

DeAnna Autumn Leaf Suazo (Diné, Taos Pueblo)  
1992-2021



*Photo by Jason Ordaz*

## Institute of American Indian and Alaska Native Culture and Arts Development



Board of Trustees Meeting  
February 18-19, 2022

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**INSTITUTE OF AMERICAN INDIAN AND ALASKA NATIVE  
CULTURE AND ARTS DEVELOPMENT**

**BOARD OF TRUSTEES MEETING**

**FEBRUARY 2022**

***Travel Days:*** Thursday, February 17 and Saturday, February 19 (late afternoon) or Sunday, February 20

**Friday, February 18, 2019**

**9:00 a.m. – 4:00 p.m. MST**

**COMMITTEE MEETINGS  
LKN Welcome Center Boardroom**

**Academic Affairs Committee  
Princess Johnson, Chair**

**9:00 a.m. – 10:00 a.m.**

**Location: LKN Welcome Center Boardroom**

- I. Academic Division
- II. Student Services
- III. Honorary Doctorate Nominating Committee Recommendation
  - Resolution 2022 - 003 Honorary Doctorate Recipient

**Institutional Advancement Committee  
JoAnn Balzer, Chair**

**10:00 a.m. – 11:00 a.m.**

**Location: LKN Welcome Center Boardroom**

- I. IAIA Alumni Council
- II. IAIA Foundation
  - Fundraising Initiatives
  - Alumni Relations
- III. 2022 Gala Planning

**Museum Committee  
Beverley Morris, Chair**

**11:00 a.m. – 12:00 p.m.**

**Location: LKN Welcome Center Boardroom**

- I. Museum Update

**Lunch with the Board of Trustees and Faculty Council**

**12:00 p.m. – 1:00 p.m.**

**Virtual Lunch**

<b>Strategic Plan Update</b> <b>Mary Beth Worley</b>	<b>1:00 p.m. – 1:30 p.m.</b> <b>Location: LKN Welcome Center Boardroom</b>
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<b>Audit Committee</b> <b>Bidtah Becker, Chair</b>	<b>1:00 p.m. – 1:30 p.m.</b> <b>Location: Virtual Meeting</b>
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- I. Audit Committee Pre-presentation meeting
  - Resolution 2022 – 001 FY 2021 Audit Acceptance

<b>Finance Committee</b> <b>Larry Roberts, Interim Chair</b>	<b>1:30 p.m. – 2:30 p.m.</b> <b>Location: LKN Welcome Center Boardroom</b>
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- I. Budget to Actuals – year to date
- II. Gift Acceptance Resolution
  - Resolution 2022 - 002 First Quarter Gift Acceptance Resolution
- III. Museum Shop and Bookstore
- IV. Human Resources
- V. Facilities

<b>Board Dinner</b> <b>The Shed – 113 ½ East Palace</b>	<b>6:30 p.m. – 8:00 p.m.</b>
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**Saturday, February 19, 2022**  
**GENERAL SESSION**  
**IAIA Board of Trustees**  
**Lloyd Kiva New Welcome Center Boardroom**  
**10:00 a.m. – 12:00 p.m.**

- I. Call to order – Loren Kieve, Chair
- II. Invocation
- III. Determination of a Quorum
- IV. Consent Agenda
  - Approval of the Agenda
  - Approval of Minutes - November 2021
- V. President's Report
- VI. ASG President's Report
- VII. Academic Affairs – Princess Johnson, Chair
  - Resolution 2022 - 003 Honorary Doctorate Recipient
- VIII. Institutional Advancement Committee – JoAnn Balzer, Chair
- IX. Museum Committee – Beverly Morris, Chair
- X. Finance Committee – Larry Roberts, Interim Chair
  - Resolution 2022 – 002 – First Quarter Gift Acceptance
- XI. Audit Committee – Bidtah Becker, Chair
  - Audit Presentation-Jaramillo Accounting Group
  - Resolution 2022 -001 – FY 2021 Audit Acceptance
- XII. New Board Business
  - 60/50 Anniversary – Patsy Phillips and Dr. Martin, Co-Chairs
- XIII. Executive Session (if necessary)
- XIV. Adjourn



## IAIA Board of Trustees 2022 Schedule of Meetings

<b>February 18, 2022</b>	<b>Friday</b>	Committee Meetings	<b>9:00 a.m. – 4:00 p.m.</b>
<b>February 19, 2022</b>	<b>Saturday</b>	General Session	<b>10:00 a.m. – 12:00 p.m.</b>

*\*Travel Days: Thursday, February 17<sup>th</sup> and Saturday, February 19<sup>th</sup> (late afternoon) or Sunday, February 20<sup>th</sup>  
(\*Meeting dates and times subject to change)*

<b>May 12, 2022</b>	<b>Wednesday</b>	Partnership Celebration	<b>5:30 p.m. – 7:00 p.m.</b>
<b>May 12, 2022</b>	<b>Thursday</b>	Committee Meetings	<b>9:00 a.m. – 4:00 p.m.</b>
<b>May 13, 2022</b>	<b>Friday</b>	General Session	<b>12:00 a.m. – 4:00 p.m.</b>
<b>May 14, 2022</b>	<b>Saturday</b>	Commencement	<b>11:00 a.m. – 1:00 p.m.</b>

*\* Travel Days: Wednesday, May 11<sup>th</sup> and Saturday, May 14<sup>th</sup> (late afternoon) or Sunday, May 15<sup>th</sup>  
(\*Meeting dates and times subject to change)*

<b>August 17, 2022</b>	<b>Wednesday</b>	IAIA Gala	<b>5:30 p.m. – 9:00 p.m.</b>
<b>August 18, 2022</b>	<b>Thursday</b>	Board Retreat/General Session	<b>9:00 a.m. – 4:00 p.m.</b>
<b>August 20-21, 2022</b>	<b>Sat/Sun</b>	Indian Market	<b>10:30 a.m. – 3:30 p.m.</b>

*\*Travel Days: Tuesday, August 17<sup>th</sup> or Wednesday, August 18<sup>th</sup>, and Friday, August 19<sup>th</sup>  
(\*Meeting dates and times subject to change)*

<b>November 4, 2022</b>	<b>Friday</b>	Committee Meetings	<b>9:00 a.m. – 4:00 p.m.</b>
<b>November 5, 2022</b>	<b>Saturday</b>	General Session	<b>9:00 a.m. – 12:00 p.m.</b>

*\*Travel Days: Thursday, November 3<sup>rd</sup> and Saturday, November 5<sup>th</sup> (late afternoon) or Sunday, November 6<sup>th</sup>  
(\*Meeting dates and times subject to change)*

## IAIA Board of Trustees Committees and Liaisons

2022

<b>Executive Committee</b> Dr. Robert Martin, President  Loren Kieve, Chair Beverley Morris, Vice Chair Ann Marie Downes, Treasurer Brenda Kingery, Secretary JoAnn Balzer, Member at Large	<b>Academic Affairs Committee</b> Felipe Colon, Academic Dean  Princess Johnson, Chair Ann Marie Downes Brenda Kingery Larry Roberts Matt Snipp
<b>Audit Committee</b> Lawrence Mirabal, CFO  Bidtah Becker, Chair Barbara Ells Charlie Galbraith	<b>Finance Committee</b> Lawrence Mirabal, CFO  Larry Roberts, Chair Charlie Galbraith
<b>Museum Committee</b> Patsy Phillips, Director  Beverly Morris, Chair Bidtah Becker Andrea Burgess Barbara Ells Charlie Galbraith Princess Johnson Larry Roberts Matt Snipp	<b>Institutional Advancement Committee</b> Suzette Sherman Director, Institutional Advancement  JoAnn Balzer, Chair Bidtah Becker Barbara Ells Charlie Galbraith Beverly Morris
<b>Accreditation Liaisons</b> Mary Beth Worley, Director, Office of Institutional Research  Ann Marie Downes, Chair Andrea Burgess Barbara Ells Matt Snipp	<b>President Martin's Annual Evaluation</b> Loren Kieve, Board Chair  Beverly Morris, Chair Bidtah Becker Andrea Burgess
<b>Scholarship Event Board Liaisons</b> Suzette Sherman Director, Institutional Advancement  JoAnn Balzer Barbara Ells Beverly Morris  <b>Foundation Board Liaisons</b> Suzette Sherman Director, Institutional Advancement  Barbara Ells Beverly Morris	<b>Honorary Doctorate Board Representatives</b> Dr. Robert Martin, President  Princess Johnson JoAnn Balzer Larry Roberts

# **INSTITUTE OF AMERICAN INDIAN ARTS**

## **2021-2022 BOARD GOALS**

### **Institutional Advancement Committee**

- Each Board member makes a commitment of time, treasure, and/or talent in support of IAIA's advancement plan and goals. Make an annual gift that is personally significant. Host at least one event annually to educate your friends/prospective donors about IAIA's mission, programs, and case for support.
- Approve IAIA's fundraising plan.
- Engage in appropriate advancement and outreach efforts with donors, alumni, and other IAIA stakeholders. Assist in the identification of prospective donors by identifying at least five prospects. Accept a select portfolio of donors for stewardship and cultivation.
- Continue to strengthen the partnership with the IAIA Foundation Board. The Board will invite the Foundation Board of Directors Chair and representatives to attend regularly scheduled Board of Trustee meetings. The Foundation Board will invite Board members or liaisons to the Foundation meetings.

### **Audit Committee - Multi-Year Goals**

#### **SY 2020-2021**

- Establish a committee charter that clearly defines the Committee's role and authority. This way, there is always a clear roadmap even when changes to membership occur.
- Create a calendar for review of auditors, according to generally accepted best practices.

#### **SY 2021-2022**

- Have training on the review and understanding of the yearly financial audit for all trustees. Aimee and Larry can lead one, and the auditors could conduct a second session

#### **SY 2022-2023**

- Over the course of four quarters, review audit committee best practices as defined by NACUBO (Nat' l Association of College & University Business Officers). A proposed approach is for the Committee to break up the duties/best practices into 1/4ths and tackle a fourth of them each quarter



### **Finance Committee Goals**

- Establish a committee chartered by May 2021 that outlines the roles and responsibilities of the Finance Committee.
- Conduct training at the finance committee and board level during the 2021 and 2022 academic years on how to interpret financial statements, understanding the budget process, and board responsibilities in the oversight of the investment portfolio. (We would use the next year to establish the training plan, including timeline, trainers, etc.)
- Identify opportunities to increase collaboration between the audit and finance committees by May 2021.
- Meet at least three times a year in between scheduled Board meetings as a committee starting in 2021.

### **Museum Committee**

- Create vital partnerships with art collectors to build and enhance the museum's collection.
- Host a reception in 2022 to celebrate the museum's 50<sup>th</sup> anniversary and IAIA's 60<sup>th</sup> birthday.
- In order to increase Trustee involvement with the museum, the Committee will meet at least three times a year to plan the reception event and review collection areas in need of enhancement.

### **Academic Affairs Committee**

- Meet at least three times a year in between scheduled Board meetings as a committee
- Increase the Board's relationship with faculty, staff and, students by guest speaking at various events hosted by the following: Faculty, Staff Council, Student Success Center, or Associated Student Government
- Increase board involvement in distance learning by providing recorded or live lectures regarding their backgrounds and areas of experience/expertise
- Annual recruitment training will be conducted in which recruitment materials and schedules of recruitment trips and venues will be provided to Trustees.
- At least one member of the Committee will attend the annual Higher Learning Commission Conference on Accreditation each year.

**INSTITUTE OF AMERICAN INDIAN ARTS**  
**BOARD OF TRUSTEES**  
**GENERAL SESSION**  
**MEETING MINUTES**

**Friday, November 12, 2021**  
**LKN Welcome Center Board Room**

<b>Board Members:</b>	Loren Kieve, Chair	Dr. Robert Martin	JoAnn Balzer
	Barbara Ells	Matthew Snipp	Bidtah Becker
	Princess Johnson	Larry Roberts	Beverly Morris
	Andrea Burgess	Brenda Kingery	Davidsarah Kaplan
<b>Absent:</b>	Ann Marie Downes	Charles Galbraith	
<b>Staff:</b>	Angie Brown	Mary Beth Worley	Larry Mirabal
	Laurie Logan Brayshaw	Patsy Phillips	Suzette Sherman
	Nena Martinez Anaya	Jason Ordaz	Felipe Colón
	Mannie Ramirez	James Lujan	Lonnie Begay

- I. **Call to Order**  
Loren Kieve, Chair, called the meeting to order at 9:00 am MST.
- II. **Invocation**  
Princess provided the invocation.
- III. **Determination of a Quorum**  
Loren Kieve determined that a quorum was present.
- IV. **Approval of the agenda**  
A motion to approve the agenda was made by Beverly Morris and seconded by Princess Lucaj Johnson. Motion carried.
- V. **Approval of minutes**  
A motion to approve the August 2021 meeting minutes was made by Beverly Morris and seconded by Princess Lucaj Johnson. Motion carried.
- VI. **President's Report**  
IAIA has contracted with eTrueNorth to conduct COVID surveillance testing on campus. Five hundred twenty-one individuals have been tested. So far, there have been nine positive cases, with five on-campus and four off-campus. Testing will continue through the end of the year. eTrueNorth can't provide a vaccine clinic for IAIA. However, they will schedule appointments for students, faculty, and staff at Sam's Club and Walmart. In addition, Dr. Martin plans to contact the NM Department of Health to see if they can schedule a booster vaccine clinic that will include the booster for the campus population. Overall, 98% of the campus is vaccinated.

The Southwest TCU presidents have voted unanimously to cancel the 2022 AIHEC Student Conference and the basketball tournament because of the uncertainty of the Pandemic and concern for TCU students and tribal communities. However, if all goes well, IAIA will host the '23 Conference.

#### Institutional Research

Mary Beth Worley is working on the next iteration of the strategic plan. The Strategic Planning Committee met in October, and recently in November, they have agreed to make some changes to the language in the vision, values, and mission statement. The Committee will meet in the Spring to complete the strategic plan and present it to the Trustees for their approval in May.

On October 13, Anita Gavin submitted the MFA in Cultural Administration, Substantive Change application to the Higher Learning Commission (HLC). The HLC acknowledged the receipt of the application, which is now under review by the Change Review Panel; IAIA should hear its decision in six to ten weeks.

The Cultural Administration Program in Museum Studies focuses on two areas. The first is for students interested in becoming administrative leaders in a museum, cultural center, or arts administration in a tribal cultural setting. The other area is Indigenous Liberal Studies, cultural preservation, and other subjects usually part of contemporary leadership within an Indigenous environment. In addition, the Program is to prepare Indigenous individuals for Administrator or top-level museum professional positions within major national or international museums.

#### Communications

Jason Ordaz has been selected as the permanent Director of Communications. He is currently working with a developer at LDD Consulting to enhance IAIA's website navigation and sub-navigation.

Bidtah Becker asked for clarification on the terminology used in the Communications Report. Jason Ordaz shared that engagement metrics measure how much the website visitors interact. The metrics he shared tell where visitors are going on the website, how long they stay, how often they enter, and from where they are located. Live stream events and social media are real-time active views. Communications can generate reports that identify the locations where the events are viewed. He plans to post a Communications Writer position. This position will conduct interviews and write stories told by the IAIA Community, including the trustees, for publication. This individual will also write, edit, and proofread material going to other news media outlets.

Loren Kieve asked about resuming the weekly radio show broadcasts. In the future, the Communications staff plans to Livestream broadcasts of the campus and Museum events conduct real-time video interviews, podcasts, panel discussions, and exhibition openings. In addition, opening access through the IAIA website and social media platforms, both nationally and internationally, to reach a wider audience.

### Sponsored Programs

The Land-Grant Program has harvested two buckets of honey and will produce honey sticks with biodegradable plastic straws to share with the community. In addition, they will work on a restoration project with an individual from the Cochiti Pueblo Natural Resources Program to map the area and install a trail system for planting.

To expand their repertoire in Continuing Education. Johnathon Breaker has contacted Connor Chee (Navajo), a classical pianist who composes and combines Navajo music with classical to teach next semester. He has also spoken with Annette Begay, a Geneticist from Chinle, who will educate the community on how Indigenous people can work with science. In addition, IAIA alum Bryson Meyers (Chippewa-Cree) '21 will teach a drum-making class in the Hogan.

Laurie Logan Brayshaw has rewritten the policies and procedures for Title IX to reflect the Association of Title IX Administrators (ATIXA) changes.

### Associated Student Government (ASG)

Dr. Martin introduced Davidsarah Kaplan, the new ASG President, to the Trustees. There were no questions for Davidsarah Kaplan's ASG report.

- VII. **Finance Committee** – Loren Kieve, on behalf of Ann Marie Bledsoe Downs, Chaired the Committee that brought forward the following resolution for consideration:

JoAnn Balzer moved to accept **Resolution 2021-012 4<sup>th</sup> Quarter Gift Acceptance.**

Be it resolved that the President of the Institute of American Indian Arts has reviewed and recommends the acceptance of the gift donations to the IAIA Trust from July 1, 2021, through September 30, 2021, which are listed below:

4<sup>th</sup> Quarter (July 1-September 30, 2021)

Gifts of \$2,992,272

\$ 2,728,534 Scholarships & Endowment.

\$ 27,034 General Donations & Museum Memberships.

\$ 236,704 Grant Proceeds and Temporarily Restricted Gifts

**Second:** Beverly Morris

**Outcome:** Passed by unanimous vocal approval

- VIII. **Institutional Advancement Committee** – JoAnn Balzer, Chair

There were no questions regarding Suzette Sherman's Institutional Advancement report. However, she commented that they are now focused on year-end giving since 70% of all giving occurs within the last three months.

- IX. **Museum Committee** - Beverly Morris, Chair

There were no questions regarding Patsy Phillip's Museum of Contemporary Native Arts report.

- X. **Academics Affairs Committee** – Princess Johnson, Chair

Princess Johnson commended Dean Felipe Colón for highlighting the accomplishments of the Academic Professors and staff.

Dean Colón provided an update on the Indigenous Assessment Model. Each department of IAIA has taken part in at least two Indigenous Assessments from 2018 to the present. The Indigenous Assessment Model examines the students' work outcomes, evaluates student learning, and creates positive change for the community as immediately as possible. This year, the department's most significant development is transitioning from traditional classes to online and Hyflex offerings. The Indigenous outcomes show students are enthusiastic about taking online courses. To date, 50% of IAIA courses can continue alternating between online or HyFlex in the future. The alternating HyFlex gives students the flexibility to continue their education from home. The Academic Division has data on the effectiveness of online instruction, looking at the outcomes of what students produced from those classes and how well they align. There will be a formal assessment presentation to the faculty council and the Dean for review. In January, Felipe Colón will request the Education Standards Department to provide a year-end update for his academic report to present during the February Board Meeting.

Robert Orozco, Fitness Instructor, has developed several stay-at-home fitness regimens on how to stay fit while working or studying from home. These quick exercises can also become integrated into classes as a daily routine.

**XI. New Board Business**

The following trustees: Larry Roberts, Princess Johnson, and JoAnn Balzer, have agreed to serve on the Honorary Doctorate Selection Committee. In addition, members of the IAIA community (Trustees, alumni, faculty members, staff, and students) may nominate an individual for the Honorary Doctorate of Humanities. The Honorary Doctorate recipient will deliver the keynote address for the 2022 IAIA Commencement Ceremony.

JoAnn Balzer presented the new Indigenous Celebration 2022 (IC22) initiative. IC22 is a collaborative marketing and public relations initiative that will encompass and promote all of New Mexico's Indigenous arts and culture events. The IC22 Partners include the Southwestern Association of Indian Arts (SWAIA), Institute of American Indian Arts, IAIA Museum of Contemporary Native Arts, and The School for Advanced Research, the International Folk-Art Market, Ralph T. Coe Center for the Arts, SITE Santa Fe, Museum of New Mexico Foundation, Museum of Indian Arts and Culture, New Mexico Historic Sites, and the Vlam Contemporary.

**XII. Executive Session**

No executive session

**XIII. Adjourn**

Loren Kieve made a motion to adjourn the General Session at 10:45 am. Larry Roberts seconded the motion. It passed by unanimous vocal approval.

**INSTITUTE OF AMERICAN INDIAN ARTS**  
**BOARD OF TRUSTEES**  
**ACADEMIC AFFAIRS COMMITTEE**  
**MEETING MINUTES**

**Friday, November 12, 2021**  
**LKN Welcome Center Board Room**

<b>Board Members:</b>	Loren Kieve, Chair	Dr. Robert Martin	Bidtah Becker
	Beverly Morris	Matthew Snipp	Andrea Burgess
	JoAnn Balzer	Barbara Ells	
	Princess Johnson	Brenda Kingery	
<b>Absent:</b>	Ann Marie Downes	Charles Galbraith	Larry Roberts
<b>Staff:</b>	Angie Brown	Felipe Colón	Suzette Sherman
	Nena Martinez Anaya	Jason Ordaz	Manny Ramirez
	Mary Beth Worley		

**Call to Order:** Princess Johnson, Chair, at 9:00 am MST.

**I. Academic Division**

Dean Colón shared a short film by Lonnie Begay (Navajo), currently in the Cinematic Arts BFA Program. The film is entitled Kónááhoot'éhé and received top honors from the Santa Fe Independent Film Festival. This film was written and produced during the Pandemic through the Cinematics Arts Department. In addition, a half dozen IAIA Cinematic Arts students also submitted short movies. The mission of the Cinematic Arts Department is to create opportunities for students to showcase their work remotely.

Brenda Kingery inquired about the progress of textile courses at IAIA. Dean Colón shared that a student completed their undergraduate thesis aimed at the development of a textile and fiber arts program, like what the Academic Department is envisioning. Based on classes that the Academic Division has identified, a minor or possibly a certificate program in textile and fiber arts could be offered. However, moving forward on the Program is currently paused until the return of Dr. Porter Swentzell from this sabbatical. We are consulting with the Nike N7 group regarding the design of this minor or certificate, and we hope to invite their representatives to visit our classes to provide feedback.

The Interactive Arts & Game Design courses are doing well; screens are currently set up outside the Dome showcasing students' designs. Three additional Gaming courses are under development and will be available for the Spring 22 semester. IAIAI has received a computer science grant from AICF/TCU to support developing and upgrading the gaming courses and purchase additional faculty recording equipment.

Phase I of the Academic Building expansion continues to move forward, the pouring of the concrete slab is complete. However, the project is delayed to the second or third week of February because of high steel demand. Phase II for the Research Center for Contemporary Native Arts will begin at the beginning of Summer.

The IAIA 2021 Fall Senior Graduation Exhibition, "Reemergence 2021," reception took place on Wednesday, November 10. Since the Pandemic began, this was the first in-person senior exhibit with over 50 attendees, featuring 18 graduating BFA in Studio Arts and BFA in Museum Studies seniors. The Exhibition will remain in the Balzer Contemporary Edge Gallery through December 10.

## **II. Student Services**

Nena Martinez Anaya shared that the new freshman on campus is a small group and has become close through the Summer Bridge Program. In addition, they regularly participate in the Talking Circles. The focus of Student Services is to recruit and retain new freshmen. They are working with Google Tour to secure potential students and their families to visit the IAIA campus and tour each building virtually via Google Maps.

The overall headcount has increased by 22% at 979 (Fall 2021) compared to 801 (Fall 2020) and is the most significant headcount in IAIA history. The Dual Credit Program and the Continuing Education Program have contributed to this increase.

IAIA Counseling Services will give a \$50.00 stipend to faculty, staff, and students who register and complete Question Persuade Refer (QPR) Training; to recognize the early warning signs of suicide and its prevention.

Both the Dean of Students and the Academic Dean are working together to quarantine those students who have tested positive for COVID and continue to conduct contract tracing. In addition, the housing staff ensures that students in quarantine receive three meals each day along with COVID care packages.

IAIA was granted \$636,000 through the Higher Education Emergency Relief Funding (HEERF II) for direct Student Emergency Student Aid. Based on enrollment status and the need of each student, Student Services plans to release \$200,000 for student assistance for their travel home, pay on their accounts, or defray costs because of COVID.

The 2022 IAIA Commencement will be on May 14 in the Performing Arts Center Gymnasium, followed by the powwow in the Dance Circle. Combining both events on the same day will allow less travel for students' families. Graduates from Spring 2019 and 2020 will also participate in the 2022 Ceremony.

The Committee adjourned at 10:00 am.

**INSTITUTE OF AMERICAN INDIAN ARTS**  
**BOARD OF TRUSTEES**  
**FINANCE COMMITTEE**  
**MEETING MINUTES**

**Friday, November 12, 2021**  
**LKN Welcome Center Board Room**

<b>Board Members:</b>	Loren Kieve, Chair	Dr. Robert Martin	Bidtah Becker
	Beverly Morris	Matthew Snipp	Andrea Burgess
	JoAnn Balzer	Barbara Ells	
	Princess Johnson	Brenda Kingery	
<b>Absent:</b>	Ann Marie Downes	Charles Galbraith	Larry Roberts
<b>Staff:</b>	Angie Brown	Mary Beth Worley	Suzette Sherman
	Larry Mirabal	Elissa Walker	Felipe Colón
	Nena Martinez Anaya	Jason Ordaz	Todd Spillman
	Aimee Balthazar	Anthony Coca	

**Call to Order:** Loren Kieve, Chair, called the meeting to order at 10:00 am on behalf of Ann Marie Bledsoe Downes. He called upon Larry Mirabal to present the financials.

I. Budget to Actuals – Year to Date

With one month remaining in the fiscal year, expenses were tracking at 16% under budget. As a result, IAIA aims to maintain a balanced budget and hit its reserve allocation target of \$250,000.

Statement of Revenues

The college has received 103% of its projected fiscal year '21 appropriations; the rest was drawn down in July. We originally budgeted for a flat year, at \$10.458M, but received an increase of \$314,000, bringing the amount of the final appropriation to \$10.772 million.

Schedules of Revenues and Expenditures

Expenses are under budget, and revenues are above projection because of CARES Act funding, unrestricted gifts, and a more significant appropriation.

Once the extraordinary gifts were officially received and accounted for in FY'21, Advancement continues to achieve results ahead of FY'20. In addition, although departmental expenses are slightly up, they remain within budget.

Sales in the Museum Shop are up from last year by over \$64,000, resulting in a net increase of \$48,000. The non-cost of goods expenses was down slightly; however, combined with the more robust sales, it has contributed to a bottom line of almost 50% ahead of last year. Likewise, the Campus Bookstore has remained resilient throughout the Pandemic because its revenue and expenses are part of the Textbook Program. As a result, sales and expenses



are tracking extremely close to last year, with bottom-line results about \$15,000 ahead for FY'21.

