

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

SANTA FE, NEW MEXICO



**BOARD OF TRUSTEES
MEETING**

February 19 - 20, 2016

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

BOARD OF TRUSTEES MEETING

FEBRUARY 2016

Travel Day: Either Wednesday, February 17, or Thursday, February 18th, 2016

Wednesday, February 17, 2016

**Scholarship Awards Night
CLE Commons**

5:30 p.m. – 7:30 p.m.

Thursday, February 18, 2016

**Lloyd Kiva New VIP Reception
Lloyd Kiva New Exhibit Opening
Museum of Contemporary Native Arts**

**4:00 p.m. – 5:00 p.m.
5:00 p.m. – 7:00 p.m.**

Friday, February 19, 2016

9:00 a.m. – 4:00 p.m. MST

COMMITTEE MEETINGS

LKN Welcome Center Boardroom

**Academic Affairs Committee
Dr. Deborah Goodman, Chair**

9:00 a.m. – 10:00 a.m.

Location: LKN Welcome Center Boardroom

- I. Academic Division
- II. Enrollment Management
- III. Student Life Division
- IV. Honorary Doctorate Nominating Committee Recommendation
- V. Plan 2020 Approval

**Institutional Advancement Committee
Brenda Kingery, Chair**

10:00 a.m. – 11:00 a.m.

Location: LKN Welcome Center Boardroom

- I. Performing Arts and Fitness Campaign
- II. Lloyd Kiva New Legacy Circle
- III. IAIA Foundation
- IV. Expansion of Major Gifts

Audit Committee	11:00 a.m. – 11:30 p.m.
Bidtah Becker, Chair – Location	Location: LKN Welcome Center Boardroom

- I. FY2015 Audit Status Report

Museum Committee	11:30 a.m. – 12:00 p.m.
Sonya Kelliher-Combs, Interim Chair	Location: LKN Welcome Center Boardroom

- I. Museum Update

Lunch, LKN Welcome Center Boardroom	12:00 p.m. – 12:30 p.m.
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Finance Committee	1:00 p.m. – 2:00 p.m.
Barbara Davis Blum, Chair	Location: LKN Welcome Center Boardroom

- I. Budget to Actuals – year to date
- II. Gift Acceptance Resolution
 - 2015-004 – FY15 4th Quarter Gift Acceptance Resolution
- III. Human Resources
- IV. Museum Shop Updates
- V. Facilities

Board of Trustees Training	2:00 p.m. – 3:15 p.m.
Financials – Part 1	
Larry Mirabal, CFO	Location: LKN Welcome Center Boardroom

General Session	3:15 PM – 4:15 PM
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- I. Call to order – Loren Kieve, Chair
- II. Invocation
- III. Determination of a Quorum
- IV. Audit Committee – Bidtah Becker, Chair
- V. Audit Presentation and Acceptance
 - Resolution 2016 - #005 FY15 Audit Acceptance Resolution

Board Dinner	6:30 PM – 8:00 PM
The Shed – 113 ½ East Palace	

Saturday, February 20, 2015

**General Session
IAIA Board of Trustees Meeting
LKN Welcome Center Boardroom
9:00 a.m. – 11:00 a.m. MST**

- VI. Approval of October meeting minutes
- VII. President's Report
- VIII. ASG President's Report
- IX. Academic Affairs – Dr. Deborah Goodman, Chair
- X. Institutional Advancement Committee – Brenda Kingery, Chair
- XI. CLE Committee – Biddah Becker, Chair
- XII. Museum Committee – Sonya Kelliher-Combs, Interim Chair
- XIII. Finance Committee – Barbara Blum, Chair
 - Resolution 2016 - #004 FY15 4th Quarter Gift Acceptance Resolution
- XIV. New Board Business
- XV. Executive Session (*if necessary*)
- XVI. Adjourn

Travel Day: Saturday, February 20th, afternoon or Sunday, February 21st
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To: IAA Board of Trustees
From: Dr. Robert Martin
Date: February 3, 2016
Subject: Quarterly Board Report

Strategic Theme 1: Enhancing Sustainability

1.1 Implement the climate action plan.

- Taking the green house off the grid has proved to be more costly than anticipated requiring the project to be implemented in stages. Stage one will focus on installing a solar thermal system for heating the greenhouse replacing much of our gas usage. This solar thermal system will be modeled after greenhouse designs installed at Santa Fe Community College and at Santa Fe High School. Stage two would be the installation of a solar PV system to replace the electricity usage. Stage three would be to install batteries to eventually take the greenhouse off-grid.
- Dyron Murphy Architects has been contracted to design the \$800,000 project to replace the Academic Building roof and air conditioning units. Design work should be completed in March followed by the issuance of a Request for Proposals (RFP) to complete the work. The renovation work is scheduled to begin soon after commencement so that academic classes and other activities in the Academic building will not be disrupted. At the same time, a project led by engineering students from Worcester Polytechnic Institute (WPI) in New Hampshire will study the feasibility of including additional renewable energy components and strategies to reduce the academic building's carbon footprint.
- The transition to offer the employee medical insurance benefit through self-insurance has gone smoothly. As previously reported, Cigna Health is the third party administrator that is processing claims, supplying a provider network and covering catastrophic claims that exceed a predetermined level. Employee satisfaction appears to have increased due to lower costs, improved benefits and expanded network of providers.
- Dyron Murphy Architects is working with Bradbury Stamm Construction, the Construction Manager at Risk (CMAR), to complete the design for the Performing Arts and Fitness Center very soon.
- Larry Mirabal, CFO, is to be commended for fiscal stewardship resulting in building a Contingency Reserve account surpassing \$1M.

1.2 Implement a comprehensive fundraising plan to increase support from communities, alumni, foundations and tribal, state and federal governments.

- The FY 16 Omnibus Appropriations Bill approved by Congress and President Obama includes a \$150,000 increase in general operations plus \$2M in forward funding. We have been working for years to secure forward funding, and it will greatly assist the college in responding to federal shutdowns and long-term continuing resolutions. Senator Tom Udall, ranking minority member on the Subcommittee on Interior and

Environment Appropriations, played a key role in supporting IAIA's budget request for forward funding.

- IAIA's FY 2017 federal appropriations budget request is \$11,835,070, including a \$216,070 increase over the funding level in FY 2016. This small increase would provide a modest cost of living adjustment for IAIA employees as well as funding for growing and sustaining IAIA's academic programs.

The initial \$2 million in forward funding received in FY 2016 will assist in protecting IAIA from fluctuations in budget cycles caused by federal government shutdowns and continuing resolutions. As became apparent during the recent federal government shutdown, and subsequent threats of shutdown, IAIA had been vulnerable and at an extreme disadvantage when federal funding is uncertain and/or delayed. IAIA is requesting an additional \$2 million in forward funding to enable the college to continue the progress in aligning the funding cycle with the academic school year rather than the federal fiscal cycle. The other tribal colleges are fully forward funded in that they receive at least 75% of their fiscal year budgets, essentially funding the colleges for nine months of the academic year. This would greatly assist in planning and addressing the needs of our students because funding levels would be known early enough to respond to student enrollment increases, hire additional professors to teach classes and purchase necessary supplies, materials and equipment. This funding request will bring the college one step closer to full forward funding, insulating the college from disruptions occurring within the federal funding process and providing sufficient time to plan and formulate the budget for the academic year and respond to fluctuating funding levels.

Two student representatives and I will be attending the American Indian Higher Education Consortium Winter meeting February 8-11, Washington, D. C. We will have the opportunity to present our FY 17 budget request and justification to the New Mexico Congressional Delegation as well as Congressman Don Young and other key staff members of the House and Senate Appropriations Committees.

- Due to falling gas and oil prices, the New Mexico Legislature expects only \$30 million in new funding for this session, which is down from the \$232 million projected late last year. The implication is that most of the New Mexico Tribal Colleges Consortium FY 17 state legislative requests will not be funded, such as the increase for the Tribal College High School Dual Credit Reimbursement funding, funding for the New Mexico Research and Public Service Project (RPSP) and securing General Obligation Bond funding for New Mexico state institutional libraries. Since the General Obligation Bond funds do not come from the general fund budget, our \$2,000,000 in Capital Outlay Projects funding from the 2016 Higher Education General Obligation Bond to assist us in completing the construction of the Performing Arts and Fitness Center should not be affected. It is possible, however, due to the decrease in the General Fund Budget, that bonding capacity will be lowered resulting in across-the-board reductions in the General Obligation Bond requests.
- A verbal request and proposal was submitted to the Ottens Foundation for \$1,000,000 to serve as the key leadership gift for the Performing Arts and Fitness Center Capital Campaign. The proposal included materials developed by Dyrion Murphy Architects for donor solicitations.

We are also working with a consultant to submit a \$1.2M proposal to the United States Economic Development Administration to partially fund the Performing Arts and Fitness Center.

- Based on recommendations from Alex Shapiro and the gala event committee, I invited Christy Vezolles and Gil Waldman to serve as honorary co-chairs for the annual dinner/auction on August 17, and they agreed. I also have worked with Mr. Shapiro to recruit additional Foundation Board of Directors.
- Due to the cultivation efforts of JoAnn Balzer, Louise and Alan Schwartz, Truman Capote Literary Trust, increased their annual donation from \$40,000 to \$50,000 for student scholarships in both the graduate and undergraduate Creative Writing programs.

1.3 Implement the strategic enrollment management plan that will lead to 700 FTE by 2017.

- The 2016 Spring Semester student enrollment is 415 FTE as compared to 382 FTE for the 2015 Spring Semester, representing more than an 8% increase.

Strategic Theme 2: Improving Communications

2.2 Raise the Visibility of IAIA

- Six artists will be coming to campus during the 2016 Spring Semester for one-month Artist-in-Residencies as part of our Margaret A. Cargill Foundation programming. Joe Feddersen and Drew Michael began their residencies on Tuesday, January 19, with a welcome reception and dinner in the Allan Houser Haozous Sculpture and Foundry Building.
- The Santa Fe Arts Commission has approved the \$45,000 marketing proposal for the year-long celebration of the centennial birth of Lloyd Kiva New – a collaborative effort of IAIA, the New Mexico Museum of Art and Museum of Indian Arts and Cultures.

Strategic Theme 3: Creating a Culture of Evidence and Accountability

- With input from the key IAIA stakeholder groups, Dr. Bill Sayre completed the draft of the Plan 2020 and submitted it to my office for review in December. After further review by my office, Cabinet members and other faculty and staff, it will be presented to the Trustees for their consideration at the February meeting.

Strategic Theme 4: Improving Student Success

- The 2016 Spring Semester Scholarship Awards Dinner will be held at 5:30 p.m., Wednesday, February 17, in the Café.
- IAIA was officially notified in November by NASAD's Commission on Accreditation that they granted renewal of IAIA's membership (accreditation) for nine years and approval of our plans for new degrees. The NASAD accreditation process validates the strength and quality of our programs. This success would not have been possible without a total

institutional commitment and involvement by faculty, staff and Board of Trustees, which also is the effort required by the HLC accreditation process as well.

Strategic Theme 5: Fostering a Community of Learners

5.4 Build our capacity as a 1994 land grant institution.

- As previously reported, CLE's mission has been revised to focus exclusively on United States Department of Agriculture (USDA) Land Grant and related programs. As a result, the CLE, as a distinct program, will no longer exist and Charlene Carr's position title has been permanently changed to Director, Land Grant Programs. The CLE Building will continue to host conferences, meetings and training relating to Lifelong Education, as well as house the Student Life Division, Alumni Office, Associated Student Government, the Campus Bookstore, the Café, the Continuing Education Program and the USDA Land Grant Programs formerly known as the CLE.

IAIA Associated Student Government Spring 2016

President: Del Curfman
 Vice President: Ryan Young
 Treasurer: Roy Grafe
 Secretary: Manny Ramirez
 Public Relations: Kristin Kaye

Board Report

President:

After a very productive administration this Fall semester, ASG has continued to execute the highest level of student advocacy. We have followed through with key projects from the last term and have begun or own ambitions towards student services and improving the quality of life on campus. ASG President Del Curfman has concentrated on improving ASG officer communication and development. This established process has organized and sponsored an executive system where officer accountability, communication, and growth are encouraged and supported. Del also serves on several committees, meets regularly meets with Department Chairs, and both student life and academic Deans.

This spring Del will be focused on:

- Encouraging and supporting the on-campus Nurses office
- Involving and connecting more students with ASG
- Renew and establish connections with administration (President, Deans, Department Chairs, and Faculty)
- Revising the ASG constitution looking for improvements and amendments to enhance the student body's experience.
- Heading the transition to recognize Indigenous Peoples Day from Columbus Day on campus calendar and student handbook.
- Support and implement Executive Officer initiatives and programs.
- Serve IAIA in the highest regard and advocate for each and every student.

Vice President:

Ryan Young's term as Vice President of the Associated Student Government has focused on outreach for our student representatives. This term already 3 of 10 positions are filled. One of his obligations as an ASG member is to organize events for one month out of the semester. Ryan has assisted fellow ASG members on our various initiatives (Club night, hand games competition, Club drive, etc.), as well as with some of our student organizations' upcoming events. He is currently working

with different committees and other collaborators on events for Indigenous Peoples Day (October 12) and Karaoke Night (October 29th). Additionally, Ryan is a part of the Campus Public Art Committee. As we further on into this semester and has focused on one of the small goals he would like to achieve, which is designating a gender-neutral bathroom in all of our facilities on campus.

As Ryan prepares for the next semester, he will be working towards:

Small goals:

- Organize LGBTQ safe zone training for staff and faculty to create a community of support and ally-ship for marginalized students on campus.
- Work with IQ+ and the queer communities on campus to figure out which resources are needed on campus and how to access them.
- Compose/distribute emails that promote self-sustainability for student organizations (Fundraising ideas to promote organizations to support themselves, financially, presenting community service opportunities for groups to fulfill requirements for the student orgs). This will create a better pathway of communication between student organizations and ASG, and encourages student organizations to stay on top of logistical information and maintain accountability for their duties. This will allow us to continuously update them on unfinished community service hours, any missing paperwork, etc.

Large goals:

- Designate a gender-neutral bathroom in each facility on campus.
- Work with ASG to revise ASG Constitution
- Create a presentation/workshop and binder with information for new clubs. During Club Night, this will allow for a smoother presentation of all the information clubs need to know, including packets that can be distributed with documents like check reqs, community service hours, etc. and how-to guides to filling out and submitting paperwork.

Treasurer:

LeRoy Grafe is ASG's newly appointed treasurer. He got involved in ASG because he wants to get students who are normally reclusive and unlikely to engage in community activities, involved. Roy has been impressed while at IAIA with the opportunities that ASG offers to students and organizations and since he is also an RA in the dorms, Roy is in a unique position in having a voice to get residents and students as a whole involved on campus. In addition to this, there are areas on campus that could be improved, such as our ASG activities being more about getting students involved with the art world and less on recreational activity. Roy also would like to be able to bring about a space for students to be able to engage with athletics and the outdoors, and is hoping to propose an athletics/powwow field and

track near the Hogan. He believes this would better serve our students needs as our current area for athletics is the circle in the center of campus that is unsafe due to uneven ground and concrete boundaries. Roy is excited to serve the student body and to fulfill his position as ASG Treasurer.

Secretary:

Manny Ramirez is ASG's newly appointed secretary and his goals for the Associated Student Government include

- Supporting a cohesive student government.
- Creating opportunities for educational advancement through campus workshops.
- Building a network of support for members of the
- Associated Students through campus activities and student life

Public Relations:

As Kristin is our Public Relation officer in ASG, her most important task is to write emails to students about what is going on with clubs, meetings, and many other opportunities. They are reminded each week about the ASG meeting is happening or they are not going to be an ASG meeting that week. As a public relation officer, Kristin tries to make the emails seem a bit appealing to the students at IAIA. Also with this position, she has great opportunities to design and create flyers for events on campus. An example would be ASG Club Night, ASG Club Drive, Hand Games Tournament, Workshops and many other ASG events. Kristin was given the opportunity to design a banner for ASG that is showcased at every ASG sponsored event.

ASG Blackboard, IAIA ASG Page and Facebook Page

ASG has two website locations to provide information about ASG officers, title and email. This provides changes for students to contact us if they have any questions or information they would like to know. Kristin helped make the changes of the ASG information on the Blackboard and IAIA page for the other officers. She also made sure the new IAIA website had a page for ASG in their new website design as well. Kristin also helps maintain information about our ASG officers on our sites as well as social media and keeps the ASG Facebook page active once ASG figures out how to change emails for the Facebook page.

Small Goals

- Design event flyers for school events. Assist students on promoting their events and flyer distribution assistance.
- Become more involved with IAIA community with workshops and local events. Improve in PR responsibilities.

- Host a collaboration event with club or group to assist with students in studying, assistance, and support. As well as a fun and exciting environment.

Big Goals

- Hosting a volunteering event to "give back" to the outside community of IAIA
- Adding design rights to the ASG constitution. Ex: Designs done for ASG will be only allowed to be used for ASG promos only unless asked permission to be used for other purposes outside of ASG by asking the original designer.
- Increase the stipend fee from what is currently standing or change the stipend fee to work-study positions for the ASG officers.

To: Dr. Robert Martin
From: Dr. Bill Sayre, Director, Institutional Research
Date: February 3, 2016
Subj: Institutional Research Quarterly Board Report

Strategic Theme 1: Enhancing Sustainability

1.8 Develop Plan 2020.

Project: Plan 2020. 90%. The latest draft of Plan 2020 is attached. A final draft will be presented at the Board meeting for approval. This work is the result of three day-long meetings of the Planning Council and multiple focus groups with staff, faculty, and stakeholders. A survey of Tribal Education Directors and ASG officers about our academic programs is underway, and results will be presented to Dr. Martin.

Strategic Theme 3: Creating a Culture of Evidence and Accountability

3.3 Collect data to make informed decisions.

Project: Institutional Research creates an annual/semester Fact Book and disseminates it widely. No activity. 0%.

Other: The search for a new Assistant Director of Institutional Research is reaching the final stage. Two candidates have been invited to campus for face-to-face interviews, and I feel confident that we'll be able to hire an excellent individual.

Strategic Theme 4: Improving Student Success

4.2 Implement the Institutional Effectiveness Plan

Project: Institutional Effectiveness Plan. 15%. No activity this quarter.

Project: Prepare the 2017-2018 HLC Assurance Argument. 5%.

The submission date for the assurance argument (the HLC's new name for "self study"), is July of 2018. The leadership team for this effort is being assembled.

Other: Kris Miller, JoAnn Balzer, Dr. Martin, Nena Anaya, and I attended a training program for the Association of Community College Trustees (ACCT) and their Governance Institute for Student Success (GISS) in mid-October in San Diego. IAIA has joined this AIHEC-sponsored project to further our efforts to promote student success and completion. At the meeting, we committed to two actions:

- Implement milestone tracking
- Add student success as an agenda item for each Board of Trustees meeting

Our goals:

- Engage the Board in defining student success
- Move the Board toward evidence-based decision making
- Review policies designed to promote student success

The HLC Persistence and Completion Academy team has been assigned the task of implementing our ACCT GISS efforts. The team is made up of Bill Sayre, Nena Anaya, Dean Char Teters, Dean Carmen Henan, Jeminie Shell, Belin Tsinajinnie, and Porter Swentzell.

The first of many milestone tracking reports is presented here for the Board's discussion of student success. A short description of terminology:

- Milestone: A major event in a student's college experience. Here, the milestone event is earning an undergraduate degree (Certificate, Associate's, or Bachelor's). An example of another milestone would be retention into the second year of college.
- Momentum point: An event that correlates with the attainment of a milestone. Here, the momentum point is the successful completion (or not) of developmental education classes. Another momentum point could be the successful completion of a full-load of college credit in one semester (12 or more credits).

