

**Minutes of the Regular Meeting of the Board of Regents of the University of New Mexico
November 15, 2016
Student Union Building (SUB), Ballroom C
Executive Session-Cherry Silver Room**

Members present

Robert M. Doughty, President; Marron Lee, Vice President; Jack L. Fortner, Secretary/Treasurer; Ryan Berryman; Suzanne Quillen; Tom Clifford; Bradley C. Hosmer

Administration present

Robert G. Frank, President; Paul Roth, HSC Chancellor; Chaouki Abdallah, Provost and EVP for Academic Affairs; David Harris, EVP of Administration, COO, CFO; Gabriel López, VP Research and Economic Development; Jozi de Leon, VP Equity and Inclusion; Dorothy Anderson, VP HR; Dana Allen, VP Alumni Relations; Walt Miller, AVP for Student Life; Libby Washburn, Chief Compliance Officer; Paul Krebs, VP Athletics; Elsa Cole, University Counsel; Liz Metzger, Controller; Manilal Patel, Internal Audit Director

Regents' Advisors present

Kathy Guimond, President Retiree Association; Glenda Lewis, President GPSA; Kyle Biederwolf, President ASUNM; Pamela Pyle, President Faculty Senate

Presenters in attendance

Bruce Cherrin, Chief Procurement Officer; Chris Vallejos, AVP ISS; Vahid Staples, Budget Officer; George Williford, Financial Advisor, First Southwest; Katherine Creagan, Modrall Sperling, Bond Counsel; Melanie Sparks, Executive Project Dir. ISS

Others in attendance

Members of administration, faculty, staff, students, the media and others.

CONFIRMATION OF PRIOR SPECIAL MEETING IN EXECUTIVE SESSION

The Board of Regents met in closed session on November 15, 2016 from 7:57 to 9:02 AM in the Cherry Silver Room on the third level of the Student Union Building on Main Campus. The meeting was held in closed session under the following Open Meeting Act (NMSA 1978) exceptions: discussion and determination where appropriate of limited personnel matters as permitted by Section 10-15-1H(2), NMSA (1978); discussion and determination where appropriate of the purchase, acquisition or disposal of real property as permitted by Section 10-15-1H(8); discussion and decision, if appropriate, of strategic or long-range plans of public hospitals as permitted by Section 10-15-1H(9); discussion and determination where appropriate of threatened or pending litigation as permitted by Section 10-15-1H(7). All members of the Board of Regents were present at the meeting. The matters discussed were limited to those specified in the notice and agenda for the meeting. The board took action on one item during the closed session.

The Regents voted unanimously to accept the appeal of an August 12, 2016 Letter of Determination issued by the OEO.

CALL TO ORDER, CONFIRMATION OF A QUORUM AND APPROVAL OF THE AGENDA

Regent President Rob Doughty called the meeting to order at 9:15 AM and confirmed a quorum of members present. Regent Doughty asked for a motion to approve the agenda.

The motion to approve the agenda passed by a unanimous vote (1st Lee; 2nd Fortner).

APPROVAL OF MINUTES

Regent Doughty asked if members had reviewed the minutes of the October 18 regular meeting and if any member had corrections to make. Regent Marron Lee motioned approval of the minutes of the October 18 regular meeting.

The motion to approve the minutes of the October 18, 2016 regular meeting passed by a unanimous vote (1st Lee; 2nd Quillen).

THE PRESIDENT'S ADMINISTRATIVE REPORT

President Robert Frank opened his administrative report with a brief update on the Department of Justice agreement. All employees must complete online training about sexual harassment and misconduct by December 31. Regarding the budget, the short-term strategies will involve vacancies, use of reserves and operating budget reductions. The hiring review process continues. Regent Tom Clifford inquired what the operating budget reductions would be. There was discussion on vacancy savings.

President Frank showed a table of current year budget reductions under EVP for Administration, EVP Provost and the President/Foundation. The long-term budget strategies involve consolidating services campus-wide and reviewing efficiencies. The Budget Leadership Team will examine current expenditure priorities and potential new revenue sources. One possible strategy is reduction of high-end administrative salaries. Regarding the Marketing and Communication Review. Phase I involved consultant analysis of the functions on a campus-wide basis and a review of leadership positions. Some salaries, duties, and titles have been modified. Phase II involves an integrated model to maximize alignment and efficiency.

Regent Marron Lee commented on the security program offered at UNM. Provost responded and there was brief discussion about the University's Global and National Security Policy Institute (GNSPI).

PUBLIC COMMENT

Hope Alvarado, a 3rd-year undergraduate student spoke in favor of changing the UNM Seal. The seal is a symbol of the past and does not represent the population of the university as is now. There are only male figures on the seal. There is a need to recognize diversity and all students should be represented in the Seal. The seal also symbolized genocide.