#### Endowment - period ending 9/31/21

On November 2, 2021, Larry Mirabal had an investment update call with the FCB Wealth Management team. The call primarily focused on IAIA's portfolio activity through September 30. Performance for the last quarter was strong, in accordance with the broader markets. In addition, they are expecting that inflation will last longer than the labor and supply disruptions, which can have both upside (higher wages in a consumer-driven economy) and downside (diminished purchasing power).

#### Strategic Priorities Process

Strategic Priority requests were due from each cabinet member by October 1. On Friday, October 15, the Budget Action team reviewed the 14 submissions, which were just over \$573,000; the total approved and recommended was \$188,168. Three of the projects were COVID-related and will be eligible for CARES Act relief funds rather than using the operating budget.

#### Loan Refinance

In August, Dr. Martin and Larry Mirabal completed a refinance of the college's previous loan with the New Mexico Finance Authority (NMFA). The total refinanced was just over \$5 million, at a new fixed rate of 3.35%, with no annual fees (the NMFA loan included). The net effect will be total savings to the college of \$678,000 over the next 15 years.

### II. Facilities

Henry Maginot and his team are working on approximately three dozen COVID and non-COVID-related projects. The largest project is the Research Center. Phase I construction continues, with power, plumbing, and sewer rough-ins are near completion. Most of the concrete work is complete, and work will begin on the steel package, as it has arrived after a several-week delay. Phase II of the Research Center work is underway, with floor plans complete, and 100% of the construction documents are being worked on now. An RFP will go out in mid-December for a General Contractor to start working in late February.

### III. Human Resources

Todd Spilman, Director, Human Resources, announced that the flu shot campaign has ended, and 50% of IAIA faculty and staff have received their flu vaccination. In addition, HR has received \$3,000 from CIGNA Health Services because of a decline in IAIA's health cases and how well the college is doing with regular COVID testing. In December, HR will begin a preventive care campaign and use the money for prizes for faculty and staff participating in a daily 20-minute movement challenge

### IV. Book Store/Museum Shop

Elissa Wheeler, Stores Manager, shared that the campus and museum stores remain busy. She and her team will host another book raffle to encourage students to participate in the textbook rental return program for the Fall semester. In addition, they are bringing back the t-shirt design contest. Finally, the Campus Bookstore will introduce new student-created works

for sale on consignment in the Bookstore and the Museum Store to help build future gallery shows and selling skills.

The Museum of Contemporary Native Arts averages 140 to 160 visitors, and sales are averaging \$1,400 to \$1,600.00 per day. High turnout and sales result from the MacKenzie Scott Donation, various articles, and newspaper publications.

The Store management is currently working to implement new POS software that will tie into the website and streamline sales to serve their customer base better. The new system will be mobile and bring a cost savings of over \$5,000 per year.

The Committee adjourned at 10:35 am.

**INSTITUTE OF AMERICAN INDIAN ARTS**  
**BOARD OF TRUSTEES**  
**INSTITUTIONAL ADVANCEMENT COMMITTEE**  
**MEETING MINUTES**

**Friday, November 12, 2021**  
**LKN Welcome Center Board Room**

<b>Board Members:</b>	Loren Kieve, Chair Beverly Morris JoAnn Balzer Princess Johnson	Dr. Robert Martin Matthew Snipp Barbara Ells	Bidtah Becker Andrea Burgess Brenda Kingery
<b>Absent:</b>	Ann Marie Downes	Charles Galbraith	Larry Roberts
<b>Staff:</b>	Angie Brown Nena Martinez Anaya	Mary Beth Worley Jason Ordaz	Suzette Sherman Felipe Colón

**Call to Order:** JoAnn Balzer, Chair, called the meeting to order at 10:45 am (MST).

I. 2021 IAIA Gala Update

JoAnn Balzer recognized Stock Colt's leadership as the Foundation Chair and Gail Shawe for her persistence in organizing the installation of the Mowatt Totem Crest. A special thanks went out to Rose Simpson for recommending IAIA to Representative Roger Montoya. He contacted Dr. Martin and shared that Tom Ford, partner of Richard Buckley, has selected IAIA to receive educational donations for scholarships in memory of Richard Buckley. IAIA has received over \$100,000 in contributions from several donors to date. In addition, the Neiman Marcus team has expressed an interest in year-round engagement opportunities and recruiting students for their executive development program.

The Scholarship Event and Auction proved successful, generating over \$419,000 gross revenue from event donations and art purchases. In addition, Marshall Hunt and Stock Colt each pledged \$100,000 during the paddle call.

II. 2021 Holiday Market

Because of the high and unpredictable nature of COVID-19 and the delta variant, the 2021 Holiday Art Market will be virtual to keep our campus and community safe. Shane Hendren (Diné) will host a special launch and artist preview.

III. IAIA Foundation

Foundation Board Member, Michael Pettit, is establishing a \$150,000 endowed scholarship in Dr. Martin's honor to recognize exceptional leadership by an IAIA student.

IV. Alumni Update

Manny Ramirez, Alumni Council President, shared that they are looking forward to working with the Foundation in the new year. In addition, they are seeking a software solution that will allow Alumni to communicate effectively and list their accomplishments and exhibitions.

The Committee adjourned at 11:35 am

**INSTITUTE OF AMERICAN INDIAN ARTS**  
**BOARD OF TRUSTEES**  
**MUSEUM COMMITTEE**  
**MEETING MINUTES**

**Friday, November 12, 2021**  
**LKN Welcome Center Board Room**

<b>Board Members:</b>	Loren Kieve, Chair	Dr. Robert Martin	JoAnn Balzer
	Barbara Ells	Larry Roberts Dr.	Bidtah Becker
	Princess Johnson	Matthew Snipp	Brenda Kingery
	Andrea Burgess		Beverly Morris
<b>Absent:</b>	Ann Marie Downes	Charles Galbraith	Larry Roberts
<b>Staff:</b>	Angie Brown	Mary Beth Worley	Suzette Sherman
	Nena Martinez Anaya	Patsy Phillips	Winoka Yepa
	Felipe Colón	Jason Ordaz	

**Call to Order:** Beverly Morris, Chair, called the meeting to order at 1:15 pm (MST).

- I. Dr. Martin and Patsy Phillips are co-chairing IAIA's 60th and the Museum of Contemporary and Native Arts' 50th 2022 anniversaries. The planning committee meets monthly with the department chairs throughout the campus to organize and approve ideas. Cara Romero was selected to create an iconic photo of IAIA and MoCNA. She has included key alums, administrators, and images of deceased individuals in various costumes over the past 60 years. Indigenous Liberal Studies is developing a special topics class that will cover the history of Indigenous education, featuring IAIA's role in higher education. The theme is "Making History," which will bring IAIA and the Museum together. The entire student body will participate virtually or in person to learn IAIA's history from those who lived and created it. Jason Ordaz is designing the 50/60 logo that recognizes both areas. As the symposium is under development, the hope is to have it gain national attention.
- II. Strategic Planning Regarding MacKenzie Scott and Ford Foundation  
Patsy Phillips is working with a former IAIA Foundation board member and current museum member to facilitate strategic planning sessions on November 17 and 18. The two half-day meetings will be at the Lannan Foundation to discuss how the museum will use the MacKenzie Scott and Ford Foundation funds to address strategic priorities. Participants will include Dr. Martin, Academic Dean Felipe Colon, Director of Research, Dr. Lara Evans, and Board of Trustee Beverly Morris. Colleen Cayes will Facilitate.

The Committee adjourned at adjourned 1:45 pm.

**INSTITUTE OF AMERICAN INDIAN AND ALASKA NATIVE  
CULTURE AND ARTS DEVELOPMENT**

**RESOLUTION # 2022 - 001**

**February 19, 2022**

**Whereas**, the Chief Financial Officer of the Institute of American Indian Arts has reviewed and recommends the acceptance of the audit of the Fiscal Year 2021; October 1, 2020, through September 30, 2021.

**Now Therefore Be it resolved**, that the Board of Trustees of the Institute of American Indian and Alaska Native Culture and Arts Development concurs with the recommendation of the Chief Financial Officer and accepts said audit, for the Fiscal Year 2021.

Offered by: \_\_\_\_\_

Seconded by: \_\_\_\_\_

Vote:                      Aye \_\_\_\_\_                      Nay \_\_\_\_\_

Attachments:              Yes \_\_\_\_\_                      No \_\_\_\_\_ X \_\_\_\_\_

\_\_\_\_\_  
Brenda Kingery, Secretary

**INSTITUTE OF AMERICAN INDIAN AND ALASKA NATIVE  
CULTURE AND ARTS DEVELOPMENT**

**RESOLUTION # 2022 – 002**

**DATE: 2/19/2022**

**Whereas**, the President of the Institute of American Indian Arts has reviewed and recommends the acceptance of the gift donations to the IAIA Trust from October 1, 2021 through December 31, 2021, which are listed below:

1st Quarter (October 1 – December 31, 2021)

Gifts of \$ 188,615	\$ 142,479	Scholarships & Endowments;
	\$ 15,808	General Donations & Museum Memberships;
	\$ 30,328	Grant Proceeds and Temporarily Restricted Gifts

**Now Therefore Be it resolved**, that the Board of Trustees of the Institute of American Indian and Alaska Native Culture and Arts Development concurs with the recommendation of the President and accepts said gifts.

Offered by: \_\_\_\_\_

Seconded by: \_\_\_\_\_

Vote:                      Aye \_\_\_\_\_                      Nay \_\_\_\_\_

Attachments:              Yes \_\_\_\_\_ X \_\_\_\_\_                      No \_\_\_\_\_

\_\_\_\_\_  
Brenda Kingery, Secretary

<b>FISCAL YEAR 2022</b>	<b>IAIA</b>				<b>1st Qtr</b>
<b><u>IAIA TRUST</u></b>	<b><u>Fund</u></b>	<b><u>Oct-21</u></b>	<b><u>Nov-21</u></b>	<b><u>Dec-21</u></b>	<b><u>Total</u></b>
General Endowed Scholarships	1301	950			950
Stuart Hall Endowed Scholarship	1316	71,250			71,250
Margarete Bagshaw Memorial Painting Scholarship	1383	6,251			6,251
Kim Denise Willeto Rstrctd Scholarship	1387	5,000			5,000
IAIA Board of Trustees Endwd Schlrshp	1388	356			356
Permanent Endowment	1390	2,871			2,871
<b>TOTAL ENDOWMENTS</b>		<b>86,678</b>	<b>0</b>	<b>0</b>	<b>86,678</b>
Emergency Student Fund	3002	380			380
N. Scott Momaday Scholarship	3010	200			200
General Scholarships	3101	8,260			8,260
Johnson Scholarship Foundation Entrepreneurship	3134	9,649		15,000	24,649
IAIA Alumni Scholarship Fund	3141	342			342
IAIA BOT Scholarship Fund	3142	119			119
MFA Scholarship Fund	3155	11,400			11,400
Allan Houser Scholarship	3156	143			143
Kim Denise Willeto Scholarship	3160	475			475
Jeri Ah-be-hill Scholarship	3162	4,940			4,940
Beverly & Michael Morris Indigenous Liberal Studies	3166	4,750			4,750
Charles & Carol Dailey Memorial Scholarship for Museum Stur	3172	143			143
<b>TOTAL SCHOLARSHIPS</b>		<b>40,800</b>	<b>0</b>	<b>15,000</b>	<b>55,800</b>
General Donations	5001	11,546			11,546
Museum Membership	5004	1,628	1,100	1,535	4,263
<b>TOTAL UNRESTRICTED</b>		<b>13,173</b>	<b>1,100</b>	<b>1,535</b>	<b>15,808</b>
Museum Restricted	4200	927			927
Continuing Education - RESTRICTED	4810	86			86
Studio Arts 3D Restricted	4100/176	1,045			1,045
USDOE Title III - Academics Visiting Faculty Program	4430/05			7,934	7,934
USDOE Title III - Counseling Program	4430/08			3,547	3,547
USDOE Title III - Cinema Arts Computer Equipment	4430/09			1,650	1,650
USDOE Title III - Archives Shelving/Museum Collection Shelvin	4430/10			5,153	5,153
USDOE Title III - Fiber Cabling	4430/13			1,377	1,377
USDOE Title III - MFA Studio Arts Development	4430/16			8,608	8,608
<b>TOTAL RESTRICTED</b>		<b>2,058</b>	<b>0</b>	<b>28,270</b>	<b>30,328</b>
<b>TOTAL QTD</b>		<b>142,710</b>	<b>1,100</b>	<b>44,805</b>	<b>188,615</b>

**INSTITUTE OF AMERICAN INDIAN AND ALASKA NATIVE  
CULTURE AND ARTS DEVELOPMENT  
RESOLUTION # 2022 – 003  
February 19, 2022**

**Whereas**, the Board of Trustees of the Institute of American Indian and Alaska Native Culture and Arts Development approved a policy to award the Honorary Doctorate degree as a mechanism to recognize individuals who have made significant contributions to American Indian art, the understanding of American Indian culture, or the Institute of American Indian Arts; and

**Whereas**, Deb Haaland faced significant challenges in her life as a single mother who struggled to put herself through college; and

**Whereas** Deb Haaland enrolled at the University of New Mexico, where she earned a bachelor's degree in English and a J.D. from UNM Law School; and

**Whereas**, throughout her career in public service, Secretary Haaland has broken barriers and opened doors of opportunity for future generations; and

**Whereas** Deb Haaland is the first Native American to serve as a cabinet secretary; and

**Whereas** Deb Haaland is one of the first Native American women to serve in Congress; and

**Whereas** Deb Haaland is the first Native American woman elected to lead a state political party; therefore,

**Be it resolved** that the Board of Trustees of the Institute of American Indian and Alaska Native Culture and Arts Development approve the nomination of Interior Secretary Deb Haaland to receive the Honorary Doctorate Degree of Humanities at the May 14, 2022, IAIA commencement ceremonies.

Offered by: \_\_\_\_\_

Seconded by: \_\_\_\_\_

Vote:                      Aye \_\_\_\_\_                      Nay \_\_\_\_\_

Attachments:              Yes \_\_\_\_\_                      No \_\_\_\_\_

\_\_\_\_\_  
Brenda Kingery, Secretary



To: IAIA Board of Trustees  
From: Robert Martin, President  
Date: February 2022 Board Report  
Subject: President's Quarterly Report

## **Mission Objective I: Improve Student Success**

### **A. Increase Resources for Students**

- IAIA was granted \$636,000 through the Higher Education Emergency Relief Funding, Department of Education, for direct Student Emergency Student Aid. The criteria for the emergency grant required that the funding go directly to students who were enrolled since March 2020, and students were prioritized by need.

Since October 1, 2021, we have used COVID RELIEF Funds totaling \$48,142.83 to reduce outstanding student account balances to the Spring 2022 semester.

- The Information Technology Department is working with a Communications vendor to install 10 network drops (connections) on exterior locations across campus. This will extend Wi-Fi access across campus in areas where community gatherings occur.
- The Balzer Contemporary Edge Student Gallery expansion project will increase its square footage by removing a curved wall. In addition, the gallery floor will be enhanced by removing the existing grey epoxy, followed by finishing and sealing as polished concrete.

### **B. Improve retention and completion**

- The 2022 Spring Semester enrollment has increased to 440 FTE, a slight increase over the 426 FTE for the 2021 Spring Semester enrollment. First-year student enrollment continues to lag pre-pandemic levels.
- The Graduation Ceremony and the Pow Wow are scheduled for Saturday, May 14, 2022, making it easier for the graduate's families and friends to attend both celebrations. Students, who graduated from virtual ceremonies in 2020 and 2021, will be invited to participate in this year's in-person commencement.
- The Continuing Education Program courses and enrollments continue to grow. During the 2021 Fall Semester, 25 classes were offered, with 300 students enrolled. This semester 34 Continuing Education classes are scheduled to be offered; enrollment is projected to surpass 300.

### **C. Develop student leadership skills**

- The Associated Student Government (ASG) has a full slate of officers and is meeting weekly on Mondays. If the ASG is functional and active, it also will facilitate the organizing of student clubs and increase leadership opportunities.

### **D. Promote involvement of IAIA stakeholders in student success**

- A student success goal is the 1Up program that supports students who test in math and English developmental courses by permitting them to concurrently enroll in the gateway college-level courses while they are provided with additional tutoring and support services. Thus far, students have experienced improvements in college-level math grades, and we expect to see similar results in the college-level English courses.

The second student success goal is the Indigenizing Student Success (ISS) initiative. The goal is to develop an Indigenous model of success resulting in launching programs

promoting student success at IAIA. For example, we often hear that a goal for Indigenous students is to earn a college degree and return home to be of service to their community. If we confirm that notion through student surveys and focus groups, then we must determine in what ways do IAIA's academic and student programs prepare our students for success in achieving that goal.

Dean Filipe Colón is leading efforts to accomplish the third student success goal, revising the academic advising booklet to promote student success.

The fourth goal is implementing Community Connectors, which is a staff advising program coordinated by Student services. The purpose of this program is to give new freshmen a staff person with whom to connect. In this first iteration of the program, forty-five first-year students were mentored by 15 Community Connectors. Outreach activities include providing words of encouragement, sharing news regarding campus programs and activities, and information about various school services (learning lab, counseling, pantry, etc.), particularly during mid-terms and finals week.

## **Mission Objective II. Strengthen academic programs**

### **A. Expand interdepartmental engagement in the academic programs**

- Emerging Museum Professionals (EMP) recognized IAIA's Museum Studies Department as one of the three Best Museum Studies Programs in the nation. The Museum Program was rewarded for its diversity and inclusiveness of programs and the quality education and training provided to emerging museum professionals.
- The first phase of the Research Center is underway that involves construction on the west-end of the Academic Building to permit the relocation of the Museum Studies, Cinematic Arts and Technology, and Science programs. Due to supply chain issues related to steel and other materials, the timeline for completion of the project has been delayed by at least five weeks.

Phase 2 of the design work is currently underway to renovate the Science and Technology building space to accommodate the Research Center staff, archival materials, visiting scholars, and the artist-in-residence program.

The Information Technology Department is working with Pure Storage, the developer of the system, and Ardham Technology, to install a mass storage system for the Research Center on the IAIA network.

## **Mission Objective IV: Ensure a safe community**

### **A. Promote health, wellness, and safety**

- In December, the New Mexico Department of Health (NMDOH) provided a COVID – 19 booster vaccine clinic on campus. I also have requested that NMDOH schedule a second booster clinic sometime during the first two weeks of February.
- At our request, eTrueNorth will provide campus surveillance testing two times per week on Tuesdays and Thursdays.

IAIA community members are encouraged to be tested, whether unvaccinated or fully vaccinated. Students, however, who have not been vaccinated, are required to be tested weekly.

- As a follow-up to the vaccination campaign to contain the COVID-19 virus, we launched a Booster Vaccination Campaign. As an incentive and expression of gratitude for their assistance in keeping IAIA a safer place in which to work and learn, faculty, staff, and students are eligible to receive a \$50.00 gift card.
- IAIA has adopted the revised CDC COVID – 19 isolation and quarantine guidelines, which also have been adopted by the New Mexico Department of Health (DOH) and the New Mexico Department of Higher Education. In essence, the Centers for Disease Control (CDC) reduced its recommended COVID guidelines for isolation (when you are sick or infected with COVID) and quarantine (following exposure) from ten days to five days, along with providing other critical guidance, including the importance of mask-wearing to prevent further transmission of the virus.

Monthly Town Hall meetings continue to be scheduled for faculty, staff, and students to provide general information and updates regarding the pandemic and its impact on programming at IAIA.

Due to the highly contagious nature of the COVID Omicron variant resulting in a surge of positive cases, Spring Semester classes began in an online format for the first two weeks of the spring semester, January 18 – 30. In-person, classes began on Monday, January 31. Felipe Colón, Academic Dean, reports that 57% of IAIA's Spring Semester course offerings are offered exclusively online. The 43% of courses delivered in person are primarily within the disciplines of Studio Arts, Cinematic Arts Technology, Performing Arts as well as other courses requiring student access to studios and specialized equipment.

As we know, the pandemic and associated responses present an extremely fluid situation. Accordingly, we will continue to monitor communications and guidance from the New Mexico Department of Health, New Mexico Department of Higher Education Department, and from the Public Education Department. We also will review the general approaches to COVID – 19 variant surges of our peer higher education institutions in New Mexico. Moreover, the college will monitor staffing levels to ensure they are adequate to deliver on-site programs effectively and safely.

- Nine additional security cameras were installed on campus, and several others were cleaned and repaired. The bus stop and the Hogan were among the locations where camera coverage was added.

## **B. Strengthen Title IX programs and processes**

- Laurie Logan Brayshaw, the Title IX Coordinator, provided training for first-year students in January during the 2022 Spring Semester orientation program. The redacted complaint logs and revised Title IX policies and procedures have been uploaded to the Title IX webpage. Annual training for stakeholder groups will be scheduled for faculty, staff, students, and Board of Trustees,

## **Mission Objective V: Advance contemporary Native arts and cultures**

### **A. Advance scholarship and dialogue on Indigenous arts and culture**

- The Research Center project continues to make progress despite the challenges caused by the pandemic and supply chain issues. The renovation of the existing space and the construction of new facilities on the west side of the academic building that will house the relocated programs – museum studies, science, and film programs – has been delayed by approximately five weeks. We expect the renovation project will

be completed in April or early May, permitting the relocation moves to be completed as soon as the semester ends.

Design work has been completed for the second phase of the project for the space located in the Ells Science and Technology building that will be reconfigured to accommodate the Research Center staff and programs. This work should begin at the end of the spring semester.

- In November, the president participated in the Museum's strategic planning workshop to determine its strategic priorities. Given the age of the building, the group's consensus was that facility needs were a priority, and COVID Relief funds could be used to address a number of these deficiencies.

### **Mission Objective VI: Build Institutional Capacity for Growth**

#### **A. Ensure long-term sustainability and financial growth**

- The 2022 New Mexico Legislative 30-day Session is in progress. IAIA did not request capital outlay funding because of the high number of construction and renovation projects currently underway, funded with COVID Relief and US Department of Education funds. We are, however, focusing on increasing the recurring funding level for the tribal College High School Dual Credit Reimbursement Program and other funding opportunities.
- The Biden administration requested \$11 million for IAIA in FY22, representing a \$228,000 increase over our FY21 funding level. The Senate also supported that amount, but the House increased our funding to \$11,772,000 in FY 22, a \$1 million increase over our FY 21 appropriation. The difference between the two chamber's funding levels will be decided in conference. The continuing resolution will be in place until February 18. If Congress is unable to pass an appropriation bill, a continuing resolution could be in effect until the end of the fiscal year, which means we would receive no increase.
- The Johnson Scholarship Foundation (JSF) provides \$30,000 annually for scholarship support of IAIA's Business & Entrepreneurship Certificate Program. Mattie Reynolds, Museum Studies Chair; Felipe Colón, Academic Dean; Suzette Summers, Advancement Director; and the president met with representatives from the Johnson Scholarship Foundation to explore establishing an endowment fund to sustain the \$30,000 in support annually for our Business and Entrepreneurship program students.

Formalizing an endowment with JSF would support IAIA's Indigenous business students in perpetuity and ensure that emerging Indigenous artists and entrepreneurs are entering the industry with a strong foundation.

Since JSF requires a one-to-one institutional match for establishing an endowment, \$600,000 would sustain the \$30,000 in scholarship support IAIA students currently receive, necessitating a \$300,000 match from IAIA. The IAIA team proposed requesting an increase in annual funding for the program to \$60,000 to include scholarships plus staff and programmatic support. As a result, we would ask JSF for \$600,000, which we also would match with \$600,000. We could use Title III funds for our \$600,00 match that also requires a match to be met by the Johnson Scholarship Foundation funds.

- The process for the next iteration of the IAIA's strategic plan is as follows:
  - Received feedback from faculty, staff, and student stakeholders regarding the strategic planning committee vision, mission, institutional values, and strategic directions drafts – November through January 2022
  - Stakeholder feedback will be presented to the Strategic Planning Committee – February
  - The Strategic Planning Committee will finalize its recommendations for the Strategic Plan 2025 – February and March.
  - The Facilitating Team will survey IAIA stakeholders regarding final recommendations – March.
  - The Facilitating Team will present its final recommendations and feedback to the President's Cabinet – April
  - Draft of the 2025 Strategic Plan will be presented to the Board of Trustees for final approval – May.

## **B. Implement a marketing and communication plan to brand and promote IAIA**

- With input from MABU consultants and internal stakeholders, Communications is drafting the Strategic Communications Plan. The plan will delineate strategic directions and timelines for branding, target audiences, messaging, and target audiences.
- As previously announced, the 60<sup>th</sup> anniversary of the college and the 50<sup>th</sup> anniversary of the Museum of Contemporary Native Arts will be celebrated in 2022. The events scheduled throughout the year will be celebrating these anniversaries with the theme "Making History." We encourage the involvement of faculty, staff, students, alumni, and the Board of Trustees in the celebrations of this historic year.

We will be celebrating IAIA as the birthplace of contemporary Indigenous arts and the accomplishments of our current students and alums as innovative artists, writers, scholars, filmmakers, performers, museum professionals, and tribal leaders.

- With support from Darlene Anderson, a long-time donor, IAIA's Land Grant Program will partner with the Jane Goodall Institute (JGI) to support goals that are mutually beneficial. We expect to engage in collaborative efforts to enhance outreach activities to Indigenous communities in the region. JGI's Roots and Shoots Program's mission is to empower young people to affect positive change in their communities, which is IAIA's Land Grant Program mission, especially as it relates to the Junior Master Gardener Program.

The partnership will be announced publicly at an event scheduled for May 12, IAIA campus. Donors and potential supporters with an interest in environmentally sustainable programming will be invited to join the event in person or virtually. It will provide an opportunity to raise the visibility of IAIA's Land Grant Program by showcasing our community garden and orchard, the green House, the Thunder Bees, and other programming. Jane Goodall will record a message to be streamed at the event, and Anna Rathman, JGI's Executive Director, will speak in person.

- An issue of concern has been the slow growth and low enrollment of the Performing Arts program. Dean Colón is providing the leadership in developing a comprehensive marketing plan, including input from IAIA admissions, marketing, and potential external

support. Special focus will be placed on grassroots and face-to-face marketing as the pandemic subsides.

**C. Determine need and capacity for offering new undergraduate and graduate programs**

- IAIA's substantive change request to offer a Master of Fine Arts in Cultural Administration was approved by a change panel and will now be considered by the Institutional Actions Committee in February. If approved, we could begin immediately to publicize the program and recruit students.
- With additional funding from an American Indian College Fund Computer Science grant, a BFA in Interactive Arts & Game Design is under development and scheduled for approval during Spring 2022. The final step would be to seek approval for the degree from the Higher Learning Commission

**OTHER**

Angie Brown resigned her position as Executive Assistant, effective January 14, 2022, to accept a position as a Human Resources Consultant at Central New Mexico Community College (CNM). The position was advertised, and an offer was made to an applicant, and we are waiting for her response.

