

Diné College President's Office
2015 Meeting Agenda/Minutes

Diné College Board of Regents Annual Meeting		Date: October 9, 2015
Present:	Anderson Hoskie, Theresa Hatathlie, Dr. Tommy Lewis Jr.(1:07pm), Nelson S. BeGaye, Johnson Dennison, and Greg H. Bigman. Quorum is met; 6 Regents in attendance.	Location: Tsaile, AZ Board of Regents Conference Room 620-C
Absent:	Laurence Gishey	Time: 1:00pm

Agenda	Follow-Up Action:	Responsible POC:
10/9/15 Annual Meeting Minutes approved on 11/13/15 Motion: Regent BeGaye, Seconded: Regent Lewis, Vote: 5/0/1.		
1. Call to Order: • By Regent Hoskie at 1:03pm.		
2. Roll Call: • Taken by Regent Hatathlie.		
3. Invocation: Given by Regent Dennison		
4. Approval of Agenda: <ul style="list-style-type: none"> • Regent Hatathlie read the agenda into record. Motion to adopt and approve October 9, 2015 Board meeting agenda by Regent Lewis, seconded by Regent BeGaye, vote: 6/0/0. • Regent Hoskie request to Mr. George Joe to leave the Board meeting due to ongoing litigation with Diné College. Mr. George Joe refused to leave. He indicated he felt it was important for him to attend this meeting. Keith Smith indicated there is still active litigation. Regent Hatathlie called point of order. • Faculty Association should be included in the agenda each month as stated in the college charter. • Regent Lewis request a resolution be drafted indicating Diné College Board of Regents to reaffirm their support to the College's Mission, Philosophy, and Sa'ah Naaghái Bik'eh Hózhóón. All employees understand the philosophy and utilize it on a daily basis throughout the school year. This should be inserted in "whereas" • Request to the finance department to draft a resolution on the finance policies and have it presented at the next meeting. • Request to move into executive session by Keith Smith. He indicated there are time sensitive matters that needed to be discussed with the Board of Regents. 		

<p>Regent Begaye stated the executive session is already on the agenda.</p> <ul style="list-style-type: none"> • Dr. George request to include for the record Mr. George Joe is influencing Regents with nods. Mr. George Joe indicated, for the record, this is a public meeting. 		
<p>5. Election of Officers:</p> <ul style="list-style-type: none"> ▪ Regent BeGaye motion to open up nominations for election of board officers, seconded by Regent Bigman, Vote 6/0/0. ▪ Regent Dennison nominated Greg Bigman for Board President, seconded by Regent Lewis. Regent Bigman accepted the nomination. ▪ Regent Hoskie nominated Nelson BeGaye for Board President, seconded by Regent Bigman. Regent BeGaye did not accept the nomination and felt Regent Bigman would be a good leader. ▪ Regent Lewis motion to close Board President’s nomination, seconded by Regent Dennison. Vote: 6/0/0. Regent Greg H. Bigman is the newly elected Board of Regents President. Regent Bigman is seated and proceeds with the meeting. ▪ Regent BeGaye motion to proceed with nominations for Vice-President, seconded by Regent Lewis, Vote: 6/0/0. ▪ Regent BeGaye nominated Theresa Hatathlie for Board Vice-President, seconded by Regent Lewis. Regent Hatathlie accepted the nomination. ▪ Regent Lewis motion to close nomination, seconded by Regent Dennison, Vote: 6/0/0. Regent Hatathlie is seated as the Board of Regents Vice-President. ▪ Regent Hatathlie motion to open nominations for Board Secretary, seconded by Regent BeGaye, Vote: 6/0/0. ▪ Regent BeGaye nominated Regent Lewis, seconded by Regent Dennison. ▪ Regent Hatathlie motion to close nomination, seconded by Regent BeGaye, Vote: 6/0/0. Dr. Tommy Lewis is seated as the Board of Regents Secretary. ▪ Regent Hatathlie motion to open nominations for Board Treasurer, seconded by Regent BeGaye, Vote: 6/0/0. ▪ Regent Hatathlie nominated Nelson BeGaye, seconded by Regent Dennison. Regent BeGaye accepted the nomination. ▪ Regent Lewis motion to close nomination, seconded by Regent Hatathlie, Vote: 6/0/0. Nelson BeGaye is seated as the Board of Regents Treasurer. 		
<p>6. Introduction of Guest and Staff: Maggie L. George; Diné College President, Keith Smith; Diné College Legal Counsel, Anderson Hoskie; Eastern Agency Representative, Nelson S. BeGaye; Health, Education, Human Services Representative, Anjeanette Lang; Board Executive Assistant, Greg Bigman; Shiprock Agency Representative,</p>		

