

**Diné College President's Office**  
**2016 Meeting Agenda/Minutes**

<b>Board of Regents Special Meeting</b>		<b>Date: February 15, 2016</b>
<b>Present:</b>	Greg H. Bigman, Theresa Hatathlie, Nelson S. BeGaye, Johnson Dennison, Anderson Hoskie Quorum of <u>5</u> is met; <u>6</u> Regents are in attendance.	<u>Location:</u> NHC, Tsaille Board of Regents Conference Room 620-C
<b>Absent:</b>	Dr. Tommy Lewis Jr	<u>Time:</u> 3:00PM

<b>Agenda</b>	<b>Follow-Up Action:</b>	<b>Responsible POC:</b>
<b>2.15.16 Board Special Meeting Minutes were approved on 3.25.16 Motion: Regent Lewis, Seconded: Regent Hatathlie, Vote: 6/0/0.</b>		
<b>1. Call to Order:</b> <ul style="list-style-type: none"> <li>▪ By Regent Bigman @ 3:37pm</li> </ul>		
<b>2. Oath of Office:</b> Aaron Lee, ASDC Student Body President <ul style="list-style-type: none"> <li>▪ President Bigman conducted the oath of office.</li> </ul>		
<b>3. Roll Call:</b> <ul style="list-style-type: none"> <li>▪ Taken by Regent BeGaye</li> </ul>		
<b>4. Invocation:</b> <ul style="list-style-type: none"> <li>▪ Given by Regent Hatathlie</li> </ul>		
<b>5. Approval of Agenda</b> <ul style="list-style-type: none"> <li>▪ Motion by Regent Hatathlie to adopt and approved the meeting agenda with the following changes, seconded by Regent Lee, vote: 6/0/0</li> <li>▪ Table BIA support with HEHSC and strike from agenda.</li> <li>▪ Item 3 Goals for Interim President will be tabled but discussed</li> </ul>		
<b>6. Items Approved</b> <ol style="list-style-type: none"> <li><b>a. Promise Zone</b> <ul style="list-style-type: none"> <li>▪ A tax incentive that provides investment to communities to help create jobs.</li> <li>▪ Previous grantees include Choctaw and Pine Ridge. They both have received the promise zone designation.</li> <li>▪ The promise zone initiative is a ten-year term and may be extended as necessary to obtain the full term of the tax incentive.</li> <li>▪ Potential partners include Diné College and local governments; tribes and surrounding counties that exist within the Navajo Nation.</li> <li>▪ Another key area included in this promise zone is public safety.</li> <li>▪ Included with the resolution should be a letter of support from the board and/or the</li> </ul> </li> </ol>		

<p>college.</p> <ul style="list-style-type: none"> <li>▪ The application is due on February 23, 2016.</li> <li>▪ There is no funding involved, no commitment but to support the Navajo Nation’s efforts. Your vote supports the application and the resources to help the application process move forward.</li> </ul> <p><b>Motion by Regent Hatathlie, seconded by Regent BeGaye, vote: 6/0/0.</b></p>		
<p><b>b. Goals for the Interim President</b></p> <ul style="list-style-type: none"> <li>▪ Motion by Regent Hatathlie to proceed with the goals for the Interim President, seconded by Regent BeGaye.</li> <li>▪ Develop core values within the organization and cultivate a leadership and management style that meshes with Ke and is aligned with the Navajo values of harmony.</li> <li>▪ To be innovated and have flexibility to grow.</li> <li>▪ Having culture and provide leadership to grow our own within the community and the organization.</li> <li>▪ Having professionalism; having respect and have accountability within the organization.</li> <li>▪ Assess the community, regional, and international needs. This included culture and language, economic growth, and job demands.</li> <li>▪ Strengthen the financial health and financial self-reliance of the institution</li> <li>▪ Develop a succession plan for the President.</li> <li>▪ Interim President is reporting to the Board. Clarification and evaluate needs to be included in the goals.</li> <li>▪ There is no formal documentation for evaluating the President. There is no policy and procedure to evaluating the president. This is the reason for these work sessions; to establish this initiative.</li> <li>▪ Formal documentation should happen within the next year. All measures need to be brought to the work session.</li> <li>▪ <b>Regent Dennison motion to table the goals for the Interim President until February 29, 2016, seconded by Regent BeGaye, vote: 6/0/0.</b> <ul style="list-style-type: none"> <li>○ Center for Diné Studies should be the caretakers of the jish and they should be the ones to tell the board how to care for the jish.</li> </ul> </li> </ul>	<p>Provide own goals on things to accomplish within the organization.</p> <p>Payments need to be discussed and approved.</p> <p>Research and explore the goals for the President. Bring ideas, recommendations, and comments to the table. All members need to contribute.</p> <p>Provide basic elements and key values that would be necessary to integrate into the president’s goals. Provide this by 2/29/16</p>	<p>Interim President</p> <p>The Board</p> <p>Board Members</p> <p>Center for Diné Studies</p>
<p><b>c. Human Resource Management for Employee Housing</b></p> <ul style="list-style-type: none"> <li>▪ Eliminate the housing committee and management will be placed under the Department of Human Resources.</li> <li>▪ The basis for housing is an employee benefit. Housing is a recruitment tool and should be managed by DHR.</li> </ul>		

<ul style="list-style-type: none"> <li>▪ The executive team concluded decisions were made arbitrarily in the pass and a committee made decisions. The AT agreed to address this important issue.</li> <li>▪ Further decision should be made equitable and a standardized platform should be put in place.</li> <li>▪ Placing housing under Department of Human Resources will ensure housing is equitable and fair.</li> <li>▪ The advisory body will be the ones to review and approve the criteria and making sure the criteria is followed.</li> <li>▪ In many organizations, housing is an employee benefit. Best practice is to have DHR oversee housing.</li> <li>▪ The committee that was assigned under the direction of the previous administration did not take ownership. The functions and responsibility were not outlined. In current review, there's no one person who is accountable. There are no data sets and total number of vacancy and unmet needs. There are nine housing contracts that have not been renewed. VP of Finance had to step in to ensure correct policy and procedures. She is the one who signs off as the landlord.</li> <li>▪ Consistency is important when it comes to housing management. The intent of this request is to fill the gabs, redesign, and manage the housing according to policy and procedures. <ul style="list-style-type: none"> <li>○ Current housing files are safeguarded in DHR under lock and key.</li> <li>○ Confidentiality clause is a valid criterion to put in place and advisory committee should be included in this clause.</li> </ul> </li> <li>▪ <b>Regent Hatathlie motion to adopt and approve, seconded by Regent Dennison, vote: 6/0/0.</b></li> </ul>	<p>Find applications and safeguard the documents.</p>	<p>Merle Dayzie</p>
<p><b>7. Executive Session</b></p> <ul style="list-style-type: none"> <li>▪ There is no executive session at this time.</li> </ul>		
<p><b>8. Next Meeting</b></p> <ul style="list-style-type: none"> <li>▪ The next meeting will be Friday, February 29, 2016 in Flagstaff, AZ. at 11:00am.</li> </ul>		
<p><b>9. Adjournment</b></p> <ul style="list-style-type: none"> <li>▪ Motion: Regent Hoskie; Seconded: Regent BeGaye: Vote: 6/0/0 @ 5:02pm.</li> </ul>		
<p><b>Meeting Minutes Respectfully Submitted by: Anjeanette Lang, Executive Assistant to Diné College Board of Regents</b></p>		