I am grateful to Angie, who is still assisting the office as a part-time employee during the transition.

To: Dr. Robert Martin, President  
From: Mary Beth Worley, Director, Institutional Research  
Date: January 10, 2022  
Subject: Quarterly Board Report for Institutional Research

**Project: Master of Fine Arts in Cultural Administration**

***VI. Build institutional capacity for growth***

The MFA in Cultural Administration substantive change application was submitted to the Higher Learning Commission (HLC) in September. We were required to follow up with a Substantive Change: Mission or Student Body Application because this was our third request for a new program. This Substantive Change application was submitted to HLC on October 13, 2021.

On November 10, 2021 we were notified that the HLC staff performed a preliminary review of our change requests and that the HLC staff referred the requests to an HLC Change Panel. The Change Panel review process is expected to take six to ten weeks. Once the panel has completed its review, our change request will go to the HLC Institutional Actions Council (IAC) for a final decision. The IAC review and action will add at least eight more weeks to this timeline.

**Project: Strategic Plan 2025**

The Strategic Planning Committee met on October 22, and November 10 of 2021, and drafted recommendations for IAIA's Strategic Plan 2025. In November and December 2021, the Facilitating Team met with Faculty Council, Staff Council and the Student Government Association and shared the Committee's recommendations to gather feedback from those groups. The Facilitating Team also shared a feedback survey with IAIA stakeholders. The IAIA stakeholders include students, staff, faculty, Board of Trustee members, Foundation Board members, and alumni. As of December 15, 2021, we have received feedback from 153 stakeholders. The agreement rate among our stakeholders of the recommendations range from 69% to 86%. The next step is to present the stakeholder feedback to the Strategic Planning Committee in February. The Committee will finalize its recommendation for the Strategic Plan 2025. In March 2022 the Facilitating Team will survey IAIA stakeholders on these final recommendations. In April 2022, the Facilitating Team will present the final recommendation and feedback to the President's Cabinet. If the President's Council approves the final recommendation, the draft of the 2025 Strategic Plan will be presented to the Board of Trustees during the May 2022 meeting for final approval.

**Project: Executive Order #13985 on Advancing Racial Equity and Supporting Underserved Communities: Agency Equity Action Plans**

- I. Improve student success***
- II. Build college community***
- V. Advance contemporary Native arts and cultures***

**Equity Action Plan Team Members:**

- Mary Beth Worley, Director, Institutional Research
- Laurie Logan Brayshaw, Title IX Coordinator and Director, Sponsored Programs
- Nena Martinez Anaya, Chief Admissions and Student Success Officer
- Anita Gavin, Associate Director, Institutional Research
- Jesse Morris, Contractor, Institutional Research

In mid-October, Jesse Morris, IR Consultant, delivered a draft of the Equity Action Plan to IAIA's Equity Team. The three action we agreed to focus on.

***Action 1: Integrate Equity into the Strategic Plan***

The Equity Team chose to include this action because the timing of the Executive Order aligned well with IAIA's decision to ensure that respecting diversity, equity, and inclusion are a stated value and practice of the college. The Strategic Planning Committee is recommending that the Values Statement

Respect: Foster understanding of culture, perspectives and identities through diversity, equity, and inclusion be included in the 2025 Strategic Plan.

**Action 2: Indigenous Student Success**

The Indigenous Student Success (ISS) Committee mission is to reframe student success from an Indigenous lens. The ISS Committee has identified initiatives that are culturally appropriate and support students in their learning journey. The ISS Committee is also working to identify quantitative and qualitative metrics that will assist us in assessing the impact those activities have on the success of our students using Indigenous assessment approach

***Action 3: Development Education Redesign***

In Spring 2021, IAIA piloted the 1UP Scholar Program in Developmental Math and scaled the program in Fall 2021. In Fall 2021, we expanded this pilot program to include Developmental English. This Developmental Education initiative, known as 1UP, supports students through "barrier courses" and helps provide momentum towards attaining a degree. We have already seen improvements in enrollment and pass rates of college level Math and hope to see similar results in English. If this initiative is successful, as we anticipate it will be, IAIA will have a strategy that makes an impact in narrowing the achievement gap between Indigenous students and their non-Indigenous peers as well as reducing the time and financial burden on students.

On November 30, Mary Beth Worley submitted the Equity Action Plan Draft to the Domestic Policy Council (DPC) AND Office of Management and Budget (OMB) for feedback. The committee met in December to discuss the submitted draft and it was agreed that the actions included in the original draft were the actions the college should focus on addressing and correcting any equity barriers.

On December 18, 2021, we received feedback from the OMB Equity Team and the committee will meet in January to discuss how we will incorporate the feedback into our final Equity Action Plan.

The final draft of the Equity Action Plan is due to DPC and OMB on January 20, 2022.

**Project: Indigenizing Student Success**

***I. Improve student success***

The Indigenizing Student Success (ISS) initiative was developed for two purposes:

1. To develop an Indigenous framework approach to assessing student success.
2. To execute initiatives that we anticipate will help our students to succeed at IAIA and beyond.

Indigenizing the assessment of student success, draws on the rich heritage of the field of Indigenous and community-based research. Community-based research is conducted within a community setting and includes members of the community in the design and



implementation of a research project. An important part of community-based research is that it is founded in respect for the contributions of success that are made by community partners, as well as respect for the principle of "doing no harm" to the communities involved.

Historically Indigenous people have been exploited in the name of research. The ISS initiative is our attempt at defining and assessing student success in an academic setting through from an Indigenous perspective, and in a manner that is sensitive and meaningful to the Indigenous communities we serve.

During our October 2021 meeting, the ISS Committee, chaired by Mary Silentwalker and Mary Beth Worley, met with Stephen Wall and Dr. Lara Evans, designers of the Indigenous Assessment (IA) modeled, to discuss how the ISS Committee can learn from their experience to identify culturally appropriate initiatives that will help IAIA assess the success of our students in meeting their academic goals as well as in the student's own personal learning journey.

In our November 2021 meeting, the committee identified three important concepts:

- Any research conducted by the ISS Committee should meet the needs of our community.
- Our community's cultural values are built into the research.
- IAIA ensure that community is an integral part of the research process.

We also identified several initiatives that we believe will assess the needs of the students so that IAIA can best support them to become successful graduates and members of their own community. Those initiatives include:

- Utilize Talking Circle to understand how students define success and how their community affects their success, using prompts such as:
  - *What does your success at IAIA mean to you? Or What does your success at IAIA look like to you?*
  - *How do you define success for your community?*
  - *How does your community play a role in your success?*
  - *What is a success in the art culture?*
- Meet with faculty and staff to gather their perspectives on what services best support our students.
- Offer student activities with a theme of Student Success, such as:
  - Art or essay call
  - TikTok videos
  - Testimonials to be shared on web

The committee has identified a few qualitative measures to assess the impact these initiatives have on the success of our students. These measures include:

- Tracking the number of students who participate in student activities such as tutoring and Talking Circle.
- Administering a student satisfaction survey annually
- Conducting focus groups, with some of these lead by current IAIA students who will receive training in facilitating a focus group.

The next meeting of the ISS Committee is planned for January 28, 2022.

## **Reports/Projects October 19, 2021 through January 6, 2022**

### **Reports:**

- NSC Monthly Enrollment Reports
- NSC Degree Verify
- NSC Postsecondary Data Partnerships
- NSLDS Reports-Update Degrees
- New Student Accounts
- New Employee Accounts
- AIHEC Fall Interim Report
- AIHEC AIMS AKIS Report
- NMHED Summer Degree File Submission

### **AdHoc Reports/Projects**

- AICF CASS Funding – Dean of Students
- Update to HEERF Report – Financial Aid Director
- Dual Credit Exception Report – DC Coordinator
- Withdrawals 21FA – Financial Aid Director
- Online Enrollment – Bookstore
- Canvas Report – Director Online Programs
- Anthology CoursEval Imports Tables - Director Online Programs

### **Projects:**

- Online Empower Trainings ComSpec (Jonathan Breaker, Mary Beth Worley)
- Continuing Education Enhancements in Empower continued
- Assist with Strategic Planning
- Corrected Coding Issues in Empower Degree Table – Admissions
- Submitted CIP Code Requests to NMHED
- Assisted Registrar with correcting DC Courses in Empower
- Degree Audit Findings - Registrar

### **Other Empower Duties:**

- Assist Students/Staff with Empower- Log in, forgotten password, problems with reports, web applications, permissions, training etc.
- Responded to approximately 40 Empower Tickets (14 Password Reset, 36 other tickets)
- Degree Verifications for National Student Clearinghouse
- Submit concerns to ComSpec and follow up with user issues.
- Evaluate need for Enhancements and submit to ComSpec, then, follow up.

## OUR VISION

To be the premier educational institution for Native arts and cultures

## OUR MISSION

To empower creativity and leadership in Native arts and cultures through higher education, lifelong learning and outreach

## OUR CORE VALUES

### COLLABORATION

Joining together for student success

### EXCELLENCE

Upholding high standards for students, faculty and staff

### CREATIVITY

Encouraging fearless expression in art and life

### RESPECT

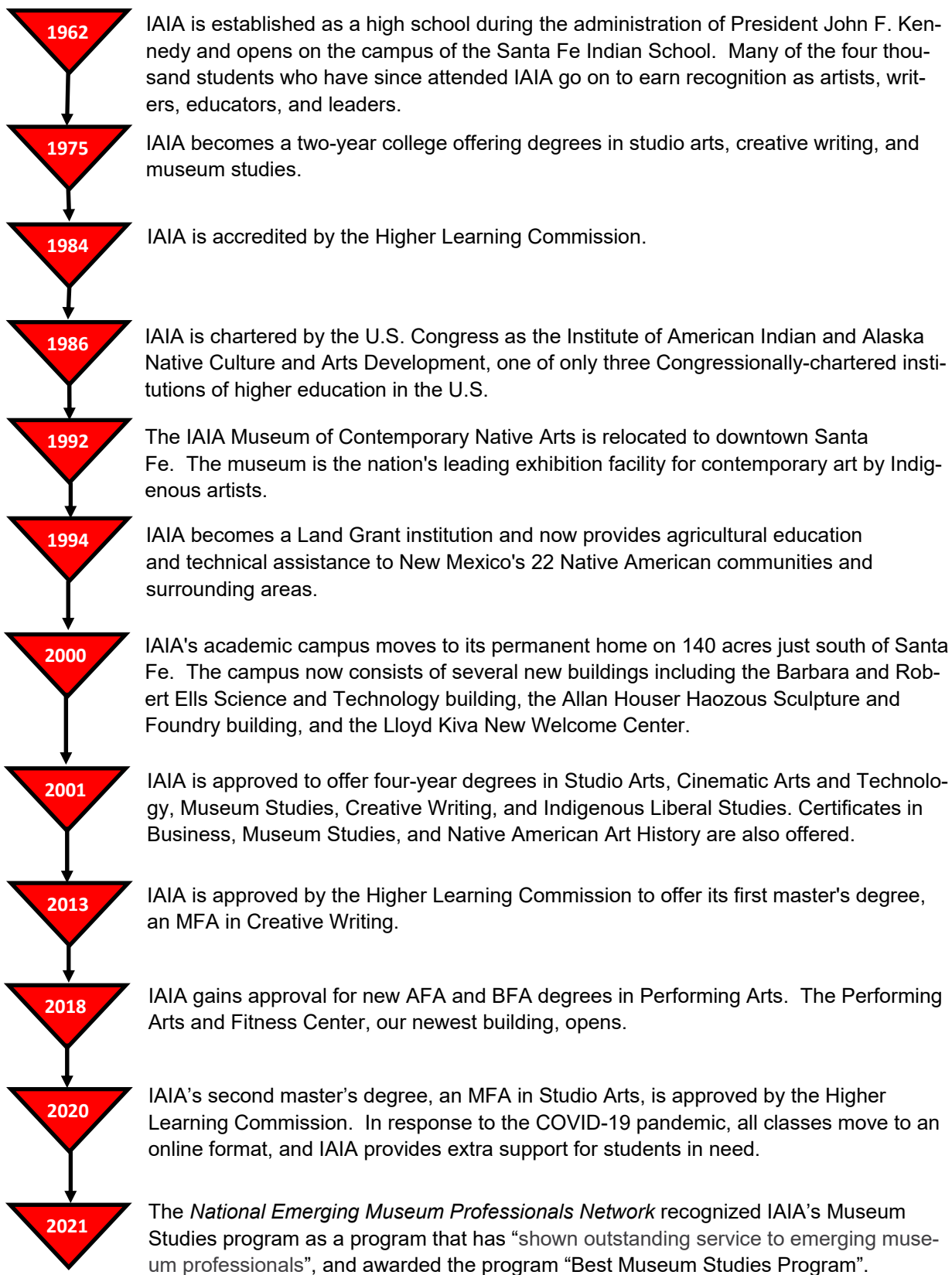
Fostering an understanding of cultures, perspectives and identities

### INTEGRITY

Demanding honesty, accountability and responsibility to one's community, oneself and the world at large

### SUSTAINABILITY

Being effective stewards of IAIA's financial, human, physical and natural resources in ways that minimize impact on the environment and ensure the future viability of IAIA



## Fall 2021 Fact Sheet

### OUR MISSION OBJECTIVES

Improve student success	Strengthen academic programs
Build college community	Ensure a safe community
Advance contemporary Native arts and culture	Build institutional capacity for growth

### OVERALL INSTITUTIONAL PROFILE—FALL SEMESTER 2021

Enrollment	Head Count	Full-time Equivalent (FTE)
Undergraduates—on campus and online	315	305
Undergraduates—dual credit high school students	440	115
Graduate students	60	81
Continuing Education	164	16
<b>Total</b>	<b>979</b>	<b>516</b>

### UNDERGRADUATES—ON CAMPUS AND ONLINE—FALL SEMESTER 2021

<b>Demographics</b>	Female: 62% Male: 38%	Native: 78%	Degree Seeking: 97%	Federal Financial Aid (Pell) eligible: 61%	Living on campus: 108 Percent: 35%
<b>Tribal Representation</b>	Tribes represented: 95	NM Tribes represented: 16	NM Pueblos represented: 14	NM Pueblo students: 42	Navajo students: 48
<b>Top Tribes</b>	1. Navajo Nation. 2. NM Pueblos. 3. Tohono O'odham Nation 4. Assiniboine and Sioux Tribes 5. Cheyenne River Sioux Tribe. 6. Jicarilla Apache Nation. 7. Oglala Sioux Tribe 8. Rosebud Sioux Tribe				
<b>Region</b>	New Mexico: 45%. States represented: 34. International: 1%.				
<b>Top States</b>	1. New Mexico. 2. Arizona. 3. California. 4. Oklahoma. 5. Colorado. 6. South Dakota. 7. Washington				
<b>Majors</b>	1. Studio Arts 41%. 2. Cinematic Arts and Technology 19%. 3. Museum Studies 15.2%. 4. Creative Writing 9%. 5. Indigenous Liberal Studies 7%. 6. Performing Arts 3%. 7. Native American Art History Certificate 3% 8. Business and Entrepreneurship Certificate 1.4%. 9. Native American Studies 1.4%				

### PERSONNEL—FALL SEMESTER 2021

Employees	Full-Time Faculty	Administration	Staff
Total 103	Total 25	Total 10	Total 68
Native 47%	Native 76%	Native 30%	Native 53%
	Male: 48% Female: 52%	Male: 40% Female: 60%	Male: 49% Female: 61%

To: Dr. Robert Martin  
From: Jason S. Ordaz, Director of Communications  
Date: Monday, January 10, 2022  
Subject: Quarterly Board Report for Communications

**Mission Objective III. Build College Community**

B. Identify and deliver effective institutional communication

**Mission Objective V. Advance Contemporary Native Arts and Cultures**

C. Advance scholarship and dialogue on indigenous arts and culture

**Mission Objective VI. Build Institutional Capacity for Growth**

B. Implement a marketing and communication plan to brand and promote IAIA

**Project:** *Making History*: Celebrating 60 Years of IAIA and 50 Years of MoCNA

In 2022, IAIA celebrates its sixtieth, and its Museum, celebrates its fiftieth anniversary. Often referred to as “the birthplace of contemporary Native American art,” IAIA has been the educational home for esteemed, innovative artists, writers, filmmakers, performers, and leaders. Just ten years after our humble beginnings on the Santa Fe Indian School campus, IAIA began collecting and exhibiting student artworks, a collection considered the world’s premier collection of contemporary Native art—the IAIA Museum of Contemporary Native Arts (MoCNA).

Now, as IAIA continues to grow on our stunning 140-acre campus and MoCNA continues to expand its renowned collection of over 9,000 artworks, we’re asking the IAIA Community and general public to join us in celebrating IAIA’s sixtieth anniversary and MoCNA’s semicentennial. The celebration of this monumental 60/50 anniversary will encompass the theme *Making History* and will be a prominent part of all IAIA and MoCNA events in 2022—be it the IAIA Commencement, IAIA Scholarship Event and Auction, MoCNA Opening Reception for Summer Exhibitions, IAIA’s Annual Open House, or any other exhibition or event.



Communications plans to regularly disseminate information about the anniversaries through email campaigns, print advertising, and website and social media posts. The targeted audiences will be the IAIA Community, news and media sources, stakeholders, and the general public. Attached is the working logo for the anniversary.

The project is ongoing.

**Mission Objective IV. Build institutional capacity for growth**

A. Ensure long-term sustainability and financial security

B. Implement a marketing and communication plan to brand and promote IAIA

**Project:** Strategic Communications Plan

Working with Agency MABU’s President, the Director of Communications is in the process of finalizing the first draft of the 2022 Strategic Communications Plan. The plan includes chapters addressing communications goals and objectives, branding strategies, target audiences, key

messages, mediums and marketing methods, timelines and calendar of communications activities, budget parameters, and methods for measuring outcomes.

In order to be inclusive and build a more comprehensive plan, Communications sought out feedback from the Dean of Students and the Museum and Advancement Directors. Agency MABU interviewed the three President's cabinet members, and the working draft includes their ideas and observations. The renewed Strategic Communications Plan will help to expand new initiatives for IAIA.

The project is 65% complete.

### **Mission Objective II. Strengthen Academic Programs**

B. Expand state of the art technology in academic programs

### **Mission Objective III. Build College Community**

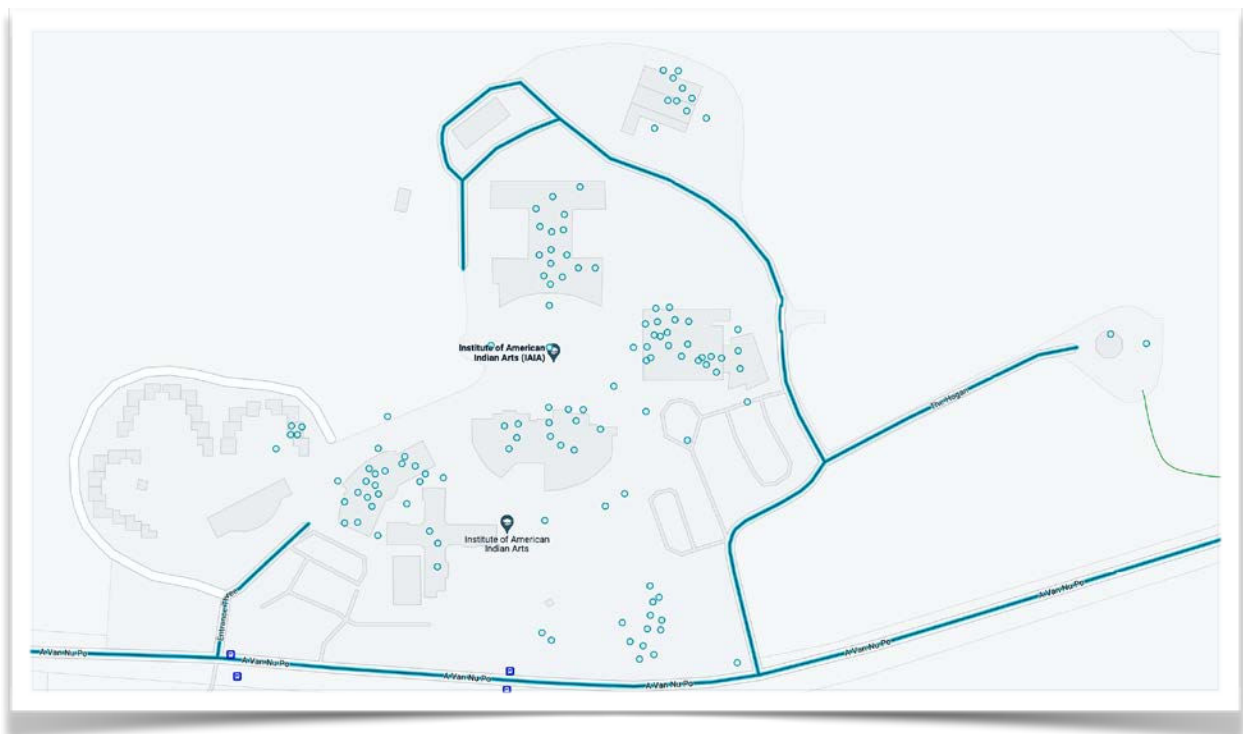
B. Identify and deliver effective institutional communication

### **Mission Objective VI. Build Institutional Capacity for Growth**

B. Implement a marketing and communication plan to brand and promote IAIA

D. Annually reduce IAIA's carbon footprint by 5%

**Project:** New Virtual Tour—Bringing the IAIA Campus to You



A year in the making—from researching virtual map technologies, writing summaries and overviews of campus rooms and buildings, recording personalized audio narration, and making 360 degree immersive photographs (120+ photographs)—we recently launched a [new virtual tour](#)

of the IAIA campus. The project scope was written by Associate Dean of Students Mary Silentwalker, financed by strategic priority funding, and co-managed by the Director of Communications. The virtual tour utilizes Google's proprietary API software, which not only makes for fast and responsive viewing in its maps infrastructure, but it also assists its web crawler software, Googlebot, "find" any and all references related to IAIA. The latter raises IAIA's Search Engine Optimization (SEO) score and rank, further expanding the college's reach both nationally and internationally.

In the attached map of the IAIA campus, the circles are locations with associated 360 degree photographs. In the coming years we'll add new locations and expand the virtual tour.

Below is the copy from the press release that was deployed on December 15, 2021.

### **New Virtual Tour—Bringing the IAIA Campus to You**

Want to visit the Institute of American Indian Arts (IAIA) campus, but can't travel right now? Want a guided tour during a time when Admissions staff are unavailable? Well, you are in luck! Because now you can take a tour of the IAIA Campus from the comfort of your home.

With audio narration and written descriptions of each location, it's like having a guide with you as you virtually move through our stunning 140-acre campus on the new virtual tour, available through Google Maps technology in partnership with Mass Interact, the leader in interactive virtual tour experiences. Googlebot (Google's web crawler software) is hard at work crawling and caching IAIA's new 360° photographs to create a searchable index. This new index raises IAIA's Search Engine Optimization (SEO) score and rank, further expanding the college's reach both nationally and internationally.

The crisp, vibrant immersive images provide a 360° view so you can look all around each building, classroom, and studio. Zoom in and out to get a closer look and quickly travel through our halls and from building to building with the easy-to-use navigation arrows, or by clicking through the navigation bar on the left-hand side. The virtual tour is quick and easy to use on a mobile device or a desktop.

Whether you want to take a look at the Land-Grant Garden, sneak peek the IAIA Museum of Contemporary Arts (MoCNA) Collections, or even take a walk through our IAIA Library stacks, look no further than the device you're reading from now! The tour provides information about our campus, and the immersive images alone can be viewed directly from Google Maps. Virtually visit the IAIA Campus today and see a part of what we have to offer.

### **Start the Tour**

The first phase of the project is 100% complete.

### **Mission Objective I. Improve Student Success**

- A. Increase resources for students
- C. Develop student leadership skills

### **Mission Objective II. Strengthen Academic Programs**

- C. Improve student skills in business and marketing
- E. Foster Indigenous identity, knowledge, and practice

### **Mission Objective III. Build college community**

B. Identify and deliver effective institutional communication

### **Mission Objective V. Advance Contemporary Native Arts and Cultures**

A. Continue to refine and implement indigenous assessment

D. Increase internship and apprenticeship opportunities

**Project:** Developing “Indigenous Empowerment”—Polaroid Booth and Pop-Up Exhibition

In November, the Communications Department hosted a Polaroid Pop-Up Booth to promote the IAIA social media accounts on Facebook, Instagram, Twitter, LinkedIn, and TikTok. IAIA Students Monika Guerra (Mexican-American) '22 and Derrell Lopez (Diné) '23 made polaroid portraits of any student, faculty, or alum who wanted to stand in front of the lights for an instant image. Communications paid each student artist a \$50 honorarium, provided lunch from the Cafe the day of the pop-up, and purchased official Polaroid swag to show appreciation for the work they provided. To go alongside the portraits, guests were presented with the opportunity to anonymously write down their answer to the question, “What is one thing that being here at IAIA has taught you?” Some of the answers include “It has taught me there is no fear in being Two-Spirit,” “Indigenous empowerment. Being Native is unique and beautiful,” and “I really learned how to embody the ‘SKODEN’ mindset. It’s workin’ for me.”

Curated by Monika and Derrell, the one-of-a-kind Polaroid portraits and hand-written responses were displayed in a small exhibition in the Lloyd Kiva New Welcome Center Lobby.

Here is Monika’s and Derrell’s narrative about the exhibition.

#### **What is one thing that being at IAIA has taught you?**

We displayed each portrait and each response, written on a small, recycled piece of paper, in an anonymous checkerboard pattern. Be intimate with the responses and portraits; don’t be afraid to view them up close!

“This project was inspired by a recent photography project where I walked around downtown Santa Fe and asked strangers if I could take a portrait of them with my SX-70 Polaroid camera. After they gave me their consent to do so, I surprised them with the question, “What would you title this chapter of your life right now?” This took most of them aback and encouraged them to really think about their answer and, literally, this current chapter of their life. They were all thought-provoking titles, which allowed me to reflect on my own as well. This was an exercise to take a vulnerable look into strangers’ lives as well as have them think about where they are in their own lives. We’re all connected more than we think. So, when Derrell and I were asked to do something similar with IAIA students, I was super excited, especially with having the lighting setup that we did to be able to focus on taking those great portraits. Looking back on the students’, faculty’s, and alums’ answers that were written down and see and how much this school has really helped them in one way or another was heartwarming to see.”  
—Monika Guerra (Mexican-American)

“Being able to share my interest in instant photography with my peers, professors, and the friends I’ve made here at IAIA has been a dream come true. For the longest time, I would take Polaroids for myself, but once I came here I was able to share my instant gift with many others. I’m honored and thrilled I was given another opportunity to share my passion with the amazing people here at IAIA and work alongside another student and one of my great friends Monika



Guerra. Being able to put together this exhibition with her has only made me love my passion even more and want to keep sharing this process with everyone.”

