Retreat

Adjournment

With no further business, the meeting adjourned at 3:19 p.m.



Chairman
NMHU Board of Regents



Secretary/Treasurer
NMHU Board of Regents

New Mexico Highlands University
Board of Regents Meeting
June 10, 2022

The New Mexico Highlands University Board of Regents held an in-person meeting on June 10, 2022. The meeting was held live at the Higher Education Center, Room 237, 1950 Siringo Road, Santa Fe, New Mexico. The university made every effort to accommodate members of the public as stated in the May 27, 2022 meeting announcement and the June 07, 2022 amended meeting announcement. The meeting was livestreamed via Zoom Platform. Members of the public were able to access the livestream through the following link:

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

Meeting ID: 993 7347 1046

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+1 301 715 8592 US (Washington D.C)

Meeting ID: 993 7347 1046

Find your local number: <https://nmhu.zoom.us/u/ac1SHcp0aW>

Call to Order – Chairman Marchi called the meeting to order at 10:00 a.m.

Roll Call - Board Members present in-person: Mr. William Garcia, Mr. Frank Marchi, Ms. Danelle Smith, and Dr. Frank Sanchez. Board Member present via zoom: Mr. Christopher Ulibarri.

Administrative Personnel Present: Dr. Sam Minner, President; and Dr. Kimberly Blea, Dean of Students.

Others Present: Ms. Veronica Black, Staff Advisory 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 June 10, 2022 Agenda

Regent Ulibarri moved to approve the Board's meeting agenda for June 10, 2022 with the request made by Chairman Marchi. 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 Minutes from April 22, 2022

Regent Ulibarri moved to approve the minutes from the April 22, 2022 meeting 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.

Approval of the Minutes from May 23, 2022

Regent Smith moved to approve the minutes from the May 23, 2022 meeting as presented. Regent Sanchez seconded. A roll call vote was taken, voting in favor were: Regent Garcia, Regent Sanchez, Regent Smith, and Chairman Marchi. Abstain: Regent Ulibarri. Motion carried.

Executive Session– (a) limited personnel matters related to President Sam Minner’s contract and evaluation and 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); and (b) 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 Ulibarri moved to enter into executive session for the sole purpose of discussing the items listed. Regent Garcia seconded. A roll call vote was taken, voting in favor: Regent Garcia, Regent Sanchez, Regent Smith, Regent Ulibarri, and Chairman Marchi. Motion carried. The Board entered into executive session at 10:04 a.m.

Regent Smith moved to return to open session. Regent Sanchez seconded. Regent Smith 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 Sanchez, Regent Smith, and Chairman Marchi. Members Absent: Regent Garcia and Regent Ulibarri. Motion carried and the Board returned to open session at 3:07 p.m.

Public Action and Statements as Necessary on Executive Session Discussion

No public action or statements were made.

Adjournment

With no further business, the meeting adjourned at 3:07 p.m.

Chairman
NMHU Board of Regents

Secretary/Treasurer
NMHU Board of Regents



Board of Regents Report for August 19, 2022

Division: Student and Donor Engagement

Report Provided on: August 12, 2022

Report provided by: Theresa Law, JD, CFRE, Executive Vice-President, Student and Donor Engagement

Key Accomplishments:

Office of Student Enrollment Management (Admissions/Student Success Center):

- This is the largest first-year class in 3 years, with a total of 1,275 students admitted.
- School Districts with 5-year highs in enrollment include:
 - Denver Public Schools
 - Socorro Independent (El Paso, TX) Schools
 - Santa Rosa Schools
 - Pecos Schools
 - Bernalillo Schools
 - Santa Fe Public Schools
 - Questa Schools
 - International Schools
- Request for additional classes has been submitted to the College of Arts and Sciences to accommodate new student enrollment.
- Funnel Data for Fall 2022: Total number of Applications is 4,602 and total admitted is 2,416
- 50% of new freshmen enrollment is due to the regional admission/scholarship agreements
- The admission rate remains above 50% (52.50% complete applications)

Office of International Education:

- The International Ed. Center is currently seeking J-1 Visa program re-designation through the U.S. Department of state. Current program designation expires in October of 2022.
- A total of 367 international students have been admitted for Fall 2022.
- Currently 220 I-20's has been issued to admitted students for study at NMHU for the Fall 2022 session. To date, 15 visas have been granted.

Office of Financial Aid:

- A total of \$20,429,723 of aid has been processed and administered for aid year 2021-2022. This includes federal, state, institutional and outside agency aid.
- 1,889 Financial Aid offers for the 2022-2023 aid year have been sent out to students.
- The Scholarship Specialist attended the Robertson High School Senior Banquet on May 25, 2022, to present scholarship certificates.
- The staff attended the National Association of Student Financial Aid Administrators Virtual Conference July 11 – 15, 2022, for professional development.
- Provided FAFSA presentations for the MSW program (7/14/22), BSW program 7/28/22), and Viles Foundation recipients (7/29/2022).

Native American Center:

- Recently presented at the Pueblo of Santo Domingo to incoming NMHU freshman students. This was the first time we have been able to visit a Pueblo during the pandemic.
- Spoke with several high school students from the Espanola area during a community event on Saturday July 30th.
- The Native American Club received the best Club/Organization on campus 2021-2022 and when we inform students, they get excited because it is a great marketing tool for potential students.
- Informally, to date, the Fall 2022 Native American student population is just under eleven percent. NMHU has successfully completed two of four required semesters to qualify at ten percent.

NMHU Alumni Relations:

- The Alumni Board recently welcomed 7 new members, including a student representative and a faculty representative. This group of individuals is excited and motivated to get to work planning events to attract alumni and community to promote Highlands.
- The Foundation Board recently added Jeannae Leger as a member. Jeanne is formerly the President of the Alumni Board and will continue on that Board as well as Immediate Past President.
- The Foundation Board at its June and July meetings also approved a FY23 budget, voted to move forward with the quite phase of a comprehensive campaign, and elected new officers:
 - President – Vince Marchi
 - Vice-President – Paul Grindstaff
 - Treasurer – Felicia Ortiz
 - Secretary – Viola Martinez

Future Activities:

Office of Student Enrollment Management (Admissions/Student Success Center):

- With a new agreement in place with Socorro Independent School District, Recruitment will make monthly visits to El Paso to recruit students
- Currently in early negotiations with a San Antonio school district to form an agreement
- Exploring marketing options with VP Lepre to expand brand awareness in the Albuquerque Metro area
 - Dedicating 2 staff members to the ABQ metro area for the upcoming recruitment cycle.
- Ongoing dialogue with Dallas Public schools for potential partnership
- SEM is fully staffed and anticipates continued improvement for the spring 23 and fall 23 semesters.

Office of International Education:

- Orientation will take place on August 25, 2022 at 3:30 pm.

Office of Financial Aid:

- Currently preparing for 2022-2023 FAFSA processing
- In conjunction with the Benito Pacheco, we will be working with LCC to form a partnership to include tours and FAFSA events for LCC transfers.

Native American Center:

- As tribes and pueblos begin to reopen, a strategy for in-person recruitment will be developed.

NMHU Alumni Relations:

- We're looking forward to a great time at our Multi-Board Gathering on the 25th. This will be the first time we've brought all of our volunteer boards together- Regents, Foundation, Alumni, and H Club-

and we look forward to having a closer relationship and increased collaboration between all our boards. This event will take place at the Governor's Mansion.

- The NM Painter's Show will open with a reception on Sunday, September 11th.
- Homecoming is right around the corner on September 16-17, and we're busy putting together the events that everyone is looking forward to attending - Cowboy Lounge, Homecoming 5K Gallop & Trot, Breakfast Burrito Bar, Homecoming Parade with Smokey Bear as Grand Marshal, Tailgate Celebration, President's VIP Round Up, and recognizing our Distinguished Honorees. This year's honorees include Max Baca-Distinguished Alumnus, Justin Montoya-Distinguished Young Alumnus, Carmelita Sanchez- Forever Cowboy Student, RoseMarie Montoya- Highlands Spirit.
- We look forward to seeing everyone at these events!



Board of Regents Report for August 19, 2022

Division: Finance, Administration, and Government Relations

Report Provided for: August 19, 2022

Report provided by: Max Baca, Vice President for Finance, Administration, and Government Relations and Dr. Denise Montoya, Associate Vice President for Finance, Administration, and Government Relations

Strategic Goal 1: Teach and mentor students to integrate a broad range of academic skills, a breadth and depth of curricular knowledge, and an interdisciplinary understanding.

Strategic Goal 3: Engage with and serve our communities for mutually beneficial exchanges of knowledge, services, and resources.

Strategic Goal 5: Be a comprehensive educational provider for all students including traditional, non-traditional, online, distance, community, and lifelong learners.

Report provided by: Vice President for Finance, Administration, and Government Relations

Key Accomplishments:

- Served as the wildfire/floods Incident Commander working with local, state, federal government entities, for profit and nonprofit organizations, and those impacted by the wildfire/flood incident. New Mexico Highlands University was able to serve our community during this time by providing facilities, food, volunteer work, and other types of services to the community impacted.
- The Great Resignation impacted Human Resources/Payroll (HR/PR) significantly over the past year. Hired Jill Diamond, HR/PR Director and Cassie Lucero, HR Technician.
- Worked with Moss Adams to reconcile FY2022 vendor payments to General Services Department, Educational Retirement Board, and retirement vendors that required adjustments to determined and processed.
- Worked with Ultimate Consulting to provide both Banner and Payroll expertise. New staff is being trained and errors are being fixed.
- Created payroll deadlines for employment transactions and electronic timesheet submission. Communicated deadlines campus wide.
- Created vendor questions in preparation to submit a request for proposal to outsource payroll.
- Completed mass salary update increases for staff effective July 1, 2022, and faculty effective July 23, 2022. Created/processed new employment contracts for new fiscal/academic year for staff and faculty.
- Created resources for HR/PR to use and organizing them in a shared drive to access by all staff members in the HR/PR department.
- Work with Information Technology Services to fix the Banner Workflow process for student employment extensions.
- Modify master calendar of activities for HR/PR to follow for planning purposes.
- Work with Deans on the Research Public Service Projects for FY2024 in preparation for board approval.
- Processed meal modifications for students for new academic year.

- Increased prices for meals at the Purple Grill for faculty, staff, and community members due to the cost of inflation increase.
- Attended the capital outlay hearings for FY2024.
- Collaborated with facilities to make modifications to the golf course restaurant in preparation of potential lease. Worked to renew liquor license for the golf course restaurant.
- Invite Pawan Dhindsa to campus to discuss a potential student recruitment initiative in India.

Future Activities:

- August is the largest volume of hires in HR/PR because of the start of a new academic year. Continue to work on new hires and contracts for faculty, staff, and students for academic year 2023.
- Launch the 2023 Legislative Leadership Fellowship Program. Prepare timeline for state and federal initiative, which is a new expansion to the program. Prepare new application process.

Report provided by: Environmental Health and Safety (Lee Martinez, Interim Manager of Environmental Health and Safety)

Key Accomplishments:

- NMHU Environmental Health & Safety Department, in collaboration with Giggawatt Electric, purchased and replaced the fire panel at Archuleta Hall. The fire panel was damaged due to a sprinkler leak.
- NMHU Environmental Health & Safety Department, in collaboration with Braza's Fire, have retagged and replaced all fire extinguishers at all academic buildings and residential halls on main campus and at Rio Rancho campus.

Future Activities:

- NMHU Environmental Health & Safety Department, during the Covid-19 pandemic, will set-up isolation rooms, as well as, make meal deliveries to isolation rooms on campus.
- NMHU Environmental Health & Safety Department, in collaboration with Old Guard, will conduct our quarterly inspections of all fire suppression systems throughout the campus. Our department will make sure all sprinklers, risers and standpipes are working properly, as well as, address issues that may arise.

Report provided by: Human Resources/Payroll (Jill Diamond, Director of Human Resources/Payroll)

Key Accomplishments:

- Continued to work with Moss Adams on vendor reconciliations from July 1, 2021, through June 30, 2022 to include ERB and GSD.
- Hired new HR Technician to replace 1.0 FTE.
- Continued training of all staff on HR best practices and Banner with Ellucian and Ultimate consultants.
- Successfully processed July 1, 2022 salary increases to all eligible staff and faculty.

Future Activities:

- Continue ongoing training and support for HR/PR staff.
- Continue recruitment efforts to bring HR/PR staffing levels up to full status.
- Review/audit existing practices to determine streamlining opportunities and improve workflow.
- In collaboration with Chief Information Officer and Labor/Employee Relations and Contract Officer and consultants; work toward identification, development and implementation of automated processes to replace existing paper processes and improve workflow.

Report provided by: Information Technology Services (Joe Gieri, Director of Information Technology Services)

Key Accomplishments:

- ITS Work Orders Processed:
 - a. April Received 526 Closed 512
 - b. May Received 412 Closed 415
 - c. June Received 636 Closed 607
 - d. July Received 546 Closed 5162022 Year to Date Received 3,874 Closed 3,750
- Enterprise Backup System upgrade – ITS has installed and configured the backup software and is in progress with the upgrade of the storage domain for backups. We have experienced a stall in the upgrade pending working through concerns related to the storage domain hardware. The project team wants to ensure current and backward compatibility with the hardware before proceeding. Further exacerbating the effort is the delays working with Dell overseas support. The project is delayed until these issues can be addressed. The project target date will be revised once the issues have been addressed.
- Ellucian Banner in the Cloud – The project to move the Banner ERP system to the cloud has launched. Initial and Mock 1 testing of have been completed with satisfactory progress. Workload for the teams performing the testing balanced with the demands of operational needs of the departments has been a concern. Teams have expressed concerns; however, they have made progress. Mock 2 testing will begin this month with increased focus in integrations of ancillary supporting software systems and NMHU Banner integrations. With each test exercise, the testing efforts become increasing expansive. Our ITS Project Manager is monitoring these stages closely while ensuring collaboration and follow ups. As of this date, the project is still on target for December 8, 2022. The team has established a contingency go live date to be prepared. This project is the main focus of the ITS support team for 2022.
- Enterprise ID system – The upgrade on the new Student ID system is complete. The new software was installed and tested. New ID card printers were deployed with the new software. An emerging need was identified by the project team to provide digital ID's to the university community. The team has identified the components require to deploy the digital ID's in phase II of the current project. We are currently finalizing the details of this project to identify a target implementation date.
- Time Entry System – ITS and Facilities kicked this project off in January. The cloud version of the software has been configured and is currently being tested. In addition, the new biometric finger-print readers have been installed and are being tested. The team has kicked off discussions on the Banner integration phase of this project. This project is complete.
- Video Surveillance = ITS teamed with Campus Police and Campus Safety in developing a plan to upgrade, add capacity and enhance video surveillance capabilities of the university. The initial scope is to install new server, storage, and software and replace 33 cameras. The system will work in parallel with the existing system and will serve as a platform to begin migrating cameras from the current system onto the new system. The migration includes replacing cameras where required to perform the migration. The project will span multiple years to help manage the expense of replacing the current system. The new system was sized to accommodate expansion of new video surveillance cameras at a future date. The project also includes the implementation of two mobile video surveillance units for the purpose of providing surveillance at university events. Phase I of this project is complete. The mobile units were deployed to Campus Police and the new servers, storage and software have been implemented in addition, the surveillance cameras targeted in phase I are fully operational and have been deployed to Campus police. The project team is working with the vendor to develop the scope of work for phase II of this project.

Future Activities:

- Hybrid Active Directory Identification Management – ITS is researching technology that will allow authentication onto the NMHU network to be available in the cloud. In alignment with many other technology services used by the university, migrating authentication service into the cloud will provide enhance cyber security in addition to improved access during campus outages at NMHU’s main campus. The outages experienced are out of the control of the university and cause by weather conditions or fiber maintenance between Las Vegas campus and the university’s Albuquerque aggregation point. Implementing a cloud solution will provide improved access to the NMHU technology stack.
- FY23 Computer renewal and replacement process. With the completion of a recent physical inventory, ITS is positioned to kick off an annual renewal and replacement process for university owned computers. The process is intended to support a seven (7) year replacement cycle of computer equipment for the university. This process will commence in July 2022.

Report provided by: Labor/Employee Relations (Mariama Whalen, Labor/Employee Relations Officer)

Strategic Goal 3: Engage with and serve our communities for mutually beneficial exchanges of knowledge, services, and resources.

Key Accomplishments:

- Faculty Association Article 25- compensation increases of four percent (4%) will take effect at the beginning of faculty employment contracts (August 2022);
- Faculty Association Article 25- minimum ranks for newly hired faculty increased by four percent (4%);
- Faculty Association Article 25- overload/per-course contracts have increased from \$950 to \$1000 beginning August 10, 2022;
- Term and Retained Term Faculty- compensation increases of four percent (4%) will take effect on August 10th, 2022.

Present and Future Activities:

- Full-body contract negotiations began (June 2022) between the Administration and the Non-Exempt Union;
- Negotiations continue between the Administration and the Staff (Non-Exempt and Professionals) bargaining units relating to working conditions during the COVID-19 pandemic;
- Negotiations continue between the Administration and the Professional’s bargaining unit relating to the following:
 - the implementation of a new pay structure;
 - updates to job descriptions per the recommendations of the Evergreen compensation study;
- Job description review meetings, in accordance with the September 2021 Memorandum of Understanding, between the Administration and the Non-Exempt Union bargaining unit employees continue to occur.

Report provided by: Police/Security Division (Clarence Romero, Chief of Police)

Strategic Goal 3: Engage with and serve our communities for mutually beneficial exchanges of knowledge, services, and resources.

Key Accomplishments:

- NMHU Police/Security is preparing and planning, with other Law Enforcement agencies, for the fall concert, featuring Kumbia Kings and other entertainers. This was our post COVID major event.

- NMHU Police/Security provided security and police services for all sporting events. The grand reopening of the golf course was well attended and without incident. All COVID-19 safe practices were in place throughout the event
- NMHU police/Security completed the first run of the Luna Community College, Law Enforcement Biennium training program. This program is part of the LCC criminal justice program as well. We did utilize our departments certified police instructors to train both law enforcement officers and criminal justice students. We will continue to work with LCC on continued Biennium training for surrounding agencies.
- NMHU Police/Security received two mobile surveillance cameras and replaced six stationary cameras with help from IT and VPFAGR. These cameras greater enhance our ability to maintain a safe and secure campus for our students, faculty and staff.