The research question of this particular study is: How does successful completion (or not) of developmental education classes (the momentum point) correlate with degree attainment (the milestone) of new students admitted into the institution in Fall semester 2009?

Developmental education classes are high school level courses in English and Mathematics designed for under-prepared students to get ready for college-level courses. They do not carry college-level credit and do not count toward an undergraduate degree. All new students either present test scores or take placement tests when they arrive at IAIA to determine whether they need to start in developmental Math or English. 62% of new freshmen and transfer students in Fall 2009 were placed in these courses.

For the analysis, I split new freshmen and transfers each into three groups: those who needed to take developmental education classes and were ultimately unsuccessful, those who needed developmental education classes and successfully completed them, and those who did not need to take developmental education classes.

I looked to see if these students were retained into their second year and if they graduated from IAIA. I also looked to see if students who left IAIA graduated from any other institution by searching the National Student Clearinghouse and, if so, included them in the graduation numbers.

Here is a summary of the results:

Group (new freshmen and transfers combined)	% retained into the second year	% earning an undergraduate degree
Unsuccessful at completing DevEd classes	11%	11%
Successful at completing DevEd classes	57%	35%
Didn't take (didn't need to take) DevEd classes	63%	60%
All students	49%	40%

There is a strong correlation between developmental education and degree completion.

- Very few students at IAIA who don't complete their DevEd classes persist into the second year (just 11%), and very few earn degrees (and those who did were at other institutions by that time).
- Students who successfully completed DevEd were retained into the second year at a much higher rate (57%) and a higher percentage (35%) earned degrees.
- Students who didn't need to take DevEd classes were most successful, with 63% retained into the second year and 60% earning a degree.

Our overall first year retention rate for all new students admitted in Fall 2009 is 49% and the overall graduation rate (at IAIA and at other institutions) is 40%.

The correlation between developmental education and degree completion is just that, a correlation, and it does not necessarily imply cause and effect. More rigorous statistical analysis would be required to establish that. Also, these results are for just one entering class. The research needs to be replicated for other classes, but the trend is similar for freshmen, at least, admitted in other years.

However, the results pose several interesting questions that the Persistence and Completion Academy team is now considering.

- What can we do more for students who enter the institution needing developmental education?
- How can we improve our developmental education class offerings?
- What can we do more for students who successfully complete developmental education classes? They have successfully achieved the DevEd momentum point. Why are they less successful at the degree completion milestone than students who don't need developmental education?

Diving into the data a little deeper shows interesting differences between freshmen and transfers. In general, transfer students are retained and earn degrees at much higher rates than new freshmen.

Group	% retained into the second year	% earning an undergraduate degree
Freshmen	37%	22%
Transfers	65%	63%

The team is also considering these questions:

- Are transfer students better prepared than freshmen? Probably, but why?
- Is a transfer student's experience in their first year at IAIA different from a freshman's experience in their first year? If so, is this due to the student's own approach to their education or due to the institution?

To further our understanding of these questions, the HLC Persistence and Academy team is organizing a "First Year Retreat" in early March to bring together staff and faculty at the institution who influence our students' first year experience. These would include faculty teaching first year courses, first year advisors, student life staff, and student success center staff. We will share our work with each other and discuss and propose ideas for improvements to the first year. The team will track these projects and measure their effectiveness.

Besides the very important issue of improving student success, there is another reason for this type of analysis. Two of the most important measures of an institution are its first year retention and graduation rates. Potential students are very interested in these numbers and use them to compare different colleges. The numerous ranking systems for higher education institutions also use them. And the US Department of Education has developed a comprehensive data collection system (called "IPEDS") that requires these rates to be reported each year, and it also dictates how the rates are calculated.

As you saw above, for Fall 2009, our graduation rate is 40%. However, according to the IPEDS methodology, I have to report to the US Department of Education that our graduation rate is 24%. Their methodology does not allow us to include transfer students or freshmen not enrolled full-time in college-level courses. It also does not allow us to track completion of any degrees besides the bachelor's, nor how students perform after they leave the institution. The IPEDS method is deeply flawed, but all institutions of higher education in the U.S. are required to submit these data.

Getting IPEDS to change is on the agenda of several national advocacy groups and will take a lot of work, but IAIA can develop our own statistics and promote them ourselves. This type of analysis will allow us to tell our own story and give students a more accurate representation of the institution.

PLAN 2020—FEBRUARY 3, 2016 DRAFT

VISION: To be the premier educational institution for Native arts and cultures

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

MISSION OBJECTIVES

- I. Improve student success
- II. Strengthen academic programs
- III. Build college community
- IV. Advance contemporary Native arts and culture
- V. Expand capacity as a 1994 Land Grant institution

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

MISSION OBJECTIVES AND INSTITUTIONAL PRIORITIES

- I. Improve student success
 - A. Increase involvement of all IAIA stakeholders in student success
 - B. Increase enrollment; improve retention and completion
 - C. Increase scholarship funds
 - D. Track student success after college
 - E. Develop student leadership skills
- II. Strengthen academic programs
 - A. Develop and promote an indigenous assessment model
 - B. Implement an academic strategic plan that will address Plan 2020 institutional priorities and future growth
 - C. More fully implement academic program review
 - D. Assess the feasibility of adding undergraduate and graduate programs in several fields of study
 - E. Offer more courses in Science, Mathematics, and Computer Science that meet the needs of our students
 - F. Continue developing a Performing Arts program
- III. Build college community

- A. Implement the Climate Action Plan with campus-wide involvement
 - B. Update the Campus Master Plan including land use
 - C. Implement a faculty and staff professional development plan
 - D. Bring students, faculty, and staff together in campus-centric activities
 - E. Promote health, wellness, and safety for all members of the campus community
 - F. Implement an internal and external marketing and communication plan
 - G. Build a performing arts and fitness center
 - H. Implement a deferred maintenance and equipment replacement schedule
 - I. Grow and maximize resources for college programs
- IV. Advance contemporary Native arts and cultures
- A. Expand collaboration between the Museum, academic and student support programs
 - B. Implement Museum Docent and Volunteer programs
 - C. Advance scholarship and dialogue on indigenous arts and culture
 - D. Grow the IAIA collection
 - E. Engage with indigenous communities world-wide
 - F. Strengthen the connection between the College, its Museum, and the larger Santa Fe community.
- V. Expand capacity as a 1994 Land Grant institution
- A. Communicate IAIA's role as a Land Grant institution
 - B. Promote and support agriculture in New Mexico Native communities
 - C. Provide programming to Native youth
 - D. Improve and support the health and wellness of New Mexico Native communities
 - E. Provide training and support for New Mexico Native and Tribally-owned small agricultural businesses

To: Dr. Robert Martin
From: Laurie Brayshaw
Date: January 29, 2016
Subj: Quarterly Board Report

Strategic Theme 1: Enhancing Sustainability

Project: 1.3 Implement a comprehensive fundraising plan to increase support from communities, alumni, foundations, and tribal, state and federal governments

Sponsored Programs

The PNM Reduce your Use proposal for new energy efficient light bulbs for the Balzer Contemporary Edge Gallery was **awarded** for \$3,450. Mary Deleary has ordered the light bulbs and

The proposal that was submitted to AIHEC for the Summer Bridge program was **awarded** for \$42,000. The three-week residential program will take place on the IAIA campus in the summer of 2016.

Assisted JoAnn Bishop with a submission to Easton Foundations for \$7,200 for additional archery and target equipment.

Assisted Mats Reiniusson in the editing and submission of his proposal to the Department of Defense for \$499,980.29 for equipment for the Digital Dome.

Work continues on the proposal for the Economic Development Association with Amalio Madueno. We will also set up a campus tour for the regional EDA representative in the next few weeks.

Assisted Larry Mirabal with the presentation to the New Mexico Higher Education Department (NMHED) for the Research and Public Service Project (RPSP) proposal. The \$500,000 proposal was brought forth as a joint project from the New Mexico Tribal College Consortium.

Other

- The yearly report was completed for the USDA-Endowment grant.
- Regular meetings have taken place with Alex Shapiro to discuss and plan a strategy for Tribal fundraising. Please see Mr. Shapiro's report for details.
- Participated in one Student Appeal for Student Life

Strategic Theme 5: Fostering a Community of Learners

Project: 5.2 Establish a Continuing Education Program

Continuing Education

The Continuing Education program continues to positively develop. Effective 12/4/15, the Continuing Education Manager Marth Beckett resigned. The job description was reviewed and posted internally. Joannie Romero (Assistant to the Faculty) applied and was hired. She will begin as the new Continuing Education Manager on 2/8/16. Ms. Romero is a member of Pueblo de Cochiti, and has previous experience working with the Pueblos of New Mexico in program development and delivery. Ms. Romero has earned a B.A. in Native American Studies from the University of New Mexico and is currently working on her Master of Jurisprudence in Federal Indian Law from the University Of Tulsa College Of Law.

CE Lesson Plans and Volunteers

In preparation for having Continuing Education courses that will be delivered by volunteers, lesson plans have been gathered from the Butte County Office of Education, the Maine Department of Education, the Missouri Department of Education, Lesson Planet, and Thirteen Ed Online. All of the lesson plans are free and available to the public. The lesson plans fulfill some of the topics that were identified in the survey results from the 2015 CLE Tribal Community Needs Survey.

The lesson plans include:

- Algebra
- Everyday Math
- College Reading
- College Writing
- Career Opportunities
- Developing a Business Plan
- Developing a Budget using Excel
- Promoting the Business
- Managing Finances
- What is Leadership
- Money Management
- Sustainable Agriculture
- Managing Stress

The Pueblos of Cochiti, Tesuque, and San Ildefonso are anticipated to be the first communities that will be approached regarding course offerings. A Volunteer Handbook

is partially completed, and is scheduled to be finished in March 2016. We will also contact the following organizations for volunteers that are qualified for teaching:

- AARP
- Volunteer Match
- LANL volunteer organization
- SHARE New Mexico
- SCORE
- Idealist

CEU's for Other Workshops

I have been in contact with Diana Cournoyer from NIEA regarding offering CEU's to their conference attendees. For a fee, participants will be able to receive CEU's based on their conference attendance. Completion certificates will be generated and sent to the attendees. Dr. Bill Sayre is working with me to determine how we can receive bulk attendee and workshop information and upload this into our Empower system. NIEA is also interested in offering CEU's for the webinars that they provide on their website.

We will also be working with Phil Cooney in February to determine how we can offer CEU's for a fee to the groups that rent our facilities for workshops and conferences.

NMPED and the College Readiness pilot project

PED is still working on providing us with a contract for the two-part pilot project. The project must be completed by June 30, 2016.

In the first project, a College Success course will be offered to Native American students and parents in Jemez Valley Middle School and Pojoaque Valley Middle School. We will be evaluating material from the University of Minnesota "Expanding the Circle" transition curriculum for the project. CEU's will be awarded to the parents that participate.

In the second project, Dr. Glennabah Martinez has agreed to contract with us to provide training to New Mexico educators and school leaders in "Culturally Relevant Teaching". CEU's would be awarded for attendees. PED is currently determining where the trainings would take place.

Other

- Additional training in Empower will be necessary for Ms. Romero. Dr. Sayre has agreed to assist in determining training needs once she begins.
- Additional CE Policies are being defined and the existing policy will be updated by March 2016.

To: Dr. Robert Martin
From: Eric Davis
Date: January 29, 2016: Quarterly Board Report

Strategic Theme 1: Enhancing Sustainability

1.4 Implement the Strategic Enrollment Management Plan.

Project: Redesign the IAIA Website. Production on the baseline website is nearly complete. We are expecting to launch it to the Faculty/Staff for testing in 30-60 days. Development Site is available for review upon request. Once launched, we will move forward with e-commerce and other planned phase two activities. We are currently at approximately 20,000 unique visitors per month – although they mostly spend less than 30 seconds on the site. This was the impetus to redesign the site.
% completed - 90% (phase one)

Project: Utilize paid advertising and social media to drive potential students to the new IAIA Website. The new campaign featuring Dean Teters was launched in January with an advertisement in *Native Peoples Magazine*. All further recruitment advertising will use this creative. We continue to increase our exposure on-line utilizing social media (primarily Facebook for now, though we are planning to expand to Instagram, Twitter, and more in the new year). Our on-line community has expanded considerably and interaction with the school through social media has increased exponentially. The number of consumers attending on-campus events has also increased.

% completed – 50%

Project: Increase awareness of IAIA in the local community. Continued to expand press campaign and social media marketing to improve IAIA visibility in Santa Fe and surrounding areas. Local media has been very responsive, with very little money spent on paid advertising. For example, almost every day of the recent Writer's Festival was a "Pasa Pick" in the *Pasatiempo*, which is listed on the front page of the Santa Fe New Mexican. During the previous Indian Market, the Pasa featured numerous stories on the school – and the upcoming 100th anniversary celebration of Lloyd Kiva New's birth has already generated publicity in all local media outlets, plus New Mexico Magazine and other national publications. I have increased communication with Tribes and Pueblos, (along with Cultural Centers across the globe). Our weekly radio program on KSFR continues to receive good response from the local audience, and KSFR is planning to use the program to expand their activities into the Pueblos. Our promotional partnerships with KSFR and Comcast continue. We have also added promotional partnerships with Santa Fe Bandstand, Heritage Hotels (Nativo Lodge), Santa Fe Independent Film Festival, After Hours Alliance Festival of Progressive Arts, and the Inn and Spa at Loretto, which has added to our local visibility. Once the website is launched, I expect to see a jump in unique visitors (and awareness) through these activities.

% completed – 70%

Strategic Theme 2: Improving Communication

2.1 Develop Policy and Procedure Manuals.

100% Complete.

2.2 Implement Marketing & Communications Plan.

Project: Develop plan after reviewing past plans and consultant document.
Consultant plan reviewed. Development and modification of plan is ongoing. Full plan is in outline form – with plans to be complete by end of Q1.
% completed – 75%

2.3 Build participation in and ownership of college community.

Project: Meet with campus groups to determine needs and goals. Improved communications with campus groups and individual students. Consistent circulation of on-campus newsletter has been a great help and well-received. Writers Festival, Food Day, and Open House have been ideal situations to execute program. More projects are in the planning stage including an on-campus radio station and a larger Indigenous People's Day celebration – and a possible music series in the summer – all being planned/executed in conjunction with campus organizations.
% completed – 100%

Project: Create Communication Committee. Committee membership finalized. First meeting held to discuss website and advertising campaign. Once Marketing & Communication plan is complete, will consult with committee before communicating it (and policies) to campus community.

Other: Continuing to meet faculty and staff (and students) on an ad hoc basis. Discussing their needs from MarCom. Continuing to examine past activities to develop needs list and improvements to existing processes. Created/Updated webpages for numerous groups and departments – and assisted with their plans for new website. Expanded presence and developed consistency on Facebook. (see above).
% completed - 75%

Strategic Theme 3: Creating a Culture of Evidence and Accountability

3.1 Share information more fully and easily. (Internal)

Project: Develop and improve monthly newsletter and other on-campus communication channels. Newsletter continues to expand and evolve and has been getting positive reviews by on-campus constituents. Automated weekly e-mails to all

on-campus stakeholders will launch with new website. Video loop has continued to run in all buildings. Improved communication has been a factor of increased participation and attendance at on-campus events.

% completed 100%

3.1 Share information more fully and easily. (External)

Project: Expand and revise Media Lists. Media List has gone from less than 5,000 contacts when I started to almost 8,000 currently – with another 2,000 to be added in the immediate future. Webmaster will also provide additional opportunities for consumers to join our mailing list through the new site. Shared names with IA department for review.

% completed – 70%

Other: Weekly show on KSFR continues to get good response, even with the recent move from Wednesdays to Tuesdays. Developed regular features with IAIA Artists-in-Residence program, and have begun expanding guest list with a more national focus. Winona LaDuke, LaDonna Harris, and Billy Mills are potential guests for Q1, along with visiting artists, etc.

3.3 Collect data to make informed decisions about new and existing programs.

Project: Execute regular focus groups of students and other stakeholders. Ad Hoc gatherings have been most helpful, organized focus groups have been difficult to arrange and poorly attended. Most students had heard of IAIA through personal relationships before seeking admission. Will focus communication efforts to expand “word-of-mouth” campaign through alumni and other channels. Also plan to increase interaction with ASG and other campus groups.

% completed 60%

Other: Collecting copies of news stories and other examples of IAIA in various media for archival and other purposes. We have been very successful, compared to previous years, in getting exposure for IAIA in local and national outlets.

Other: Continuing to develop relationships with key external media personnel. Began taking key journalist to lunch to discuss IAIA and new strategies for stories and features. Executed on-campus broadcast of “Native America Calling” which was a great success. Will continue to expand that relationship and develop others.

Strategic Theme 4: Improving Student Success

4.3 Expand internship and service learning opportunities for students.

Project: Develop opportunities for internships through vendor contacts: Media Outlets, Service Providers, etc. In 2015, helped place interns at KSFR and Santa Fe International Film Festival. Investigating interest with other local media, etc. as opportunities arise. New intern program coordinator Louise Blazquez has been a great help.

% completed – 50%

To: Dr. Robert Martin
From: Lawrence T. Mirabal, CFO
Date: 2.20.2016
Subj: Quarterly Board Report for Finance, HR, IT, Facilities, Bookstore and Museum Store

Strategic Theme 1: Enhancing Sustainability

1.1 Implement the Climate Action Plan.

Project: Assess the feasibility and explore options for acquiring a side-by-side, all-purpose utility vehicle, by the facilities department.

Currently, the facilities department only has one option when moving around a crew of 4 separate workers and their assorted tools, ladders, paints, firewood, and other items that are not suitable for transport in the back of a mini-van. This option is a ¾ ton pickup truck with a V-8 engine. Although there are certainly instances where the full-size truck is required, there are many times when it is not. Additionally, IAIA contracts out to a landscaping company for snow removal. There are two components to the snow removal process. The first piece is the plowing of campus roads and lots, which is accomplished very quickly and at relatively low cost, by the landscaper's truck. The second piece is the physical labor that the college currently pays for, in order to have all walkways cleared by workers with shovels. The hourly rate for this small army of laborers is expensive. As a result, each large snowstorm costs the college several thousand dollars.

To address both of these issues, facilities will explore the options available, for a small utility vehicle capable of hauling, as well as snow removal on the many walkways around campus. We project with snow removal, fuel, and maintenance savings alone, that the utility vehicle would pay for itself in 2 years. In addition, the flexibility and efficiency of work brought about by this purchase go far beyond dollars.

Update – In December 2015, after researching available options, the facilities department settled on a suitable option and purchased a Polaris side-by-side utility vehicle. The vehicle is equipped with both a snow-plow and an open bed, so that it can accomplish all tasks that facilities requires of it. In a very short time, the vehicle has already proven itself extremely useful, plowing and salting after several snowstorms, as well as shuttling facilities staff and their equipment all over campus. In addition to reduced snow removal costs, we have also seen a decrease in fuel purchasing for the big truck. Due to its unique configuration, internal policies and driver approval forms were developed and adopted, governing the operation of the vehicle. Operating

privileges are limited to select members of the facilities staff. All in all, the acquisition has been proven to be a huge success!

This project is now complete.

100% complete

1.7 Design and build a multi-purpose Performing Arts and Fitness Center.

Project: Finalize design work and develop construction documents for the new Performing Arts & Fitness Center.

The goal of this project is to complete the design and construction document development phase of the multi-purpose Fitness & Performing Arts project. This includes the completion of the construction manual, as well as a complete set of working construction drawings.