–Derrell Lopez (Diné)

The project is 100% complete.



**Mission Objective III. Build college community**

B. Identify and deliver effective institutional communication

**Mission Objective V. Advance Contemporary Native Arts and Cultures**

- B. Strengthen the connection between the College, its Museum, Tribes, and the Santa Fe community

### **Mission Objective VI. Build institutional Capacity for Growth**

- B. Implement a marketing and communication plan to brand and promote IAIA

#### **Project:** Change Email Marketing Service Providers

Communications implemented Agency MABU's recommendation for changing over to the Mailchimp email platform. Citing from the email assessment, "there exists some inconsistency in the branding and writing styles used throughout the organization (e. g., museum, foundation, and communications departments). Some of this inconsistency is caused by IAIA's use of two different platforms. While the museum and communications departments use Constant Contact, the foundation uses Mailchimp. Ideally, IAIA would ultimately adopt one common email marketing account for all departments."

The Museum has access to the new Mailchimp account and supports Communications' decision to change over from Constant Contact to Mailchimp. Communications is currently working with Advancement to consolidate accounts and join Communications' Mailchimp account. One account and platform will help put policies and practices in place to ensure consistency in branding and messaging.

[Read the full assessment.](#)

The project is 85% complete.

### **Mission Objective I. Improve student success**

- B. Improve retention and completion
- C. Develop student leadership skills

### **Mission Objective II. Strengthen Academic Programs**

- E. Foster Indigenous identity, knowledge, and practice

#### **Project:** Continuation of *Many Nations, One Family* Campaign

Students and graduates know first-hand that it is hard work staying in school—semester after semester, year after year. In this series, *Many Nations, One Family*, students and graduates share reasons why they decided to stay in school at the Institute of American Indian Arts (IAIA). Aside from earning a degree, additional benefits include access to studios and supplies, professional equipment, Library and Counseling resources, and peer-to-peer engagement. IAIA students are part of a unique Indigenous legacy formed by resilience and unity, and together they are *Many Nations, One Family*.

The *Many Nations, One Family* campaign focuses on student stories—their personal reasons and perspectives on why they chose to stay in school.

The stories are included here for reference.

IAIA student Fonzy Nequatewa (Navajo/Hopi) '25 explains how she has roots at IAIA, which allows her to continue to grow. Even though she took a gap year during the pandemic, she returned to IAIA, and with a new perspective.



“I enjoy going where my mom went for her art experience. Now I’m going, and I’m setting a new path off from the artists in my family by going into cinematic arts to make Indigenous films. I basically grew up in Santa Fe from going to Santa Fe Indian Market, so I’ve been coming here since I was in the womb! When I first discovered IAIA in my hometown in Flagstaff, AZ, this school called out to me.

When I first came here, I was a Performing Arts major. When COVID hit, I decided to take a gap year, and during that time, I decided to go into Cinematic Arts and Technology because I grew up on movies. My mom is really proud of me for attending IAIA and for doing what I want to do. Movies are very enjoyable and I want to be behind the camera for once.”

Another IAIA student who took time off and decided to return, Michael Bozzuto (Taos Pueblo) '23 says that the connections he’s made with peers have been authentic and life-saving.

—Fonzy Nequatewa (Navajo/Hopi) '25

Another IAIA student who took time off and decided to return, Michael Bozzuto (Taos Pueblo) '23 says that the connections he’s made with peers have been authentic and life-saving.



“It wasn’t entirely my decision to take time off. I’ve been a chronic alcoholic for more than half my life and, because of that I was kicked out of IAIA. But it was my decision to come back. I went to rehab, I got really spiritual and into meditation, and I decided to write a letter of apology to IAIA and explain my change of behavior and consciousness. I was readmitted and when I returned everyone was happy to see me and I thought that was a beautiful thing.

It’s nice to be in a creative environment and draw inspiration from other artists who work in various different mediums. It gives me a different perspective to see how they see things. I’m

so happy I've made these connections. Sometimes you just need someone to talk to, human energy, someone to witness.

Now, I've been sober for 14 months and I'm glad I decided to write those words of apology and account for what happened. This is the best way for me to stay on track. Recently, I lost my mother, and she really wanted to see me graduate. So, my finishing, it'll count for something."

—Michael Bozzuto (Taos Pueblo) '23

IAIA Student Alica J. Mteuzi (Caddo Nation, Cheyenne-Arapaho) '23 had to take a semester off from IAIA because she is a mother and had family priorities. She said she is so grateful that it was only one semester she had to take off, and she is happy to be back, because what keeps her at IAIA is the same thing that brought her here in the first place.

"There is no other experience like being at a tribal art school—being amongst your peers, being taught by people who are from your heritage. I didn't know there was a such thing as a tribal college, much less an art college that was specifically for Indigenous students. Prior to coming to IAIA, I struggled, as many others do, with my Indigenous identity. I had apprehensions and some self-consciousness. I didn't necessarily connect or have a great understanding of my heritage.

After my first semester, I learned that my experience was not unique. Many other students had the same exact story, either because they're mixed, or because of removal from their Native lands, or because they were adopted. Everybody comes from different backgrounds, and because of that, I immediately felt right at home.

When I found out about IAIA, it was a no-brainer. This is where I should be. Despite challenges with the COVID-19 Pandemic and other things that are going on in the world, I'm here, because I look at being a student and graduating college as my job. I will be a first-generation college degree holder. I'm not only here to represent my family, but to be a role model for my children.

If you're thinking of coming to IAIA, you should already be here. Don't hesitate. Just come."

—Alica J. Mteuzi (Caddo Nation, Cheyenne-Arapaho) '23



The project is ongoing.

To: Dr. Robert Martin  
From: Laurie Brayshaw  
Date: January 10, 2022  
Subj: Quarterly Board Report

**Strategic Theme I. Improve Student Success**  
**A. Increase resources for students**

Project: Continuing Education (CE)

Project Description: Increase the number of IAIA students and members of the outside community that enroll in Continuing Education courses and workshops.

Percentage complete 100%

Continuing Education - Activities/Courses Offered

**Enrollment**

<b>Semester</b>	<b>Fall 2020</b>	<b>Spring 2021</b>	<b>Summer 2021</b>	<b>Fall 2021</b>
Number of CE Courses Offered	23	33	18	25
Number of CE Students	272	420	249	300
Number of CE Registrations	389	755	327	377

**Fall 2021**

The Fall 2021 course schedule was launched on September 11 and ended on December 3. The schedule included 20 live online classes, and 5 in-person classes. There were 300 CE students taking classes last semester, which is an increase from previous semesters, including Fall 2020. Unfortunately, three out of the five in-person classes had to be cancelled due to a lack of enrollment. This signaled that CE students may not be ready or comfortable taking in-person classes, perhaps due to the pandemic. However, as in previous semesters, online classes and learning has been and will continue to be central to the Continuing Education programming.

**Spring 2022**

As of January 10, there will be 34 CE classes offered during the semester with 31 live online classes/workshops and 3 in-person classes. The organization and planning of the classes is underway, the schedule is expected to start on February 15 and end on May 26. The in-person classes will be a three-part gardening series, "Growing Food in the Southwest", to be held in and around the IAIA Greenhouse. As in the Fall, CE students will comply with the IAIA vaccination mandate and social distancing measures as per IAIA Vaccination Mandate.

For the live, online classes, using Zoom as the platform, the offerings include a variety of professional development, personal enrichment, history, and writing classes. Professional Development classes will focus on providing webinars on small business accounting, social media development, pricing art, self-publishing, and an online class on small business marketing. Personal Enrichment classes encompass a range of areas, including acting, traditional medicines and gardening, podcasting, storytelling, beekeeping, media, and public art. The Writing classes

have a few CE staples that CE students tend to always enjoy, including Introduction to Poetry, Contemporary Indigenous Literature, and prose and lyric essay.

CE is excited to offer a class on Art Collecting teaching students how to manage and build their own personal art collections. This class will be best suited for beginning art collectors or those who have an existing collection but need guidance on managing it. Also, to coincide with International Women's Day and Women's History Month in March 2022, CE will offer a history class on the "Traditional Roles of Indigenous Women" along with two writing classes, "Fragments of Nonfiction featuring BIPOC Women Writers", and "Indigenous Women Poets of the United States". In the spirit of celebrating diversity, CE will offer a speaker series "Two Spirit and LGBTQ Indigenous Artists: Creatively Reimagining Our Worlds". The series will introduce Two Spirit and LGBTQ artists from around the country to discuss their work, their art practice, and its relationship to their identities. CE will offer "How to Teach a Webinar" to IAIA students, which will give IAIA students the tools they need to start teaching subject matter content in an online environment.

### **Spring 2022 Classes:**

A Longer Prose Line

Actor's Trick

Art Collecting 101: Build and Manage Your Personal Art Collection

Better Ways To Manage Your Social Media Content

Bootcamp for Writers for IAIA

Contemporary Indigenous Literature

Fragments of Nonfiction featuring BIPOC Women Writers

Growing a Medicine Garden

Growing Food in the Southwest Part I: Starting Seeds

Growing Food in the Southwest Part II: High Desert and Southwest Prepping Spaces to Grow

Growing Food in the Southwest Part III: Planting

How to Teach a Webinar

Indigenous Women Poets of the United States

Introduction to Beekeeping

Introduction to Entomology (Insects)

Introduction to Self-Publishing

Is Self-Publishing for You

Junior Master Gardener Train the Trainer - Section 1

Junior Master Gardener Train the Trainer - Section 2

Mushrooms as Medicine: A Brief Introduction

Online Storytelling for Youth

Podcasting 101

Poetry in Practice

Pricing Your Art

Public Space Design and Public Art

Regenerating Media Through Land, Language and Relationships

Small Business Accounting with Wave

Small Business Marketing Boot Camp

Traditional Roles of Indigenous Women

Two Spirit and LGBTQ Indigenous Artists: Creatively Reimagining Our Worlds

Writing Towards Beauty with The Diné Reader

4 Directions Projections - Section 1

4 Directions Projections - Section 2

4 Directions Projections - Section 3

## **Other Activities:**

### **Empower**

Jonathan is working with IAIA Institutional Research to improve the capabilities of Empower to better serve the delivery of online classes to CE students. As a result of the pandemic, 90-95% of CE classes have been hosted online since March 2020. In this case, investments in our student information system will allow CE students to have a user-friendly experience as they register for classes. A request was made to utilize Covid-relief funding, which was approved to cover the estimated work in the amount of \$16,560 to update and streamline functions of Empower. The enhancements would make the CE program more competitive, informative, and we will be able to collect more CE student data for reporting purposes. The changes are expected to be completed by mid-semester.

Jonathan Breaker participated in Empower training with Comspec to utilize capabilities of the student information system to allow for third party billing. This would allow Continuing Education to work with organizations/companies to allow their individuals/members to register for CE classes. Their registration fees would be billed directly to each organization/company. This was not possible in the past, because CE class registration is offered on a first-come, first serve basis and the purchase order process is too lengthy and cumbersome to get students signed up to their classes in a timely manner. Jonathan will continue to work to implement third-party billing.

Jonathan will work with National Indian Education Association (NIEA) to provide CEUs to participants that requested them from their registration at the NIEA Annual Convention in October 2021 held in Omaha, NB. Jonathan will also work with the Authors Guild, a national professional organization for writers, to host an online professional development training for writers to be held in Spring. Jonathan submitted the NIFA-USDA Submission Annual Progress Report for the NIFA-USDA grant for Year 2. The final report will be due in November 2022.

### Project: Grants

Project Description: Identify potential funding for IAIA needs and interests

Percentage complete 100%

The Phase I proposal for the EDA Build Back Better Regional Challenge grant with the New Mexico Coalition was successful, and IAIA will receive \$28,600. The coalition consists of the Albuquerque Hispano Chamber of Commerce, Stagecoach Foundation, Dream Spring, New Mexico EDD, the City of Santa Fe, UNM School of Architecture, New Mexico Tech, and the Arrowhead Center. The Coalition intends “to foster a singular vision designed to grow new industries and scale existing ones in our region. The coalition of economic development agencies, government agencies, non-profit accelerators, and higher education institutions working toward a shared vision of New Mexico as a global leader in the creative tech, entertainment, and arts industries will help our regional economy recover from the pandemic, build economic diversity and resiliency to mitigate impacts of future economic disasters, as well as benefit regional workforces and residents through creation of high-quality jobs, increased wages, and revitalized communities.”. Under Phase I, IAIA will be offering credit and Continuing Education courses in film and animation.

Assisted Lara Evans with the submission of the next Mellon proposal for the RCCNA.

Assisted Lara Evans and Ryan Flahive with the submission of the ATALM American Rescue Plan and Humanities Grants for the Tribal Cultural Institutes proposal. The proposal requested \$37,800 to digitize, preserve, make available, and publicly present the “Master Tapes” of the Native American Video Tape Project from 1976-1977.



Submitted the second invoice to Warner Media for their scholarship award.

Submitted the reporting to Disney for their scholarship award.

The Tribal Consultation Progress Report was completed and submitted to OMB. Final changes were made to the Tribal Needs Survey and it was setup in Survey Monkey. An email was sent to the approximately 500 Tribal contacts that we had email addresses for. Follow-up emails will be sent until 2/28/22.

Contracts and Purchase Orders were completed for the Growing Dome and the Tuff Shed for Land-Grant. The Tuff Shed was installed on 1/6/22 and will store the equipment for the garden. The Dome will house the bee and honey equipment and can be used as a teaching space. The Dome will be installed in the summer of 2022.

With Jason Ordaz, we reviewed proposals to upgrade the audio-visual system in the Commons. The company AV Systems was chosen. The equipment has been ordered and installation should begin in the spring of 2022.

With Larry Mirabal, we submitted the NMHED Capital Projects material for the stucco project. While NMHED has approved the overall project, they must also approve various steps of the project as well.

Information for the AIHEC AIMS report regarding the use of Land-Grant funding and activities to support student academic readiness and success was completed.

### **Strategic Theme III: Build College Community**

#### **III: B. Promote Health, Wellness and Safety**

Project: IAIA Junior Master Gardener program for Native youth.

Project Description: Revise the Texas A&M Agrilife curriculum for relevance in Native communities and offer to local youth.

Percentage complete 100%

Melanie Kirby, Teresa Quintana, and Paul Quintana

#### **IAIA Pollinator Program & Habitat Restoration Project**

The U.S. Fish & Wildlife Service Partners of Fish & Wildlife Department will provide Land-Grant with a map of the campus land surveys. The maps will then be used to establish restoration and revitalization zones.

Wildflower and insect documentation continued. We have taken photos of plants in various stages of growth to begin cataloging into a field guide through the winter months. We will be adding to this each season.

Our inaugural Thunder Bee honey harvest yielded close to 100 pounds of honey. Land-Grant purchased a biodegradable honey stick machine and we have been able to share honey sticks with students, faculty, and staff prior to winter break. We will continue to share these honey sticks for special events/programs through this year.



Hives have been winterized (insulated) and plans are to collaborate with a local bee producer to make increases this spring. Land-Grant is also working on developing Indigenous community beekeeping projects for spring 2022.

The tree nursery is doing well. Transplanting is postponed until spring 2022 to ensure the saplings are big enough to withstand any pest pressure for successful establishment along the nature trail revitalization project and other erosion zone and pollinator oases sites around campus.

### **Youth Program**

The Land-Grant department has revised the Texas A&M Junior Master Gardener program for use in Native American communities. In addition, a Train-the-Trainer (TtT) program is being developed. Land-Grant will be teaching the TtT program to interested Tribal communities in an 8-hour total, four-day courses online over the next few months. Our hopes are to teach at least two sessions with 18 participants in each session. If we have more interest, we plan to run a few more sessions throughout Spring and Summer.

### **Garden**

Land-Grant staff (including the 4 student workers) spent most of the Fall 2021 semester preserving our harvest. With the apples we dried and put them into airtight bags, made apple sauce, and made apple pie filling that we shared with the IAIA Pantry, staff, and made Pueblo pies in the inside oven at the Hogan. We canned several small batches of hot sauce with our jalapenos and tomatoes and 3 batches of stewed tomatoes.

The corn was shared at a community gathering, shucked (by hand) most of it, then roasted in the (inside) oven at Hogan, and ground with a small mill loaned to us. We are almost done grinding all the roasted corn to an extra fine flour. We will save some for demos, food tastings, and events. We will also be able to reach one of our original goals of providing Student Success with corn meal for the “Blue Corn Mornings” a tradition started in the early 2000’s by Diane Reyna.

With the honey we harvested we have begun putting in jars and making honey sticks. We were able to share approximately 500 honey sticks with students, staff, and faculty members before Winter break.

Another spiral garden was built and the start of a tiered garden behind the new to Land-Grant harvest house. The tiered garden will host pollinator plants for our Thunder Bees and other pollinator relatives it will also help with water conservation as this garden will be irrigated from recycled harvest water. We now have a pergola near the apiary where we plant to grow vining plants to provide a nice shady sitting area for community members. The pergola from the Academic building courtyard was relocated near the apiary, and bee friendly climbing plants will be planted at the base.

### **Greenhouse**

In the greenhouse we are growing microgreens, tomatoes, chile, wildflowers, mint, Thai basil, peas, spinach, lettuce, beets, strawberries, blueberries, and dill. We harvested a few tomatoes before we left for Winter break.

Our trees for the restoration project are still thriving. Our restoration project has moved forward as Paul has begun making additional walking trails and continues to thin out juniper trees. We will be sharing firewood gathered from the thinning to our community members in the next few weeks. Other tree limbs have been chipped in our woodchipper and are used to mark the walking trails.

We will start growing plants for the warm growing season over the next few weeks. This year we have plans to take a few traditional plants to the large courtyard at MoCNA to help feed the pollinators that we are hoping to place on the museum roof. Our hopes are that this helps us share information about native and traditional plants to the public. This project will also show that agriculture is art, at least here at IAIA. Our hopes are to also have enough starts to share with community members and encourage them to grow food.

### **Webinars & Presentations**

L-G Extension Educator participated in the following webinars:

- Tribal Pollinator Alliance working group participation
- National Managed Pollinator Working group participation
- BIPOC Farmer Alliance meeting
- NM Food & Ag Policy Council and NM Food & Hunger Act Roundhouse listening session
- Indigenous Mapping Network virtual conference attendee
- Quivira Coalition & Holistic Management Conference exhibit table
- National Geographic Explorers Classroom Presentations for Youth (November 2021)
- Women, Food, & Agriculture Network Presentation (November 2021)
- Introduction to Apitherapy virtual workshop (November 2021)
- Wonders of Wax Virtual workshop (November 2021)
- FALCON presentation of IAIA LG Program & announcement of Jr. Master Gardener Train-the Trainer workshops (October 2021)
- National Geographic Explorer Community: Indigenous Perspectives and Allyship in Science (October 2021)
- Women Geographers Society presentation (October 2021)
- Holistic Management International & Quivira Coalition Field Day workshop at Chispas Farm (So. Valley ABQ) Pollinator presentation (October 2021)
- IAIA Indigenous People's Day Community event (October 2021)
- Rising Voices Indigenous Environmentalist Network Virtual Conference (October 2021)
- Tribal Pollinator Protection Alliance monthly meeting invitation (October 2021)
- Not Forgotten Outreach Veteran Rehabilitation Program Beekeeping Instructor (August & October 2021)

### **Strategic Theme IV: Ensure a safe community**

#### **IV: D. Develop educational and training programs to promote safety on campus and at the Museum**

Project: Educational Safety Programs.

Project Description: Provide Title IX training to new and returning students, faculty, and staff, and contract with educators who can deliver self-defense and sex education classes to students.

Percentage complete 100%

Title IX training was delivered to the new Freshmen during the Spring orientation.

The redacted Title IX logs for 2021 were added to the Title IX webpage.

The Title IX Policies and Procedures were revised and will be posted on the Title IX webpage.

I attended the following online ATIXA trainings:

- One Process Two Policies Workshop Part 2 and Part 3
- Informal Resolutions
- Title IX Hearing Advisors

To: IAIA Board of Trustees  
From: Davidsarah Kaplan, Associated Student Government (ASG) President  
Date: 10 January 2022  
Subject: Quarterly Report

**Associated Student Government Officers:**

- President: Davidsarah Kaplan (they/them) Indigenous Liberal Studies, Citizen Potawatomi Nation
- Vice President: Soledad Flores-Gudino (they/them) Indigenous Liberal Studies, Caxan Chichimeca
- Secretary: Chasity Yepa (she/her) Studio Arts, Navajo, and Jemez Pueblo
- Treasurer: Ixel Lindstrom (she/her) Museum Studies, White Earth Nation

At the end of last semester, we said goodbye to Shantel Chee (Diné) as they stepped down from their role as Public Relations officer, which they had held for three years. We thank them for their service and wish them the best of luck in their future endeavors!

Chee facilitated a Spirit Week from November 15<sup>th</sup>-19<sup>th</sup> in which students were encouraged to dress up and engage in daily activities. The themed days included Rock Your Mocs, Traditional Hair, Traditional Dress, Native Bling, and IAIA Spirit. About twenty students participated and posted pictures of their outfits to Instagram and tagged us. When students posted a picture, they were entered into a raffle and were able to win a number of prizes provided by ASG and Student Activities. It was great to see people dressing up and getting excited for the specific days.

ASG hosted a club drive event for the Museum Club in the Student Union Building on the 16<sup>th</sup>. The event was led by Shantel Chee, PR, and Ixel Lindstrom, Treasurer. The club provided snacks, balloons, and activities that the students who attended greatly enjoyed. Derrell Lopez attended and took polaroid pictures, which folks really liked. On the evening of the 17<sup>th</sup>, we hosted a family night where ASG President Davidsarah Kaplan and IAIA Student Ambassador, Kelsey Tortalita, read books to families and their children. Two families were able to attend and enjoyed free pizza and holiday crafts. It was a beautiful and touching evening. Kelsey also provided two classes to students in ribbon skirt making. It was a great opportunity that many students took advantage of. Many thanks to Kelsey and her teaching spirit and generosity. The weekly Talking Circle was highly attended by students as well.

Spirit Week was a great success that improved the morale and feelings on campus in honor of Indigenous Heritage Month. It served as a beautiful reminder of our many cultures and allowed us all to show off and share with one another. Throughout the week, it was so fun to watch and see how folks were dressed and to see who participated. The activities each evening was highly anticipated and engaged with. I believe we should continue with this practice and host a spirit week every November.

At the beginning of December, the ASG hosted a student-led memorial event for DeAnna Autumn Leaf Suazo at the Totem Pole. IAIA donated meals for students, and the ASG provided luminaria for students to write messages on and leave around campus. Two students, Christian Yellow Kidney and Suni Sonqo Vizcarra Wood, played music and sang songs of mourning and celebration of life in honor of DeAnna. All three of our counselors, Mila, Madge, and Eliza, attended in solidarity with the students, and we were all grateful for their presence. Although it was cold, many of DeAnna's friends came and shared space together to remember her and grieve.

DeAnna's memorial was the final event that the ASG organized for the semester. We had our final meetings with our advisors on December 1<sup>st</sup>. The ASG donated \$1,500 to Shantel Chee to thank them for their many years of hard work and to help them cover their school costs. We then descended into finishing our finals and bid farewell to campus for the winter break.

The ASG is open to facilitating several events and ways to engage the students for the Spring semester. Last semester we were finding our ground and securing the foundations of our group. Now, I believe we are well prepared and understand what we can do and achieve on campus. Considering the perseverance of the virus and the tolls it is taking on all of us, this next semester, we want to be extremely intentional and careful with how we act. We want to focus on the wellbeing and health of the student body by finding what students directly need and how we can serve them better. This looks like hosting surveys and polling students about their experiences and what they would like to see. We want students to be able to have the autonomy to take care of themselves and stay safe in this new year. It is vital that we all do what is in our power to cultivate health and stay alive. Our students need and deserve support, and we in the ASG are all committed to this.

Additionally, we are now focused on replacing the Public Relations role now that it is empty as well as replacing our advisor role, which Melissa Peters held last semester.

To: Dr. Robert Martin, President  
From: Felipe Colón, Academic Dean  
Date: February 2022  
Subj: Quarterly Board Report  
Input from Library Director, RCCNA Director, Online Learning Director, MFACW  
Program Director and Department Chairs

## **MISSION OBJECTIVE 1: Improve Student Success**

### **A. Increase resources for students**

#### Project 1: Transcripts and Social Annotation Assessment Project

This assessment project examines the application of universal design to IAIA courses. Universal design is an approach that makes coursework as accessible as possible to students. Rather than being a reaction to an accommodation need, universal design implements accessibility into the basic development of a course through the use of tools such as lecture and discussion transcripts.

- Deliverable: A summary of instructor experience and observed benefits of the availability and instructional use of class session transcripts and recommendation for the permanent adoption of software to continue transcripts.
  - **Deliverable Update as of 1/9/22:** [Hypothes.is](#) 3 instructors identified in August 2021 to beta test submitted result to Academic Technology and based on results it was confirmed that additional testing was needed. New MOU signed to extend Hypothesis.is test through June 2022.
  - **Total Complete as of 1/9/22:** 50%
- Expected Completion Date: December 2021
  - **Updated Expected Completion Date:** June 2022
- Budget considerations: Funded by Online Learning Department Budget
- Communications considerations: A project description and invitation to faculty to participate. Documentation on how to share transcripts through Canvas. Demonstration of the Hypthesis.is annotation service at faculty tech sessions and individual meetings.

#### Project 2: IAIA Library Indigenous Ephemera and Zine Collection

This project will establish a new collection within the IAIA library, focused on ephemeral materials and zines that highlight Indigenous perspectives and artistry including existing and new exhibition pamphlets, promotional materials, and zines etc. The collection will support research in Indigenous studies, art history, graphic design, as well as many socio-political topics commonly explored in zines.

