

New Mexico Highlands University
Board of Regents Meeting
December 05, 2022

The New Mexico Highlands University Board of Regents held an in-person meeting on December 05, 2022. The meeting was held live at the New Mexico Highlands University Rodgers Hall Building, Room RAB107, 803 National Ave., Las Vegas, New Mexico. The university made every effort to accommodate members of the public as stated in the November 18, 2022 meeting announcement. The meeting was livestreamed via Zoom Platform. Members of the public were able to access the livestream through the following link:

<https://nmhu.zoom.us/j/99373471046>

Meeting ID: 993 7347 1046

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Call to Order – Chairman Marchi called the meeting to order at 11:04 a.m.

Roll Call - Board Members present: Mr. William Garcia, Mr. Frank Marchi, Ms. Danelle Smith, and Dr. Frank Sanchez. Via Zoom: Mr. Christopher Ulibarri.

Administrative Personnel Present: Dr. Sam Minner, President; Mr. Max Baca, Executive VP of Finance, Administration, and Government Relations; Dr. Roxanne Gonzales, Provost and VP of Academic Affairs, Dr. Theresa Law, Executive VP of Student and Donor Engagement; and Dr. Kimberly Blea, Dean of Students.

Others Present: Mr. Robert Anaya, Staff Advisory Senate Chair, Dr. Daniel Chadborn, Faculty Senate Chair, Ms. Patricia Ives, University Legal Counsel, and Ms. Maria Sena, Senior Executive Administrative Assistant. Numerous faculty, staff, students, community members, and the general public participated in the meeting as it was streamed via ZOOM.

Approval of the December 05, 2022 Agenda

Regent Sanchez moved to approve the Board's meeting agenda for December 05, 2022 with the request made by Chairman Marchi. Regent Ulibarri seconded. A roll call vote was taken, voting in favor: Regent Garcia, Regent Sanchez, Regent Smith, Regent Ulibarri, and Chairman Marchi. Motion carried.

Approval of the Minutes from October 28, 2022

Regent Garcia moved to approve the minutes from the October 28, 2022 meeting as presented. Regent Sanchez/Ulibarri seconded. A roll call vote was taken, voting in favor were: Regent Garcia, Regent Sanchez, Regent Smith, Regent Ulibarri, and Chairman Marchi. Motion carried.

Consent Agenda (Attachment A)

Regent Smith moved to approve: A) Executive Vice President of Student and Donor Engagement Report; B) Executive Vice President of Finance, Administration, and Government Relations Report; C) Dean of Student Affairs Report; D) Provost/Vice President of Academic Affairs Report; and E) Associated Students of New Mexico Highlands University (ASNMHU) Report on the Consent Agenda as presented. Regent Sanchez seconded. A roll call vote was taken, voting in favor were: Regent Garcia, Regent Sanchez, Regent Smith, Regent Ulibarri, and Chairman Marchi. Motion carried.

Faculty Senate Report-Dr. Daniel Chadborn (Attachment B)

Dr. Daniel Chadborn stated that the Senate continued to work on the student feedback process. He indicated he began discussions with Mr. Joe Gieri about classroom technology and Mr. David Lepre about website and marketing. He stated that the Senate is still working with the Faculty Affairs Committee to update several sections of the Faculty Handbook.

He informed the Board that the Senate had begun a broad discussion regarding Faculty input for the new President search. They are collecting faculty feedback and will be submitting information to the Board in early Spring.

Dr. Chadborn provided a handout to each of the Board members. He indicated that the General Faculty have raised concerns regarding the creation of a new academic position and the restructuring of the academic organizational charts without oversight of the faculty and the process of shared governance. Dr. Minner stated that the hiring of this position followed the process. Dr. Minner asked Dr. Chadborn to elaborate on the concerns. Dr. Chadborn indicated that there were two main concerns. One, the clarity for organizational structure and two, the awareness of tenure.

Regent Smith stated that Highlands needs to ensure that Faculty have a voice on the hiring of the new President. Regent Garcia agreed that Faculty must have a voice for the Presidential search.

Staff Advisory Senate Report-Mr. Robert Anaya (Attachment C)

Mr. Robert Anaya thanked all the individuals that served on the Senate. He stated that these individuals served during difficult times. He provided a list of the new members which included Carlos Nevarez, Sharon Doom, Doris Gallegos, Cathryn Brooks, and others.

He indicated that he valued and appreciated the ability to provide feedback to the Board.

NMHU Foundation Report-Mr. Vince Marchi (Attachment D)

Mr. Vince Marchi stated that the comprehensive campaign was underway. Over one million dollars in campaign commitments have been received since the campaign started in July 2022. Most of the commitments are planned giving pledges. He indicated that the Foundation is still searching for a Director of Advancement. This position is key to making the campaign successful.

He indicated that Ms. Renee Buchanan, Art Curator, will be leaving her position at the end of the fiscal year.

He stated that at the last Foundation Board meeting two more board members were confirmed. Ms. Sherry Jones and Mr. Roman Romero are now members of the Foundation Board.

Executive Vice President of Finance, Administration, and Government Relations-Mr. Max Baca

Presentation from NMHU Financial Advisors, Santa Fe Advisors-Mr. David Kantor (Attachment E)

Mr. Max Baca indicated that Highlands has legacy endowment funds that were low in past years; however, the funds have grown to nearly six million dollars. He stated that historical documentation has been reviewed to determine disbursement of funds. Currently he is not comfortable dispersing these funds until more research is done to determine the source of the funds and obtain documents to support the disbursement of these funds.

Regent Garcia asked for an update at the next board meeting regarding the six million dollars in the endowment funds account.

Mr. Baca indicated that Highlands has received the twenty million five hundred thousand dollars in endowment funds for Social Work, Education, and Nursing. These funds will be moved to the State Investment Council. He stated that the Foundation allows Highlands to start making commitments for long-term faculty positions.

He indicated that the University Investment Policy had been reviewed. Revisions will be made to the policies and will be brought to the board for review and approval.

Mr. Baca indicated that two different investment policies will be created. One for the twenty million and the other for the legacy funds of six million dollars.

Mr. Max Baca introduced Mr. David Kantor from Santa Fe Advisors. He provided a PowerPoint Presentation for discussion.

Mr. Kantor provided a recap of the relationship with Santa Fe Advisors and Highlands. He indicated that the NMHU Foundation began working with their company in May of 2020 and the University in January 2021. Quarterly performance reports are provided to the Foundation and the University.

He provided investment details. He indicated that despite a strong monthly performance in October, the Endowment fund lost two percent. He stated that the portfolio is 81% equities and 19% fixed income. He discussed the intra-year activity stating that the market was down 25% as of September. He indicated that based on history over the next five years Highlands will get a positive equity term.

Legislative Session Update (Attachment F)

Mr. Baca provided an update regarding the upcoming legislative session. He stated that the unified priorities for 2023 for the legislature include five percent new funding for I&G, compensation increase of ten percent, and ERB (Educational Retirement Board) employer contributions. He indicated that one-time funding requests included ten million dollars in endowment funds and funds for research, equipment, cybersecurity, and dual credit.

He indicated that capital outlay priorities include 5.5 million dollars for supplemental funding for the Sininger Hall renovation, 8 million dollars in infrastructure upgrades, 4.5 million dollars for athletics, 1.8 million dollars for golf course equipment and improvements, and 1.6 million dollars for HU CARES.

Public Comment

No one came forward.

Board of Regents Report

Higher Education Regents Coalition (HERC) Update (Attachment G)

Regent Garcia stated that HERC endorsed the Council of University President priority for mental health case management proposal. Proposal includes using part of the two million dollars to hire case managers to provide mental health services.

Gene Torres Golf Course Management Committee Update (Attachment H)

Regent Garcia provided an update on the Gene Torres Golf Course. He stated that the season started on June 05, 2022 and concluded October 31, 2022. The committee met eighteen times during the season. He indicated that without the subsidies provided by the City of Las Vegas, San Miguel County, and Las Vegas City Schools the course would have lost \$100,000. The subsidies have allowed the course to have a positive \$100,000. In addition, Highlands has agreed to establish a walking path with exercise equipment prior to next season.

Golf Course Land Development Committee Update (Attachment I)

Regent Garcia provided an update on the land development. He indicated that Mr. Paul Cassidy had joined the committee. Mr. Cassidy is part of the Foundation Board. He is familiar with funding within the State of New Mexico.

He stated that the committee will soon provide options to the Board for the land development. He indicated that the committee has contacted New Mexico Mortgage Finance Authority for a meeting. He hoped to find funds to develop a masterplan for development of the land at the golf course. He stated that the committee had also met with a private party from Amarillo, TX. They are interested in developing a new modern green development.

Dr. Minner said he received many positive comments from the community for the course being opened. He stated there is a path forward for the course and the University does not want to see it close again. close course.

Regents Comments-No action items

Regent Garcia had no comments.

Regent Sanchez had no comments.

Regent Ulibarri had no comments.

Regent Smith had no comments.

Chairman Marchi stated that this was the last board meeting of calendar year. He thanked everyone for their hard work and indicated that the top accomplishments for this year included an increase in enrollment and increase in compensation.

Board of Regents Standing Committees Updates

Student Affairs Committee-Regent Ulibarri

Regent Ulibarri indicated that he had no report.

Budget, Finance & Audit Committee-Regent Smith

Regent Smith stated that the committee met on November 28th. They discussed the investment policy that was last revised in 2004 and reviewed in 2015. She indicated that different investment policies will be created for the historical endowment and for the recent grant endowments from the State.

Ms. Smith related that there was discussion of creating an investment committee and an investment officer, which might be the same or different for the 2 funds. It is envisioned that Santa Fe Advisors would be the investment officer to provide oversight of the Investments and to report to the Board at some regular interval. This committee would determine the mix of equity and bonds for both funds. Investments would be made through the State Investment Council. The decisions made would be reviewed by the BOR. The committee is expected to prepare an action plan quickly and hope to have the two Policies ready for submission to the Board at the next regular BOR meeting. The policies will outline clearly defined goals and responsibilities.

The Committee also discussed how to move quickly to hire faculty in the areas covered by the Grant Agreements and to see how the positions could be funded while Highlands gets the money invested and begins to receive returns for use in these areas.

The Committee agreed to delay adoption of an Investment Policy or policies until NMHU can re-formulate the policies and propose them to the Board. It was suggested that socially responsible investing should be considered in these policies. Also it will be proposed how frequently the policies should be reviewed by the BOR in the future.

She indicated that an RFP (Request for Proposals) will be submitted for a Lobbyist for the upcoming legislative session. Mr. Max Baca indicated that having multiple lobbyists would benefit the University.

She indicated that the University Audit has been submitted to the State on time.

Regent Garcia asked if he could receive information regarding the lobbyist positions. He would like to be included in RFP lobbyist discussions.

Academic Affairs Committee-Regent Garcia

Regent Garcia stated that the committee will meet in January. The focus of this meeting will be the Social Work crisis.

Dr. Minner said Highlands might be able to partner with the State Behavioral Health Institute to help fill positions.

Athletics Committee-Regent Garcia

Regent Garcia stated that two alumni individuals have joined the committee. He felt that Athletic Scholarships would be a great topic of discussion for this committee.

He stated that the committee will invite Regent Sanchez to participate.

Strategic Enrollment Management/Donor Engagement Committee-Regent Sanchez

Regent Sanchez stated that no meeting has been scheduled. He indicated that the next meeting in the Spring will be a deep discussion on the funds for the Live Where You Work Initiative.

Executive Session– (a) limited personnel matters related to the dismissal, resignation, and/or investigation or consideration of complaints or charges against any individual or public employee pursuant to NMSA 1978, § 10-15- 1(H)(2); (b) bargaining strategy preliminary to collective bargaining pursuant to NMSA 1978, § 10-15-1(H)(5); and (d) threatened or pending litigation subject to the attorney- client privilege in which the university is or may become a participant pursuant to NMSA 1978, 10-15-1(H)(7). Regent Ulibarri moved to enter into executive session for the sole purpose of discussing the items listed. Regent Smith seconded. A roll call vote was taken, voting in favor: Regent Garcia, Regent Sanchez, Regent Smith, Regent Ulibarri, and Chairman Marchi. Motion carried. The Board entered into executive session at 1:33 p.m.

Regent Ulibarri moved to return to open session. Regent Ulibarri stated for the record that only those items specified under the executive session were discussed and the Board took no action. Regents present confirmed. Regent Garcia seconded. A roll call was taken, voting in favor of returning to open session were Regent Garcia, Regent Sanchez, Regent Smith, Regent Ulibarri, and Chairman Marchi. Motion carried and the Board returned to open session at 3:20 p.m.

Public Action and Statements as Necessary on Executive Session Discussion

Regent Smith indicated there would be no action and statements.

President’s Report-Dr. Sam Minner Campus Update (Attachment J)

Dr. Sam Minner provided a PowerPoint for his campus update. He also indicated that regular report will be provided by Mr. David Lepre and Mr. Andrew Ehling as part of the board updates.

He stated that the fall term had many challenges, but the “Big Three” takeaways were one, increased enrollment; two, Highland exceeded the retention goal of fifty-eight percent. The retention rate was sixty-three percent; and three, the addition of faculty positions particularly due to endowment funding.

He indicated that initiatives with the New Mexico Education Department are on fire. Initiatives include expanded school partnership programs, expanded dual credit offerings, and expanded offerings in Social Work. He stated that future initiatives include the Forestry and Nursing programs.

He stated the first enrollment report for the Spring semester indicated that enrollment is up ten percent.

Athletics

Dr. Minner indicated that our men and women basketball teams are doing well. The women’s team are 7-1 with Juliana Aragon as the leading scorer.

Mr. Andrew Ehling introduced members of the Cross-Country team including Head Coach Mr. Bob DeVries and student athlete Andrew Amor.

Mr. Ehling provided a brief athletic update. He stated that Highlands had 110 wrestlers on campus and a dinner was held to highlight the 50th anniversary of Title IX.

Mental Health Initiative

Mr. Leon Bustos provided a short update. Update included events and initiatives through CARES (Center for Advocacy, Resources, Education, and Support). Events and initiatives included Out of the Darkness Suicide Awareness and Prevention 5K Run, presentations to Mora High School for “Health Day”, Mental

Health First-Aid Training, a panel discussion regarding domestic violence, and a food drive to collect food for students who stay on campus over fall break.

COVID & Water Update

Dr. Minner introduced Mr. Lee Martinez, Environmental Health, and Safety Officer. Mr. Martinez indicated that the University will continue with the current COVID safe protocols for the 2023 Spring Semester. He stated that Highlands had recorded 560 positive cases of faculty, staff, and students since the beginning of the pandemic.

Mr. Martinez said he spoke with the City of Las Vegas about the water situation. He was advised that Highlands will be supplied with filtrated water for the future. He indicated that the City of Las Vegas does not have any worries about water running out.

Other

Dr. Minner stated that the Giving Tuesday campaign had raised approximately \$200,000.

He stated that the position for VP of Finance and Administration is about to be advertised and the search for a Dean of Social Work and Executive Director for Advancement continues.