<p>Johnson Dennison; Central Agency Representative, Dr. Tommy Lewis; Superintendent of Diné Schools, Theresa Hatathlie; Western Agency Representative, Cheryl Thompson; Vice President of Finance, Dr. Martin Ahumada; Vice President of Academic Affairs, Merle Dayzie; Interim Director of Human Resources, Abraham Bitok; Interim Vice President of Student Success, Priscilla Weaver; Shiprock Campus Director, Dr. Akpabio Akpabio; Chief Technology Officer, Vina Begay; Archivist, Nonabah Sam; Museum Curator, Phyllis Begay; Tuba City site Director, Lisa Eutsey; Faculty, Dr. Geraldine Garrity; Faculty, Lafrenda Frank; Faculty, Donovan Delmar; Police Sergeant.</p>		
<p>7. Public Comments:</p> <ul style="list-style-type: none"> ▪ Regent Bigman directed there would be no personal attacks during public comment statements. ▪ Priscilla Weaver, Phyllis Begay, and Lafrenda Frank expressed their appreciation for the VP of Academic Affairs. Lafrenda Frank added that she is grateful for the new leadership. She stated Diné College needs to refocus and increase student enrollment. 		
<p>8. Announcements:</p> <ul style="list-style-type: none"> • There are no announcements at this time. 		
<p>9. Approval of Board of Regents Meeting Minutes September 11, 2015</p> <ul style="list-style-type: none"> • Special Meeting Minutes • Regular Board Meeting Minutes <p><i>Motion by Regent Nelson to adopt & approve meeting minutes, seconded by Regent Lewis. Vote: 6/0/0.</i></p>		
<p>10. Reports:</p> <p>Oral Reports:</p> <p>1.) Dr. Maggie L. George, Diné College President</p> <ul style="list-style-type: none"> • The College received 2.5 million from the National Science Foundation. The one-year action plan will be further discussed with the Chief of Academic Affairs. • The college is preparing for the new budget year and closing out former grants. The finance department is working with PI's to submit final reports to the US department of education. There is a request for a carryover in the amount of \$80,000. • The college held a grand opening and an open house for the Student Union Building and the Family Student Housing on September 18, 2015. Jonathan Nez was the keynote speaker at the event. • The Vice President of Academic Affairs has been assigned to address and 		

develop a corrective action plan in response to the HLC criteria that were met with concerns.

- The college has signed a Memorandum of Understanding with KSJD radio station to conduct more community-based radio.
- The college is working on a Memorandum of Agreement with the Navajo Nation Police Department.
- OIA has been working on a framework for communication policies. This is in draft form and will go to the Leadership Council and the Administration Team before it is presented to the Board.
- The Planning and Accreditation Committee has been working on a plan for integrated planning. The team this year has integrated annual goals with budgeting. This budget year, each entity will give a quarterly report on their performance.
- A PowerPoint and Proposal has been finalized and ready to present to the Navajo Nation Siihasin funds subcommittee. The college will be requesting 30 million dollars for endowment and capital development.
- The Higher Learning Commission Letter is Exhibit A.

Regent Hatahlie motion to accept Dr. George Oral report, seconded by Regent BeGaye, Vote: 6/0/0.

2.) Cheryl Thompson, VP of Finance

- FY'15 budget year-end is coming to a close. All receiving, reports, and year-end reconciliation are near completion.
- AZ compact audit is ongoing; the preliminary round has been completed.
- All budget uploads are complete.
- Cheryl has been working with DHR to get a definite report on all positions across the college. 95% of this project is completed; there are a few grants that require clarity.
- Received final report from the department of Education on the findings and corrective action plan on the 2014 audit under title III; this has been addressed and was accepted by the department of education.
- Financial report was made available to all Regents ending August 31st.
 - Dr. Lewis recommended all reports be accepted and approved all together. There is no need to accept and approve each report.
 - Regent Hatahlie request to receive the Financial report ahead of time via email; this will allow the Regents to review the report and ask