- Deliverable: A newly established collection
  - **Deliverable Update as of 1/9/22:** Collection Development plan 70% complete; Cataloguing Workflows and Cataloging of Existing Materials 40% complete; Physical processing and shelving 15% complete pending the final determination of physical housing needs; outreach to be conducted once physical processing is completed. Total project completion: 32%
  - **Total Complete as of 1/9/22:** 32%
- Expected completion date: August 2022

- Budget considerations: Ephemera are typically free or inexpensive materials. Zines are usually available for \$1-5, but often creators will accept trade or will offer zines (especially self-print PDFs) for free. The collection can be stored in available shelving, any additional housing is covered in the library budget.
- Communications considerations: The library will promote the new collection across campus and online.

#### Project 3: Museum Studies Departmental Move Project

This project relocates Museum Studies and Art History program offices and classrooms into the Academic Building expansion. With the consolidation of all Museum Studies Program classrooms & faculty offices in one area, will make cross-over collaborations easier.

- Deliverable: Fully functioning new Conservation Lab classroom, all MUSM & ARTH faculty situated into new office spaces.
  - **Deliverable update as of 1/9/22:** Construction delays have pushed back the date to begin move but project should not be delayed unless construction is delayed into Summer 2022.
- Expected completion date: August 2022
- Budget considerations: Not applicable.
- Communications considerations: Close communications with Academic Dean and Facilities director.

#### Project 4: CINE Professional Pathways

This project addresses the recent and dramatic interest in partnership development between major media, TV and Film companies and the CINE department. To take advantage of this interest the CINE department will develop a methodology and framework to connect students directly with rapidly emerging opportunities and minority training programs.

- Deliverable: Expand dialogues with existing contact and other industries that may provide opportunities to students; create standards for how these opportunities fit in CINE curriculum/ degree programs; create a centralized place for students to become informed about opportunities and develop necessary portfolios to apply for opportunities.
- Expected completion date: August 2022
- Budget considerations: Funded through CINE Department Budget
- Communications considerations: Faculty, Students, Industry/ Company representatives

#### Project 5: ILS Graduation Poster Exhibition

This project established a proposal and associated curriculum to update IDST499 to incorporate the requirement of a display of a senior research project in conjunction with the annual Spring Graduation Senior Exhibition.

- Deliverable: Updated IDST499 curriculum and develop posters for display then work with Balzer Gallery Director to execute the poster exhibition.
- Expected completion date: May 2022
- Budget considerations: Funded through ILS Department Budget with possible additional funding from the Balzer Gallery
- Communications considerations: Faculty, Students, Balzer Gallery Director and possibly Facilities

## MISSION OBJECTIVE 2: Strengthen Academic Programs

### A. Raise academic and studio standards

#### Project 1: Graduate Course LMS/Canvas Use Standard

This project defines a standard for LMS (Learning Management System; presently Canvas) use among all IAIA graduate-level courses and programs. This standard would be a counterpart to the [LMS Use standard adopted by IAIA undergraduate faculty](#) in Fall 2020 and will improve consistency and satisfaction with the clarity and ease-of-access to course content and feedback.

- Deliverable: Draft of the standard, including background narrative and examples, one or more knowledge base articles articulating the standard and multiple knowledge base articles providing step-by-step instructions and short videos on meeting the standard.
  - **Deliverable Updates as of 1/9/22:** The online Learning department met with the two current MFA directors regarding creation of the standard and has received approval from both. Final review of the process is pending a meeting with the MFACA Interim Director, starting 1/10/22. Upon discussion with the MFACA director and re-discussion among the three MFA directors, the MFA Standard will be brought before the Ed. Standards Committee and faculty council for ratification.
  - **Total Complete as of 1/9/22:** 20%
- Expected completion date: July 2022
- Budget considerations: Minimal – faculty support is already built-into Online Learning mission and staffing. Some additional staff time required to compose job aids and online help for faculty.
- Communications considerations: MFA program faculty and directors in developing, utilizing, and communicating this standard.

#### Project 2: Sculpture Studio Fixture Improvements

This project entails the fabrication of additional/upgraded Sculpture studio fixtures to improve studio operations and safety. There will be consultation with faculty and students to determine areas of the studio needing fixture upgrades.

- Deliverable: Written report documenting improvements made.
- Expected completion date: July 2022
- Budget considerations: Studio Arts budget and possibly covid funding
- Communications considerations: Coordination with faculty.

#### Project 3: Studio Infrastructure Improvements

This project made improvements to the physical workflow and environmental health and safety of the Studio Arts studios. This included reorganization of spaces to aid in COVID-19 safety measures and the fabrication of studio fixtures to increase tool safety, improve studio operations, and create a more comfortable working environment.

- Deliverable: Studios re-organized and new fixtures acquired/ fabricated
  - **Deliverable Updates as of 1/9/22:** Physical upgrades to ventilation and electrical components completed
  - **Total complete as of 1/9/22:** 100%
- Expected Completion date: October 2021

- **Updated completion date as of 1/9/22: November 2021**
- Budget considerations: Funded through Studio Arts Department Budget and Covid Funding
- Communications considerations: Students, Faculty, Facilities Department-TBD

#### Project 4: Academic Storage Area Cleanup

This project will address several academic storage areas around campus that are filled with outdated items. Storage contents will be assessed to determine what can be thrown out.

- Deliverable: Provide clean storage areas across campus, freeing up space for other purposes.
  - **Deliverable update was of 1/9/22:** In October 2021 planning began for the addition of new portable storage units in the east academic courtyard. Deliverables have now been expanded to determine what items stored in current storage areas may be re-located to the new storage units.
  - **Total complete as of 1/9/22: 15%**
- Expected completion date: June 2022
- Budget considerations: None
- Communication considerations: Department chairs, faculty, and facilities.

#### Project 5: Technology Storage Rooms Cleanup

This project will address several storage areas that have become cluttered with old technology no longer used or useful to departments and the IAIA community. A cleanup of these spaces will make room for the more efficient storage of technology that is commonly used and requested.

- Deliverable: Inventory and clean-up of the IT server room and AV Room including the disposal of old and obsolete materials
  - **Deliverable update as of 1/9/22:** a thorough inventory of the spaces has been created and lists have been generated to send to the Academic Dean and Academic Department chairs for disposal consideration
  - **Total complete as of 1/9/22: 30%**
- Expected completion date: August 2022
- Budget considerations: Not applicable.
- Communications considerations: Academic Dean, Department Chairs and Facilities director.

#### Project 6: LIBS103 Refinement

This project will utilize assessments of LIBS103 conducted in Spring and Fall 2021 to refine and modify course

- Deliverable: Incorporate new assignments; file course name changes and curriculum update; submit catalogue updates; and offer new version of the class
- Expected completion date: August 2022
- Budget considerations: Funded by current ILS Budget
- Communications considerations: Faculty, Faculty Committees, Academic Dean, Registrar and Catalogue Editor



#### Project 6: ILS Senior Learning Update

This project will update ILS Senior student research guidelines and expectations in conjunction with increased IAIA research facilities

- Deliverable: Updated guidelines that reference the RCCNA and take advantage of research opportunities presented by RCCNA expansion, fellows, and staff
- Expected completion date: August 2022
- Budget considerations: Funded by current ILS Budget
- Communications considerations: Faculty, Students and RCCA Staff

#### Project 7: ILS Department Goals and Outcomes Update

This project will update and provide more clarity on ILS department goals and outcomes

- Deliverable: Update the definition of “Indigenous Studies” in the IAIA catalogue, webpage and in the IDST syllabi
- Expected completion date: March 2022
- Budget considerations: Funded by current ILS Budget
- Communications considerations: Faculty, Students, Faculty Committees and Academic Dean

#### Project 8: Indigenous Literature Course Development

This project will convert the existing IDST251 course to focus on academic writing specific to a quality indigenous literature review, critique, and assessment.

- Deliverable: Curriculum and syllabus developed, and course proposed and passed by Curriculum Committee and Faculty Council
- Expected completion date: May 2022
- Budget considerations: Funded by current ILS Budget
- Communications considerations: Faculty, Students, Faculty Committees and Academic Dean

### **B. Expand state of the art technology in academic programs**

#### Project 1: PAFC Student ID Barcode Scanner

This project develops and implements a community ID scanning system to digitally track entrances to the weight room and gymnasium. This will improve security and will provide a way of accurately tracking visitorship. Will also provide statistics on community participation in fitness, frequent facilities use times, duration of fitness activities and regularity.

- Deliverable: Data of visitors in the weight room and gymnasium.
  - **Deliverable update as of 1/9/22:** Examination of third-party trackers and apps used by other gymnasiums are incompatible with the IAIA ID system. In Spring 2022, will explore the integration of current ID scanner/tracking program to use in the library and cafeteria for implementation in the PAFC.
  - **Total complete as of 1/9/22:** 10%
- Expected completion date: June 2022
- Budget considerations: Equipment and implementation costs – Fitness Center Budget, Dean’s Budget, possible Covid funding - TBD

- Communication considerations: Facilities, Academic Dean, Student Activities Coordinator, PAFC faculty

#### Project 2: New Anthology Course Evaluations Software

This project adopts a new software tool, Anthology, to enhance dual credit, undergraduate and graduate student course evaluations.

- Deliverable: Increase in overall course evaluations.
  - **Deliverable update as of 1/9/22:** 1,633 evaluations were distributed with 795 returned as of December 23, 2021, for a return rate of 47%. Distribution of evaluations to chairs and instructors will begin the second week of January 2022.
  - **Total complete as of 1/9/22:** 50%
- Expected completion Date: May 2022
- Budget considerations: Online Learning will pay for full cost of software
- Communication considerations: Canvas will be tool for notifying students the evaluations are ready to complete. Students will have all courses in their canvas indicating how many they need to complete by end of semester.

### **C. Expand interdepartmental engagement in the academic programs**

#### Project 1: Moving the IAIA Archives

This project prepares the IAIA archives to be packed and moved into the IAIA Research Center for Contemporary Native Arts (RCCNA) in Summer 2022.

- Deliverable: Quote for mobile shelving and for moving services; assess inventory; logistical plan/timeline and a final report.
  - **Deliverable update as of 1/9/22:** Initial mobile shelving quotes were received in October 2021 and vendors are currently working on updated installations drawing based on latest updated architectural renderings. Moving quotes were also received in October 2021.
  - **Total complete as of 1/9/22:** 10%
- Expected completion date: October 2022
- Budget considerations: The cost for moving the archives is considerable. We are confident they will be covered by the Andrew W. Mellon foundation in the next grant cycle.
- Communications considerations: Moving archives is a complex task which requires detailed communication with facility staff, construction vendors, moving vendors, and shelving vendors.

#### Project 2: Hybrid Degree in Animation

This project addresses the development of a Cinematic Arts department led hybrid BFA degree in Interactive Arts & Game Design.

- Deliverable: Strategic Plan for BFA in Arts & Game Design
  - **Deliverable update as of 1/9/22:** 6 GAME classes developed/ re-developed, 3 offered in Fall 2021 and 3 will be offered in Spring 2022. Conversations began in Fall 2021 with new community partners including the San Francisco College of Art and Design, Peepeekisis tribal Education Director and Pixar. CINE will be approaching Curriculum Committee and Faculty council with the BFA in Interactive Arts & Game Design for approval in Spring 2022 followed by a forwarding to HLC

- **Total complete as of 1/9/22:** 80% completed
- Expected completion date: May 2022
- Budget Considerations: Funded through current CINE department budget and AICF Computer Science Grant
- Communications Considerations: Faculty, Students, Institutional Research Department, Marketing and Communications Department, Admissions and Recruiting Department, HLC- TBD

Project 3: Evaluation of Studio Arts Degree Plans and Curriculum for Interdisciplinary Opportunities

This project evaluates the effectiveness of IAIA's Studio Arts degree plan with respect to new and emerging interdisciplinary opportunities within IAIA and in the Indigenous Art community

- Deliverable: A review all current studio arts courses and curriculum to determine opportunities for the integration of interdisciplinary lessons and a proposal for an updated degree plan that meets academic and career needs for interdisciplinary learning.
- Expected Completion Date: October 2022
- Budget Considerations: Funded through current Studio Arts Budget
- Communications Considerations: Faculty, Students, Local arts organizations, Colleagues in Studio Arts programs at other institutions

Project 4: Creation of an Interdisciplinary Fashion Course

This project creates an interdisciplinary fashion course that meets burgeoning learning requirements for student interested in careers in fashion.

- Deliverable: Survey faculty, students, and fashion industry professions to identify course expectations and needs, then design course
- Expected Completion Date: October 2022
- Budget Considerations: Funded through current Studio Arts Budget
- Communications Considerations: Faculty, Students, Fashion industry professionals

**E. Foster indigenous identity, knowledge, and practice.**

Project 1: Performing Arts Courses and Classrooms - Indigenous Ways of Knowing Integration

This project examines the integration of Indigenous knowledge and values into Performing Arts course design and classroom pedagogy by integrating more indigenous practitioner and community involvement into courses.

- Deliverables: Integrate of more indigenous practitioners into Performing Arts curriculum, increasing performance creations that reflect Native values and identify more and new opportunities for student to present/perform on and off campus.
  - **Deliverable update as of 1/9/22:** A transition of PERF department chair was initiated in Fall 2021 with a new department chair starting on January 10, 2022, thereby freeing up the current department chair to focus on this project.
  - **Total complete as of 1/9/22:** 10% completed
- Expected completion date: October 2022
- Budget considerations: Sponsoring community members to participate in classes and Performing Arts activities, sponsor Performing Arts Faculty and

- Staff to engage in “cultural” development time – Performing Arts Budget, Professional Development Funding, Deans Budget
- Communication considerations: Indigenous assessments with faculty, staff and students

## **MISSION OBJECTIVE 5: Advanced Contemporary Native Arts and Culture**

### **A. Continue to refine and implement indigenous assessments**

#### Project 1: 16-week Online Studio Arts Courses Assessment

This project will assess the delivery of synchronous online 16-week studio arts fundamentals courses. This project will review faculty and student training for online courses and identify technical assistance needs. Assessment will be conducted by observing the synchronous online courses, surveying faculty/student satisfaction and assessing attendance/grades in comparison to the last in-person version of these courses. Project will inform as to the viability of online studio course work as an option.

- Deliverable: Courses assessed, and needs identified
  - **Deliverable update as of 1/9/22** –Fall 2021 course evaluations collected and assessed along with course observations and instructor and student feedback from departmental discussions. Findings indicate several cores of introductory classes work well in an online format and may be continued with a slightly smaller class maximum. Findings also indicate significant issues the online delivery of equipment and space intensive courses. The Spring 2022 Studio Arts Course schedule was generated based on these findings.
  - **Total complete as of 1/9/22: 100%**
- Expected completion date: January 2022
- Budget Considerations: Funded through Studio Arts Department Budget
- Communications Considerations: Faculty, Students, Academic Technology Department

#### Project 2: ILS Assessment Project

This assessment project assessed two ILS/ General Education courses that are part of the cultural electives’ menu of the general education requirements for IAIA students: TRAD101: Traditional Arts & Ecology and ANTH160: Cultural Anthropology of North America. Results necessitated adjustments and improvements to these classes.

- Deliverable: Assessment conducted, and necessary adjustments/improvements identified
  - **Deliverable updated as of 1/9/22:** ANTH160 was assessed in Fall 2021 and changes were made to the Spring 2022 course assignments.
  - **Total complete as of 1/9/22: 100%**
- Expected completion date: December 2021
- Budget Considerations: Funded through the Indigenous Liberal Studies Department Budget
- Communications Considerations: Faculty, Students, Academic Technology Department - TBD

## MISSION OBJECTIVE 6: Build institutional capacity for growth

### A. Ensure long-term sustainability and financial security

#### Project 1: Johnson Foundation Scholarship Endowment Project

This project initiated a Johnson Foundation Endowment that will replace the annual scholarship funding received by the Business & Entrepreneurship Program. This endowment will allow IAIA to continue to award scholarships to Business & Entrepreneurship certificate students as well as fund a regular BUSN faculty member.

- Deliverable: Proposal submitted to the Johnson Scholarship Foundation for consideration
  - **Deliverable update as of 1/9/22:** Initial proposal was submitted in December 2021 and was responded to with a request for follow-up conversation in late January 2022.
  - **Total complete as of 1/9/22:** 25%
- Expected completion date: December 2022
- Budget considerations: Not applicable
- Communication considerations: Close communication with the Academic Dean and ongoing communication with the President and CFO.

#### Project 2: Academic Chair Handbook

This project develops a handbook outlining the role and duties of the academic department chairs. The handbook will serve as an addendum to the annual depart chair contracts and assist in training and preparing department chairs while also providing annual deadlines, and support materials for regular required document submissions.

- Deliverables: Completed Handbook and Chair training scheduled for Fall 2022 in-service.
  - **Deliverable update as of 1/9/22:** Table of contents and introduction section draft completed
  - **Total completed as of 1/9/22:** 15%
- Expected Completion: August 2022
- Budget Considerations: None
- Communication considerations: Academic Dean, Department Chairs, HR

#### Project 3: Advising Handbook

This project develops a handbook outlining the process and practice of academic advising for faculty advisors.

- Deliverable: Advising Handbook completed and advising training scheduled for Fall 2022 in-service
  - **Deliverable update as of 1/9/22:** Draft Handbook completed, and Faculty HUB Advising Page created and under development
  - **Total completed as of 1/9/22:** 30%
- Expected completion date: August 2022
- Budget considerations: None
- Communications considerations: Academic Dean, Faculty, Student Services

## **B. Implement a Marketing and Communications Plan to Brand and Promote IAIA**

### **Project 1: Museum Studies, Art History and Business & Entrepreneurship Webpage Update**

This project refines and updates the Museum Studies, Art History and Business & Entrepreneurship Program website pages to create a central place for accessing information about the program for advertising purposes

- Deliverable: Create the info/ material and update the corresponding webpages
  - **Deliverable update as of 1/9/22:** MUSM promotional materials compiled with the assistance of the IAIA Academic Technology department. And is prepared to transmit to the Marketing and Advertising department for updating the MUSM/ARTH and BUSN webpage.
  - **Total Complete as of 1/9/22:** 50%
- Budget considerations: Funded through Museum Studies Department Budget
- Communications considerations: Faculty, Students, Academic Technology, marketing, and Communications

### **Project 2: Performing Arts Marketing Plan**

This project addresses the slow growth of the PERF program by developing a comprehensive marketing plan with IAIA admissions, marketing, and possibly outside support. Special focus will be placed on grassroots and face to face marketing as the pandemic subsides.

- Deliverable: Increased enrollment and interest in Performing Arts.
  - **Deliverable update as of 1/9/22:** A transition of PERF department chair was initiated in Fall 2021 with a new department chair starting on January 10, 2022, thereby freeing up the current department chair to focus on this project.
  - **Total complete as of 1/9/22:** 10% completed
- Expected completion: October 2022
- Budget considerations: Approximately \$2,500 per year. Split between the Performing Arts, Marketing, Academic Dean and Admissions budget
- Communication considerations: Coordination with Marketing, Admissions and the Academic Dean

## **C. Determine Need and Capacity for new Undergraduate and Graduate Programs**

### **Project 1: Development of a Fiber Arts Program Proposal**

This project synthesizes the results of the last two years of research into the development of a Fiber Arts Program and will make recommendations for implementation for presentation to IAIA Administration

- Deliverable: synthesize results of Fiber Arts Program research into a program proposal and provide recommendations for implementation for consideration by the Academic Dean and IAIA Administration
- Expected Completion Date: August 2022
- Budget Considerations: Funded through current ILS Department Budget
- Communications Considerations: Faculty, Students, Textile industry professionals

## **Academic Faculty/ Staff Accomplishments:**

### **Mattie Reynolds, MUSM Assistant Professor:**

- Began remodel/expansion of the Balzer Contemporary Edge Gallery to reflect our ever-growing student body and degree plans.
- Nominated the IAIA museum studies program for the National Emerging Museum Professionals Network inaugural awards program...and we were awarded best museum studies program alongside a few other outstanding schools.

### **Annie McDonnell, CRWR Associate Professor:**

- Winner of the Halycon Poetry Prize, book will be published this next year
- Invited to give a reading and a lecture on my poetry book, *Living with Wolves*, for a poetry class with Todd David at Penn State University's Altoona College in March 2022
- Invited to teach an eco-poetry class in Spring 2022 for Orion Magazine
- Recent publications have appeared in The Hopper and EcoTheo Review
- Editing poetry for a special series on wildfire for the online journal Terrain.org in March 2022

### **Dr. Jessie Ryker-Crawford, MUSM Professor:**

- Conducted Museum Studies faculty search, hiring Mary Bordeaux (Sicangu, Oglala Lakota), a prominent professional in the museum and Native American arts field. Mary is the current Vice President of the First Peoples Fund, is on the Board of Directors of the Native American Art Studies Association and is the Chair for the South Dakota Arts Council. Mary is an alumnus of the IAIA Museum Studies program
- Acting reviewer and editor for the Journal of Museums and Social Issues upcoming 2022 March issue.
- Acting reviewer for the Association for Tribal Archives, Libraries & Museums (ATALM) 2022 Conference presentations and workshops.

### **Dr. Frances Kay Holmes, ILS Assistant Professor**

- "Yellow Bird Woman," textile painting/quilt, accepted Better World Exhibition, Visions Art Museum, San Diego, CA. Jan 15- April 3, 2022.
- Scholarship award: Healing Trauma Program (9 months), Sounds True.
- Invited: *Panorama: Journal of the Association of Historians of American Art*, Exhibitions Review Editor.
- Choice Connect Book review: *Hall-Dennis and the road to utopia*. Cole, Josh.
- Invited: *This Is America: Re-Viewing the Art of the United States* book. Advisory Board.
- IAIA Continuing Education Course - *Advocacy for the Land and Her Peoples: Critical Indigenous Resistance*, November, 2021 (five one-hour sessions).
- Invited: Graduate Thesis Advisor, Fort Lewis College, School of Education.
- Accompanied Indigenous Liberal Studies students on Chaco Canyon day-trip, September 2021.
- Organized Enrique Salmon Online Lecture at IAIA in collaboration with the Santa Fe Native Plant Society, May 2021.

**Daisy Quezada, CERA Assistant Professor**

- Exhibition - "Residency as Witness," Santa Fe Art Institute - December 9, 2021 - February 11, 2022
- Social Project - "Urban Legends of Midtown," Midtown Block Party - October 23
- Lecture - Wayne State University, James Pearson Duffy Department of Art and Art History - January 2022
- Completed Fall 2021 Special topics course: Clay Beyond Itself. Was first total new CERA class in nearly a decade

**Felipe Colón, Academic Dean**

- On-boarded new MFACW Director
- Organized academic covid isolation and quarantine requirements with Dean of Students and HR Director
- Served on the development team for Academic Storage Expansion, Outdoor Classroom Creation and RCCNA Renovation/ Development
- Oversaw implementation and expansion of 4-year AICF Computer Science Grant
- Oversaw spend-down of Johnson Foundation Covid Grant
- Serves as a co-chair of the IC22 Committee

**Academic Department Accomplishments:**

- In November 2021: "The National Emerging Museum Professionals Network (NEMPN) launched its first EMP Awards program in recognition of outstanding service to emerging museum professionals. The Institute of American Indian Arts' Museum Studies Department received an award for Best Museum Studies Program, along with The Cooperstown Graduate Program and The University of Washington Museology Master of Arts Program. The award recognizes the IAIA program's diversity and inclusiveness and the quality of education and training it provides to emerging museum professionals."
  - Other local and national news outlets have since picked up the story and it has been sent to HLC to be added into the evidence submitted for the MFACA application.



To: Dr. Robert Martin  
From: Manny Ramirez  
Date: 1/10/2022  
Subj: Alumni Council Quarterly Board Report

### **IAIA Alumni Council Report**

Happy New Year!

Our alumni council is making time for the future by providing a continuum of a safe and comfortable creative environment using online platforms and social media, including sharing alumni stories, promoting student and alumni works and exhibitions, and assisting with the launch of the IAIA student and alumni online directory. Additionally, the Alumni Council sees us building with alumni to help strengthen our support and commitments for advancement. Also, we would like to perform and transform these networks created with the IAIA through social and professional engagements to recruit for the recent MFA studio art program by developing an interest with our alumni.

To: Dr. Robert Martin  
From: Lawrence T. Mirabal, CFO  
Date: 1.10.22  
Subject: Quarterly Board Report for Finance, HR, IT, Facilities, Bookstore and Museum Store

**Mission Objective III: Build college community**

**Inst. Priority “A”** – Promote community environmental engagement

**Project:** Establish a series of student-centric events at the Campus Bookstore

To further establish a connection between the Campus Bookstore and the campus community, a series of fun, creative events will be established. These events can be linked to themes, such as climate change, promoting student success, or animation. Students could be surveyed to see where the greatest interest lies to ensure maximum participation. The events would begin online initially but will shift to in-person once it is safe to do so.

**Update** – To encourage textbook rental returns, the Campus Bookstore has held several raffles for all participating students, with the latest being conducted on 1/7/22. The Campus Bookstore also has held a t-shirt design contest, with the runner-up designs being turned into stickers and notecards that are currently for sale in both stores. The Campus Bookstore has added a “student recommendation” section to various areas of the store. Students can fill out notecards explaining why they like a certain art supply/book/etc., and why they think other students might benefit from using/reading it. The Campus Bookstore will be introducing new student-created works for sale on consignment in the Bookstore and the Museum Store to help build skills for future gallery and show selling.

**This project is 100% complete.**

**Mission Objective IV: Ensure a safe community**

**Inst. Priority “A”** – Promote health, wellness, and safety.

**Project:** Complete ADA access projects on the IAIA campus

Working together, the CFO, the Student Success Center, and the Facilities dept, will utilize reports from the Governor’s Commission on Disability to identify the highest priority projects. From this prioritized list, work will be undertaken on the IAIA campus to improve ADA accessibility. These initiatives will range from improving parking lot access to modifying furnishings, entryways, alarm systems, and dorm rooms.

**Update** – The Chief Enrollment and Retention Officer worked with the CFO to develop a final draft of the prioritized list of projects. From this list, an initiative to make parking lots across the IAIA campus more ADA accessible rose to the top. The project was completed in March 2021 and included the replacement of curbing sections, installation of ramps, re-striping parking spaces, changing/adding signage, adding crosswalks, and other changes to ensure good ADA accessibility in any parking lot on campus. The next project will include the construction of an ADA-compliant pathway from the PAFC parking lot to the library building and dance circle. It was noted in the commission’s report that the current pathway, by the fire pit, does not have the necessary pitch or cornering space to be ADA-compliant. This new pathway will ensure that

people with mobility challenges can access the center of the campus from a large parking area. Dyron Murphy Architects has completed the design for the pathway, and the project will be presented to the NMHED on 3/9/22 for final approval. Once that approval is secured, a contractor will be selected, and work will commence.

This project is 75% complete.