Tiayrra Curtis, an undergraduate studying business, also from the KIVA Club and Navajo from Arizona, said it is vital to change the seal. There are many minority students at UNM and it would be a symbol to students they are heard. It is time to move forward in an era where everyone is included.

David Maile, a PhD student and leader of the Albuquerque branch of Red Nation, asked the Regents to listen to the recommendations of Dr. Jozi De Leon. Enough is enough, the time to abolish the seal is now.

Jennifer Marley, a 2nd-year student, from the Pueblos of Santo [unint.], representing also the KIVA Club and Red Nation, spoke in favor of changing the UNM Seal. Many of the Regents and others have heard her speak at various forums and meetings, and the same thing is iterated again and again. What will happen today will determine not only two years this campaign to abolish the racist seal has lasted, it will really be the head of forty years of work that students initiated here in the 60's and 70's when this seal was adopted as the presidential seal. This campaign to abolish the seal does not stand in isolation from native struggles across the world. Having the seal change now is extremely critical. This seal represents the materialization of violence and how it is ongoing, something we deal with every day. This is something that is so far overdue; the time to change the seal was yesterday.

ADVISORS COMMENTS

Kyle Biederwolf, ASUNM President, spoke in favor of changing the UNM Seal. A lot of work has gone into this and today's vote is an accumulation of this process. It has been inspiring to see the work done by the Office of Equity and Inclusion and all of the community outreach that has been done, and it is an honor to stand up here today and represent these students. Various times I've said that one of our strengths as a university is our diversity, that "each of us defines every single one of us", and no matter from what culture one is, no matter from what background one is, no matter what walk of life one comes from, that the we are important as a university and that students should feel at home as a Lobo. For the past few months, student government has diligently outreached to students about this topic. Mr. Biederwolf spoke about the various forums and ways students were reached and polled, and in summary there was overwhelming support to change the seal. The ASUNM Senate passed a resolution in support of changing the University Seal. Students believe the seal does not reflect the commitment to diversity that the University values. Mr. Biederwolf urged the Board of Regents to consider changing the seal to one that fully represents what a Lobo means. He also requested students be a part of the process to design the new seal.

COMMENTS FROM REGENTS

Regent Jack Fortner commented that at Regent Doughty's direction, an open forum was held on November 11 in the Student Union Building to receive input from constituencies who wished to speak regarding the next president of the University. The Daily Lobo published an article that very accurately summed up the statements made at the forum. Regent Doughty thanked Regent Fortner for moderating the forum. Regent Brad Hosmer also attended the forum.

Procurement Approval: High Gradient Magnetic Resonance Imaging Scanner

Bruce Cherrin presented the item. This is really a needed upgrade of a system. It is being funded about 95% through NIH; it will be housed in Domenici Hall and will be used by many different departments. Mr. Cherrin referred to the 2-page write-up of the request that was provided to Regents and requested Regents approval.

The motion to approve the procurement of the High Gradient Magnetic Resonance Imaging (MRI) Scanner passed by unanimous vote (1st Lee; 2nd Fortner).

REGENT COMMITTEE REPORTS

CONSENT DOCKET

Regent Doughty presented the consent docket and asked if any member wished to remove any item from the docket for discussion and a separate vote. No items were removed from the consent docket.

1. Health Sciences Center Committee (HSCC) Consent Item
 - a. Approval of the Nomination of Stephen McKernan, Michael Richards, Jerry Geist, and Eleana Zamora to the UNM Sandoval Regional Medical Center, Inc. Board of Directors
2. Academic/Student Affairs & Research Committee (ASAR) Consent Item
 - a. UNM Gallup - Program Deletion: Diabetes Prevention Certificate
3. Finance and Facilities Committee (F&F) Consent Item
 - a. Approval of Quarterly Financial Actions Report (formerly Fiscal Watch Report) and Monthly Consolidated Financial Report (info item)
 - b. Approval of Disposition of Surplus Property for Main Campus for October 2016
 - c. Approval of Continuation of the 1 Mil Levy District Tax and Local Board Election for UNM Gallup

The motion to accept and approve the Consent Docket items passed by a unanimous vote (1st Lee; 2nd Fortner).

FINANCE AND FACILITIES COMMITTEEApproval of University Communications and Marketing Realignment

President Frank began the presentation and stated there is completion of the second phase of the University Communications and Marketing (UCAM) review. They are proposing to have designated leadership by the Chief UCAM Officer for integrated brand management, expenditures, and organizational structural and compensation changes. All employees within that organization would work with that individual on those issues and there would be designated dotted lines to the chancellor and President for the spokesperson for both Main Campus and HSC.

