



## **New Mexico Highlands University Board of Regents**

### **Special Meeting Notice May 6, 2024 at 9:00 a.m.**

May 2, 2024

The New Mexico Highlands University Board of Regents will hold a special open meeting on May 6, 2024, at 9:00 a.m. at the Santa Fe Higher Education Center in room 239, 1950 Siringo Road, Santa Fe, New Mexico 87505. The meeting will be livestreamed via Zoom. In compliance with the Open Meetings Act, the notice and agenda will be submitted to various media outlets, posted on the university's website at <https://www.nmhu.edu/board-of-regents/board-of-regents-announcements>, and in the Rodgers Administration Building no later than 72 hours prior to the meeting. The livestreamed meeting will be accessible through the following link: <https://nmhu.zoom.us/j/99373471046>

For accessibility services call 454-3269 at least 48 hours prior to the meeting to ensure that any needed equipment or special arrangements can be made available.



**New Mexico Highlands University Board of Regents**  
**Special Meeting Agenda**  
**May 6, 2024 at 9:00 a.m.**

1. Call to Order – Chairman William Garcia
2. Roll Call
3. Compliance with Meeting Notice Requirements Statement
4. Approval of the May 6, 2024 Special Meeting Agenda
5. Introduction of Regents and Comments (9:10-10:00)
6. Executive Session – limited personnel matters related to the evaluation and goals for NMHU President, pursuant to NMSA 1978, § 10-15-1(H)(2) (10:00-12:00)
7. Lunch Break (12:00-1:00)
8. Brief Presentations
  - 1:00-1:20: Academics: Dr. Roxanne Gonzales, Provost/Vice President for Academic Affairs
  - 1:20-1:40: Finance: Ms. Stephanie Gonzales, Vice President for Finance & Administration
  - 1:40-2:00: Student Affairs: Dr. Kimberly Blea, Vice President for Student Affairs
  - 2:00-2:20: Foundation/SEM: Ms. Theresa Law, Executive Vice President for Student & Donor Engagement
  - 2:20-2:40: Communications + Gov Relations: Mr. David Lepre, Vice President for Marketing, Communications & Government Relations
  - 2:40-3:00: Athletics: Mr. Jim Deisler/Ms. Shanna Halalilo, Co-Athletic Directors
  - 3:00-3:20: Faculty Senate, Dr. Lauren Fath, Faculty Senate Chair
  - 3:20-3:40: Staff Senate, Mr. Robert Anaya, Staff Advisory Senate President
  - 3:40-4:00: Student Senate, Mr. Kayl Rainer, ASNMHU President
9. Continuation of Executive Session – limited personnel matters related to the evaluation and goals for NMHU President, pursuant to NMSA 1978, § 10-15-1(H)(2) (4:00-5:30)
10. Adjournment – Action Item (5:30)

**New Mexico Highlands University**  
Board of Regents Special Meeting  
May 6, 2024

The New Mexico Highlands University Board of Regents held a special meeting on May 6, 2024, at 9:00 a.m. in room 239 of the Higher Education Center, 1950 Siringo Road, Santa Fe, New Mexico, 87505. The university made every effort to accommodate members of the public as stated in the May 2, 2024, meeting announcement. The meeting was livestreamed and accessed via Zoom through the following link: <https://nmhu.zoom.us/j/99373471046>

**Call to Order** – Chairman Garcia called the meeting to order at 9:10 a.m.

**Roll Call** – Board Members present: Mr. William Garcia, Mr. Robert Lucero, Mr. Cody Rivera, Dr. Frank Sanchez and, Ms. Danelle Smith

Administrative Personnel Present: Dr. Sam Minner, President; Dr. Neil Woolf, Incoming President; Ms. Stephanie Gonzales, CPA/Vice President for Finance, Administration; Dr. Roxanne Gonzales, Provost/Vice President for Academic Affairs; Ms. Theresa Law, JD, CFRE/Executive VP for Student and Donor Engagement (via zoom); Dr. Kimberly Blea, Vice President for Student Affairs (via zoom)

Others Present: Dr. Brandon Kempner, Chief of Staff; Dr. Lauren Fath, Faculty Senate Chair; Mr. Robert Anaya, Staff Advisory Senate President (via zoom); Mr. Kayl Rainer, ASNMHU President; Ms. Shanna Halalilo, Co-Athletics Director; Mr. Jim Deisler, Co-Athletics Director; Mr. Keith Tucker, HLC Director; Ms. Patricia Ives, NMHU Legal Counsel; Mr. James Burke, TEO Consultant; Ms. Linda Pierce, TEO Consultant; and Ms. Carolina Martínez, Senior Executive Administrative Assistant. Numerous faculty members, staff, students, community members, and public participated in the livestreamed meeting.