**Inst. Priority “C”** – Engage the community in addressing safety concerns

**Project:** Working with the Life Safety Committee, the Facilities dept, will build upon the enhancements that were made to the security camera system in FY20 to make further improvements. These changes will include adding cameras in areas that are currently not covered, as well as upgrading the capabilities of existing cameras.

**Update** – The Facilities department has taken the lead on this project and has been in contact with the vendor that performed the previous upgrades. A long-range plan was requested and provided by APIC solutions. As a result of this initiative, nine additional cameras were installed on the campus, and several others were cleaned and repaired. The bus stop and the Hogan were among the locations where camera coverage was added. An assessment of the computer hardware that manages the camera system was also completed, bringing this project to a close.

**This project is 100% complete.**

**Mission Objective V: Advance contemporary Native arts and cultures**

**Inst. Priority “B”** – Consider developing a Native Research Center

**Project:** Develop a Contemporary Native Arts Research Center on the IAIA campus

The project is co-led by the CFO and Dr. Lara Evans. The process will include developing two design teams to inform the work of renovating the Sci-Tech building to accommodate the Research Center, constructing an addition to the Academic building to house new science labs, conservation labs, and a film studio, and relocating the IAIA archives to the Sci-Tech building.

**Update** – The CFO established two internal design teams to inform the work of the architects. One team was tasked with establishing a vision for the Research Center itself, while the second team was tasked with imagining the new space that will be constructed onto the west side of the Academic building. Based on the work of the design teams, Dyron Murphy Architects completed construction documents for the academic building addition, and construction began in June 2021. Up to this reporting period, the over-ex, utility work, concrete pour, and steel erection have been completed. Delays were encountered during the steel sourcing process, and this has put the project behind by roughly 5 weeks. Design team #2 has completed their internal design work, which included a visit to the O’Keeffe Research Center, and collaborated with the architects to develop the final floor plan. The architects will deliver 100% of the construction documents for phase II, in January ‘22.

This project is 40% complete

**Mission Objective VI: Build Institutional Capacity for Growth**

**Inst. Priority “A”** – Ensure long-term sustainability and financial security

**Project:** College-wide IT equipment replacement and wireless access improvement

This will be a comprehensive project that will significantly upgrade the college's network infrastructure. It will include the replacement of the network's core switch, all local switches in buildings throughout the campus, and wireless access points throughout the campus.

**Update** – The network core switch has been replaced and is in production in the data center. All 25 endpoint network switches in 25 locations around campus have been replaced and are in production. The Wi-Fi infrastructure controller has also been installed and configured, and 55 Wi-Fi access points have been replaced across campus, as well as the museum.

**This project is 100% complete.**

**Inst. Priority "A"** – Ensure long-term sustainability and financial security

**Project:** Conduct a complete review and update of the Finance policies and procedures manual.

It has been several years since the Finance P&P manual has been updated. The CFO and Controller will review the current P&P manual and compare what the manual specifies with current best practices and the business environment at the college.

**Update** – The CFO and the Controller completed their final review and update of the manual in April 2021.

**This project is 100% complete.**

#### **Departmental Reports:**

##### **Finance/Office of the CFO:**

- The Controller is continuing work on the fiscal year wrap-up and preparing numerous items for submission to IAIA's external auditors.
- The CFO continues to work with the Facilities Director, the IT Director, various campus stakeholders, and IAIA's external partners on the management and completion of numerous capital projects. Supply chain issues, labor scarcity, and the availability of contractors to bid on projects have all been challenges that have presented themselves throughout this process. However, the college continues to work through these issues and advance the projects forward.
- In late 2021, the Senior Accountant retired, leaving the Finance dept, running at a 75% staffing level. As soon as the audit is completed, the Controller will commence a search for a replacement.

##### **HR:**

- IAIA began a booster-shot campaign. Employees who get their shot receive a \$50.00 Visa gift card. The campaign is off to a good start, with more than 70% of the staff and faculty have received their shots to this point.
- Turnover data continues to be collected and analyzed on an ongoing basis to provide senior leadership with information to help improve retention. Highlighted below is the turnover data for the reporting period of **November 2021- January 2022**
  - 1 Staff member left IAIA.
    - The Assistant to the Dean of Students left IAIA.
  - New Hires:
    - A Student Success Advisor and Native were hired.
    - A Museum Sales Associate and non-Native were hired.
    - A Recruiter and Native were hired.

Turnover Trend Overview: 2010 – 2021: Highlighted below is an overview of IAIA's turnover rate trend for the past 12 years.

Calendar Year	Average Annual Employee Population	Number of Separated Employees	Overall Annual Percentage
2010	108	25	23%
2011	107	30	28%
2012	104	24	23%
2013	103	19	18%
2014	106	11	10%
2015	106	20	18%
2016	105	13	12%
2017	108	13	12%
2018	109	19	17%
2019	109	19	17%
2020	106	13	12%
2021	109	18	16%

Analysis of Full-Time Employee Exits for 2021:

18 Full-time employees left IAIA during the 2021 calendar year.

- 3 employees left due to medical situations, theirs, or family members that would no longer allow them to work.
- 3 employees retired from the workforce.
- 1 employee passed away unexpectedly.
- 4 employees left for personal reasons.
- 2 employees left IAIA to further their education.
- 1 employee was terminated for performance issues.
- 1 employee was terminated from IAIA during the new-hire probationary period.
- 3 employees left to pursue other professional opportunities.

Review:

IAIA works hard to keep turnover rates low. Turnover is costly and impacts departmental and organizational efficiency. Turnover rates can be impacted by many factors, job satisfaction, compensation, the opportunity for advancement, employee engagement, sense of fairness, and transparency.

Exiting the workforce due to retirement, personal / family health issues or a non-work-related change in personal situation accounted for most of the voluntary turnover in 2021. Exit interviews in 2021 continue to indicate overall satisfaction with the IAIA culture and a sense that the organization does have the best interests of the employees at heart.

**Terminations:**

One employee was hired into a position that was not a good fit and was terminated during the probationary period. In reviewing the recruiting for the position, the candidate had qualifications and experience that met or exceeded the job requirements. While on paper and in interviews, the candidate appeared to be well matched to the position, they turned out not to be a good fit and were terminated during the probationary assessment period.

One employee was terminated due to performance issues.

**Pandemic:**

With the support of the President's Office and the Board of Trustees, IAIA has been able to retain all school and museum employees during the current health crisis. However, the pandemic has had an impact on the availability of qualified candidates and the ability to fill vacancies.

**Facilities:**

Several projects are in various stages of execution, from install, to assessment to design for construction. We will highlight those projects that are in progress for equipment installation or construction.

- *Campus Gallery Expansion Project:* This project includes removal of a curved wall, floor grinding removal of existing grey epoxy, and finally finish and sealing as polished concrete. The curved wall removal is completed, and the new wall is painted. Floor grinding to remove the existing epoxy started on January 3rd and should be completed in 5 – 7 days. The new double doors are expected on 01/25/22 and will be installed shortly after their arrival.



(Balzer Contemporary Edge Gallery)

- *Chiller replacement at Museum:* Project will replace existing with new Chiller and equipment. PO is complete, and replacement work of the new Chiller is expected January 24, 2022. The exact date of installation will be confirmed upon the arrival of the equipment.
- *Phase I: Contemporary Native Arts Research Center Project (Academic Building location):* Concrete slabs, sidewalks, and new pavement and patching have been completed. Concrete polishing work is complete. The superstructure steel is installed and up. The steel package was a good fit. Jaynes Corp. is reaching out to the third-party steel

inspection vendor West Tech to gain approval on the steel joists so they can be installed. The project was delayed 4-6 weeks due to the steel fabricator failing to meet the materials due date, JAYNES worked with an alternative steel fabricator vendor, and currently, the structural engineering team are involved in repairing the joists to meet specifications. Once the joist repairs are completed, a recovery schedule will be created, and options will be explored to expedite the project as much as possible.



(CNARC construction site January 5, 2022)

- *Photovoltaic Solar Power Upgrades Foundry Bldg. rooftop project:* Positive Energy sent the solar package to PNM for the interconnection plan and approval. We are hopeful that PNM will take less than the stated 60 days to review the project. Once we gain interconnection approval from PNM, PE will start scheduling the installation.
- *Academic Building Storage Space (outdoor storage) project:* To be located at the eastside courtyard of the Academic building. The project includes the Installation of six Prefab double door storage units with solar lighting. The vendor was selected through an RFP process; Lockwood Construction won the bid. As of January 2022, the storage units will be ordered with an expected time delivery of 4-6 weeks. Lockwood will be working on-site excavation and concrete pads in January, pending weather.
- *Light pole removal at Family Housing parking:* The light pole in the middle of the parking lot was removed and re-installed in the perimeter of the parking lot to improve safety. The project was completed in December 2021.
- *Academic Building Re-Stucco and window repair project:* This project went out for RFP, Twins Construction, stucco contractor won the Bid. The project started in December and is expected to be completed end of January or mid-February, pending weather conditions. The project will also repair the existing windows by replacing the vinyl and caulking the corners with aluminum-colored caulking to match the color of the windows. The replacement of vinyl and caulking is to prevent any leakage into the building.



(Stucco work at Academic Building Jan.5, 2022)

## **IT:**

- *Museum Network Switch Upgrade:* There is currently one network switch ready for installation at the museum, and a second switch is scheduled to arrive within the next month. Delivery has been delayed by the Covid-19 pandemic. Once the second switch arrives, we will move all computers in the museum to the new switches and new Category 6 ethernet cabling. IT has moved all systems and network devices to a new cable plant (Category 6) within the museum.
- *Museum Point to Point Upgrade:* Currently, the museum gets its internet access and access to server resources from a Lumen/CenturyLink point to point line that runs from the museum to campus. The current line is a 9-megabit bandwidth line that runs on copper cabling. We have upgraded the line to a 500-megabit fiber optic line and are waiting for Lumen/CenturyLink to finish the project. To accomplish this, Lumen/CenturyLink had to construct a new line from Palace Avenue to the interior of the museum to run the conduit in which the new fiber line will be placed. The construction portion of this project has been completed; we are now awaiting the install of the fiber optic line. Lumen is still working on the implementation of the new circuit, and it is anticipated that this work will be completed by Jan. 31, 2022
- *Exterior Wi-Fi on IAIA Campus:* The IT dept, is working with Communications Diversified (CDI) to install 10 network drops (connections) on exterior locations across campus. This will extend Wi-Fi access across campus in areas where gatherings occur. As of this reporting period, all exterior network drops (connections) have been installed by CDI on buildings across campus. Exterior network access points will now be ordered, but exceptionally long delivery times are anticipated due to the pandemic.
- *Internet Service Bandwidth Upgrade:* IAIA is working with Lumen to increase IAIA's internet bandwidth from 1 gigabit (1000 megabit) to 2 gigabits (2000 megabit). Currently, the college is awaiting an implementation from Lumen to execute the upgrade.
- *Mass Storage Device:* This involves the Installation of a mass storage system for RCCNA on the IAIA network. During this reporting period, the equipment has been received at the campus, and installation is planned for Jan. 6<sup>th</sup>, 2022. IT will be working with Pure Storage, the developer of the system, and Ardham Technology.

## **IAIA MUSEUM STORE**

### **MUSEUM STORE HIGHLIGHTS (Q1)**

- *Pah-K-Si-M-O-Chah-K-Si-K* - Bryson J. Meyers (Chippewa-Cree) opened December 3<sup>rd</sup>, during the return of First Fridays at MoCNA. The show features several of Bryson's signature printing color blends, overlaid by collage and handmade cutouts. The show is available for viewing and purchase until February 28<sup>th</sup>, 2022.
- Q1 saw the highest attendance numbers for the same period as the last four years, with over 8,000 visitors.
- Shawndi Appah, who had previously left her position with the Museum Store earlier in 2021, returned as a part-time staff member. Shawndi's wealth of knowledge is a huge asset and resource for the Stores, and the Stores are overjoyed to have her back!

### **UPCOMING MUSEUM STORE HAPPENINGS**

- *Untitled-* John Well-Off-Man (Chippewa-Cree), an upcoming print show, is set to open in early March of 2022. John is a 1991 alumni of IAIA, and his show will kick off a year of alumni shows in the LKN Gallery, celebrating the 50<sup>th</sup> and 60<sup>th</sup> anniversaries of IAIA and MoCNA.
- The Store will be hosting a Spring Break sale, featuring the launch of many items delayed by the various supply shortages.



- The Stores, Communications, and Collections continue to partner together to produce new merchandise related to MoCNA exhibitions and to showcase work in the Collection. This is an ongoing project.

#### **IAIA MUSEUM STORE FOUR YEAR SALES HISTORY (Q1 - 10/01/2021 - 12/31/21)**

<b>QUARTER</b>	<b>TOTAL SALES</b>	<b>TOTAL PROFIT</b>	<b>PROFIT MARGIN</b>	<b>MERCHANDISE SALES</b>	<b>ADMISSION SALES*</b>
<b>Q1 FY22</b>	\$98,837.39	\$67,929.04	68.73%	\$49,977.39	\$48,860.00
<b>Q1 FY21</b>	\$17,589.07	\$9,322.17	52.23%	\$17,264.07	\$325.00
<b>Q1 FY20</b>	\$96,769.19	\$57,314.58	61.51%	\$61,650.56	\$31,532.50
<b>Q1 FY19</b>	\$93,183.06	\$82,838.86	63.56%	\$94,569.32	\$35,767.50

*Sales data obtained from Counterpoint Management History Summary Report.*

*\*Admission Sales do not reflect Online Ticket Sales. Please see the Online Store Data Report.*

#### **RESPONSE TO Q1 FY22 SALES FIGURES**

- Q1 again shows the daily average for the Museum Store continuing to climb. Rough estimates for FY22 continue to project the Store reaching nearly \$500,000 in total sales, if not exceed the number. With 2022 as the hallmark anniversary year for IAIA, it is expected that the Stores as a whole, will see record numbers.
- Store management is currently working towards implementing new POS software that will streamline sales and better serve our customer base; this change will be a large tool in taking the Stores further and expanding the capabilities of what the department can offer. The largest bonus will be the ability to be fully mobile, should the Stores need to go offsite.

#### **IAIA CAMPUS BOOKSTORE**

##### **CAMPUS BOOKSTORE HIGHLIGHTS (Q1)**

- This Fall semester, 2021, the Campus Bookstore held the first annual Campus Bookstore Design contest. The winner, Suzi Vizcarra Wood, had a terrific design printed on a T-shirt going on sale at the beginning of Spring Semester 2022. Several finalists will also have their designs printed on stickers to also be available at the Campus Bookstore.
- The Campus Bookstore completed the Fall 2021 semester textbook return. A raffle was held for all students who participated in textbook return, and four winners were chosen to receive a \$25 Campus Bookstore Gift Certificate.
- The Campus Bookstore Launched a peer-to-peer product review system so students can share vital information and tips for class supplies.

##### **UPCOMING CAMPUS BOOKSTORE HAPPENINGS**

- The Campus Bookstore is planning another raffle for students returning Spring '22 textbooks. Four students will each receive a \$25 gift card to the Campus Bookstore.
- The Bookstore plans to participate in the 2022 Graduation Powwow, either by selling IAIA merchandise or helping to showcase a small number of students' works for sale.
- The Bookstore will continue to help students with textbooks and art supplies in the evolving pandemic situation, on- and off-campus.

#### **IAIA CAMPUS BOOKSTORE TWO YEAR SALES HISTORY (Q1 - 10/01/2021 - 12/31/2021)**

<b>QUARTER</b>	<b>TOTAL SALES</b>	<b>% CHANGE TO LY</b>	<b>PROFIT MARGIN</b>	<b># OF TICKETS</b>
<b>Q1 FY22</b>	\$15,177.94	44.50% (+)	31.22 %	1,347
<b>Q1 FY21</b>	\$10,505.90	52.50% (-)	27.19%	678

*Sales data obtained from Counterpoint Management History Summary Report.*

## RESPONSE TO Q1 FY22 SALES FIGURES

- With the fluid situation of on-campus classes this semester, in-person events, the Campus Bookstore is planning adaptable stocking goals and revised ordering procedures to best stay ready for students as our COVID policy responds to the pandemic.

## **IAIA ONLINE STORE**

### ONLINE STORE HIGHLIGHTS (Q1)

- The Online Store continues to manage the sales of online tickets for MoCNA and continues to see guests eager to use the offered service. During Q1, online ticketing was expanded, switching tickets from one-hour increments to any time the guest arrived. This streamlining has cut down on a significant amount of confusion for guests and has helped to regulate the traffic in the Museum Store.
- Due to the staffing needs of various departments, the Online Store held a lower profile during Q1. This helped relieve overstocked inventory in time for the incoming catalogs for the newest MoCNA exhibits.

### UPCOMING ONLINE STORE HAPPENINGS

- The Online Store will be launching several new IAIA-branded collections, with the drops to coincide with sale opportunities and holidays. These will include a MoCNA logo collection (stickers, magnets, notebooks, and housewares), a 2SLGBTQIA+ themed collection (featuring the IAIA Thunderbird Pride logo), and campus gear (headphones, backpacks, lanyards, notebooks, pens, etc.).
- The Online Store will be a main focus during the eventual switchover to a new POS system, intended to integrate all Store operations.

### ONLINE STORE TWO YEAR SALES HISTORY (Q1 - 10/01/2021 - 12/31/2021)

QUARTER	GROSS SALES	NET SALES	ITEMS SOLD	ORDERS PLACED	SHIPPING CHARGES	ONLINE TICKETS	TICKET SALES
Q1 FY22	\$6,579.00	\$6,318.00	345	304	\$261.00	269	\$4,435.00
Q1 FY21	\$17,988.00	\$16,687.00	712	538	\$1,301.00	304	\$4,300.00

*Online Store data obtained from WooCommerce Reports.*

### ONLINE STORE ACTION PLAN

- Stores plan to use the Online Store to launch the commemorative items designed for the IAIA and MoCNA 50<sup>th</sup> and 60<sup>th</sup>-anniversary celebrations. These will include a limited-edition run of t-shirts, a 2SLGBTQIA+ Pride Collection, new school gear, and more!
- The Online Store will be integrated with the new POS system the Stores intend to switch over to in 2022 (Square for Retailers). By streamlining the POS process on the backend, we will be able to sell any item from the Stores' inventory, at any time, to any guest online or in-person and keep accurate results.

**Quarterly Report to the Board of Trustees  
Institute of American Indian Arts  
February 2022**

**Presented by Lawrence Mirabal, CFO  
Aimee Balthazar, Controller**

**FINANCIAL STATEMENTS  
As of December 31**

**BUDGET TO ACTUAL - SUMMARIZED**  
**IAIA & AUXILIARY**  
**First Quarter FY2022 - December 31, 2021**

	<b>TOTAL BUDGET</b>	<b>TOTAL ACTUAL EXPENDITURES</b>	<b>TOTAL BUDGET REMAINING</b>	<b>% REMAINING</b>
<b>EXPENDITURES BY CATEGORY</b>				
COST OF SALES	\$ 261,776	\$ 74,073	\$ 187,703	72%
SALARIES & FRINGE BENEFITS	8,858,270	1,737,578	7,120,692	80%
OPERATING EXPENSES	1,268,072	217,988	1,050,084	83%
FOOD & CATERING	924,550	146,315	778,235	84%
PROFESSIONAL SERVICES	896,077	151,484	744,593	83%
SCHOLARSHIPS & FELLOWSHIPS	7,650	0	7,650	100%
M&R, UTILITIES & OTHER	1,629,927	263,604	1,366,323	84%
TRAVEL	253,800	16,367	237,433	94%
TRAINING	69,087	10,800	58,287	84%
VEHICLES	51,100	7,802	43,298	85%
<b>TOTAL EXPENDITURES</b>	<b>\$ 14,220,309</b>	<b>\$ 2,624,262</b>	<b>\$ 11,596,047</b>	<b>82%</b>

**EXPENDITURES BY DEPARTMENTS**

BOARD OF TRUSTEES	\$ 80,000	\$ 8,065	\$ 71,935	90%
OFFICE OF THE PRESIDENT	990,508	146,922	843,585	85%
INSTITUTIONAL RESEARCH	328,006	61,862	266,144	81%
INSTITUTIONAL ADVANCEMENT	409,355	57,966	351,390	86%
FINANCIAL SERVICES	778,062	142,599	635,464	82%
INFORMATION TECHNOLOGY	499,285	95,563	403,721	81%
CENTER FOR STUDENT LIFE	520,187	62,159	458,028	88%
ADMISSIONS & RECRUITMENT	336,472	66,641	269,831	80%
FACILITIES MANAGEMENT	1,540,358	333,440	1,206,918	78%
MUSEUM	1,071,624	215,975	855,648	80%
ACADEMIC DIVISION	3,356,793	686,548	2,670,244	80%
STUDENT SUCCESS CENTER	852,753	144,341	708,412	83%
LIBRARY	450,878	85,836	365,043	81%
MFA CREATIVE WRITING PROGRAM	927,363	145,220	782,142	84%
MUSEUM SHOP	352,599	71,493	281,105	80%
CAMPUS BOOKSTORE	206,113	56,908	149,206	72%
STUDENT HOUSING	1,217,085	213,723	1,003,362	82%
CONFERENCE SERVICES	114,702	18,310	96,392	84%
STRATEGIC PRIORITIES PROJECTS	188,168	12,440	175,728	93%
<b>TOTAL EXPENDITURES BY DEPARTMENTS</b>	<b>\$ 14,220,309</b>	<b>\$ 2,624,262</b>	<b>\$ 11,596,047</b>	<b>82%</b>

**EXPENSES NOT ALLOCATED TO DEPARTMENTS**

Unemployment Insurance	\$ 20,000
IAIA Advocacy Fund	25,000
Interest on Debt - Residence Center Loan	225,992
Principal Payment - Residence Center Loan	248,722
Reserve Addition	605,535
Set Aside for Strategic Priorities Projects	161,832
	<b>\$ 15,507,387</b>

**STATEMENT OF REVENUES - COMPARATIVE**  
**IAIA & AUXILIARY**  
**First Quarter Comparison - FY22 & FY21**

	FY22			FY21 Actual 3 Months Ending 12/31/2020	Variance Between FY22 & FY21 YTD Actual Positive/(Negative)
	Projected Annual Revenues	Actual 3 Months To 12/31/2021	% of Projected Achieved YTD		
<b>REVENUES</b>					
Federal Appropriation	\$ 11,000,000	\$ 7,377,000	67.1%	\$ 7,377,000	\$ -
<i>Forward funding received prior year</i>					
CARES/ARP Funding - Institutional portion	995,302	145,536	59.12%	0	145,536
HEER Funding - TCCUs/AIHEC		442,869		1,087,815	(644,946)
	<b>\$ 11,995,302</b>	<b>\$ 7,965,405</b>	<b>66.4%</b>	<b>\$ 8,464,815</b>	<b>\$ (499,410)</b>
Tuition & fees (includes Distance Learning)	\$ 1,177,288	\$ 510,964	43.4%	\$ 485,639	\$ 25,326
MFA Creative Writing Program	549,600	0	0.0%	0	0
MFA Studio Arts Program	148,250	0	0.0%	0	0
Student Fitness Center	15,000	0	0.0%	0	0
Residence Hall	356,173	258,201	72.5%	144,443	113,758
Family Housing Rentals	172,630	51,975	30.1%	23,140	28,835
Meal Plan	337,107	273,439	81.1%	165,849	107,589
Conference Services	85,850	385	0.4%	0	385
Museum Admissions	78,768	50,720	64.4%	6,213	44,507
Museum Shop Sales	177,776	49,661	27.9%	15,564	34,098
Campus bookstore sales	124,265	15,559	12.5%	18,391	(2,832)
Museum memberships	34,650	4,263	12.3%	4,800	(538)
Museum Contributions (temp restricted)	20,000	927	4.6%	0	927
General Contributions (unrestricted)	198,000	11,546	5.8%	5,000,000	(4,988,454)
Scholarship, Education Donations	307,450	55,800	18.1%	20,262	35,538
Trust Endowment Draw	150,000	0	0.0%	0	0
Miscellaneous Income/Indirect Revenue	75,000	23,654	31.5%	17,680	5,975
<b>REVENUES EXCLUDING FEDERAL APPROPRIATION</b>	<b>\$ 4,007,807</b>	<b>\$ 1,307,095</b>	<b>32.6%</b>	<b>\$ 5,901,980</b>	<b>\$ (4,594,886)</b>
Estimated reduction for:					
Uncollectible Student Accounts	(95,719)				
Excess Institutional Scholarships	(400,000)				
<b>TOTAL REVENUES</b>	<b>\$ 15,507,390</b>	<b>\$ 9,272,500</b>	<b>59.8%</b>	<b>\$ 14,366,795</b>	<b>\$ (5,094,295)</b>

**SCHEDULE OF REVENUES AND EXPENDITURES**  
**IAIA & AUXILIARY**  
**First Quarter Comparison - FY22 & FY21**

	<b>FY22</b> <b>Unaudited</b> 3 Months Ending <u>December 31, 2021</u>	<b>FY21</b> <b>Audited</b> 3 Months Ending <u>December 31, 2020</u>	<b>Variance</b> <b>Favorable or</b> <b>(Unfavorable)</b>
<b>REVENUES</b>			
Federal Appropriation	\$ 7,377,000	\$ 7,377,000	\$ -
CARES/ARP Funding - Institutional portion	145,536	-	145,536
HEER Funding - TCCUs/AIHEC	442,869	1,087,815	(644,946)
Tuition & Fees	\$ 510,964	\$ 485,639	25,326
Residence Hall/Family Housing	528,803	167,583	361,220
Meal Plan	310,176	165,849	144,326
Museum Shop	49,661	15,564	34,098
Campus Bookstore Sales	15,559	18,391	(2,832)
Conference Services	385	-	385
Unrestricted Contributions	66,528	5,011,013	(4,944,485)
Temporarily Restricted Contributions	56,728	20,262	36,466
Trust Endowment Draw	-	-	-
Miscellaneous Income	23,654	17,680	5,975
<b>TOTAL REVENUES</b>	<b>\$ 9,527,864</b>	<b>\$ 14,366,795</b>	<b>\$ (4,838,931)</b>
<b>EXPENDITURES</b>			
Cost of Sales	\$ 74,073	\$ 19,197	\$ (54,876)
Salaries & Fringe Benefits	1,737,578	1,882,864	145,286
Operating Expenses	217,988	225,796	7,809
Food & Catering	146,315	156,323	10,007
Professional Services	151,484	128,831	(22,653)
Scholarships & Fellowships	-	120	120
M&R, Utilities & Other	263,604	268,627	5,024
Travel	16,367	144	(16,223)
Training	10,800	2,342	(8,458)
Vehicles	7,802	6,529	\$ (1,273)
Total Costs General & Administrative	\$ 2,626,012	\$ 2,690,773	\$ 64,762
NON-BUDGETED AUX. INITIATIVES (Revenue)	(1,750)	(1,358)	392
<b>TOTAL EXPENDITURES</b>	<b>\$ 2,624,262</b>	<b>\$ 2,689,415</b>	<b>\$ 65,154</b>
<b>NET INCOME/(LOSS)</b>	<b>\$ 6,903,602</b>	<b>\$ 11,677,380</b>	<b>\$ (4,773,778)</b>