Report provided by: Purchasing (Aaron Flure, Director of Purchasing, Central Receiving, and Post Office)

Goal 1: Teach and mentor students to integrate a broad range of academic skills, a breadth and depth of curricular knowledge, and an interdisciplinary understanding.

Goal 2: Inspire students to action through environments that foster scholarship and produce graduates equipped to address regional and global issues.

Key Accomplishments:

- Working with Chrome River Specialist (ESA) in enhancing procedures and fixing issues within the system. Since May, we have completed 6 projects that have resolved deficiencies in the system.
- Added small contracts to our database within our contract management software. Testing effectiveness of adding cooperative agreements to the system, as well.
- End of year and transitioning of Fiscal Years.
- Renewals of annual contracts and agreements and reviewing existing for compliance.

Future Activities:

- Finalizing plan with Athletics and Business Office on processes and solutions for student athlete travel meal plans.
 - Cross Training roles and responsibilities within the department.
 - Developing training materials for Chrome River Invoice and Expense Modules for end users. In addition, resolving issues within the process of the program and within organization
 - Developing and conducting multiple RFP's for services that will enhance and help with University Goals.
-



MEMORANDUM

TO: NMHU Board of Regents
THROUGH: Dr. Sam Minner, President
FROM: Max Baca, Vice President for Finance, Administration and Government Relations
DATE: August 3, 2022
RE: **Sole Source Procurements - Informational Item**

Background

The following sole source procurement has been prepared in accordance with state law 13-1-126 N.M.S.A. 1978. These documents are made available to public for review on the University's Website and the State of New Mexico's Sunshine Portal for at least thirty (30) days prior to issuance of a purchase order. These informational items are provided in accordance with NMHU's Board of Regents procedure.

06/03/2022	20-U5700- 22-EM025	PROPERTY UNLIMITED - \$10,000	EMERGENCY SERVICES CLEANING - WILDFIRE
06/16/2022	20-U5700- 22-CP140	TOUCHNET - \$154,900	SOFTWARE
08/19/2020	20-U5700- 22-CP172	EAB GLOBAL DBA YOUVISIT \$82,332 (36 months)	- LICENSE RENEWALS
07/02/2022	20-U5700- 22-CP182	VECTORS INC. - 41,535.00	TANGIBLE ITEM
07/06/2022	20-U5700- 22-CP187	CBORD GROUP - \$100,000	SOFTWARE RENEWAL
07/06/2022	20-U5700- 22-CP186	IBM SPSS - \$47,000	LICENSE RENEWAL
07/06/2022	20-U5700- 22-CP185	ZOOM VIDEO COMMUNICATIONS - \$40,000	LICENSE RENEWAL
07/07/2022	20-U5700- 22-CP188	EBSCO E-JOURNAL - \$72,429.00	LICENSE RENEWAL
07/15/2022	20-U5700- 22-CP215	OCLC - \$47,843.27	LICENSE RENEWAL

Action - No action is required.



Board of Regents Report

Division: **Student Affairs**

Report Provided on: **August 10, 2022**

Report provided by: **Dr. Kimberly J. Blea, Dean of Students**

Key Accomplishments:

- **Student Affairs/Arts@HU/Ilfeld Auditorium** – hosted 12 events on campus, have shown 11 movies in the Student Union Building Theater, and have had a total of 354 students participate during the spring 2022 semester.
- **Student Affairs/Arts@HU/Ilfeld Auditorium** – hired 5 student influencers as a new initiative to better engage students with on campus activities, specifically through the use of social media.
- **Center for Professional Development & Career Readiness** – provided data regarding student use of the Engage@HU software system which includes the following:
 - 816 unique logins to Engage@HU
 - Events in Engage@HU:
 - 474 university and club-sponsored events advertised on Engage@HU
 - 640 unique attendees at events
 - 1646 attendance records at events
 - 15.1 average attendance at events
 - Clubs and organizations in Engage@HU:
 - 26 chartered clubs and organizations
 - 136 active student members
 - 50+ reported service hours
 - Eight (8) co-curricular pathways currently exist in Engage@HU: Career Readiness, Civic Engagement, Financial Literacy, First-Year Experience, Leadership, New Mexico 101, Social Justice & Inclusion, and Sustainability
 - 721 students (23.3%) have completed 1 or more items in an active pathway.
- **Center for Professional Development & Career Readiness** – hosted the Student Leadership Recognition Banquet on April 25, 2022. There were 29 nominations. The Native American Club was honored as the Student Organization of the Year, Dr. Kelly Trujillo as Supervisor of the Year (ARMAS Center), Dr. Benjamin Villarreal as Club Advisor of the Year (E-sports Club), Sydney Weathers as Outstanding Community Service Award, Benito Vigil as Emerging Leader of the Year, Carmelita Sanchez as Student Employee of the Year, and Kiana Perea as Student Leader of the Year.
- **Center for Professional Development & Career Readiness** – hosted the ASNMHU spring 2022 General Election on April 14-15, 2022. The following individuals were elected to the 2022-2023 ASNMHU:
 - President: Samuel People
 - Vice-President: Kiana Perea
 - Secretary: Sydney Weathers
 - Treasurer: Carlo Marino

- Graduate Senator-School of Education: Carmelita Sanchez
- Graduate Senator-College of Arts & Sciences: John Montoya
- Graduate Senator-School of Business Media & Technology: Henry Robertson
- Graduate Senator-Facundo Valdez School of Social Work: Amelia la Plante Horne
- Undergraduate Senator: Freshness Uzo-Hez, Sevanna Vigil, Cody Rivera, Anna Peoble, Kiara Rael, Darlene Marentes, Emily Sweitzer, Alexa Madueno, and Joseph Romero

All amendments presented in the election were passed.

- **Center for Professional Development & Career Readiness** – provided the following information for the spring 2022 semester:
 - Optimal Resume: 148 new user accounts created.
 - Handshake: 729 new employers approved, 110 students applied for jobs within Handshake, and 465 events by employers were offered to students.
 - Student Employment: 316 new student employees hired and 6 mandatory trainings were offered.
 - Job Board: 25 internships and 54 professional jobs posted.
 - Career Clothing Closet: 9 students used it and took 37 articles of clothing.
- **Center for Professional Development & Career Readiness** – was awarded the HACU Grow with Google Hispanic Serving Institution Career Readiness Grant on February 4, 2022 for \$25,000.
- **Center for Professional Development & Career Readiness** – hosted the Spring 2022 Career Fair in person on February 13, 2022 with 24 employers attending and 70 students participating. The Spring 2022 Virtual Career Fair was on April 13, 2022 with 58 employers registered, 63 registered students, 79 group sessions, and 693 1 on 1 sessions.
- **Center for Professional Development & Career Readiness** – provided the highlights as part of the First Destination Survey:
 - This report reaffirms that the majority of graduates are able to land a positive outcome fairly quickly after graduation.
 - Outcomes for 2021 bachelor degree graduates include, 66% employed or pursuing additional education within six months of graduation compared to 60% in 2020.
 - Outcomes for 2021 master degree graduates are positive which include, 82% employed or pursuing additional education within six months of graduation compared to 81% in 2020.
 - In terms of salary, a master’s degree “pays.” The differential between 2021 master and bachelor degree graduates was \$26,136
- **Housing & Student Conduct** – as of August 4, 2022 156 returning students, 230 new students, and 56 LCC students totaling 442 were assigned a housing assignment in the residence halls and campus apartments for the fall 2022 semester. At this time, Viles & Crimmin, Melody, West Kennedy, South Kennedy, East Kennedy, Connor A-wing, Gregg House, and Arrott House are at their designated capacities. Connor B-wing has limited capacity remaining.
- **Housing & Student Conduct** – new windows have been installed in Connor Hall A and B wings. Carpet installation has been completed in Connor Hall A and B wings as well.
- **Archuleta Fitness Center** – had 2,844 visitors from August 2021 through July 2022.
- **Natatorium** – had 2,039 visitors from September 2021 through July 2022.
- **Game Room** – had 1,648 visitors from August 2021 through July 2022.
- **General Store** – had 306 visitors from September 2021 through July 2022.
- **Natatorium** – offered youth swimming lessons for the community during summer 2022 with 76 participants and also hosted the Boys and Girls Club. Total revenue generated during the summer 2022 was approximately \$10,000.

- **Student Affairs/HU-CARES** – applied for and was awarded a Mental and Behavioral Health Initiative Grant through the New Mexico Higher Education Department for \$50,000. An additional \$50,000 was provided from institutional funding to complement the grant by implementing up-to-date practices and leadership that aim to reshape the institution's culture to promote health and well-being, as well as further develop student health and wellness infrastructure.
- **Dean of Students Office** – completed a bathroom audit with students to ensure access to gender neutral facilities across campus.
- **Title IX & Compliance** – provided a summary report of all cases for January 2022 through August 5, 2022 which include:

Intaked Reports: 22

Type of allegation	Number
Title IX or Title IX retaliation or sexual harassment	9
Discrimination or retaliation	4
FMLA Interference or retaliation	0
Other Misconduct	8
General personnel matters/unfair evaluations	1

Resolutions: 16

Type of resolution	Number
Closed after Investigation	3
Closed because of Nonparticipation	4
Closed because Reporter did not want an investigation	1
Closed because of a lack of jurisdiction	5
Intaked in 2021 but closed in 2022	3

Future Activities:

- **Student Affairs/HU-CARES** – is partnering with RISE to create a Student Navigator Network (SNN) beginning in fall 2022. The purpose of the SNN is to address the students' basic needs through student-led case management. Through this partnership, students enrolled at NMHU will be hired and trained as student case managers and will provide assistance to their peers at no cost.
- **HU-CARES** – will implement in fall 2022 a new model of student care, designed to highlight students' strengths through close mentorship with peers and professionals, provide students with the appropriate framework to navigate and manage various mental health and personal challenges. This new model will include two FTE serving as health and wellness coaches, with a team of peer health educators to supplement support to their peers. The main objective of this model is to help students develop psychological strengths and promote intrinsic motivation to encourage wellness-oriented goals that with the goal of enhancing student success.
- **Housing & Student Conduct** – will be hosting a monthly Housing Advisory Council meeting beginning September 1, 2022. Members will be comprised of residential students, and staff members representing housing,

recruitment, ITS, facilities services, athletics, Sodexo and LCC. The objective is to better understand our residential students' experiences and proactively address the needs of future residents.

- **Center for Professional Development & Career Readiness** – will host the Career Fair on September 28, 2022 in the SUB Ballroom.
- **Center for Professional Development & Career Readiness** – will host Club Expo on August 24, 2022 in the SUB courtyard. This will be an opportunity for students to join campus clubs.
- **Student Affairs** – will submit a College Hunger Initiative Grant through the New Mexico Higher Education Department for \$50,000. Grant award notification will be announced September 5, 2022.



Board of Regents Report

Division: Academic Affairs

Report Provided On: August 19, 2022

Report Provided By: Dr. Roxanne M. Gonzales, Provost/VPAA

Example of Divisional activities directly related to the Mission Statement and Strategic Goals 2025:

Office of Academic Affairs

- An Interim Dean for the Facundo Valdez School of Social Work has been named: Dr. Judith Barnstone. She is a tenured associate faculty in Social Work. She is dedicated to the NMHU mission and success of students. Please join me in thanking her for taking on this role as we search for a new dean.

Office of the Registrar

- Requested catalog software to handle program changes in catalog and handbook publications between academic disciplines, Academic Affairs, Office of the Registrar and University Relations.
- Conducting policy updates in catalogs in collaboration with shared governance groups to ensure continuity across undergraduate and graduate publications.

Office of Research & Sponsored Projects

- Contracted with grant-writers, independent contractors, and evaluators for several projects in STEM, STEM Education, Academic Affairs, and Education. Applications still pending:
 - McNair, Department of Ed (PI Kelly Trujillo)
 - Mental Health, State of New Mexico (PI Leon Bustos)

School of Business, Media, and Technology

- The Manitos Trail Exhibit opened on March 26, 2022 in Taos, NM at the Millicent Rogers Museum. Interns, Lily Padilla and Natash Vasquez, completed the work installation. Faculty, Miriam Langer, Lauren Addario (Internship Coordinator), and Mariah Fox Hausman, from DoMAT and several current students and graduates attended the opening. (Goals: 1,2,3,4)

- Associate Professor Morgan Barnard from DoMAT organized a Touch Designer Workshop for a small group of students to participate and learn the projection software in Santa Fe. The workshop was presented by Touch Designer and participants mapped a project and created several small projection installations during the three-day seminar held over Spring Break. (Goals: 1, 2)

Colleges of Arts & Sciences

- Our Nursing Master's degree (MSN/FNP) program is moving through the state process, with potential approval and launch either fall 2022 or spring 2023. (Goals: 1,2,3,4,5)
- Worked to help host the Ballen Scholar, Dr. Gregory Cajete, who was on campus in early April. Dr. Cajete is a former UNM professor who helped found their Native American Studies program, and he gave a series of talks on the importance of rethinking education and the science curriculum through the lens of Native American knowledge. (Goals: 1,2,3,4,5)

School of Education

- Appointments: (Goals: 1, 2,3,4,5)
 - Dr. Elizabeth Valenzuela has been appointed by Cabinet Secretary Stephanie M. Rodriguez to serve on the HM 18 Teacher Education Taskforce on the Bilingual Education, Native Languages, TESOL and Professional Development subcommittee.
 - Dr. Daniel Olufemi has been appointed to the Board of the New Mexico Chapter of Association for Talent Development (NM-ATD) as the Vice President.

Key Accomplishments:

Office of the Registrar

- Successful launch of the WICHE Passport program, full launch set for December 2022. (Goals: 1, 3, 4, 5)
- ARGOS reporting system was successfully launched. (Goals: 3, 5)

Office of Research & Sponsored Projects

- Dr. Ian Williamson was elected to the office of President of the NM Council of Graduate Deans. (Goals: 1,2,3,5)
- Supported applications for, received, and administered to grants and contracts (Goals: 2,3,4,5):
 - LANL Subaward for Business and CAS (\$375K awarded, PI Veena Parboteeah)
 - Acquisition of Research Equipment to advance the Geospatial Applications in Natural Science Laboratory - Precision Geomatics Extension (GAINS-PGE) (NSF awarded ~\$500K to PI Michael Petronis)
 - Grow with Google hunger remediation (~\$50K, awarded to PI Kim Blea)
 - CYFD contract upcoming, (~\$5.8M, expected, PI Cristina Duran)
 - Building Sustainable Technology and Equity Connected Communities through Youth and Adult Workforce Development: the ALGE Project to National

- Telecommunications and Information Administration (Education, ~\$3M, pending, PI Mary Earick)
 - CAMINOS grant for ARMAS (~\$1M, pending, PI Kelly Trujillo)
 - Upward Bound, Department of Education (\$287K, pending, PI Kim Blea)
- Grants: (Goals: 1,2,3,4,5)
 - Building Sustainable Technology and Equity Connected Communities through Youth and Adult Workforce Development: the ALGE Project. National Telecommunications and Information Administration (NTIA) U.S. Department of Commerce. \$2.9 Million (PI Dr. M. Earick, Director Dr. M. Schulte.) This project is a collaboration between C & I, the CESDP, West Las Vegas and Las Vegas City Schools. Status: Pending Decision
 - The National Professional Development Program, 2+2 Grant. USED Office of English Language Acquisition. (PI Dr. S.Park and Project Director, P. Cloud,) supported 30 undergraduate (Elementary Major and ESL/Bilingual Minor) and 30 graduate students in C&I for their TESOL Certificate (for the state's TESOL Endorsement). All 30 graduate students completed their programs by August 2021. 30 2+2 undergraduate students will be completed by summer of 2022. The grant will end August 31, 2022. Status: Closing
 - Master's+ Language Learner Equity Program of Study. USED Office of English Language Acquisition. \$2.6 Million (PI S.Park, Director P.Cloud) This project is a collaboration between C & I, the CESDP, Rio Rancho and Bernalillo Public Schools. Status: Submission May 2022
 - Becoming a PreK-12 Bi-lingual School District: A Roadmap. Kellogg invitation to apply summer 2022. \$1.2 Million (PI E.Valenzuela.) This project is a collaboration between the DTE, the CESDP, and the West Las Vegas school district. Status: Submission June 2022.
 - All means All: preparing teachers and leaders to create inclusive, supportive, equitable, unbiased, and identity-safe learning environments for their students. USED SEED Grant. \$3.5 Million (PI R.Karaba, Co-PI TBA) This project is a collaboration between C & I, Educational Leadership, the National SWIFT Center at the University of Kansas, and our Professional Development Schools (PDS) District to include West Las Vegas and Las Vegas City Schools. Status: Letter of Intent Filed, Submission June 3, 2022.

School of Business, Media, and Technology

- Launched the new MBA concentration in Healthcare Management during the second 8-week session of the Spring 2022 semester in partnership with Wiley Education Services. (Goals: 1, 2,3,4, 5,)
- Received approval from the Higher Learning Commission for two new degree completion programs: Bachelor of Applied Science in General Business and Bachelor of Arts in Organizational Leadership in Public Safety. Both programs will be launched in Fall 2022 in partnership with Wiley Education Services. (Goals: 1,2,3,4,5)
- Faculty members from the DoBA had several achievements, supporting strategic goals 1, 3, 4, and 5:

- Dr. Ali Arshad presented a reading of his first Novel, *Of Smokeless Fire*, on April 22, 2022 to the NMHU community.
- Drs. Montoya and Parboteeah also presented their work at the 2022 SHRM New Mexico State Conference which was held on April 11 - 12, 2022 in Albuquerque, NM. The topic of the presentation is *Rejuvenate HR: Preparing for What is Next...*
- Dr. Rodney Sanchez presented his work with the title, *The Effectiveness of the MBA Business Leveling Course for Non-Business Students*, at the 2022 NMHU Research Day on April 8, 2022.
- Drs. Denise Montoya and D. Veena Parboteeah presented their work with the title, *Preparing for What is Next.....*, at the 2022 New Mexico Higher Education Assessment and Retention Conference which was held February 24 and 25, 2022 in Albuquerque, NM.
- Drs. Rodney Sanchez and D. Veena Parboteeah had a poster presentation, *Direct Person-to-Person Communication Between Administration, Faculty, and Students May Improve Student Retention*, at the 2022 New Mexico Higher Education Assessment and Retention Conference. (Goals: 1,3,4,5)
- Drs. David Capranos (from Wiley), Roxanne Gonzales, D. Veena Parboteeah, and Patrick Wilson had a poster presentation, *Change and Grief Theory: A Four Year Journey to Online Programming*, at the UPCEA 2022 SOLA+R and Annual Conference, which was held on April 11 – 14, 2022 in Orlando, FL.

