

Diné College President's Office
2015 Meeting Agenda/Minutes

Diné College Board of Regents Meeting		Date: December 11, 2015
Present:	Greg H. Bigman, Theresa Hatathlie, Anderson Hoskie, Dr. Tommy Lewis Jr, Nelson S. BeGaye (9:20am), Johnson Dennison Quorum of <u>6</u> is met.	<u>Location:</u> Board of Regents Conference Room 620-C Tsaile, AZ.
Absent:	Laurence Gishey	<u>Time:</u> 9:00am
Guest:	Christine Willie Ami	

Agenda	Follow-Up Action:	Responsible POC:
12/11/15 Board of Regents Meeting Minutes were approved on 1/15/16 Motion: Regent Lewis, Seconded: Regent BeGaye, Vote: 6/0/0		
1. Call to Order: <ul style="list-style-type: none"> ▪ By Regent Bigman at 9:17am 		
2. Roll Call: <ul style="list-style-type: none"> • Taken by Regent Lewis 		
3. Invocation: Given by Regent Dennison		
4. Approval of Agenda: <ul style="list-style-type: none"> ▪ Motion to adopt and approve December 11, 2015 board meeting agenda by Regent Hatathlie, seconded by Regent Lewis, Vote: 6/0/0. 		
5. Introduction of Guest and Staff: <ul style="list-style-type: none"> ▪ Abraham Bitok; IVPSS, Eugene Glasses; Operations & Maintenance, Claude Sandoval; Operations & Maintenance, Henry Fowler; Acting Dean of Academic Affairs, Lafrenda Frank; English Faculty, Lisa Eutsey; Acting VP of Academic Affairs, Sarah Unsworth; SBS Faculty, Cheryl Thompson; VP of Finance, Christine Willie-Ami; SBS Faculty, Carrie Tsosie-Jim; Academic Assessment Director, Velveena Davis; Director of Office Institutional Effectiveness, Louise Litzin; Director of Records & Admissions, Merle Dayzie; Interim Director of Human Resources, Wayne Harvey; DC Student, Dr. Don Robinson; Faculty/Science Division Chair, Geraldine Garrity; President of Faculty Association, Lori Taphonso; Public Relations Officer, Donovan Delmar; DC Police Sergeant. 		
6. Public Comments: <ul style="list-style-type: none"> ▪ Dr. Ahumada extended his appreciation to several key individuals who 		

<p>have assisted with the transformation of keeping the college moving forward; Cheryl Thompson, Dr. Fowler, and Dr. Eutsey</p>		
<p>7. Announcements:</p> <ul style="list-style-type: none"> ▪ January in Tucson 2016 ▪ Diné College will be closed December 23, 2015 through January 3, 2016. 		
<p>8. Approval of Board of Regents Meeting Minutes</p> <ul style="list-style-type: none"> ▪ November 13, 2015 Board of Regents Work Session ▪ November 13, 2015 Board of Regents Meeting <p><i>Motion by Regent BeGaye to adopt & approve meeting minutes, seconded by Regent Lewis. Vote: 6/0/0 with the following changes.</i></p> <p>Worksession</p> <ul style="list-style-type: none"> ○ Change Clinton Jim to Vice President Jim. ○ Page 3 (top), item 5.b.3:change "Mr. Have" to "Mr. Haven" ○ Page 4, item 5.c.2: Regent Bigman meant with some technology companies to consider how technology can help revitalize the culture. ○ Move item 5.c.8 on page 4, "The grading system..." to other discussion on page 5 ○ Move last two items on other discussion on Page 5, " The Navajo language..." and " The goal for SNBH..." to subcommittee discussion. <p>Regular meeting</p> <ul style="list-style-type: none"> ○ Page 5 item 9.4.8.3, revise to "Regent Begaye can update on Sihasin fund " ○ Strike "Give Mr. Smith and Mr. Fitting negotiation" from executive session, item 2.2. 		
<p>9. Reports:</p> <p>Oral Reports:</p> <p>1.) Dr. Maggie L. George, Diné College President; delivered by Acting President Martin Ahumada</p> <ul style="list-style-type: none"> • NM Tribal College Consortium/NMHED quarterly meeting was held on November 20, 2015 in Santa Fe, NM. SIPI, NTU, IAIA, and Diné College President's all participated in the meeting and discussion. On December 14, 2015 the NM Higher Education Summit will be held. During that time, three highly integrated topics will be discussed; meta majors, transfer and articulation, and general education core curricula. TCU's will also have access to a Rapid Workforce Development bill which will provide funds to assist in aligning higher education with workforce needs. • There is ongoing development of the Norway Sámi Tribe initiative. The college's academic administrators and several faculty members are working 		

on this initiative to be implemented in spring of 2016. This initiative will pilot four students and one faculty to travel to Norway to learn about the life, culture, and work of its Sámi Tribe. The Sámi Tribe would send four of its students and one faculty member to Diné College to have the same experience.