**Compliance with Meeting Notice Requirements**

Chairman Garcia stated that in accordance with the Open Meetings Act, the notice and agenda with the meeting date, time, and place for the May 6, 2024, special meeting were posted timely and in compliance with the NMHU Board of Regents Open Meetings Act Resolution.

**Approval of the May 6, 2024, Special Meeting Agenda**

Regent Sanchez moved to approve the May 6, 2024, special meeting agenda as presented. Regent Rivera seconded. Voting in favor: Regent Rivera, Regent Sanchez, Regent Smith, and Chairman Garcia. Motion carried.

**Executive Session – limited personnel matters related to the evaluation and goals for the NMHU President, pursuant to NMSA 1978, § 10-15-1(H)(2).** Regent Smith moved to enter into executive session for the sole purpose of discussing the item listed. Regent Rivera seconded. A roll call vote was taken, voting in favor: Regent Rivera, Regent Sanchez, Regent Smith, and Chairman Garcia. Motion carried. The Board entered into executive session at 9:27 a.m.

Regent Lucero joined the meeting at 10:15 a.m.

Regent Smith moved to return to open session and stated, for the record, that only the item specified under the executive session motion was discussed and no action was taken. Regents present confirmed. Regent Rivera seconded the motion. A roll call vote was taken, voting in favor of returning to open session were; Regent Lucero, Regent Rivera, Regent Sanchez, Regent Smith, and Chairman Garcia. Motion carried and the Board returned to open session at 12:58 p.m.

The Regents took a lunch break from 12:00 p.m. to 1:00 p.m.

### **Brief Presentations:**

#### **Academics: Dr. Roxanne Gonzales, Provost/Vice President for Academic Affairs**

Provost Gonzales identified two significant unit strengths and two opportunities for Academic Affairs. A brief discussion was held following Provost Gonzales's presentation.

##### Strength #1:

The leadership team within Academic Affairs is strong in terms of understanding our student demographics, higher education trends within New Mexico, and nationally. The deans have been able to work with our talented faculty to establish new programming that has been focused on specific workforce needs in NM: business, education, and social work, and some STEM areas. New distance programs: MA in Criminology, MA in Cultural Resource Management, BAS in General Business, BA in Organizational Leadership in Public Safety, MSN in Family Nursing Practitioner, and an Alternative Teacher Licensure graduate certificate program. New Las Vegas on-ground programs are the MFA and the BS in Wildlife Biology and Conservation. The distance programs have garnered approximately 450 new enrollments. The DNP is in the final approval stage with HLC.

Programs under consideration include a Master's in Forestry, Doctorate in Education, Doctorate in Psychology, and Doctorate of Social Work. Other programs are being explored such as a BS in GIS online in conjunction with a sister institution.

##### Strength #2:

NMHU is fourth in terms of grants among NM universities, ahead of Eastern, Western and Northern. External funding, grants, endowments, and targeted partnerships have increased over the last six years allowing academic departments to expand programs, get new lab equipment, hire new faculty and support staff, support student academic activities, and establish a Center of Excellence in Social Work, and two institutes: Native American Social Work Studies Institute and the Institute for Culturally and Linguistically Responsive Learning and Teaching.

The reputation of NMHU has increased because of the center and institutes, we are quickly becoming the "go to" institution for professional development for social workers and teachers.

##### Opportunity #1:

Establish a new model of student support that brings the different student experiences (those who want the on-campus life, those who need a blend of offerings, and those who need the flexibility of distance) together. Establish a student support structure that serves all the students to include academic advisement, financial aid, enrollment, admissions, and mental health counseling. Such models are becoming more common as they consolidate resources, create continuity of information, provide services when the student needs to access services, and establishes a culture of service for NMHU: the silos are removed.