This work will include a high degree of collaboration with various stakeholders in the project, including the IAIA design committee (inc. admin., faculty, student, and Board representation) for the building, PBI (our owner's rep), DMA Architects, and Bradbury-Stamm (our CMAR contractor). Over a series of meetings that are focused on different design aspects of the project, consensus will be achieved and final decisions will be made on the external and internal elements of the building. The final outcome of these decisions will be completed construction documents. The design phase of the building is expected to cost \$500K, which will be paid for by capital outlay money, from the state of NM.

Update – In the past quarter, meetings were held to discuss visual elements, finishes, and functionality of the building. Based on the decisions that were made, DMA Architects has prepared an updated project manual, as well as more complete construction drawings. A new set of collateral materials for fundraising purposes is also in the final stages of development, by DMA Architects.

This project has an expected completion date of 3/31/16.

75% complete

1.7(a) Complete the installation of new HVAC systems and a new TPO roof on the academic building.

Project: In collaboration with IAIA's owner's rep, PBI, the facilities and finance departments will engage DMA Architects for design and engineering specifications to complete the project. Based on these specifications, an RFP will be issued for a general contractor to complete the work.

Although design work should commence on the project as soon as possible, the physical construction will not begin until the week after commencement. Because of the imposition on the academic building, as well as extreme cold and hot weather in the winter and summer months, the spring is the most advantageous time to complete the work. It is estimated that the work will take 6 to 8 weeks to complete.

Funding for this project will come from \$800K in capital outlay funds that IAIA has secured from the state of NM.

Update – DMA Architects has completed a walk-through of the building and has begun work on the design of the project, during the last quarter. PBI is actively working on the RFP that will be issued to contractors for the work. The design should be completed within the next month. As soon as the design is finished, the RFP will be issued, allowing for adequate response time from the contractors, while also keeping the project on its master timetable.

This project has an expected completion date of 7/31/16.
15% complete

1.9 Implement self-insuring the college's medical benefit.

Project: Migrate from a fully-insured model, with Presbyterian insurance, to a self-insured model, for IAIA's medical benefit.

The goal is to achieve a more sustainable and cost effective model of administering the health insurance benefit, at IAIA. During the course of the past three renewal years, IAIA has experienced double-digit increases in cost, as well as an erosion of benefits. The aim of this work is to reverse this disturbing trend. The college ultimately seeks to not only bring stability to health care costs, but actually bring them down. At the same time, the college also is committed to rectifying some of the benefit erosion that has taken place.

By self-insuring, IAIA will pay some administrative costs for both network rental, as well as TPA services. In addition, premiums will be paid for specific and aggregate stop-loss insurance, with well-balanced attachment points. Beyond these fixed costs, however, the college will be responsible for actual claims and pharmaceutical costs, up to the aforementioned attachment points for re-insurance. By paying only actual claims costs, however, the college will no longer be paying predetermined premium amounts with profit margins built in. The college will also no longer pay "what-if" costs that are attached to the renewal. These costs arise simply because of eventualities that may or may not occur, as the result of an adverse diagnosis. By relying on in-house experience and expertise, as well as good counsel from the college's broker and TPA advisors, strategic measures can be taken to achieve significant savings for the college and its employees. This is a *seismic shift* in how the college approaches benefit administration and not one to be taken lightly. However, the college is not entering into

this process as a lone pioneer. Self-insuring has been a recent hot topic among higher-ed organizations, such as NACUBO and WACUBO, and those colleges that they represent. IAIA's step in this direction is forward thinking, but is certainly not as an early adopter on the bleeding edge. It is a tried and true model, when managed well.

Update - After an exhaustive due-diligence process, including proposal reviews, in-person interviews, and lengthy discussions with our broker, the college identified a suitable partner for this new endeavor. Cigna Healthcare was engaged to serve as IAIA's TPA, network provider, and stop-loss insurance carrier. Attachment points for aggregate and specific stop-loss coverage were determined, and an agreement was signed with Cigna in late November. In addition, the college established its runout reserve and went live with the new self-insurance program on January 1st, 2016, as planned. At the time of this report, it is still too early to model any kind of cost trending. However, employees report satisfaction with the new program, its nationwide coverage, and the newly restored benefits within the program.

This project is now complete.
100% complete

Strategic Theme 2: Improving Communications

2.3 Build participation in and ownership of the college community.

Project: Develop and lead a strategic team to improve and enhance the functionality of the college's student information system (SIS).

Although the college's SIS operates effectively, it has become increasingly apparent that it is capable of more functionality than it is currently being utilized for. The consensus is that this is due in part to a lack of training, as well as enhancements that need to be performed on the system. In order to assess what additional needs there are from the system, as well as what the best route is for addressing those needs, it would be prudent to assemble and manage a small, well-informed group of system power users. The team will be led by the CFO and the IT Director. The charge of the team will be to prioritize and clearly define needs, identify if issues are training or system enhancement based, and then present them to our consultants at COMSPEC (the developers of our SIS) for a price quote.

Success with this project will be measured by greater efficiency with the system, a more skilled and informed user base, and lower frustration levels with day-to-day use of the SIS system. The cost of the project will be offset by savings from the recently vacated

SIS Coordinator position. The idea is that once the position is re-filled, the efficiencies will be in place.

Update – The CFO and IT Director assembled a team of highly skilled, key system users, last quarter. The charge of the group was articulated to all members, and work began immediately. Over the course of several months, priorities were established and essential training and enhancements were identified. This was accomplished with regular, weekly meetings. Ultimately, the menu of needs was presented to COMSPEC and a quote was received. This initial quote was negotiated down and work commenced on automating processes and scheduling a wide array of training. Currently, work continues on the system enhancements for automation and the users are in the midst of training. We anticipate the work of the group to wrap up in the next month, with all objectives achieved.

This project has an expected completion date of 3/31/16.
90% complete

Strategic Theme 4: Improving Student Success

4.1 Improve student persistence and completion through a variety of strategies.

Project: Explore strategies for accelerating degree completion, from a financial perspective.

It has become apparent that there are opportunities to improve degree completion rates and timetables, utilizing financial strategies. These opportunities have been brought forward in various forms from organizations including Complete College America and NACUBO, as well as colleagues from other colleges. This project will attempt to identify several viable options that will fiscally incentivize students to complete their undergraduate degree, within four years. Primarily, this work will be completed by the CFO, in consultation with the President. Some examples of strategies being used at other institutions include a rebate on the final semester's tuition if a degree is attained within four years, or an agreed upon frozen tuition rate if a student maintains a prescribed completion schedule over a four year period, toward degree completion. Even systematic increases to merit based scholarships as a student closes in on four-year degree completion, have been considered by some schools. At this point, these ideas are being viewed in a very conceptual, early-adoption stage. Additionally, impact on the budget must be weighed when considering any of these options and a cost-benefit analysis should be performed. However, exploring any option that will help with timely degree attainment is worthwhile. Success in this area will ultimately be

measured by increased graduation rates and a higher number of degrees attained within a four year period.

Update – At this point, the CFO has begun investigating several strategies being implemented at various colleges around the country. This project is still in its very early stages, with other priorities moving ahead of it.

This project has been pushed back to a 6/30/16 completion date.
10% complete

4.1 Expand internship and service learning opportunities.

Project: Develop a “Students to the Museum” program.

This project will be led by the facilities dept., in collaboration with the student life dept. and the museum. The program will initiate bi-weekly shuttle transportation for students, from campus to the museum. Once at the museum, students could participate in guided tours or just explore on their own. We would like to remove any barriers that prevent students from experiencing our world-class museum and all that it has to offer. Transportation seems like a logical place to start. This initiative will be an expansion of the “New Employees to the Museum”, that the facilities dept. began in the fall.

Update – Discussions about logistics between the CFO and the Facilities Director have begun.

This project has been pushed back to a 3/31/16 completion date
15% complete

Strategic Theme 5: Fostering a Community of Learners

5.1 Implement a plan for shared learning among the campus community.

Project: Finance will develop and deliver presentations on financial and budgeting processes, at IAIA, for delivery to key stakeholder groups.

In our on ongoing efforts to increase fiscal transparency and understanding within all constituencies at IAIA, a series of presentations will be developed and presented by the finance dept. The presentations will be delivered to the faculty council, the staff council, the ASG, and the Board of Trustees. Each presentation will be geared toward its particular audience, so a “one size fits all” model will not suffice. This is because each

group has a different stake in IAIA, as well as a unique level of understanding of the college's financial inner-workings.

The goal of the project is two-fold. First, we want to educate the IAIA community about our processes and how they work. Second, we hope that as a result of this information sharing and learning, that greater trust is developed between the administration and key stakeholder groups, within the IAIA community. Once the information has been shared and a high degree of trust is developed, ideas for greater efficiency and smoother processes will begin to flow. Success will be measured by this dialogue being established.

Update – A presentation was made to the faculty council in the past quarter and seemed to be very well-received. There were a number of insightful questions and faculty members commented that they came away with new information. The Board of Trustees will have the first in their series of four presentation, on 2/19/16.

This project has an expected 3/31/16 completion date
50% complete

Departmental Reports:

Finance/Office of the CFO:

Key initiatives and projects this reporting period:

- Because the college maintained a balanced budget throughout FY15, the anticipated cash on hand for deposit into the Contingency Reserve account was available, in whole. On 1/26/16, a cash transfer was made from IAIA's operating account, into its reserve account, in the amount of \$523,768. This was precisely the amount prescribed in the FY15 budget. The total in the Contingency Reserve account now stands at just over \$1,048,332. Under the leadership of Dr. Martin, the reserve has been built to this level in just two fiscal years' time and represents an amount equal to 8.3% of our current operating budget.
- The CFO, along with the HR department completed the successful migration to self-insurance, with Cigna, for the college's health insurance benefit.
- The finance department was engaged with the yearly audit process, during the last quarter. This year was particularly challenging, as the college engaged a new firm (JAG) for the FY15 audit. *Once again, Aimee Balthazar did an extraordinary job in leading her team's effort!* The college has benefitted greatly from her unwavering commitment to detail and transparency in its financial matters.

- The CFO remains actively engaged with the various capital projects that are underway or soon-to-be underway, around the campus.

HR:

Key initiatives and projects this reporting period:

- As part of the IAIA Self-Insurance project, in November H/R held Open Enrollment meetings for all benefit eligible employees. The meetings were well attended.
- Employee insurance elections were processed in anticipation of the move from coverage under the Presbyterian health plan to self-insurance.
- On January 1st, 2016, IAIA's new self-insurance coverage with CIGNA Health was launched.
- In January, in conjunction with the Dean of Students and office of Student Life a new online training program for Title IX and the Violence Against Women Act (VAWA) was launched. All employees will be required to take and pass the training on a yearly basis in order to ensure compliance with federal regulations.
- Turnover data continues to be collected and analyzed on an on-going basis, in order to provide senior leadership with information to help improve retention. Highlighted below is the turnover data the reporting period of **October 2015 – December 2015:**
 - 4 staff employees left IAIA, all were voluntarily resignations:
 - 1 staff employee resigned for personal reasons.
 - Museum Sales Associate
 - 3 staff employees left for other employment:
 - Continuing Education Manager
 - Museum Chief Curator
 - Museum Store Manager
 - Average tenure for all 4 employees was 1.5 years with IAIA. However, this tenure average was skewed by having one employee (the Museum Sales Associate) employed for less than 3 months.
 - On the recruitment side, the following 4 positions were filled during this reporting period:
 - Staff (Museum Preparator and Exhibition Coordinator) and not Native.
 - Staff (Development Officer) and not Native.
 - Staff (Museum Sales Associate) and not Native.
 - Staff (Continuing Education Manager, Promotion) and Native

The HR Department for the 2015 fall semester hired more than 60 adjunct instructors and processed the timely and accurate employment of nearly 60 Student Workers. This was an extremely busy quarter for HR and its new director. Both Todd Spilman and Elizabeth Lucero deserve a great deal of praise for their work on these big initiatives!

Facilities:

Key initiatives and projects this reporting period:

- Facilities staff is continuing LED lighting upgrade projects.
 - Staff changed out existing halogens for LED's in the Ells gallery. Also, 13 halogens were swapped for LED's in LTC hallways.
 - Removed 4' fluorescent light fixtures in SW classroom and installed new LED's and fixtures. The cost was \$1,600 for the retrofit.
- In the last quarter, facilities began changing out standard light and vent fan on/off switches in restrooms with motion detectors and timers. Work completed included a total of 6 sets of replacements in the Facilities and Academic areas. The project will spread to other buildings this summer, depending on available funding.
- A flat screen monitor and state-of-the-art wireless connection were installed in CLE Conference Room 1 for better visual presentations.
- The projector system in the Auditorium was upgraded for wireless communication and new Audio/Visual cabinet was added.
- Replace roof and add new Heating & Cooling units to the Academic Building. Project is planned for summer 2016. Facilities and Finance are working on an installation plan to minimize disruption to building occupants. Required completion 7/31/2016.
- Facilities working with Museum staff to develop times and options for a "Student to the Museum" program. Staff will create a dependable shuttle schedule to transport students to the Museum for tours.
- Facilities staff coordinated and oversaw installation of two new ADA sidewalk curb ramps, to better facilitate campus travel for our students.
- Facilities, in cooperation with the Student Success Office, are planning a "Campus Safety Walk Evening". Staff and students will walk the campus together after sunset and look for areas needing lighting improvements, as well as to identify any needed campus safety improvements. The event is planned for Wednesday, February 24th, 2016.
- Wood Laminate flooring was installed, to improve our visitor experience in the Ells Gallery.

James Mason and his staff have been called upon to simultaneously work on large capital project planning, while also keeping up with sustainability initiatives and day-to-day upkeep of the entire campus. They have done a stellar job.

IT:

Key initiatives and projects this reporting period:

- On the morning of December 20, 2015 the Institute experienced a 4 hr. power outage. Previous updates and changes by IT Staff to network infrastructure made sure that equipment would be turned off automatically, normally, and gently before battery power ran out in case of an outage. All equipment was

downed and turned off and did not turn on until IT staff verified that power was back on and normal. All servers came back up with no issues and more fine-tuning was done to network infrastructure that downs servers automatically. Testing of battery run time and downing equipment will occur spring, 2016.

- We have ordered, and will be installing, a fourth host for our VMware infrastructure. This allows the virtual servers to be spread out to 4 different pieces of equipment. This allows for a more robust virtual infrastructure and gives the infrastructure much more redundancy in case of failures with the other three hosts.----Host not yet installed
- Spring Semester 2016, IT has hired 2 student workers for the IT Dept.

During our recent audit, Anthony Coca had the opportunity to not only tour the auditors around our data vault, but also to educate them about our business continuity and redundancy plans. These are projects that the IT staff has put countless hours of work into. The auditors were very pleased with the progress that the department has made in these areas and the forward thinking that was brought to bear in planning them out.

Museum Store:

Key initiatives and projects this reporting period:

- The Museum Store's manager, Laura Ellerby, tendered her resignation. Her last day was Jan. 8th. Upon Laura's departure, a decision was made to go in a new direction. Rather than hiring a new manager, Guillermo Tilley's company (10 Graces) was engaged to provide managerial oversight for the museum store. Mr. Tilley's company already oversees the campus bookstore, so there is a great deal of familiarity and commitment between IAIA and 10 Graces. A six-month contract was signed. We are looking forward to working with Mr. Tilley in an increased capacity!
- Sales for the 4th quarter of 2015 were slightly below where they were at the same time, the year before, down 2%. However, margins were up, so the net effect was very close to level. October was a very strong month, but as anticipated, sales slowed in November and December, as winter settled in and the tourist crowds thinned out.
- Mr. Tilley has had an opportunity to make an initial assessment of the store and its operation. As a result, he proposes the following projects for the next 6 months:
 - Revision of the current artist consignment program to better serve the artist and patron alike.
 - Re-look at the current floor space and sales area to improve merchandising and appeal.
 - A new pricing method for jewelry and other merchandise so the visitor can see what the item costs – eliminates guess work; increases shop-ability.
 - Implement ideas for increasing store traffic. (Any or all that follows: Web site improvements, collaboration with Museum staff and administration, development of social media tools to improve local, regional and national

awareness of the museum store. Such tools include Facebook, Twitter, Yelp, and Instagram.

- Gather contact information from customers who show interest in a piece but don't buy it immediately. Set up a package to send through e-mail (artist bio, picture, website, payment discounts - membership info).
- Make a section of staff favorites (for store, museum staff and security) - add a small review to make it a bit more personal.
- Better collaboration with Museum Staff, local merchants and civic bodies like Santa Fe CVB

These are very well-thought, exciting ideas that will breathe new life into the store's operations and should result in increased sales, as well as higher museum attendance. We are excited about moving forward with Mr. Tilley at the helm of the store!