Regent Lee stated that the item is carried forward from the reorganizational structure proposals at the prior Regents meeting and it finalizes the realignment.

President Frank stated that they do not have any supporting material for the item, but they have the conceptual model and will write the MOU to delineate all of the specifics.

Regent Clifford read in the minutes that it was the recommendation from the committee to realize the savings.

Regent Lee confirmed that was correct, but they also carved out communications because they had not been aligned correctly in order to best leverage and unify the message of the University.

Dorothy Anderson briefly explained what went into the action item and stated they did not have enough time to develop specifics. Based on the charge from F&F and BOR, they did an in depth review of all positions at HSC and Main Campus that were supporting these areas. They felt they could realize cost savings in the marketing and branding component of HSC and have a designated resource with Main Campus that would continue to serve HSC. That would give more control over contracts and possibly result in cost savings. They felt the web function was specialized for HSC, and that piece should continue to report to HSC but may have a dotted reporting line. They felt they had a lot of support for UNMH, UNM Medical Group, and SRMC and if they tried to change that function it would result in some disruption to HSC. They did request that there be a dotted line for the web communications piece, and they felt that would provide and ensure that branding remained consistent while still providing the autonomy that HSC needed to perform its functions. They also felt that the media relations piece should report directly to the Chancellor and President based on the critical need and nature of the situations that come up very quickly. The ability for them to respond to issues was in everyone's best interest. They will try this for a six month period, ensure they receive the efficiencies they were hoping for, ensure an MOU be drafted with HSC so their needs were being met, and that we were held to a standard and fulfilling obligations.

Regent Lee stated that at HSC from August 1st to October 28th they had media buys of almost \$400K coming out of HSC. By aligning the marketing under one person that would be able to make sure that marketing dollars are spent consistently across the board instead of having outliers.

Ms. Anderson stated the intent was to ensure they capitalized on the collective bargaining they can have between HSC and Main Campus. There should not any negative impact to what HSC is trying to do but rather combine forces.

Regent Lee stated they saw the HSC website and it was great, the issue became they spent a lot of money purchasing branding and fonts and none of that had been realized in the HSC website. The realignment would assist a consistent branding message at UNM.

Ms. Anderson stated HSC has dedicated temporary resources from the College of Pharmacy and School of Medicine web team so they can get up and running quickly. The intent would be to move them back to their department. They do not want to move them under the central model but they have the dotted reporting relationship to Main Campus for the website so there would be some oversight and assistance in decisions regarding font. The dotted line means there is approval from the President and University Communications. The day to day operations would stay with HSC but what they could do is draft a service level agreement and MOU to ensure all of those details are worked out. One reason they are requesting a six month trial period is to ensure the MOU does exactly what they are hoping it does. They believe that with an MOU and service level agreement they can have some ultimate savings and ensure consistency without breaking any processes currently in place.

Regent Clifford inquired if they have already looked at the budget for savings, part of the \$400K.

President Frank confirmed and they have looked at the budget for savings as part of the AON and Cirra review.

Regent Clifford inquired what the total budget in Marketing and Communication was.

Ms. Anderson did not have that information but stated that if there is attrition during the six month trial period, they can look for efficiencies within both entities.

Regent Clifford would like to look at the budget to ensure it is a bare bones budget in the area.

President Frank stated when the AON and Cirra report was in process, they both concluded that when it comes to marketing and communications, the budget was bare bones. They could review it with the Regents. There was no evidence they had excess capacity in those areas on Main Campus or HSC. What they will get here is more collaboration and coordination and that is critical to UNM.

Regent Lee stated they are also looking to leverage what they have because it is considered on Main Campus as bare bones. They will leverage the other entities in the University that have marketing money to make one brand.

Regent Clifford thinks that over budgeting in the current budget environment the University is not good. He would like to look at the budget to see those line items for both HSC and Main Campus.

Regent Lee asked if Ava Lovell had the budget numbers for HSC Communications and Marketing.

Ms. Lovell stated she did not have the numbers with her but they've made some big cuts due to the budget situation. She could present it at the next meeting.

Regent Lee requested a presentation of the combined HSC and Main Campus Communication and Marketing budget at the next Finance and Facilities meeting.

President Frank noted two positions were consolidated within UCAM as part of the AON process.

The motion to charge administrative staff to clarify reporting structures based on AON's recommendations in hopes of achieving economies of scale passed by unanimous vote (1st Berryman; 2nd Doughty).

Capital Project Approval: La Posada Dining Hall Renovations

Chris Vallejos presented the capital project approval for La Posada Dining Hall. La Posada is the residential dining facility for all residential students on campus and the surrounding community. The facility was built in 1969, and the total budget for the project is \$2.8 million with three funding sources; \$1.8 million from the Chartwells Client Investment Capital Fund, \$600K from the food service capital reserves, and \$400K from the energy sustainability funds. Chartwells was the selected vendor, through an RFP process, for the University's food service provider. Within the RFP, they had options in order to modernize La Posada and change the entry to a single point, creating effectiveness and efficiency.