Center for Teaching Excellence

- Holding intensive 4-day High-Impact Practices Institute with the theme of *Diversity and Global Learning* for faculty in mid-December and January, as well as planning for mid-July (Goals 1-5)
 - Theme chosen based on faculty feedback and interest in teaching with greater inclusivity and equity in mind
 - Reading relevant literature on the topic to plan a 4-day intensive institute with the goal of faculty redesigning an existing course for the Spring 2022 semester
 - Planning the Summer 2022 institute program with feedback from Winter participants and input from the Advisory Board (Goals: 1,2,3)
- See Attachment C for CTE Activities Report

College of Arts & Sciences

- New faculty publications, presentations, and accomplishments:
 - Siri Khalsa (Nursing, co-authored an essay in *International Journal of Qualitative Studies on Health and Well-being*)
 - Dr. Norma Valenzuela (Spanish, co-founded a chapter of *Sociedad Nacional Honoraria Hispanica Sigma Delta Pi* on campus)
 - Dr. Jesus Rivas (Biology, now vice-president of *Advocated for Snake Preservation* and associated editor of *The Journal of Herpetology*)
 - Dr. Sarah Corey-Rivas (lead investigator for five-year, \$1.87 NSF grant), Eric Griffin (Biology, book chapter “*Foliar Microbes as Drivers of Plant Performance and Trophic Dynamics in Forest Biomes*” in the forthcoming book *Celebrating*)

100 Years of Research at the Smithsonian Institution's Barro Colorado Research Station)

- Dr. Sebastian Medina (co-author of four research articles and one book chapter)
- Dr. Jennifer Lindline (Geology, co-development of "Water Warriors," a multimedia-based 8-12th grade curriculum that guides students in an exploration of water resources through human rights and Indigenous lenses (generationhumanrights.squarespace.com/water-warriors-modules)
- Dr. Michael Petronis (Geology, on Fulbright in Czechoslovakia this semester)
- Dr. Blanca Cespedes (Forestry, invited to give lecture at Northern Arizona University about Forest Restoration triangle in New Mexico)
- Dr. Julie Tsatsaros (Forestry, lead author for the article "A Transdisciplinary Approach Supports Community-led Water Quality Monitoring in River Basins Adjacent to the Great Barrier Reef, Australia")
- Dr. Aalap Dixit (Forestry, lead author of one published and one recently accepted manuscript in peer reviewed journals)
- Dr. Tomasz Falkowski (Forestry, published "Restoring Ecosystems and Eating Them Too: Guidance from Agroecology for Sustainability" in the Journal Restoration Ecology)
- Dr. Jennifer Klutsch (Forestry, Dr. Klutsch co-authored "Production of Complementary Defense Compounds Reflects Co-evolutionary Arms Race Between a Host Plant and the Mutualistic Insect-Microbe Enemy Complex" and "Combined Drought and Bark Beetle Attacks Deplete Nonstructural Carbohydrates and Promote Death of Mature Pine Trees" in Plant, Cell, and Environment; "Improving Lodgepole Pine Genomic Evaluation Using Spatial Correlation Structure and SNP Selection with Single-Step GBLUP" in Heredity; and "Integrating Genomic Information and Productivity and Climate-Adaptability Traits into a Regional White Spruce Breeding Program" in PLOS ONE), Lauren Fath (English, memoir, "My Hands, Remembering," is forthcoming from Passengers Press in Fall 2022. Her essay "I Would Give You All the Water in the Desert" was published in the literary journal Chautauqua in April 2022)
- Dr. Sara Lupita Olivares (English, poems in in the literary journals Quarterly West, Waxwing, Guesthouse, Hayden's Ferry Review, Black Warrior Review, Puerto del Sol, Bennington Review, Image Journal, and Oxford University Press' ISLE. This spring, she participated on a panel at the conference for the Association for Writings and Writing Programs titled "The Paper Mask: The Writing Personas Our Students Take On)
- Dr. Benjamin Villarreal (English, selected for the 2021-2022 American Association of Hispanics in Higher Education Faculty Fellows Program). (Goals: 1,2,3,4,5)

Office of Online & Extended Learning

- Met with Wiley and Office of Financial Aid to implement tuition planning services for students in online partnered programs. (Goals: 3,5)
- See Attachment D for Wiley report.

School of Education

- Faculty Highlights: (Goals: 1,2,3,4,5)
 - Ensor, K. (July 2022). The role of the school counselor in 504s and IEPs. American School Counselor Association Annual Conference, Austin, TX.
 - Dr. Valdez served on the FRC Research Day subcommittee preparing for this NMHU community event and moderating several sessions.
 - Perales, S., & Koch, A. M. (April 2022). Self-care: College students and educators. NMHU Faculty and Student Research & Creative Showcase Day, online.
 - Ensor, K. (April 2022). Improving intern-site supervisor relationships. NMHU Faculty and Student Research & Creative Showcase Day, online.
 - Glover, G. (2022). Cultural opportunities with indigenous populations. In D.C. Ray, Y. Ogawa, & Y. Cheng (Eds.), *Multicultural play therapy: Making the most of cultural opportunities with children* (April release). Routledge.
 - Pesavento, A. R., Muller, L. A., Smith, H. L., Erford, B. T., & Cobb, N. A. (2022). Journal of Multicultural Counseling and Development author and article characteristics from 1998 to 2017. *Journal of Multicultural Counseling and Development*, 1–12. <https://doi.org/10.1002/jmcd.12243>
 - Dr. Seonsook Park and Patricia Cloud presented “The 2+2 Career Ladder Paraprofessional and Teacher Training Journey for Bilingual and ELLs in New Mexico” at the 51st National Association of Bilingual Education, February 2022.
 - Dr. Ann Wolf presented “Ways to Help Students Read and Comprehend Disciplinary Literature” at the Association of the Coaching and Tutoring Profession Conference, March 2022
 - Dr. Seonsook Park and Dr. KJ Park presented “Korean Parents’ Ethnic Socialization Practices and Ideology in Interracial Families” at the 2022 Faculty Research Day, April 8, 2022.

Future Activities:

School of Business, Media, and Technology

- The School will be seeking funding to start a new program in Data Analytics to meet the needs of Cannon Air Force Base. (Goals: 1,2,3,4,5)

Center for Teaching Excellence

- Forming a reading group of Susan Blum’s *Ungrading: Why Rating Students Undermines Learning (and What to Do Instead)* (Goals 1-2 and 4-5)
 - Scheduled 2 weekly meeting times across 3 weeks to suit a variety of schedules
 - Book selected based on faculty interest in HIPs Winter Institute
- Developing a report of recommendations from the Becoming Hispanic-Serving Institutions Fall reading group (Goals 1-5)
 - Used the discussion of Gina Ann Garcia’s *Becoming Hispanic-Serving Institutions* to form a list of suggestions for answering questions about and addressing ideas for better serving our students as a minority-serving institution. (Goals: 1,2,4,5)

College of Arts & Sciences

- Launching a College of Arts and Sciences intranet website to better highlight academic programs and faculty accomplishments. (Goals: 1,2,3)

- Plan for fall 2022 semester to increase campus life and involvement through HUE, ARMAS, and other outreach activities. (Goals: 1,2,3,4,5)

School of Education

- Summer Spanish Immersion Institute is scheduled for May 28th through June 5th. The SSII is a collaborative effort between the departments of C & I and DTE. (Goals: 1,3,4,5)
- The SOE will host their 2nd annual Problems of Practice Summer Summit June 20-June 24. Districts attending include Rio Rancho, West Las Vegas, Las Vegas City Schools, ABQ Charter Schools, Zuni and Pojoaque. Theme: All means All (Interim PDS Director, S.Parkman.) (Goals: 3,4,5)



ASSOCIATED STUDENTS OF NEW MEXICO HIGHLANDS UNIVERSITY

April 26, 2022 Updated: August 08, 2022

Dear New Mexico Highlands University Board of Regents,

The following is the report from the ASNMHU of what has occurred since the beginning of the Spring '22 session.

On March 21, 2022 former President Ulibarri submitted his resignation after receiving a Notice of Impeachment on March 20, 2022. Former Vice-President Karla Espinoza assumed the position of President, and President Pro-Tempore Cole Rehbein assumed the position of Vice-President as dictated by the ASNMHU Constitution. Undergraduate Senator Samuel Peoble was nominated by President Espinoza and confirmed as the new President Pro-Tempore. At that time the ASNMHU was functioning with a full Executive cabinet, 8 Undergraduate Senators, 2 Graduate Senators, 3 Justices, and 2 advisors.

As the academic year came to a close, ASNMHU Executives, Senators, and Advisors worked hard to reinstate ASNMHU to its pre-covid operations. ASNMHU moved towards in-person sessions with high functioning committees that include the finance, activities, marketing, steering and rules, graduate, traditions, and philanthropy committees.

Through the formation and functioning of committees, much has been accomplished. One of the biggest accomplishments of the year was the edits that were made to the ASNMHU Constitution by the Steering and Rules Committee that was passed by the ASNMHU, ratified by the NMHU student body, and approved by the NMHU Board of Regents.

Since March 21, 2022, ASNMHU Senators have presented and passed legislation to fund many individuals and clubs and organizations on campus amounting to over \$4,000.

ASNMHU 2022-2023 elections occurred on April 14, 2022 and April 15, 2022. 78 students voted and elected the new Executives and Senators. Elected officials are as follows.

President: Samuel Peoble

Vice-President: Kiana Perea

Secretary: Sydney Weathers

Treasurer: Carlo Marino

Graduate Senator-School of Education: Carmelita Sanchez

Graduate Senator-College of Arts & Sciences: John Montoya

Graduate Senator-School of Business Media & Technology: Henry Robertson (write-in)

Graduate Senator-Facundo Valdez School of Social Work: Amelia la Plante Horne

Undergraduate Senators: Freshness Uzo-Hez, Sevanna Vigil, Cody Rivera, Anna Peoble, Kiara Rael, Darlene Marentes, Emily Sweitzer, Alexa Madueno, and Joseph Romero (write-in)

The 2021-2022 ASNMHU Gala was scheduled to occur on April 29, 2022 but was cancelled due to the wildfires that were occurring in northern New Mexico, it was at this gala that the 2022-23 ASNMHU members were to be sworn in.

As the gala was cancelled the 2022-23 ASNMHU members were sworn in via a zoom meeting with most of the people named above being sworn in. As of now the ASNMHU has a full executive cabinet, 9/10 Undergraduate Senator seats filled, 2/4 Graduate Senator seats filled, 3 Justices, and our 2 advisors. We are still waiting on the remainder of our elected Senate members to be sworn in with the start of the Fall '22 session, with elections for the two freshman senators to be held within the first month of the Fall '22 semester.

In response to the wildfires, ASNMHU passed legislation to utilize the remaining funds from the 2021-22 budget to assist those who were affected, with \$10,000 being allocated to the purchase of gift cards to different stores, and over \$7,000 being allocated to the Student Extreme Hardship fund. We were able to distribute over 30 gift cards (\$1,500) before we were notified that we were unable to continue with distribution due to concerns with a possible violation of the anti-donation clause.

Currently we have our annual retreat scheduled for August 13, and it is during this time that the new ASNMHU members will learn their duties and be prepared for the 2022-23 academic school year to represent the NMHU student body in all capacities.

It is my hope and goal that during the 2022-23 academic year the ASNMHU will be as active, or even more so, as it was pre-Covid. There are many plans in the works to create events and activities to procure student engagement and enjoyment as they attend NMHU, and it is our hope that you, the Board of Regents, will give us your support and encouragement as we start the new year strong.

Thank you for your time,

Samuel Peoble, ASNMHU Student Body President



Board of Regents Report for Friday, August 19, 2022

Division: Staff Advisory Senate (SAS)

Report Provided on: 2 August 2022

Report provided by: Veronica Black, MFA, SAS President

The Staff Advisory Senate (SAS) would like to acknowledge the outstanding work and contribution of our Executive Members and Senators for all that they have accomplished and adapted to in this unprecedented year.

Key Accomplishments:

Strategic Goal:

New Items

- The fires that are raging throughout our state have affected so many in our communities, so many in the Highlands University community. Along with the Faculty and Student Senates we are organizing a Donation Drive for those affected by the fire.
 - This project was initiated by Adele Ludi (Former Staff Senator Leader)
 - Emily Withnall article: www.nmhu.edu/highlands-university-organizes-donation-drive-to-support-evacuees
 - **Strategic Goal: 3, 4, 5**

- Planning the SAS Monthly meetings at NMHU Centers.
 - This project was initiated by Inca Crespín (Former Staff Senator Leader)
 - **Strategic Goal: 3, 4, 5**

- Employee Recognition Event
 - HR is overwhelming with orientation the new Director of HR and has asked for more time in order to support this event.
 - We want to go ahead and do something anyways so the committee would like to host an employee breakfast the next President Coffee on May 5, 2022 at 9:00 AM
 - We want to do something for retirees – still try to plan for this
 - **Employee Recognition Committee:** Ruby Tenorio, Maria Sena, Josephine Sena, Gina Centineo, and Veronica Black
 - **Strategic Goal: 3, 4, 5**

Old or Current Items

- SAS does have two (4) vacancies, two (2) in Maintenance and two (2) in Administrative Professionals.
 - **Staff Senator Lead:** Marcy Silva will be supporting the efforts to find and nominate new senators.
 - **Strategic Goal: 4**

Future Activities:

- Work with the Staff Collective Bargaining Units and President's Office to address concerns of NMHU Staff and work conditions.
 - **Strategic Goal: 3, 4**

- Collaborate with the Power of Service committee to offer high quality training and workshops for all NMHU Staff.

- **Strategic Goal: 3, 4, 5**
 - Continued participation on campus committees and initiatives.
 - Such as, the NMHU Strategic Planning committee, Recruit One, Faculty Senate, the Emergency Operation Center, and Power of Service.
 - **Strategic Goal: 3, 4, 5**
- Developing committees that will address staff-related issues and concerns.
- Explore options to offer Sabbatical or compensation for those SAS or Full time Staff members who contribute to committees and organizations throughout campus on top of their work duties.
- Work to organize more Staff Appreciation events, support, and professional development.

Staff Representatives

Executives: President – Veronica Black Vice-President – Doris Gallegos Treasurer – VACANT Secretary – Anne Bradford (Out of Leave) Parliamentarian – Marcy Silva	Members: Robert Anaya Carlos Nevarez Jr. Gilbert (Buddy) Rivera
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Staff Advisory Senate Committee Representation

Budget & Finance Committee Representatives Doris Gallegos Anne Bradford	Strategic Planning Representative - Split time Robert Anaya
Recruit One Committee Adele Ludi (Ex-Officio) Doris Gallegos Veronica Black	Power of Service Committee Veronica Black (Co-Lead) Marcy Silva (Co-Lead) Anne Bradford
Faculty Senate Representatives - Split time Doris Gallegos	Podcast Program Committee Robert Anaya Carlos Nevarez
Diversity, Equity, and Inclusion Advisory Council Representative Doris Gallegos Robert Anaya	Unit Strategic Improvement Committee Veronica Black
Month Recognition Nomination Committee Doris Gallegos Cathryn Brooks-Williams (Ex-Officio)	Campus Safety Committee Carlos Nevarez Marcy Silva Robert Anaya Buddy A Rivera



New Mexico Highlands University
Staff Advisory Senate
Box 9000
Las Vegas, NM 87701

June 9, 2022

New Mexico Highlands University
Resolution 2022-1
Staff Advisory Senate

Whereas, Northern New Mexico has been under siege by the Calf Canyon and Hermits Peak fire.

Whereas, many people have struggled and lost property to the fire.

Whereas; people from all over the State of New Mexico and the United State have stepped forward to help our area in this time of need.

Whereas, our first responders, fire fighters, law enforcement, members of the National Guard and other armed services have relocated to our region and have put their lives in harm's way to help on the fire lines.

Whereas, Cities, Counties, State Agencies, Private Companies, Churches, Non-Profits and numerous individuals have dedicated their time and resources to help our community.

Whereas, people have set aside their own needs and resources to help others.

Whereas, people have provided food, clothing and supplies to people displaced by the fire.

Whereas, we have watched a community and a state come together and help one another.

Whereas, we recognize we can't individually recognize each person.

Now, therefore, be it resolved, we the Staff Senate of New Mexico Highlands University do hereby acknowledge and thank every person who has helped our community during this time of challenge and need. We recognize that we have challenges that lie ahead but together, we collectively concur, we will get through it, with resolve, collective respect, and hard work as community.

Machismos Gracias to all, Thank You for helping us!

Staff Representatives:

Executives: President – Veronica Black Vice-President – Doris Gallegos Parliamentarian – Marcy Silva	Members: Robert Anaya Carlos Nevarez Jr. Gilbert (Buddy) Rivera Cathryn Brooks-Williams
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To: The New Mexico Highlands University Board of Regents
From: Dr. Daniel Chadborn, Chair, Faculty Senate
Re: Faculty Senate Report

August 19, 2022

The Faculty Senate reports the following activity for Spring of 2022.

- Added an additional member to the Executive Committee of Faculty Senate.
EC is now:
Beth Massaro, Chair
Daniel Chadborn, Vice Chair
Jennifer Lindline, Secretary
William Hayward, At Large
Justine Garcia, At Large
Ann Wolf, At Large (added Spring 2022)

This Executive Committee was elected to serve another year for 2022-2023 during our April 13, 2022 meeting.

- Approved new HU Cares Policy as submitted by Dr. Blea
- Approved the Library request to add a checklist as part of the “Guidelines for New and/or Revised Academic Majors/Minors/Certificates and New Program Proposals”
- Drafted and submitted to the Faculty Association a proposed new faculty classification
- Developed and distributed evaluations for University Administration and for Department Chairs

Approved proposals for a range of new programs, courses, and course revisions for:

- Business
- Sociology, Anthropology and Criminal Justice
- Education
- Biology
- Social Work
- Environmental Geology
- Chemistry
- English

The Faculty Senate heard reports from University partners:

- Mrs. Sylvia Baca - Facilities
- Dean Kim Blea - HU Cares Syllabus change and Chosen Name Policy
- VP Terri Law – Strategic Enrollment Management Plan
- AVP Denise Montoya Inclusive Access book program

The Faculty Senate committee formed to address faculty concerns with Administration met with President Minner twice.

