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**Board of Regents Quarterly Meeting Minutes**  
**April 18, 2024**  
**8:30 AM – 12:30 PM (MDT)**  
**SIPI HOGAN and Zoom**

Adam J. Begaye  
Chair  
Navajo Nation  
New Mexico

Tanya Lewis  
Vice Chair  
Inter-Tribal Council of  
Arizona (North)

Esther Peterson  
Secretary/Treasurer  
Navajo Nation  
Arizona

Dr. John Bush  
Board Member  
Inter-Tribal Council  
of Arizona (South)

Darrell Flyingman  
Board Member  
Oklahoma Tribes

Donna Montoya  
Jicarilla Apache  
Nation

Francis Tafoya  
Board Member  
Eight Northern  
Pueblos

Samantha Sanchez  
President,  
SIPI Student  
Government Assoc.

Vacant  
Mescalero Apache  
Tribe

Vacant  
SIPI Alumni

Vacant  
Southern Pueblos  
Council

A. Call to Order  
Chairperson Begaye called the meeting to order at 8:44 MDT.

B. Welcome and Invocation  
The invocation was given by Regent Peterson.

C. Roll Call

Present

1. Mr. Adam J. Begaye, Chair, Navajo Nation-New Mexico.
2. Ms. Esther Peterson, Secretary/Treasurer, Navajo Nation-Arizona\*
3. Dr. John Bush, Member, Inter-Tribal Council of Arizona-South.
4. Mr. Darrell Flyingman, Vice-Chair, Oklahoma Tribes.
5. Ms. Donna Montoya, Jicarilla Apache Nation.
6. Dr. Tamarah Pfeiffer, President, SIPI (Ex-Officio, non-voting member).
7. Mr. Francis Tafoya, Eight Northern Pueblos.

\*Attended by Zoom.

Absent

1. Ms. Tanya Lewis, Vice Chair, Inter-Tribal Council of Arizona (North).
2. Ms. Samantha Sanchez, SGA President.

Vacant Board Positions

1. SIPI Alumni.
2. Mescalero Apache Tribe.
3. Southern Pueblos Council.

D. Approval of the Agenda

President Pfeiffer requested two modifications to the Agenda: (1) Addition of a Land Grant Acknowledgment Resolution, and (2) Conducting an Executive Session after the Introduction of the new employees.

**Motion to approve the agenda modifications as requested by President Pfeiffer made by Regent Bush and seconded by Regent Tafoya: 6 yes, 0 no. Motion approved.**

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E. Approval of new Board Members

Incoming Regents Gachupin and LaPaz gave self-introductions prior to the vote (noted below). Mr. Harjo was not at the meeting. It was noted that the Mescalero Apache Tribe appointed Mr. Gabe Aguilar as an Alternate when Regent LaPaz cannot attend.

**Motion to approve three new Board members (noted below) made by Regent Bush and seconded by Regent Flyingman: 6 yes, 0 no. Motion approved.**

1. Mr. Tim Harjo, SIPI Alumni.
2. Mr. Alfred LaPaz, Mescalero Apache Tribe.
3. Mr. Ray Gachupin, Southern Pueblos Council.

Chairperson Begaye was pleased to announce that all SIPI Board of Regents positions are now filled.

F. Approval of the February 5, 2024, Meeting Minutes

Regent Peterson reviewed the 02/05/24 Meeting Minutes. **Motion to approve the minutes made by Dr. Bush and seconded by Regent Tafoya: 8 yes, 0 no. Minutes approved.**

G. Introduction of New Employees

Dr. Pfeiffer introduced and welcomed the following new employees to the College:

1. Emery Arthur, Admissions.
2. Ms. Laura Garcia, Student Affairs.
3. Mr. Edwardo Serin, Grants Office.
4. Mr. Jonathan Fence, Education.
5. Mr. Doug Smith, Academic Counseling Center.
6. Dr. Tim Begaye. Academic Affairs (was detailed, now in the position)
7. Dr. Maurine Leske, Detailed BIE employee in the President's Office

President Pfeiffer noted that each of the new employees represent very high quality applicants who want to be a catalyst of change for the College.

