

# Diné College Board of Regents Work Session Minutes

Diné College Board of Regents Work Session		Date: Friday, November 16, 2018
Present:	Greg Bigman, Devon Begay, Nelson S. BeGaye, Johnson Dennison, Theresa Hatathlie, Anderson Hoskie (arrived at 8:14 a.m.), Sharon Toadecheenie (arrived 8:24 a.m.) (Quorum is not required for work session) <b>7</b> Regents in attendance.	Location: Twin Arrows Casino Resort, Diné AD Conference Flagstaff, AZ Time: 8:00 a.m.
Excused Absence:	Dr. Tommy Lewis Jr.	

Agenda		
November 16, 2018 Work Session minutes approved on February 15, 2019. Motion by Regent Begay, second by Regent Dennison. Vote: 5-0-0.		
<b>I. Call to Order:</b> Regent Bigman called meeting to order at 8:13 a.m.		
<b>II. Roll Call:</b> Regent Begay appointed secretary duties for the beginning of the meeting and conducted roll call.		
<b>III. Invocation:</b> Regent BeGaye provided the prayer for the meeting.		
<b>IV. Approval of Agenda</b> Motion approve agenda by Regent Dennison, second by Regent Begay.  <b>Vote on approving motion: 6-0-0.</b>	<b>Follow-Up Action:</b>	<b>Responsible POC:</b>
<b>V. Approved Items:</b> <b>1. Board Function</b> <b>A. Training on Investments</b> <b>a. Board legal and fiduciary duties and avoiding legal liability</b> <ul style="list-style-type: none"> <li>• Investment Steward: The members of the Diné College Board of Regents and managers assigned to manage the funds are the Investment Stewards of the Endowment Fund assets.</li> <li>• Investment Advisors: Tallsalt Advisors.</li> <li>• Custodian and Broker Dealer: Northern Trust.</li> </ul> <u>Fiduciary Obligations of the college</u> Stewards are responsible for the general management of the investments.		

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- May delegate certain decisions to professional money managers, trustees and/or investment advisors and consultants.
- Encouraged to delegate investment decisions to professionals when lacking the requisite expertise.
- Fiduciary liability is not determined by investment performance, but by whether a prudent process was followed.

The asset allocation is the mix of asset classes or sub classes such as stocks, bonds and cash that comprise an investment portfolio. The goals and objectives can include targeted rate of return, stability/ risk, payout, and perpetual existence.

Investment Policy provides management personnel and contractors with guidance for investing the College's financial resources. This Policy provides a framework for the BOR and the Investment Committee to each fulfill its fiduciary responsibility. A recommendation for a review for updates no less than 1 year and is approved by the investment committee.

ii. Long-term versus short term.

A recommendation to shorten the effective duration of the fixed income holdings in the GF Endowment, BIA Match and Investment Pool. Discussion on increased interest rates and its impacts on investments was disclosed. The GF Endowment, BIA Match, Investment Pool, and GF Investment accounts were referenced in the recommendation.

### **B. Effective Trusteeship**

Effective boards consist of people whom work cohesive group to articulate and represent the public interest, establish a climate for learning and monitor the effectiveness of the institution. Boards of trustees do not do the work for their institutions. They establish

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standards for the work through policies they set. Once decisions have been made, there should be one voice for the board.

Ms. Fisher provided self-evaluation worksheet for regents to complete. The self-reflecting evaluation can be included within the report to the Navajo Nation Council HEHSC.

- Board setting its own goals.
- Foundation
- Tribal Funding
- Establishing relationship state legislatures
- Board Ethic's
- New Trustee orientation
- Implementing the committee structure

**a. Roles and Responsibilities of Committees.**

The committee agenda develop would be identified as important items within each department. The board assists in providing items that may require additional work prior to board approval. ACCT, Ms. Fisher - A consensus to assign items during a board meeting, if no items then they may not need to exist.

**b. Communication Protocols**

Establish a policy to assist in communication protocols. The document would address guidelines for addressing constituent and employee complaints. It would also decrease liability for the regents and the college addressing those matters.

- ✚ Regent Dennison discloses the conversations are held at the board meeting and has made effort to work through the College and BOR Presidents.