Outcomes:

- Faculty Senate will invite University partners to report at Faculty Senate on a regular basis to facilitate better communication.
- Faculty shared concerns about the future of online education and the processes being adopted at NMHU. President Minner approved the development of a campus-wide meeting to discuss online education at NMHU. The committee, Senate EC and Dr. Gonzales will develop an agenda for a Fall meeting.

Respectfully submitted,

Daniel Chadborn
Chair, Faculty Senate



NMHU Gene Torres Golf Course Re-opening Update

PRESENTED BY

WILLIAM E. GARCIA

REGENT & MANAGEMENT COMMITTEE CHAIR

AUGUST 19, 2022

Golf Course Update (8/19/2022)

- ▶ HU, City & County signed MOA which provided \$210k subsidy to re-open the HU GTGC on June 25, 2022, with a “Soft Opening”. The full opening was on July 9, 2022.
- ▶ July 9th was established as the Grand Opening date and was attended by the Principals of HU (Dr. Minner), City of Las Vegas (Mayor Trujillo), and San Miguel County (Chair – Harold Garcia). Honored long time HU golfing legend – Gene Torres. His widow, Dodie and son and daughters attended and were presented with a plaque honoring Mr. Torres.
- ▶ Grand Opening was attended by HU Board of Regents, Las Vegas City Councilors, and the San Miguel Commissioners. Positive P.R. and media attention – Thanks to Dave Lepre.
- ▶ Agenda was built on recognizing the collaboration of the three Principal entities forging a unique coalition of interests to re-open the golf course. Each entity provided \$70k for two years to cover the average deficit of the past several years.

Golf Course Update (8/19/2022)

- ▶ MOA between partner “Principals” provided for oversight management committee with HU serving as the fiscal agent. This structure has been working well. Garcia (HU), Franken (County) and Maestas (City) + special advisor Dr. Sanchez (HU). **Cannot exceed budget!**
- ▶ HU continues to own the property and provide maintenance services (at contracted pricing). The Management Committee oversees the operations of the Golf Course – hours of operation, golf fees, cart fees, etc.
- ▶ The Management Committee contracted with HU for maintenance services and contracted with Golf Automation of Las Vegas, Nevada to provide Pro shop operations, scheduling, and P.R.
- ▶ MOA provides a special section for the two School Districts (LV City & WLV Schools) to participate and support the revenue needs of the Course. It also provides for the promotion of youth golf in Las Vegas and surrounding areas.

Golf Course Update (8/19/2022)

- ▶ Overall Operational Milestones: 6/25 – 7/29/22
- ▶ Play – **1,163 players (848 – 9 holes; 315 – 18 holes)..**
- ▶ Tournaments – **3 tournaments** - \$3,413 fees
- ▶ Total Revenue - \$66,983 for period of 6/25 to 7/29... **1/5 of season. (20%). Budget is \$396k. (17%) . Expenses -**
- ▶ Mix of players – **30%+ from out of Las Vegas**
- ▶ Other benefits – Youth golf for Las Vegas + **walking path for community + exercise stations (planned).**

Golf Course Update (8/19/2022)

- ▶ Summary
 - ▶ MOA provides subsidy funding of \$210k annually for two years to re-open the Golf Course.
 - ▶ Management Committee is responsible for oversight and ensure budget is met.
 - ▶ HU provides valuable maintenance and administrative (fiscal agent) services in helping the Committee operate the golf course.
 - ▶ Mgmt. Committee contracted with the Golf Automation Company of Las Vegas, Nevada, to operate the golf course. Day to day operations.
 - ▶ Financials to date are tracking and we will not exceed the budget.
 - ▶ The on-site restaurant opening has been delayed, but the University is pursuing a new RFP and liquor licensing permits. Expand to on-course servings.



A Holistic Approach to Student Wellness

Dr. Kimberly J. Blea & Mr. Leon Bustos

August 19, 2022



Healthy Minds Study

	Percentage Change, 2013-2021
Flourishing	-33%
Depression	+135%
Anxiety	+110%
Eating Disorders	+96%
Non-suicidal Self-injury	+46%
Suicidal Ideation	+64%
Past-year therapy (among students w/ >1)	+26%

(Lipson et al., 2021)

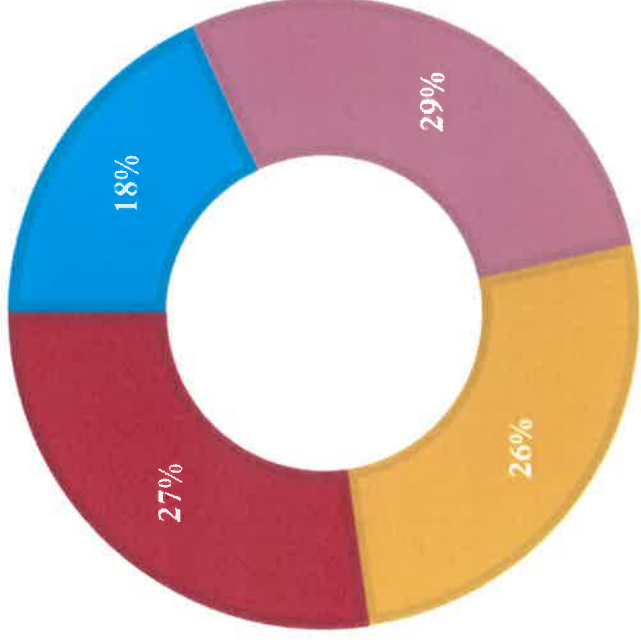


A Holistic Approach to Student Wellness

Healthy Minds Study

ACADEMIC IMPAIRMENT

■ None ■ 1-2 Days ■ 3-5 Days ■ 6 or More Days



In the past 4 weeks, how many days have you felt that emotional or mental difficulties have hurt your academic performance?

(Lipson et al., 2021)



Mental Health & Academic Outcomes

- Mental health has largely been absent from national dialogue about college persistence
- Students of color, first-generation, low-income students, on average, are less likely to seek treatment when symptomatic and are more likely to drop out or stop out
- Depression results in lower GPA
- Untreated depression is associated with a two-fold increase in stopping out or dropping out of college
- Co-occurring depression and anxiety have a more pronounced negative impact

A Holistic Approach to Student Wellness



COVID-19

December 12, 2019
A cluster of patients in Wuhan, Hubei Providence, China begin to experience shortness of breath and fever.

20
19

20
20



20
19

CYBER ATTACK
The cyberattack infected university computers with ransomware, a code that locks users' files with a demand the computers' owners pay a fee for a decryption code.



COVID-19 (US)

March 15, 2020
U.S. states begin to shut down to prevent the spread of COVID-19.

20
20



"I CAN'T BREATHE"

On May 25, 2020, George Floyd, an unarmed Black American male, was killed by Minneapolis Police.

20
21



JANUARY 6TH INSURRECTION

On Jan. 6, 2021, as Congress was meeting to certify the results of the 2020 presidential election, a violent and heavily armed mob stormed the U.S. Capitol.

20
22



OUT OF THE FLOODS INTO THE FLOODS

A state of emergency is issued in Las Vegas after the area's drinking water supply was threatened by damage from the Hermits Peak/Calf Canyon Fire.

20
22



HERMITS PEAK/CALF CANYON FIRE

The 341,735-acre fire is the result of two prescribed fires on the Santa Fe National Forest that escaped control.

20
22



RUSSIAN INVASION OF UKRAINE

On 24 February 2022, Russia invaded Ukraine in a major escalation of the Russo-Ukrainian War that began in 2014.

A Holistic Approach to Student Wellness



Upstream Approach to Student Wellness



A Holistic Approach to Student Wellness



Student Health & Wellness Coaching



Stress
management



Balancing
Relationships



Navigating
Transitions



Improving
Confidence



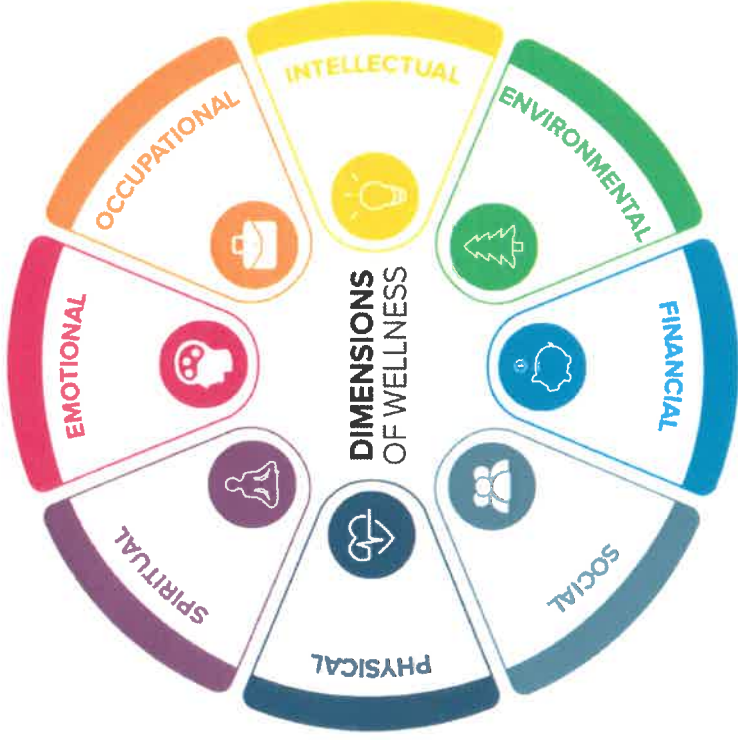
Building
Connections

Wellness coaching takes a positive approach to personal development, focusing on student's strengths and using the eight dimensions of wellness model as a framework for generating goals that are meaningful for students.

A Holistic Approach to Student Wellness



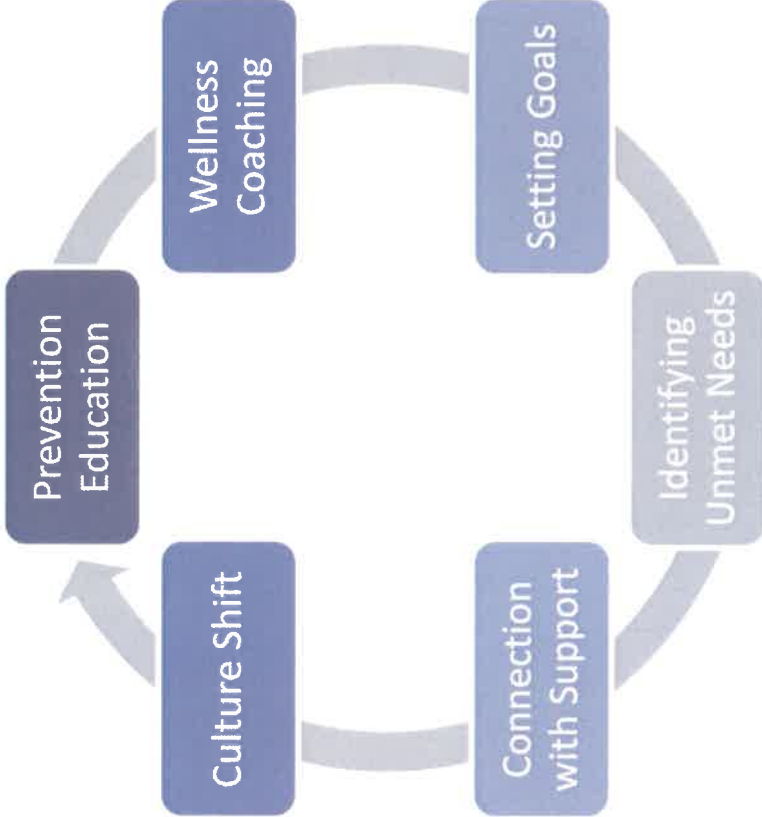
WISH Project Wellness Initiative for Student Health



A Holistic Approach to Student Wellness



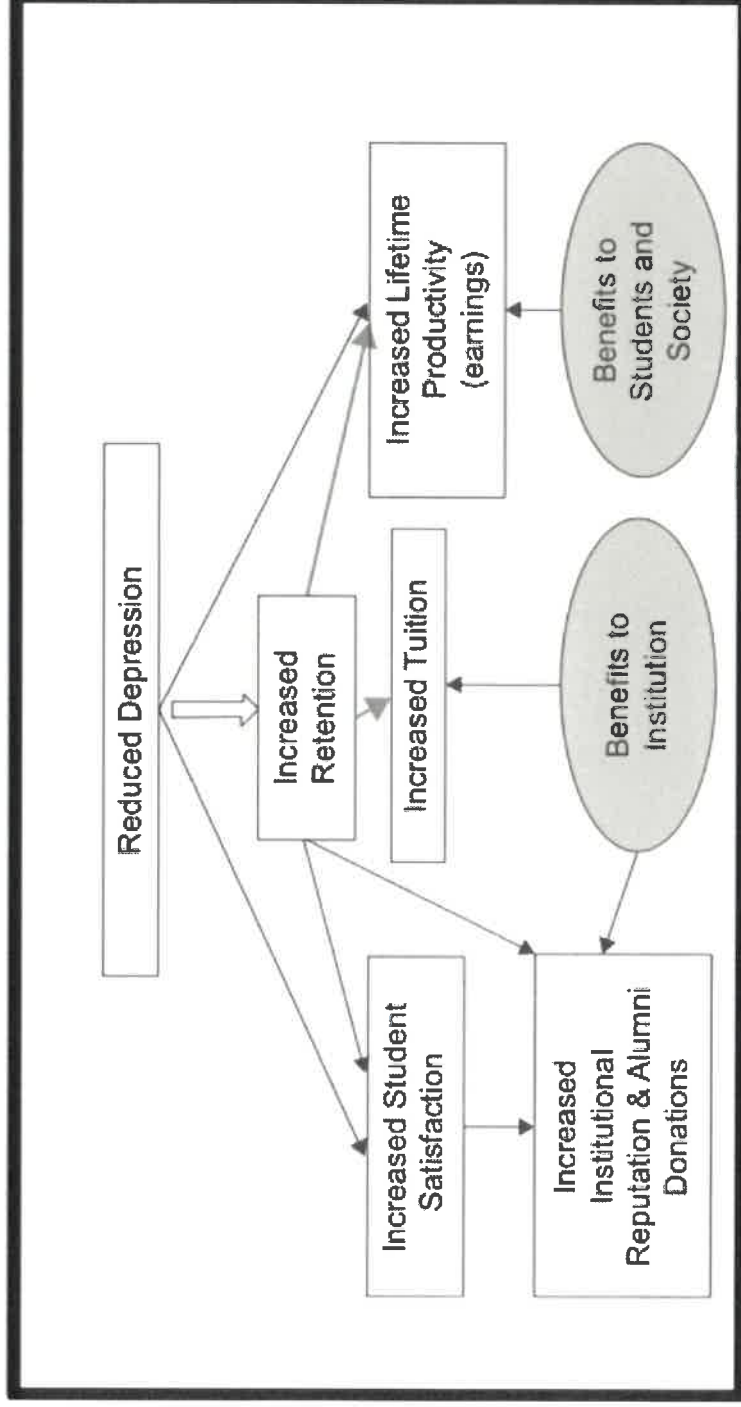
Wraparound Services – Serving Students from a Place of Care



A Holistic Approach to Student Wellness



An Investment – Why Student Wellness is Good Business



(Healthy Minds Network, 2022)

A Holistic Approach to Student Wellness



Questions?

A Holistic Approach to Student Wellness



NMHU Foundation Report**8-19-22 BOR Meeting****Staffing**

The Director of Advancement position remains unfilled, but a national search by consultants Gonser Gerber is underway. A pool of candidates is expected by early September.

2022 Events

Summer and fall events for the Foundation will include two Cornhole Tournaments benefitting NMHU athletics (July 23 and August 20) held in Las Vegas at Wanted Brewing and Distilling; the Multi-Board Gathering held in Santa Fe at the Governor's Mansion on August 25th; the 9th Annual New Mexico Painters' Show, opening with a reception on September 11th; Homecoming activities the week of September 12-17 (see nmhufoundation.org for all Foundation Homecoming activities); several athletics Senior Day events; the Highlands Beer Fest at the Castaneda on October 6th; alumni Happy Hours (Scottsdale – October 20; Las Cruces November 10; Main Campus December 17); Giving 'Taco' Tuesday on November 29 and the Shop Small Mall on December 1st. Discussions are also underway for a gala event on December 15th in Albuquerque to benefit social work students.

Comprehensive Campaign

Following a feasibility study and report by consultants Gonser Gerber, the Foundation Board voted to move forward with the quiet phase of a comprehensive campaign. More information will be shared with the Board of Regents in the accompanying presentation. We ask the regents to consider endorsing these efforts.

NMHU Foundation and Alumni Boards

The Foundation Board met on June 29th (special meeting) and July 15th (regular meeting), and heard presentations on the FY23 budget, committee reports, and the proposed comprehensive campaign. Former Alumni Board President Jeannae Leger was added to the Foundation Board as a member, and new officers were elected: President, Vince Marchi; Vice-President Paul Grindstaff; Treasurer Felicia Ortiz; and, Secretary Viola Martinez. Outgoing President Dr. Carlotta Lockmiller and long-time Foundation Board member Dr. Eileen Madrid concluded their service and were thanked by the Board. Thanks to Regent Danelle Smith who attended the July meeting and provided a Board of Regents Update.

The Foundation Board will next meet on November 4th in Santa Fe. The Alumni Board will next meet over Homecoming on September 16th in Las Vegas.