**SCHEDULE OF REVENUE AND EXPENDITURES**  
**INSTITUTIONAL ADVANCEMENT**  
**First Quarter Comparison - FY22 & FY21**

	FY22 Unaudited 3 Months Ending December 31, 2021	FY21 Audited 3 Months Ending December 31, 2020	Favorable or (Unfavorable) Change
<b>REVENUES</b>			
Donations:			
Endowed Scholarship Donations	\$ 83,807	\$ -	\$ 83,807
Permanent/Chair Endowment Donations	2,871	-	2,871
General Donations	11,546	5,000,000	(4,988,454)
Scholarship Donations	55,800	20,262	35,538
<b>TOTAL REVENUES</b>	<b>\$ 154,024</b>	<b>\$ 5,020,262</b>	<b>\$ (4,866,238)</b>
<b>EXPENDITURES</b>			
Personnel			
Salaries - staff	\$ 24,207	\$ 46,040	\$ 21,833
Student Workers - temporary, non-WorkStudy	1,614	-	(1,614)
Social security	1,810	3,483	1,674
Retirement savings benefit	144	2,027	1,883
Insurance benefit	1,982	5,875	3,893
Total Personnel Expenditures	\$ 29,757	\$ 57,425	\$ 27,668
Operating Expenditures			
Advertising - promotional	\$ 577	\$ 1,487	\$ 911
Contributions, gifts & awards	89	26	(62)
Dues & Memberships	245	14	(231)
Food & catering	621	-	(621)
Meeting costs	183	-	(183)
Office supplies	-	9	9
Personnel search - advertising	1,583	310	(1,273)
Postage, freight & delivery	53	232	179
Printing	1,927	417	(1,510)
Solicitation & Cultivation	23	4,432	4,409
Stipends & honoraria	200	-	(200)
Subscriptions & Publications	1,065	276	(789)
Equipment & Furniture under \$5,000	-	294	294
Maintenance - equipment & software	4,600	3,656	(944)
Consultants/Professional Services	16,995	1,673	(15,323)
Travel	11	-	(11)
Utilities - telephone	36	184	148
Total Operating Expenditures	\$ 28,209	\$ 13,012	\$ (15,197)
<b>TOTAL EXPENDITURES</b>	<b>\$ 57,966</b>	<b>\$ 70,437</b>	<b>\$ 12,472</b>
<b>NET INCOME/(LOSS)</b>	<b>\$ 96,059</b>	<b>\$ 4,949,825</b>	<b>\$ (4,853,766)</b>

**SCHEDULE OF REVENUE AND EXPENDITURES**  
**MUSEUM SHOP**  
**First Quarter Comparison - FY22 & FY21**

	FY22 Unaudited 3 Months Ended December 31, 2021	FY21 Audited 3 Months Ended December 31, 2020	Favorable or (Unfavorable) Change
<b>SALES</b>			
Sales Revenue	\$ 49,807	\$ 15,943	\$ 33,864
Shipping & Packing	24	10	14
Refunds	(170)	(389)	219
	<u>\$ 49,661</u>	<u>\$ 15,564</u>	<u>\$ 34,097</u>
Cost of Goods Sold			
Cost of Sales	\$ 30,908	\$ 11,547	\$ (19,361)
Gross Profit on Sales	\$ 18,753	\$ 4,016	\$ 14,737
GP %	37.76%	25.81%	11.96%
<b>OTHER INCOME</b>			
Admissions	<u>\$ 50,720</u>	<u>\$ 6,213</u>	<u>\$ 44,507</u>
<b>INCOME BEFORE OPERATIONAL EXPENSES</b>	<b>\$ 69,473</b>	<b>\$ 10,229</b>	<b>\$ 59,244</b>
<b>EXPENDITURES</b>			
Personnel			
Salaries	\$ 29,175	\$ 33,107	\$ 3,932
Payroll Taxes	1,704	2,232	528
Savings Plan	450	1,161	711
Insurance	3,544	4,056	512
Total Personnel Expenditures	<u>\$ 34,873</u>	<u>\$ 40,555</u>	<u>\$ 5,683</u>
Personnel costs as % of sales + admissions	34.74%	186.23%	151.49%
Operating Expenditures			
Advertising - promotional	\$ 410	\$ 429	\$ 19
Bank charges	1,430	680	(750)
Cash (over)/short	281	27	(253)
Dues & Memberships	26	14	(12)
Exhibit costs	1,044	-	(1,044)
Food & catering	218	-	(218)
Licenses & permits	675	390	(285)
Office supplies	557	1,332	775
Postage, freight & delivery	229	85	(144)
Leasing - equipment	247	231	(16)
Maintenance - equipment & software	597	-	(597)
Travel - transportation	-	390	390
Total Operating Expenditures	<u>\$ 5,712</u>	<u>\$ 3,578</u>	<u>\$ (2,134)</u>
<b>TOTAL EXPENDITURES</b>	<b>\$ 71,493</b>	<b>\$ 55,681</b>	<b>\$ (15,812)</b>
INCOME/(LOSS) Before Notional Rent	\$ 28,888	\$ (33,904)	\$ 62,792
Notional Rent	<u>11,200</u>	<u>11,200</u>	<u>-</u>
<b>NET INCOME/(LOSS)</b>	<b><u>\$ 17,688</u></b>	<b><u>\$ (45,104)</u></b>	<b><u>\$ 62,792</u></b>



**SCHEDULE OF REVENUE AND EXPENDITURES**  
**CAMPUS BOOKSTORE**  
**First Quarter Comparison - FY22 & FY21**

	<b>FY22</b> <b>Unaudited</b> 3 Months Ended December 31, 2021	<b>FY21</b> <b>Audited</b> 3 Months Ended December 31, 2020	<b>Favorable or (Unfavorable) Change</b>
<b>SALES</b>			
Sales Revenue	\$ 15,712	\$ 18,473	\$ (2,761)
Sales Returns & Refunds	(153)	(83)	(71)
	<u>\$ 15,559</u>	<u>\$ 18,391</u>	<u>\$ (2,832)</u>
Cost of Goods Sold			
Cost of Sales Incl. Text Books	\$ 10,505	\$ 7,649	\$ (2,855)
Gross Profit on Sales	\$ 5,054	\$ 10,742	\$ (5,687)
GP %	32%	58%	-26%
<b>INCOME BEFORE OPERATIONAL EXPENSES</b>	<u><b>\$ 5,054</b></u>	<u><b>\$ 10,742</b></u>	<u><b>\$ (5,687)</b></u>
<b>EXPENDITURES</b>			
Personnel			
Salaries - staff	\$ 8,708	\$ 9,305	\$ 597
Student Workers - temporary, non-WorkStudy	1,213	1,108	(105)
Social security	651	695	44
Retirement savings benefit	348	372	24
Insurance benefit	1,742	1,934	192
Total Personnel Expenditures	<u>\$ 12,662</u>	<u>\$ 13,414</u>	<u>\$ 752</u>
Personnel costs as % of sales	55.97%	50.59%	-5.37%
Operating Expenditures			
Textbook Program expense	\$ 32,660	\$ -	\$ (32,660)
Bank charges	443	757	314
Cash (over)/short	(1)	-	1
Office supplies	-	19	19
Postage, freight & delivery	340	1,836	1,495
Maintenance - equipment & software	298	-	(298)
Total Operating Expenditures	<u>\$ 33,741</u>	<u>\$ 2,612</u>	<u>\$ (31,129)</u>
<b>TOTAL EXPENDITURES</b>	<u><b>\$ 56,908</b></u>	<u><b>\$ 23,675</b></u>	<u><b>\$ (30,377)</b></u>
<b>NET INCOME/(LOSS)</b>	<u><b>\$ (41,348)</b></u>	<u><b>\$ (5,285)</b></u>	<u><b>\$ (36,064)</b></u>

**SCHEDULE OF REVENUE AND EXPENDITURES**  
**CONFERENCE SERVICES**  
**First Quarter Comparison - FY22 & FY21**

	<b>FY22</b> <b>Unaudited</b> 3 Months Ended December 31, 2021	<b>FY21</b> <b>Audited</b> 3 Months Ended December 31, 2020	<b>Favorable or</b> <b>(Unfavorable)</b> <b>Change</b>
<b>REVENUE</b>			
Facilities Rentals	\$ 385	\$ -	\$ 385
<b>INCOME BEFORE OPERATIONAL EXPENSE</b>	<b>\$ 385</b>	<b>\$ -</b>	<b>\$ 385</b>
<b>EXPENDITURES</b>			
Personnel			
Salaries	\$ 12,755	\$ 13,334	\$ 579
Payroll Taxes	960	1,003	43
Savings Plan	765	800	35
Insurance	1,759	1,952	193
	<b>\$ 16,240</b>	<b>\$ 17,090</b>	<b>\$ 850</b>
Operating Expenditures			
Bank charges	\$ 26	\$ 1	(24)
Dues & Memberships	26	14	(12)
Food & catering	760	-	(760)
Insurance - general liability	329	-	(329)
Consultants/Professional Services	813	-	(813)
Utilities - telephone	116	86	(30)
<b>TOTAL EXPENDITURES</b>	<b>\$ 18,310</b>	<b>\$ 17,191</b>	<b>\$ (1,119)</b>
<b>NET INCOME/(LOSS)</b>	<b>\$ (17,925)</b>	<b>\$ (17,191)</b>	<b>\$ (734)</b>

**PERMANENT ENDOWMENTS**  
**First Quarter FY2022 - December 31, 2021**

	<u>Program Enhancement</u>		<u>Quasi</u>		<u>Scholarship Endowments</u>		<u>General &amp; Faculty Endowments</u>	
<b><u>1st QTR</u></b>								
<b>Equities Gain / (Loss)</b>	\$	130,793    3.89%	\$	280,296    3.89%	\$	140,600    3.76%	\$	119,335    3.88%
<b>Dividend &amp; Interest</b>		23,461    0.70%		50,279    0.70%		26,047    0.70%		21,516    0.70%
<b>Fees</b>		(2,491)    -0.07%		(5,339)    -0.07%		(2,753)    -0.07%		(2,284)    -0.07%
<b>Total 1st Quarter</b>	<b>\$</b>	<b>151,762    4.52%</b>	<b>\$</b>	<b>325,235    4.52%</b>	<b>\$</b>	<b>163,894    4.39%</b>	<b>\$</b>	<b>138,567    4.50%</b>
<b>Quarter End Account Balance</b>	<b>\$</b>	<b>3,358,961</b>	<b>\$</b>	<b>7,198,302</b>	<b>\$</b>	<b>3,737,324</b>	<b>\$</b>	<b>3,079,487</b>
<b>1st QTR ASSET GRAND TOTAL</b>	<b>\$</b>	<b>17,374,073</b>						

To: Dr. Robert Martin  
 From: Suzette Sherman  
 Date: January 10, 2022  
 Subject: Office of Institutional Advancement 1<sup>st</sup> Quarter Report, October 1–December 31, 2021

**1.A. Increase resources for students and**

**1.B. Improve retention and completion** (providing financial resources helps students stay in college)

**1.1. Project: Grow Funds for Student Financial Need**

<b>FY2022 Total Funds Raised in 1<sup>st</sup> Quarter</b> (10/1-12/31, 2021)	<b>\$878,882</b>
FY2021 Total Funds Raised in 1 <sup>st</sup> Quarter (10/1-12/31, 2020)	<u>\$573,855</u>
<b>Increase</b>	<b>\$305,027</b>
<b>Percent Increase</b>	<b>+53%</b>

**FY2022 1st Quarter Giving Highlights**

Multi-channel Annual Appeal Campaign (details below)	\$176,400*
Unrestricted funds	\$148,478*

***Major Gift Fundraising Program Highlights***

Long-time Supporters (a selection)

Total Trustee and IAIA Foundation Board giving	\$286,796
Michael Pettit gift to endow Dr. Robert Martin Scholarship	\$150,000**
Michael Pettit challenge for advancement capacity building	\$ 60,826**
\$30,826 from Foundation board member Chuck McKittrick	
Joel and Gail Bernstein (endowed scholarship, annual support)	\$ 67,500**
Barbara and Robert Ells	\$ 30,000**
Truman Capote Literary Trust	\$ 62,000
Katherine Scallan Scholarship Trust	\$ 57,000
Donald A. and Marilyn M Anderson Foundation	\$ 50,000
Bequests (Charmay Allred and Hannalore Maria Schultz)	\$ 75,861

Re-engaged Donors

Judith McGregor	\$ 10,000
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New Donors (260 new, \$131,078)

Gifts in memory of Richard Buckley (Tom Ford)	\$ 64,100
Total to date without pledges: \$75,000	
Joyce Rezendes Scholarship for Hopi Painting student	\$ 50,000
Change the World Foundation	\$ 25,000

Jamie Winn Scholarship for Performing Arts	\$ 10,000
Maxwell/Hanrahan Foundation	\$ 10,000
David Geffen Foundation	\$ 10,000
Heart of Neiman Marcus Foundation	\$ 10,000
John Gillespie	\$ 10,195

*\* Included in total funds    \*\* Included in total board giving*

### ***Year-End Appeal Campaign***

The Office of Institutional Advancement planned and implemented a multi-channel, year-end campaign that raised significant funds from past supporters as well as many new friends and prospects. The campaign involved the following components:

- A stewardship card with appreciation for donor support and statement of philanthropic impact that arrived in over 1,000 homes before Thanksgiving.
- Outreach for Giving Tuesday that included emails from OIA and Communications and an elevated website presence.
- An annual appeal package was sent to 3,400 donors and prospects, including Continuing Education audiences, in early December with a follow-up mailing to those in the Southwest (NM, CO, AZ) in mid-December.
- To encourage early and elevated donations (gifts of \$150+) a raffle was held with attractive prizes such as hotel and resort overnights (Four Seasons, Heritage Hotels, Taos Ski Valley, Buffalo Thunder), collected as in-kind gifts for the 2021 Scholarship Event sponsorship drive. Giving from those entered in the raffle was over \$11,000.
- The Communications team supported the year-end appeals with a strong website presence, three dedicated emails, and a month-long social media campaign (Facebook, Instagram, LinkedIn, and Twitter).

Results from the 2021 Multi-channel Year-end Campaign are outlined below.

• Year-end Appeal (three mailings, emails, outreach)	\$129,600
• Online Annual Giving	\$ 16,800
• Online Giving Tuesday	<u>\$ 7,800</u>
<b>Total Campaign Funds Raised</b>	<b>\$154,200</b>

## **1.2. Project: Grow Funds for Student Financial Need**

**IAIA 2022 Anniversary Scholarship Event and Auction:** On Wednesday, August 17, the IAIA Foundation will hold its annual Scholarship Event at La Fonda on the Plaza in celebration of IAIA's 60<sup>th</sup> and MoCNA's 50<sup>th</sup> anniversaries.

The Event Planning Committee has been working for several weeks on the structure of the 2022 event. Preliminary plans include festive Indigenous cuisine, featured performances and collaborative art works by IAIA alumni, live and online

auctions, an exhibition of auction art in the Balzer Contemporary Edge Gallery, and more to be announced soon.

Meeting planner Janey Potts has been engaged to manage the event logistics and we will contract with Beth Karevicius (former OIA Events Manager) to manage the online auction components remotely.

#### **1.D. Promote involvement of all IAIA stakeholders in student success**

##### **1.1. Project: IAIA Foundation Board**

The Foundation Board and its Advancement Committee continues its work with the Office of Institutional Advancement to strengthen the major gifts fundraising program. Under the leadership of Advancement Committee Chair Gail Bernstein, the committee has been working with each member of the Foundation board on identifying select donors and prospects. Then, for each donor and prospect they are working with OIA staff to develop and implement a customized engagement, cultivation, stewardship, or solicitation strategy.

Foundation leadership is thrilled to announce that Cheryl Demmert Fairbanks, Esq. has joined their board. Cheryl brings extensive legal and tribal law experience, a national network of potential friends for IAIA and the Foundation, a deep knowledge of IAIA, and enthusiasm for its mission.

#### **Mission Objective 5: Advance Contemporary Arts and Culture**

##### **5.E-3.C Alumni Relations Office and Community Engagement**

##### **5.1. Project: Commencement 2022**

- Developing plans to engage graduating students and invite them into a relationship as alumni.

##### **5.2. Project: Alumni Luncheon or Alternative Events during Indian Market 2022**

- Location: Museum of Contemporary Native Arts

#### **5.E. Strengthen the connection between the College, its Museum, Indigenous Communities, and the Santa Fe Community**

##### **5.3. Project: IAIA 60<sup>th</sup> and MoCNA 50<sup>th</sup> Anniversary Celebrations**

- The OIA team continues to work with anniversary co-chairs Dr. Robert Martin and Museum Director Patsy Phillips to plan a series of initiatives designed to build awareness of IAIA and cultivate donors and prospects throughout the anniversary year.
- The IAIA 2022 Anniversary Scholarship Event and Auction will celebrate six decades of achievement and success while raising critical support for IAIA student scholarships.

## **Mission Objective 6: Build Institutional Capacity for Growth**

### **6.A. Ensure long-term sustainability and financial security**

#### **6.1. Project: Fundraising Materials to Advance the Major Giving Program**

- With funding from the MACP grant, materials based on the Case for Support have been designed and are being printed. Materials include the Case Overview and targeted pieces for Critical Needs, Scholarships, Museum of Contemporary Native Arts, and the Research Center, which can be distributed on their own or in a custom folder. In addition, condensed brochures are being created for the Case Overview, President's Circle, and Legacy Circle for broader distribution.

#### **6.2. Project: Jacobson Consulting Applications, Inc. (JCA) Database Assessment Project**

- With funding from the MACP grant, OIA engaged JCA to perform a Data Audit Project that included a codes frequency report, system usage assessment, data duplicate analysis, data clean-up plan, and reporting/coding recommendations. The final report is expected in January.

#### **6.3. Project: Matching Gift Challenge**

- In June, IAIA Foundation Board member Michael Pettit offered to fund a \$50,000 matching gift after hearing Dr. Martin's presentation about IAIA's strategic funding priorities.
- By mid-October all funds had been matched. Our special thanks go to Foundation board members Stock Colt (Chair) and Chuck McKittrick for their significant matching gifts, and Gail Bernstein who solicited significant gifts to support this initiative.

To: Dr. Robert Martin, IAIA President  
From: Patsy Phillips, Director IAIA Museum of Contemporary Native Arts  
Date: January 10, 2022  
Subj: November 15, 2021 to February 20, 2022  
Staff: Manuela Well-Off-Man, Chief Curator; Tatiana Lomahaftewa-Singer, Curator of Collections; Winoka Yepa, Museum Education; Katherine Barry, Collection's Registrar; Sallie Wesaw-Sloan, Graphic Designer; Flannery Barney, Preparator & Exhibit Coordinator and Thomas Atencio, Security Manager.  
Ford funded: Hank Cooper (Curatorial Assistant full-time); and Chris Martinez (Security full-time)

## **INSTITUTIONAL PRIORITIES**

### **I. Improve student success**

#### **A. Improve retention and completion**

Barry served as Secretary for IAIA Staff Council through December 31 and created agendas, scheduled meetings and took minutes for the regular council monthly meetings and staff council executive meetings.

#### **B. Develop student leadership skills**

Yepa, Hank Cooper, and Jaime Herrell worked together to develop a panel discussion with 2021/2022 BFA artists to accompany their current show, "We Went Wild." The panel discussion was held on December 7, 2021 via zoom webinar and included "We Went Wild" artists Chelsea Bighorn (Fort Peck Assiniboine and Sioux/Shoshone-Paiute), 伊藤福 (Fuku Ito) (Japanese), and Suni Songo Vizcarra Wood (Quechua Nation, Peru). The panel discussion was moderated by Hank Cooper and explored the artists' creative processes and artistic responses to the exhibition's thematic elements of connection, closeness, emotion, and cross-cultural expression.

#### **C. Promote involvement of all stakeholders in student success**

Well-Off-Man worked with MoCNA intern Dawna Walters (Diné) to create contents, including short artist biographies, interpretations of artworks, timeline and bibliography for the *Action/Abstraction Redefined* website.

Lomahaftewa-Singer re-established the IAIA Museum Club with the help of Collection Student Workers Shantal Chee and Ixel Lindstrom. Ixel took on the position as Club President and recruited members to the club. Club Reinstatement paperwork was submitted and approved by ASG. Weekly meetings were held to engage students and get the club active again after three semesters of inactivity due to the pandemic bringing the club total to 7 members by the end of the semester.

### **III. Build college community**

#### **A. Promote community environmental engagement**

#### **B. Promote health, wellness, and safety**

Atencio manages the museum's HVAC preventive maintenance services, Johnson Controls and Yearout Mechanical; replaces air filters as needed on two HVAC air handlers and throughout museum; janitorial and security staff continue to clean and sanitize museum; ensure all visitors and staff follow safe Covid -19 practices; Dixon Pest Control onsite monthly service; 2 AED Heartstart Defibrillators ordered; New audio PA equipment system ordered to replace old out dated system; One new vehicle gate operator ordered to replace 30 yr. old existing gate operator; Part time Security Officer position converted to Full time position effective 11/20/21; Attended Strategic Planning session November 2021.



#### IV. **Advance contemporary Native arts and cultures**

##### A. Continue to refine and implement indigenous assessment

##### B. Consider developing a Native Research Center

Lomahaftewa-Singer and Barry continue to work towards preparing the collections database content, records to be ready for the web, web copy and web functionality as the first phase of the online searchable database, Proficio for the Web, was being developed by the vendor. In order to make the database accessible to students and researchers, public facing fields were prioritized and records still requiring metadata clean-up were marked as “In Progress.” Watermarking images will be addressed in the next phase and uploaded in batches. Barry and Rose Marie Cutropia, Metadata Specialist Contractor, will continue to clean-up metadata in Proficio, improve field functions for data entry and information access, and address adding watermarked images in the next phase.

##### C. Advance scholarship and dialogue on indigenous arts and cultures

Due to COVID, MoCNA’s docents are currently not giving tours at the museum. For this reason, Phillips has given multiple tours of *Exposure: Native Art and Political Ecology* to faculty, staff and members.

Phillips submitted a letter of support to the Guggenheim Fellowship program in support of an Indigenous artist (confidential). Phillips was appointed to serve on the Program Committee for the International Council of Museum’s Board of Directors.

Well-Off-Man gave a tour of *Exposure: Native Art and Political Ecology* to scientists and health care professionals from the University of New Mexico. The tour was organized by *Exposure* Roundtable participant Dr. Johnney Lewis, who is the lead investigator of the Navajo Birth Cohort. Well-Off-Man also gave a tour of *Exposure* to Saint Louis Art Museum curators Alex Marr and Hannah Klemm. The Saint Louis Art Museum will host MoCNA’s *Action/Abstraction Redefined* traveling exhibition from June to September 2023.

Well-Off-Man provided contents and educational resources and MoCNA Graphic Designer Sallie Wesaw submitted images, audio and video files to museum design company IDEUM to finalize the interactive *Action/Abstraction Redefined* website. The website will accompany the *Action/Abstraction* traveling exhibition. MoCNA curatorial assistant Hank Cooper will maintain the website and respond to inquiries.

Well-Off-Man was invited by QatarAmerica Institute for Culture to visit Doha, Qatar. She previously gave a presentation on MoCNA’s exhibitions, curatorial practices, collections and programs as part of QatarAmerica’s Museum Series *Native Stories: Indigenous Arts & People from America and Arabia*. Among the other cultural delegation members are Lina Ali, Deputy Executive Director, International Museum of Muslim Cultures (Jackson, MS); Dr. Orianna Cacchione, Curator of Global Contemporary Art, Smart Museum (Chicago, IL); Kaywin Feldman, Director, National Gallery of Art (Washington, DC); Dr. Lucy Fowler Williams, Associate Curator, Penn Museum (Philadelphia, PA); Mohannad Ghawanmeh, Executive Director, Al-Bustan Seeds of Culture (Philadelphia, PA); Tibor Waldner, Director of Collections and Exhibitions, National Portrait Gallery (Washington, DC); and Michelle Yun Mapplethorpe, Vice President for Global Artistic Programs & Director, Asia Society Museum (NYC, NY). The delegation visited museums and cultural institutions and met with museum professionals and leaders in the art and culture sector in Doha, Qatar.

One of the goals was to network with museum peers and identify contemporary Indigenous artists for potential future exhibitions.

Well-Off-Man presented Zoom talk *Lloyd Kiva New: Artist, Educator, Visionary* to Delaplane Art Center audiences, as part of the Art Center's Winter Artist of Inspiration lecture series.