Regent Fortner inquired when the project will start and how long it will take to complete. Mr. Vallejos responded that construction will begin at the end of May 2017 and it will be opened by August 17, 2017. It will be a summer project due to low residential activity, and they will partner with the Student Union Building to meet the food service needs of those students on campus during the summer.

Regent Berryman stated at Finance and Facilities meeting, Mr. Vallejos ensured the project will be completed before the start of Fall 2017 semester. It is on record. He asked Mr. Vallejos to elaborate on the \$1.8 million from Chartwells as it is not a gift but part of the contract the University has with the provider.

Mr. Vallejos stated that the \$1.8 million coming from Chartwells through the RFP process when they privatized food service a number of years ago. The vendor proposes capital improvements to deliver food service in various manners. Over the eight year period, they've set aside \$3 million, and \$1.8 million is for the refresh of La Posada.

Regent Berryman inquired if they are under contract longer based on the gift they are giving the University. Mr. Vallejos responded the contract is for eight years which was how the RFP was written. They have a capital project schedule and have all the funds earmarked over the eight years on what to improve. Those changes will be based on student input. Regarding the scope of the La Posada project, they are focusing on changing the side entrances to improve efficiency for service delivery. The main entrance will be created in the courtyard area. La Posada was recently changed to a 24/7 facility and a single point entry will also increase safety and security. Also for the project, they will be opening it up to add more lighting, removing the atrium, include a chef innovation station to cook food in front of students, and upgrade HVAC for energy efficiencies.

Regent Berryman wanted to clarify that no student fee revenue will be used for the project. Mr. Vallejos confirmed that was correct.

Regent Clifford inquired if the Chartwells contract is paid out of student fees. Mr. Vallejos responded the Chartwells contract is paid out of revenues generated from students that live in residence halls and food service venues through retail operations. Student resident fees are paying for that contract, a portion of which is now being used to renovate the building. Food Service is a self-supporting unit known as an Auxiliary. Through food service revenue they create margins to pay back and increase capital. The annual contract is about \$3 million. If meal plans were to increase it would be at Chartwells discretion with prior University consultation. They have held the meal plan rates stable over the last few years because of the nature of the economy.

The motion to approve the La Posada Dining Hall renovation capital project passed by unanimous vote (1st Berryman; 2nd Doughy).

Approval of Authorizing Resolution Refunding and Improvement Revenue Bonds UNM Series 2017A and 2017B

Vahid Staples presented the authorizing resolution in order to issue 2017 improvement revenue bonds for approval. Supporting documentation was included in the meeting materials eBook. George Williford, UNM's Financial Advisor from First South West Company, and Katherine Creagan, UNM's outside bond counsel from the Modrall Law Firm, were also in attendance.

Mr. Staples stated in May 2015, the Administration proposed a bond issue with several projects to further the mission of the University and enhance the student experience. One of those projects included State matching dollars, and due to the timing of the 2016 General Obligation Bonds (GOB) it was decided to split that initial issue into two issues. The first bond issue last year was for \$55 million which included \$18 million for Anderson School of Management, \$2M for Smith Plaza, and \$35 million for Johnson Center. The primary reason for splitting the issue was to see what the State support was going to be. If they did issue early, there would have also been very large carrying costs associated with issuing early and waiting to use the bonds. With the GOBs passing the second bond issue is proposed in the amount of \$45.65 million which would fund five projects, the last three were recent additions. The first project would be the Physics and Astronomy Interdisciplinary Science (PAIS) for \$37.3 million, and would be coupled with \$28.4 million in State support for a total \$65.7 million project. The Smith Plaza renewal would get an additional \$1 million on top of the \$2 million from the last bond issue for a total \$3 million project. The Biology Annex renewal would receive \$2.3 million in bond dollars, and the Art Annex renewal will receive \$3.8 million in bond dollars. The Student Health and Counseling renewal would receive \$1.25 million, which would be coupled with \$1.2 million that SHAC has in available plan balances to make a total \$2.4 million project. Given the preliminary nature of the last set of projects, the Administration wishes to secure, and not to exceed, the construction proceeds total of the \$45.65 million. All projects and budgets would be finalized prior to the bond sale.

Attachment 3 illustrated the bonding capacity and debt service projections. It estimated the annual debt service with and without capitalized interest, referred to as Cap I. The average annual payments on the bonds would be \$2.78 million per year if no Cap I was required, or \$3.3 million with full Cap I included. Cap I would be necessary if the University chooses to phase in a student fee increase over a period of time. If it is implemented one time effective for FY 18, Cap I would not be required and the total funds needed would be reduced from \$90.2 million to \$83.6 million over the 30 year term. That would equal \$6.6 million in reduced debt service.