**Quarterly Report to the Board of Trustees
Institute of American Indian Arts
February 2016**

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

FINANCIAL STATEMENTS

As of December 31

BUDGET TO ACTUAL - SUMMARIZED
IAIA & AUXILIARY
For the Three Month Period Ending December 31, 2015

	TOTAL BUDGET	TOTAL ACTUAL EXPENDITURES	TOTAL BUDGET REMAINING	% REMAINING
EXPENDITURES BY CATEGORY				
COST OF SALES	\$ 159,824	\$ 39,532	\$ 120,292	75%
SALARIES & FRINGE BENEFITS	7,299,113	1,709,266	5,589,847	77%
OPERATING EXPENSES	1,067,588	200,540	867,047	81%
FOOD & CATERING	714,974	87,999	626,974	88%
PROFESSIONAL SERVICES	859,138	154,064	705,074	82%
SCHOLARSHIPS & FELLOWSHIPS	18,000	0	18,000	100%
M&R, UTILITIES & OTHER	1,367,791	261,465	1,106,326	81%
TRAVEL	262,651	58,918	203,733	78%
TRAINING	70,887	4,616	66,271	93%
VEHICLES	62,474	3,349	59,125	95%
NON-BUDGETED AUX. REVENUES				
TOTAL EXPENDITURES	\$ 11,882,439	\$ 2,519,750	\$ 9,362,689	79%
EXPENDITURES BY DEPARTMENTS				
BOARD OF TRUSTEES	\$ 82,503	\$ 25,992	\$ 56,511	68%
OFFICE OF THE PRESIDENT	677,785	116,848	560,937	83%
INSTITUTIONAL RESEARCH	288,645	53,931	234,714	81%
INSTITUTIONAL ADVANCEMENT	365,530	83,424	282,106	77%
FINANCIAL SERVICES	679,553	148,757	530,796	78%
INFORMATION TECHNOLOGY	444,170	82,536	361,634	81%
CENTER FOR STUDENT LIFE	420,460	81,169	339,291	81%
ADMISSIONS & RECRUITMENT	308,092	79,288	228,804	74%
FACILITIES MANAGEMENT	1,405,432	303,157	1,102,275	78%
MUSEUM	966,755	209,768	756,987	78%
ACADEMIC DIVISION	2,959,606	688,172	2,271,434	77%
STUDENT SUCCESS CENTER	690,416	170,799	519,616	75%
LIBRARY	388,985	87,303	301,682	78%
MFA CREATIVE WRITING PROGRAM	602,672	113,127	489,545	81%
MUSEUM SHOP	265,563	72,978	192,585	73%
CAMPUS BOOKSTORE	156,000	26,878	129,122	83%
STUDENT HOUSING	959,392	158,553	800,839	83%
CONFERENCE SERVICES	103,430	17,069	86,361	83%
STRATEGIC PRIORITIES PROJECTS	149,998	0	117,450	100%
TOTAL EXPENDITURES BY DEPARTMENTS	\$ 11,914,987	\$ 2,519,750	\$ 9,362,689	79%
EXPENSES NOT ALLOCATED TO DEPARTMENTS				
Unemployment Insurance	\$ 30,000			
President's Governmental Relations Fund	73,125			
Interest on Debt - Residence Ctr NMFA Loan (3.4%)	277,219			
Residence Center NMFA Loan	197,367			
Surplus building allowance	511,625			
Offset Museum Shop & Campus Bookstore	(351,563)			
	\$ 12,652,760			

STATEMENT OF REVENUES - COMPARATIVE

IAIA & AUXILIARY

First Quarter Comparison - FY16 & FY15

	FY16			FY15	Variance Between FY 16 & FY15 YTD Actual Positive/(Negative)
	Projected Annual Revenues	Actual 3 Months To 12/31/2015	% of Projected Achieved YTD	Actual 3 Months Ending 12/31/2014	
REVENUES					
Federal Appropriation	\$ 9,469,000	\$ 1,863,290	19.7%	\$ 9,469,000	\$ (7,605,710)
Tuition & fees	\$ 1,023,663	\$ 468,506	45.8%	\$ 344,550	\$ 123,956
Distance Learning/Academic Tech.	133,700	13,929	10.4%	44,775	(30,846)
MFA Creative Writing Program	565,000	0	0.0%	0	0
Student Fitness Center	13,000	0	0.0%	0	0
Residence Hall	455,816	212,390	46.6%	194,548	17,842
Family Housing Rentals	169,950	91,739	54.0%	76,264	15,475
Meal Plan	386,739	254,547	65.8%	194,040	60,507
Conference Services	110,000	26,366	24.0%	1,863	24,503
Museum Admissions	73,500	27,001	36.7%	20,195	6,806
Museum Shop Sales	184,969	57,847	31.3%	60,575	(2,728)
Campus bookstore sales	62,000	12,901	20.8%	11,366	1,535
Museum memberships	40,000	3,367	8.4%	3,295	72
Museum Contributions (temp restricted)	10,000	0	0.0%	1,055	(1,055)
General Contributions (unrestricted)	60,480	2,812	4.7%	17,108	(14,296)
Scholarship, Education Donations	333,507	163,398	49.0%	215,876	(52,478)
Trust Endowment Draw	150,000	0	0.0%	0	0
Miscellaneous Income/Indirect Revenue	75,000	25,975	34.6%	23,535	2,440
REVENUES EXCLUDING FEDERAL APPROPRIATION	\$ 3,847,324	\$ 1,360,778	35.4%	\$ 1,209,046	\$ 151,732
Estimated reduction for:					
Uncollectible Student Accounts	(112,000)				
Excess Institutional Scholarships	(200,000)				
Museum Gift Shop	(265,564)				
Campus Bookstore	(86,000)				
TOTAL REVENUES	\$12,652,760	\$ 3,224,068	25.5%	\$ 10,678,046	\$ (7,453,978)

SCHEDULE OF REVENUES AND EXPENDITURES
IAIA & AUXILIARY
Three Month Comparison - FY16 & FY15

	FY16 Unaudited 3 Months Ending December 31, 2015	FY15 Unaudited 3 Months Ending December 31, 2014	Variance Favorable or (Unfavorable)
REVENUES			
Federal Appropriation	\$ 1,863,290	\$ 9,469,000	\$ (7,605,710)
Tuition & Fees	477,800	388,775	89,025
Residence Hall/Family Housing	304,129	270,812	33,317
Meal Plan	254,547	194,040	60,507
Museum Shop	84,848	80,770	4,078
Campus Bookstore Sales	12,901	11,366	1,535
Conference Services	26,366	1,863	24,503
Unrestricted Contributions	6,179	20,403	(14,224)
Temporarily Restricted Contributions	163,398	216,931	(53,533)
Trust Endowment Draw	-	-	-
Miscellaneous Income	25,975	23,535	2,440
TOTAL REVENUES	\$ 3,219,433	\$ 10,677,496	\$ (7,458,063)
EXPENDITURES			
Cost of Sales	\$ 39,532	\$ 42,152	\$ 2,620
Salaries & Fringe Benefits	1,709,266	1,411,689	(297,577)
Operating Expenses	200,540	202,249	1,708
Food & Catering	87,999	145,555	57,556
Professional Services	154,064	291,692	137,628
Scholarships & Fellowships	-	-	-
M&R, Utilities & Other	261,465	255,273	(6,192)
Travel	58,918	47,170	(11,748)
Training	4,616	4,246	(370)
Vehicles	3,349	11,904	\$ 8,554
Total Costs General & Administrative	\$ 2,519,750	\$ 2,411,930	\$ (107,820)
NON-BUDGETED AUX. INITIATIVES (Revenue)	0	1,600	(1,600)
TOTAL EXPENDITURES	\$ 2,519,750	\$ 2,410,330	\$ (109,420)
NET INCOME/(LOSS)	\$ 699,683	\$ 8,267,167	\$ (7,567,484)

SCHEDULE OF REVENUE AND EXPENDITURES
MUSEUM SHOP
Three Month Comparison - FY16 & FY15

	FY16 Unaudited 3 Months Ended December 31, 2015	FY15 Unaudited 3 Months Ended December 31, 2014	Favorable or (Unfavorable) Change
SALES			
Sales less Discounts	\$ 57,381	\$ 60,348	\$ (2,967)
Shipping & Packing	466	313	153
Refunds	0	(86)	86
	\$ 57,847	\$ 60,575	\$ (2,728)
Cost of Goods Sold			
Cost of Sales	\$ 31,105	\$ 32,411	\$ 1,307
Gross Profit on Sales	\$ 26,743	\$ 28,164	\$ (1,421)
GP %	46.23%	46.49%	-0.26%
OTHER INCOME			
Admissions	\$ 27,001	\$ 20,195	\$ 6,806
Income Before General & Administrative	\$ 53,743	\$ 48,359	\$ 5,385
General & Administrative Expenditures			
Personnel			
Salaries	\$ 31,057	\$ 25,696	\$ (5,361)
Payroll Taxes	2,344	1,937	(407)
Savings Plan	915	1,142	228
Insurance	2,747	2,621	(125)
	\$ 37,062	\$ 31,397	\$ (5,666)
Personnel costs as % of sales + admissions	43.68%	38.87%	-4.81%
Bank charges	\$ 2,158	\$ 1,578	\$ (580)
Cash (over)/short	(18)	8	26
Contributions, gifts & awards	278	0	(278)
Dues & Memberships	165	150	(15)
Office supplies	330	2,104	1,774
Postage, freight & delivery	460	146	(314)
Printing	149	0	(149)
Equipment & Furniture under \$5,000	120	0	(120)
Leasing - equipment	131	418	287
Leasing - facilities	284	716	433
Maintenance - equipment & software	692	406	(286)
Consultants/Professional Services	58	19	(39)
Training - fees & materials	0	65	65
Travel - accomodation & meals	0	297	297
Travel - mileage	3	0	(3)
Travel - transportation	0	533	533
	\$ 4,811	\$ 6,441	\$ 1,631
Total General & Administrative Expenditures	\$ 41,873	\$ 37,838	\$ (4,035)
INCOME/(LOSS) Before Notional Rent Expense	\$ 11,870	\$ 10,521	\$ 1,349
Notional Rent	12,992	12,992	-
NET INCOME/(LOSS)	\$ (1,122)	\$ (2,471)	\$ 1,349

SCHEDULE OF REVENUE AND EXPENDITURES
INSTITUTIONAL ADVANCEMENT
Three Month Comparison - FY16 & FY15

	FY16	FY15	
	Unaudited	Unaudited	
	3 Months	3 Months	
	Ending	Ending	
	December 31, 2015	December 31, 2014	Favorable or (Unfavorable) Change
REVENUES			
Donations:			
Endowed Scholarship Donations	\$ 669	\$ 300	\$ 369
Permanent/Chair Endowment Donations	601	7,601	(7,000)
General Donations	2,812	17,108	(14,296)
Scholarship Donations	163,398	215,876	(52,478)
TOTAL REVENUES	\$ 167,480	\$ 240,885	\$ (73,405)
EXPENDITURES			
Personnel			
Staff Salaries	\$ 51,761	\$ 44,015	\$ (7,746)
Student Wages	246	897	651
Social Security	3,899	3,303	(596)
403B Plan	2,993	2,331	(663)
Insurance Benefit	4,308	3,932	(376)
Total Personnel Expenditures	\$ 63,208	\$ 54,478	\$ (8,730)
Operating Expenditures			
Advertising - promotional	\$ 289	\$ -	\$ (289)
Contributions, gifts & awards	55	0	(55)
Dues & Memberships	1,510	695	(815)
Exhibit costs	80	0	(80)
Food & catering	124	33	(91)
Licenses & permits	392	481	89
Meeting Costs	637	390	(247)
Office supplies	1,356	545	(811)
Printing	4,988	17	(4,971)
Receptions & shows	550	370	(180)
Solicitation & Cultivation	945	604	(341)
Subscriptions & Publications	79	0	(79)
Equipment & Furniture under \$5,000	11	421	409
Maintenance - equipment & software	2,066	2,851	786
Consultants/Professional Services	2,321	0	(2,321)
Training - fees & materials	525	1,735	1,210
Training - accommodations and meals	857	0	(857)
Travel - accomodation & meals	431	249	(182)
Travel - mileage	241	358	117
Travel - transportation	2,641	1,249	(1,392)
Utilities - telephone	119	122	4
Total Operating Expenditures	\$ 20,216	\$ 10,120	\$ (10,096)
TOTAL EXPENDITURES	\$ 83,424	\$ 64,599	\$ (18,826)
NET INCOME/(LOSS)	\$ 84,056	\$ 176,286	\$ (92,230)

SCHEDULE OF REVENUE AND EXPENDITURES
CAMPUS BOOKSTORE
Three Month Comparison - FY16 & FY15

	FY16	FY15	
	Unaudited	Unaudited	Favorable or
	3 Months Ended	3 Months Ended	(Unfavorable)
	December 31, 2015	December 31, 2014	Change
SALES			
Sales less Discounts	\$ 13,079	\$ 11,503	\$ 1,576
Shipping & Packing	7	-	7
Sales Returns & Refunds	(186)	(137)	(49)
	\$ 12,901	\$ 11,366	\$ 1,535
Cost of Goods Sold			
Cost of Sales	\$ 8,427	\$ 9,741	\$ 1,314
Gross Profit on Sales	\$ 4,474	\$ 1,626	\$ 2,848
GP %	35%	15%	20%
Income Before General & Administrative	\$ 4,474	\$ 1,626	\$ 2,848
General & Administrative Expenditures			
Personnel	\$ -	\$ -	\$ -
Expenses			
Advertising - promotional	\$ 290	\$ 190	\$ (99)
Bank charges	501	356	(145)
Cash (over)/short	(95)	2	97
Dues & Memberships	17	20	3
Office supplies	272	206	(67)
Postage, freight & delivery	7	24	17
Computer equip & software under \$5,000	383	-	(383)
Maintenance - equipment & software	276	-	(276)
Consultants/Professional Services	16,800	16,100	(700)
Travel - accomodation & meals	-	331	331
Travel - transportation	-	331	331
Total General & Administrative Expenditures	\$ 18,451	\$ 17,560	\$ (891)
NET INCOME/(LOSS)	\$ (13,977)	\$ (15,934)	\$ 1,957

SCHEDULE OF REVENUE AND EXPENDITURES
CONFERENCE SERVICES
Three Month Comparison - FY16 & FY15

	FY16	FY15	
	Unaudited	Unaudited	Favorable or
	3 Months Ended	3 Months Ended	(Unfavorable)
	December 31, 2015	December 31, 2014	Change
REVENUE			
Facilities Rentals	\$ 26,075	\$ 1,400	\$ 24,675
Catering Revenue	291	-	291
Casita Rentals	-	463	(463)
	\$ 26,366	\$ 1,863	\$ 24,503
General & Administrative Expenditures			
Personnel			
Salaries	\$ 12,535	\$ 10,708	\$ (1,827)
Payroll Taxes	819	678	(140)
Savings Plan	752	643	(110)
Insurance	1,575	1,248	(328)
	\$ 15,681	\$ 13,277	\$ (2,404)
Personnel costs as % of Revenue	59%	713%	653%
Expenses			
Bank charges	\$ 78	\$ 215	\$ 138
Dues & Memberships	46	-	(46)
Food & catering	-	1,044	1,044
Consultants/Professional Services	-	500	500
Travel - accomodation & meals	1,110	-	(1,110)
Travel - mileage	62	-	(62)
Travel - transportation	92	-	(92)
Total General & Administrative Expenditures	\$ 17,069	\$ 15,036	\$ (2,033)
NET INCOME/(LOSS)	\$ 9,297	\$ (13,173)	\$ 22,470

PERMANENT ENDOWMENTS
Three Months Ending December 31, 2015

	Program Enhancement			Quasi		Scholarship Endowments		General & Faculty Endowments				
1st Quarter Fiscal Year 2016												
Equities Gain / (Loss)	\$	(27)	0.00%	\$	42	0.14%	\$	20	0.00%	\$	(156)	-0.01%
Dividend & Interest		68,964	2.93%		871	2.95%		29,439	2.94%		36,252	2.93%
Fees		(6,278)	-0.27%		(80)	-0.27%		(2,677)	-0.27%		(3,304)	-0.27%
Total 1st Quarter	\$	62,659	2.67%	\$	833	2.82%	\$	26,783	2.67%	\$	32,793	2.65%
Average Monthly Account Balance		\$2,350,346			\$29,524			\$1,002,310			\$1,236,778	
ASSET GRAND TOTAL	\$	4,648,858										

To: Dr. Robert Martin
From: Charlene Carr
Date: January 29, 2016
Subject: Quarterly Board Report

Strategic Theme 5: Fostering a Community of Learners

5.4 Build our capacity as a 1994 land grant institution

Project: Strengthen IAIA Land Grant Programs operations to effectively provide extension and outreach services to meet agricultural needs of New Mexico's tribal communities.

Percentage Complete: 30%

Project Narrative: The Director coordinates the Land Grant Extension and Research programs. The Director oversees agricultural projects, USDA grant management, and provides strategic direction to promote institutional land grant capacity. The Director provides outreach that focus on agricultural extension, research and teaching programs to target audiences (IAIA constituents, New Mexico's 22 tribal communities; farmers/ranchers, and sister land grant institutions). The Director provides one-on-one technical and educational assistance in soil management, coordinates agricultural workshops, provides consultation to key tribal communities and their members, and provides access to USDA opportunities. The Director collaborates with local, state and federal agencies including USDA-NRCS, FSA, NASS and NMDA.

The Land Grant Program strategic plan is complete. The Director of Land Grant Programs developed the plan with the Director of Institutional Research and the IAIA President. The final strategic plan is attached (Appendix A.). The plan aligns extension (outreach), research, and teaching programs directionality with the institution and New Mexico's tribal communities. (Percentage Complete: 100%)

The Director of Land Grant Programs is developing bylaws and will establish a tribal community advisory committee to seek further input from stakeholders over the Land Grant priority areas. (Percentage Complete: 40%)

The Director is strengthening the program by seeking internal partial/permanent funds to support the program staff. There are challenges faced with building the program's capacity and seeking external resources. External grants can be highly competitive, are commonly one year programs and have small grant award caps. Therefore, the Director is working with the President to develop partial support for the staff. The internal support will allow the program to operate full-time, allowing for operations and direct programming to continue without any further budget constraints. This will assist IAIA to build capacity as a 1994 Land Grant institution. The Director will continue to seek external resources (2501 grant, Beginning Farmer and Rancher grants, and etc.) to strengthen operations and build staff capacity. (Percentage Complete: 20%)

The Director developed a draft of an agricultural tribal needs survey; the survey will be circulated and used as an evaluation tool to measure the effectiveness of programs and services provided. Feedback will be provided to stakeholders to increase participation, determine relevant programs and services, and strengthen relations with tribal communities. (Percentage Complete: 20%)

The Director is collaborating with IAIA colleagues (Equity Program, the Student Sustainability Leadership group, the Health and Wellness Program, and the Student Success Center) to provide programs and services to IAIA students, staff and faculty. Recent collaborations are: the IAIA Student Research project, the greenhouse energy efficiency project, the October 2015 Food Day event, and planning for the 2016 Student Leadership Summit.

Other: Beginning Farmer and Rancher Program – The Director and NMSU partners have submitted a proposal for the 2016 Beginning Farmer and Rancher USDA solicitation. Notification is expected mid-summer of 2016.

Project: Strengthen Crop Production, Programs and Services.

Percentage Complete: 30%

Project Narrative: Crop production, programs and services is a component of the extension and research programs. The extension program provides agricultural educational and technical assistance to New Mexico farmers, specifically in the area of soil health management and small garden production through one-on-one technical and educational assistance and the coordination of agricultural workshops/trainings. The research program exposes IAIA college students to agricultural research in an effort students will gain research design and methodology skills. (Refer to *Project: Strengthen Youth Programing* for more details.) Student researchers are given the opportunity to share their research with tribal communities in a public event.

The Director is collaborating with the Coordinator of the Student Sustainability Leadership (SSL) group to determine an energy efficiency assessment of the greenhouse. The SSL Coordinator is overseeing the project to develop an approach to design and implement a solar thermal system for Phase I. The Director will assist the group with design input of the system and develop a feasibility study for Phase I research. The feasibility study will assist with efforts to apply for grants and other resources after the completion of Phase I and into Phase II. (Percentage Complete: 10%)

The Director has provided nine on-farm demonstrations and several proceeding workshops that focus on raised bed gardening, extending the growing season under greenhouse conditions, hoop house production and greenhouse management. The Director collaborated with the following tribal communities: Pueblo of Santo Domingo, Pueblo de Cochiti, Pueblo of Taos, and the Dine Hogback Chapter Farm Committee. The Director will implement additional on-farm demos and collaborate with other New Mexico tribal communities to strengthen farmers' skills and knowledge within crop production. (Percentage Complete: 40%)

The Director will continue to seek resources (2501 grant, Beginning Farmer and Rancher grants, and etc.) to build staff capacity (extension associates and a part time greenhouse manager) and strengthen crop production programs and services. Building staff capacity will allow further expertise and coverage to manage an expanding garden and eventually develop into an operating full-time agricultural research center.

Project: Strengthen Youth Programing.

Percentage Complete: 20%

Project Narrative: Youth programing is a component of extension and research programs. The Eight Northern Indian Pueblo Council, Inc. and IAIA, in cooperation with Taos Pueblo provided the 2015 Tribal Youth Environmental Summer Camp (TYESC). A total of twenty-five tribal high school students and mentors participated in the camp. Additional a number of local Native American Environmental and Agricultural professionals, representatives from State, Federal, and Tribal government agencies served as instructors. Hands on instruction focused on educational and career opportunities available in the fields of environmental, natural resource, and agriculture industries. Students gained environmental / agricultural skills and knowledge in an effort to seek a higher education beyond high school and assist with the protection of their tribal lands and communities. Recently, the Director of Environment, ENIPC did not come to an agreement to develop a Memorandum of Understanding (MOU) with IAIA for 2016; therefore IAIA will no longer partner with ENIPC unless pending an MOU. (Percentage Complete: 100%)

Moving forward, the Director of Land Grant Programs will focus on assisting IAIA colleagues, Santa Fe Indian School (SFIS) programs, and collaborate with individual tribal communities to strengthen and/or develop youth programs. The Director mentors SFIS senior students during their 2016 senior projects.