CAMPAIGN READINESS STUDY



Las Vegas, New Mexico

Conducted by:
Chad J. Jolly, Ph.D., Partner

June 29, 2022

Purpose of the Assessment

- Test Feasibility of Raising \$10.1 Million
- Test Attractiveness of Campaign Initiatives and Preliminary Case for Support
- Assess Philanthropic Potential Related to Proposed Initiatives
- Discover Key Constituent Perceptions
- Determine Volunteer Leadership Potential
- Assess Internal Readiness to Continue with Campaign

Tested Campaign of \$10.1 Million

- Athletics \$2.1 million
- Art \$1 million
- Forestry \$4 million
- Academic Endowment \$1.5 million
- Scholarships \$1 million
- Unrestricted Support \$.5 million

Total: *\$10.1 million*



EXTERNAL INTERVIEWEE PERCEPTIONS OF NEW MEXICO HIGHLANDS UNIVERSITY

31 Giving Units

34 Individuals

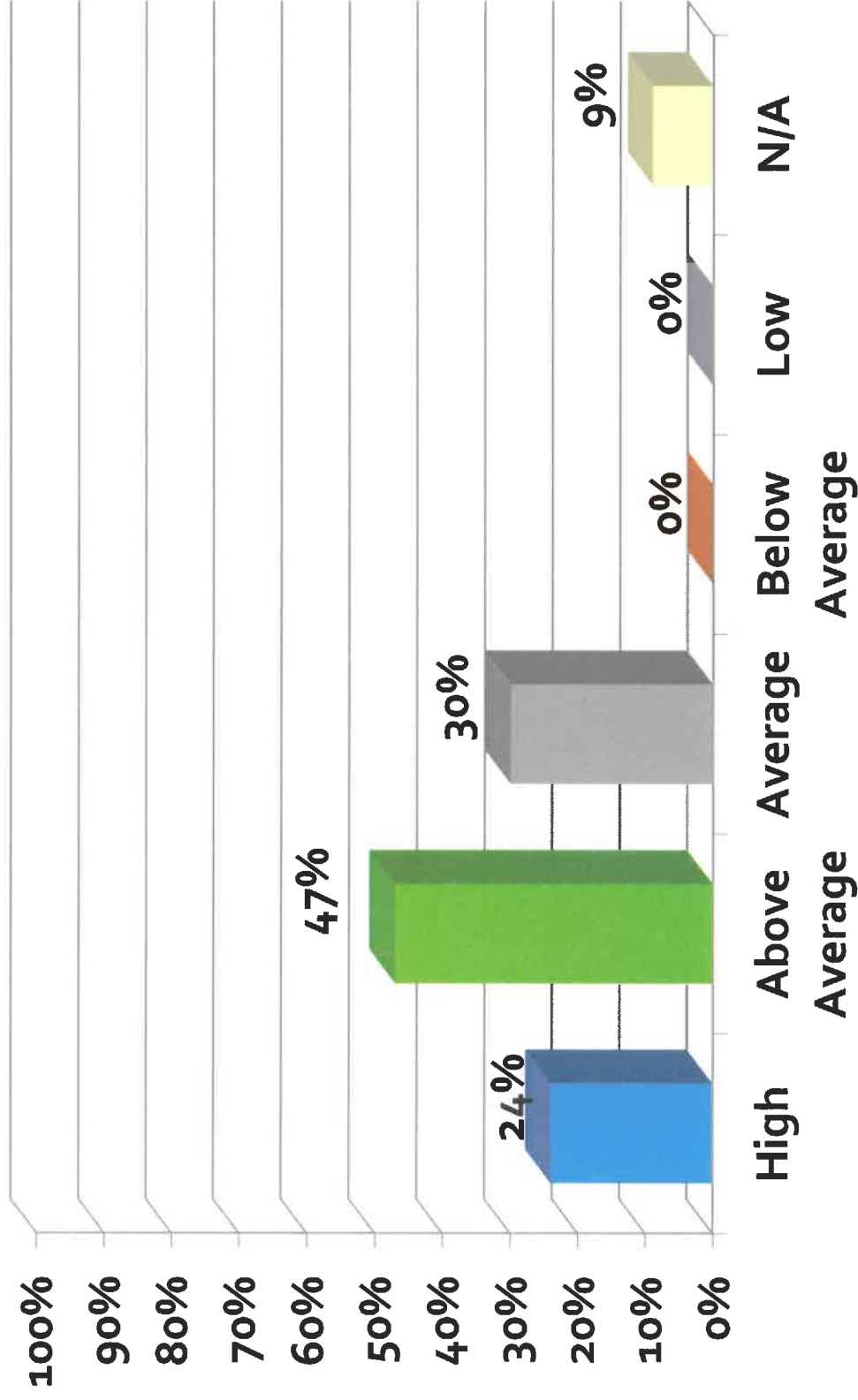
(TOP DONOR PROSPECTS)