H. Executive Session

**Motion to move into Executive Session made by Regent Bush and seconded by Regent Montoya: 8 yes, 0 no. Motion Approved.**

**The Board entered Executive Session at 9:14 MDT and the Board meeting resumed at 10:05 MDT.**

I. ACTION ITEMS

1. Organizational Chart  
Ms. Antoinette Jim discussed the proposed additions/modification to the College's Organizational Chart that if approval is given will include:

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- A. Office of the Solicitor/Ethics under BIE Support Staff.
- B. IT Specialist (Data Management) under the Office of Analytics and Outcomes.
- C. Supervisory Safety & Occupational Health Specialist under Safety and Security.
- D. Educational Specialist under the Land Grant Office.

**Regent Bush moved to approve the Organizational Chart changes, seconded by Regent Flyingman: 8 yes, 0 no. Motion approved and concurrence given.**

Discussions also noted that the College is working on a second Organizational Chart to display reporting structures in a hierarchal display. This will be presented at a future Board meeting.

2. Land Grant Acknowledgment

President Pfeiffer presented a Resolution at the meeting which stated:

“Southwestern Indian Polytechnic Institute (SIPI) respectfully acknowledges that our campus resides on the traditional lands of the Pueblo, Navajo, and Apache peoples. We recognize the enduring stewardship and connection these indigenous communities have maintained with this land; and honor and respect their diverse indigenous cultures, histories, and ongoing contributions to SIPI.”

President Pfeiffer noted that the language above was developed after benchmarking other New Mexico colleges and universities and other land grant institutions. She indicated that the resolution, if approved, will be placed on the College’s website as part of its forward facing obligations.

**Regent Bush moved to approve the Resolution, seconded by Regent Tafoya: 8 yes, 0 no. Motion approved and concurrence given.**

1. New Business

1. Graduation Rate Report

Mr. Edward Hummingbird indicated that SIPI’s graduation rate of first-time, full-time, degree-seeking students following federal definitions (i.e., up to 3 years to earn an associate degree and 1.5 years to earn a certificate) have fallen to 9%. He also reported that the College’s graduation rate has decreased by 55% over the last three years.

2. Transfer Rate Report

Mr. Hummingbird noted that SIPI’s transfer-out rate, which is the percentage of first-time, full-time degree or certificate seeking students who started at SIPI and transferred to another college or university within 150 percent of normal time to degree (as reported above) increased to 16% and is approaching national norms.

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### 3. Retention/Persistence Rate Report

Mr. Hummingbird discussed the importance of fall-to-fall persistence to increase future enrollment and persistence and completion rates. He observed that SIPI's persistence rate of first-time, full-time, degree-seeking freshmen has fallen to 26%.

### 4. Occupational Outcomes Report (for graduates)

Mr. Hummingbird said the median income of SIPI graduates gaining employment was \$24,000, which aligns with national norms.

In considering the four reports together, Mr. Hummingbird said they represent mixed results. The transfer out rates and occupational outcomes for graduates are progressing in the desired direction, but persistence and graduation rates continue to decline.

Mr. Hummingbird indicated he is working to reinstate the Persistence and Completion Team. He noted that from 2014-2018 this Team used data to enact change and improve the College's graduation rate from 8% to 22%.

Regent Bush expressed concern that 9% graduation rate is very low. Mr. Hummingbird agreed and indicated that the proportion of SIPI students who are not college ready and require Adult and Basic Education courses has increased from 66% to 86%. He reminded the Board that SIPI's community college status requires open admission and we must have support structures and processes in place to help students succeed.

**Chairperson Begaye called for a July Board of Regents Work Session to discuss Key Performance Indicators and related matters on college readiness, enrollment, persistence, and completion rates.**

President Pfeiffer said we need to think about our market and how we serve them best. Regent Bush recommended SIPI add athletics, especially cross country.

## J. Reports

### 1. SIPI Quarterly Report

#### a. College Update

President Pfeiffer highlighted efforts across the College, which include:

- Hiring a Dual Credit Coordinator
- Engaging in reporting processes required by the Higher Learning Commission to ensure that we are closing the loop.
- Providing mental and behavioral health services in Student Affairs.
- Acknowledging that SIPI was the only New Mexico college or university with a voter registration drive.
- Engaging in facilities projects, including the Science and Technology roof, gymnasium assessment, gate replacement, blue light system monitoring, and water fountains.

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- Evaluating Starlink for internet access and egress.
- Developing Technology and Facilities Master Plans.
- Receiving, through the President's Office, a \$4.0 million, five-year Complete College America Grant to support actions associated with Adult and Basic Education, distance education, and dual credit.