The Director coordinates the IAIA Student Research Program which exposes IAIA tribal college students to research design and methodology. IAIA partners with the Los Lunas and Alcalde New Mexico State University Agricultural Research Centers Superintendents who serve as mentors and provide a summer research experience. Additionally, one Santa Fe Community College faculty member, two IAIA faculty and the Director have also served as mentors during the academic semesters. A total of six IAIA college students have participated and completed at least one semester within the research program in 2015; two students have mentored under the direction of NMSU partners. There are two IAIA faculty mentors and six IAIA college students were recruited as to participate in the 2016 spring semester and a second summer research experience for 2016 will be provided. (Percentage Complete: 65%)

The Director will continue to seek resources (First Nations, TCU-Research grants and USDA grants) to build staff capacity and strengthen youth programing among tribal communities.

Project: Develop Small Agricultural Business Programs.

Percentage Complete: 40%

Project Narrative: The small agricultural business program is a component of extension and research programs. The Director's predecessor obtained a USDA Rural Development

grant. The objective of the grant was to provide training and services to increase participation to submit complete and complete USDA VAPG, REAP, and RBEG grants. A delay in communication from the granting agency restricted the program's ability to execute the program. The grant term expired, but the current Director was able to recover the grant award in December 2015 for 2016 programming. The Director will now oversee execution of the grant in an effort to build participants knowledge of USDA opportunities to make decision making strategies for their agricultural operations.

The Director will continue to seek resources (Beginning Farmer and Rancher grants, Rural Development USDA Grants– Rural Business Enterprise Grant and etc.) to build staff capacity and strengthen the small agricultural business program.

Project: Develop Health and Wellness Programs.

Percentage Complete: 10%

Project Narrative: Health and wellness programs will be a component of extension and research programs. The Director collaborated with the former Continuing Education Manager on an integrated diabetes and agricultural educational program; the VISTA volunteer assisted with program development and implementation and successfully recruited 20+ participants during 2015. The Director will develop a second and continual program for an integrated diabetes and agricultural educational service and/or course. To develop courses, the Director will coordinate with a Continuing Education Manager (once this position is filled).

The Director will continue to seek external resources (USDA grants and State partnerships) to build staff capacity and strengthen health and wellness programs.

Other: VISTA

Percentage Complete: 100%

Project Narrative: The VISTA volunteer has partially completed the term of service at IAIA. The volunteer resigned to pursue graduate studies. The volunteer's service objectives was to build the Land Grant capacity and completed her objectives to develop an USDA grant resource guide for farmers and ranchers, assisted with the effort of an integrated diabetes and agricultural educational course and assisted in raised bed workshops. The VISTA collaborated with other IAIA departments for the IAIA Food Day event and assisted Sponsored Programs to develop an outline for an IAIA volunteer policy.

APPENDIX A. Land Grant Plan Draft

IAIA Land Grant Plan DRAFT—September 29, 2015

Descriptor: “Promoting Healthy Native Communities”

Introduction: The Land Grant Programs through the Institute of American Indian Arts (IAIA) is a 1994 land grant serving institution that received its status upon the establishment of the original 1994 act. The institution provides agricultural educational and technical assistance to New Mexico's 22 Native American communities and the surrounding New Mexico communities through culturally accepted education, extension, and research programs. It provides target audiences with access to USDA and non-USDA opportunities and resources. Audiences will be able to gain the skills and knowledge to successfully achieve their agricultural endeavors, ensure food security through sustainable practices, and enhance their health and wellness to be contributing and thriving members of their communities.

Land grant colleges and universities are designated by Congress as having a relationship with the Federal government through the U.S. Department of Agriculture (USDA), and with a mandate to provide practical education in the agricultural and mechanical arts (and has since expanded to associated disciplines).

Congress first bestowed the status to one educational institution per state under the initial land grant legislation, the First Morrill Act of 1862. These first authorized land grant institutions are collectively known as “1862 land grant institutions” such as New Mexico State University located in Las Cruces, New Mexico. The ideals of the first Act were to provide practical education is provided to those who did not otherwise have access to higher education. After the Civil War, the Second Morrill Act of 1890 was passed that required land grant institutions to accept individuals of all races and colors; primarily this act created a second set of land grant institutions that would serve their African-American populations. Another set of institutions in the U.S. territories and the District of Columbia were awarded “1862 Insular land grant institutions” status.

The American Indian Higher Education Consortium (AIHEC), and tribal colleges and universities (TCUs) worked hard gain land grant status under the Equity in Educational Land-Grant Status Act of 1994. Since then 34 TCUs have received land grant status and are collective known as the “1994 land grant institutions,” or “1994s” which are to provide access to federal funding through USDA in five program areas:

1. Endowment funds were established in 1996 where 1994s would receive interest accrued annually.
2. Equity grants were established in 1996 to support instructional activities.
3. Extension grants were established in 1997 to support community outreach.
4. Institutional Capacity-build grants were established to support facilities construction; and
5. Research grants were established in 2000 to support research projects.

Land grant institutions generally focus in three areas of service: teaching, extension and research. These three emphasis areas stem from land grant legislation and funding from the Hatch Act of 1887 (research funding) and the Smith-Lever Act or 1914 (extension funding).

Land grant institutions play an important role based off of founding principles to provide access to higher education, promote practical education, and incorporate the federal government's role in higher education.

The IAIA Land Grant program has served Native communities since 1994. Services and programs have included the three focus areas of teaching, extension, and research. Expansion and enhancement of programs will continue to serve the needs of tribal community members. The current Director of Land Grant Programs is Ms. Charlene Carr. Charlene is a member of the village of Laguna Pueblo, NM, born of the parrot clan and for the water clan. She currently serves New Mexico tribal and pueblo communities, the IAIA students and staff, and other regional Tribal Colleges. She has provided assistance to over 3,000 tribal constituents during her two year career at IAIA through the Land Grant Extension and Research Programs.

She attended New Mexico State University in Las Cruces, NM where she received a B.S. in Agriculture, and an M.S. in Plant and Environmental Science, with a minor in applied statistics. Her education background is in soil science as it relates to agriculture and soil fertility.

Charlene served as the Eight Northern Pueblos Agricultural agent at New Mexico State University, Alcalde Agricultural Science Center where she served the Pueblos of Taos, Picuris, Ohkay Owingeh, Santa Clara, San Ildefonso, Pojoaque, Nambe and Tesuque. She also co-directed the Southern Pueblos Beginning Farmer and Rancher (SPBFR) program with New Mexico State University as the IAIA collaborator providing one-on-one technical and educational assistance and coordinated agricultural workshops. Her primary objectives are to promote IAIA's land grant initiatives and provide target audiences with agricultural extension services, outreach, collaborate, and provide consultation to key constituents (including IAIA, the 22 NM American Indian tribes, relevant NM agencies, the USDA state offices, the 13 NMSU Research Centers, and sister land grant institutions).

Purpose: This plan focuses on the extension and research programs administered through the Land Grant Programs.

Vision, Mission, Core Values, Mission Objectives and Strategic Themes (same as institution)

Land Grant Priorities (under Lifelong Learning and Outreach Strategic Theme)

- Strengthen IAIA Land Grant Programs Operations
- Support and expand crop production in New Mexico Native communities
- Provide meaningful programming to New Mexico Native youth
- Improve and sustain the health and wellness of New Mexico Tribal members
- Provide training & support for NM Native- or Tribally-owned small agricultural businesses
- Build a soil testing laboratory and provide soil test results and interpretations to farmers

Strengthen IAIA Land Grant Programs Operations to effectively provide extension and outreach services to meet the agricultural needs of New Mexico's tribal communities.

Capacity building and exposure to provide effective outreach services strengthens IAIA as a 1994 land grant serving institution. Areas of improvement to increase the Land Grant Program's capacity and flexibility are through the following: seek permanent funds and new grants, expansion of staff, stakeholder input, and partner collaborations with land grant programs. Often, grants are highly competitive, rarely multi-year grants, awards are low for direct programming, indirect costs while minimal are included and grants suffer cut backs which is not a sustainable system of operation. The need to sustain the Land Grant Programs with permanent funding sources and establish office operations will ensure IAIA to meet the requirement of the status and mission areas (to serve communities in the areas of teaching, research and extension) as mandated by Congress.

Projects:

- Complete Land Grant Plan.
- Establish partial/permanent funds for land grant staff member salaries
- Establish Land Grant Advisory Council by-laws, rules, etc.
- Develop a survey of Tribal Community Needs for the Land Grant program
- Circulate and analyze a survey of Tribal Community Needs for the Land Grant program
- Strengthen ties between the Land Grant program, the Equity program, and IAIA in general to provide effective extension and research programs
- Seek funding for general Land Grant extension associate.
- Seek funds for two vehicles for field and outreach services
- Seek new land grant funding sources for direct land grant programming

Strengthen Crop Production programs and services.

Historically, people relied on hunting and foraging of food to sustain themselves; with changes in climate, population growth, historical assimilation/re-location and/or continuation of traditional practices, many New Mexico tribal communities have been or are becoming agrarian societies. Agricultural systems are therefore needed to ensure food security. The USDA National Agricultural Statistics Service (NASS) in the 2002 Census of Agriculture only acknowledged 412 American Indian Farmers and Ranchers in all of the state of New Mexico. The 2007 census reported numbers that represented a 1056% increase in agricultural producers over the past five years which included 6,611 small scale farmers and ranchers of tribal land productivity. The recent 2012 census reported changes in NM agriculture of a growth of 18% or 4,000 more respondents on the number of farms from 2007. Of that growth, over 1200 were American Indian operators. Agricultural productivity is increasing and the need for educational and technical assistance in the areas of soil health, small garden production (vegetable and fruit production), crop rotation, greenhouse management, and other related areas of interest through the IAIA land grant programs will increase farmers and ranchers skills to sustain themselves and/or increase their ability to compete in American agricultural industry as commercial farmers and ranchers.

Projects:

- Complete energy efficiency assessment for greenhouse.
- Complete energy efficiency improvements for the greenhouse.
- Provide on-farm demonstration projects (raised bed gardens).
- Seek funding for a crop production extension associate.
- Expand demonstration garden into agricultural research center.

Strengthen Youth Programing.

Extension and research programs through IAIA will provide New Mexico's 22 tribal communities and their youth with agricultural programs to increase their critical thinking skills, exposure to agricultural, environmental, natural resources, other related sciences, and social sciences, access to opportunities in agriculture, and access to higher education opportunities.

Projects:

- Collaborate with IAIA colleagues, Santa Fe Indian School (SFIS) programs, and collaborate with individual tribal communities to strengthen and/or develop youth programs.
- Seek funding for a youth extension associate.
- Expand youth program to include year round programs.

Develop Small Agricultural Business Programs.

Extension programs will provide business and marketing educational and technical assistance to beginning farmer and rancher to enhance their farming and/or ranching operations.

Projects:

- Develop farm/business plan(s) via one-on-one, workshops and training correspondence with beginning tribal farmers/ranchers to enhance their business operations.
- Expand educational and technical assistance to include USDA Rural Development VAPG, REAP, and RBEG programs.
- Seek funding for a small ag. business extension associate.

Develop Health and Wellness Programs.

Historically the CLE has provided workshops and trainings focusing on Health and Wellness of tribal communities and their members; recently the CE Tribal Needs Assessment identified diabetes as the number top interest topic. Extension and CE programs through IAIA will provide tribal communities workshops and trainings to increase their health and wellbeing to be thriving community members.

Projects:

- Develop new integrated diabetes and agricultural education and training courses.
- Seek funding for a health and wellness extension associate
- Seek funding for health and wellness programming.

Institute of American Indian Arts
Land Grant Plan Priorities: 2015 – 2016 Quarterly Projects

Date: October 5, 2015

Responsible Unit or Individual: Interim Director of the Center for Lifelong Education

Land Grant Priority (Institutional Priority: 5.4 Build our capacity as a 1994 LG institution.)	Project Description	Start and Expected End Date Quarter 1 (Jan – March) – Q1 Quarter 2 (April – June) – Q2 Quarter 3 (July – Sept) – Q3 Quarter 4 (Oct – Dec) – Q4
Strengthen IAIA Land Grant Office Operations to effectively provide extension and outreach services to meet the agricultural needs of New Mexico's tribal communities.	<ol style="list-style-type: none"> 1. Complete Land Grant Plan 2. Establish partial /permanent funds for LG staff salaries. 3. Establish Land Grant Advisory Committee. 4. Develop a survey for LG Tribal Community Needs. 5. Circulate & analyze surveys for Tribal Community Needs – LG program. 6. Strengthen ties between LG program & IAIA in general. 7. Seek funding for general LG extension associate. 8. Seek funds for two vehicles for field/ outreach services. 9. Seek new LG funding sources for direct programming. 	<ol style="list-style-type: none"> 1. 2015 Q4 2. 2015 Q4 and 2016 Q4 3. 2015 Q4 4. 2015 Q4 5. 2016 to 2020 6. 2015 Q4 through 2016 Q4 7. 2016 Q2 and 2016 Q4 8. 2016 Q3 and 2016 Q4 9. 2016 to 2020
Strengthen Crop Production programs and services.	<ol style="list-style-type: none"> 1. Complete energy efficiency assessment for greenhouse. 2. Complete energy efficiency improvements for the greenhouse. 3. Provide on-farm demonstration projects (raised bed gardens). 4. Seek funding for a crop production extension associate. 5. Expand demonstration garden into agricultural research center. 	<ol style="list-style-type: none"> 1. 2015 Q4 through 2016 Q2 2. 2016 Q3 through Q4 3. 2015 Q4 through 2016 Q4 4. 2016 Q3 through Q4 5. 2016 to 2020
Strengthen Youth Programing.	<ol style="list-style-type: none"> 1. Collaborate with IAIA colleagues, Santa Fe Indian School (SFIS) programs, and collaborate with individual tribal communities to strengthen and/or develop youth programs. 2. Seek funding for a youth extension associate. 3. Expand youth program to include year round programs. 	<ol style="list-style-type: none"> 1. 2015 Q4 through 2016 Q2 2. 2016 Q4 3. 2016 to 2020
Develop Small Agricultural Business Programs.	<ol style="list-style-type: none"> 1. Develop farm/business plan(s) via one-on-one, workshops and training correspondence with beginning tribal farmers/ranchers to enhance their business operations. 2. Expand educational and technical assistance to include USDA Rural Development VAPG, REAP, and RBEG programs. 3. Seek funding for a small ag. business extension associate. 	<ol style="list-style-type: none"> 1. 2016 Q1 through Q4 2. 2016 Q1 through Q4 3. 2016 to 2020
Develop Health and Wellness Programs.	<ol style="list-style-type: none"> 1. Develop new integrated diabetes and agricultural education and training courses. 2. Seek funding for a health/wellness extension associate 3. Seek funding for health and wellness programing. 	<ol style="list-style-type: none"> 1. 2016 Q1 through 2016 Q4 2. 2016 Q3 3. 2016 to 2020

END REPORT

To: Dr. Robert Martin
From: Alex Shapiro
Date: January 29, 2016
Subject: February 2016 Quarterly Trustee Report

Strategic Theme 1: Enhancing Sustainability

1.3 Implement a comprehensive fundraising plan to increase support from communities, alumni, foundations, and tribal, state, and federal governments.

Project: Raise \$750,000 in annual net donations

- *Raise \$262,000 (net) in annual giving*
 - *Raise \$488,000 (net) in scholarships*
 - *Add at least 11 new donors to the President's Circle*
- As of January 21, 2016, IAIA raised \$396,000 in net donations for the 2016 fiscal year; \$23,000 for annual giving and \$373,000 for scholarships. The gross amount raised was \$407,000.
- Annual Campaign: The annual calendar year-end direct mail appeal was mailed at the beginning of November. The list of just under 1,600 was segmented into the following groups: 1) people added to the mailing list within the last three years, but have not given a gift; 2) donors of up to \$499; 3) donors in the \$500-\$999 range being invited to join the President's Circle; and 4) President's Circle donors being asked to renew their support. Additionally, we sent appeals to the 300+ households that have been engaged with the Allan Houser Scholarship project. The first mailing was followed by a reminder mailing at the beginning of December. The results through January 15, 2016 show a decided increase over the same period of the previous year. Attached, please find a summary report.
- Scholarship Campaign: Scholarship fundraising continues to go well. The Allan Houser Scholarship Fund – with the leadership of Fran Mullin – has now received more than \$62,000 in donations. Mr. Mullin recently pledged another \$10,000 matching gift for the 2016 calendar year. IAIA now has a gift agreement with the New Mexico State Committee of the National Museum of Women in the Arts for an annual \$2,500 scholarship to an IAIA student. Jerome Westheimer has completed his pledge of \$150,000 (\$128,000 in January) for his Native American Oklahoma student scholarship. IAIA recently received a \$36,000 donation for scholarships from a new foundation, The Ludwig and Nancy Sternberger Charitable Foundation.
- Major Donors: At the beginning of the current fiscal year on October 1, 2015 there were 117 major donors in the President's Circle, a net increase of 15 new President's Circle donors from the previous fiscal year; surpassing the goal by 4%. In the past three

months, nine donors have either joined or rejoined the group, bringing the current total of President's Circle donors to 126. The Advancement staff has started planning the schedule for the President's Circle weekend, to be held – tentatively – May 11-14. As with last year's weekend, activities will be designed to offer donors unique experiences and opportunities to interact with IAIA staff, students, and Trustees. The new Development Officer, Eileen Berry (see Advancement Administration below), has been dramatically expanding the capability of the donor database, Raiser's Edge, to better track donor cultivation, solicitation, and stewardship by Advancement Staff, Foundation Board members, and Development Committee.

- Events: The honorary co-chairs for the annual dinner/auction on August 17 will be Christy Vezolles and Gil Waldman. Invitations to join the auction committee go out at the end of January. Shane Hendron and Mark Johnson have agreed to reprise their roles from last year's successful event. Fran Mullin and The Compound Restaurant will again host a reception for the Allan Houser Scholarship Fund on the day before the dinner/auction, Tuesday, August 16.
- Percent Completed: 53%

Project: Implement the planned giving program

- The final proof of the first newsletter to launch the Lloyd Kiva New Legacy Circle was approved over the holidays and arrived in homes at the end of January. The staff will start working with the Marketing and Communications department and the consultants to prepare the materials for the next newsletter and schedule its mailing.
- Percent Completed: 50%

Project: Raise \$1,250,000 in net donations for the Performing Arts & Fitness Building campaign

- The staff met with representatives from Dyrton Murphy Architects in early December and again in January to review the development of materials for donor solicitations. Ms. Berry completed a draft of the project's case statement, with input from the IAIA Foundation Development Committee, the President, and other Advancement staff. The draft is being circulated at the end of January for feedback and input from Trustees, Foundation Board, President's Cabinet, and key stakeholders. The staff has engaged Jonathan Horse (an IAIA alumnus) to provide graphic design services, and the case statement and initial marketing materials will be presented to the Trustees at the February meeting. Ms. Berry is developing a campaign timeline and plan, as well as a gift "pyramid" to appropriately identify prospective donors at various levels.
- IAIA has contracted with Wealth Engine for three years to provide wealth screening and consulting services for major gifts fundraising. This will greatly assist the staff and

volunteers in building strong prospect pools for both this building campaign and for ongoing major gifts fundraising.