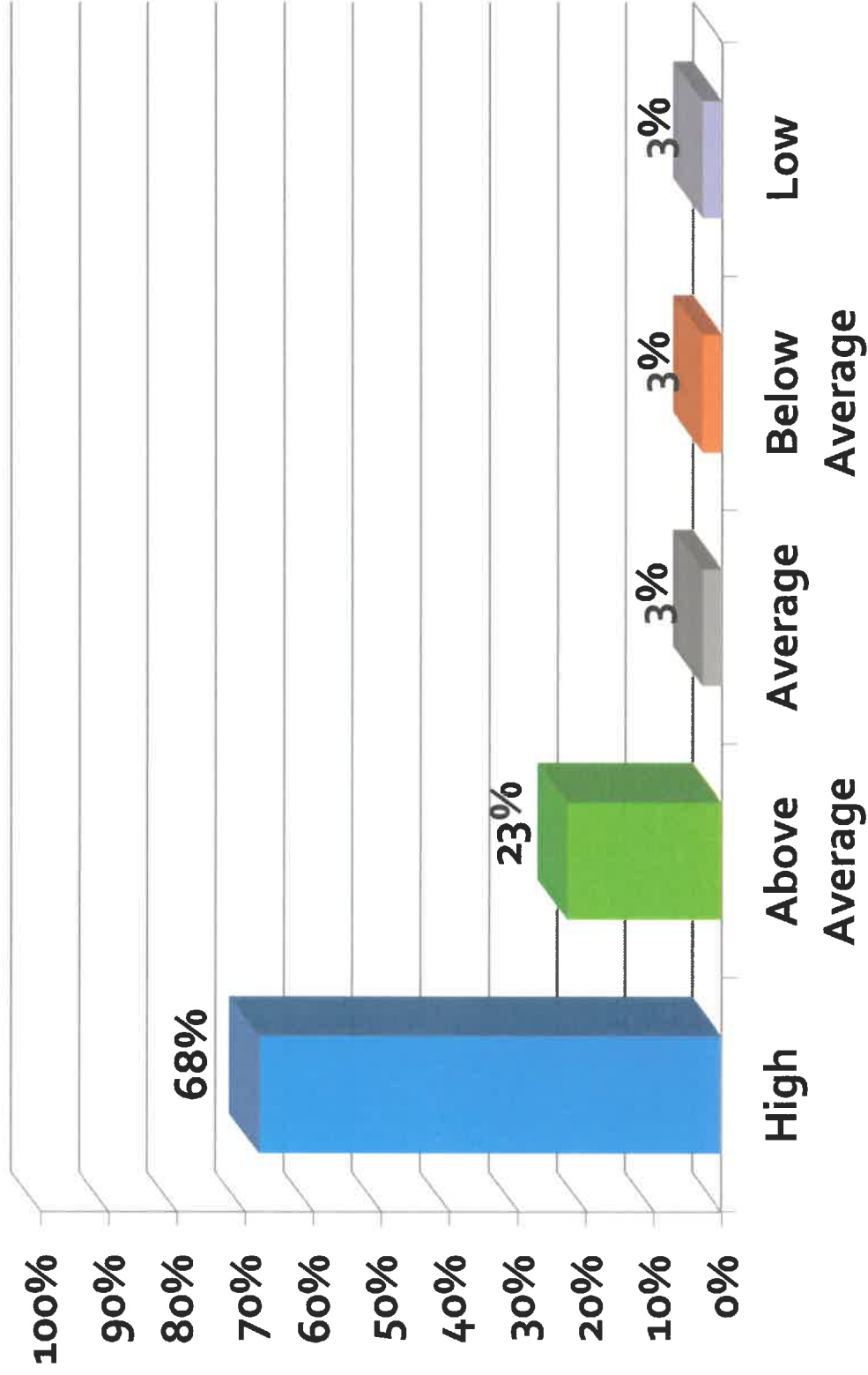
CAMPAIGN PRIORITIES TESTED

Strategic Importance

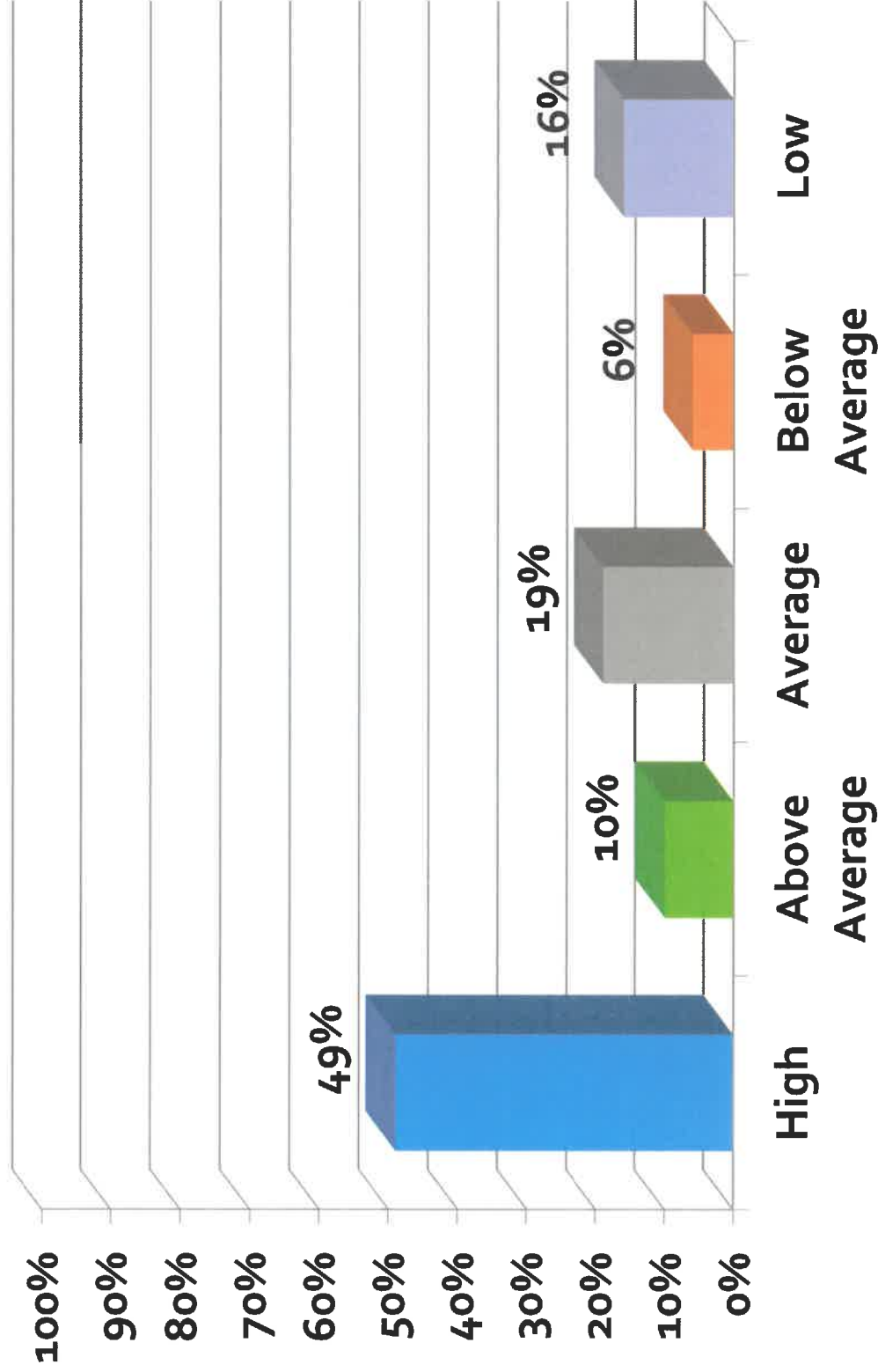
Effectiveness of Case Statement



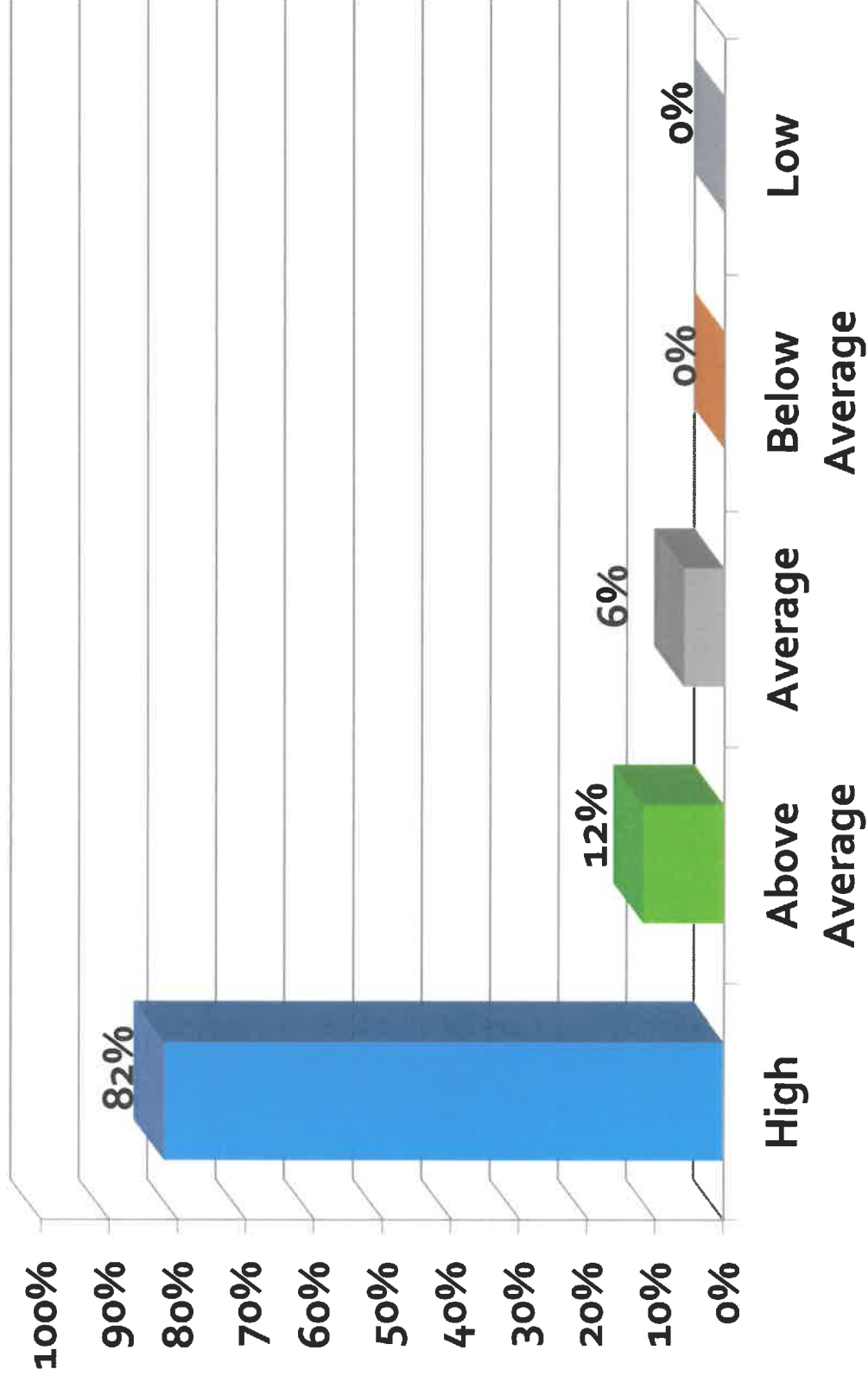
Athletics



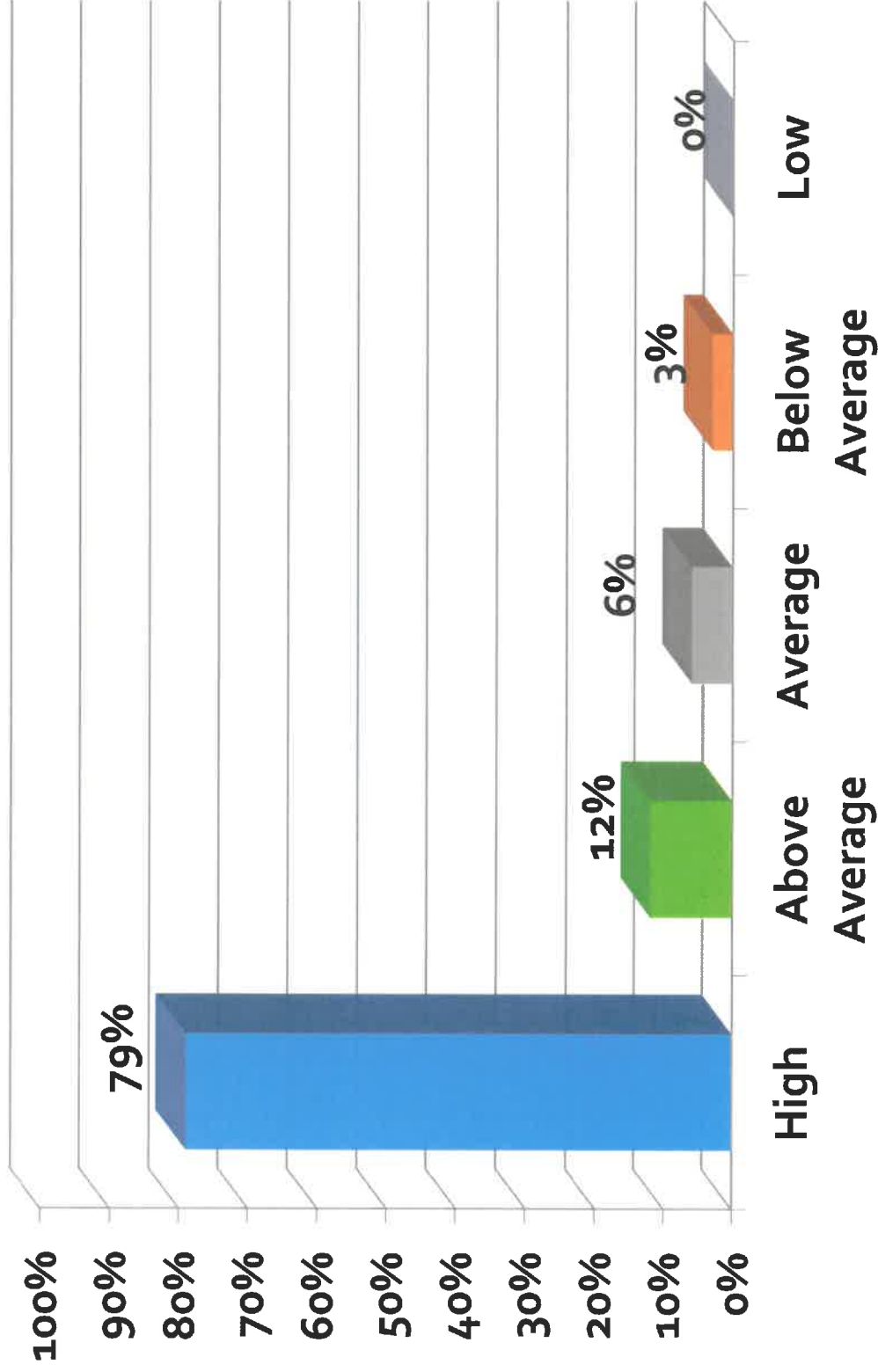
Art



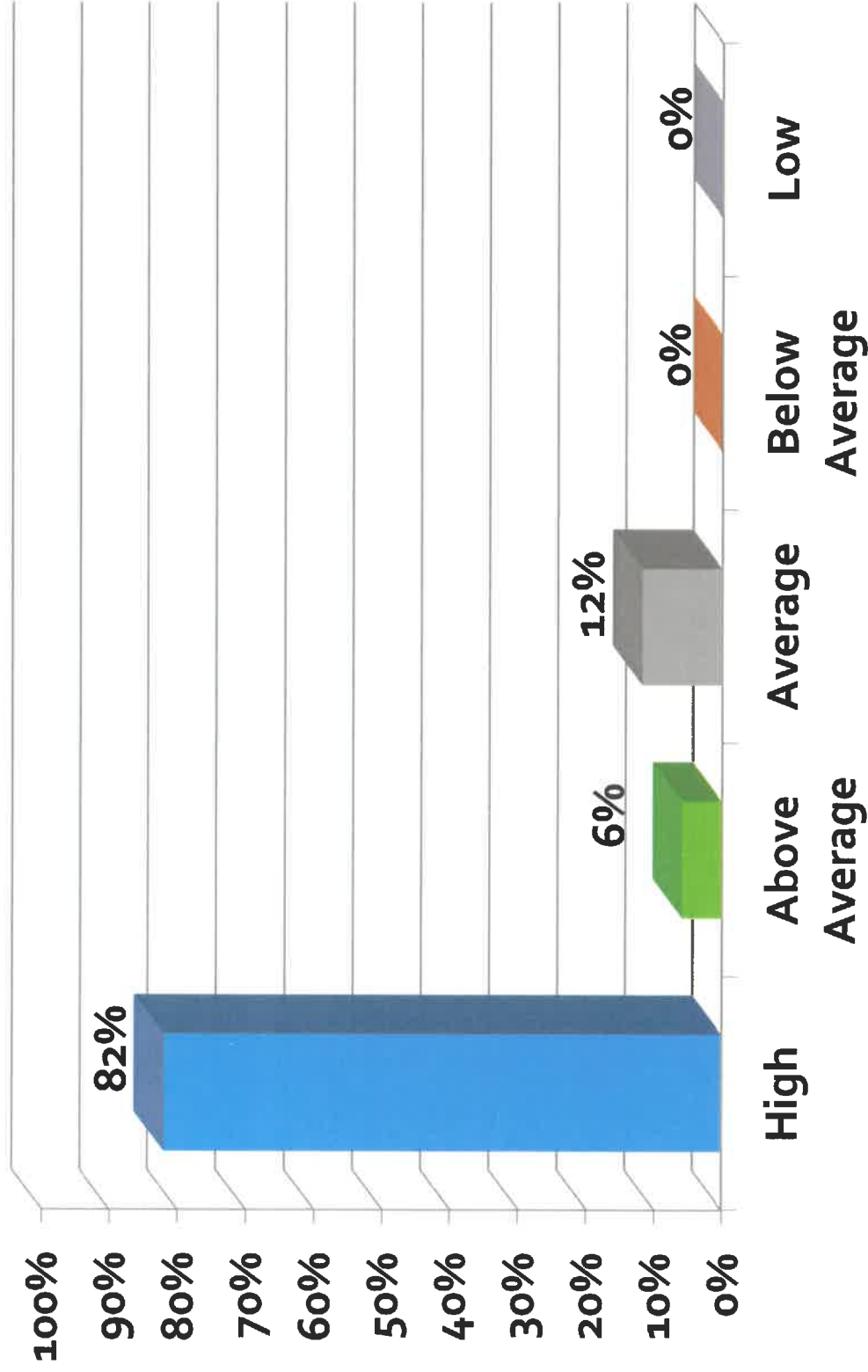
Forestry



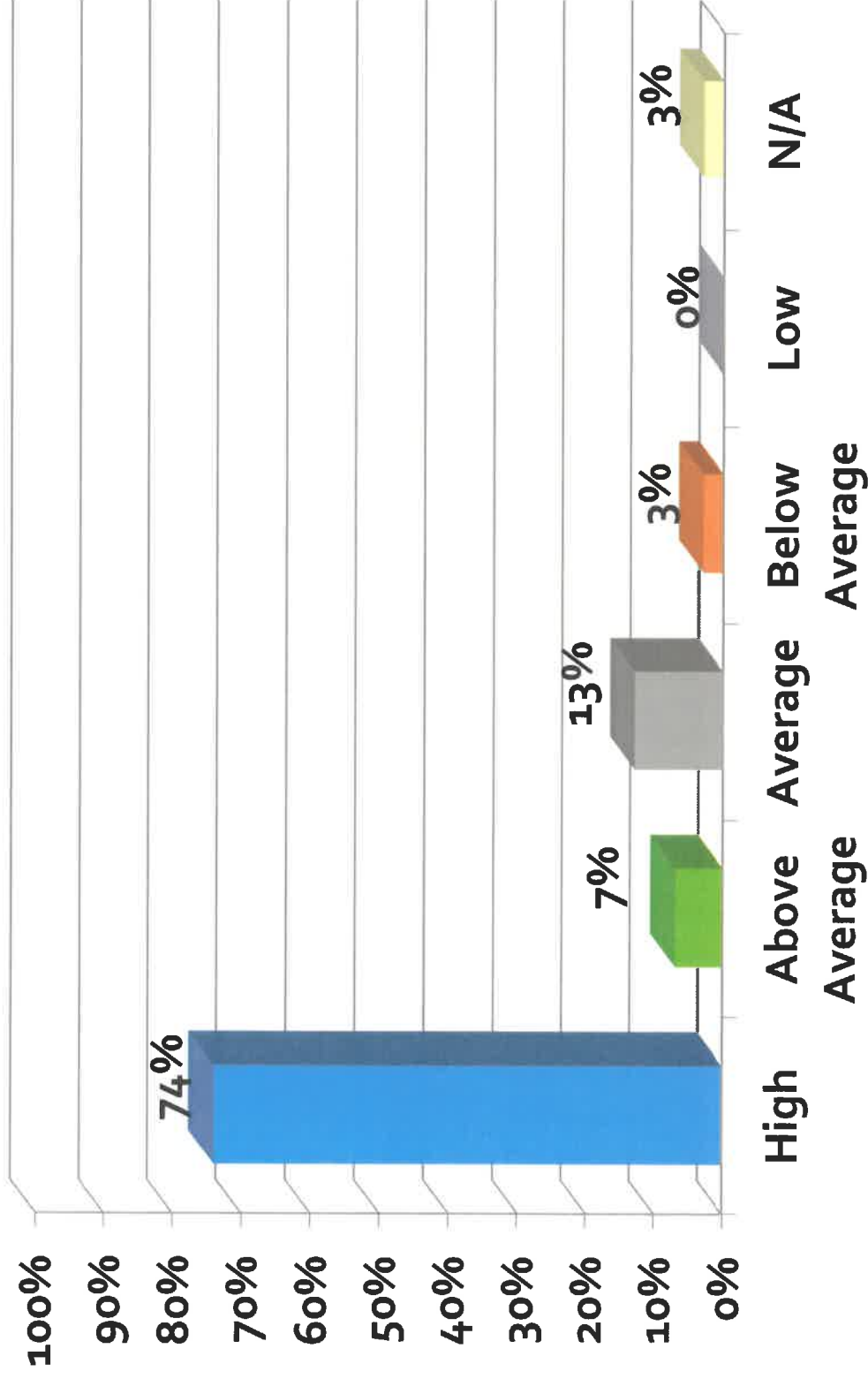
Academic Endowment



Scholarships

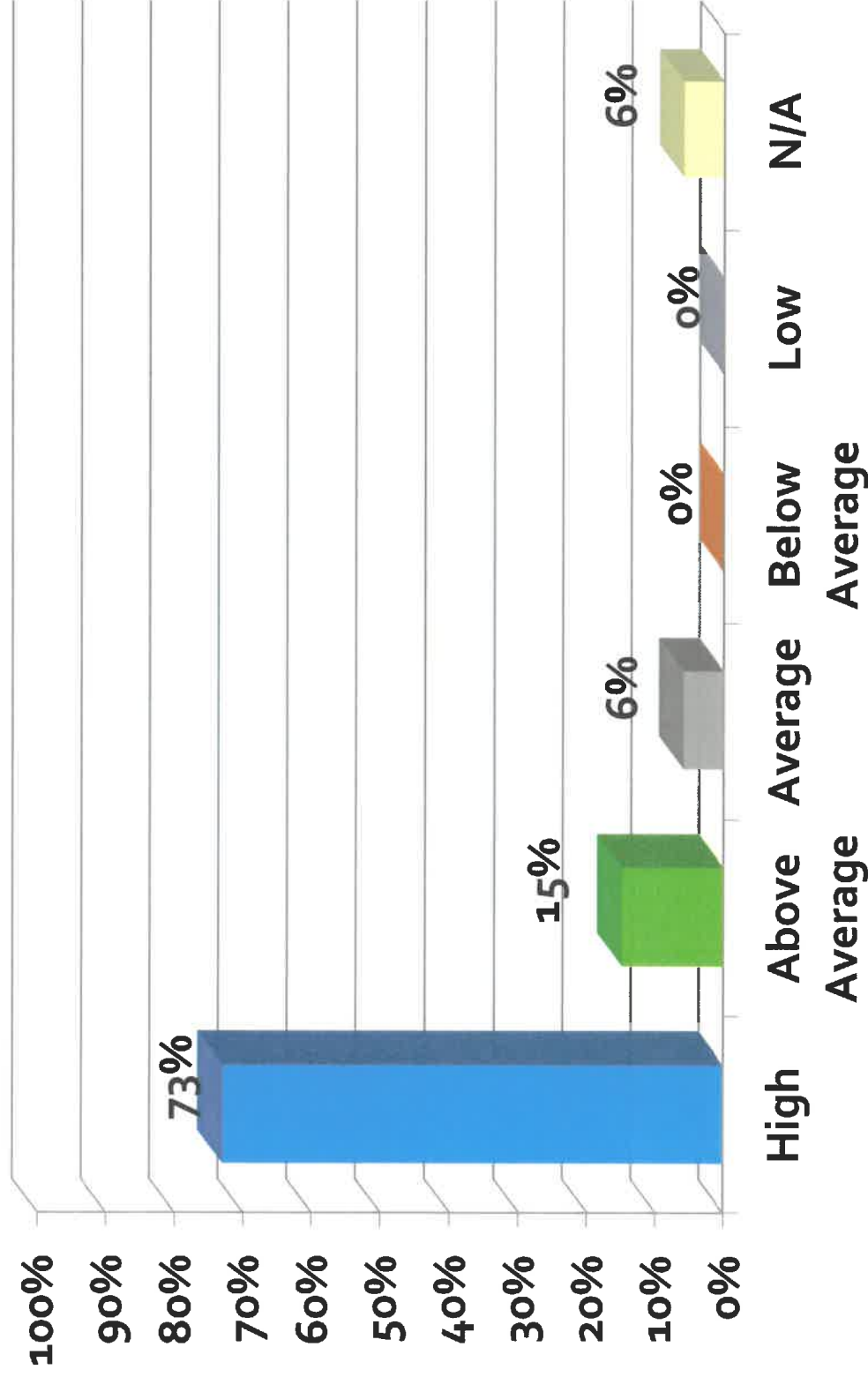


Unrestricted Support



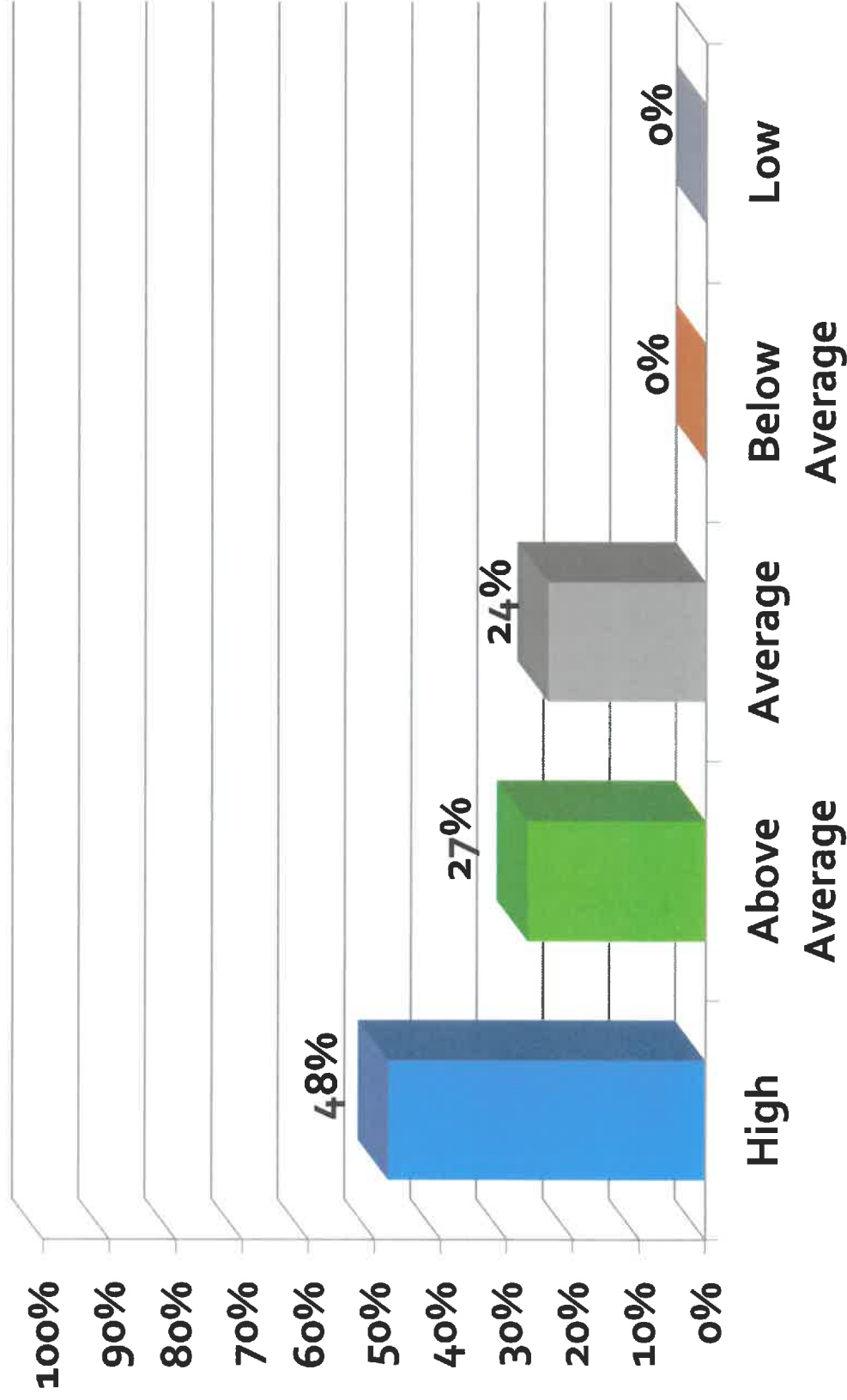
Effectiveness of Leadership

Dr. Sam Minner, President

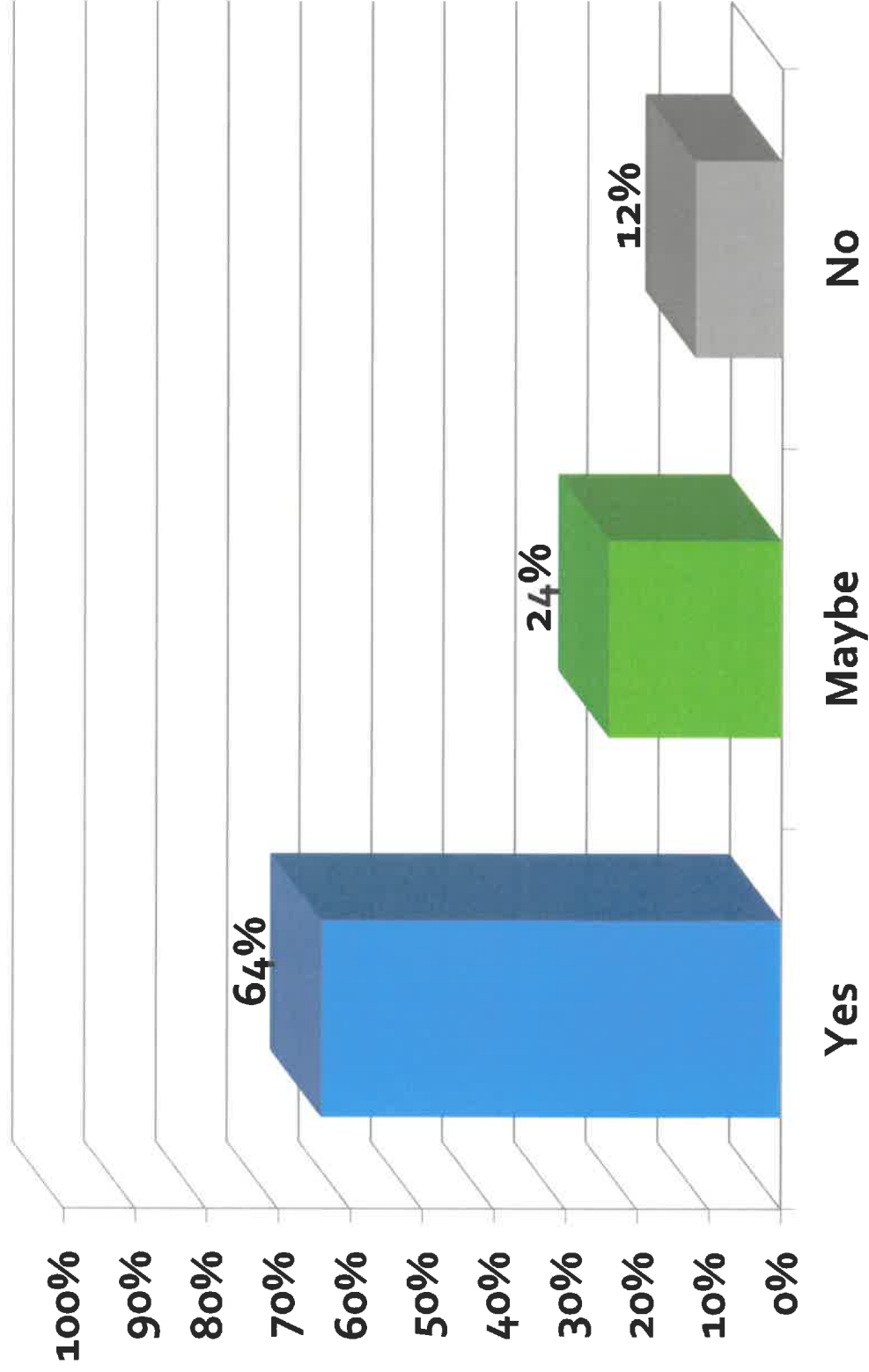


Effectiveness of Leadership

NMHU Foundation Campaign Readiness



Willingness to Volunteer





CAMPAIGN FUNDING

Major Gift Prospects

Charitable Priority Ranking

Philanthropic Findings

Planned Gift Potential

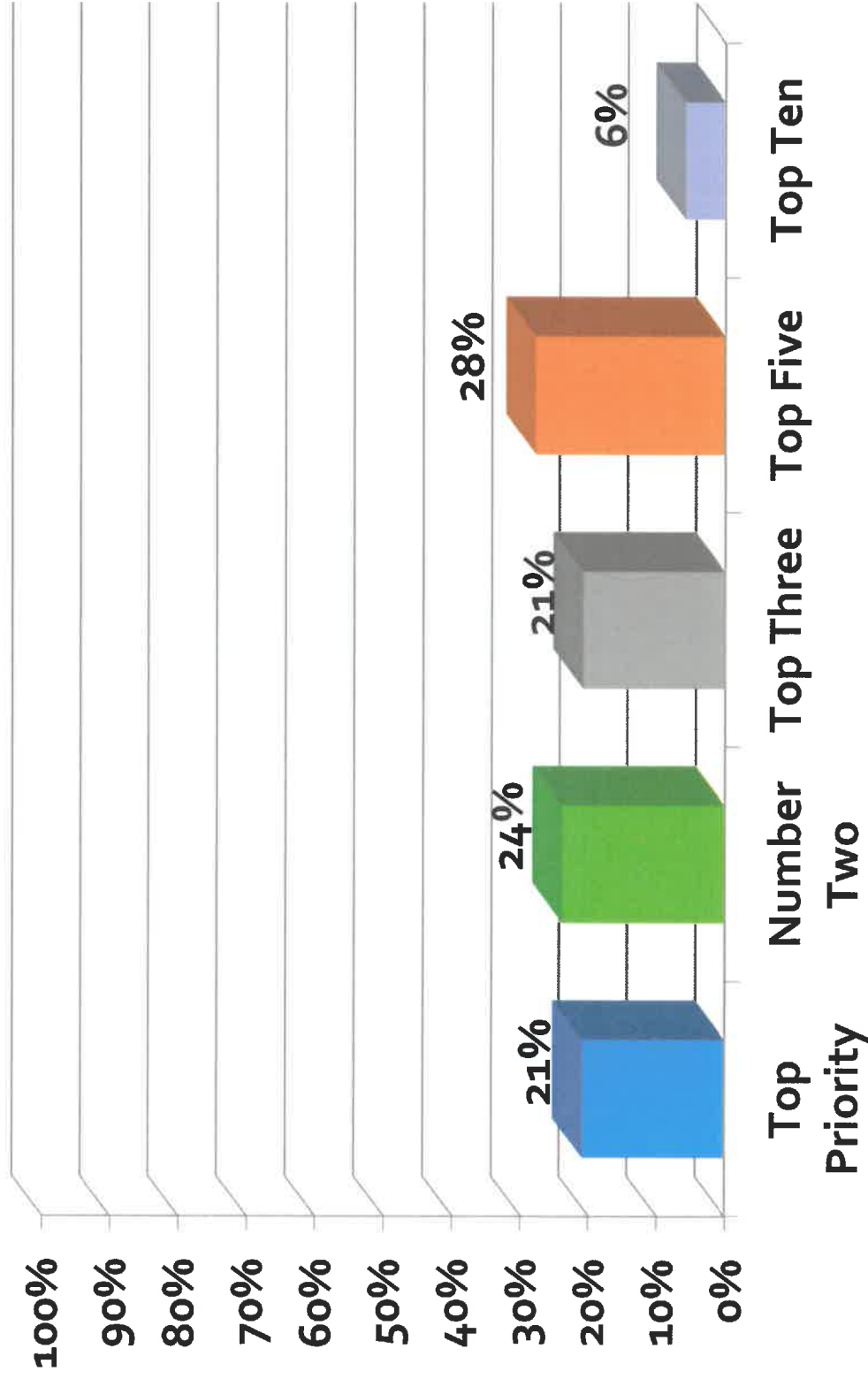
Likelihood to Succeed



Major Gift Prospects

- 53 Names of Individuals/Giving Units
 - 5 identified more than once
- 10 Businesses/Foundations
- Confidential List Provided to President Minner and Vice President Law

Charitable Priority Ranking

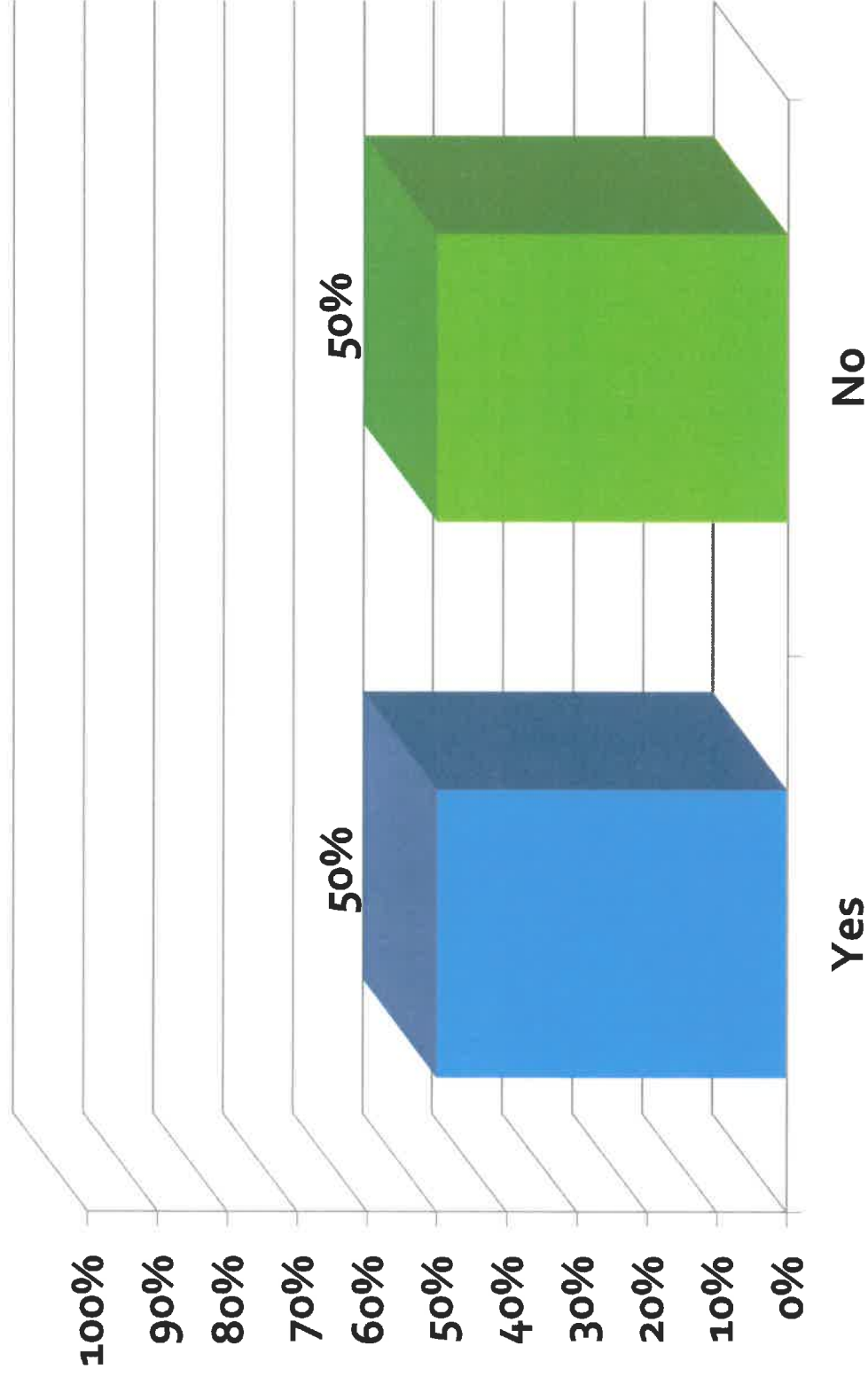


Gift Designation Priority

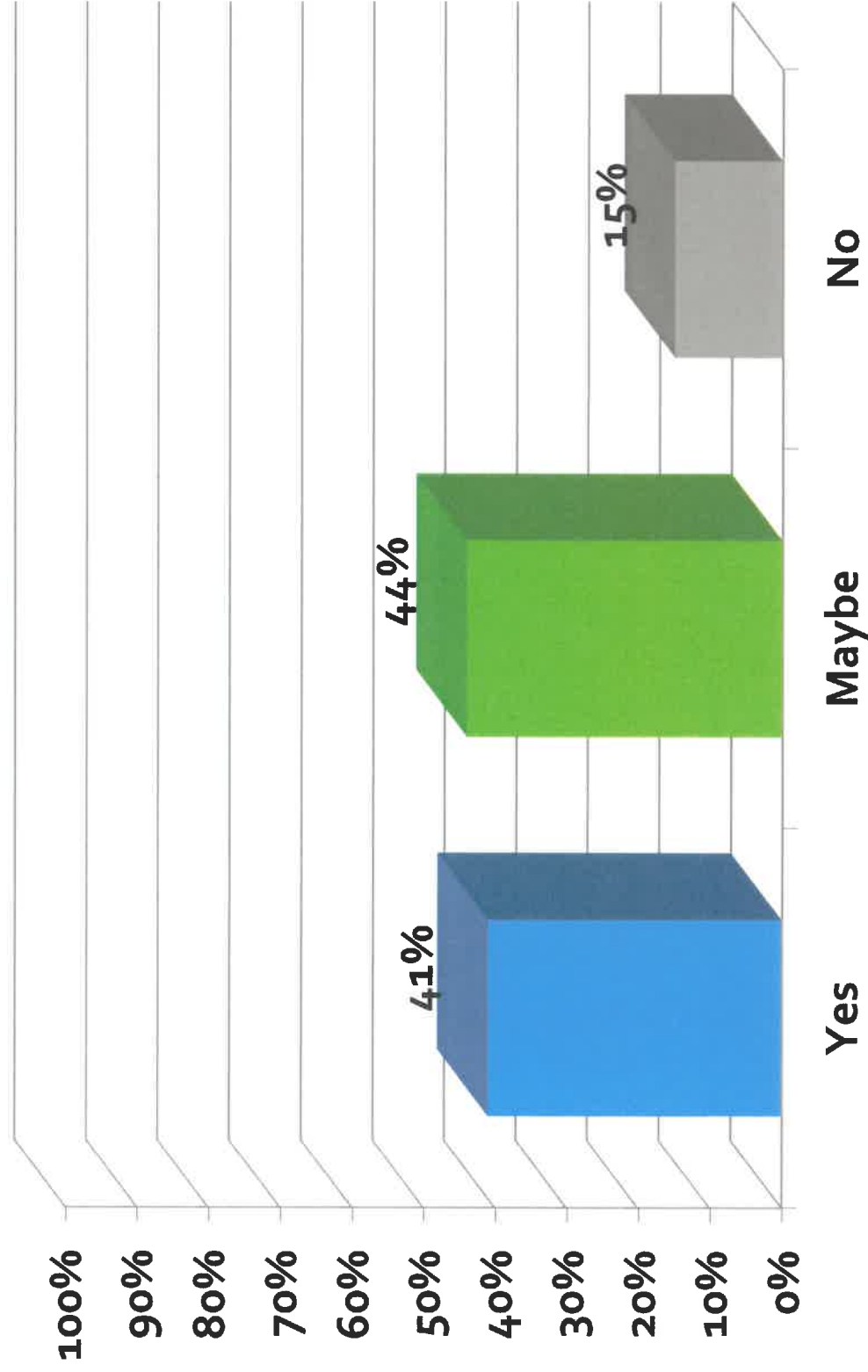
(Most Likely to Support)

GIFT ESTIMATES BY PROJECT CATEGORY			
Campaign Project	Cumulative Gift Total (Low)	Cumulative Gift Total (High)	Cumulative Gift Total (Average)
Athletics	\$187,000	\$422,000	\$304,500
Scholarships	\$80,500	\$240,000	\$160,250
Academic Endowment	\$130,000	\$155,000	\$142,500
Forestry	\$120,000	\$145,000	\$132,500
Art	\$15,000	\$25,000	\$20,000
Unrestricted Support	\$0	\$0	\$0
	\$532,500	\$987,000	\$759,750

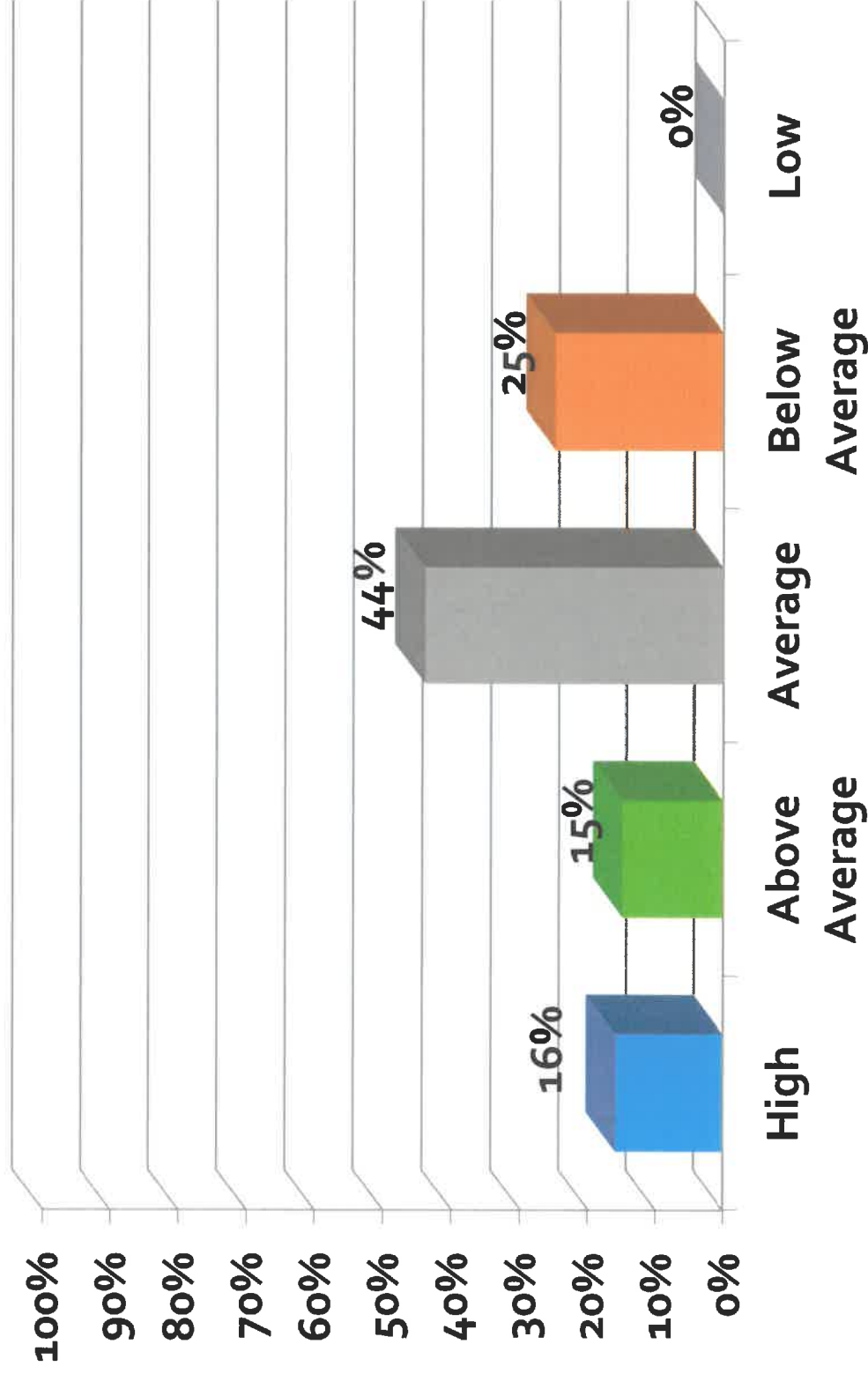
Current Planned Gift



Additional Planned Gift Potential



Likelihood to Raise \$10.1M