As a result of changes on the draft audit, the bonding capacity had changed slightly from what was included in the packet. The net revenues available for debt service were \$82.9 million, which lowered the minimum coverage ratio slightly from

2.24 to 2.20, but at that rate it is still above the required amount and should keep the University in a position to maintain its Aa2 and AA ratings. Since tuition cannot be used for debt service, an analysis of the proposed projects revealed that student fees would need to be increased to fund the majority of the debt service. SHAC has the ability to fund their debt service on their portion/project, which reduced the amount of student fees needed. Also, per Regent Berryman's request, the Administration reviewed the cash flows associated with previous bond refunding and believes that a \$10 credit of those savings could be applied and used to further offset a higher student fee increase. The \$10 credit would equal \$163K per year in fee avoidance, or approximately \$4.8 million which would not be required from student fees over the term of the bonds.

Student fee scenarios with and without Cap I were on Attachment 4 and 5. If a fee increase is implemented without the offset, it would be \$160 on the total amount of debt service. If phased in over a five year period it would start at \$30 and increase year to year to a total of \$189. If they do utilize the savings, the fee increase would drop to \$150, or 2.16%, and if Cap I is included, it would start at a little lower amount and increase to \$179 over the term. Attachment 6 was the proposed financing schedule, if the Regents approved the bonds it would move forward to Higher Education Department (HED) in December 2016, State Board of Finance (SBOF) in January 2017, they would look to sell the bonds in February 2017 and they would bring it back and have the Regents approve the final pricing at that time.

Regent Berryman stated that last year's student administration did a lot of outreach and data collection. He passed that information on to the current student leadership.

Kyle Biederwolf stated that they trust the past student administration that they did as much outreach as they could and the students support this. He and Ms. Lewis are in support of the \$150 one-time increase as it will save the University \$6.6M. Students will benefit from the project.

Glenda Lewis stated reiterated Mr. Biederwolf's comments and they agreed at F&F on these changes. They knew coming into their positions this was on the radar. Since the GO Bond passed they are prepared to move forward with the one-time increase versus an incremental increase.

Regent Lee reiterated a statement Ms. Lewis made at F&F that they are making the investment for the future students coming to the University because these projects will benefit all.

Ms. Lewis stated as students they come to UNM and they need resources to further their academic aspirations and it will benefit future Lobos. In order to recruit the best students, staff, and faculty they need to have these resources. They are grateful the bonds passed. It is pertinent they do this to have sustainability at UNM.

Regent Clifford stated the Regents were provided with historical data on tuition and fees and that over seven years tuition and fees have gone up more than 30%, about 4.5% compound growth rate. There is almost no other sector in this economy that has grown like that. They need to be careful in making funding decisions as it impacts students.

Regent Lee stated they are doing a lot, especially with the Art Annex, Biology Annex, and SHAC, they are leveraging usable space and making more logical usage of that space. The Honor's College will have its own freestanding building and are giving artists on campus a brand new space to be proud and do shows. The Biology Annex is a John Gaw Meem building that will be preserved.

Regent Berryman hopes the Board takes into consideration when building the budget the additional fees approved for the project when talking about tuition and fees. He thanked EVP Harris for considering savings realized. It is his understanding that those in Santa Fe were aware and in support of the second fee increase for the projects. He hopes with the new projects they can obtain additional funding from the State.

Regent Lee stated they will work with the UNM Foundation on fundraising opportunities related to the projects.

Regent Clifford thinks that the perception is UNM is not adjusting to new budget realities. However they are using renovation rather than new construction for some areas on campus, which will save money. They need to think about tuition and fees as it may not be a good idea to increase them during the budget process.

Regent Doughty stated that he is strongly not in favor of raising tuition next year. It has been told to the Administration.

The motion to approve the authorizing resolution refunding and improvement revenue bonds UNM Series 2017A and 2017B passed by unanimous vote (1st Fortner; 2nd Berryman).