**c. Effective Meetings**

The formulation of committee meetings and adoption of consent

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agenda items should decrease the overall time for regular board meetings. The free time would allow for further policy discussions. Ms. Fisher, ACCT, made a recommendation to possibly have a separate retreat with board members and President only. That environment would allow for more disclosure and discussion amongst regents.

### d. Policy Audits

Ms. Fisher recommends the development of new policies related to Board Operations.

- Code of Conduct
  - Higher Ed focused
  - Communications
- Ethics for the Board of Regents.
  - Behavioral aspects such as coming prepared to the board meetings.
  - Come to the meetings prepared.
- ✚ A policy that will reference to the Navajo Nation Code of Ethics.
- ✚ Policy on the President's Evaluation.
- ✚ Policy for the Committees
- ✚ Professional Development of the Board of Regents.

### C. Board Operations

#### a. Utilizing Committee Structures

Each committee should have a charge for the Board of Regents. The committee will work then make recommendations to the Board of Regents.

- ADHOC committees should have a definitive period.
- Committees to bring back their "purpose" for board approval.
- Promoting involvement with assigned staff to the

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committees.

- Board should not be doing staff work.

✚ Regent Hatathlie recommends an institutional compliance office for a smaller institution versus committees. Regent Hatathlie further recommends for quarterly meetings for the investment committee.

## b. Conflicts of Interest

This is to help inform the Regents as to what constitutes a conflict of interest, identifying and disclosing actual and potential conflicts, and help ensure the avoidance of conflicts of interest

## c. Executive Committee

- Discussion to have the executive committee as governance committee.
- The role of this committee is to give feedback and recommendations to the President.
- Ms. Fisher recommends:
  - The governance committee and policy committee could be the same, following the same guidelines.

## 2. The Higher Education Landscape

### A. Where are we?

The discussion of this item was condensed and can be located under Item 3, A, B, C.

### B. Trends in Higher Education

- Tuition and student aid are other issues.
- Performance based funding are an issue.
- Partnerships like workforce development.
- Accreditation is important.

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### C. Legal update of potential and current change in Higher Education

#### New Regulations – Borrower Defense

- 2015 Corinthian and ITT collapsed
- Thousands of students unable to complete their programs
- 2016 Obama administration promulgated new borrower defense regulations to replace 1994 regulations
- These regulations were published in October 2016 and to go into effect on July 1, 2017
- Information on triggers for the Department of Education such as cohort default rate of 30% or higher for two consecutive years.
- Opens up the College to liability resulting from student borrowers in cases where student prevails in lawsuit, College is alleged to have breached enrollment agreement, or to have made even unintentional misrepresentation

#### IT Regulations

- College auditors in its next Title IV compliance audit will be assessing whether the College has a sufficient information security program and has made the appropriate risk assessments
- Involves GLBA, HIPAA, FERPA, Navajo Privacy Act, Copyright laws, State & Local laws
- If it has not, this could be viewed by the U.S. Department of Education that the College is not administratively capable.

DeVos Released New Proposed Sexual Assault Guidelines with effective date 7/1/2020.

- The College will need to review its disciplinary procedures to conform them with new sexual assault guidelines.

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## D. Emerging Technology impacting education

For distance Learning every institution needs to be licensed in the state the student receives education. An interest to expanding direct assessment and distance education.

### Challenges/ Consideration

- Student Readiness
- Aging Workforce
- Not an immediate resolution- 3 year plan
- Cost Consideration includes using a grant.
- Electrical concerns
- Aging classrooms

### Learning Space

- Active Learning classrooms (mobile device in teaching in learning)
- Invest in technology through classroom standardization
- Monitor (TV, Screens, etc.)
- Projectors
- Surround system speakers
- Dimming lighting
- Docu-cams
- Writing surfaces
- Plickers

Technology is a tool. The online learning accessibility and flexibility of services to a broader group of people. The advocacy of bringing broadband services to benefit the college and community.

- Dr. Roessel sees opportunity to address the mission for the college and entire Navajo Nation with online language programs.
- ACCT Ms. Fisher Recommends partnership for broadband opportunities.