<p>questions during the meeting.</p> <ul style="list-style-type: none"> ○ Regent Hatathlie also requested when administrators are reporting, to only report on up to date items, ○ Regent Bigman requested the college to streamline reporting. ○ Regent BeGaye requested the college show the budget for the year. There is some overage and underage; this should be justified. <p>Faculty Association – Dr. Geraldine Garrity</p> <ul style="list-style-type: none"> • The team will be conducting an assessment work session. One goal is to address Faculty Merit pay; how should it look and what should the outcome be. • The team will also work on assessment and student learning outcomes. • Faculty evaluation will also be addressed and discussed. What strategies and best practices will work to address these goals. The team will also work on the evaluation forms and bring them up to date. • Student learning and annual goals will be addressed at the work session this afternoon. <ul style="list-style-type: none"> ○ Merle and Dr. Garrity have been addressing the alignment of the Faculty Handbook, the 3PM, and the Distance Education Handbook. Merle will be attending the work session with the Faculty Association. ○ Dr. Garrity noted after research and evaluation, she noticed there was lack of clarifications. <p>Regent BeGaye motion to adopt and accept the Oral Reports, seconded by Regent Lewis Vote: 6/0/0.</p> <p>Written Reports:</p> <p>1.) Dr. Martin Ahumada, Vice President of Academic Affairs</p> <ul style="list-style-type: none"> • Acknowledge Faculty Association taking the leadership role at addressing the faculty merit pay. • The Center Directors are doing many things; along with the Division Chairs, they are all working on distinguishing decision making and the level of addressing different issues. • Restructuring of budget items are also being addressed. • The college catalog is in working progress and is chaired by Amelia Black. The catalog should be completed by the end of fall semester. • The college museum has received the Museum of Excellence Award by the Association of Tribal Archival Library and Museums. <ul style="list-style-type: none"> ○ Regent BeGaye request to those individuals giving a written report, 	<p>All reports will be provided a week in advanced before the date of the Board Meeting. Budget to actual projection within the finance report. Consolidate, simplify, and unify reports.</p>	<p>Administration Team.</p>
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<p>give a summary.</p> <ul style="list-style-type: none"> ○ Regent Bigman noted there are internal communication and collaboration issues, especially with satellite communication. Marketing and campaigning needs improvement among satellite communication. Also noted were employees interfacing with Navajo Nation Chapters across the Navajo Nation. Western representative is utilizing the community as support services. There is recommendation by Regent Bigman to the other regents to consider interfacing with their community. ○ Regent Hatathlie wanted to know what other avenues are used by the college for positive marketing. Regent Hatathlie also re-iterated the reporting format. How many students signing in is not what she wants to know. Regent Hatathlie requested feedback to the expansion of the bandwidth. Dr. Ahumada noted that attempts and implementations are still being experienced. There still are challenges to stream the bandwidth. In reference to the center sites, the team is looking at the roles of each site director. There are several areas that are being addressed. One is what does each site director do as leaders, as managers, as coordinators. Regent Hatathlie also questioned what the college was doing for students enrolled in Dual Credit. What type of incentive is extended to students to get them to enroll with Diné College? What is the college doing to reach out to the Navajo Nation high schools? ○ Dr. Ahumada ensured the College is working to leave no high school unturned. Marketing kits are used to assist with this initiative. Patrick Blackwater has many great ideas and is working on these goals. <p>2.) Abraham Bitok, Interim Vice President of Student Success</p> <ul style="list-style-type: none"> • Records and Admission is working on the initiative for graduation. Any students who have 50 or more credits are encouraged to take the classes they are required and pass to graduate. • The team is working on completing the IPEDs and AIMS AKIS reports. • Financial Aid has disbursed two million dollars to students. Students are awarded throughout the year. • Marketing for the Student Family Housing is ongoing. There are currently 12 families residing in the family apartments. There are twenty two applicants for the spring semester. All families 18 years of age and over are required to 	<p>The main key points or any changes should be given during written reports.</p>	<p>Administration Team</p>
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submit a background check.

- Employees have transitioned from the old title III to the new title III. The new title III requires new positions; this is in working progress with Merle Dayzie.
- Tutoring department is in working progress for the institution. San Juan College has a good model and their model will be taken into consideration.
- A group of employees are being moved for the Ned Hatathlie Center to the newly built One Stop Shop.
- The college rodeo team is 2nd in the nation and the cross country team was accepted to compete in Florida for nationals.
- The current enrollment for Diné College; Chinle has 205, Crownpoint has 144, Shiprock has 262, Tuba City has 248, Tsaile has 715, and Window Rock has 130. A total of 1,704; including dual credit enrollment.
 - Regent Bigman indicated reports should include looking at students identifying themselves. The college mission should be integrated when building students through student activities and program facilitating.
 - Regent BeGaye recommends students be used to market for Diné College. Success stories should be submitted to the Navajo times and the Gallup Independent. The college radio station should also use students to market for Diné College. The museum award and the rodeo team's accomplishments are great examples for marketing.
 - Regent Bigman request that each regent receives any success stories from Diné College.

3.) Cameron K. Daines, Vice President of Office of Institutional Advancement

- Mr. Daines was not in attendance.