- Percent Completed: 5%

Project: Implement alumni relations programs

- Communication continues to be a priority in the strategy to build a cohesive alumni community. The Alumni and Constituent Relations Manager, Chee Brossy, has maintained an active social media presence for alumni, especially on Facebook. He regularly interacts with alumni and collects information about them. The next issue of the Alumni newsletter will be published in late winter. The staff is currently in various stages of planning core upcoming events including the March 5 reception at the Heard Museum Guild Indian Fair and Market in Phoenix, the inaugural reception at the Red Earth Festival in June in Oklahoma City (tentatively June 10), the luncheon during IAIA's Powwow (May 7), and the luncheon during Indian Market week (probably Friday, August 19).
- Percent Completed: 25%

Project: Staff and Facilitate the Alumni Council

- The Alumni Council met for the fifth time in November at the IAIA campus. The Council continues to make progress toward establishing programmatic alumni outreach. Councilors have moved forward with soliciting and representing alumni voices through regional meetings, most recently with a regional alumni meeting in Wisconsin. Council President Karl Duncan '09 participated in Plan 2020 focus groups to voice alumni sentiment and feedback. In an effort to inform Councilors on the current work and plans of IAIA, Mr. Brossy and Council President Duncan have invited Cabinet members to present on the work of their departments to the Council. The Council members found this practice very effective and will work to meet with more Cabinet members going forward.
- Percent completed: 25%

Project: Develop Tribal Engagement Initiative

- Institutional Advancement Director, Alex Shapiro, and Sponsored Programs Director, Laurie Brayshaw convened an *ad hoc* task force to address the various strategies and to develop and implement an action plan. The group includes Mr. Shapiro and Ms. Brayshaw, as well as: Charlene Carr (Land Grant Programs Director), Mary Curley (Admissions Director), Carmen Henan (Dean of Students), and Charlene Teters (Academic Dean). The task force has started to work on various ideas and plans to implement a project in the fall involving New Mexico Pueblos and Tribes.

- Percent completed: 15%

1.0 Items related to Strategic Theme 1.

IAIA Foundation

- Mr. Shapiro continues to work with the IAIA Foundation Board to expand fundraising programs. The Development Committee recently added two non-Board members to its group and is working with Mr. Shapiro and Ms. Berry to implement several cultivation events in the early spring for the building campaign. Although Linda Off resigned from the Board in October, the Board elected Mike Daly to its membership in November. Mark Bahti (Board Chair), Dr. Martin, and Mr. Shapiro have been in discussions with at least two additional prospective Board members. With the growth of the Foundation over the past two years, the Finance Committee is re-examining the Foundation's banking needs and will be issuing a request for proposals for banking services at the beginning of February.

Advancement Administration

- The Office of Institutional Advancement filled the new Development Officer position at the beginning of December. Eileen Berry comes to IAIA with great experience in development and donor relations, including roles as Director of Development and Donor Relations for the Moab Music Festival, Development and Marketing Director for Santa Fe Desert Chorale and most recently as the Director of Development for the Cancer Foundation of New Mexico. Eileen has a B.A. in Art History from St. Michael's College. As mentioned in previous reports, the primary responsibility will be to help increase major donor giving for both the Performing Arts and Fitness Building campaign and for general operations.

Strategic Theme 2: Improving Communications

2.1 Develop policies and procedures manuals for those divisions and/or departments that need them.

Project: Develop and/or refine IAIA Advancement policies

- The staff is almost finished with the first draft of a Gift Acceptance Policy for both IAIA and the IAIA Foundation. Once this is finished, it will be reviewed by IAIA's staff Institutional Advancement Committee. The resulting draft will then be reviewed by an ad hoc committee comprised of representatives from the IAIA Board of Trustees and the IAIA Foundation Board of Directors. The final version is expected to be approved by both Boards by the end of the 2016 fiscal year.

- The staff Institutional Advancement Committee has worked on a policy that addresses soliciting donations at IAIA events that are not specifically fundraising events (such as the annual dinner/auction). The final version of the policy will be approved by the committee at its next meeting and will then be presented to the President for his review.
- Percent Completed: 35%

Project: Evaluate outcomes of the Scholarship Action Team recommendations from FY15

- There has been no work on this item during this reporting period. It is likely that the Scholarship Action Team will not address this until the end of the academic year, when helpful data will be available.
- Percent Completed: 0%

Strategic Theme 3: Creating a Culture of Evidence and Accountability

3.5 Understand and track what our graduates are doing and how they perceive their IAIA experiences.

Project: Conduct regular structured inquiries to alumni

- In addition to the work completed in the alumni relations section above, Mr. Brossy continues to work with the Director of Institutional Research and the Career Advisor to develop systems and instruments to track alumni and their perceptions of IAIA.
- Percent Completed: 10%

Annual Calendar Year-End Appeal Summary
As of January 15, 2016

	FY 2016 as of 1/15/2016	FY 2015 as of 1/27/2015	Difference
Total Amount Donated	\$53,999.00	\$40,933.00	32%
Total List Size	1,570	1,532	2%
Total Number of Gifts	170	161	6%
Response Rate	10.83%	10.51%	3%
Average Gift Amount	\$317.64	\$254.24	25%
Number of New Donors	6	10	-40%
Number of Gifts at or Above the Target Amount ¹	41	67	-39%
Percent of Gifts at or Above the Target Amount ¹	24.12%	41.61%	-42%
Number of Gifts at the Minimum Requested Amount ¹	59	58	2%
Percent of Gifts at the Minimum Requested Amount ¹	34.71%	36.02%	-4%
Total Mailing Cost	\$1,672.57	\$1,869.00	-11%
Cost Per Household Mailed	\$1.07	\$1.22	-13%
Cost Per Donation Received	\$9.84	\$11.61	-15%

NOTES

1. Each reply form had a customized array of three suggested donation levels. The minimum request was, more or less, what had been given in the past. The target (middle) amount was a step up, and the highest level was a stretch request. The letter requested a donation at the middle level and the reply form highlighted this level.

Last year, we did not tally these numbers until later in the appeal, so we will have comparisons available at the end of January, 2016.

To: President Martin
From: Patsy Phillips
Date: January 29, 2016
Subj: February 20, 2016 Board Report

Strategic Theme 1: Enhancing Sustainability

1.3 Fundraising Plan.

Other: Acquisitions: Many individuals are looking to donate their collections to the IAIA. This quarter alone we accepted 44 works of art that fit within our mission and collection. Acquisitions Meetings were held on November 16, 2015, December 10, 2015 and December 15, 2015. The following was accepted by the Acquisitions Committee for the permanent collection: 40 two-dimensional works of art, gift of Scott Clinton, Santa Fe, NM by the following artists: 1) Gilbert Atencio (San Ildefonso), Untitled (female pueblo dancer), n.d., gouache or casein on paper, 11" x 7", Untitled (female pueblo dancer/headress), n.d., gouache or casein on paper, 11" x 7", Untitled (male pueblo dancer), 1949, watercolor or gouache on paper, 10" x 6.5", Untitled (female dancer/rainbow), n.d., gouache or tempera on paper, 19" x 15.5", Untitled (female dancer/feather wands), n.d., gouache or tempera on paper, 11.5" x 8", Untitled (2 weavers/rainbow), n.d., gouache or tempera on paper, 15" x 12.25", Untitled (2 females gathering corn pollen), n.d., gouache or tempera on paper, 9.25" x 8", "Navajo Medicine Man Sand Painter," n.d., casein on paper, 10.5" x 9.25", Untitled (2 females weaving), n.d., serigraph, 14" x 21.5", "Retreating Warrior," n.d., gouache or tempera on paper, 10" x 8", Untitled (2 girls on horseback), gouache or tempera on paper, 15" x 15", Untitled (2 girls on horseback/rainbow), n.d., casein or tempera on paper, 14" x 19", Untitled (weaver dressing daughter), n.d., casein or tempera on paper, 17.75" x 13"; 2) Joe Ben Jr. (Dine) Untitled (healing medicine image in four quadrants), n.d. mixed media on canvas, 24" x 24", Duane Dishta (Zuni), Untitled (three Katsinas emerging from kiva), 1991, acrylic on canvas, 29.25" x 14.5"; 3) Waldo Mootzka (Hopi), Untitled (Hummingbird Katsina), n.d., tempera on paper, 11.5" x 8.5", Untitled (Hopi Katsina), n.d., tempera on paper, 11.5" x 8.75", Untitled (Katsina chasing man), n.d., tempera on paper, 9" x 10", Untitled (Mudhead Katsinas), n.d., tempera on paper, 8.5" x 6", Untitled (Hopi Katsina), n.d., tempera on paper, 8.25" x 6"; 4) I.D. Roybal (San Ildefonso), Untitled (female dancer/feather bundles), n.d., watercolor or gouache on paper, 5" x 3.75", Untitled (Koshare), n.d., watercolor or gouache on paper, 5" x 3.75", Untitled (Koshari chasing a hen), n.d., watercolor gouache on paper, 8.25" x 13.25", Untitled (3 Koshari/donkey), n.d., watercolor or gouache on paper, 8.25" x 13.25", Untitled (3 Koshari/melon/animals), n.d., watercolor or gouache on paper, 8.25" x 13.25"; 5) Percy Tsisete Sandy (Zuni), Untitled (dancer & Mudhead Katsina), n.d., watercolor or gouache on paper, 13.75" x 10.5", Untitled (muledeer in winter), n.d., watercolor on paper, 11.5" x 13.5", Untitled (pueblo deer dancer), n.d., watercolor or gouache on paper, 13.75" x 10.25", "The Zuni Fire God," n.d., watercolor or gouache on paper, 13.75" x 10.25"; 6) Ed Singer (Navajo), Untitled (woman holding blanket), 1993, watercolor on paper, 25" x 15", Untitled (Navajo cowboy), 1992, pastel/watercolor on paper, 33" x 23.25"; 7) Andy Tsinnajinnie (Navajo), Untitled (shepherd in tree/animals), n.d., gouache on paper, 15.75" x 10"; 8) Romando Vigil (San Ildefonso), Untitled (man with animals), n.d., watercolor or gouache on paper, 18" x 23"; 9) Baie Whitethorne (Navajo), "John Cowboy," 2005, acrylic on canvas, 19.5" x 15.5", "Night Sing," 1998, watercolor/ink on paper, 5" x 8", "White Cowboy," 1993, watercolor/ink on paper, 14" x 10"; 10) Beatien Yazz (Navajo), Untitled (Navajo boy with donkey), n.d., watercolor/ink on paper, 11.25" x 9.5", Untitled (2 Navajo girls dancing), 1980, tempera on board 14.5" x 12.75", Untitled (young Navajo girl and dog), 1980, tempera on paper, 9.75" x 9.5", Untitled (young Navajo girl with fawn), n.d., tempera on paper, 14.75" x 14.5"

Other donors: Gift of **Bernard Pomerance**, Santa Fe, NM, 1) **Darren Vigil Gray** (Jicarilla Apache/Kiowa Apache), Fly Me to the Moon, 1999, acrylic on canvas, 62" x 54" and 2) **Darren Vigil Gray** Variation on an Abiquiu Landscape #54, 1995, acrylic on paper mounted to canvas, 48" x 63". Gift of **Ann Filemyr**, Santa Fe, NM, **Cannupahanska Lugar** (Mandan/Hidatsa/Arikara/Lakota), "One always tells the truth," n.d., ceramic and glazes, 9.5" x 5" x 5," (Deed of Gift Pending). Gift of **Eloise Spitzer**, Victoria, B.C., Canada **Kali Spitzer** (Kaska Dena/Daylu, Lower Post, B.C.), "Tania Larson," 2015, Tintype/Archival Pigment on paper, 24" x 30," (Deed of Gift Pending)

1.5 Professional Development for Staff – Staff is encouraged to attend professional development conferences/training programs locally and nationally when funds allow. Security & Facilities Manager, Thomas Atencio attended the NMAI leadership program Nov. 29 - Dec. 5 2015 in Washington, D.C. at the expense of NMAI. He will also attend the annual International Security Conference ISC WEST April 4th - 8th in Las Vegas. Andrea Hanley – will attend the Fred Pryor Training on Management & Leadership Skills for Managers and Supervisors (2-Day) date TBD. Other staff is still contemplating training opportunities.

Strategic Theme 2: Improving Communications

2.1 Policies and Procedures.

Project: Revise and Update Museum Policy Plan. After research, volunteer Attorney Arthur Lofton finds that IAIA owns the Honor's collection and is drafting an Opinion to support IAIA's ownership.

Project: Seek AAM Accreditation – A five year initiative, for now, we're establishing the Museum Policy to show IAIA's ownership of the Honor's Collection before we move to the next level.

Strategic Theme 4: Improving Student Success

4.3 Internships and service learning.

Project: Create a docent/volunteer program at MoCNA. Former Docent & Volunteer Manager for the Smithsonian's National Museum of the American Indian in Washington, D.C. is volunteering at the IAIA Museum each week starting the week of February 1 to establish this program.

Spring 2016 the following IAIA student workers, alumna and a volunteer assisted with the installation of the *Lloyd Kiva New: Art, Design and Influence* exhibition: Stephanie Stewart, IAIA Student Worker; Samantha Stewart, IAIA Student Worker; Terran Last Gun Kipp, IAIA Student Worker; August Walker, IAIA Student Worker; Danny McCoy, IAIA Student Worker; Saeko Yamada, IAIA Alumna, Contract Worker and Aysen New, Volunteer

Interning in the Public Program department is Fatima Garcia, Santo Domingo Pueblo, Santa Fe Indian School Senior from September 2015 throughout the schoolyear May 2016.

Strategic Theme 5: Fostering a Community of Learners

5.1 Patsy Phillips is teaching a required Museum Studies class, Spring Museum Practicum – MUSM 291, this spring. The class meets at campus or at the museum every Wednesday, 1:00 to 3:30.

5.3 Expand International Opportunities

Cuba - Per Loren Kieve's request to research potential collaborations with Cuban Nationals, Phillips is working with Cuban Stuart Ashman, President and Chief Executive Officer of Museum of Latin American Art in Los Angeles. Ashman was formerly the cabinet secretary for the New Mexico Department of Cultural Affairs for more than seven years, former director of the Museum of Fine Arts, Museum of New Mexico, and founding director of the Museum of Spanish Colonial Art in Santa Fe. Phillips held a conference call with Ashman on January 28. Ashman wants to assist IAIA and suggests working with the Isa Institute Superior de Arte in Havana, Cuba, a five year BFA program (students must already have a BA from an art school when they study at Isa). If IAIA approves making this connection, Ashman will introduce IAIA to the Vice-Rector at Isa, and has offered to help with the Cuban logistics.

To: Dr. Martin, President

From: Charlene Teters, Academic Dean

Date: January 29, 2016

Subject: Quarterly board report

With input from Library Director Valerie Nye; JoAnn Bishop, Director of Fitness & Wellness; Performing Art Department Chair

Strategic Theme 1: Enhancing Sustainability

1.1 Implement the climate action plan.

Project 1: Library Printers – Library patron's print approximately 6000 pages of paper a month during the semester. The library purchased new printers in Fall 2015. The new printers allow library users to print on two sides of a page. The new printers will save paper, and will reduce the library's paper expenditure by nearly half. 90%

Project 2: Archives Shelving – The IAIA archives is engaged in a multi-year project to maximize the space available for IAIA historic records. The ceiling was raised 20 inches in June 2015 and the first phase of the new shelving was installed in Fall 2015. The project will continue through 2017. The new shelving will increase the storage space for records by approximately 20,000 linear feet. The construction project and new shelving will allow for approximately 10 years of archives record growth. 50%

1.5 Develop and implement strategies for faculty professional development.

Project 1: Assessment Academy. We are exploring what an Indigenous model of assessment is for us. Focus on realistic outcomes through training and workshops. Focus on consistent themes of indigenous assessment and set benchmarks for faculty development. The core Assessment committee (three faculty) will attend the HLC conference in Chicago in April 30%

1.6 Develop a Performing Arts Program,

Project 1: The full-length, original, devised ensemble student performance (working title *Wolf Stories*, inspired by faculty member Annie McDonnell's research on coastal wolves) to be presented at the end of the school year, with students as performers, designers, composers, dramaturg, and stage manager. We will be bringing an excerpt of this work to AIHEC in March. 50%

Strategic Theme 2: improving Communications

2.3 build participation in and ownership of the college community.

Project 1: Faculty Assistant will manage and share a campus events calendar of each week. By using the calendar invites associated with an event. 10%

Strategic Theme 4: Improving Student Success

Project 1: All departments will assess one department-learning outcome this fall 2015 semester. Spring 2016 all departments will assess one department-learning outcome using an Indigenous model to be designed through our participation in the HLC Assessment academy. In the spring semester the assessment committee will look at three more bodies of work. The Library assessment project, work from Indigenous Liberal studies and the foundations show. We have monthly meetings to debrief and discuss our model, lessons learned and next steps. We are still learning from our process

and have created opportunity for rich conversations about teaching and learning across disciplines. 30%

Project 2: Faculty Assessment – The library is assessing faculty perceptions of the library this year. An initial survey has been sent out to faculty and will conclude this fall.

Interviews with faculty will take place during the spring semester. 50%

Project 3: Depository Library Status – The library is filling out paperwork and making the required changes to policies to be recognized as a Federal Depository Library by the US government. The IAIA library will be a selective electronic-only Federal Depository Library once this status is achieved. The status will allow students, faculty, and staff easy access to US Government documents through the IAIA library catalog. The library will specifically be collecting electronic material related to tribal issues and the arts. All tribal colleges are eligible to become Federal Depository Libraries through their land-grant university status. The IAIA Library received Federal Depository Library Program status in Fall 2015 and began adding records in December. 100%

Project 4: NEH Grant for Archives – The archives was awarded an NEH grant to rehouse four photographic collections between January of 2015 and June 30, 2016. To date, the focus of the project has been on rehousing, arranging, and describing some of the 3,000 4x5 negatives from the Kay Wiest Collection, which document student life at IAIA in the 1960s and 1970s as well as a portion of the approximately 12,400 35mm slides of art made by IAIA students and other prominent Native artists. These slides have been collected over the past 40 years and were previously stored in an old card catalog. The slides are being rehoused into polyester slide sleeve pages and inserted into artist files located in MS-14 for easy reference. 40%

Project 5: Archives Basement Inventory - The basement storage underneath the library contains approximately 350 cubic feet of unprocessed records. To date, we have inventoried, in the order in which they were acquired, 19 cubic feet of records pertaining to the curators and exhibitions from the 1980s through the mid 2000s. 50%

Strategic Theme 5: Fostering a Community of Learners

5.1 Implement a plan for shared learning amongst the campus community.

Project 1: Faculty Mentoring. Develop a network that meets quarterly to help faculty members enhance their knowledge through mentoring.

Mentors often are willing to share the “insider” perspective within the college or your field. This means they could give advice on how to network with other faculty within and outside of your department, give you advice on attending conferences, or send you pertinent information about job listings, or fellowship opportunities. 20%

Project 2: Native Voices: Native Peoples’ Concepts of Health and Illness – The library will be applying for the Native Voices grant. The American Library Association Public Program Office funds the grant. Native Voices explores the interconnectedness of wellness, illness and cultural life for Native Americans, Alaska Natives and Native Hawaiians. Stories drawn from both the past and present examine how health for Native People is tied to community, the land and spirit. Through interviews, Native People describe the impact of epidemics, federal legislation, the loss of land and the inhibition of culture on the health of Native individuals and communities today. The Library did not apply for the grant 100%

Project 3: Fall 2015 Archives Intern - Arielle Mills is a museum studies major and is currently completing an internship in the archives. She is working on several projects including the rehousing and filing of the slides noted in the NEH grant section of this report as well as helping conduct the inventory of the Education and Outreach series of RG09. 100%

Project 4: Lloyd Kiva New – Ryan is working with Mrs. Aysen New to add material to the Lloyd Kiva New papers in the IAIA archives. Ryan is working on various projects with the museum in preparation for the Lloyd Kiva New events in the coming year including: Working with donations made to MoCNA, publishing New's memoirs: *Sound of Drums*, working as co-project manager and co-curator on three exhibitions to be held at MoCNA January 22-July 31, 2016, developing content for the course IDST 390Y – *Lloyd Kiva New and the Contemporary Native Art Movement* to be offered in Spring 2016, and collaborating with ILS on the Lloyd Kiva New Centennial Convocation in October 2016. 80%

Project 5: Food Day - The Institute of American Indian Arts will be celebrating food on Wednesday, October 28, 2015 from 11:00-4:00 p.m. at the Dance Circle on Campus. Educational presenters at Food Day include the New Mexico Cooperative Extension Service, Santa Fe Master Gardeners', Milagro Herbs, Grow Y'Own, Deborah Madison, noted cookbook author, Cooking with Kids, GMO information, Pueblo Food Project, IAIA Library, and more. This project completed in October with a very successful community wide event. 100%

Other news:

Academics

IAIA welcomed the first Dickinson Student doing an off-site semester study at IAIA. Courses taken at IAIA will transfer to her home degree program at Dickinson College, Carlyle Pennsylvania. The MOU between Dickinson and IAIA will be finalized by end of this spring semester. The MOU will open up opportunities for future student and faculty exchange.