He indicated that Student Regent names were submitted to the Governor's Office.

Follow up Items

1. Legacy Endowments Fund Update.
2. Investment Policies for review and approval by the Board.
3. Options for land development at the Gene Torres Golf Course to the Board.
4. Lobbyist information to Regent Garcia.
5. Regent Sanchez to join the Athletic Subcommittee.
6. Include on the Board Agenda board reports from Athletes and Marketing & Communications.

Adjournment

With no further business, the meeting adjourned at 4:26 p.m.


Chairman
NMHU Board of Regents


Secretary/Treasurer
NMHU Board of Regents



Board of Regents Report for December 5, 2022

Division: Student and Donor Engagement

Report Provided on: November 18, 2022

Report provided by: Theresa Law, JD, CFRE, Executive Vice-President, Student and Donor Engagement

Key Accomplishments:

Office of Student Enrollment Management (Admissions/Student Success Center/Native America Center):

- SEM held a Halloween event in Felix Martinez building called “Ghostly Giveaway” a total of 336 students participated. Thanks to the Foundation and Alumni Board donors who helped to support prizes for the event.
- The current admission data is as follows: Spring funnel is at 1,795, admitted to NMHU is at 475, Fall 23’ funnel is at 912, and admitted for Fall 23’ is at 316 students.
- There have been 1,193 student visits to the tutor trac which is the most visited destination at NMHU according to tutor trac, other than athletics (including games).
- Student success coaches have made 1,226 student contacts for spring registration.
- Jalen Martinez accepted the position of Native American Liaison, he started November 28, 2022. Jalen’s priorities will include review of MOU’s, recruit Native American students and provide support to students. Jalen is a NMHU graduate and formerly a SEM Recruiter.

Office of International Education:

- Director Ernestine Clayton attended the NSFSA conference in Flagstaff, AZ in October.
- International student forum was held on November 21, 2022
- A total of 158 I-20’s were issued for Spring 2023.
- International Education Center has hosted 3 recruitment webinars with students from South Africa who are interested in attending NMHU in Fall 2023.
- Currently advising students in preparation for spring work authorization.

Office of Financial Aid:

- The Office of Financial Aid had processed and administered \$10, 942,583 for aid year 2022-2023. This includes federal, state, institutional and outside agency aid.
- Completed and submitted financial aid reports to the Office of Institutional Effectiveness and Research for completion of:
 - Social work Education Enhancement Project (SWEEP) grant
 - Common Data Set information for the Integrated Postsecondary Education Data System (IPEDS)
- Completed and submitted the Opportunity and Lottery Award, and mid-year opportunity survey reports to the New Mexico Higher Education Department.
- FAFSA events held at West Las Vegas and Robertson High Schools and FAFSA presentations to Manzano High School (85 students attended) and Albuquerque Talent Development Academy (40 students attended).
- A special FAFSA night was held at Robertson High School for the soccer team on November 16, 2022.
- West Las Vegas invited NMHU to host a FAFSA night for the second time on November 29, 2022.

NMHU Foundation and Alumni Relations:

- We held an Alumni Happy Hour events in Scottsdale, AZ on October 20, 2022, 8 alumni and highlands supporters attended. Another event was held in Las Cruces on November 10, 2022. Positive feedback received as alumni were happy to see Highlands in their neck of the woods. The Las Cruces event featured a \$5,000 matching gift opportunity from local alumni.
- Approximately 1,300 Thanksgiving cards were mailed out to donors, as well as our year-end holiday mailer.
- An event flyer will be mailed out soon for January through June events with detailed information.
- On November 29, 2022 it will be Giving “Taco” Tuesday, in which all Highlands supporters were encouraged to give to an organization that positively impacts our world.

Future Activities:

Office of Student Enrollment Management (Admissions/Student Success Center):

- SEM will hold a call campaign to applicants with incomplete applications and/or missing materials.
- Admissions for the MOU opt-in will take place in December.
- An initial visit to San Antonio Independent School District will take place in January.
- Overnight visits for MOU schools will start in Spring 23’.

Office of International Education:

- Working on an agreement with IAM360 for the purpose of recruiting students from South Africa to NMHU.

Office of Financial Aid:

- A FAFSA night will be held at Peñasco High School on December 15, 2022.

NMHU Foundation and Alumni Relations:

- Rounding out our year in a festive way, everyone is invited to Highlands Holiday Happy Hour at the festively-decorated Historic Plaza Hotel ballroom on December 17, 4-6:00, to enjoy some delicious treats and to toast the season. Please RSVP to jesalman@nmhu.edu.

Happy Holidays and looking forward to a healthy and prosperous 2023!



Board of Regents Report for December 8, 2022

Division: Finance, Administration, and Government Relations

Report Provided for: December 8, 2022

Report provided by: Max Baca, Vice President for Finance, Administration, and Government Relations and Dr. Denise Montoya, Associate Vice President for Finance, Administration, and Government Relations

Strategic Goal 1: Teach and mentor students to integrate a broad range of academic skills, a breadth and depth of curricular knowledge, and an interdisciplinary understanding.

Strategic Goal 2: Inspire students to action through environments that foster scholarship and produce graduates equipped to address regional and global issues.

Strategic Goal 3: Engage with and serve our communities for mutually beneficial exchanges of knowledge, services, and resources.

Strategic Goal 5: Be a comprehensive educational provider for all students including traditional, non-traditional, online, distance, community, and lifelong learners.

Report provided by: Vice President for Finance, Administration, and Government Relations and Associate Vice President for Finance, Administration, and Government Relations

Key Accomplishments:

- Continue to pursue the golf course liquor license expansion request with the New Mexico Regulations and Licensing Department who experienced a cybersecurity incident causing systems to be offline for weeks.
- Participate in payroll vendor demonstration for outsourcing payroll.
- Complete Scope of Work with Moss Adams requesting a payroll bookkeeper to assist with vendor payments. Recently hired Payroll Accountant transferred to another department within a few months of hire.
- Ellucian is providing 40 hours of consultation at no cost to the university. Coordinating efforts with Human Resource/Payroll to determine how to get the best use of these consultation hours.
- Finalized the Research and Public Service Projects submission to the New Mexico Higher Education Department (HED) and participated in the HED hearings for the new and expanded request submissions.
- Coordinated and participated in Hermit's Peak/Calf Canyon Wildfires Leaders meeting with Governor, U.S. Senator Ben Ray Lujan, and U.S. Representative Teresa Leger Fernandez and key local government officials to discuss additional federal legislation to support the community's recovery efforts.
- Continue to work with FEMA and key NMHU leaders to submit final costs incurred due to the wildfires incident requesting reimbursement from the federal government.
- Prepare memorial for Senator Pete Campos and Representative Ambrose Castellano requesting Highlands Day at the Legislator on Thursday, February 23, 2023.
- Met with Senator Pete Campos to discuss upcoming NMHU legislative priorities.
- Revised leases for current tenants for NMHU office space rental for new calendar year, 2023.

- Launched the 2023 Legislative Leadership Fellowship Program orientation program and hosted Attorney General Hector Balderas to speak to the students. Coordinated a lunch with the Attorney General, the mayor, Luna Community College's President, and NMHU's President and key leaders.
- Collaborated with facilities and university relations to utilize the LLFP funding to renovate the Purple Brew, convenience store, and bookstore. Initiatives include relocated the convenience store to the bookstore and creating/revising names and logos.
- Work with Provost and Deans on budgets for Center for Excellence for Social Work and House Bill 2 funding for education and nursing programs.
- Coordinated Inspection of Public Records Act (IPRA) training conducted by the Attorney General's Office for University Relations, Human Resources/Payroll, and university management.

Future Activities:

- Attend legislative hearings in preparation for the upcoming legislative session.
- Schedule a meeting with Representative Ambrose Castellano to discuss upcoming NMHU legislative priorities.
- Schedule LLFP student participants to meet with U.S. congressional delegates.
- Prepare for LLFP student participants to meet with legislators and key leaders as part of the preparation for the legislative session. Assist students to determine the lobbying effort for upcoming legislative session to help recruit and retain NMHU students.
- Meet with Senator Elizabeth Stefanics to discuss NMHU LLFP student's lobbying efforts.
- Participate in a campus-wide payroll vendor demonstration of the system.
- Conclude Budget Listening Sessions open to campus.
- Complete the renovations of the Purple Brew, bookstore, and convenience store utilizing funds the Legislative Leadership Fellowship Program student participants lobbying on behalf of to renovate a coffee house study area space to socialize and plug in multiple devices.
- Collaborate with Deans on faculty book adoptions to ensure students obtain the best prices and procure books prior to the start of the semester.

Report provided by: Environmental Health and Safety (Lee Martinez, Manager of Environmental Health, and Safety)

Key Accomplishments:

- Collaborate with Gigawatt Electric to conduct annual inspection of all fire alarms, including all smoke detectors, visual strobes, photo detectors and fire panels throughout campus on all academic buildings and residential halls.
- Collaborate with Brazas Fire to conduct cleaning of cooking hoods and maintain annual scheduling of maintenance.

Future Activities:

- Collaborate with NMHU Security Personnel, during the Covid-19 pandemic, to designate North Kennedy for isolation rooms and meal deliveries to isolation rooms.
- Collaborate with Old Guard to conduct a sprinkler system maintenance on all residential halls and academic buildings at the main campus and Rio Rancho Center. Ensure all sprinklers and risers are working properly.
- Collaborate with Gigawatt Electric to test, maintain, and repair/replace all emergency/exit lights throughout campus.

Report provided by: Human Resources/Payroll (Jill Diamond, Director of Human Resources/Payroll)

Key Accomplishments:

- Continued training of all staff on HR/PR data entry with Ultimate Banner consultant.
- Implemented specialized payroll tax training with Ultimate Banner consultant.
- Arranged Title IX Mandatory Reporter training for all HR department staff (provided by Title IX Coordinator).
- Attended IPRA training provided by New Mexico Office of the Attorney General.
- Continued auditing and updating of Banner records to ensure accuracy/corrections as needed.
- Continued work on reconciliations for vendor payments/benefits administration.
- Continued Banner HR/PR functions testing in Mock setting, in preparation for Cloud migration project.
- Successfully concluded Open Enrollment for employee benefits for the university community.
- Established regular HR/PR leadership quality control review of bi-weekly payroll process.
- Established collaboration with Business Office for PHAREDS reconciliation/payroll and vendor revitalization project.
- Continued review of workflow/processes/procedures for the department.
- Evaluated potential payroll vendors through Request for Proposal process.

Future Activities:

- Continue ongoing training and leadership support for HR/PR staff.
- Continue preparations to outsource payroll and related functions.
- Continue review/audit of existing HR/PR practices to determine streamlining opportunities and improve workflow.
- Continue to review and document HR/PR procedures.
- Continue Banner testing in conjunction with Ultimate Banner consultant, in preparation for Cloud migration.
- Continue collaboration with Chief Information Officer and Ultimate Banner consultant; work toward identification, development, and implementation of automated processes to replace existing paper processes and improve workflow.
- Develop new student hire workflow process in conjunction with ITS/Ellucian Banner.
- Continue to review strategic planning goals and work toward aligning current and future HR/PR practices and procedures.

Report provided by: Business Office (Stephanie Gonzales, Director of Finance and Budget/Comptroller)

Key Accomplishments:

- FY22 audit was submitted to NM Office of the State Auditor on November 1, 2022.
- Began work with Maximus for the Facilities and Administrative rate proposal.
- Continued testing for Banner to cloud transition.
- Brian Zalesky was hired as a new Senior Accountant. He has begun work with VPFAGR Baca to help fix unresolved FY22 and FY23 payroll errors.
- Coordinated effort with multiple offices to pay out nursing and teaching stipends.
- Began Highlands Stable Isotopes Internal Revenue Service (IRS) informational form 990 work
- Updated travel information for NMHU website.
- Collaborate with Human Resources/Financial Aid/Budget to begin work that will correct student hire process.

Future Activities:

- Banner to the cloud transition.
- Governmental Accounting Standards Board (GASB) 96 implementation and other required pronouncements.
- Resolve FY22 audit findings.
- Research accounting for endowments.
- Prepare separate agency required filings (CATEF, eZ-Audit, Federal Audit Clearinghouse, IPEDS, NCAA, SAM.gov). Assist with NCAA filing.

Report provided by: Information Technology Services (Joe Gieri, Director of Information Technology Services)

Key Accomplishments:

- Enterprise Backup System upgrade – ITS has installed and configured the backup software and is in progress installing and configuring a new storage solution for backups. Due to concerns related to the upgrade of the storage domain, a secondary storage solution was purchased and has been configured for use. The project is again moving forward with a revised target date of November 2022.
- Ellucian Banner in the Cloud – The project to move the Banner ERP/SIS system to the cloud is continuing to move forward. Mock 3 testing, the final testing phase, is underway. Most of the heavy lift testing is being performed in this stage focusing on software that integrates with the Banner system. The workload for the teams performing the testing balanced with the demands of operational needs of the departments has been a concern. Teams have expressed concerns; however, they have made progress. Our “Go Live” vote is scheduled for November 30th, all Banner Module Coordinators (business unit leaders) will be asked to provide their vote of confidence to move forward with the upgrade for their respective area. The vote is critical as it will determine if we move forward with the December 8th target date. Our internal ITS project team has provided a test environment for faculty and others who wish to perform testing prior to the cloud environment migration. In addition, we have continued with weekly meetings and a communications campaign to keep a heightened project awareness. As of this date, the project is still on target for December 8, 2022, through December 11, 2022. The team has established a contingency go live date in the event of delays. This project remains the top and primary focus of the ITS support team for 2022.
- Video Surveillance = ITS teamed with Campus Police and Campus Safety in developing a plan to upgrade, add capacity and enhance video surveillance capabilities of the university. Phase II of the project is complete, approximately 30 cameras were replaced and migrated to the new system. The team has also completed the scoping at main campus for phase III in FY24 in addition to the scoping of the Albuquerque and Rio Rancho Centers. Phase III scopes are complete and ready for deployment when funding becomes available.
- ITS Work Orders Processed:
October Received 410 Closed 425
November Received 159 Closed 165
2022 Year to Date Received 5,852 Closed 5,672

Future Activities:

- Banner Modernization (Phase II of the Banner in the cloud project). – The ITS project team is working with Ellucian to map and schedule the implementation of the three enterprise software acquisitions that occurred with the Banner in the cloud project. The enterprise software includes Ellucian Workflow – a process workflow intended to provide an automated solution for processes that have multiple processing and approval points. Banner Experience – a tool to provide improved navigation throughout the Banner system providing targeted access to main-stream processes in the Banner system. This product will vastly improve the student experience

related to navigating the Banner system. The final enterprise software is the Ellucian Intelligent Learning Platform (ILP). ILP provides bi-directional integration from Banner to the D2L Brightspace learning management system. This will provide a more robust integration from the Banner student information system to Brightspace.