A new model also provides an opportunity to assess the need and usage of the centers across NM. Questions to consider: Do we need separate centers? Can we co-locate with Santa Fe CC and CNM much as we do at San Juan? Do faculty currently at our centers really need to be on-site given the technology and post COVID environment?

Opportunity #2:

Following the model of the DNP, NMHU should invest in professional doctoral degrees before Eastern and Western follow our path. Having professional terminal degrees, at a distance, will establish NMHU's reputation as a quality institution, allow us to grow our own faculty for hard to fill faculty positions, provide research opportunities for undergraduates, and establish a degree pathway from bachelor's to master's to doctorate.

**Finance: Ms. Stephanie Gonzales, Vice President for Finance & Administration**

VPFA Gonzales identified two significant unit strengths and two-unit opportunities for Finance & Administration. A discussion was held following the presentation.

Strength #1:

- Implementation of new Human Resources (HR) and Payroll system
- Monthly inspection of all 1200+ emergency/exit lights and 600 fire extinguishers. Fire drills are conducted once a semester to ensure safety protocols and egress routes are being used.
- ITS has a team of dedicated staff who have accomplished great things in supporting and maintaining the NMHU technology environment. The team is small in comparison to the amount of technology that is supported by the department.
- All police, security officers and communication specialists are certified by the NM Law Enforcement Academy. Security officers are level II certified.
- Business Office is improving accounting procedures and has a skilled group of accountants.

Strength #2:

- Environmental Health and Safety (EHS) and Campus Police work closely to respond to emergency calls and coordinate work for events.
- Re-staffing of HR and evaluation of department structure and staffing needs to provide full and quality service to the community. HR is now providing services in person 2-3 days per week at Albuquerque and Rio Rancho centers.

- ITS has made significant progress to modernize NMHU's technology environment, and has implemented technology and moved some critical functions to the cloud, which has improved NMHU's cyber-resiliency.
- Police Officers are certified instructors in several areas of law enforcement such as de-escalation, fire arm weapons and tactics, Active Shooter, active threat response by the NM Law Enforcement Certified Training Program.
- Improved equipment inventory certification process

Opportunity #1:

- EHS - To invest in advanced safety to promote safe practices in all buildings and residential halls on campus.
- HR – internal training and staff retention, campus training
- ITS has identified critical infrastructure that has aged and needs to be upgraded or replaced. Poses cybersecurity and cyber-resiliency risks.
- Police – house National Crime Information Center (NCIC) resource to run our own persons, vehicles and articles through this program
- Purchasing – obtain parcel lockers for packages
- Business Office - Month end soft close implementation to improve audit and workflow
- Budget – establish department, hire staff, and continue work of new budget format into FY25

Opportunity #2:

- Update stale policies and add policies that have not been established (reserve, vehicle, investment, etc.)
- HR filing and record keeping (since 2018)
- HR historical audit of gross wages, retirement and benefit deductions
- Training for all areas
- Mandatory cybersecurity training for university staff, faculty and students
- Expand video surveillance system
- Paycom implementation has been a challenge, and it is not the system we expected now that we are fully functional i.e. it is lacking of some services needed by a higher education institution. Working to better HR processes and procedures.
- Improve collaboration between Facilities and campus.

Final Remarks:

The VPFA office and reporting departments are committed to continuing to grow and improve services for the university. Our area has a lot of work to do to bring our services up to the level that is needed by the university.

**Student Affairs: Dr. Kimberly Blea, Vice President for Student Affairs**

VPFA Blea identified unit strengths and unit opportunities for Student Affairs. A discussion regarding student affairs was held.

Strength #1

Student Affairs has implemented several **technology solutions** that improve the student experience and enhance/improve operational efficiencies. This also assists us with collecting data to track student outcomes.

- These technology solutions include Anthology, Skills First, Optimal Resume, Handshake, Residence, EZ Turn, Advocate, Uwill, Mvix digital signage, Smart Wire, Student Conduct Institute, text message, Lab Tracker, and Hometown Ticketing.
- These could be built upon through more utilization by students, staff, and faculty.
- No additional resources are needed, other than personnel time and effort.
- We will work throughout the next academic year to increase utilization.