Faculty highlights

Associate Professor, Jeff Kahm,

- A major exhibition opened at Madison Gallery, La Jolla CA Jan 23. Jeff will speak about his sabbatical work during a community gathering in April.

Associate Professor, Lara Evans,

- Lara has managed the Margaret A Cargill grant and coordinated the Master Artist in Residence program, which has been a welcome addition to campus life. The MAC grant also supports the; the Sculpture and Foundry Program; and the Student Internship Program.

Associate Professor, Daniel Banks

- Co-led THE BORDERS PROJECT with DNAWORKS. Collaborating with community members and artists from multiple disciplines to create work looking at the impact of living on the U.S./Mexican border on their work, bodies, and lives.
- Appointed to Editorial Board of *Theatre Topics* Journal, Johns Hopkins University Press.
- Performing Arts will be bringing to campus and presenting a Lifetime

Achievement Award in the Performing Arts to dancer/choreographer Daystar Rosalie Jones who taught at IAIA in the 1960s and was Chair of Performing Arts in the '90s. Daystar is the one of the originators of the contemporary Native American Dance movement and worked with Jose Limon.

Assistant Professor, Kahlil Hudson

- Kahlil was awarded a 2016 Sundance Institute Documentary Fellowship As part of the fellowship; he's been invited to attend the Sundance Film Festival this month.

Visiting Assistant Professor, Mats Reiniusson

- In 2015, IAIA was awarded a three year \$500,000 grant from the Department of Defense which Mats took the initiative to write. He will continue to manage the grant, which centers around dome education and interactivity.
- Mats was also commissioned to produce two short videos for the Smithsonian National Museum of the American Indian and IAIA Student Leadership Program.

Assistant Professor, James Lujan

- In December, James was acknowledged as first runner up for the George R.R. Martin Screenwriting Award sponsored by the New Mexico Film Foundation. This was for the script he wrote for his Master's Thesis in IAIA's Low Residency Creative Writing program.
- James also was commissioned to produce two short videos for the Smithsonian's NMAI focusing on MoCNA's Social Engagement Artist Residency Program.

Associate Professor, Anne McDonnell

- The Essay she researched during her sabbatical on wolves in British Columbia ***"Where - People Live with Wolves"*** was published in Whitefish Review
- She was Chosen as a poet in residence for a March residency at the Andrews Forest Residency, a long-term ecological research site that invites collaborations between writers and scientists funded by the National Science Foundation
- She is creating a database of interviews – Indigenous narratives of climate change and will host a spring art show (opening April 21) at IAIA "The Art of Change: Indigenous Peoples for Climate Justice"

Assistant Professor, Linda Lomahaftewa will be retiring at the end of 2016-17 academic year. Linda has a long history with IAIA that reaches back to the high school years. How can honor her long service?

To: Dr. Robert Martin, IAIA President
From: Carmen Henan, Dean of Students
Date: January 29, 2016
Subject: Quarterly Board Report

Strategic Theme 1: Enhancing Sustainability

- 1.2 Project 1: Develop and implement an all-hazards emergency management plan for Student Life. During this reporting period, the Housing Director volunteered to work on a subcommittee of the Emergency Operations Group (EOG) to refine the current emergency plan. Both the Housing director and Dean of Students attend the EOP monthly meetings. The project is 87% complete.
- 1.2 Project 2: Increase student and family housing RAVE enrollment. All twenty new students to on-campus housing, including family housing, for the 2016 spring semester were signed up for the RAVE emergency alert system. The project is 95% complete.
- 1.5 Project 1: Provide training for campus Title IX investigators and hearing panel. As reported in the last board report, Student Life purchased two on-line training courses on the IAIA policies in prevention of discrimination, harassment, including sexual violence, and retaliation. The on-line training course for this academic year's new employees was launched the third week of January 2016 and they're given thirty days to complete it. The new students for this academic year will be sent the student on-line training course the first week of February 2016. They also have thirty days to complete their course. The project is 100% complete.

Strategic Theme 3: Creating a Culture of Evidence and Accountability

- 3.1 Use Blackboard to share Student Life and commencement information. Student Life is no longer using Blackboard for commencement information. The new IAIA website will contain a link to a commencement page with all pertinent information from lodging, commencement activities, announcements, etc. The graduate's family and friends will have easy access to this page. Therefore, this project has changed from using Blackboard to using the IAIA website for communication. The new project is 25% complete and will be 100% complete on the launching of the new IAIA website.
- 3.3 SL existing and new programs will collect data. Unfortunately no progress has been made on this project and it remains at 20% complete.

Strategic Theme 4: Improving Student Success

4.2 Project 1: Establish SL learning and administrative outcomes, design assessments and implement. No progress was made during this quarter and the project still remains 25% complete.

Other: Residential & Family Housing

- The Santa Fe Fire Department provided instruction in fire safety on campus for the residential students.
- The Residential Assistants (RA) presented activities during the 2016 spring orientation week to encourage relationship building among the new incoming students.
- The housing department started the 16SP semester with three new RAs and staff training involved sensitivity and diversity training, team building, office procedures, submitting work orders, safety and security procedures and suicide prevention. The three new RAs will complete their First Aid, CPR and AED training in February 2016.
- Residential students have participated in a midnight breakfast, an open house activity during orientation week, and a workshop on making a planning calendar to schedule classes, events, deadlines and timelines.
- Housing Numbers as of January 28, 2016:

Arrivals	<i>New</i>	<i>Returning</i>	<i>From Off campus</i>	<i>From RC to FH</i>	<i>Returning after time off</i>	<i>Totals</i>
<i>RC</i>	17	84	4	0	5	110
<i>FH</i>	3	27	1	3	1	35
<i>Total</i>	20	111	5	3	6	145

Withdrawals	<i>Housing/ Personal</i>	<i>School/ Medical</i>	<i>School/ Personal</i>	<i>Total IAIA Suspension</i>	
	1	0	0	0	1

- Housing Numbers by Semester:

Semester	<i>RC</i>	<i>FH</i>	<i>Total</i>
16SP	110	35	145
15FA	137	29	166
15SP	105	31	136
14FA	111	30	141
14SP	100	29	129
13FA	104	25	129

Other: Student Activities

- The Student Activities program is currently coordinating the student's participation at the 2016 AIHEC Student Conference in Minneapolis, MN during March 13-16, 2016. For this conference, the activities program has organized a raffle fund raiser to cover the cost to contract a chartered bus for transportation to the conference. The fund raiser has also been launched on-line.
- A "Monster" art exhibit was sponsored by the activities program with over 110 entries. The show was exhibited in the Blazer Contemporary Edge Gallery on campus and was very successful.
- Activities also sponsored the "Art in the Rave" with the Museum Club the same night as the "Monster" exhibit in the Balzer Gallery.
- A continuing program at the Inn at the Loretto for this academic year is a show case of student art work that is exhibited throughout the Inn and Spa. There is also a pop-up gallery featuring student art for sale.
- The Activities Coordinator, Nocona Burgess, offers a workshop on the "Business of Art" helping students learn the business aspect of art sales and marketing.
- The activities program provides and outdoor mural graffiti space for student artist to work.
- The American Indian College Fund invited IAIA to have a student art show at their upcoming gala in New York City, NY in early March 2016. Nocona Burgess along with IAIA Ambassador, Alberta Nells, are coordinating the project with the AICF staff. They are expecting to show 40-50 pieces of art work which will be for sale and the profits will go to the individual student artist. This is a great opportunity for our students.
- Del Curfman, ASG President, and Leroy Grafe, ASG Treasurer, will be attending the AIHEC Winter Meeting in Washington, D.C. during February 8-11, 2016 to advocate for TCU funding and specifically for IAIA funding with the U.S. Senate and U.S. House of Representatives.

Other: Counseling

- The Counseling program continues to serve all enrolled students and their family members. Faculty and staff are referred to an Employment Assistant Program, contracted through our Human Services program.
- Greer McSpadden, LISW, is our primary counselor and Natascha Holmes, a Southwestern College art therapist intern, meets weekly as part of the Student Life Behavior Intervention Team (BIT).
- During this reporting period, the following services were provided:

Services	Number
Mental Health/Substance Abuse Assessments	10
Counseling Sessions	145

Strategic Theme 1: Enhancing Sustainability

Project One: Strategic Enrollment Management Plan updates

- Regularly communicate the enrollment goals to all stakeholders and revisit/reaffirm them on an annual basis. 55%
 - 2. A. Implement Empower recruitment and admissions functions.
-Empower Task Force has been working on implementing the automated application and communications timeline. 70%
 - 2. B. Hire a communications and information specialist in the Admissions Office to support the implementation of Empower functions and to develop and implement communications plans for prospective students and those that have applied for admission. 100%
 - 2. C. Refresh and revamp the IAIA website to focus on prospective students.
-IAIA has hired a Marketing/Communication Consultant to assist with a Marketing Plan that will also cover the website. Eric Davis has been hired and the SSC and Admission Offices are working to update their areas on the website. 50%
 - 3. A. Review all application and admission procedures and eliminate those that do not impact a significant number of admissions decisions. 90%
The Chief Enrollment/Recruitment Officer will present to the Educational Standards Committee during the fall 2015 semester the process of admissions and present the current issues regarding the procedures that are timely. 50%
 - 3. B. Eliminate faculty involvement in admission decisions in cases where the student clearly meets IAIA admission standards. Utilize faculty only in cases where students are “on the bubble” and for whom there is a judgment call to be made. 25%
-The Chief Enrollment/Retention Officer will present this issue to the Educational Standards Committee during the fall 2015 semester to accelerate the process for students. 20%
 - 4. A. Clearly state enrollment as IAIA’s top priority.
 - 5. A. Refine and limit plans to involve faculty and alumni in recruitment travel. Instead identify key points in the recruitment process where faculty and alumni can be most useful, making maximum use of their expertise and time. 60%
 - 5. B. Reduce recruitment travel to only the locations and events where IAIA’s presence is absolutely required. 95% Additional funding \$16,000 was given to the Admissions Office to expand recruiting efforts through the unfunded critical proposal.
 - 5. C. With the reduction in travel, redirect recruiter time to e-communications and phone calls to prospective students. 75%
-We have begun this recommendation and the Admissions Counselors are in close communication with prospective and accepted students.
 - 7. A. Continue and enhance IAIA’s new marketing initiatives to emphasize its distinctiveness as an institution focused on Native arts. 60%-
 - 7. B. Maintain the focus of academic programs on Native arts. 50%
 - 7. C. Revise the website to focus on prospective students as the primary target market, with well-defined links to gateway pages for IAIA’s many other important stakeholders, including faculty, staff, alumni, and parents. 50%
-The website will be redesigned and leading the project is Eric Davis.
 - 8. A. Adopt a differential tuition model, reducing subsidies to non-Native students. 0%
 - 8. B. Develop a plan for reinvesting added tuition revenue in SEM initiatives, such as hiring a new Communication Specialist in Admissions, as well as other institutional priorities. 100%
1. **Recruitment/Retention Goals Plan**: The IAIA Chief Enrollment/Recruitment Officer has drafted the “Recruitment/Retention Goal Plan” to begin the planning to increase enrollment to 700 FTE by fall 2017. This draft plan will be reviewed and fully developed by the IAIA

Strategic Management Committee, fall 2013 and recommended to President for approval.
100%

2. **IAIA Strategic Enrollment Management Action Teams** have been identified from the Strategic Management Committee to immediately assist with the pressing issues preventing increased enrollment. This is a campus-wide initiative to include IAIA members from all areas. Each “Action Team” will develop and undertake at least one new recruitment or retention activity before the end of the fall 2015 semester. (Each team will write a report to the committee at the end of the semester, to include:

Progress made on Action Teams

Scholarship Committee Action Team

The team includes: Larry Mirabal, CFO, Alex Shapiro, IA Director and Nena Martinez Anaya, Chief Enrollment/Recruitment Officer and the following recommendations have been approved by the President’s Cabinet (SEM Committee) and will be in effect for fall 2015.

- **Campus Housing**: Students who stay in IAIA campus housing may not choose a single room unless they can demonstrate financial capacity.
- **Meal Plan**: Allow all students in IAIA campus housing – including freshman – the option of choosing the 14-meal plan. (Currently, freshman living on campus must choose the 19-meal plan.)
- **Work/Study**: For incoming freshman, waive the GPA requirement for work/study or student worker positions. Continue to require a 2.0 GPA minimum for sophomores, juniors, and seniors.
- **CIB Scholarships**: For incoming freshman, waive the GPA requirement for CIB scholarship awards. Continue to require a 2.0 GPA minimum for sophomores, juniors, and seniors.
- **Merit Scholarships**: For the \$1,000 merit scholarships, change the minimum required cumulative GPA from 4.0 to 3.9.
- **Retention/Recruitment Scholarships**: Each year, set aside some discretionary scholarship funds to be used strategically by Enrollment Management and Student Success to enhance recruitment and retention rates.
- **Emergency Fund**: Expand the funds available for the student emergency fund to help enhance retention rates.

CEU (Continuing Education Unit) Action Team

- The Team will be led by Laurie Logan Brayshaw, Programs Director.

Marketing Action Team

- Charlene Teters, Eric Davis and Nena Martinez Anaya are regularly meeting to determine the next steps to increase advertisement and enrollment at Higher Education Center.

Online Programs Action Team

- The Business/Entrepreneurship has a new manager, Ellen Shapiro, who will be a part of the team to collectively determine advertising and recruitment strategies along with the Museum Studies and Native American Art History programs certificate programs.

Offsite Teaching Action Team

- Team determined to utilize the 2+2 Articulation agreements to enhance recruitment opportunities for identified programs: Studio Arts & Indigenous Liberal Studies.
- Team identified two sites (CNM-Albuquerque-*Studio Arts* and SIPI-Albuquerque-*Indigenous Liberal Studies*) to host classes at these campuses to increase IAIA’s

visibility and assist students with an easy transition into IAIA. CNM will host a Fall 2016 Studio Arts course as they have a newly hired “transfer coordinator”. SIPI is non-responsive.

CNM-Central New Mexico Community College

- The first IAIA course was offered at CNM during the 2015 semester. The PTNG311-01 Advanced Painting course is hosted at the Montoya and taught by an adjunct faculty who is the full-time department chair, Cheryl Dietz, MFA, for the Studio Arts Department at CNM. We are building a relationships with CNM students by offering this 300 level course and will offer a field trip for these students to visit the IAIA campus this semester

Dual Credit/2+2 Action Team

- Dual credit program established new partnerships for the academic year 2015-2016 with Shiprock High School, Career Prep High School, Cuba High School, Espanola School District and Santa Fe Public Schools. We will continue our partnerships with Santa Fe Indian School, Native American Community Academy, Walatowa Charter High School, and Bernalillo High School, Academy for Technology and the Classics, and NM School for the Arts. Santa Fe Indian School has increased their enrollment with the collaboration of their high school senior project through our Indigenous Liberal Studies program sponsoring the senior project.

Empower Action Team

- Due to the resignation of the SIS Manager, the team was reorganized to include: Anthony Coca, IT; Larry Mirabal, CFO; Nena Martinez Anaya, Chief Enrollment/Retention Officer; Mary Curly, Admissions Director and Sandy Hudson, Registrar.
- The team has given itself a deadline of March 30, 2016 to fix immediate priorities in Empower and then determine next steps with Empower. Training sessions have occurred and a job search is currently posted to fill the position.

Statistical Analysis Action Team

- Team consists of: Bill Sayre, Jeminie Shell and Nena Martinez Anaya and has not yet met and I am advising to disband due to the lack of progress. 0%

Project Two: Fifth Annual Student Success Summit.

This academic year’s annual Summit will be held on February 25, 2016 and the topic will be “student leadership”. The keynote is expected to be: Winona LaDuke. This is a campus-wide event and planning has begun to include topics such as: “sustainability”; “erasing negative representation”; “emerging Native leaders”. 70%

Project Three: Improve Attendance.

Assessment of attendance data is on hold, pending inter-departmental discussions and Educational Standards Committee efforts during FA15-SP16 related to accreditation report recommendations and possible linking of topic to HLC Academy work. In the meantime, a new pilot program to provide better outreach and tracking of attendance issues was implemented for the Fall 2015 semester. The program had several objectives, with tracking and follow-up of attendance issues being one component. The program creates a new role for the Retention Specialist that we are calling “Achievement Coach” and tracks all attendance and Early Alerts, and reaches out to students and sometimes faculty and staff to help close the loop on reported issues related to student success. Outcomes of this pilot are reported below. 70%

Strategic Theme 2: Improving Communications

2.1 Develop policies and procedures manuals for those divisions and/or departments that need them.

- Policies and procedures manuals have been completed by: The Admissions Office; Financial Aid Office and the Retention Office. The final project will be completed by the Career Office by May 31, 2016.

2.3 Build participation in and ownership of the college community.

Project One: Academic Advising tools and resources

The new second-tier advising level pilot program we call “Achievement Coaching” has been implemented. The Retention Specialist works in conjunction with the Retention Director and primary academic advisors to support and provide outreach to students on Academic Warning or Probation, and those who have received an Early Alert or attendance alert. The new advising training program began during in-service, when the peer mentoring program for advisors was rolled out. The Retention Director disseminated the final Advising Handbook during spring in-service and led an advising updates session at that time. The online resources program has been delayed due to a new platform for housing the information (the new IAIA website) but resources have been gathered and will continue to be revised/improved until building the site can begin. 65%

Project Two: The Learning Lab

The Learning Lab continues its workshop offerings during Spring 2016 and plans to add two more offerings related to procrastination and technology tools for different learning styles. In Fall 2015 a total of 34 workshops were held and assessment of those will happen at the end of the academic year. There were also 8 workshops offered at Santa Fe Indian School during Fall 2015 in conjunction with the dual credit program.

The Tech Tutor program expansion in the Fall included tutors for the Cinematic Arts department. Though overall number of sessions was down slightly to 71 sessions, the number of students supported was up slightly. Overall assessment of the Tech Tutor program will be completed at the end of the academic year.

The Student Success Center partnership with the Creative Writing program went well in the Fall and will continue in the Spring. All students will now have access to the computers there; it adds a space for the Student Success Center to provide quiet testing; and the Learning Lab has begun training the Creative Writing student workers to be peer tutors for writing. This project is another way that the Student Success Center is trying to create bridges with departments around campus for the benefit of our students.

The Lab will run another session of the Master Tutor Certificate training program starting week 3 of the spring semester, once Tech Tutor hiring is completed. This training cohort will include peer Tech Tutors as well as the new Creative Writing Peer Tutors and will be the largest cohort to date, with 10 participants: 3 Learning Specialists and 7 peer tutors. The Students Success Center’s offering to include peer tutors in the certificate training will allow these students to have a marketable skill and certification at the end of their work study experience.