4.) Merle Dayzie, Interim Director of Human Resources

- The Vice President of Student Success has been narrowed down and the remaining candidates will be in Tsaile on November 6th for the selection. Mr. Dayzie encouraged all Regents to be in attendance.
- DHR is currently working to streamline recruitment, the health, and safety of Diné College employees.
- Is working on engaging the general staff and getting more input from the college employees as a whole.
- Vacancy announcements are ongoing. The Navajo Times publications are very expensive. Merle will be meeting with a representative to discuss to streamline and/or agree on a standard rate.

<ul style="list-style-type: none"> ○ Regent BeGaye request when incidents occur at Diné College; an immediate press release should be sent to all the Regents. An example was the recent shooting at NAU; The College President wrote an email, signed it, and sent it out immediately. ○ Regent Lewis and Hatathlie also request proper protocol be in place from the College for these types of situations. ○ Regent Hatathlie request and recommends to the regents to think and consider approving the VP staffing in future selections. ○ Keith Smith; DC Legal Counsel noted every student is protected by FERPA. What is disseminated to the college community should comply with those involved. ○ Regent Bigman request a compliance officer is put in place for those types of situations. Any communication that is communicated should be reviewed by the compliance officer to ensure that regulations are followed. ○ Regent Bigman request a development of a resolution for the board having an oversight of approvals. The board does have a fiduciary responsibility therefore the board should look at transition within the executive staff. This will prevent the abuse of power that has and will happen. ○ Regent Hatathlie request a DC organizational chart from Merle. <p>5.) Leon Jackson, Chief Operating Officer</p> <ul style="list-style-type: none"> • Over sees Support Services, Security department, Information Technology, Operation & Maintenance, and Custodial. • Currently working on closing out all construction projects. • Is the Chair for the CIIP committee and is working on bringing all projects up to date. <ul style="list-style-type: none"> ○ Regent Hatathlie extended her appreciation to Leon for the improvements to the Tuba City site. ○ Regent BeGaye wanted to know if all grant funds were spent. The title III construction is closing. The team is currently working on identifying 930 transactions; this is ongoing. 95% of all funds have been spent. There are no return of funds from any grants that Cheryl is aware of. <p><i>Regent Lewis motion to accept & approve the written reports, seconded by Regent Hoskie.</i> <i>Vote: 6/0/0.</i></p>		
<p>11. Old Business There is no Old Business at this time.</p>		

<p>12. New Business</p> <ul style="list-style-type: none"> • Regent Bigman request for the resolution regarding reaffirming the college’s vision, philosophy, values, and mission. President George indicated it was not prepared. Regent Lewis request it is important to move on approving the reaffirming the vision, philosophy, values, and mission of the college. The President can work on the resolution and send to Regent Bigman for review and approval. • Regent BeGaye is in agreement with Regent Lewis to some extent. Regent BeGaye recommended not to move on the resolution until there is a hard copy. A revise version will be sent to the board reaffirming the vision, philosophy, values, and mission of the college. <p><i>Motion by Regent Lewis, Seconded by Regent Dennison, Vote: 5/1/0.</i></p>		
<p>1. Executive Session Motion:</p> <ul style="list-style-type: none"> ▪ Entered in at 3:05PM Motion by Regent Lewis, seconded by Regent Hatathlie, Vote: 6/0/0. ▪ Exited out at 5:12PM Motion by Regent Lewis, Seconded by Regent BeGaye. Vote: 6/0/0. <ul style="list-style-type: none"> ○ <i>Motion by Regent Lewis, seconded by Regent Hatathlie</i> to place Dr. Maggie George on five days unpaid suspension for unprofessional conduct exhibited at the Board Meeting held on September 11, 2015 by storming out of the meeting unnecessarily and causing discord. <i>Vote: 5/1/0.</i> ○ Diné College Board of Regent directs Legal Counsel to provide board with written recommendations pursuant to the board to place College President Dr. Maggie L. George on 30 days administrative leave. All safety concerns raised by the college president for herself, staff, and college be thoroughly investigated. <i>Motion by Regent Hatathlie, seconded by Regent Lewis, Vote: 5/1/0.</i> 		
<p>2. Next Meeting</p> <ul style="list-style-type: none"> • Will be on November 13, 2015 @ 9am in Tsaile, AZ. • There will be a work session from 9am to 12pm. The regular board meeting will be at 1pm. 		
<p>3. Adjournment</p> <ul style="list-style-type: none"> • Motion: Regent Lewis, seconded Regent Hatathlie, Vote: 6/0/0 @ 5:18pm. 		
<p><i>Meeting Minutes Respectfully Submitted by: Ms. Anjeanette P. Lang, Executive Assistant to Diné College Board of Regents</i></p>		