#### Strength #2

Student Affairs provides strong **services to support students' holistic wellbeing** that are recognized as best practices. The 8 dimensions of wellness that are used as a framework for providing wellness services are emotional, spiritual, intellectual, physical, environmental, financial, occupational, and social (*SAMHSA, Adapted from Swarbrick, M. (2006). A Wellness Approach. Psychiatric Rehabilitation Journal, 29(4), 311–314.*

- The services provided include mental health counseling, health and wellness education and coaching, advocacy services, non-emergent medical care, basic needs care coordination, food pantry, career readiness, social activities, campus recreation, and outdoor recreation.
- These could be built upon by adding and expanding services that focus on financial wellness, multi-identity services, food security, and campus accessibility.
- Resources needed include staff and programming for a belonging center; funds to develop and implement a financial literacy curriculum; build a campus kitchen and greenhouse; and funds for student transportation.
- We will work through the next two academic years to identify and secure resources.

#### Opportunity #1

A significant opportunity is to become a **student ready institution**. Rather than focusing on student preparedness (or lack thereof), NMHU can prepare for entering students by identifying what must change in our policies, practices, and culture in order to be truly student ready (*AACU*).

- There are some initiatives in place or in planning that would support this. These include 1<sup>st</sup> Scholars Network, Complete College America Accelerator Project, student success coaching, and the Basic Needs Consortium.
- These could be built upon by establishing institution-wide collaboration and partnership that will provide an opportunity to assess what is working well and what needs modification.
- Resources needed include data assessment support.
- We will work throughout the next academic year to increase capacity around this initiative.

#### Opportunity #2

A significant opportunity is to **improve and enhance facilities that are overseen by Student Affairs.**

- The facilities that will be focused on include all the residential facilities, the swimming pool, mental health clinic, wellness hub, and Ilfeld Auditorium.
- These could be built upon by further developing a comprehensive student affairs facilities master capital outlay plan which includes expansive and creative funding strategies.
- Resources needed include renovation funds for the residential facilities (*approx. \$84M*), Ilfeld Auditorium (*amount unknown*), and additional funds for the swimming pool (*\$430k secured in 2024 Legislative Session & approx. \$3.5M still needed*).
- We will work throughout the next academic year to develop a plan and funding strategy. We also work to implement the projects that are already funded.

#### **Final Remarks**

Student Affairs has accomplished several initiatives but recognizes that we need to better utilize the data to demonstrate a positive impact on student outcomes. This will be addressed when the OIER Director is hired. In addition, we have been extremely resourceful with limited funds and will continue to explore other funding opportunities such as grants, reallocation of student fees, and fundraising to further enhance services for students.

#### **Foundation/SEM: Ms. Theresa Law, Executive Vice President for Student & Donor Engagement**

EVPSEM Law identified unit strengths and unit opportunities for Strategic Enrollment Management and the Foundation. A discussion regarding both Strategic Enrollment Management and the NMHU Foundation was held.

#### **Strategic Enrollment Management**

##### **Strength #1**

Ability to meet goals, including reversal of 12 consecutive years of enrollment decline with two consecutive years/9 semesters of growth; achievement of historically high retention at 63.3%; growth of funnel from under 2000 applicants to more than 11,000; and, focused recruitment of repopulation of main campus residential students.

To continue, ongoing investment in Slate utilization and institution-wide adoption of Slate, Tutor Track, etc. need to be established. Continuing growth in collaboration with alumni to establish recruiting relationships with both in- and out-of-state high schools is needed. Marketing support is a high need, and an embedded or dedicated marketing position is necessary.

Establishment of a new Strategic Enrollment Management Strategic Plan after the completion of the current plan in FY25 should allow this unit to set new goals and metrics.



### Strength #2

Data-driven decision-making, as exemplified by targeting strategy for out of state recruitment, international recruitment partnership selection and evaluation, management of enrollment funnel, and student success coaching model management. SEM constantly monitors, adjusts, and evaluates funnel data throughout the recruitment cycle. Slate has dramatically helped to facilitate this, and expanded use of Slate is desirable to maximize this.

Financial aid has also used data-driven decision making to evaluate and adjust use of institutional aid, packaging, and offering of scholarships.