- A meeting was held with key representatives between NAU and Diné College to pursue a long term partnership. Some of the primary interest were joint admission programs, the development of a bachelor degree program in Nursing through 2 + 2 articulation, and establishing a recruitment office
- The Interim Director of Human Resources and several key Administrators have been working on updating the College's Organizational Chart. Upon completion of the organizational chart; it will be brought before the board.
- The Faculty Association have been working on a new model for the Performance Evaluation and Merit Pay. The Administration Team approved the proposed models and it will be presented to the Board.
- Various strategies have been explored to address the needs of Diné College endowments and philanthropic potentials. The college has been looking at the completion of a charitable foundation and the implementation of the alumni association. The expansion of the Land Grant institution was also explored.
- ACCT is offering two training opportunities for trustees/regents. One will be held on February 8, 2016 and the other will be held in April of 2016. For more information to these trainings, visit www.acct.org.
- A listing of courses for January in Tucson 2016 was made available to each regent in attendance. It was recommended to consider the governance principles courses.

2.) Cheryl Thompson, VP of Finance

- An assessment of the Maintenance & Operations, Information Technology, and campus security has been completed. A meeting was held with all of the campus directors. The objective for the assessment was to better understand what kind of services were being provided, how annual planning and budgets were integrated, and what was each key personnel's goals utilizing the vision and mission.
- There is a lot of overlaps with the College's current Organizational Chart. The communication and collaboration within the college needs to improve.

<p>This is being addressed with a new proposed organizational chart and will be presented to the Board upon completion.</p> <ul style="list-style-type: none"> • Performance appraisal and current wages were also completed. The outcome was inequities. The maintenance staff are paid beyond the poverty level. • Other things assessed were how directors are working with their staff and the reports that are submitted. The communication and the utilization of emails, phone calls, and the way communication is disseminated is not effective. Different strategies are being assessed to address these issues. • Information Technology employees were brought to the table to figure out ways to improve services across the campus centers. Project management is being worked on within the IT department. The team is also working on extending WIFI across the college housing. • Broadband is a current priority. A decision was made to enter an agreement with Frontier. There will be an increase of 200 mgs. On Monday a testing phase will be done. An assessment has also been done through Jenzabar and the report is forthcoming. • Another RFP will be forthcoming to solicit broadband back up. • Employee housing is an issue; there is ongoing assessment to address the housing issues. • There is a need for more staff and ongoing assessment for credentialing within the maintenance department. The team is also focusing on reclassifications and updating job descriptions. • All the current construction projects and funding structure were assessed and there were findings of overlaps in divisions. • Security and campus coverage is also being assessed. Inventory to the lighting across the campuses will take place. • There have been ongoing meetings with FTI and LAM Corporations. • The goal within the finance department is to restore harmony, the value and the purpose of why each one is here at Diné College. <ul style="list-style-type: none"> ○ The college should already have a technology road map in place. A Facilities Master Plan, Dyron Murphy's facilities assessment, and salary studies have all been completed within the past two/three years. These should be resources to address many of the assessments mentioned in the finance report. ○ The Board of Regents need to establish goals for the next five years. 	<p>Regent Hatathlie request the sole source requirements be reassessed.</p>	
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This will guide the college president and staff as they move forward. This can be addressed during the worksession in February.

3.) Lisa Eutsey, Acting VP of Academic Affairs

- There are many entities that are wanting to partner with Diné College. The College is in need of an Academic Master Plan.
- The college will be working with NM Highlands. Technology equipment will be purchased for students and they will be allowed to take graduate level courses to highlands beginning fall of 2016.
- The college is working with ASU on a transfer program. There is an online detailed checklist.
- The goal for the department is to submit reports that incorporate the college's annual plans and focus on compliance.
- There will be a resolution request to offer a BS in Biology. When approved, there will be a scheduled time for a sight visit. The funds will be coming through the NFS TCUP grant.
- Dr. Fowler presented a visual picture of the goals and expectations of the academic department. The goal is to change the culture at this institution, to empower faculty and staff, to work collaboratively and effectively. The goal is to aim at Diné College to one day be a University.
- There are three other BS degrees that will be proposed in Spring of 2016, including a degree in Science.
- Beginning 2017, there will be new credential guidelines from HLC.
- The interaction and customer service among student, staff, faculty, and community will be addressed and improvements will be made.
- The Academic Assessment Director, Carrie Tsosie Jim, will assist the academic department to complete their progress report which is due June 1, 2016. Carrie has experience working on accreditation with San Juan College. She was also employed with ASU. Currently, Carrie is working on outlining different levels of assessment. Data driven decision making is also work in progress. The HLC concerns will also be addressed.
 - The board will do their best to guide the college in a new innovative direction.
 - Achieving the Dream and GISS focuses on data driven.
 - The board encourages the use of public comments.
 - The Navajo Philosophy should be included in the work and planning of Diné College.