- Hybrid Active Directory Identification Management – ITS has collaborated with its vendor community to develop a statement of work that will provide cloud-based authentication onto the NMHU network. The project will include Azure services from Microsoft and is alignment with many other technology services used by the university. Migrating authentication services into the cloud will provide enhanced cyber security in addition to improved access during campus outages at NMHU’s main campus. The outages experienced are out of the control of the university and caused by weather conditions or fiber maintenance between Las Vegas campus and the university’s Albuquerque aggregation point. Implementing a cloud solution will provide improved access to the NMHU technology stack.

Report provided by: Labor/Employee Relations (Mariama Whalen, Labor/Employee Relations Officer)

Key Accomplishments:

Key Accomplishments:

- Continue to work with Faculty and Staff contract management.
- The Administration and the Professional’s bargaining unit are working together to meet the requirements for Article 19- Salaries/Service Awards for all applicable collective bargaining employees.

Present and Future Activities:

- Full-body contract negotiations which began June of 2022 between the Administration and the Non-Exempt Union have been put on hold until further notice.
- Job description review meetings, in accordance with the September 2021 Memorandum of Understanding, between the Administration and the Non-Exempt Union bargaining unit employees continue to occur.

Report provided by: Police/Security Division (Clarence Romero, Chief of Police)

Key Accomplishments:

- Provide security and police services for all sporting events. Patrolled the NMHU home football, volleyball, and basketball games. The games were well attended and without incident. We also provided security for the Taos football game which was held at Sanchez Stadium. All COVID-19 safe practices were in place throughout the event.
- Completed the second run of the Luna Community College (LCC) Law Enforcement Biennium training program. This program is part of the LCC criminal justice program as well. We did utilize our departments certified police instructors to train both law enforcement officers and criminal justice students as well. We will continue to work with LCC on continued Biennium training for surrounding agencies.
- Participated and assisted with a community trunk or treat at a local business. We provided a police presence and a police vehicle as well as one of the mobile cameras.
- Sponsored a Domestic Violence Awareness event here at NMHU in October. It was a joint venture with the District Attorney’s office and HUCARES. Although there was not a great turnout, there was a lot of resource sharing.

Report provided by: Purchasing (Aaron Flure, Director of Purchasing, Central Receiving, and Post Office)

Key Accomplishments:

- Created and submitted Request for Proposals for payroll services, negotiated indirect costs rate agreement application support, restaurant at the golf course, general contractor for Sininger Hall, and health insurance for international students.
- Worked with Chrome River Specialist (ESA) in enhancing procedures and fixing issues within system. Since May, we have completed ten projects that have resolved deficiencies in the system.
- Added small contracts to our database within our contract management software. Testing effectiveness of adding cooperative agreements to system as well.
- Prepare annual audit work.
- Test Ellucian in preparation for new upgrades.
- Completed renewals of annual contracts and agreements and reviewing existing for compliance.

Future Activities:

- Finalize plan with Athletics and Business Office on processes and solutions for student athlete travel meal plans.
 - Train two new staff members.
 - Develop training materials for Chrome River Invoice and Expense Modules for end users. In addition, resolve issues within the process of the program and within organization
 - Develop and conduct multiple Request for Proposals (RFP) for services that will enhance and help with University Goals.
-



Board of Regents Report

Division: **Student Affairs**

Report Provided on: **November 21, 2022**

Report provided by: **Dr. Kimberly J. Blea, Dean of Students**

Key Accomplishments:

- **Ifeld Auditorium** – hosted 15 events in Ifeld Auditorium during the fall 2022 semester. These events include performances from students in the music department, community supported events, and programming specific for students. The utilization of Ifeld Auditorium will continue to increase and is now possible due to the hiring of Charles Weber as the Ifeld Auditorium Supervisor.
- **Student Life/Arts@HU/Ifeld Auditorium** – administered a survey to determine students' interest in programming for student activities and Arts@HU. Overall students indicated that they want a concert in the spring with preference being hip-hop/pop genre followed by country. Identification of an artist and negotiations are currently underway and will be finalized prior to winter break.
- **Student Life/Campus Recreation** – hosted the following events during the month of November: lifting competition – 30 participants, indoor roller-skating rink and a mechanical bull – 200 participants, volleyball intramurals – 85 participants, and Matt Grisham Magician – 126 participants.
- **Center for Professional Development & Career Readiness** – established an online job board in partnership with the Grants Office to link students to internships, specifically those in the STEM fields. There have been 528 clicks on the job board since it went live at the end of October.
- **Center for Professional Development & Career Readiness** – hosted meet and greets as well as presentations on services offered and technology platforms available to students at the Farmington Center on November 14, 2022 and the Albuquerque and Rio Rancho Centers on November 15, 2022. They also presented to 15 classes during the months of October and November.
- **Center for Professional Development & Career Readiness** – hired Lizeth Peoble as the new Student Development Coordinator.
- **Housing & Student Conduct** – there are currently 413 students living in the residence halls and 70 living in the campus apartments. There has been a total of 9 cancellation requests for the spring 2023 semester. There have been 3 new applications for the spring 2023 semester.
- **Housing & Student Conduct** – created a resident student survey and attached it to the Residential Housing Cancellation Form. Students have to indicate their reason for requesting a cancellation and have to complete the survey in order to submit the request. The survey will assess resident satisfaction on the following:
 - Rate the housing facility that you lived in.
 - How can we approve your residential experience?
 - Please rate your satisfaction with our new work order tracking system.
 - Rate your experience with housing staff (office staff, resident assistants (RAs), resident directors (RDs), and custodial staff).
 - Rate your experience with the cancellation process.

- **Housing & Student Conduct** – also created a work order satisfaction survey that goes along with our internal work order tracking system in Symplicity Advocate. The survey is sent once a work order has been completed to assess the resident student satisfaction on the following:
 - Are you satisfied with how quickly your work order was completed?
 - Was the area of the repair left clean?
 - Are you satisfied with the repair?
- **Housing & Student Conduct** – Director Yvette Wilkes and Assistant Jacinda Woodruff were accepted to present at the Symplicity Advocate Symposium on January 23, 2023 in Portland, OR about the work order tracking system they created.
- **General Store** – has had 427 visits since the beginning of the semester, with an average of 30.5 visits a week.
- **HU-CARES** – since the beginning of the semester, the health and wellness coaching model has been implemented with 147 students with an average of 10.5 sessions per week.
- **HU-CARES** – working with First-Year Students, a CARES campaign targeting college students' mental health challenges has been ongoing. The final products will be shared with the campus community during the First Year Experience Annual Celebration of Learning on November 30, 2022. This material will be used to engage students on campus to utilize CARES resources.
- **HU-CARES** – sponsored a Mental Health First-Aid training, with NMHU Alumna Dr. Chelsea Lucero facilitating the training. The peer-health educators also facilitated Bystander Intervention training and hosted it in Melody Hall.
- **Title IX & Compliance** – provided a Mandatory Reporter Training specifically for Human Resources on November 14, 2022.
- **Title IX & Compliance** – provided a summary report of all cases for October 2022 through November 18, 2022 which include:

Resolutions: 4

Type of resolution	Number
Closed after Investigation	2
Result: Termination	1
Other Discipline	1
Closed because of Nonparticipation	1
Closed because Reporter did not want an investigation	1

Future Activities:

- **Student Affairs** – will administer a Basic Needs Survey in spring 2023 as part of a statewide initiative at 28 institutions of higher education in New Mexico. The survey will look at hunger and homelessness among college students, staff and faculty. This survey is the first of its kind nationwide. Institution specific data will assist in being able to target our efforts.
- **Outdoor Recreation Center** – will be offering the annual and very popular ski and snowboard trips during the 2022-2023 winter season. Given the snowfall, it is expected that there will be at least one trip prior to the winter break.



Board of Regents Report

Division: Academic Affairs

Report Provided on: November 22, 2022

Report provided by: Dr. Roxanne M. Gonzales, VPAA

Example of Divisional activities directly related to the Mission Statement and Strategic Goals 2020:

School of Social Work

- The SWEEP team has returned to in-person career pláticas in high schools, at community colleges, and social service agencies, to share social work as an educational and career path and to recruit future social work students. (Goals: 2, 3, 4, 5)
- Workgroups have been meeting to plan curricular updates for our Bilingual-Bicultural Clinical Concentration to develop a mission and vision for our Center for Excellence in Social Work, and to identify ways to infuse content related to social work practice in Native American communities throughout our curriculum. (Goals: 1, 4, 5)

School of Business, Media, and Technology

- The Department of Business Administration (DoBA) has received additional funding for the next two years from Los Alamos National Laboratories (LANL) to develop and launch a program in procurement encompassing the areas of supply chain management, business analytics, and project management to meet the needs of the state, LANL, and Cannon Air Force Base. (Goals: 1, 2, 5)

Office of Research and Sponsored Programs

- Represented the University regarding talks between the NMHU, the Pueblo of Pojoaque, and Fish and Wildlife Services to establish an ongoing Collaborative Management Agreement at the Rio Mora Wildlife Refuge. (Goals: 2, 4, 5)
- Attended the LANL Plutonium Workforce Development Initiative which included numerous higher education representatives funded on their latest project. (Goals: 2, 4, 5)

Academic Affairs

- Dr. Minner signed a memorandum of Agreement with the Instituto Cervantes de Albuquerque. (Goals: 1, 2, 4, 5)

Library

- Library GO Bond 2 passed with a 63% favorable vote on November 8, 2022. The Bond spearheaded by the New Mexico Library Association (NMLA), and with assistance from the New Mexico Consortium of Academic Libraries (NMCAL). The State Library will

authorize \$19 million to make capital expenditures for academic (\$6 million), public school (\$6 million), tribal (\$1 million) and public (\$6 million) for library resources acquisitions. (Goal: 5)

Key Accomplishments:

Strategic Goal:

Office of the Registrar

- Dr. Romero, registrar, will present at the AACRAO national conference in March 2023 on Socio-Academic Integration and its impact to student's degree/credential attainment. (Goal 1, 2, 3, 4)

School of Social Work

- Drs. Bencomo and Moore presented at the national conference for the Council on Social Work Education and Dr. Baca presented at the Online Learning Consortium conference. (Goals: 3, 4)
- Under the leadership of Project Director Valerie Valles-Pedroza, Social Work had a very successful evaluation visit for our US Department of Education SWEEP (Social Work Educational Enhancement Project) grant. The evaluator demonstrated enthusiasm current initiatives. (Goals: 2, 3, 4, 5)
- Social Work was awarded \$125,000 from the NM Legislature, to be matched by \$75,000 from our SWEEP grant, to establish a social work education scholarship fund. (Goals: 3, 4, 5)

School of Business, Media, and Technology

- A proposal from Drs. Ali Arshad, Rodney Sanchez, and Emmanuel Nkwenti-Zamcho from DoBA was accepted for presentation at the International Academy of Business and Public Administration Disciplines Conference. They explore the economic impact of the legalization of recreational cannabis in NM. They are using data from April to September 2022 and looking at three different scenarios. (Goals: 1, 2, 3, 5)
- Mr. Morgan Barnard received the *Epson Emerging Artist Award* at the 2022 CODAsummit. (Goals: 1, 2)
- Ms. Lily Padilla and Ms. Natasha Vasquez from the Department of Media Arts were featured on KRQE on September 23, 2022 as part of their internship. They created illustrations on how Taos locals dealt with the Spanish Flu to show the similarities seen in 1918 versus 2020. (Goals: 1, 2, 4, 5)

Office of Research and Sponsored Programs

- Staff from the Office of the Superintendent of Insurance came to NMHU to discuss inexpensive and free health insurance options for graduate students on the state exchange. (Goal: 5)

School of Education

- In collaboration with Curriculum and Instruction, a 6th Year Educational Specialist degree proposal will move to the Academic Affairs Committee in January 2023. (Goals: 1, 2, 5)

College of Arts & Sciences

- CAS will continue developing new programs; the Masters of Forestry degree to be heard by the Academic Affairs committee on 11/16. (Goals: 1, 2, 3, 5)

Future Activities:

School of Social Work

- In December, a Gala is planned with community partners to raise funds for an MSW student scholarship for current peer support workers. (Goals: 3, 5)

School of Education

- A certificate Program in Sign Language is under development. (Goals: 3, 2)
- A certificate in Educational Diagnosticians and Evaluation Specialists is also in development with a projected launch for fall 2023. (Goals: 3, 2)



ASSOCIATED STUDENTS OF NEW MEXICO HIGHLANDS UNIVERSITY

November 21, 2022

Dear New Mexico Highlands University Board of Regents,

This report is to inform you of the happenings within the Associated Students of New Mexico Highlands University from the time of the last regular BOR meeting.

Since the last meeting the ASNMHU has met 2 additional times, we have concluded funding for all students and clubs/organizations until the start of the Spring session, which will begin on January 23. Thus far we have allocated over \$13,000 towards the professional development of students, the promotion of clubs/organizations on campus, and the promotion of student engagement on campus through activities planned by ASNMHU.

In other news, Samuel Peoble has resigned as President effective today, November 21, at 5 p.m. due to him graduating and no longer able to continue as President. Alongside him, the Vice President, Kiana Perea, and the President Pro-Tempore, Carmelita Sanchez, have resigned as well. This has left 3 vacancies within the executive branch. However, the Senate did vote on their last meeting, November 20, to appoint two current senators to fill the roles of President and Vice President. The previous graduate representative for the School of Education, Uloma Nelson, was approved to become the President-Elect, and former undergraduate senator Darlene Marentes was approved to become the Vice President-Elect. Both of these senators will sometime soon be taking their oaths of office and will assume the duties of their respective offices. The Senate looks forward to the time under these new leaders and hopes the Board will gladly welcome them.

These changes within ASNMHU have left a number of vacancies, as other Senators are resigning as well due to their graduation or other outside reasons, the new leaders of the Senate have made it clear that it will be one of their top priorities to fill the vacancies and ensure Senate continues fully functioning.

As we head into the winter break ASNMHU would like to thank the Board and other members on campus for their continued support and welcoming and looks forward to continued partnership.

Thank you for your time,

Samuel Peoble, Former ASNMHU Student Body President

Uloma Nelson, ASNMHU Student Body President-Elect

To: The New Mexico Highlands University Board of Regents
From: Dr. Daniel Chadborn, Chair, Faculty Senate
Re: Faculty Senate Report

December, 2022

The Faculty Senate activity for Fall 2022

The Faculty Senate has the following to report

- We are continuing our work moving the Student Feedback process forward, as well as working other initiatives including beginning discussions on classroom technology with Mr. Gieri, Website and Marketing discussing with Mr. Lepre, and continuing discussions on student engagement and moving forward as an academic institution.
- The Senate is still working with the Faculty Affairs Committee to update the Faculty Handbook as several sections are out of date or no longer in line with the CBA. We are still on track to be moving that forward this academic year for the Board's review.
- We have approved proposals for minor changes in courses and programs for Sociology, Anthropology, and Criminal Justice, and the addition of a comprehensive exam for History and Political Science.
- The Faculty Senate has begin a broad discussion on Faculty input for the new President search coming next year. We are working on collecting faculty feedback and look forward to submitting that to the Board early in the Spring.
- Finally, the General Faculty has over the last year raised a number of concerns regarding the creation of a new academic position and restructuring of the academic organizational charts without oversight of the faculty and the processes of shared governance. We would like to present the Board with the information we have received and concerns we have regarding these changes to the academic structure and breakdown of shared governance.