Stronger support for Institutional Research is needed, and recruitment of a Director for OEIR is ongoing. Collaboration with Deans on use of data is ongoing and needs to continue to develop.

### Opportunity #1

Development of Native American Services. The goal of achieving 10% Native American undergraduate population has not been reached, due in part to difficulty in staffing this area. An additional position was added, but even when staffing is complete, we need to better coordinate these efforts on an institutional basis. We also have struggled to establish or re-establish relationships with tribal governments/educational representatives after COVID.

We also need to clarify and refine how we ask students to self-identify their ethnicity as the current forms/processes in place do not always facilitate students who wish to identify as more than one ethnicity.

More resources may be needed at our Farmington Center, the location where the greatest number of Native American students attend.

### Opportunity #2

Development of Financial Aid communications, processes, and systems continues to mature. In order to be more competitive with both in- and out-of-state schools, we must communicate more, package earlier, and market our financial aid opportunities more to students in our recruitment pipeline. We must also refine targeting of institutional aid and graduate assistantships to get the best recruitment and enrollment results from these resources. Lastly, we must develop processes that ensure spend down of all available federal and state funds, for example federal work study funding, to avoid spending institutional funds unnecessarily.

We have just hired a new Director of Financial Aid, who comes with 25+ years of experience, mainly in NM, who is expected to assist us in this. She has been tasked with review of the organizational structure of Financial Aid and we may have additional needs or resources coming from that evaluation.

### **Final Remarks**

Our SEM team overall has strong leadership and has accomplished some transformational goals for the institution. Its culture is also strong – the team takes initiative, is creative, does not make excuses, and holds itself to a high standard. Keeping enrollment growth on track now requires an institutional effort and more collaboration.

### **Foundation**

#### **Strength #1**

The Foundation has developed strong board leadership, including its Foundation Board, which has taken on the first-ever institutional fundraising campaign and has exceeded projected pace with over \$5M raised in its first two years; the Alumni Board, which has taken ownership of several major homecoming events as well as commencement events at each NMHU location while serving as a developmental pipeline for Foundation Board leadership; and, the newly formed H Club Advisory Board, the culmination of a multi-year effort to partner with our athletics booster organization after its split from NMHU and several years as a separate organization. The Foundation also has a strong campaign cabinet and cabinet chairwoman, who have led us to the fundraising success ahead of pace we are experiencing.

More professional fundraising staff is needed to support the efforts of the Foundation and campaign, and more resources will be necessary in the public phase of the campaign.

#### **Strength #2**

Alumni relations and events have dramatically matured and are producing results in fundraising and elsewhere across the organization. The Foundation averages 50 events annually, and thousands of alumni and community participants connect to NMHU through these events.

The Foundation's 5,000+ item/\$4.5M art collection and its ability to connect to donors, alumni, and friends in ways not otherwise possible is a hidden gem and underutilized strength of the Foundation. The Foundation Board Art Committee is developing a strategic plan around our collection, and plans to better market our collection and signature art event, the NM Painters' Show, are underway.

Continuing investment in alumni engagement and exploration of use of the art collection is needed, along with better use of the events database module in Raisers Edge.

#### **Opportunity #1**

Recruitment of professional advancement staff remains an area of challenge. Both external search consultants and searches as well as an internally-focused 'grow our own' approach have failed to result in stable professional staffing at the Director of

Advancement level thus far. Location, competitiveness of compensation, and the overall thin professional pool in NM have contributed to this. Without this position, many functions and oversight responsibilities can only be performed by the Executive VP, Student and Donor Engagement.

Support for recruitment of an experienced, right-fit professional staff at the Director of Advancement position and at least one additional frontline fundraising position is needed to support the campaign, but also to maximize annual fundraising. Resources will be needed as well as a creative approach to recruitment of staff.

#### Opportunity #2

Development of college/school advisory boards has proven a challenge due to limited staffing at the Foundation and focus on the campaign, but a long-term plan to develop an external advisory board focused on friend-raising and fundraising for each college or school should be the next step in building our donor base, volunteer leadership, and specialized resource base for each area.

Staffing is the key resource needed, and SMBT has begun this process, but with fits and starts and no stable structure.