NMHU FOUNDATION BOARD COMPREHENSIVE CAMPAIGN RECOMMENDATIONS

New Mexico Highlands University
Campaign Readiness Study

GonserGerber
ADVANCEMENT CONSULTANTS

Campaign Recommendations

- The University should move forward with a carefully crafted six-year comprehensive campaign, including a three-year quiet phase for a goal of \$10M, which would include \$7M in cash gifts and \$3M in planned (or deferred) giving, which should be a separate campaign goal and category.
- The immediacy of the wildfires, the momentum building around the Forestry program, the preponderance of undocumented planned gifts, and the goodwill built up by a retiring President makes beginning a campaign now timely and will maximize giving from those for whom these factors resonate. If we do not leverage Dr. Minner's relationships while he is still at NMHU, it is estimated that we will leave a potential \$3-4M in outright and deferred giving on the table.
- The Highlands Elevated Campaign will reframe the campaign categories to omit Art, which tested poorly, and to fold Vatos fundraising into Athletics. The Campaign will develop a new case for support:
 - The Highlands Elevated Campaign (the quiet phase will focus on areas in blue, but all totals are for the length of a six-year campaign):
 - Forestry Program and Reforestation Center \$4,000,000
 - Endowed Scholarship Support \$2,500,000
 - Track \$1,500,000
 - Annual Operating Support \$1,000,000
 - Donor Designated Priorities \$1,000,000
 - Total: \$10,000,000
- The Foundation allow for the counting of "reach back gifts" beginning on July 1, 2022 with the intention of ending on June 30 of 2028.
- Donors be given up to five years to fund their "best pledge" no matter when they make their pledge before June of 2028.