4.) Christine Willie Ami, Dissertation Follow up

- Three Chapters of Christine’s dissertation has been completed. Data collection was retrieved from students and elders from the Hard Rock, Teec Nos Pos, and Chinle agency chapters.
- Forty four Diné College students participated in the research. Christine was able to work with Apryl Joe during their coffee and convo sessions.
- During the research, Christine has learned the different types of butchering practices and where they take place. The differences in meats; ones consumed in the cafeteria, the ones used at the Miss Navajo butchering, and the ones purchased in retail.
- Chapter one outlines the sheep is life and utilizes Animal Studies as a framework.
- Chapter two outlines the processes and variation of butchering.
- Chapter three outlines sheep butchering and decolonization and the tools that are used to butcher
- Chapter four and five outlines the Miss Navajo Nation Butchering Events. The origin and the reasons of the Miss Navajo Pageant.
- Chapter six outlines the Navajo Butchers. The slaughter house workers. The difference between food vendors and store bought.
- Chapter seven outlines the butchering in the future. The results will be from collecting surveys to students and elders.
- The conclusion will focus on self image and the pros and cons of butchering sheep.

Motion by Regent Lewis to break for lunch, seconded by Regent Dennison, vote: 6/0/0 @ 12:21pm.

Meeting was call to order and resumed by Regent Bigman at 12:52pm.

Written Reports:

- 1.) Moroni Benally, Interim Director of Office of Institutional Advancement
 - Not in attendance
- 2.) Abraham Bitok, Interim Vice President of Student Success
 - There are currently seven hundred seven students who have enrolled for spring 2016. Chinle has 23, Crownpoint has 13, Shiprock has 73, Tuba city

<p>has 97, Tsaile has 463, and Window Rock has 38.</p> <ul style="list-style-type: none"> • Three hundred students have been awarded financial aid. Awards are released so students are able to purchase their books. • Several departments, including the learning center, financial aid, and records & admissions will be moving to the new facility located at the Student Union. • Dorm students have checked out with the exception of 16 students. The students in the Family Housing will stay throughout the break; it is part of their contract. • One hundred seventy seven students have petitioned to graduate in May of 2016. • The AIHEC Student conference will be held March 12 – 17, 2016. • Student have been awarded scholarships in the amount of three million one hundred and fifteen dollars. There are outstanding bills from dorm students and the team is in the process of figuring how to assist students to pay their bills so they can return next semester. <p>3.) Merle Dayzie, Interim Director of Human Resources</p> <ul style="list-style-type: none"> • VP of academic affairs is currently being advertised. • Maintaining Compliance and Procedures is a priority. ONLR presented training to the Human Resource department. The supervisors, directors, and managers will also receive training in spring of 2016. • There are 261 staff employed at Diné College; 63 are faculty, adjunct faculty range from 31-33. There are also less than 6 who are temporary. • The college conducts a seven day internal job announcements before it becomes external. • The VP of Student Success was readvertised, it was put on hold due to the recommendation of James Fitting. It was recommended to readvertise, reopen, and ensure proper procedures were followed. • The goal for 2016 is to educate supervisors and minimize the total number of conflict between supervisors and employees. <p>4.) Dr. Geraldine Garrity, President for Faculty Association</p> <ul style="list-style-type: none"> • Faculty Association officers were able to present the policy changes to the Administration Team on November 23rd. • The SNBH paradigm process was utilized to complete the proposed model. 	<p>The board needs to determine who will be attending the AIHEC conference.</p>	
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<ul style="list-style-type: none"> • The next steps for the faculty association is to advocate for policy change and for it to reflect the new faculty evaluation form, merit pay, and wage adjustments. A resolution will be forthcoming requesting for renewable multi-year contracts for faculty members. Lastly, to create funds through restricted funds for general wage adjustment. • The next meeting will be in January. During that time several items up for discussion will be a discussion on CDS being the foundation of this institution. The implementation of Diné Philosophy Education, and present a frame work/model to sustain culture and language. <ul style="list-style-type: none"> ○ Work closely with finance on the implementations. <p>Regent BeGaye motion to accept & approve the entire oral and written reports, seconded by Regent Lewis. Vote: 5/0/1.</p>	<p>The board request to hear from the staff association at the next meeting.</p>	
<p>10. Old Business: Action Item “A” - Approving and Authorizing the College to enter into an agreement with Phoenix Union High School District, Phoenix, Arizona. Subject: Dual Credit (Attachment). Regent Lewis read the resolution into record</p> <ul style="list-style-type: none"> ○ The resolution was already read into record on November 11, 2015. ○ The resolution did receive a legal review and edits were completed. ○ Regent Lewis motion to adopt and approve the resolution, seconded by Regent Dennison, Vote 6/0/0. 		
<p>11. New Business Action Item “A” - Approving the Bachelor of Science Degree in Biology, and Authorizing the College to Submit a Request for Change of Status to the Higher Learning Commission to Offer This Degree. Regent Lewis read the resolution into record. Motion: Regent BeGaye, Seconded by Regent Dennison, Vote: 6/0/0.</p> <p>Action Item “B” – Accepting and Authorizing the Expenditures of Five Hundred Thousand Six Hundred Ten Dollars (\$500,610.00) for the Purchase of Ten (6 units) Two Bedroom and (4 units) Three Bedroom Modular Homes for Tsaille Modular Housing Area to High Clayton Mobile Homes, 1710 West Main Street, Farmington, New Mexico 87401, the Modular Homes to be Paid for Using Diné College Revolving Fund. Regent Lewis read the resolution into record. Motion: Regent Hatathlie, Seconded: Regent Lewis, Vote: 6/0/0.</p> <ul style="list-style-type: none"> • Strike the “and” between hundred and ten. • Submit a proposal to NHA for future housing needs. 		