Respectfully submitted,

Daniel Chadborn
Chair, Faculty Senate

November 28, 2022

Memorandum

To: Mr. Chairman Frank Marchi and NMHU Board of Regents

Fr: Robert A. Anaya, President NMHU Staff Senate

Re: December 2022 NMHU Board of Regents

On behalf of the NMHU Staff Senate leadership and Senators we would like to first thank you for allowing us to be included in the governance process at NMHU.

On behalf of the full Senate I would like to publicly acknowledge and thank our outgoing leadership for their dedication and efforts in the interest of the staff they serve.

Veronica C. Black, President

Doris R. Gallegos, Vice President

Marcy R. Silva, Parliamentarian

Ann Bradford, Secretary

Inca Crespín, Treasurer

On behalf of the full senate I would like to publicly acknowledge and thank the new leadership team and Senators for their willingness to serve.

Carlos S. Nevarez, Vice President

Sharon L. Doom, Secretary

Doris R. Gallegos, Treasurer

Cathryn M. Brooks, Parliamentarian

Veronica C. Black, Senator

Marcy R. Silva, Senator

Gilbert D. Rivera, Senator

Marian R. Vargas, Senator

Thanks again we look forward to continued work in concert and collaboration with our colleagues across the campus community.

Respectfully Submitted.

cc. NMHU Staff Senate

NMHU Foundation Report

12-5-22 BOR Meeting

Staffing

The Executive Director of Advancement position remains unfilled, but two potential candidates were hosted on campus in November, and the national search by consultants Gonser Gerber continues. Art Curator Renee Buchanan has notified the Foundation that she will be concluding her services with us at the end of the fiscal year.

2022 Events

The 9th Annual New Mexico Painters' Show closed on October 31st, with several hundred attendees viewing the show during its run. An alumni Happy Hour in Las Cruces took place on November 10, with local alumni offering a \$5,000 Giving Tuesday matching gift opportunity at the event. November 29th was Giving 'Taco' Tuesday, which NMHU celebrated with a taco reception in Kennedy Gallery. Funds were raised for athletics and forestry, in addition to unrestricted donations. The Foundation assisted with the Shop Small Mall held on December 1st in the Wilson Complex. Upcoming events include a gala event on December 15th in Albuquerque benefiting social work students and an Holiday Happy Hour at the Plaza Hotel on December 17th.

Comprehensive Campaign

The Campaign Cabinet continues to meet and over \$1M in campaign commitments have been received since the beginning of the campaign on July 1, 2022. The majority of these dollars are planned giving pledges. A revision of the campaign case statement is underway, and a campaign plan has been established. The Cabinet is currently also reviewing planned giving prospects, presidential prospects, and defining targeted endowment giving opportunities.

NMHU Foundation and Alumni Boards

The Foundation Board met via zoom on November 4th and will next meet in Rio Rancho on March 17, 2023. The Alumni Board will next meet in February 2023.



**Investment Review
New Mexico Highlands University
Board of Regents**

December 5, 2022

**David Kantor, Partner
Lincoln Barker, Investment Analyst**

**330 Garfield Street, Suite 301, Santa Fe, NM 87501
Tel: 505-501-6200; Email: info@santafeadvisorsllc.com
www.santafeadvisorsllc.com**

Contents

- Recap of Santa Fe Advisors and relationship with NMHU
- Review of recent performance of NMHU Endowment
- Relevant stock and bond market data



Santa Fe Advisors

- Santa Fe Advisors is an investment advisor registered with the US Securities and Exchange Commission and based in Santa Fe, NM.
- The firm was founded in 2014 and manages approximately \$175 million for a mix of individuals, families, and nonprofit organizations.
- SFA has 5 employees. The three founding partners have worked together since 2011, including time at a predecessor.
- SFA has been advising the NMHU Foundation since May of 2020 and NMHU since January of 2021.



Santa Fe Advisors

Investment Policy Review

- The first phase of SFA's engagement as an advisor to NMHU was to review and comment on NMHU's existing investment policy.
- A marked-up version of the existing NMHU policy was created by SFA and submitted to NMHU on March 5, 2021.
- We had a conference call to discuss these suggestions on March 17, 2021.
- It is our understanding that most or all of the suggestions have been adopted in the current investment policy, which is awaiting finalization.



Santa Fe Advisors

Investment Performance Review

- A report showing the Endowment's performance from January 1, 2021 through October 31, 2022 has been created by SFA and sent to NMHU. Excerpts from that report are included here. These reports are prepared and transmitted quarterly.
- Despite strong monthly performance in October, the Endowment fund has lost 2.0% since inception and 18.4% for the year to date. The 18.4% loss is somewhat worse than the return of a 70% equity of -16.9%.
- The portfolio now sits at 81% in equities and 19% in fixed income, which is higher than the suggested target allocations of 70/30. This would have contributed to the underperformance experienced in 2022.
- We would also recommend that part of the fixed income allocation be placed in the SIC "Core Bond" pool rather than being entirely allocated to the "Core Plus Bond" pool.

Performance at a Glance



Portfolio Value Summary

	Quarter to Date	Year to Date	1-Year	3-Year	5-Year	Inception
Beginning Market Value	\$5,677,516	\$7,389,144	\$7,294,602	N/A	N/A	\$0
Net Additions	\$0	\$0	\$0	N/A	N/A	\$6,268,267
Net Gain	\$348,917	(\$1,362,712)	(\$1,268,170)	N/A	N/A	(\$241,834)
Fees	\$0	(\$4,747)	(\$6,387)	N/A	N/A	(\$11,344)
Ending Market Value	\$6,026,432	\$6,026,432	\$6,026,432	N/A	N/A	\$6,026,432
Return (Gross)	6.1 %	-18.4 %	-17.3 %	-	-	-2.0 %
Return (Net)	6.1 %	-18.4 %	-17.4 %	-	-	-2.1 %

Index Returns

Index	Quarter to Date	Year to Date	1-Year	3-Year	5-Year	10-Year	Inception
S&P 500 (TR)	8.1 %	-17.7 %	-14.6 %	-	-	-	3.2 %
Russell 2500	9.6 %	-16.7 %	-17.6 %	-	-	-	-0.9 %
MSCI ACWI Ex USA (TR Net)	3.0 %	-24.3 %	-24.7 %	-	-	-	-10.5 %
MSCI EAFE (TR Net)	5.4 %	-23.2 %	-23.0 %	-	-	-	-8.2 %
MSCI EM (Emerging Markets) IMI (TR Net)	-2.7 %	-28.8 %	-30.1 %	-	-	-	-17.0 %
Morningstar US REIT TR USD	3.1 %	-25.9 %	-19.5 %	-	-	-	2.4 %
S&P GSCI	6.7 %	30.0 %	24.7 %	-	-	-	38.8 %
Gold - As Measured By SPDR Gold Shares (GLD) ETF	-1.8 %	-11.1 %	-8.8 %	-	-	-	-8.4 %
Bloomberg US Agg Bond	-1.3 %	-15.7 %	-15.7 %	-	-	-	-9.7 %
ICE BofAML US Cash Pay High Yield Index	2.9 %	-12.1 %	-11.4 %	-	-	-	-4.2 %
Bloomberg Global Aggregate ex-USD	-0.1 %	-24.0 %	-24.6 %	-	-	-	-17.3 %
Bloomberg 1-3 Year Govt/Credit	-0.1 %	-4.7 %	-4.9 %	-	-	-	-2.8 %



Santa Fe Advisors

Investment Detail

	Ending Value	Allocation	Quarter to Date [^]	Year to Date [^]	3-Year [^]	5-Year [^]	Inception [^]
NM Highlands University	\$6,026,432	100.0 %	6.1 %	-18.4 %	-	-	-2.0 %
Equity	\$4,879,404	81.0 %	8.0 %	-18.8 %	-	-	-0.1 %
US Large-Cap Blend Equity	\$3,754,160	62.3 %	8.0 %	-18.5 %	-	-	1.7 %
Russell 1000			8.0 %	-18.5 %	-	-	1.6 %
NMSIC US Large Cap Index Pool Endowment	\$3,754,160	62.3 %	8.0 %	-18.5 %	-	-	1.7 %
US Small/Mid Cap	\$737,577	12.2 %	10.9 %	-17.1 %	-	-	-2.4 %
Russell 2500			9.6 %	-16.7 %	-	-	-0.9 %
NHSIC US Small/Mid Cap Pool Endowment	\$737,577	12.2 %	10.9 %	-17.1 %	-	-	-2.4 %
Non-US Developed Markets	\$262,681	4.4 %	4.8 %	-22.8 %	-	-	-7.3 %
MSCI EAFE IMI (TR Net)			5.2 %	-24.1 %	-	-	-0.9 %
NMSIC Non-US Developed Markets Index Pool Endowment	\$262,681	4.4 %	4.8 %	-22.8 %	-	-	-7.3 %
Intl Emerging Markets	\$124,985	2.1 %	-1.4 %	-28.1 %	-	-	-15.8 %
MSCI EM (Emerging Markets) IMI (TR Net)			-2.7 %	-28.8 %	-	-	-17.0 %
NMSIC Non-US Emerging Markets Index Pool Endowment	\$124,985	2.1 %	-1.4 %	-28.1 %	-	-	-15.8 %
Fixed Income	\$1,147,029	19.0 %	-1.1 %	-16.5 %	-	-	-9.3 %
High Yield	\$1,147,029	19.0 %	-1.1 %	-16.5 %	-	-	-9.3 %
ICE BofAML US Cash Pay High Yield Index			2.9 %	-12.1 %	-	-	-4.2 %
NMSIC US Core Plus Bonds Pool	\$1,147,029	19.0 %	-1.1 %	-16.5 %	-	-	-9.3 %

[^]Assets may not have been held for the entire period.



Santa Fe Advisors

2022 Stock Market Returns to Date

The data below, through September 30, helps to put the 2022 results into context.

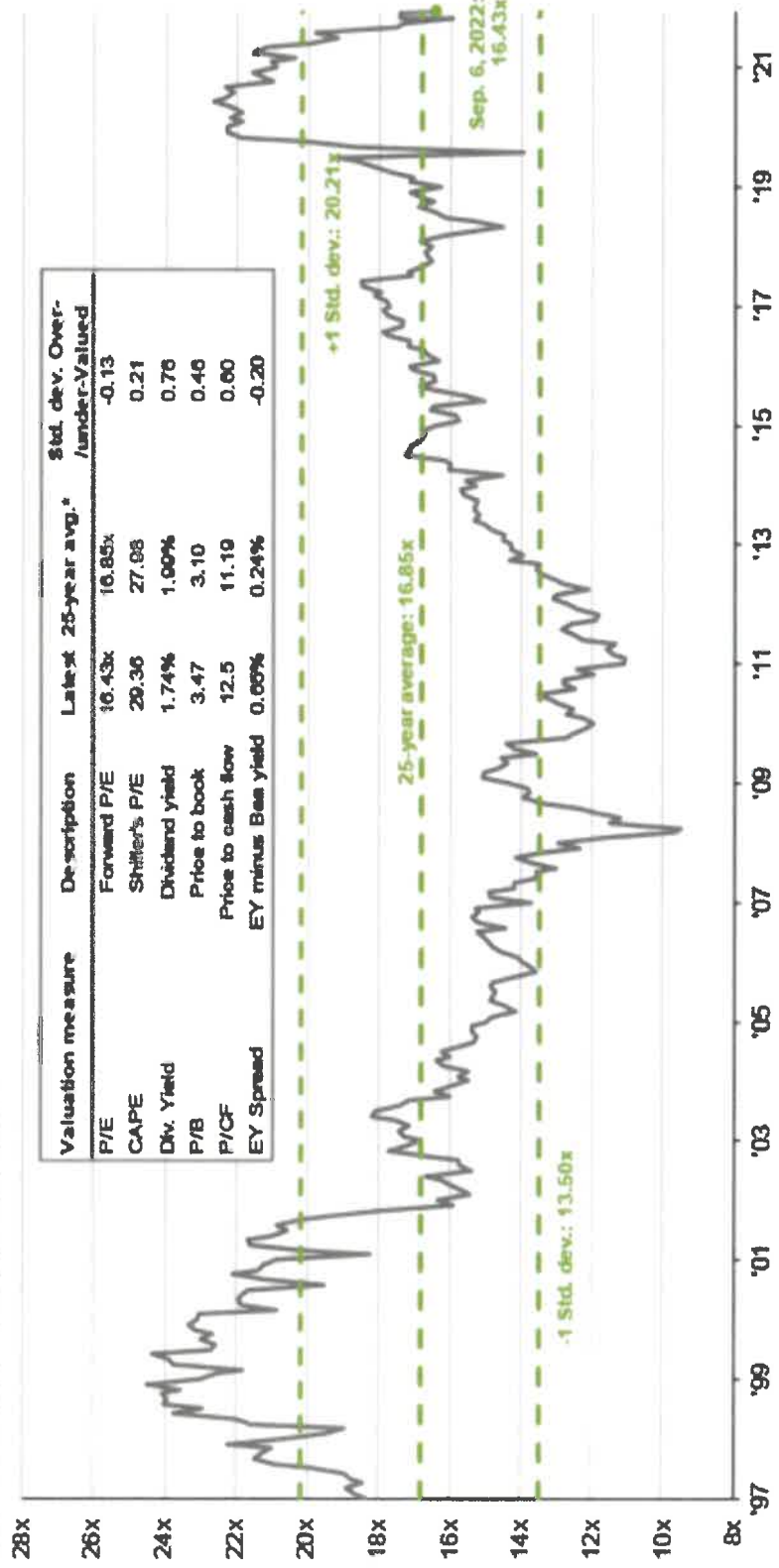
		10-year annualized			YTD		
		Value	Blend	Growth	Value	Blend	Growth
Since market peak (February 2020)	Large	9.2%	11.7%	13.7%	-17.8%	-23.9%	-30.7%
	Mid	9.4%	10.3%	10.9%	-20.4%	-24.3%	-31.5%
	Small	7.9%	8.6%	8.8%	-21.1%	-25.1%	-29.3%
		Since market low (March 2020)					
	Large	4.5%	10.4%	12.2%	69.0%	66.8%	63.6%
	Mid	5.4%	4.7%	-2.1%	86.4%	75.3%	52.3%
	Small	8.1%	1.6%	-6.8%	90.1%	71.2%	51.4%

		Current P/E vs. 20-year avg. P/E		
		Value	Blend	Growth
Current P/E as % of 20-year avg. PE	Large	12.1 / 13.7	15.1 / 15.5	20.4 / 18.8
	Mid	11.8 / 14.4	13.8 / 16.3	19.7 / 20.3
	Small	13.2 / 16.9	16.8 / 21.3	22.8 / 34.1

US Equity Valuations

Equities are no longer trading above long-term historical averages on a forward P/E basis. However, earnings may come in at less than forecast, especially if the economy goes into recession.