IAIA Artist in Residence (AiR) Purchases:

The following items were selected for AiR purchase by the Acquisitions Committee for the permanent collection at their virtual meeting held December 2, 2021:

1. Kenneth Johnson, *Woodpecker Gorget Necklace*, 2021, Sterling silver, copper, gold, 6 x 4 in. gorget on silver chain, \$7,500
2. Kenneth Johnson, *Woodpecker Earrings*, 2021, Sterling silver, copper, gold, \$600 (for pair)

Collection Loan Updates:

**The following collection loan requests are in process:**

1. Museum of Indian Arts and Culture, Santa Fe, NM – *Clearly Indigenous* exhibit, May 2021 - June 2022
  - 1) Joe Feddersen, *High Voltage Tower*, 2004, sculpture, cat. CLV-64
  - 2) Lillian Pitt, *She Who Watches*, 2014, glass, cat. YI-3
  - 3) Rory Wakemup, *Ghost Shirt*, 2014, sculpture, cat. CHP-187
  - 4) Larry Ahvakana, *Untitled*, 1978, glass, cat. ESK-105
  - 5) Tony Jojola, *Night Keeper*, 1991, glass, cat. IS-5
  - 6) Carl Ponca, *Untitled*, n.d., glass, cat. OS-15
  - 7) Rory Wakemup, *Darth Chief*, 2014, cat. CHP-191 (glass bear claw necklace only)
2. New Mexico Museum of Art, Santa Fe, NM – *Go West Said A Small Voice: Gustave Baumann and Dreams of New Mexico* exhibit, Aug 2021 - Feb 2022
  - 1) Armond Lara, *Yellow Horse Dancer*, 2013, carving, cat. N-1249
3. National Cowboy & Western Heritage Museum, Oklahoma City, OK – *Western Wares* exhibit, Dec 2021 - May 2022
  - 1) Lloyd Kiva New, *Desert Shirt*, n.d., clothing, cat., CHE-391
  - 2) Lloyd Kiva New, *River Jacket and skirt*, 1960, clothing, cat., CHE-386, CHE-387
  - 3) Lloyd Kiva New, *Leather Handbag*, 1950, clothing accessory, cat., CHE-396
  - 4) Lloyd Kiva New, *Wool Tweed Men's Sport Coat*, n.d., clothing, cat., CHE-114
  - 5) Lloyd Kiva New, *Lavender Leather Women's Coat*, n.d., clothing, cat., CHE-118
4. Katonah Museum of Art, Katonah, NY – *Arrivals* exhibit, Oct 2021 - Jan 2022
  - 1) Floyd Solomon, *Deceptus Magnus-October 12, 1492*, 1990, graphic, cat. L-46
  - 2) Melanie Yazzie, *Guess Who's Coming*, 1992, graphic, cat. N-844
5. National Portrait Gallery, Smithsonian Institution, Washington, DC – *Outwin Boochever Portrait Competition 2022*, Aug - Nov 2021, traveling exhibit April 2022 – June 2024
  - 1) Tom Jones, *Elizah Leonard*, 2019, photograph, cat. WIN-59
6. Wheelwright Museum of the American Indian, Santa Fe, NM – *Abeyta / Cañoncito Ké* exhibit, Feb 2022 - Jan 2023
  - 1) Pablita Abeyta, *Untitled*, n.d., sculpture, cat. N-1283
  - 2) Narcisco Abeyta, *Paul Coze Collections, Art Peau-Rouge d'Aujourd'hui*, 1925-1935, watercolor, cat. INST-211

7. MacKenzie Art Gallery, Regina, SK Canada – *Radical Stitch* exhibit, Apr – Aug 2022 (in process)
  - 1) Dyani White Hawk, *Interrupted*, 2016, mixed media, cat. S- 326
8. McMaster Museum of Art, Hamilton, ON Canada - *we are made of stardust* exhibit, Aug 2022 – Dec 2022 (in process)
  - 1) Ken Tohee, *Maiden Voyager*, 1999, sculpture, cat. O-5
  - 2) Terran Last Gun, *Sun, Moon, Morning Star*, 2016, serigraph, cat. BL-53
  - 3) Kevin Red Star, *Sun Dancers*, 1964, painting, cat. CR-9
  - 4) Jaune Quick-To-See-Smith, *El Morro*, 1981, lithograph, cat. FL-6
  - 5) Linda Lomahaftewa, *New Moon of the Buffalo I*, 1994, monotype, cat. H-367
  - 6) Debra Yepa-Pappan, *Live Long and Prosper (Spock was a Half Breed)*, 2008, graphic, cat. J-96
  - 7) N. Scott Momaday, *Star Shield*, c. 1976, lithograph, cat. KI-32
  - 8) Michael McCabe, *Untitled*, 1984, monotype, cat. N-1027
  - 9) Barry Coffin, *Window to the Future*, 1992, painting, cat. PW-39
  - 10) Susan A. Point, *Unity*, 1988, serigraph, cat. SAL-19
  - 11) Unidentified Artist, *Untitled*, n.d., mixed media, cat. INST-250
  - 12) Michael McCabe, *Untitled*, 1984, silk screen, cat. N-1026
9. Smithsonian American Art Museum (Renwick Gallery), Washington, DC – exhibit curated by Dr. Lara Evans, 2023 – 2025 with possible travel (preliminary request)
  - 1) Erica Lord, *Nephrology Burden Strap*, DNA Microarray Analysis, n.d., beadwork, cat. ATH-49
10. Roswell Museum and Art Center, Roswell, NM – temporary exhibit gallery, May 2022 – July 2022 (preliminary request)
  - 1) C. Maxx Stevens, *Last Supper*, 2012, installation work, cat. SE-94
11. Metropolitan Museum of Art (Costume Institute), New York City – *In America: A Lexicon of Fashion* exhibit, May – September 2022 (preliminary request)
  - 1) Lloyd Kiva New, clothing/accessories/textiles (TBD)

### **Collection Exhibitions**

- 1) *In Loving Memory Lydon Jeffery Kahmakoatayo “Jeff Kahm”*, May 3-December 30, 2021, Robert Ells Family Collection Gallery, IAIA Campus. To honor the art of Jeff Kahm, works in the collection were pulled for exhibition for the campus community. Exhibit extended through December.
- 2) *Moving Land: 60+ Years of Art by Linda Lomahaftewa*, traveling exhibition, January 2024 - May 2026. Institutions have responded with interest; traveling dates changed to accommodate exhibition schedules. Loan extensions secured. Catalog essays are in review by Dr. Lara Evans, images and captions created and placed into a production folder in dropbox.
- 3) *The Stories We Carry* (July 1, 2022 – May 31, 2024, Kieve Family Gallery, Museum. Loan paperwork in progress, design, layout, and fabrication in progress.
- 4) *Looking Forward to Looking Back: Indigenous Fashion*, August 11, 2022-January 2023, Anne and Loren Kieve Gallery, Museum, curator Amber Dawn Bear Robe has started to review works in the collection.
- 5) *Action/Abstraction Redefined* traveling exhibition from the permanent collection, February 2022 – June 2024. Lomahaftewa-Singer and Barry have focused on ensuring the 52 works are ready for travel. Paint backings were completed, several works needed re-framing, paintings, ceramics, and sculpture sent out to

conservators for stabilization and cleaning came back, some works required additional attention (new mounting bracket, new frames etc.), records updated with new values received from outside appraisal, crate RFP process completed and packing/crate schedule created, shipping arrangements with the borrowers ongoing, and condition report book created. Barry will be traveling to the venues for condition reporting and unpacking/packing.

### **IAIA Public Art**

Lomahaftewa-Singer worked with Wesaw-Sloan to create outdoor art labels for the outdoor works of art and murals on campus and worked with IAIA Facilities on placement and installation of artwork labels. Lomahaftewa-Singer held a public art meeting on October 21 to discuss an AiR donation for public art and other public art needs on campus.

D. Increase internship and apprenticeship opportunities

E. Strengthen the connection between the College, its Museum, Tribes, and the Santa Fe community

Phillips is participating in the hiring process for a new director at the Museum of Indian Arts & Cultures. Phillips is also participating on the hiring committee for IAIA's Office of Institutional Advancement.

Phillips continues to meet monthly with the 50/60<sup>th</sup> Planning Committee to plan for 2022 celebrations. Cara Romero is completing her iconic photograph of 60 years of IAIA/MoCNA. The kickoff reception for February 17 has been postponed due to COVID restrictions. The event will be rescheduled for spring when the board is next in town.

Phillips organized a strategic planning workshop for two half days, November 17 and 18. Former Foundation Board member, Colleen Cayes facilitated the meetings held at the Lannan Foundation. In attendance were IAIA President, IAIA Academic Dean, IAIA alumni, IAIA student and key museum staff. The team considered the needs, goals and vision of the museum. One of the main issues that stood out was the 100 year old building costs like new windows, replace vigas and other needs. President Martin suggested we use some COVID funds for the building where appropriate. We met with Larry Mirabal separately to determine these needs that can be applied to COVID funds. In particular, an RFP call to architects went out January 4, 2022 to propose repurposing space and/or renovating parts of the building.

Exhibition team members Cooper, Barney, Wesaw, and Well-Off-Man have been meeting with guest-curator IAIA Assistant Professor in Art History Amber-Dawn Bear Robe to prepare the upcoming exhibition *Indigenous Glamour: Fashioning North America*, which will be part of IAIA's 60<sup>th</sup> and MoCNA's 50<sup>th</sup> anniversary.

Well-Off-Man served as selection committee member for the spring and fall 2022 artists in residence of IAIA's AiR program.

Yepa collaborated with Three Sisters Collective on a mural project in MoCNA's Allan Houser Art Park. The mural project highlights the past, present, and future of Indigenous people of O'Ga P'Ogeh Owingeh or "White Shell Water Space." In November, Three Sisters Collective hosted a community gathering to honor artist and IAIA community member, DeAnna Autumn Leaf Suazo. A section of the mural was left blank for the community to write messages for DeAnna and her family. Three Sisters Collective is a Pueblo and Indigenous women-centered grassroots collective based in

Santa Fe, NM, that began in the summer of 2017. The collective seeks to re-center a Pueblo and Indigenous presence through arts, education, and actions that promote positive representations of this area's first inhabitants.

Yepa developed seasonal art kits for the Santa Fe community: Fall and Winter activity booklets were created with activities related to the *Exposure* exhibition. Art kits were distributed to the Esperanza Shelter, Santa Fe Indigenous Center, and the Santa Fe public libraries.

MoCNA collaborated with Executive Director of Global Indigenous Council, Rain Bear Stands Last, who is also the director of the film "Somebody's Daughter," to premiere his new film "Say Her Name," a 30-minute film that examines cases of missing and murdered Indigenous people in Big Horn County, which the film claims as the epicenter of the crisis. The film premiered Friday, December 3, 2021 in MoCNA's conference room and Helen Hardin Gallery. "Somebody's Daughter" was also shown in addition to "Say Her Name." Both films were on view in the Helen Hardin Media Gallery throughout the weekend for museum visitors.

- F. Invest in professional development for faculty and staff  
Barry was appointed as Secretary of the New Mexico Association of Museums (NMAM) in late October. She takes minutes at the NMAM Board meetings and Annual Meeting and serves on the Executive Committee.

## **V. Build institutional capacity for growth**

- A. Ensure long-term sustainability and financial security  
In mid-November, the Mellon Foundation invited Phillips to submit a proposal within two weeks. Working with key staff, we identified needs of the museum and submitted a proposal for \$340,000. Within two weeks of the submission, the Mellon Foundation sent a letter awarding the museum the amount requested. The funds will be applied towards hiring two new positions, Assistant Registrar to assist with the museum's traveling exhibitions and a Project Conservation Manager to assess the museum's conservation needs. Additionally, we will organize a lecture series and funds will go towards the museum's social engagement residency.
- B. Implement a marketing and communication plan to brand and promote IAIA  
Phillips worked with Communication's consultant to provide feedback and information about the museum.
- C. Determine need and capacity for new undergraduate and graduate programs
- D. Annually reduce IAIA's carbon footprint by 5%
- E. Increase staff and faculty as the institution grows  
MoCNA hired Chris Martinez as a full-time grant funded security guard in November 2021. He had been a part-time employee.

To: Dr. Robert Martin  
From: Nena Martinez Anaya  
Date: January 7, 2022  
Subj: Quarterly Board Report

**Mission Objective I: Improve Student Success**

Institutional Priority A: Increase resources for students:

Project 2: Measure the effectiveness of the Graduate School Day. Graduate School Day was held in person on November 3, 2021, A tabling event with Cal Arts, UNM Museum Studies, UNM Law School, IAIA Creative Writing, IAIA MFA Studio Arts, Southwestern College and American Indian Graduate Center met with numerous students. 90%

Other: Six career-readiness workshops were held during Fall 2021 and two classroom visits, all held virtually.

Other: Ascendium Paid Internship Program. Two students completed a minimum of 120-contact hours for credit, earning \$12.50 per hour for up to 20 hours per week during fall semester.

Other: Community Connectors Program. 45 “true” new freshmen were mentored by 15 Community Connectors. On average, outreach was conducted monthly providing encouraging words, sharing campus goings-on and various school services (learning lab, counseling, pantry, etc), particularly during mid-terms and finals week.

Other: Dual Credit Program: Spring 2022 semester: we plan to offer a total of 46 courses at 12 partnership locations and 3 in-person courses on the IAIA campus specially dedicated for dual credit students. From the total 49 courses being offered, 6 will be virtual and 43 will be in-person. These numbers are expected to change at the end of the registration period and as more New Mexico high schools return to virtual learning in response to the new COVID-19 Omicron variant. We are working with partnership schools to ensure they are ready to go virtual if required.

Other: Summer Bridge Program: The dates for the 2022 New Freshmen Summer Bridge program are set for July 17th – August 6th, which is a week before Fall 2022 courses. The Summer Bridge website, application and flier are now complete and ready to be advertised. We will review and accept applications until July 11th, for a total of 6 months of recruitment time. With this extended time to advertise, we hope to achieve our goal of accepting 50 participants into the Summer Bridge program.

Other: IAIA Mentorship Program: We have 13 student participation applications and 7 staff/faculty mentors. Mentors and Mentees were matched. An overview zoom meeting was held in early November. Mentees and Mentors met with one another in November and December and will continue to meet monthly through the end of the spring 2022 semester.

Other: The Pantry: Since October 2021, the Pantry has served 129 community members and received over 600 pounds of donations. The donations came in the form of food, household items, toiletries, clothing, and furniture for student use. The Pantry is accessible 24/7 by contacting IAIA security.

Other: Alpha Chi National Honor Society: The IAIA Chapter currently has 8 members. The fall 2021 service project including collecting food items for student’s families living in student housing made available for a Turkey Day meal. An induction ceremony for new members will take place in the very early part of the Spring 2022 semester.

Other: Talking Circle: Since October 2021, we have had 258 participants for the in-person meetings with the highest event having 32 students. These include students, staff, and faculty. Talking Circle is a time for participants to eat a home-cooked meal and take part in designated activities. There was also a virtual Talking Circle held weekly for students to participate in. The focus of the virtual option was to target our online-only students. Both options will continue through the spring 2022 semester.

Other: Early Alerts: For Fall 2021 there were 112 total students that had an early alert submitted with a total of 238 early reports submitted. We continue as a collaborative cross-department that works to connect referred students to resources provided by IAIA and/or off campus. We have revised the name to “Early Support Program” and will create a website to promote the program to the IAIA community. We will be presenting to faculty, staff and students to provide information on the program at upcoming in-service, orientation and meetings.

Other: Finals Event: We held a series of events during finals week at the SSC- Blue Corn Mornings and Pizza Nights 64 students served. Total attending blue corn mornings was 95 students, faculty, and staff.

Other: Learning Lab- The spring 22 schedule is being finalized and the first 2 weeks of tutoring will be available online. We have 4 learning specialists. We are looking at another calendar system that is more user-friendly.

### **Mission Objective 1: Improve Student Success**

Project 4 Assendium Emergency Aid Program Since October 4, 2021, we have helped 12 students with emergency aid funds totaling **\$8,757.95**. The top 3 needs were: (1) 53% Vehicle repair/gas, (2) 17% Supplies/Equipment (3) 17% Housing.

Other: HEERF II Higher Education Emergency Relief Funding: *Student Aid Portion*: IAIA was granted \$636,000 through the Higher Education Emergency Relief Funding (HEERF II) for direct Student Emergency Student Aid. The criteria for the emergency grant requires that the funding to go directly to students who were enrolled since March 2020, and students are to be prioritized by need. Checks started going out to students in July, 2021. To date, we have spent \$205,763 for these Emergency Relief grants.

Other: HEERF II Higher Education Emergency Relief Funding: *Institutional Aid Portion*: can be used to: defray expenses associated with coronavirus, including: lost revenue, reimbursement for expenses already incurred; technology costs associated with a transition to distance education; faculty and staff trainings; payroll; make additional financial aid grants to students. The college has decided to help students who otherwise couldn't enroll or obtain transcripts due to a Student Account Hold. Since October 1, 2021, we have spent \$48,142.83 to pay off outstanding student account balances prior to the Spring 2022 term.

Other: Scholarships: The scholarship application for Spring 22 is open and has a deadline of January 24<sup>th</sup>. We will be having 3 scholarship workshops during January to help student's complete the application. This opportunity is only available to students who are beginning IAIA in the Spring. Fall students were awarded for both Fall and Spring in September 2021. We have currently received 4 scholarship applications for the spring term.

**Mission Objective I: Improve Student Success**

Institutional Priority: B. Improve retention and completion:

Project 9: Improve and measure the new Admission & Recruitment strategies to increase student satisfaction and enrollment. New programs have been developed and implemented for the academic year to increase matriculation, including: COVID-19 response. 75%

Other: Admissions: Table 1. lists the accepted new students for the Spring 2022 semester.

Admissions Report as of January 5, 2022

	<b>Spring 2022</b>	<b>Fall 2022</b>
New Freshmen	11	14
Transfer	13	1
Graduate	0	0
International	0	0
Readmit	6	2
Certificate	8	1
Non-Degree	4	2
Total	38 (37 SP21)	19 (19 FA21)

Other: Admissions: Table 2. Lists the recruitment events.

<b>Dates</b>	<b>Events</b>
9/27/2021-10/1/2021	NMCAC College Days North East Week - Pojoaque Valley HS, Capital HS, SFHS, St. Michaels HS, Los Alamos
10/4/2021-10/8/2021	West ABQ Schools - Grants HS, Thoreau HS, Zuni HS, Tohatchi HS, Crownpoint HS, Wingate HS, Gallup HS, Miyamura HS, UNM Middle College HS, Newcomb HS SIPI Transfer Webinar, Ruidoso HS
10/12/2021-10/16/2021	NIEA Convention in Omaha, NE - Nebraska Indian CC, Winnebago HS Independence HS College Fair, Newcomb HS, Shiprock HS, Coachella Valley HS (virtual), DEAP Charter College Fair
10/18/2021-10/20/2021	Montana - Hardin HS, Chief Dull Knife College, Lame Deer HS, St. Labre Indian School, West Billings HS, Skyview High School Kirtland Central HS
10/24/2021-10/30/2021	Oklahoma Area Visits, Greater AZ Virtual College Fair
	Navajo Nation & Hopi - Tuba City HS, Greyhills HS, Shonto Prep, Hopi Jr/Sr HS, Chinle HS, Ganado HS
11/1/2021-11/6/2021	AZ - Holbrook HS, Alchesay HS, San Carlos HS, Baboquivari HS, Betty Fairfax HS, Phoenix Central HS, Casa Grande Union HS, Ak-Chin Indian Community Ed, Flagstaff Arts & Leadership Academy Virtual AICF TCU Fair, Choctaw College Connect
11/10/2021	TOCC Virtual Presentation, NMCAC Fall Virtual Presentations
11/14/2021-11/15/2021	Alaska College & Career Virtual Fair
11/17/2021	Epic Chart School Virtual College Fair
11/18/2021	CNM Virtual Native American Student Resource Fair, EPIC Charter School Virtual Presentation
11/19/2021	Rehoboth Christian School, Tohatchi HS
11/20/2021	PXU Native American Educational Programs College Day
12/1/2021	Wingate HS College Fair, Window Rock HS
12/2/2021	Monument Valley HS, Rock Point Community School
12/5/2021-12/7/2021	2021 Oklahoma Council for Indian Education Conference
12/17/2021	Virtual Info Sessions - Highline Public Schools (WA), Nenana City Schools (AK)
2/6/2022-2/8/2022	AZSCA Conference
2/21/2022-2/27/2022	AZ/UT Visit, UNITY Midyear Conference
3/7/2022-3/11/2022	California Area Visit - Tule River College & Career Fair (CA) Washington/Idaho Area Visit
3/14/2022-3/18/2022	Colorado Area Trip - Denver March Powwow
3/21/2022-3/25/2022	Montana Area Trip
4/29/2022-5/1/2022	Gathering of Nations Powwow Exhibition
7/10/2022-7/12/2022	National UNITY Conference



Other: Campus Tour Report: The IAIA Virtual Tour project was finalized and launched on the IAIA website in December 2021.

- Individual Tours: 26 people
- Group Tours:
  - August 6 - Pueblo of Pojoaque Summer Youth Workers - 24
  - October 15 – Albuquerque Fine Arts Department – 5
  - December 1- Los Puentes Charter School- 24
  - December 2- Swift Foundation, 11

### **Mission Objective 3. Ensure A Safe Community**

Institutional Priority: Promote Health, Wellness, and Safety For All Members of the Campus Community *Project 3 Developing and Evaluating RA Programs (Activities) The Keep Students Engaged With The Dorm Community:* Housing completed changes to the structure of RA Programs. RAs now enjoy a significantly increased budget per activity, as well each event is now required to be a collaboration. This was not the case previously. RAs are now required to submit their plans for each event a full month ahead of time so it can be shared as part of the IAIA Community Calendar. Events are considered, unless there are significant issues, to not be cancellable. 75%

Other: Housing Quarantine Procedures and Enforcement. All Housing Staff have been tasked with responding to all COVID-19 safe practice violations, as well as are charged with delivering meals as is consistent with the students' requests. COVID-19 safety policy violations remain minimal to non-existent. Meal deliveries had minimal issues, thanks to the cafeteria staff being able to adjust quickly to new information. Housing will now have a steady of supply of 10 at-home PCR COVID-19 tests ready at all times.

Other: *Care Packages*, Housing, in accordance with student feedback related to those in quarantine, had made toiletry and food care packages for the possible next wave of COVID-19 exposed students. The items provided in each bag are carefully tracked so we can continue to provide quality items for each exposure situation going forward. We gave out nearly 75+ packages over the course of the semester.

**Mission Objective I: Improve Student Success** Institutional Priority: B. Improve retention and completion. *Project 4: Counseling Policies & Procedures* will be reviewed at the next Student Services Meeting and uploaded to our website. We will have evening and weekend, on-campus Counseling to better serve our students. 95%

Other: Counseling

<b>Fall 2021</b>	<b>Total</b>	<b>Mila</b>	<b>Eliza</b>	<b>Madge</b>	<b>Tash</b>
<u>Number of students in Individual Counseling</u>	76	19	33	17	7
<u>Direct Hours Support Provided to Students</u>	724	179	265	235	45
<u>Reach Out from Early Alert</u>	34	4	24	7	0
<u>Number of Students/Staff/Faculty Seen in Groups/Outreach</u>	341+	87	257	234	10
<u>Clients with trauma</u>	58	13	31	13	1
<u>Clients with suicidal ideation (disclosed)</u>	28	5	16	7	0
<u>Substance Misuse – Working on</u>	15	1	8	6	0
<u>1<sup>st</sup> Offense</u>	5	1	2	2	0
<u>2<sup>nd</sup> Offense</u>	1	0	0	1	0
<u>Other Housing Issue (Warning, Concern)</u>	5	2	1	2	0
<u>Psychiatric hospitalizations</u>	2	0	2	0	0
<u>Mental Health ER visit</u>	2	0	2	0	0

Other hospitalization visit	1	0	1	1	0
Inpatient substance abuse treatment assistance	1	0	1	0	0
Student working on counseling for DUI/probation	2	0	2	0	0
Clients starting school being discharged from psychiatric or mental health hospitalization	0	0	0	1	0
Estimated hour spent with students in hospital (not included in counseling session hours)	8	0	8	0	0
Referrals to resources in Santa Fe	37	6	23	7	1
Number of clients connected with Psychiatrist	3	1	2	0	0
Referrals to the ADA office for Accommodations	11	5	3	3	0
Counseling Supervision provided for intern and LMHC (non-independently licensed staff) required by Counseling Board	72	0	72	0	0

### Other: Student Activities

#### Other: Transportation

Other: The Resident Assistants have put together several events up through the end of last semester, with an average count of participants at about 20+ students per event. October through December, we were able to hold about 2 events a month, even with some of our student staff on quarantine for an extended period of time. Housing was able to adjust the event activity processes to allow all future RA events to be placed in the Student Activities Calendar, which is advertised across campus and social media. The now permanent adjusted processes require RAs to do more planning further out and to allow each activity to be a collaboration amongst members of the team. Going forward there will be a great focus on themes for the semester.

Other: Housing added one new Resident Assistant to the current team, keeping the team's size to what it has been in prior semesters, up to 6. We brought back 5 of the team members from last semester, with all of them doing well in Fall 2021. The student that was chosen as an addition for the RA team was a direct hire from working with the Internship and Career Director's online application process.

Other: Associated Student Government (ASG) The Associate Dean has been actively involved with ASG, attending bi-weekly meetings, and being an active participant in offering advice and signing several proposals brought forward by ASG. We held two elections to get the current group in, with another possible election in the near-future for the recently vacated Public Relations position.

**Mission Objective V:** Advance contemporary Native arts and cultures  
**Institutional Priority: F.** Invest in professional development for faculty and staff:

Below is a list of staff members and recent professional development opportunities.

#### Nena Martinez Anaya, Dean of Students

11/18/21- Question, Persuade, Refer: Suicide Prevention Pt. 1 – Learn to Prevent Suicide

#### Mary Silentwalker, Associate Dean

11/30/21- San Felipe Head Start Policy Regulations Training, Virtual

#### Veronica Bustamante – Admissions Specialist

11/05/21 – Fillable Forms – Virtual IAIA - Tamara Johnson

11/16/21 - Empower Grad Info & Additional Credit – CLE Commons

Adrianna Tso, Recruiter  
12/9/2021 Empower training

Rachelle Pablo – Recruiter  
12/1/21- Wells Fargo Credit Card Training, Virtual

Warrior Brown, Outreach Coordinator  
1/5/22- Admissions Empower Reports, Virtual

Lorissa Garcia, Student Success Advisor  
10/27/21- Question, Persuade, Refer: Suicide Prevention Pt. 1 – Learn to Prevent Suicide  
11/10/21- Question, Persuade, Refer: Suicide Prevention Pt. 2 – Learn to Refer to counseling

Karen Gomez, Internship and Career Director  
10/27/21 – Suicide Prevention Training, Part 2  
12/13/21 – Achieving the Dream: Supporting Student Career Development Work Session (Virtual)

Eliza Combs, MA, LPCC, ATR, RPT, SAP – Licensed Clinical Mental Health Counselor, Registered Art & Play Therapist, Somatic Archaeology Practitioner  
11/4/21 -11/6/21 Masks & Mandalas – Final Module for Certificate in Initiatic Art Therapy  
12/7/21 New Mexico Chronic Disease Prevention, Kenneth Winfrey, LCSW, RYT Yoga: Movement as Medicine

Mila Anguluan, PhD in Expressive Art Therapy, LMHC – Licensed Mental Health Counselor  
Ongoing - studying for National Counselor Examination (NCE) in December 2021  
Ongoing – group and individual supervision provided by Eliza, hours count toward independent licensure

Scott Whitaker, Director of Financial Aid and Student Accounts  
11/3/21 Attended New Mexico Association of Financial Aid Administrators Business meeting and NMHED update  
11/30/21 – 12/2/21 Attended Virtual Federal Student Aid Conference

Leah Boss, Financial aid and Scholarship Advisor  
11/8/21 – Attigo/Ascendium SmartSessions: Navigating First-Generation Students to Success  
11/30/21 – 12/2/21 – Federal Student Aid Annual Training Conference