## 3. Profile on Capabilities of Dine College

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### A. Values, Mission and Goals

### B. Review of Strategic Plan

### C. 5-year plans

- i. Program
- ii. Infrastructure
- iii. Capital requirement

Dr. Roessel provided direction each Vice President and Directors share a 10 minute presentation to cover A, B, and C.

#### a. *OIPR Director- Ms. Velveena Davis*

- Institutional Profile: Standardize measurements on Enrollment, Graduation, Retention, and Persistent rate.
- Academic Performance: Measure pass/fail rates and complete “same” program review. Understand target student population and demographics.
- Co-Curricular Programs: Understand the effectiveness of activities, programs, and learning experiences that complement student learning outside of the classroom. Share program ideas and network on services.
- Campus Safety: Collaborate on campus safety issues, training and programming among students and staff.
- Data Process/Training: Collaborate on data analysis procedures, build same-set measurements/matrices, and address program gaps.

Reasons students leave show 13% indicated that it was Job, Work related, while a group of smaller student populations (4%) had other various reasons for leaving. The degree program at Diné College having longer programs versus shorter duration certificate programs as a technical school. This impacts graduation and retention rates thus making it hard to compare the different type of institutions.



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**b. Vice President of Student Affairs- Ms. Glennita Haskey**

Student opportunities that prospective and current students seek. The feedback received from student is the lack of teaching deliveries. Student Services has 5 plans to work with academics in teaching in a variety of forms. One-step is to revamp the introductory courses to meet the students' needs.

**c. Vice President of Academic Affairs- Ms. Geraldine Garrity**

Academics is working to build student advocates. The next 5 year plans is looking at building a Hataathji Center. Looking at possible BA degree in civil engineer support with project management, agribusiness, graphic arts. The possibility of various immersion schools models. The sustainability of the new programs is in review.

**d. Vice President of External Affairs- Ms. Marie Nez**

The 5-year budget outlook may require an increase. The target programs would need to address the needs of the Navajo Nation and comparisons to nearby recognized programs. External Affairs relies on the OIPR department data in marketing. External Affairs mentions the challenge of technical infrastructure in monitoring for IGO and Alumni communications.

**e. Vice President of Finance & Administration- Ms. Bo Lewis**

The 5-year plan will focus on customer services provided to students and staff. The secondary action will focus on managing human resources and capacities. The support and financial gain from the Foundation will be a key area of focus in the near future.

**4. Opportunities for Dine College**

The work session attendees break into four (4) groups to identify way to generate revenue.

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## Common Generating Revenue Ideas

- Increase Tuition
- Training Center
- Seeking state funding
- Grants
- Donors for the Foundation

### **A. Potential Revenue opportunities**

- i. Navajo Agriculture
  - a. Livestock – Dr. Roessel advised board already approved livestock and ranch. Training center, Planning / site at the Crownpoint Center.
  - b. Research Farm (Shiprock) – 300 acres available at the Shiprock Campus.
- ii. Research - Mr. Zah mentions uranium cleanup opportunities for training individuals to cleanup. The
- iii. Utilizing NBOA for increase enrollment with Dual Credit
- iv. Potential of requiring language and culture education
- v. Navajo Nation Training

### **B. Diversification opportunities**

- i. Possible JV or other partnership arrangement with NTU and other institution.
- ii. Legal counsel shares there may be legal implications for dual enrollment with other sovereign immunity issues.

### **C. Plans for 2019**

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<ul style="list-style-type: none"> <li>• Developing Business Partnerships</li> <li>• State and Tribal Funding</li> <li>• Foundation</li> <li>• Developing Board policies for best practices for board operations.</li> </ul>		
<p><b>VI. Executive Session:</b> There was no executive session during this meeting.</p>		
<p><b>VII. Next Meeting:</b> Board of Regents Special Meeting Twin Arrows Casino Resort, Dine H Conference Room Flagstaff, AZ Saturday, November 17, 2018 11:00 a.m.</p>		
<p><b>VIII. Adjournment:</b> Motion to adjourn by Regent Toadecheenie. Seconded by Regent Begay. There was no discussion. <b>Vote: 7-0-0.</b> <b>Meeting adjourned at 5:45 p.m.</b></p>		

*Respectfully submitted by: Michelle Cury, Diné College Board of Regents Executive Assistant*