Campaign Recommendations

- The University hire a Director of Advancement in 2022. This professional will manage the daily operations of the campaign and take on a major gift portfolio.
- The University hire a Major Gifts Officer in FY24. This staff member will focus on new major gift prospect discovery and will methodically work to identify, cultivate, and engage prospects capable to gift \$25,000 or more.
- The University use the Assistant Director of Athletics for External Operations to prospect Athletics donors capable of giving \$10,000 or more.
- The Foundation launch a significant planned giving effort with this campaign.
- The University conduct a comprehensive wealth screening on all alumni and donors.
- Additional annual costs of \$250-300K (this figure includes the already-budgeted \$100k for a Director of Advancement; recommend that Major Gift Officer hire be delayed until FY24; annual FY23 additional costs estimated at \$75k; FY24-28 additional costs estimated at \$175k annually)
- Campaign timeline could look like the following:
 - Phase 1: Quiet Phase July 2022 – June 2025 (to allow a new President a year to engage with the University and develop relationships with donors)
 - Decision on continuing with campaign and moving to public phase will be made by new NMHU President; strongly recommend that ability and willingness to engage in fundraising be a factor in selection of a new President. Option of concluding project campaigns for Forestry, Athletics, and Planned Gifts near where \$\$ totals are at the time rather than moving to larger public campaign.
 - Phase 2: Public Phase July 2025 – June 2028
 - Phase 3: Campaign Celebration and Close January 2028 – July 2028



SEM Presentation – Board of Regents Meeting

August 19th, 2022

**NMHU Board of Regents
Strategic Enrollment Management**



Fall 2022 Enrollment Overview

- ***Fall 22 enrollment is ongoing and the data presented is not final.**
- Fall 21 census day total - 2658, which was a 4.3% decrease from Fall 2020 (2780)
- Fall 22 – 2,586 (as of 8/16/22 - enrollment ongoing through 8/22/22)
- As of 8/16/22, compared to the same time in the cycle last year:
 - Undergraduate enrollment is at 1499, up 8% from Fall 21 (1275), and graduate enrollment is at 1087, up 5% from Fall 21 (979).
 - NMHU at 42% graduate enrollment and 58% undergraduate enrollment for fall 2022.
- Main campus FTF estimates – 151 residential, 83 local
- 189 students dropped from face to face classes on 8/15 (not necessarily dropped from all classes or as a student) due to lack of vaccination status reporting; Student Success Coaches are working with these students to update status or change class modality now



Fall 2022 Enrollment Demographic Trends (as of 8/16/22)

- The vast majority of all NMHU students remain New Mexican (84%)
 - Undergraduate – 82%; Graduate – 86%
- International students increased 58% (71 vs. 45).
- Native American students remain 10% of our student population in Fall 22.
- 69% of students are female, 31% male.
- NMHU is now at 48.7% main campus enrollment and 51.3% center and online enrollment.
- Online student enrollment increased 99%; Main campus enrollment increased 7%.
- Center enrollment overall decreased with all but Rio Rancho (1% increase) showing declines.

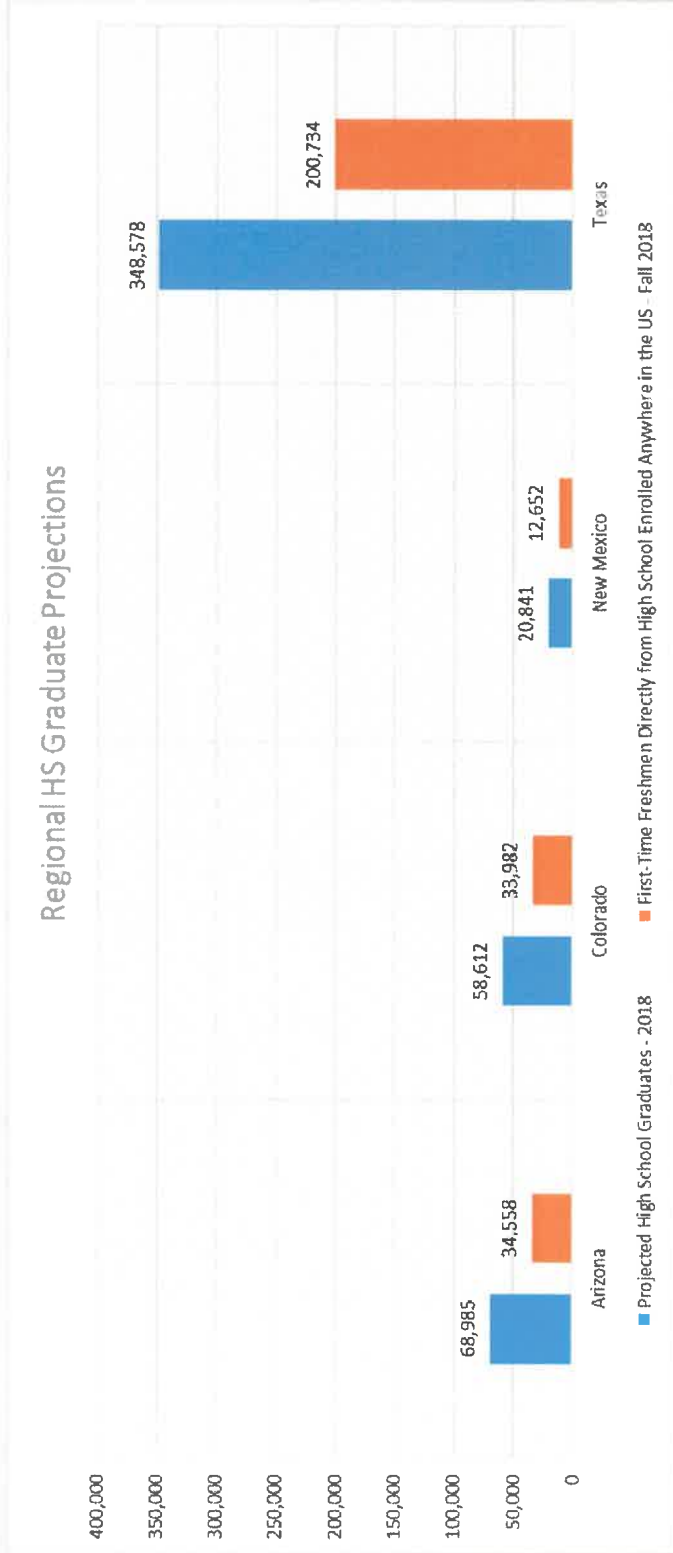


New Mexico Agreement Outcomes

- Total NM Opt-Ins: 382; Enrolled – 83 (21.7% yield)
- Total Visits: 40
- 15 students currently enrolled from SFPS. This represents a 300% increase from our 5-year average
- Agreements have led to 5-year high in admission from Bernalillo HS and SFPS
- Enrollment from Santa Rosa HS and Questa HS has experienced a 3-year high



Regional Senior Enrollment

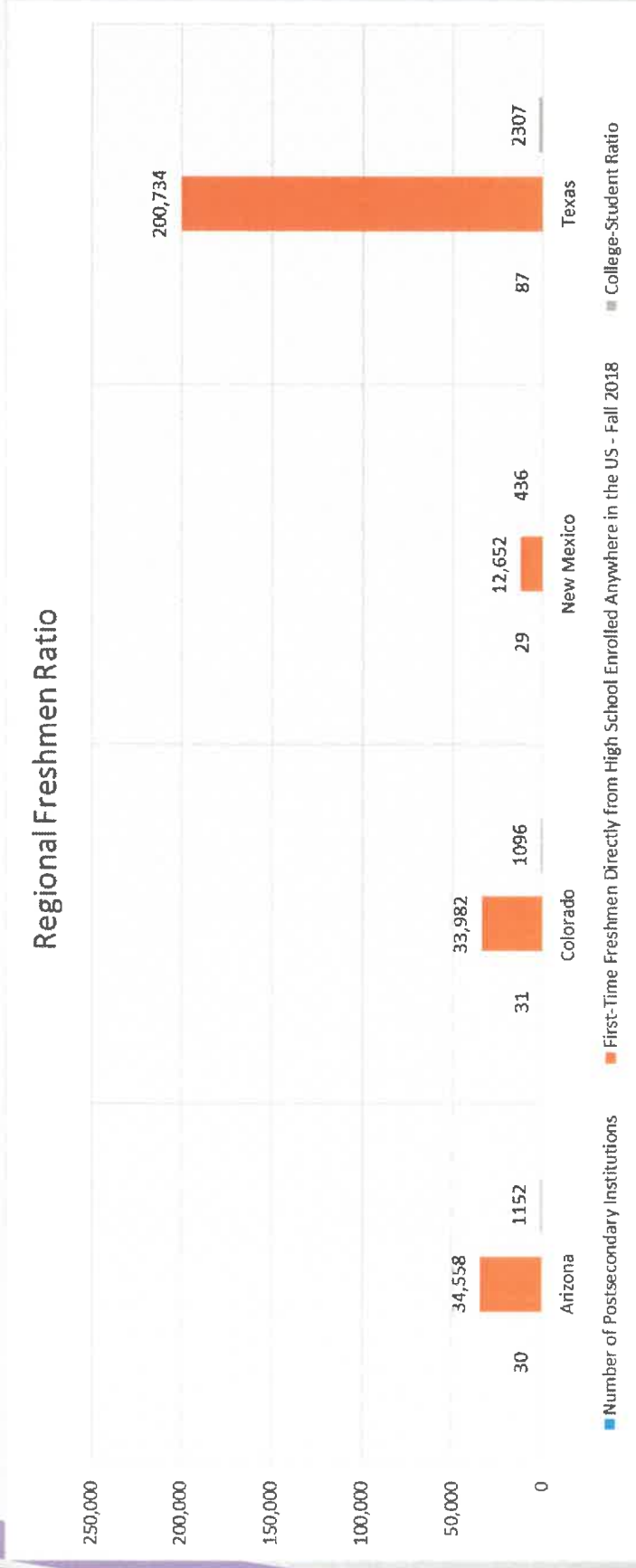


Source: IPEDS, NCES



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Regional Higher Education Overview



Source: IPEDS, NCES



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DPS/CO Gear Up Agreement Outcomes

- Total DPS Opt-Ins: 277; 6 enrolled (2.2% yield)
- Total Visits: 19
- CO Gear Up signed on to agreement in the spring, granting access to 8 additional high schools throughout CO
- To date, 6 Denver or CO Gear Up students have enrolled in NMHU for Fall '22. This represents an increase from our 5-year average of one CO student, but yield remains very low; increased engagement with these schools will be needed to drive up yield.



SISD (El Paso) Agreement

High School	# of Opt-ins
Eastlake	4
Americas	1
Socorro	18
Montwood	7
El Dorado	16
Pebble Hills	2

NMHU and Socorro Independent School District (SISD) entered into agreement at the beginning of **May '22**. SISD is home to six high schools with an average graduating class of 550 per high school.

- Total SISD Opt-Ins: 48; 12 enrolled (25% yield)
- On a 5-year average, 1 El Paso student is recruited to NMHU per year
- Higher yield than experienced at CO or NM schools, with a shorter recruitment timeframe.



Admission & Recruitment Outlook

Undergraduate Admitted for Fall as of 8/15/22	
Fall '18	575
Fall '19	930
Fall '20	1153
Fall '21	1781
Fall '22	3012

- Trending at a 5-year high

Applicants Fall as of 8/15/22	
Fall '21	3254
Fall '22	4712

- Overall funnel has grown by over 1400
- Freshmen applicants at a 3-year high
- Surpassed all funnel goals for the recruitment cycle; will be close to enrollment goal of 2700.



Key takeaways from Fall 22 Recruitment Cycle

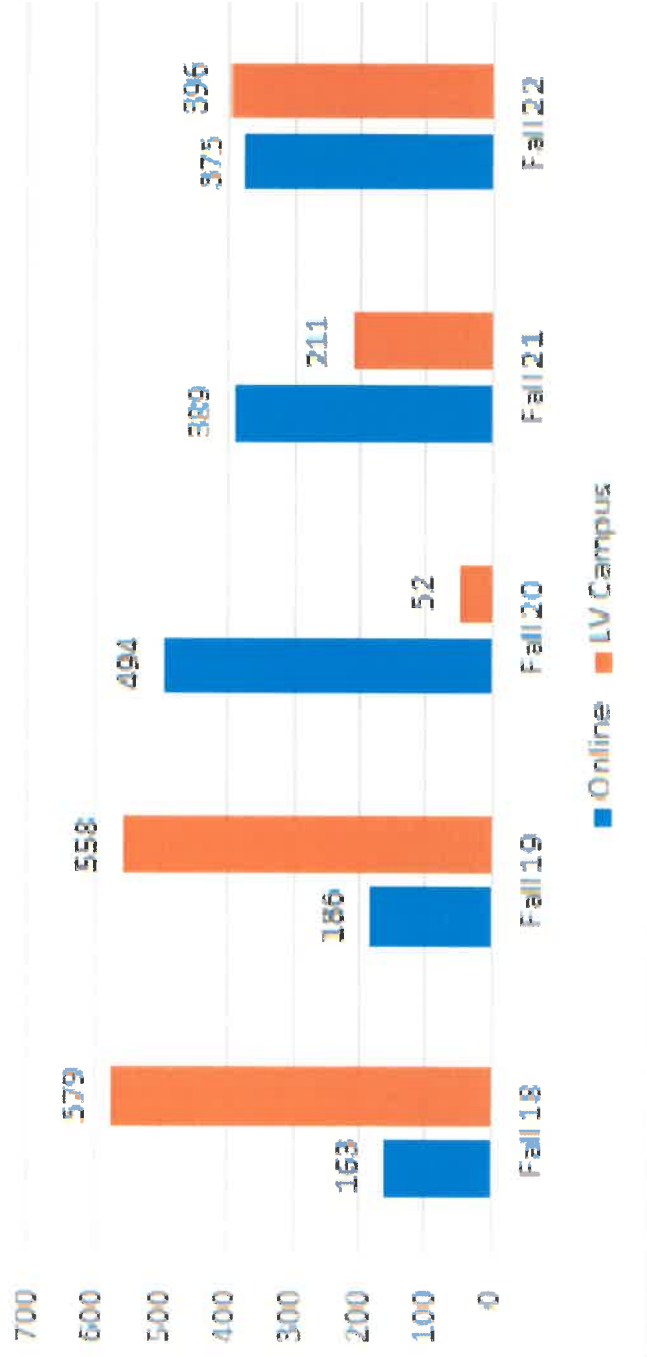
- Opt-in agreements worked to begin a pipeline, but more investment is needed to realize the potential of these. El Paso/West Texas had the best yield on the shortest recruitment timeframe, so suggest marketing and possibly staffing resources be prioritized there.
- Opt-in agreements worked better than expected in –state; we need to focus on ABO/RR metro, where we are still struggling to get a foothold.
- 18% and 23% increases in new and transfer students respectively show there is untapped potential there for NMHU despite a declining trend in these populations statewide, regionally and nationally.
- Dual credit offerings can help increase enrollment headcount, but more engagement with faculty in order to match class offerings with need, and ensuring these classes are available to register students into promptly will be key in growing this segment any further.
- Housing capacity and services are being challenged by growth in on-campus students.
- Online graduate programs have the greatest growth and potential for growth.
- Undergraduate class capacity/offerings will need to continue to move to face-to-face and will need to align with incoming student needs.



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Face to Face Undergraduate Offerings

Undergraduate Class Modality Fall 18-22



Source: NMHU Data



SEM Strategic Plan Goals

1. Grow total NMHU enrollment
 - a) Reach total enrollment goal of 3,000 by FY25 (FY23 goal – 2700; Fall as of 8/16 – 2586)
 - b) Increase # of graduate students to 1250 by FY25, particularly non-traditional, returning, adult populations (FY23 goal – 1075; Fall as of 8/16 – 1087)
2. Repopulate main campus by increasing on-campus, residential enrollment
 - a) Increase # of main campus first time freshmen to 200 each fall, with focus on athletics, transfer, ABQ/RR/SF, and out of state (AZ, CO, TX) populations. (FY23 goal – 200; Fall as of 8/15 – 151 residential, 83 local – total 234)
3. Achieve NASNTI (Native American Serving Non-Tribal Institution) status by FY25
 - a) Reach 10% proportion of Native American students for two consecutive years (Met for Fall 21, Spring 22, Fall 22 through 8/15)
4. Increase graduation and retention rates (TBC after census)
 - a) Keep FTF fall to fall retention rates at or above 58% by FY25
 - b) Keep six-year graduation rate for new FTF at or above 30% by FY25



Strategic Priorities for coming cycle

- Continue opt-in agreement strategy both in and out of state, with plans for a three-year look-back analysis to determine effectiveness and allocation of resources to this strategy.
- Continued investment in staffing and marketing in ABQ/RR metro over the next several years to maximize opportunities at larger in-state high schools.
- Suggest development of a operational plan for dual credit.
- Partner with Housing to create a consistent show room and supply of available on-campus housing for students visiting campus. Suggest partnership with alumni board to assist with hospitality offerings during move-ins.
- Suggest considering adding classes/sections where there is an applicant pool in the funnel, even if additional resources and faculty must be added, and even if it is not certain that the class will make.
- Continued investment in international student recruitment as COVID restrictions ease.
- Suggest evaluation of student billing practices and ease of payment for students.



Strategic Priorities for coming cycle

- Retention of existing students through success coaching model remains critical. Suggest evaluation of pilot Business School SSC at end of 22-23 academic year. Use analysis of fall 2022 SSC survey to further refine model.
- Suggest review of center-based recruitment and retention activities to better coordinate.
- Continue to develop student service and responsiveness as a cultural expectation with measurable standards across SEM.
- Enhancing Native American Center/Services with possible revision of Native American Liaison position. If spring 2023 semester reaches 10% Native American student population threshold, we will be eligible to apply for NASNTI status and we should move forward with an application in the soonest possible cycle.
- Refinement of Financial Aid packaging and timeline, particularly as it applies to opt-in agreements.
- Expansion of use of Slate and other technology is critical to maximizing yield of the expanded admissions funnel.



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