



Virtual Diné College Inaugural Strategic Design Town Hall Meeting		
Wednesday, February 2, 2022	Virtual Zoom Webinar	10:00 AM to 12:00 AM
Delivery Medium Details: Zoom webinar and Facebook live (1100 views)		
Zoom Details:		Webinar ID: 931 1947 3476 Telephone: 1 253 215 8782

Panelists (Virtual)	Dr. Charles Roessel, Dr. Geraldine Garrity, Glennita Haskey, Bo Lewis, Marie Nez and Winifred Jumbo.
Attendees (Virtual)	85 participants

Agenda Item		Person Responsible	Description
1.	Invocation	Glennita Haskey, Vice President of Student Affairs	Prayer was offered in our Navajo language.
2.	Introduction of Purpose, Intent, and Details of Strategic Design	Winifred Jumbo, Director of Dual Credit Enrollment Management Clans: 1. Naakai dine'é 2. Ta'neeszahnii 3. Hasht l'ishnii 4. Táchii'nii	Presentation was shared with community outlining purpose, intent, processes, timeline, internal and external stakeholder committee's information, and website details for the strategic design.
3.	Introduction of Strategic Themes	President Roessel Clans: 1. Kinyaa'áanii 2. Métis Clan of Scotland 3. 'Áshjiihi 4. German	Dr. Roessel explained the definitions and areas of concerns for each strategic theme. <ul style="list-style-type: none"> • Quality Growth • Accessibility • Campus Health and Wellness • Holistic Integration • Culture/ Environment • Facilities

4.	Presentation	Dr. Geraldine Garrity, College Provost Clans: 1. Tó'aheedl'íinii 2. Tó Dích'íi'nii 3. Bit'ahnii 4. Kinyaa'áanii	How do the new strategic themes drive new academic programs and opportunities for Diné College students and faculty?
5.	Presentation	Bo Lewis, Vice President of Finance and Administration	How do the new Strategic Themes foster greater college efficiencies and effectiveness?
6.	Presentation	Glennita Haskey, Vice President of Student Affairs	How do the new Strategic Themes improve student outcomes, support, and expectations to ensure student success?
7.	Presentation	Marie Nez, Vice President of External Campuses, Centers, and Microcenters Clans: 1. Tsi'naajinii 2. 'Áshjiihi 3. Táchi'i'nii 4. Tódich'i'i'nii	How do the new Strategic Themes provide an opportunity to serve all Navajo people – no matter where they live?
8.	Purpose and Guidelines of Feedback	Winifred Jumbo, Director of Dual Credit Enrollment Management	The purpose of community feedback was explained to participants.
9.	Community Feedback Conversation	All.	Diné College leaders listened to community feedback.

Person	Comments
Shazia Hakim via Zoom chat box.	"I will suggest including international event too... to attract members from other indigenous communities internationally... that will impact the economic and overall presentation/ enrollment."

Amberia Tolino via Zoom chat box.	"I agree with Dr. Roessel, I think a lot of times we look at the obvious. I believe that we need to consider mental health as well; the mental well- being that can possibly stem from things that we don't often think about or consider. This is what I was thinking about as Dr. Roessel was speaking."
Vicken Totten via Zoom chat box.	"Focusing on environmental sciences, genetic sciences, health sciences, on political influence, and energy (clean energy) technology and generation. Building Navajo philosophy into these sciences. Graduate students who can move as the experts in taking care of Mother Earth during the climate crisis."
Smantha Begay via Zoom chat box.	"I just want to say how proud I am to be a Warrior. I chose Diné College because our Diné philosophy is included in our everyday student life. I feel very mindful of who I am and my roots whenever I am on campus. I feel grounded and reminded of our Diné intelligence and ways of thought. I really love that most of our professors know and can explain things deeper using our Diné lifestyles to reference. Even if they aren't Navajo they still have so much respect for who we are and bring multiple perspectives to our learning environments. I lived in Germany, and traveled around different countries, so to me being home and integrating our Diné philosophy into my learning is so crucial for me as a mom, as a Diné woman striving to be a leader, and just knowing one day I will be the matriarch of my own family. I want to make my family and our people proud. So Ahe'hee for never being satisfied with where we are, but instead wanting to always improve. This alone inspires me as a student."
Faith Roessel via Zoom chat box.	"What has been outlined sounds exciting and long overdue. If the Navajo Nation is to pivot and be agile Diné College is the instrument to make that happen by targeting what the Navajo Nation needs in terms of building human infrastructure. ARPA focuses on bridges, roads which we desperately need. More critical is where are the gaps in our ability to exercise day to day sovereignty? Businesses were mentioned but why not be more expansive to other services? There are many professionals on our lands, look to law, health, social services, IT. Diné College must look at the infrastructure gaps and create or expand degrees students can pursue to be the building blocks for our Nation. I endorsed the idea of looking off the reservation to seek input from the Navajo diaspora. I live in the Washington, DC area and am happy to help with the event here as well as provide my expertise as a stakeholder. Faith Roessel, faith.roessel@gmail.com ."
Karina Todechine via Zoom chat box.	"It would be very interesting to think about our academic programs from the perspective of "are we providing the scaffolding to help students lead and create native solutions to community or tribal issues?" So are our academic pathways leading back to community solutions?"
TB via Zoom chat box.	"From my perspective, I see the potential students especially the younger generation wanting more quick fast paced programs. I recognize that students want to obtain employment as soon as possible. I think providing certificate programs geared towards technical or vocational programs would be a

	great opportunity for the college to look into. Or possibly providing more fast paced courses such as 8-10 week classes. Tuba City Center has a great Medical program under Diné College. What aren't the other sites offering this? This type of technical/vocational program is what the college needs."
Juanita Farley via Zoom chat box.	"TB- I agree that this should be something we should be doing. I teach business classes and we were told to get rid of our certificate programs, so that we could offer bachelor's degree programs. I'm thinking that we should bring them back and maybe even expanding in other areas."