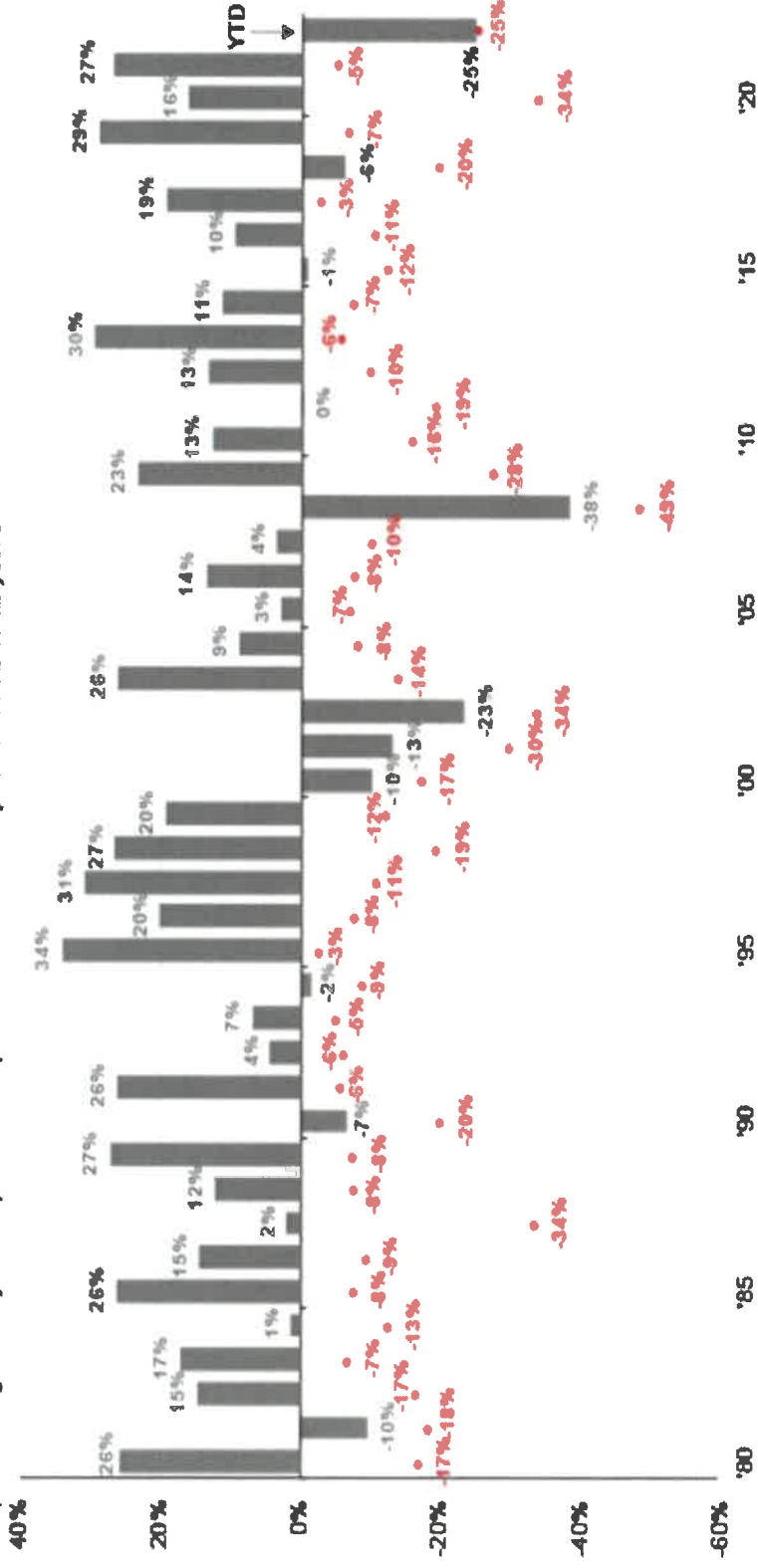
S&P 500 Index: Forward P/E ratio



Intra-year Activity

The chart shows that an intra-year drop of 25% (as in 2022) is by no means unheard of, having occurred in 1987, 2001, 2002, 2008, 2009, and 2021. In many cases, the index finished with positive returns for the year.

S&P Intra-year declines vs. calendar year returns
 Despite average intra-year drops of 14.0%, annual returns were positive in 32 of 42 years

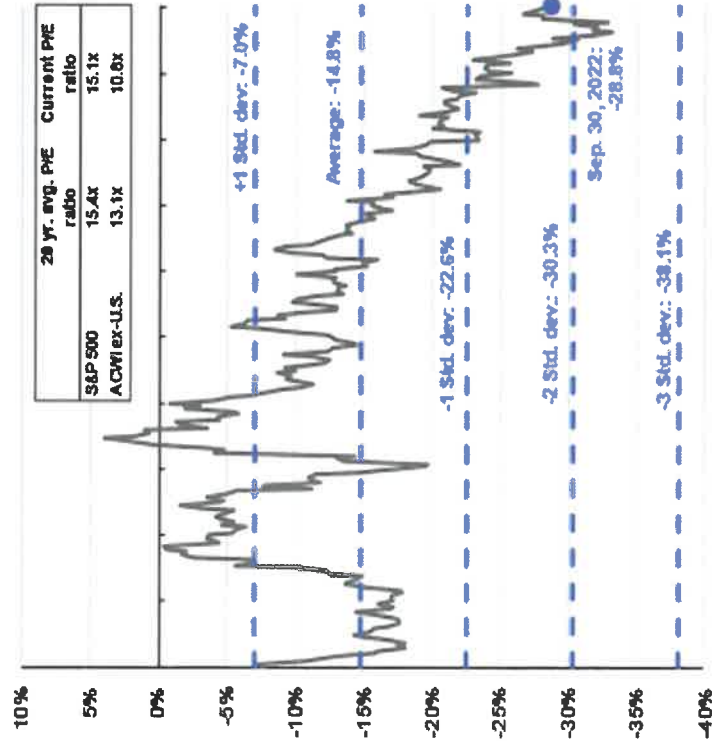


Non-US Equity

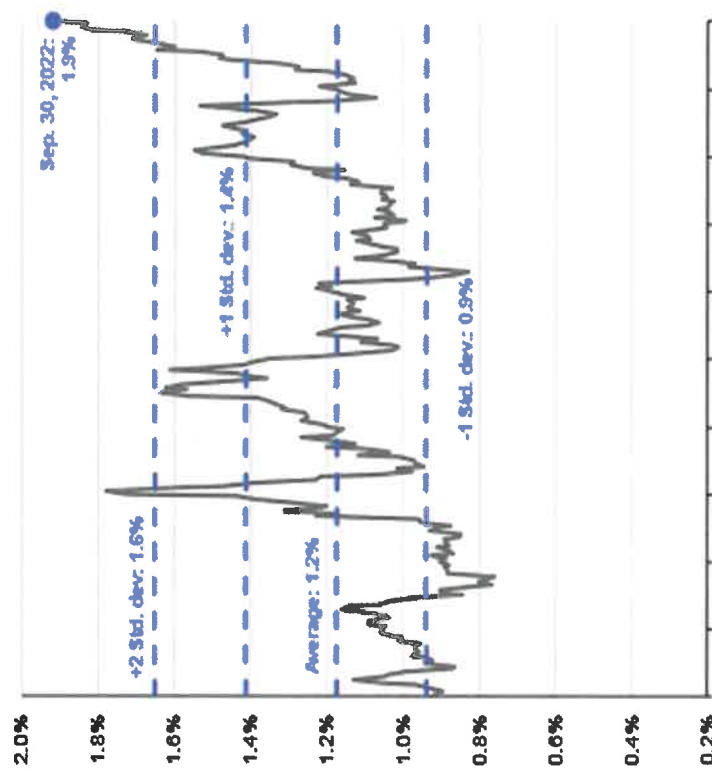


The discount of non-US stocks on a price/earnings basis has narrowed, but is still large relative to history. Relative dividend yields strongly favor non-US stocks.

International: Price-to-earnings discount vs. U.S.
MSCI AC World ex-U.S. vs. S&P 500 Indices, next 12 months



International: Difference in dividend yields vs. U.S.
MSCI AC World ex-U.S. minus S&P 500 Indices, next 12 months



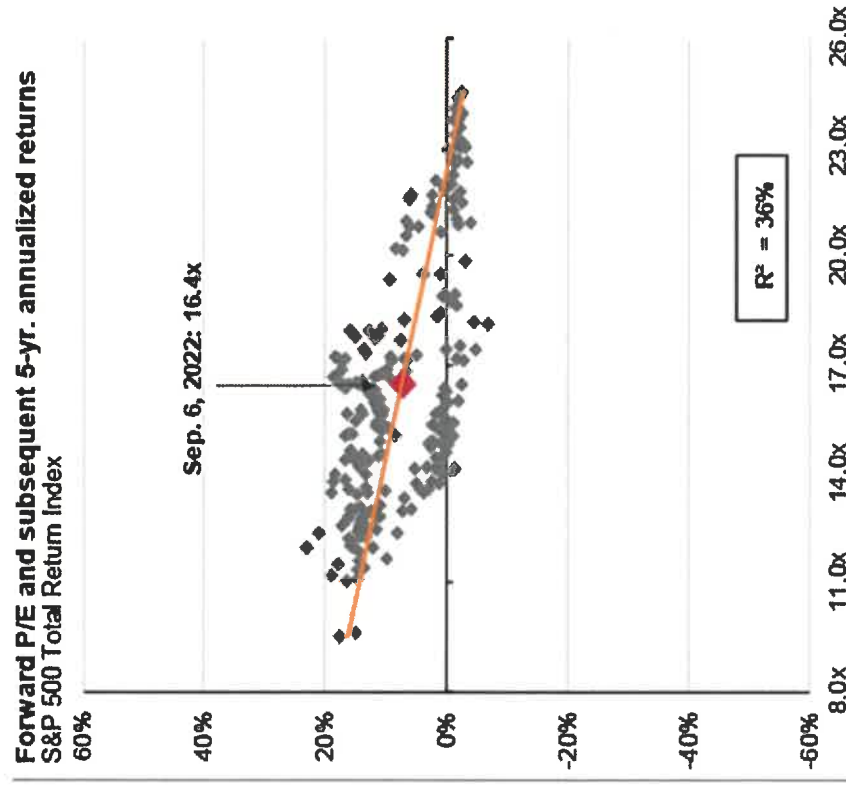
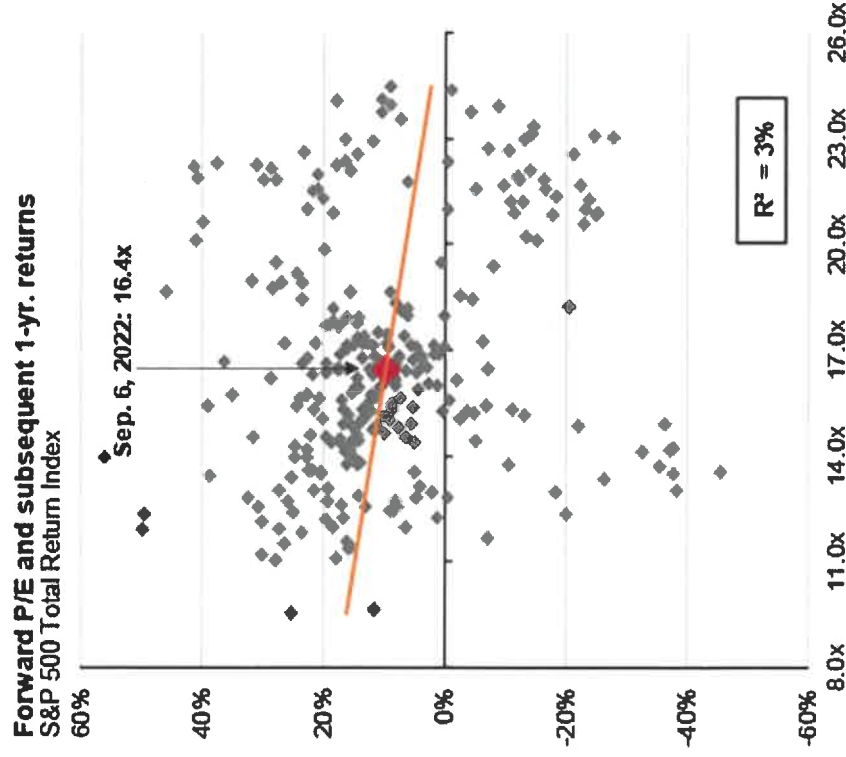
Source: JPM

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Interest Rates and Stock Movements



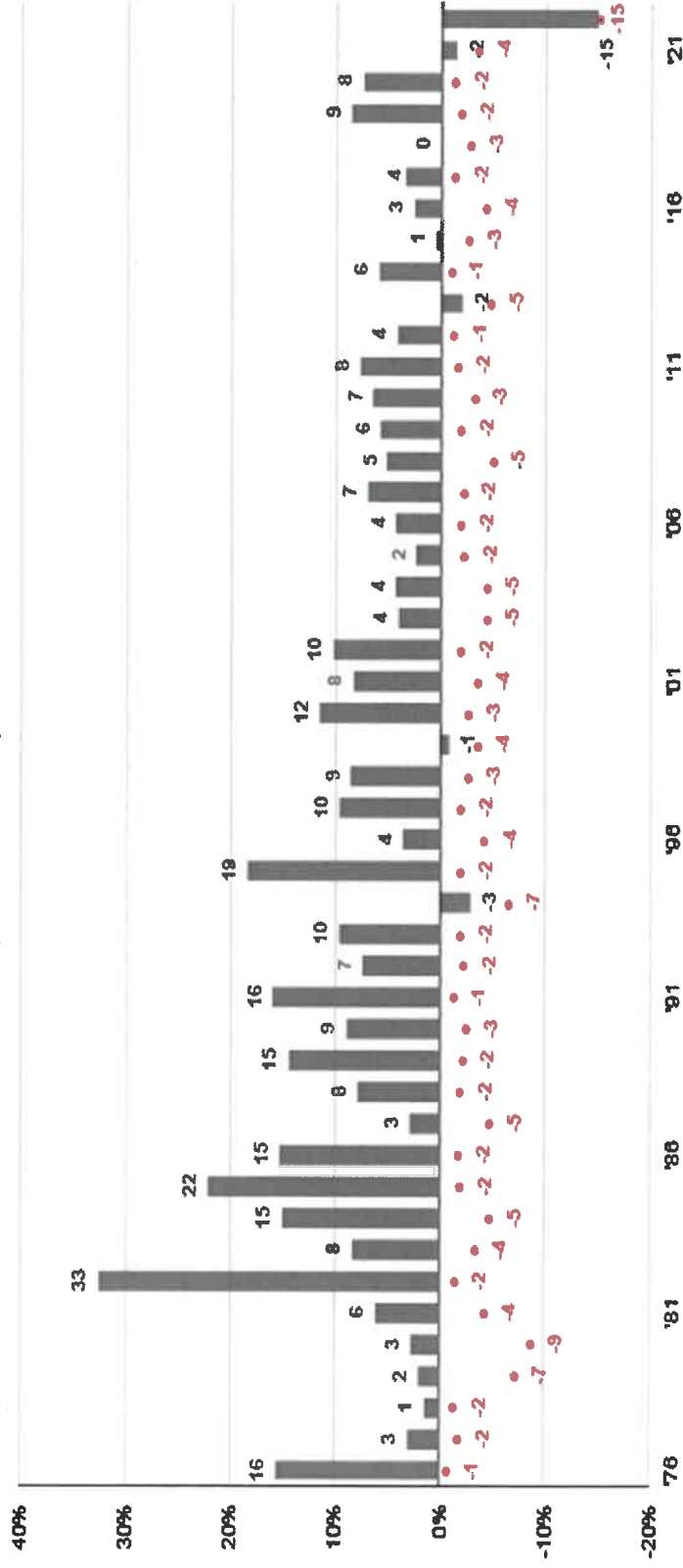
Historical data suggests that the chance of positive equity returns over the next 5 years is quite strong.