Update on UNM Press Transition (information item)

Melanie Sparks provided an update to the Regents on the UNM Press Transition. UNM Press Director John Byram was also in attendance. On November 1, 2016, President Frank made the decision to move the UNM Press from Academic Affairs to Institutional Support Services (ISS). Since that time, she has met with Mr. Byram numerous times as well as Academic Affairs and had informational discussions. She has begun analyzing the UNM Press' financial information, benchmarking data, processes, procedures, organizational structure, and will have a full review with Human Resources. She will also review previous consultancy studies. The current UNM Press deficit was at \$6.7M, with a budgeted loss of \$680K for this

fiscal year. To clarify a question asked at the F&F meeting, they went back as far as 1954 and have documentation that shows a deficit of \$22K with \$68K in revenue; about a 32% ratio. This year with the projected deficit in sales, the ratio is about 26%. The UNM Press serves the entire State, it has published NM History text books for K-12, and the State of New Mexico Public Education Department has designated the UNM Press as an in-state distribution point, which allows the UNM Press to provide books directly to the public schools. The UNM Press publishes for authors across the State, in the region, and for distributes for many New Mexico clients such as the Albuquerque Museum, NM Magazine, Museum of New Mexico Press. It also consistently received 40 awards annually. In regards to funding and what the ISS role might be, ISS brings a focused discipline to its businesses; all 15 areas meet with ISS each month and review and analyze profit and loss statements. They also talk about what is happening in the business, including challenges and opportunities. This kind of focus will help the UNM Press. The UNM Press has a \$6.7M deficit, provides goods and services to the entire State, and receives no State appropriation/funding. They are taking a look at that to see if any opportunities.

ACADEMIC/STUDENT AFFAIRS & RESEARCH COMMITTEE (ASAR)

UNM Seal Recommendations

Regent Hosmer asked Jozi De Leon, VP for Equity and Inclusion, to present the item. This is the outcome of a six-month long process to gather information about the University Seal. While this process took six-months, there has been opposition to the seal for five decades. Dr. De Leon referred to several slides that were provided in the agenda eBook. Since starting back in May 2016, there have been 5 fora and 2 meetings held. One of the special meetings was for a group of Hispanic community members and alumni. Another special meeting was held for the Native American community. Dr. De Leon discussed how data was gathered. Emails were sent via listservs for faculty, staff, students, alumni, diversity groups and others. Outreach was extensive including a custom website. Comments were gathered during fora, oral and written, and via email. The Division for Equity and Inclusion served as the repository for all comments, emails and notes. It analyzed the data and compiled the results into a report. All data was collected, collated, organized and coded according to type. A thematic analysis was used to categorize the data. Dr. De Leon discussed the various themes that arose and were defined during the process. The themes were: Bigger Challenges; Diversity/Inclusion; Hiding History; Offensive; Symbols Problematic; and Tradition. Examples of comments that fell into the bigger challenges theme were individuals who shared that they thought the University had Bigger Challenges that needed to be focused on at this time, or they viewed the process as frivolous and possibly costly during this financial climate. Examples under the Diversity/Inclusion theme, were comments from individuals feeling the University today is very different the time the seal was created, and that the seal itself did not speak to the diversity that is representative within the University. Examples of the Hiding History theme stemmed from individuals' comments regarding not necessarily changing the seal but utilizing this time to educate people about what really happened in history. Offensive theme came out of comments that for example mentioned a painful and violent history toward Native Americans and racists symbols of European and white colonizers and aggressors. The Symbols being Problematic stemmed from comments related to the conquistador and frontiersman, and their weapons were not being in keeping with UNM being an educational institution. There were suggestions for symbols that might be better, such as the Sandia Mountains, the sun, the Rio Grande. Those who were not in favor of changing the seal said it was part of tradition, it is the seal that appears on their diplomas, and it was representative of the UNM experience.

Dr. De Leon referred to a graph and discussed the numbers and types of respondents, most respondents were students, followed by staff and then faculty. There was discussion about the number of respondents that were tabulated. In all, there were 395 respondents, these were people who signed in or made comments. Regent Doughty asked if 33 alumni who were noted to have participated was a number that was capped. The number depicted were those who voluntarily participated, there was no cap. Regent Doughty asked the number of total alumni; Dana Allen, VP Alumni Relations responded there are 170,000 alumni. Regent Doughty said the number of student respondents at 151 is a very small percentage of the total student population. Regent Suzanne Quillen added the respondent rate was discussed at length in Academic/Student Affairs and Research Committee (ASAR), and she recalled Regent Hosmer had made a special request to get more information from the students. Provost Abdallah commented that he discussed also in ASAR that they had reached out in every single way to every single constituency, and the people who felt strongly one way or the other were alerted to this and participated. Others may not have felt strongly one way or the other and so didn't feel it was necessary to weigh in.

Regent Hosmer said he had asked the constituency leaders to go back to their communities and ask their groups if this report is representative and to report back. Kyle Biederwolf has already spoken on behalf of the students. Regent Hosmer asked Glenda Lewis if she could report for the graduate students and GPSA and asked Pamela Pyle if she could speak on behalf of the faculty.