Survey Feedback

(All comments were submitted anonymously)

What recommendations do you have to improve Diné College? (Academics, Student Affairs, etc.)

"Create more student-life activities on campus, create virtual tours for prospective students, and employ more student ambassadors to promote the college."

"Could Diné College work with the Navajo Nation Chapter Houses and Communities to tell them that the parents, grandparents, aunts, and uncles need to speak the Navajo Language to their toddlers, children, and youth, especially at home. Households with children must speak only Navajo in the home. This way we can save the Navajo Language."

Student enrollment processes. Existing student share their concerns and frustration about the enrollment, advising and course selection processes."

"Research development strategy."

"Tuba city campus needs everything that Tsaile campus is providing that would include housing, child care, library, study areas. It would be helpful if there are additional learning center hours, as well as weekend hours. Also, I do not think it is necessary for students to be required to get the booster shot because it is for the elderly. The vaccines are harmful. My father got serious edema in his legs and feet after getting vaccinated. And my friend that recently got the booster, due to the Diné College mandate started to have complications with her health. She is also very young, and a Diné College employee. I believe if Diné College is going to set these rules, they should also keep data of the students and staff's health conditions, because it could stem from the fact that they had the vaccine. Also, I believe that the Navajo Nation should send all their judges, police officers, dispatchers, and all their employees through the Diné College's Psychology program. It would be a beautiful element to add for our people. Thank you I also believe that Diné college should also have a LPN and RN program! Our people would all benefit from that as well."

"To have all the professors informed able to navigate through blackboard so they aren't learning as they go along and our grades don't suffer because of it."

"Improve communication, reliability and trust among whole Diné family."

"We need better leaders who actually care about the people. The only reason a lot of employees put up with that toxic work environment is for two reasons; they care about this college and they need this job to take care of our families. Other than that, they don't deserve to be treated like dogs and constantly threatened. Employees also don't want a "fake care" -- saying things on FB live like "we care about our employees, mental health is so important..." and then turn around and say things to the employees like "you have to be at work, no matter what, if your not here then you don't care about the students or this college." The president lied on FB live saying he doesn't care about enrollment, most employees know that was a lie. Employees know your motivations, it's the money, the bonus. You can't lie to your employees and act like you are a leader. They see the two faces in every leader. Also threatening and sending verbal warnings all the time is not a good idea, the leaders need to understand the employees' side of view and have an understanding that they have a personal life too, people that rely on them. Instead, we're met with constant retaliation because of their poor leadership. This is why you don't have cooperation, teamwork, or good work morale with 80% of employees. I encourage all leaders to look closely at themselves and evaluate. All Management should be given a leadership 360 evaluation. Also, don't put people in leadership positions if they are bad leaders. You need to mentor each other to do better! Mentorship is highly important! Putting bad leaders in these positions is the most toxic thing you can do. Research it! Figure out who these bad leaders are, they are the ones pretending that "everyone loves them" that "everything's going good" while all their people below them are fed up, unhappy, have low morale, etc. These people brag about their salaries and tell their employees "I have all the power now." They even hold power by not sharing knowledge, because they are afraid someone else might come in and take their job, they become toxic themselves by being a bully. Then management allows them to be a bully, there's no accountability. You need a team of managers/leaders who are all on the same page about getting rid of this toxic environment. If not, things will continue."

"As a community member and someone who cares about this college, I'll leave this with you: Mostly, people don't change jobs solely for money. They almost never resign on a whim or in a fit of anger. They joined your company because they believed its right for them, and they actually want it to be right. Something, at some point, makes it wrong. And if you really take the time to dig into their real reasons for leaving — and you should — you will find that it's not "the company" they blame. It's not the location, or the team, or the database or the air-conditioning. It's the leadership! So, next time you get a resignation, resist the temptation to laugh it off as "another dumbo who doesn't get us." It's not the departing employee who doesn't "get it." It's not the company they are leaving; it's the leadership. Source: Greg Savage, People Don't Leave Companies — They Leave Leaders!"

"You recently removed the School Coordinator/Advisor position and replaced them using the faculty as the advisors without giving the faculty access to Jenzabar or ConEx. This semesters registration was chaotic and a fiasco. You need to bring back the school coordinators /Advisors so that the faculty are not buried in registration details. You recently lost your assessment coordinator and replaced them with - no one. You gave the task of the assessment coordinator to the Assessment Committee personnel. When it is time for our next HLC visit you are going to discover that dumping everything

on the faculty and saving those miniscule wages is going to result in academic probation for the institution. Bring back the assessment coordinator. You are killing the faculty.”