Bond Market Returns

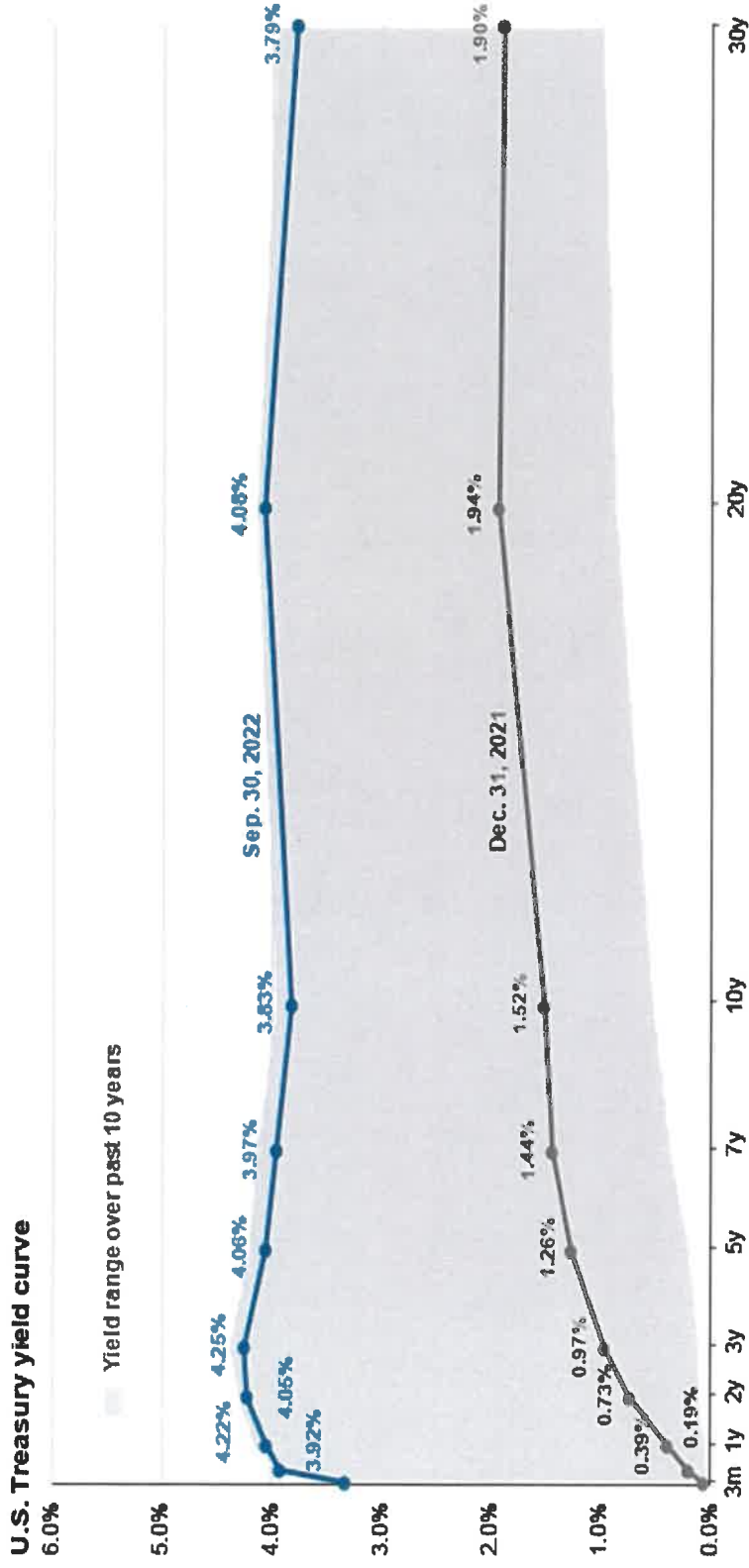
In contrast, the returns of the US investment grade bond market have no recent precedent. Note that the worst previous annual return was -3%; 2022 results are likely to be far worse.

Bloomberg U.S. Aggregate intra-year declines vs. calendar year returns
 Despite average intra-year drops of 3.1%, annual returns positive in 42 of 46 years



US Fixed Income

The significant losses in the Barclays Aggregate and other bond indices have been caused by the rapid upward shift in the Treasury yield curve this year. Short rates have moved up more and the yield curve is now flat or inverted from 1 to 30 years, which is generally a signal of an impending recession.



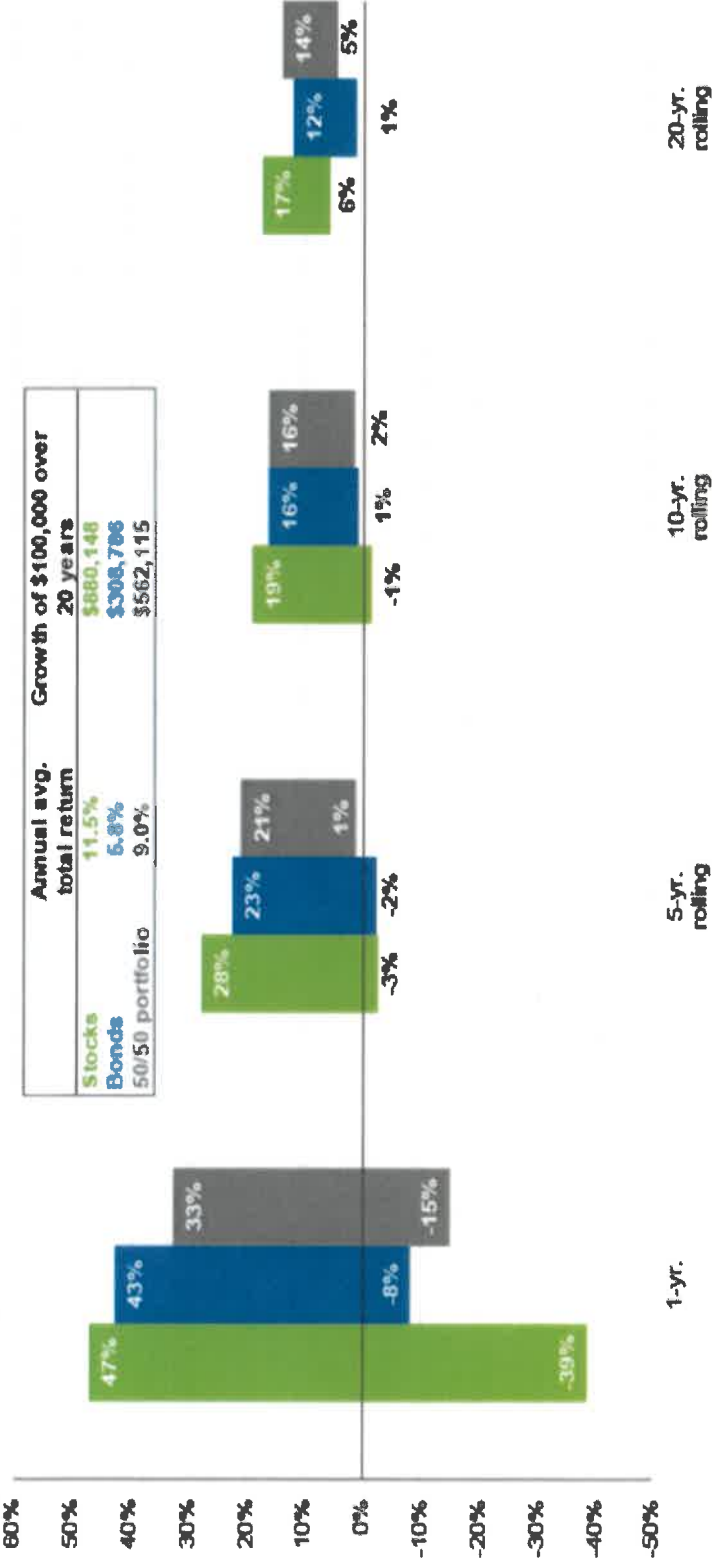
Source: JPM

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The Advantages of Patience

This chart shows the range of variability of stock, bond, and blended returns since 1950, using 1, 5, 10, and 20 year holding periods.

Range of stock, bond and blended total returns
Annual total returns, 1950 - 2021





Santa Fe Advisors

About Santa Fe Advisors



David Marion is responsible for business strategy, investment strategy, and client development and relations. David co-founded Santa Fe Advisors in April 2014 along with partners Kristina Alley and David Kantor, with whom he previously worked at First Santa Fe Advisors. David joined FSFA in June 2011, where he served as Senior Managing Director and Chief Investment Officer. Previously, David spent 18 years at JP Morgan in both Chicago and New York. While at JP Morgan, David worked at both the Investment Bank where he specialized in covering large institutional investors for alternative credit assets, and in Private Wealth Management where he managed client relationships and advised on asset allocation and balance sheet solutions. David is very active in the Santa Fe community where he serves on multiple boards, and enjoys pursuing interests which include his family, fine wine, and outdoor activities such as cycling and trail running. David has a BS in Finance from Texas A&M University and an MBA from Pepperdine University. He is a CFA® Charterholder.



Kristina Alley has over 25 years of experience providing wealth management services. At SFA, she is responsible for client relationship management, compliance, operations and finance. Kristina was a co-founder of Santa Fe Advisors in April 2014 with David Kantor and David Marion, with whom she previously worked at First Santa Fe Advisors. Kristina joined FSFA in May 2008, where she served as a Managing Director. Prior to returning to her native New Mexico, Kristina spent ten years with U.S. Trust Company of New York, where she managed investment portfolios for high net worth and institutional clients. Kristina, as a native Santa Fean, strongly supports the community, particularly educational organizations and is active with a variety of organizations in the Santa Fe area. Together with her family, she enjoys horseback riding, skiing and other outdoor activities. Kristina has also traveled extensively and speaks Spanish and Swedish. Kristina received a BA in Spanish Literature from Bryn Mawr College and an MBA from Fordham University. She is a CERTIFIED FINANCIAL PLANNER™ professional.



David Kantor has nearly 30 years of experience in the investment management industry. At SFA, he is responsible for investment policy and strategy, the evaluation and monitoring of SFA's portfolio investments, overall business strategy, and client relationship management. David was a co-founder of Santa Fe Advisors in April 2014 along with Kristina Alley and David Marion, with whom he previously worked at First Santa Fe Advisors. David joined FSFA in September 2010, where he served as a Managing Director. Previously, David spent 15 years as a partner of Prudent Management Associates, a Philadelphia-based investment advisor, where he managed the firm's Washington DC office. Before joining PMA, David was a founding partner of Cambridge International Partners, a New York-based investment banking boutique specializing in the investment management industry. David and his family are active hikers and backpackers. David received a BA in Economics from Harvard College and an MBA from the Wharton School of the University of Pennsylvania.



Santa Fe Advisors

About Santa Fe Advisors



Lincoln Barker serves as an Investment Analyst who assists with the completion of internal committee oversight performance reporting, investment due diligence, and market research. He joined the SFA team in June 2022, after interning with the firm for a year. Lincoln Barker graduated from the Colorado State University College of Business Honors Program with a Bachelor of Science in Business Administration and a concentration in financial planning. Prior to working with Santa Fe Advisors, Lincoln worked in property management and a concentration in financial planning. Lincoln generation Santa Fean that appreciates the rich history embedded within the community. In his free time, Lincoln enjoys staying active, drawing, and spending time with family.



Kolby Mitnik serves as Operations Manager where she is responsible for oversight and management of all operational activities. She also supports client relationships and regulatory compliance requirements. Prior to joining Santa Fe Advisors, Kolby served as a Senior Client Service Associate at Prudent Management Associates in Philadelphia where she managed the client service experience and developed long-term relationships with high net worth and institutional clients. Previously, Kolby worked in New York in the finance and fashion industries. Before moving into finance at Taurus Asset Management and Merrill Lynch, she worked in graphic design at J. Crew. Kolby lives in Phoenix, Arizona with her dog, Finnegan. She enjoys travel, particularly to Paris, long distance running (has 4 major marathons to her credit) and is an avid NFL football fan. Kolby holds an Associate Degree in Graphic Design from the Art Institute of Philadelphia.



Santa Fe Advisors

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LEGISLATIVE PRIORITIES 2023



NM Higher Education Unified (CUP, NMICC, & NMACC) Priorities for the 2023 Legislative Session for Instruction & General

- ▶ Funding Formula: 5% New Funding and 0% Redistribution
- ▶ Employee Compensation: 10% Cost of Living Adjustment for Public Employees (Fully Funded)
- ▶ ERB Employer Contribution: 2% - (FY23 1% for Shortfall and FY24 1%)

Unified (CUP, NMICC, & NMACC) One-Time Funding (Non-Recurring)

- ▷ \$10M Higher Education Endowment Fund
- ▷ \$25M Research Closing Fund
- ▷ \$25M for Renewal and Replacement
- ▷ \$8M Cybersecurity Funding
- ▷ Other Funding for the following: \$15M Dual Credit, \$3M Wraparound Services, \$6M Mental Health Services, \$8M Campus Safety, & \$15M Funding for Enrollment

NMHU's Priorities for Research and Public Service Projects

- ▶ **EXPANSION:** \$100K New Mexico Forest Watershed Restoration Institute / New Mexico Reforestation Center
- ▶ **EXPANSION:** \$15K Native American Social Work Institute
- ▶ **EXPANSION:** \$550K Athletics
- ▶ **NEW:** \$391K Heritage Trades Academy – Collaboration with Luna Community College



NMHU Capital Priorities

Major:

- ▶ \$5.5M Supplemental Funding for Slinger Hall Renovation
- ▶ \$8M Infrastructure Upgrades
- ▶ \$4.5M Athletic Facilities Renovation & Equipment
- ▶ \$1.8M Golf Course Equipment & Improvements
- ▶ \$1.6M HU CARES - Renovation of Connor

Minor:

- ▷ \$750M Legislative Leadership Fellowship Program Student Initiative to Improve Recruitment and Retention
- ▷ \$500K Campus Police/Security Technologies Upgrades
- ▷ \$1M Classroom & Wifi Technologies
- ▷ \$660K Buses, Vans, & Vehicles to Transport Athletes and NMHU Police
- ▷ \$250K Reconstruction of Pool Floor at the Natatorium

Questions / Contact Information:

Max Baca : EVP for Finance & Admin / Gov't Relations e: vpfa@nmhu.edu m: 505.429.9990

Dr. Denise Montoya : Assoc. VP Finance & Admin / Gov't Relations e: montoyad@nmhu.edu m: 505.429.2246

New Mexico Highlands University : Las Vegas, NM : www.nmhu.edu

HIGHER EDUCATION AND MENTAL HEALTH PROPOSAL FOR CASE MANAGEMENT NETWORK

Council of University Presidents

OVERVIEW

i During the July, 2022 meeting of the Council of University Presidents, a presentation was shared about the mental health of students in higher education in NM by Dr. Stephanie D McIver, PhD, Counseling Services Director at the University of New Mexico, and about increasing behavioral health related crises on campuses by Police Chiefs Joseph Silva of UNM and Andy Bowen of New Mexico State University. In this post-pandemic phase, as institutions are resuming traditional functions, most campuses are noting increased stress and acuity of students resulting in significantly increased inflow to the few HE Behavioral Health services available across the state.