Action Item “C” – Approving and Authorizing the Diné College Tsaile Campus Gorman Classroom Lab Renovation Change Orders No. 2 with NEZ/FCI Native American LLC in the amount of Four Hundred Forty Nine Thousand Three Hundred Fifty Dollars (\$449,350.00).

Regent Lewis read the resolution into record

Motion: Regent Hatathlie, Seconded: Regent Dennison, Vote: 6/0/0.

- Strik the “and”.
- Include business certification and ensure all vedors are registered with the tribe.
- Total amount of AZ compact funds is requested by the Board; this should include the expenditures and the balance.
- When beginning a project, it should be thoroughly planned out and followed through eliminating change orders.

Action Item “D” – Approving and Authorizing the Diné College Tsaile Modular Faculty Office Building Renovation with Ed Yazzie Construction in the amount of One Hundred Fifteen Thousand Seven Hundred Ten Dollars (\$115,710.00).

Regent Lewis read the resolution into record

Motion: Regent Lewis, Seconded, Regent Dennison, Vote: 6/0/0.

- Strike the “and”.

Action Item “E” – Approving and Authorizing the Diné College Tsaile Campus Phase II Student Union Building (SUB) Renovation with LAM Corporation in the amount of One Hundred Thirty Four Thousand Two Hundred Nineteen Dollars (\$134,219.00).

Regent Lewis read the resolution into record.

Motion: Regent Dennison, Seconded: Regent Hatathlie, Vote: 6/0/0

- Strike the “and”.

Action Item “F” – Diné College Board of Regents Meeting Planner 2016

Motion: Regent Hatathlie, Seconded: Regent BeGaye: Vote: 5/0/1.

- February 6th is the BOR Retreat in Albuquerque.
- Brainstorm best practices and bring ideas to the Board retreat. Set up annual goals and what does the board want the College President to use as a guide.
- Consider board meetings bi-monthly.
- Board of Regents need to discuss and determine board travel.
- Change January’s board meeting to January 15, 2016.
- Determination for February’s board meeting will be determined at January’s meeting.

<p>12. Executive Session</p> <ul style="list-style-type: none"> ▪ Entered in at 2:26PM Motion by Regent Hatathlie, Seconded by Regent Lewis . Vote: 6/0/0. ▪ Exited out at 4:14PM Motion by Regent Hatathlie, Seconded by Regent BeGaye . Vote: 6/0/0. <ul style="list-style-type: none"> ○ Motion by Regent Hatathlie propose a directive to continue Dr. Maggie George’s administrative leave, seconded by Regent Lewis, Vote: 5/0/1. 		
<p>13. Next Meeting</p> <ul style="list-style-type: none"> ▪ The next regular Board of Regents meeting will be on January 15, 2016 @ 9AM Tsaile, AZ. 		
<p>14. Adjournment</p> <ul style="list-style-type: none"> ▪ Motion: Regent Lewis; Seconded Regent Hatathlie; Vote: 6/0/0 @ 4:17pm. 		
<p><i>Meeting Minutes Respectfully Submitted by: Anjeanette Lang, Executive Assistant to Diné College Board of Regents</i></p>		