#### Final Remarks

The Foundation has made incredible progress in the last several years, and has dramatically expanded its fundraising and community/alumni engagement. In order to reach the next level, continued investment in the Foundation overall, and in front-facing fundraising specifically is needed. We need guard against creep back to the volunteer-led operational model for the Foundation, and to successfully conclude the campaign.

The Board recessed at 2:25 p.m. and reconvened at 2:45 p.m.

#### **Athletics: Mr. Jim Deisler/Ms. Shanna Halalilo, Co-Athletic Directors**

Mr. Jim Deisler and Ms. Shanna Halalilo identified strengths and opportunities in the Athletics Division. A discussion was held.

#### Strength #1

The biggest strength of the athletic department is our retention and graduation rates. Our teams consistently have stronger retention and graduation rates than the general student population. As a department, we have been seeing retention rates a little above 70%. However, we have a goal of 80% retention for each of our teams. Strengthening our coaching staffs in each program and retaining coaches will assist us to reach this goal.

Enrollment is the other element of this strength. Our department will consistently maintain enrollment of about 280 student-athletes, with an opportunity for more if we can add sports. Coaches will fill rosters each year either through retaining students or recruiting new students.

### Strength #2

Athletics is considered the front porch of the University, and we have a platform that can be utilized by the institution with the following:

- Enrollment
- Community engagement and service
- Alumni, donor, and student engagement
- Adding value to the community of Las Vegas

There are athletic events that happen almost every weekend throughout the academic school year. This allows numerous opportunities to make connections with various stakeholders with the University by inviting them to a game.

### Opportunity #1

We believe that one of the biggest opportunities in the athletic department is in the area of enrollment. Our department could be a driver of on campus enrollment through the following:

- Increasing current roster sizes
- Addition of new teams
- Addition of programs which would enhance gameday experiences
  - Cheer & Dance
  - Band

### Opportunity #2

The second opportunity we see within the athletic department is to continue building and improving the culture of Athletics.

We intend to develop the culture of Athletics into one that provides a quality and holistic student-athlete experience that consists of:

- Life-long relationships with teammates, coaches and Highlands community
- Degree completion
- Athletic success
- Quality athletic facilities

An excellent student-athlete experience will produce proud alumni who will contribute to Highlands throughout their lives.

### Final Remarks

Athletics is committed to using our platform to benefit the University through consistent collaboration and shared vision.

### **Faculty Senate, Dr. Lauren Fath, Faculty Senate Chair**

Dr. Fath listed some strengths and opportunities for the Faculty Senate. Her presentation was followed by a brief discussion.

### Strengths include:

- Successful in garnering faculty to various committee vacancies
- Completed evaluation of administration and Regents
- Responded immediately to keep students on track in the midst of the cyber-attack
- Achievements -reviewing/revising/academic programs
- 21<sup>st</sup> annual faculty and student research day

Opportunities include:

- Improved collaboration with the administration
- Revising academic calendar
- Discuss how they can maintain academic rigor
- Shared governance regarding specific programs and program review

**Staff Senate, Mr. Robert Anaya, Staff Advisory Senate President**

Mr. Anaya identified two significant unit strengths and two opportunities for Academic Affairs. A discussion followed Mr. Anaya's presentation.

Strength #1

One of our greatest strengths is the longevity of our employees, which shows loyalty to the institution. They are valuable because they know Highlands, know to whom to connect students, staff, and faculty, and take pride in the university. They are the biggest promoters of Highlands, which helps strengthen and retain employees, faculty, and students.

Strength #2

One of our other strengths is that our mascot is centralized toward a rural and agricultural setting. We should benefit from fostering the Cowboy Way within the communities as well as our university.

Opportunity #1

One of the significant opportunities we miss is that we have long-lived employees who devote their working careers to this institution. They deserve regular pay raises and not have to rely on incremental pay raises allocated by the state when they occur.

Introducing a tiered system of pay raises (\$X for 1-10 years of service; \$X for 11-20 years of service; \$X for 21-30 years of service; and \$X for 30+ years of service) will give employees something to plan their futures.