In April, 2022, Lipson, et.al published the data from the Healthy Minds Survey (HMS), an annual web-based survey study examining mental health, service utilization, and related issues among undergraduate and graduate students. Survey data collected by the Healthy Minds Network between 2013 and 2021 from 350,000 students at 373 campuses indicate that 50% Native American/Indian students report Depression, Arab Americans experienced 22% prevalence increase with 18% decrease in treatment., and that the highest rate of treatment for Asian, Black, Latinx students is now at or below the lowest rate for White students.

The study recommends that campuses treat student mental health as a priority for investment. Establishing goals to build trust with students who are unlikely to access mental health services and taking a collaborative approach to promote mental health is key. The study also promotes engaging faculty and staff to support the mental health of racial/ethnic minority students and leveraging community and external stakeholders to promote mental health and emotional wellbeing of racial/ethnic minority students.

The Objective

i The Social Work/Case Management Network will provide access to resources and mental health care, at the campus services across the state or in the community, for students in Higher Education throughout the state.

- Need #1: improve response time for customer questions
- Need #2: improve upon weaknesses in upsell/cross-sell volumes
- Need #3: rapid training for staff on new system

The Opportunity

i In 2020, the Director of Counseling Services at UNM coalesced the directors of a number of college and university counseling services across the state towards the goal of creating a consultation and referral network. It is intended that this group expand to include all university and counseling center director. This group may serve as a support to campuses that currently do not have mental health services. Taking advantage of the new director's group to establish a network of social work professionals may result in improved access to mental healthcare for all of NM HE students.



University of New Mexico – Stephanie Melver
New Mexico State University – Jeff Harris
New Mexico Institute of Mining & Technology – Angela Gautier
Eastern New Mexico University – Susan Larsen
New Mexico Highlands University
Northern New Mexico College – Adam Baca
San Juan Community College – Julia Dengel
St. John's College – Ellen Elgart
Institute of American Indian Arts – Eliza Coombs
Southwest Indian Polytechnic Institute – Charles Baca

OUR PROPOSAL

i *This proposal for Legislative Funding is to establish a network social workers and case managers placed at each institution of Higher Education in New Mexico as non-clinical contacts for students in distress about life issues and who need resources and potential referrals to care.*

In April, 2022, Lipson, et.al published the data from the Healthy Minds Survey, annual web-based survey study examining mental health, service utilization, and related issues among undergraduate and graduate students. Since its national launch in 2007, HMS has been fielded at over 450 colleges and universities, with over a half million survey respondents. Survey data collected by the Healthy Minds Network between 2013 and 2021 from 350,000 students at 373 campuses indicate that 50% Native American/Indian students report Depression, Arab Americans experienced 22% prevalence increase with 18% decrease in treatment., and that the highest rate of treatment for Asian, Black, Latinx students is now at or below the lowest rate for White students.

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Rationale

i *The rationale for a social work/case management network in Higher Education is that not all distressed students require psychotherapeutic care offered by clinicians on campus. Stigma and lack of resources keep many students from accessing available services. Many campuses lack a counseling service or access to local mental healthcare, and with telehealth, a statewide network of resource and support services can be made available to students in Higher Education regardless of their location.*

Social Workers (non-clinical) and Case Managers are specifically trained to address resource needs and services for individual clients. Given that a significant amount of distress notes among students result from resource and service related deficits such as housing, food insecurity, transportation difficulties, parenting needs, etc... a network of staff who can address these issues, and connect students to these resources and services is key in addressing mental

health needs. Also, it is expected that this network report to the directors in the NM-AUCCCD, and participate in the proposed Project ECHO Collegiate Mental Health group to consult about student needs and connect and refer to mental health and other services across the state.

Resources

i The network of social workers/case managers will require shared access to a confidential health record through which they may document services, communicate with their student clients, release information, and with each other.

The Social Work/Case Management personnel requested in this proposal require equipment, services, and training to develop the Network. In addition to portable laptops, used to access the electronic health record and to establish remote and telehealth services in a variety of campus facilities, personnel will need to be trained in bystander intervention techniques. It is also proposed that the Counseling Center Directors Consortium partner with Project ECHO to establish a Social Work/Case Management Network consultation group.

FUNDING REQUESTED

Network Staffing (includes fringe)	Cost	Total
Social Worker Supervisors - Grade 13 (8) Placed at all Universities/Colleges and at largest Community and Tribal College	\$82,999	\$663,992
Case Managers (19) Placed at all Branches, remaining Community and Tribal Colleges	\$64,878	\$1,232,682
TOTAL		\$1,896,674
Equipment		
LapTops (27)	\$1700	\$45,900
Electronic Record Platform Fees	\$30,000	\$30,000
Zoom for Healthcare (with 27+licenses)	\$6000	\$6000
TOTAL		\$81,900
Professional Development		
Training and Licensing Stipend (27)	\$1000	\$27,000
TOTAL		\$27,000
TOTAL REQUESTED		\$2,005,574

CONCLUSION



How a Social Work/Case Management Network in Higher Education will help

The Counseling Center directors listed in this proposal, and their staffs, are challenged with meeting the mental health needs of increasingly distressed and acute students. Most centers are at capacity resulting in waitlists for services. A new approach to help students address the quality of life issues, and resource needs that contribute to declining mental health is proposed here; a Social Work/Case Management Network that spans the state, placing staff in each college and university, linked by a mission and by technology to help students access care and resources wherever they may be in the state. This new Higher Education network can help meet the goals of the Director's Consortium, which include:

- Optimizing staffing
- Consulting on campus specific scheduling models
- Collaborating on Bystander Interventions and campus wellness
- Capitalizing on telehealth to share services
- Creating pipelines for training
- Promoting employment networks
- Developing MOUs for specialty care and hospitalizations
- Creating Project ECHO Collegiate Health Collaborative

Thank you for your consideration,

Stephanie D McIver, PhD
Interim Executive Director
Student Health and Counseling
University of New Mexico

Tribe/ Pueblo/ Nation Colleges

1. Dine College, Shiprock
2. Institute of American Indian Arts, Santa Fe
3. Navajo Technical Institute
4. Southwestern Indian Polytechnic, Albuquerque

Independent Community Colleges

1. Central New Mexico Community College, Albuquerque
2. Clovis Community College, Clovis
3. Mesalands Community College, Tucumcari
4. New Mexico Junior College, Hobbs
5. San Juan College, Farmington
6. Santa Fe Community College, Santa Fe
7. Luna Community College, Las Vegas
8. New Mexico Military Institute, Roswell

Branch Community Colleges

1. ENMU, Roswell
2. ENMU, Ruidoso
3. NMSU, Alamogordo
4. NMSU, Dona Ana
5. NMSU, Grants
6. UNM, Gallup
7. UNM, Los Alamos
8. UNM, Taos
9. UNM Valencia, Los Lunas

Universities/ Colleges

1. Eastern New Mexico University, Portales
2. Northern New Mexico College - Espanola
3. New Mexico Highlands University, Las Vegas
4. New Mexico Institute of Mining and Technology, Socorro
5. New Mexico State University, Las Cruces
6. University of New Mexico, Albuquerque
7. Western New Mexico University, Silver City



**HIGHER EDUCATION UNIFIED PRIORITIES
for 2023 LEGISLATIVE SESSION**

**FUNDING FOR CREATING AN INNOVATIVE ECONOMY SUPPORTED BY ROBUST
RESEARCH AND HIGH SKILLS WORKFORCE TRAINING**

RECURRING FUNDING

I&G Funding: (\$36 million)

- Minimum of 5% increase in I&G funding, including a base adjustment for inflation in group and liability insurance, and utility costs, etc., since natural gas prices have increased by over 80% year-over-year.
 - This would allow for robust academic program redesign and program development to meet the workforce and economic development needs of an innovation economy.

Compensation and ERB Employer Contribution Increases:

- Minimum 10% compensation increase for all Higher Ed employees – fully funded, with the flexibility to budget an “average” 10% increase so institutions can address pay inequities for some of the lowest paid employees.
 - This is necessary to help our colleges compete nationally for the talent that can drive innovation.
- Fund HE Compensation at 100% of the I&G un-restricted compensation from the November report of actuals.
- Recurring appropriations to cover the FY23 (2%) and FY24 (1%) increases in “**ERB**” employer contributions and address insufficient funding in HB2 (Ch. 54, Laws 2022) to support SB36 (Ch. 29, Laws 2022) that authorized a 2% increase in FY23 and a 1% increase for FY24 for the New Mexico Educational Retirement Board (ERB) employer contribution starting in FY23. This is necessary to allow institutions to minimize tuition increases.
 - Fully Fund HE ERB employer increase(s) at 100% using the ERB agencies 1% snapshot of all ERB members and not HED un-restricted compensation numbers.

FUNDING FOR CREATING AN INNOVATIVE ECONOMY SUPPORTED BY ROBUST RESEARCH AND HIGH SKILLS WORKFORCE TRAINING

Higher Education Endowment Fund: (\$10 million) – NON-RECURRING

- Continued support for the Higher Education Endowment Fund

Workforce Training: (\$10 million) – RECURRING

- Funding for comprehensive Workforce Training support to include support for short-term bootcamp and other programs in demand by employers.

Research Closing Fund: (\$25 million) – NON-RECURRING

- Continued funding for the Technology Enhancement Fund.

High Skills Contract Training Fund Endowment: (\$10 million) – NON-RECURRING

- Creation of an endowment to support workforce training into the future.

STUDENT SUCCESS NON-RECURRING FUNDING

Dual Credit: (\$15 million)

- Significant infusion of non-recurring funding from sources outside the funding formula to support Higher Education Dual Credit programs over a three-to-five-year period.

Wraparound Services: (\$3 million)

- Support for the expansion of wraparound student support services to bolster student retention and recruitment efforts. Institutions

Mental Health Services: (\$3 million)

- Higher education is a stressful for students, one survey found over 39% of students struggle with mental health while attending school. From supporting work on individual campuses to developing a mental health structure, institutions will be able to provide mental health services to students.

Campus Safety: (\$5 million)

- The safety, and welfare of our students is a top priority for all Higher Education. The cornerstone of a safe campus is well trained campus safety personnel. Funding is needed to enhance campus safety personnel training and to provide them with robust mental health training.

Support for Enrollment: (\$15 million)

- Investment in statewide marketing and targeted enrollment growth focused on increasing enrollment in programs related to key industries identified by the NM Department of Economic Development: Aerospace, Biosciences, Cybersecurity, Film & Television Production, and Global Trade – plus other emerging industries such as Artificial Intelligence (AI).
- Invest in partnerships with public schools to expose students, parents, and HS counselors to higher education programs and campus environments.

OTHER NON-RECURRING FUNDING

Infrastructure Renewal & Replacement: (\$25 million)

- Support non-recurring funding for critical Information Technology (IT) infrastructure.
- Support to address critical deferred maintenance needs. (Use the original BR&R formula, excluding square footage added in last 5 years.)
- Support for HED to hire a consultant to update the Facilities Condition Index in the context of enrollment projections.
- Continue to support HED's Longitudinal Data Study effort

Funding for Expanded CYBERSECURITY Requirements: (\$8 million)

- Attacks against educational IT services have exploded in frequency and severity across the world, leaving many schools faced with extortion or with the rare hope of rebuilding information and services from backups, where those are available.
 - This request is to upgrade Microsoft licensing, or equivalent, for all New Mexico Higher Education Institutions (HEIs) to address institutional risks through the implementation of Microsoft's suite of enterprise safeguards. These controls are baseline best practices that will substantially improve the security posture of all HEIs. Additionally, HEIs have been informed that they cannot obtain cyber insurance without having such safeguards in place. This request is for 2 years funding to execute these two objectives: (1) implement advanced technical safeguards included in Microsoft's A5 licensing, or similar, across all New Mexico HEIs security controls and (2) ensure cyber insurance coverage/security assessments for all HEIs.

FINANCIAL AID

Lottery Scholarship:

- Support strategies to ensure the Legislative Lottery Scholarship is fully funded in 4-years.
- Legislative authorization for broad hardship exemptions to 15 SCH / 7-semester Lottery Scholarship requirements, to allow 12 SCH loads for recipients with family, personal, health, financial, employment issues.

Opportunity Scholarship:

- Support continued funding of the Opportunity Scholarship.
- Potential authorization for Opportunity Scholarship to cover 5th year costs to allow Lottery Hardship Exemption students to complete bachelor's degrees.

HIGHER EDUCATION CENTERS OF EXCELLENCE

- Fully fund the Higher Education Centers for Excellence in Cybersecurity, Sustainable Agriculture, and Sustainable/Renewable Energy Industries, and Bioscience, Early Childhood and Social Work.
- Establish new Centers of Excellence via partnerships between specific 2-year and 4-year HEIs (such as a Center around Advanced AI) with a university doing the R&D and a community college partner training technicians to support employers that use the technology.
- Align new Centers of Excellence with the key industries identified in the Economic Development Department's updates strategic plan.