There was further discussion. Regent Fortner asked about the community of Hispanic groups and if there had been a consensus. Dr. De Leon responded there was a consensus. The Hispanic group came in with some very strong feelings about maintaining the conquistador. They saw it as symbolic of honoring Hispanic tradition in the State of New Mexico and within the University. There was a lot of dialogue and during that meeting there was discussion about the historical figure

the frontiersman. At the end of that meeting, feelings had changed and the group was in favor of changing the seal. Dr. De Leon spoke about how the meetings were run, there was one meeting that had round tables instead of people speaking at mics. She spoke about engaging in dialogue that is educational and that will move the institution forward.

Student Regent Ryan Berryman said there are 395 very valid and valuable responses and he also acknowledged Regent Doughty's comment this number is a small number in comparison to all students, faculty, staff, and alumni. In ASAR committee it was discussed the possibility of obtaining a larger sample size, to which there was some pushback. What is the logic for not garnering a larger sample size, or why is this size of sample justified? Provost responded they have tried every possible way to reach every single person who is a member of this community. They tried via email, via personal calls, there has been a lot of outreach. Administration can go back and request the same thing and they may be another 100. Maybe it's not a large enough sample to be statistically significant in the big scheme of things. This can be revisited over and over but at the same time the information has been gathered and we are giving it to you to help make the decision.

Regent Quillen asked to hear from Faculty Senate and GPSA. Pamela Pyle responded the Faculty Senate will address this in its upcoming meeting. So far, speaking with faculty, they have said in general they want to support their students. Ms. Pyle said she did not want to misrepresent her constituency however before the meeting to discuss this. GPSA President, Glenda Lewis, also responded that per request in ASAR a survey was sent out to graduate students and unfortunately GPSA has not received very much feedback. Every forum that was held was posted on the GPSA website, students were encouraged to give their input, Ms. Lewis personally attended four of the forums. No feedback has been received since the ASAR meeting. Ms. Lewis said she does not want to minimize the hard work that Dr. De Leon has done. Kyle Biederwolf spoke about the ASUNM Senate passing the resolution and the senate is a diverse group elected by their peers to voice their concerns.

Regent Hosmer clarified the request for approval, a list of recommendations outlined on the last slide of the presentation. Regent Lee added comments about tight budgetary times at the University and that there are real costs to this, she and the Provost have had some discussions about this. Regent Lee is about spending taxpayers' dollars that is the best for the entirety institution.

Regent Lee said she would motion that we determine an appropriate mechanism for redesigning the new seal and we engage in a comprehensive cost analysis at this time. She clarified her motion would include that this would be under the direction of the Provost. Regent Fortner seconded the motion.

There was clarification that Regent Lee's motion included only items 2 and 3 of the list of recommendations. There was clarification with regard to students who wish for an alternative in regalia and diploma, it is not Regents' decision, but administration can address that.

The motion to approve the second and third recommendations in the list of recommendations presented, with the following wording: determine an appropriate mechanism for redesigning the new seal, under direction of the Provost, by appointing an inclusive committee, and engage in a comprehensive cost analysis that determines the phased-out plan for eliminating the seal and replacing it, passed by unanimous vote (1st Lee; 2nd Fortner).

AUDIT AND COMPLIANCE COMMITTEE

Meeting Summaries - September 2 and October 21 meetings (information item)

Regent Fortner asked Director of Internal Audit, Manilal Patel, to discuss the meeting summary reports that were provided to Regents. There was discussion about the audits that were approved in the committee. Regent Fortner briefly listed the individual audits that had been approved in committee.

Regent Clifford commented the reports supplied to the committee by Libby Washburn, the Chief Compliance Officer are very interesting. Not only do they outline the kinds of questions that are coming in to the hotline but the process she has for resolving them. There is a lot of very good information there that has been presented to the committee.

PUBLIC COMMENT

Demetrius Johnson, a senior majoring in Electrical Engineering and also the president of the KIVA Club, spoke in support of the proposal for an Indigenous Peoples' Day of Resistance and Resilience. At the ASAR committee the issue was the word, 'resistance'. A good example of that is today, when we try to enact change for the betterment of our people, we are met with resistance. Mr. Johnson said that a lot of research went into the wording of the proposal and requested that when the proposal comes to the full board for approval that the Regents take into consideration that unanimously passed by ASAR committee.

Hope Alvarado, a junior majoring in Intercultural Communication as well as Native American Studies with minor in Peace Studies, is also co-treasurer of KIVA Club, spoke in favor of the proposal for Indigenous Peoples' Day of Resistance and Resilience. We are reclaiming the word resistance to articulate the continuous oppressive reality of indigenous people go through. An example is what is going on right now in Standing Rock. Ms. Alvarado spoke about her experiences and said the proposal accurately depicts what it is they are doing by their existence here at the University, and how they are trying to make a change, not only within their communities but within their families, and to represent them.