Opportunity #2

We could capitalize on what it means to be a cowboy by collaborating with the outlying communities to host Cowboy Days. Buses and shuttles can be used to ferry students, staff, and faculty to the outlying areas for festivals like Bean Days in Springer and to Mora's festivals. The parade can feature cowboys and horses. Bring in the Rough Riders Re-enactments, Doc Holliday, and Billy the Kid. Promote the

Santa Fe Trail and the first Spanish Families and the Native Americans that roamed in the area. It would strengthen ties to the community, help boost tourism, boost pride in NMHU and the community, and foster neighborhood gratification.

Concluding Remarks

The above listed comments reflect one of our Senators, but also captures the sentiment of the Senate based on passed discussion. We looked forward to continued dialogue and coordination with the Board of Regents (BOR) and President Woolf.

We are appreciative of the commitment of the BOR and President Minner and the commitments made to at the BOR retreat last year.

- Last year the BOR and president committed to ongoing and expanded communication relative to shared governance, this has occurred, and we look forward to continuing in that direction
- President Minner participated on our agenda on a monthly basis to provide input and updates regarding NMHU and we look forward to that continuing with President Woolf
- We have made a proposal over the last couple of years, regarding expanded holiday leave and look forward to follow up regarding that matter
- We are appreciative of the expanded budget staff senate received for and will utilize those resources to serve the needs of our staff, including but not limited to using the funds for a first of its kind summer staff development event this June
- We have instituted a proposal that is being reviewed to expand the definition of discounted tuition for our staff and campus community
- We look forward to our continued participation in the shared governance process and having staff Senators be able to participate in additional committee work that occurs on campus
- We appreciate the involvement staff senate had with the Presidential Search and the upcoming transition.

We respectfully submit that although there are definite frustrations relative to compensation and support for our collective staff. However, The staff senate stands ready to be a partner and work in a positive manner to address the needs of NMHU Students and support the collective work and efforts of NMHU and the campus community including the Cities and Regions of Las Vegas, Rio Rancho, Albuquerque, Farmington Santa Fe and for that matter the State of New Mexico and the students we serve nation-wide. We look forward to have a more comprehensive discussion inclusive of the BOR and President Woolf to further expand focused opportunities for staff advisory senate.

Thanks again, for this opportunity to once again present the views, perspectives and requests of staff advisory senate as an essential component of shared governance at NMHU. We look forward to the future and continued collaboration, communication and coordination.

**Student Senate, Mr. Kayl Rainer, ASNMHU President**

Mr. Rainer reported he was re-elected at ASNMHU President; 14 ASNMHU Senators were also re-elected.

ASNMHU strengths:

- Good student participation in student employment, sports, legislative fellows
- Student election voting numbers doubles from 2023

Opportunities for growth:

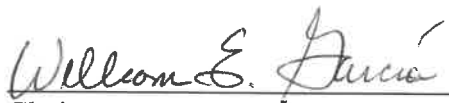
- Improved relations with faculty, staff and student senates state and country-wide
- Improved technology support for all NMHU students at centers and main campus
- Laptops provided to more students, not just students with FASFA
- Schedule more events on campus such as Springfest
- Add more programs similar to the Legislative Fellows Program; to help with retention
- Greater support underserved student groups
- Partnership with the natural resource management programs
- Ensure that NMHU is deserving of the Hispanic Serving Institution designation

**Continuation of Executive Session – limited personnel matters related to the evaluation and goals for NMHU President, pursuant to NMSA 1978, § 10-15-1(H)(2).** Regent Smith moved to enter into executive session for the sole purpose of discussing the item listed. Regent Rivera seconded. A roll call vote was taken, voting in favor: Regent Rivera, Regent Sanchez, Regent Smith, and Chairman Garcia. Motion carried. The Board entered into executive session at 5:16 p.m.

Regent Smith moved to return to open session and stated, for the record, that only the item specified under the executive session motion was discussed and no action was taken. Regents present confirmed. Regent Sanchez seconded the motion. A roll call was taken, voting in favor of returning to open session were; Regent Lucero, Regent Rivera, Regent Sanchez, Regent Smith, and Chairman Garcia. Motion carried and the Board returned to open session at 5:48 p.m.

**Adjournment – Action Item**

The meeting adjourned at 5:48 p.m.



Chairman  
NMHU Board of Regents



Secretary/Treasurer  
NMHU Board of Regents