### b. Federal Funds

Ms. Bella Lujan reviewed appropriated revenue and expenditures with the Board. She noted that all college budgets are housed on the College's Strategic Planning Online system and offered to share the system with Board members and answer any questions that they may have.

### c. Grant Funds

Dr. Servin reviewed the Grants Report with the Board, noting that "X" means the grant does not expire. He encouraged Board members to reach out when they have questions and responded yes to Regent Gachupin's questions regarding if he writes grants and if the College has a vetting process.

## 2. BOR 2023 Accomplishments Report.

Chairperson Begaye and Dr. Joe Rives presented the Board's 2023 Accomplishments Report. There were no questions about the Report. The Report stood on review.

## 3. BOR/SIPI MOU Strategic Plan

Chairperson Begaye and Dr. Joe Rives presented the Board's 2024 Strategic Plan, with Chairperson Begaye noting our actions need to focus on student success through education, employment, and empowerment. There were no questions about the Plan. The Plan stood on review.

## 4. Board of Regents Development Office

Mr. Bobby Wallace reported that he is working with the auditors to complete the Fiscal Year (FY) 2022 Audit and that the FY2023 Audit will immediately begin thereafter.

Mr. Wallace also reported that the Development Office has entered into agreement with Mr. Ricky Ballard to build corporate and foundation partnerships and donations. Mr. Ballard will report directly to Mr. Wallace since Chairperson Begaye knows him to avoid any potential conflicts of interest. There were no Board concerns expressed over this reporting relationship.

## 5. Student Government Association

A written Report was provided in the Board Materials. Regent Sanchez was not at the meeting to answer questions.

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K. Old Business

1. SIPI Accreditation/Monitoring Report Update

- a. Program Review: Mr. Monte Monteith gave the status report of current efforts, including the completion of program reviews in Culinary Arts, Business Administration, and Natural Resources.
- b. Assessment: Mr. Monteith reported that all areas being assessed this spring, with results tied to budget and planning processes. Additionally, faculty are receiving trainings on developing/using rubrics.
- c. Enrollment: Mr. Monteith indicated efforts to stabilize enrollment include hiring a new Dual Enrollment Coordinator and reestablishing the Summer Bridge Program this year.

Other efforts in development include developing/piloting direct admission processes, implementing two year admission so students do not have to reapply, expanding distance learning, creating a marketing plan, and signing articulation agreements with Tribal Colleges and Universities.

- d. Persistence and Completion: Mr. Monteith indicated the first step currently in process is hiring a program director, mathematics and English faculty, and a new tutor. The College will be completing a Program Review on Adult and Basic Education.

Additional planned actions include establishing Key Performance Indicator(s) for Adult and Basic Education; and deploying an Integrated Advisement System, GRIT model, and Freshman Seminar; and reinstating use of the SIPI Lifecycle Model.

- Update: SIPI Name change

Dr. Rives indicated that after the last Board meeting and work session, the name National American Indian Community College was advanced. However, there was some concern if the name would be appealing to future students.

**Regent Flyingman made a motion to table voting on a name change until the next meeting to give the new board members time to study the issue and for there to be a presentation at the All Pueblos Governing Council. Second by Regent Bush: 8-0. Motion carried.**

Dr. Rives was asked to send all new Board members a chronology of the name change process and name selected.

L. Public Comments

No public comments were offered.

M. Announcements

- Commencement – April 19, 2024; Time: 10am-12pm at the Embassy Suites, 1000 Woodward PI NE, Albuquerque, NM 87102

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N. Future In-Person Meeting Schedule/Calendar

- July 30, Time TBD: Work Session on Key Performance Indicators, and Congressional follow-up.
- July 29, 2024, 9AM: SIPI Board of Regents FY2024, Quarter 3 Board Meeting.
- October 28, 2024, 9AM: SIPI Board of Regents FY2024, Quarter 4 Board Meeting.

O. Adjournment

**Motion to Adjourn made by Regent Gachupin and seconded by Regent Flyingman:  
8 yes, 0 no. Meeting adjourned at 12:57MDT.**

Meeting recorder: Dr. Joe Rives

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Note: Subsequent to the meeting, a scheduled two hour New Board Member Orientation was provided by Mr. Monte Monteith. Regents Gachupin, Harjo, LaPaz, and Montoya had not received this training yet.