GTGC Management Committee Report

HU Regents Meeting - Dec. 5, 2022

Bill Garcia

- GTGC Management Committee was charged with managing the Course to include financials, course maintenance and play. Members include Bill Garcia, chair - Larry Franken representing the County and Leo Maestas - representing the City. Dr. Sanchez served as a special consultant to the team. Season started June 25th and concluded October 31, 2022.
- Committee worked extensively with HU Fiscal Agent - Max Baca - HU VP of Finance & Administration; and Aaron Flure who was the on-the-ground HU manager and of course - the person who kept us all connected and organized around our schedule - Maria Sena !
- We met 18 times during the season to review revenues and expenses and manage the Golf Association contractors. Our goal was to ensure we managed the course to budget - which included the \$210k payments made by the 3 Principals.
- Overall results were very satisfying. We managed to stay within budget and produce a surplus (~\$100k) which will be used to supplement next year's operations.
- The MOU which formed the partnership calls for an annual report to the 3 Principals and we are looking at Dec. 13th as a possible date to meet and report.
- Next season will be scheduled to start in March/April and conclude at the end of October, 2023.
- One additional positive that has come out of this year's operations, is the agreement to establish a "walking path" for the public to use and HU's commitment to establish exercise stations - to be used by students, faculty and the public. This project is scheduled to complete before the beginning of next season. Also, the restaurant operator is being sought and hopefully, will be in place by the start of the next season in Spring, 2023.

HU Regents Mtg 12/5/2022

Golf Course - Land Development Committee Report

Bill Garcia, Chair

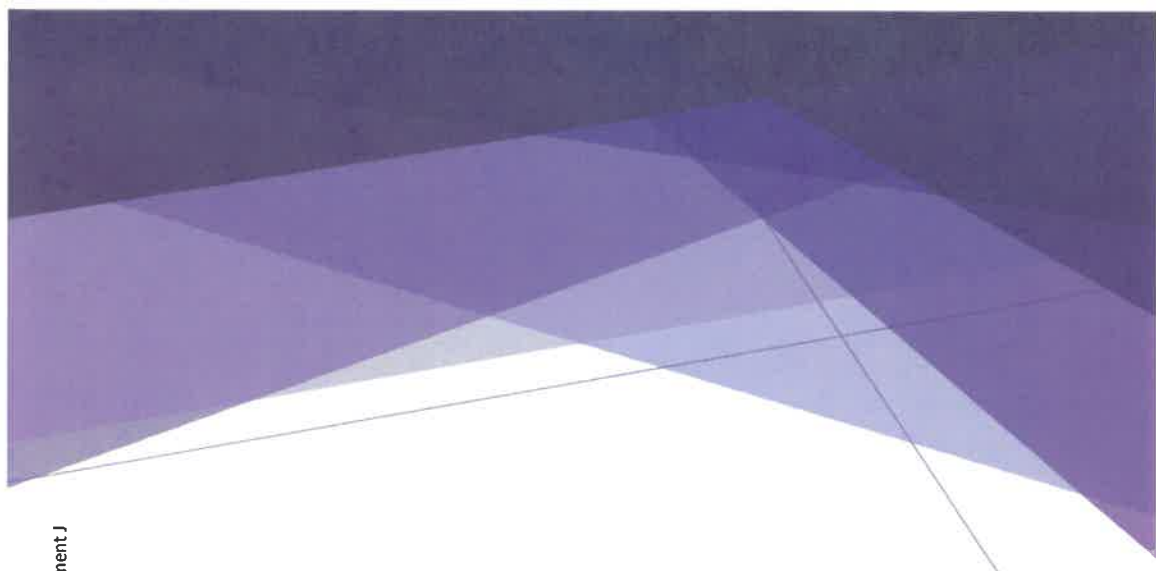
- Committee members - Dr. Minner, Max Baca, Frank Marchi, Bill Garcia, Paul Cassidy and Maria Sena.
- Adopted Mission: *Serve as the oversight committee to the Board of Regents for the purpose of examining the best way to develop the property of the University on and around the golf course, in order to provide a stream of revenue to offset the annual deficit that has accrued to its operation. Identify options and make recommendations consistent with the goal of ensuring the existing subsidies are replaced via the profit/margins established through the development of the Property. Consider the larger needs within the community in addressing these issues.*
- The group was formed in order to develop options for the Board of Regents to consider as it seeks to develop the land around the golf course for the benefit of HU, and the community.
- Group has met several times - Reviewed the work of consultant Kim Murphy which identified the needed phases for master development along with the benefits that could be attained (increased tax revenues, new, affordable middle-income housing in the community, and economic development).
- Goal will be to provide both residential and commercial development.
- One need is planning funds to hire consultant to provide for a master development as well as implementation plan with timelines.
- Committee has reached out to the NNM Economic Development District but found that it does not provide for planning grants.
- We have established a meeting with the NM Mortgage Finance Authority on Dec. 7, 2022, and will pursue the same with this agency...
- The group entertained a couple of meetings with a private sector company out of Amarillo, Texas. (Mary Lee Rogers and Rod Simon (her brother).) They had approached Dr. Minner expressing an interest in developing the golf course property. They are interested in establishing.... **"a new, modern, green development"**. They stated that they have 35 years' experience in the business and experienced in doing master planning and

development projects. There is an interest in this proposal, so the due diligence process has been established. It begins with a proposal or framework (artifact) that Arcana Family Office and Windmill private equity. Once that is received the committee will proceed with evaluating it.

President's Report December 05, 2022



Attachment J



15A. Campus Update

Fall Term, 2022 coming to a close. The “Big Three” Takeaway:

- a. Increased enrollment
- b. Exceeded our retention goal. SEM Strategic Plan goal is 58% or better. Fall 2022 retention rate was 63%; Fall 2021 52.4%; and Fall 20 63.6%
- c. Adding faculty, particularly due to endowment funding

15A (cont'd) Campus Update

New offerings/initiatives in our portfolio:

- expanded school partnership programs
- expanded dual credit offerings
- expanded offerings in social work
- near future:
 - forestry
 - nursing (recent visit by accreditor)

“New Mexico Highlands University (NMHU) is well-positioned to successfully implement a graduate program in nursing (MSN-FNP) as evidenced by extensive state funding, a severe healthcare provider shortage, sufficient qualified faculty, connections with appropriate clinical placement sites, students who are interested in enrolling, available support services, and committed leadership to sustain the program. This nursing graduate program joins NMHU’s 21 master’s programs and is anticipated to begin in Summer 2023. During conversations across campus, it was clear that they are prepared for and excited to see this new program begin and grow and to serve the rural community in a significant way.”

15A (cont'd) Campus Update

Early Enrollment Projection:

Overall, Highland's enrollment has increased 10% compared to the same time in the registration period as last year. Spring 2023 registration began November 7th, while Spring 2022 registration began November 1, 2022.

This enrollment snapshot was taken at midnight on November 29, 2022:

	Spring Semester 2023			Spring Semester 2022			Percent change		
	UG	Grad	All	UG	Grad	All	UG	Grad	All
Status									
Part-time	332	281	613	300	247	547	11%	14%	12%
Full-time	503	414	917	382	460	842	32%	-10%	9%
Student Type									
New	128	164	292	2	47	49	6300%	249%	496%
Transfer	184	0	184	38	0	38	384%	0%	384%
Dual-credit	2	0	2	3	0	3	-33%	0%	-33%
Continuing	521	531	1052	639	660	1299	-18%	-20%	-19%

15A. (cont'd) Campus Update

Athletics Update:

Mr. Andrew Ehling

Welcome Head Cross Country Coach, Bob DeVries and student-athlete Andrew Amor. They were in Seattle, Washington competing in the NCAA DII Cross Country National Championships. They returned on Saturday. Andrew was an All American in 2021 and hope to repeat as an All American this year. Coach DeVries will give a recap of the National Championships.

Women's Basketball is off to a 6-0 start for the first time in recent history and is ranked ninth in the first South Central Region poll. They played on Friday and Saturday so their record won't be up to date. They will be playing at the University of Wyoming Monday at 6:30pm. (Andrew to provide an updated record)

Outstanding performance in women's basketball, track and field, wrestling and others. Much improved performance in football.

15A (cont'd) Campus Update

New Mental Health Initiative Update:

Mr. Leon Bustos

Health and Wellness coaching has been active, and in total, we have completed 147 one-on-one sessions with various students since the beginning of the semester, with an average of 10.5 sessions a week.

The NMHU general store has had 427 visits since the beginning of the semester, with an average of 30.5 visits a week.

Utilizing the NMHU Cultural Park, 40 students customized and helped cook their pizzas in the horno. Students also engaged with SAMHSA's Eight Dimensions of Wellness and learned how each piece contributes to their well-being.

CARES sponsored a Mental Health First-Aid training, with eight students completing the training. NMHU Alumna Dr. Chelsea Lucero facilitated.

15A (cont'd) Campus Update

New Mental Health Initiative Update cont'd:

Peer-Health Educators facilitated Bystander Intervention training and facilitated the event in Melody Hall. Twelve students participated over some delicious Frito Pies.

During the Power of Service Series in November, CARES hosted a talk entitled *Navigating our New Normal: Identifying Work-Related Burnout*. The recording will be available on our website's Power of Service page.

Working with First-Year Students, a CARES campaign targeting college students' mental health challenges has been ongoing. The final products were shared with the campus community during the FYE Annual Celebration of Learning on November 30, 2022. This material is going to be used to engage with students on campus to utilize CARES resources.

Since the beginning of the semester, CARES has referred 24 students to receive services from El Centro Family Health.

15A (cont'd) Campus Update

New Mental Health Initiative Update cont'd:

CARES participated in various recruitment events to highlight campus resources.

A Food drive has been created to collect food for students who stay on campus over fall break - enough food was collected and distributed to feed 50 students.

The Out of the Darkness Suicide Awareness and Prevention 5k had 70 participants.

Students, faculty, staff, and community members created and personalized 326 suicide prevention and awareness lanterns, and we used them to light the path of the Out of the Darkness 5k run.

CARES worked with over 250 elementary students at Sierra Vista to educate and engage them regarding their unique characteristics and to accept others.

HU CARES participated in presentations for Mora High School, where over 60 students engaged in self-reflection activities focusing on improving their mental well-being

15A (cont'd) Campus Update

Marketing and Communications Update

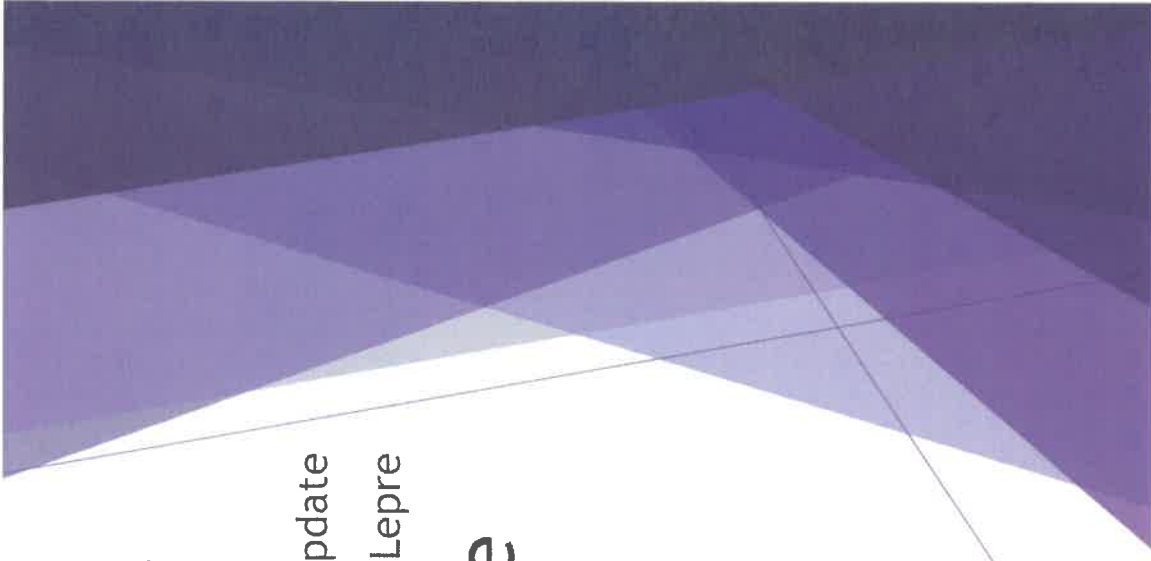
Mr. Dave Lepre

NMHU placements in recent NFL game

Example of analytics we are doing

Billboard update

Other



15B. COVID/Water Update

Mr. Lee Martinez

COVID Update:

New Mexico Highlands University is going to keep Covid safe protocols for the spring 2023 semester. Students, faculty and staff who have not uploaded their vaccination cards will be dropped from face-to-face classes. So far, NMHU has recorded 560 positive cases from faculty, staff and students associated with NMHU since the start of the pandemic. Isolation rooms are still available, meal deliveries are still available for positive cases in isolation. All buildings are at 75% capacity, Contact Tracing is still being utilized and PCR testing is at Melody Park Tuesday and Thursdays only.

Water Update:

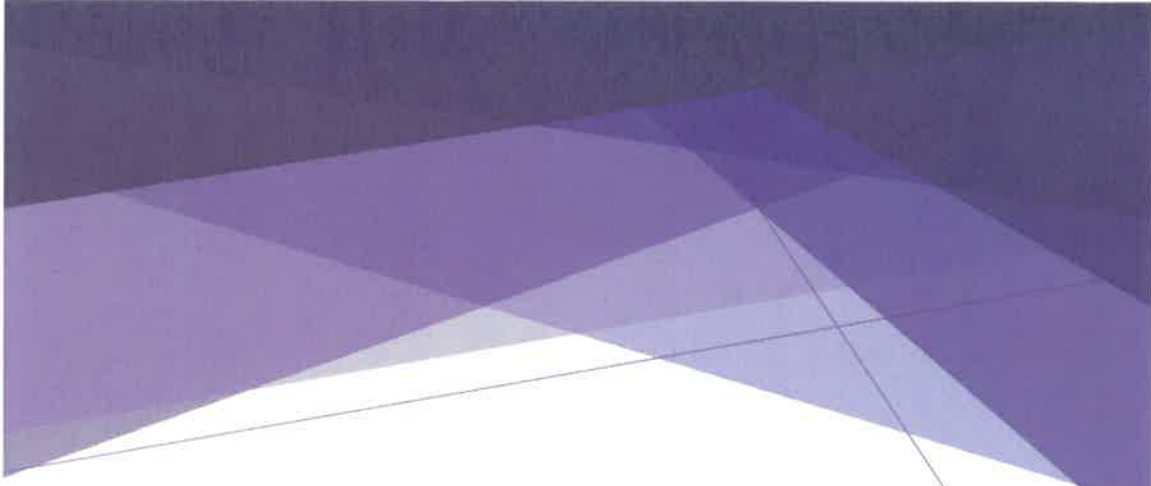
Spoke to Dennis Esquibel regarding the water situation for the Las Vegas. Advised that as long as there is water running we will be supplied with filtered water for the future. No days, for fear of panic added or counted; therefore, the City of Las Vegas does not have to worry about running out.

15C. Other

Life (slowly) returns to normal:

Viles

Shop Small Mall



The image features a white background with decorative purple geometric elements. At the top, there is a complex arrangement of overlapping, semi-transparent purple polygons in various shades, creating a layered, mountain-like effect. A thin, light purple line extends from the bottom right of this top graphic towards the center. At the bottom of the page, there is a solid purple trapezoidal shape that tapers to a point on the right side.

Questions?