Jennifer Marley spoke in favor of the proposal for Indigenous Peoples' Day of Resistance and Resilience and the need for the wording of the proposal as it stands now.

Rachel Levitt, a graduate student, spoke in favor of the proposal for Indigenous Peoples' Day of Resistance and Resilience. The Indigenous Peoples' Day resolution is an attempt at taking and celebrating Native People here and within Albuquerque and within the U.S. It is a day traditionally celebrated as Columbus Day. Part of this is to try to create a climate on campus and around the country that is not antithetical to Native existence. Ms. Levitt spoke about a climate on campus of anti-Indian-ness, symbols that celebrate white colonialization and dehumanization of Native Americans, and racist climate. Instead of efforts undergone to try to educate, Ms. Levitt spoke about the possible next step of going to the Department of Education to file a civil rights complaint. Regent Fortner thanked Ms. Levitt for her eloquent comments and said this is the first time someone has said an anti-Indian climate, other than the seal. Ms. Levitt responded there was a memo along with eleven demands from students sent to UNM administration and the Board of Regents earlier this year and she would be happy to send that again.

ADVISORS' REPORTS

Kyle Biederwolf, ASUNM President, stated that although the decision on the seal was not what the student body wanted, he thanked the Regents for continuing the conversation and moving forward to creating a new seal that will be inclusive to represent all students on campus. He inquired how the Regents would like ASUNM to go about obtaining more feedback/input. Regent Berryman stated students will be involved in the mechanism that the Regents would like to see. They voiced the opinion that they feel the sampling was representative of the undergraduate population. Regent Doughty would like ASUNM to aid in obtaining more Alumni feedback/input.

Mr. Biederwolf voiced his disappointment that the proclamation was not placed on the agenda today even though it passed through ASAR unanimously. Students contribute to the diversity and inclusion of our indigenous community. Their resistance is their existence. Regent Doughty stated it was his understanding that it passed if they changed the wording which did not happen so it was not included on the agenda.

Pamela Pyle, Faculty Senate President, commented that the Faculty Senate Task Force to the state-wide Gen. Ed. Core Steering Committee met with NM HED Secretary Barbara Dameron and had a great conversation. Regent Doughty attended the October Faculty Senate meeting which was a great opportunity for faculty to engage with him to voice concerns. Faculty Senate would like to have another Regent attend next semester. Ms. Pyle commented they are beginning Academic within Borders working in rural communities and will begin with Hobbs.

Glenda Lewis, GPSA President, reported on GPSA Fall Funding where there were 332 applicants, and 84 students were awarded. They were able to give out \$86K in funding. They had 68 readers who were recruited to read all applications, each paid a \$50 stipend and read 12-15 applications. They are in the process of planning for Spring Semester.

VOTE TO CLOSE THE MEETING AND PROCEED IN EXECUTIVE SESSION

The vote to close the meeting was unanimous (1st Lee; 2nd Berryman).

The meeting closed at 11:45 AM.

All members were present during closed session

1. Discussion and decision, if appropriate, of strategic or long-range plans of public hospitals as permitted by Section 10-15-1.H(9), NMSA (1978)
2. Discussion and determination where appropriate of threatened or pending litigation as permitted by Section 10-15-1.H(7), NMSA (1978)
3. Discussion and determination where appropriate of limited personnel matters as permitted by Section 10-15-1 (2), NMSA (1978)
4. Discussion and determination where appropriate of the purchase, acquisition or disposal of real property as permitted by Section 10-15-1.H(8), NMSA (1978)
5. Discussion of personally identifiable information about any individual student as permitted by Section 10-15-1.H(4), NMSA (1978)

VOTE TO RE-OPEN THE MEETING

The vote to re-open the meeting was unanimous; the meeting re-opened at 12:56 PM; the door to the Cherry Silver Room was opened.

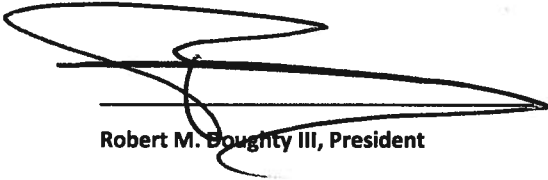
Regent Doughty certified that only those matters described in the closed session agenda were discussed and there was no item upon which action was taken in closed session.

ADJOURN

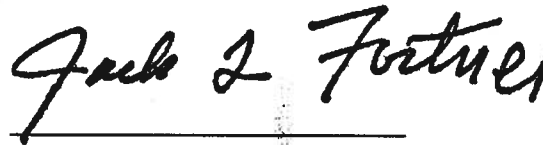
The motion to adjourn passed unanimously; the meeting adjourned at 12:56 PM.

Approved:

Attest:



Robert M. Doughty III, President



Jack L. Fortner, Secretary/Treasurer