Project Three: Expand Orientation Opportunity (Thunderbird Days)

The pilot project developed by the Office of Admissions and the Student Success Center to host a series of “Thunderbird Days” this summer went well overall and will continue on select dates throughout the year. Dates for the Spring 2016 and Fall 2016 entry dates are:

- December 4 – cancelled due to low registration
- January 11 (tied to orientation week): 11 attended
- February 15; March 2; April 29; May 20; June 24; July 22; August 8

New students who attend obtain an IAIA ID card; get financial aid information; are introduced to IAIA technology; and get registered for courses. The Student Success Center will continue gathering surveys at the end of each date and an overview of survey results will be reported in next report.

Additionally:

Spring Orientation: 14 new freshmen and 7 transfers attended. 4 Orientation Leaders went through a week-long training by the Retention Specialist and one of those Orientation Leaders was hired as a spring student worker for the Student Success Center.

Additionally:

Blue Corn Mornings October 5-9, 2015

December 7-11, 2015

Blue Corn Mornings at IAIA have been in place since 2002. This week-long event provides students with servings of Atole' each day during the weeks of Mid-terms and Finals of each semester. The SSC has been working to improve communication about this event across campus, and has begun to assess the program by implementing a sign-in sheet with comments. Participation in Blue Corn Mornings will be included in the overall activity/program assessment for the department, currently under development.

FA15 Semester Participant Total: 333 served

Mid-term Attendance: 189

Students: 146; Staff: 38; Faculty: 2; Guest: 3

Finals Attendance: 144; Students: 105; Staff: 29; Faculty: 4; Guest: 6

Strategic Theme 3: Creating a Culture of Evidence and Accountability

3.3 Collect data to improve programs.

Project One: Tracking student use of Learning Lab and their success and persistence toward graduation. This is a longitudinal study and data is being gathered and organized on a per-semester basis.

Fall 2015 data review – Semester totals

- 1 Learning Specialist departed
- 2 new Learning Specialists were hired at mid-semester for total of 6 tutors
 - Hired one Learning Specialist with developmental education experience and she is working closely with our students with learning disabilities and also teaching DevEd math and English lab sessions; the Retention Director is also working closely with her to improve supports and tools available to students with learning disabilities.
- One-on-one tutoring sessions:
 - 473 – the highest number recorded since the new tracking system was implemented in fall of 2012
- Lab Sessions for 5 Friday Lab sessions (2 ENGL and 3 MATH:
 - 45 Sessions
- Tech Tutoring:

- 71 sessions
- Workshops
 - 4 Scholarship workshops
 - 29 other workshops: time management and various writing workshops
 - *Planned for spring 2016: new workshops on procrastination and tech learning tools for different learning styles
- Direct outreach:
 - Approximately 10 classrooms visited during first week of class spring 2016
 - 4 Study Nights held; 2 during midterms, 2 during finals; food provided by ASG and space/tutoring provided by SSC

Term	# of One-on-One Student Visits
Fall 2012	337
Spring 2013	315
Fall 2013	440
Spring 2014	417
Fall 2014	326
Spring 2015	363
Fall 2015	473 (highest recorded)

Project Two: Tracking student participation
in Talking Circles and how many persist toward graduation. This is a longitudinal study and data is being gathered and organized on a per-semester basis. The study design is in its first stage, to be reviewed during the spring 2015 semester with support of IR department; this is one of several program assessments that was included in the final Walmart-AIHEC grant report. 70%.

Fall 2015 Totals:
Total: dinner 211/dinner and TC 54
Alumni: 0/0
Seniors: 39/2
Juniors: 40/16
Sophomore: 28/17
First Year: 39/5
Guest: 32/3
Stopped Out student: 14/11
Staff: 19/0

Data collection is being streamlined for easier longitudinal tracking and during spring 2016 the Retention Director will continue the assessment of the persistence of students attending Talking Circle each semester.

Project Three: Tracking student persistence
to graduation based on which First Year Seminar they took. This is a longitudinal study and data is being gathered and organized on a per-semester basis. Next steps include possibly incorporating this work in the HLC Academy project, including First Year Seminar section as a variable to test for impacts on persistence and retention in conjunction with a variety of other variables. 35%

Project Four: Tracking individual academic advisors

and student persistence to graduation. First review of semester-to-semester persistence of advisees is planned for 2014-15 academic year, in coordination with Institutional Research and will be reported to Academic Dean as part of the new advising training initiative during SP16. 25%

3.5 Understand and track what our graduates are doing and how they perceive their IAIA experience:

- The Career Advisor has set up Master Tracking Spreadsheet to record student placement one year post graduation. Ongoing meetings with Alumni Relations Manager and Director of Institutional Research and Chief Enrollment/Retention Officer regarding tracking purposes for alumni. This committee is titled: “The Futures Committee”.
- The Career Advisor met with Department Chairs to discuss their ideas about internship and job placement. Ongoing communication with leads provided by chairs. Will meet with more staff and chairs regarding internship and hiring prospects on a semester by semester basis.
- The Career Advisors has joined The National Academic Advising Association (NACADA) to stay networked regarding best practices in the career counseling field.
- The Career Advisor has met with SFCC and SFUAD to compare online career services platforms, discussed career center advising best practices.
- The Career Advisor contacted local businesses via CCN employer’s portal where students would like internships and jobs.
- November 2015, planned and implemented with IT CCN universal log in, for students and alumni access

The Retention Director has also distributed a Student Success survey to graduates for the past 3 semesters. Response rates have varied, but a new approach to disseminating the survey starting SP16 will hopefully increase total responses. Questions on the survey focus on students’ strategies for succeeding, supports that kept them persisting, suggestions for improvements to IAIA, and words of wisdom for students still in school.

Strategic Theme 4: Improving Student Success

4.1 All academic and administrative units will develop and assess student learning outcomes.

➤ **LIBS110 Course (Strategies and Skills for College Success):**

- Spring 2016: 8 students on Academic Warning or Probation are enrolled and 2 students voluntarily enrolled. This spring the curriculum was redesigned by a Learning Specialist/Instructor with a heavy emphasis on identifying student strengths and learning styles, and building on those strengths to develop skills to help them reach their personal and academic goals. Speakers are scheduled to address the group on topics such as activism and identifying personal values (Academic Dean Charlene Teters); technology for different learning styles and note-taking methods (Academic Tech Staff Russel Stolins); identity and higher education experiences (Alumni/staff member and MFA student Chee Brossy); and many other topics. The course design is also actively incorporating Universal Design and Blackboard use to support student learning styles and also accommodate learning differences.

4.3 Expand internship and service learning opportunities for students. The Career Advisor has set up the following:

- November 2015, USDA/EPA CUPP Internship meeting

- November, 2015 CCN Experiential Learning Manager training for local and national internship/service learning listings.
- August 2015-January 2016 (ongoing plan development) emails and phone calls to potential internship and service learning contacts for introduction/reconnection purposes non-exhaustive and inclusive of:
 - Georgia O’Keeffe Museum, HR Administrator
 - Comcast- External Affairs Manager, Director of National Partnerships, Talent Acquisition Department
 - Tierra Sagrada Pottery, Artist
 - New Mexico Job Corps
 - ASVAB Career Exploration Program
 - Navajo Times
 - Ortega’s On The Plaza, Santa Fe
 - Santa Fe Studios
 - New Mexico Film Office
 - Rockwired Magazine, Albuquerque, NM (Alum)
 - Annenberg National Native Voice Studios

Project One: College Central Network

The Career Advisor will continue to entering all currently enrolled students into the CCN system and educating them on how to use the system and upload career documents. All opportunities for work and internships are being loaded into CCN and after it is fully leveraged we will begin to analyze data and track students who use the system to measure the success of our students. 80%

- November 2015, collaborated with the IT department to provide CCN universal log in for students and alumni access.
- Ongoing planning for ePortfolio usage within CCN with Instructional Design & ePortfolio Manager.
- December 4th, 2015 CCN workshop for students-cancelled due to lack of turnout
- Since August 2015, ongoing individual sessions navigating CCN and BB with students seeking employment, internal and external positions.
- October 12 & 14, 2015 provided presentation on career goals and CCN navigation information for LIBS 110 (College Strategies/Skills) course
- January 2016, invited to 3 classes per faculty for Career Office function/CCN overview; *POLS204 Contemporary Tribal Government*; *ARTH306-Controversy/Native American Art*; and *Contemporary Philosophy*.
- January 2016, one hour Work Study, Internship, CCN presentation for New Student Orientation.

4.4 Implement career exploration and placement programs for students.

Project One: Improve Career Readiness.

The Career Advisor will work one on one with IAIA students and Alumni regarding resume development, interview skills and preparation career-related skills. Also the Learning Lab in collaboration with the Career Advisor will host work-shops, beginning fall 2015. 50%

- Open door one-on-one career advising regarding resume writing, cover letter reviews, and interview tips
- Presenting resume/cover letter, interview tips, College Central Network career navigation workshops February 2016, March and April.
- Collaboration with Learning Lab regarding career seeking resources

- March 25, 2016 Career Fair
- CCN career advisor ongoing training for uploading and maintenance of site
- Continuous contact with external job prospects

Project Two: GRE Prep Workshops

The Learning Lab continues to develop GRE Test Prep resources for Blackboard and offers at least 2 GRE workshops each semester. The Learning Lab will be coordinating with the new Career Advisor to ensure appropriate timing and content. 70%

- Planning in collaboration with Retention Specialist

Project Three: Improve Graduate School Readiness

Ninth Annual Grad School Day was held on November 6, 2015. 9:30AM-12PM, Center for Lifelong Education (CLE) – 2nd floor Commons

Participants: *American Indian College Fund
American Indian Graduate Center
Graduate Horizons
Institute of American Indian Arts
New Mexico Highlands University
Southwestern College
Central New Mexico Community College-Teacher Ed.
University Tulsa-Master of Jurisprudence, Indian Law Program*

Other Institutions (material on tables -no reps): Cornell University, Vermont College of Fine Arts

Graduate School Day turnout: Graduate School Day turnout: 12 students pre-registered, approximately 26 students in attendance.

Cornell University Associate Director of American Indian Program and Student Development Specialist met with IAIA Career Advisor on September 18, 2015 to provide graduate school information during a workshop of which 12 current students were in attendance and 1 alumnus.

Additionally:

Pilot Achievement Coach Program SSC's Retention Specialist Joanne Morales is also the Achievement Coach in the SSC's new pilot program. The Achievement Coach program is designed as a second-tier advising level. The Coach works in conjunction with primary academic advisors and the Retention Director to support and provide outreach to students on Academic Warning or Probation, and those who have received an Early Alert or attendance alert.

Fall 2015 Totals:

- Early Alerts (excluding automated attendance concerns)
 - 81 (some students received more than 1 Alert)
 - 81 contacts
 - 68 students responded
 - 33 responses sent to faculty
 - Volume of attendance alerts was too high to address all of them, so the Retention Director sent specific concerns to the Achievement Coach for follow-up and those are not reported here
 - Semester outcomes:
 - 20 in good standing

- 32 Academic Warning or Probation
- 3 Withdrawn due to behavioral suspension
- 16 dropped before end of add/drop period OR withdrew mid-semester
- Academic Warning and Probation
 - 17 students identified
 - 13 total met with Achievement Coach or Retention Director and developed academic plans
 - 8 students had 2 or more meetings with the Achievement Coach
 - Semester outcomes:
 - 9 ended semester in good academic standing (1 of whom ended on Financial Aid suspension, and of whom was suspended from housing, however)
 - 1 withdrew due to death in family
 - 6 ended on academic probation or warning
 - 1 ended on academic suspension

Spring 2016 goals are to increase follow-up with referring faculty and staff; and streamline tracking of attendance concerns and increase overall follow-up with those students.

Additionally:

Disability Support Services Program Improvements during the Fall 2015 semester, the Retention Director identified areas where improvements were needed to support accommodations for students with recognized disabilities. Many of these needs were identified as a result of an increase in overall accommodations requests for Fall 2015 (28 total, up from 14 the prior semester). We believe the increase is partly due to additional communication about the Disability Support Service program to incoming students, and students feeling more comfortable about disclosing their disabilities as we attempt to 'normalize' learning and other differences across campus. Some of the improvements and efforts that have been made thus far:

- New wheelchair accessible jewelry bench (custom made).
- Two new adjustable height work tables for wheelchair accessibility: 1 for the foundry building and 1 for the academic building
- New wheelchair curb cutouts created in areas of campus that lacked them (facilities implemented the work)
- New wheelchair accessibility signs/stickers
- New FM audio system for hearing impaired students for classroom use
- New agreement in conjunction with Academic Tech to hold aside several laptops each semester for students who need assistive technology
- Development and hosting of an online course for a student with visual impairment – Retention Director worked closely with Academic Tech and the course instructor to ensure course material accessibility
- New memberships established for the Disability Support Services committee members in the AHEAD New Mexico organization
- Multiple webinars attended relating to assistive technology by the Retention Director and Academic Tech staff
- Professional development connections made and meeting held between Retention Director and SFCC's Disability Programs Director
- New IAIA membership with free online academic service "Book-share" for students with recognized disabilities related to reading (January 2016)

- In-process: reference guide for faculty and Learning Lab related to understanding different disabilities and different classroom and other academic support options
- In-process: initial planning stages for an ad hoc committee to review ways to implement a campus-wide self-study on ADA accessibility and compliance

Strategic Theme 5: Fostering a Community of Learners

5.1 Implement a plan for shared learning among the campus community.

Project One: Mentorship Program.

Spring/Fall 2015: Peer Mentoring Program connected to First Year Seminar course: 25%

- During FA14 semester the Retention Director proposed a new mentoring model to the Essential Studies program, to connect peer mentors directly to the First Year Seminar courses. This idea was implemented in the two sections of First Year Seminar this spring, and continues in some of the LIBS103 sections.

- Additionally: Financial Aid

IAIA LOAN DEFAULT RATE UPDATE on PROJECTIONS:

- Cohort Year 2014:
 - # of Borrowers in Cohort: 6
 - Estimated CDR: 16.7%
- Cohort Year 2015:
 - # of Borrowers in Cohort: 15
 - Estimated CDR: 6.7%
- Cohort Year 2016:
 - # of Borrowers in Cohort: 4
 - Estimated CDR: 0%

American Indian College Fund/TCU Essay/Scholarship Application:

Applications are currently being accepted for Spring 2016 with a January 31, 2016 deadline for student essay submission. The scholarship dinner event will be held in the IAIA Café on Wednesday, February 17, 2016 (5-7:30pm). The event planning is currently underway led by Scholarship Committee Chair, Lara Barela, Financial Aid Director.

IAIA Student of the Year:

Selection process currently underway with a Friday, January 22, 2016 student application deadline.

IAIA/AICF Student Ambassador:

Currently held by IAIA Student Alberta Nells. The AICF requested a 2nd nomination from the Financial Aid Staff. IAIA Student Justina Bruns was nominated and selected to represent IAIA in this new and 2nd IAIA/AICF ambassador capacity.

Fall 2015 and Spring 2016 Packaging Update

582 FAFSA files received (as of 1/21/16)

- 255 files review complete
 - 185 students packaged for aid
 - 70 not eligible for aid (BFA received, non-degree, High EFC, Pell LEU, default, self-pay)
- 25 students with pending review (awaiting paperwork from the student)

Student Accounts (current as of 1/22/16 for end of Fall 2015)

147 –Undergraduates have balances; 35 Holds for Balances over \$750

Breakdown by amount due:

- 8 have balances over \$4,000 (6 out if this group have not submitted FAFSA or FA File is incomplete
- 28 have balances between \$751-\$3,999 - (1) expected \$750 balance, zero balance or refund
- 111 have balances \$750 and under

Rafter Program:

- 15FA - 59 students were billed for textbooks: non-returns, lost or damaged.
Range of Charges: \$4.99 - \$260.38

Student Accounts Supplies Advance (Spring 2016):

IAIA has a partnership with NUSENDA Credit Union for the IAIA Supply Advance. \$100-\$400 supplies and other education related expenses. Student with expected refunds are eligible for this supply advance. On 1/14/16, 64 students had expected refunds. As of 1/21/16, 26 students were funded \$100-\$400.

Financial Aid/Student Accounts Staff:

- Financial Aid Director Conference attendance (Fall 2015)
 - FA Director attended Regional FA Conference (SWASFAA) Fall 2015.
- Financial Aid Advisor Trainings and Conference attendance (Fall 2015)
 - Gainful Employment
 - EFC Formula
 - FA for beginners
 - Understanding the FAFSA
 - Difficult conversations-managing conflict
 - Applying Federal Methodology
 - SWASFFA Financial Aid Boot Camp and Conference
 - Federal Updates: Campus Door Administrative Tool and process
 - AICF Administrative tool and process
- Student Accounts Webinars Attended (Fall 2015)
 - Financial Aid for Beginners, Great Lakes Webinar
 - Understanding the FAFSA - It All Starts Here, Great Lakes Webinar
 - Protecting Student Information: IT Security Best Business Practices
 - Budgeting and Money Management, AICF Student Webinar
 - Difficult Conversations: How to Manage Conflict While Providing Customer Service, Great Lakes Webinar
 - Repayment Plans 2.0: Strategies and Insights to Help Borrowers Succeed, Great Lakes Webinar
 - Empower Training – Reports

Additionally:

Office of Admissions & Recruitment

Spring 2016 Admission status as of 1/29/16 (does not indicate enrollment; Enrollment Report will be provided in addendum)

Application Type	Spring 2016		Fall 2016	
	Applications	Accepted	Applications	Accepted
New Freshman	34	25	136	15
Transfer	8	9	9	1
Transfer SFCC		4		
Graduate	2	6	27	3
Readmit	5	14	2	3
Certificate	2	13	3	
Non-Degree	1	13		
TOTAL	52	84	177	22

- Dual credit program for Spring 2016- enrolled 318 high school students across 7 schools in 20 courses. Hired 9 new adjunct faculty and rehired 6 returning adjunct faculty. New MOA's for AY 2016-2017- Santa Public Schools. Plan to meet with Monte del Sol Charter, Zuni High School, Crownpoint, and Central Consolidated Schools. There has been an 88% increase in headcount from Spring 2015 and a 55% increase from Fall 2015.
- States coved during recruitment for Fall 2015- Wyoming, Arizona, Alaska, Oklahoma, California, South Dakota, Oregon. For Spring 2016, we plan to be in Wisconsin, South Dakota, Montana, Colorado, Arizona, Oklahoma, California, Oregon and Utah.
- Higher Education Center (HEC) Spring 2016 courses were heavily promoted. A budget of \$3500 was allocated and spent to promote the HEC courses via radio, paper ad, social medial and email. All HEC courses were dropped due to no enrollment.
- Accepting and processing MFA applications for Fall 2016. All applications and documents will be submitted to OAR for processing.

Recruitment Events

October 1st 2015- January 29th 2016

OCTOBER

- October 6: Santa Fe Community College Fall Transfer Day
- October 7: Highlands High College Readiness Night
- October 12-13: 2015 Elders and Youth Conference Arts and Opps Show (Anchorage, Alaska)
- October 12: Visit to Career Prep (Shiprock, NM)
- October 13: Visit to Aztec High School (Aztec, NM)
- October 13: Visit to Montezuma- Cortez High School (Cortez, CO)
- October 13: Visit to South West Open School (Cortez, CO)
- October 13: Meeting with Southern Ute Higher Education (Ignacio, CO)
- October 14-17: National Indian Education Association Convention (Portland, OR)
- October 14: Visit to Ignacio High School (Ignacio, CO)
- October 14: Visit to Bloomfield High School (Bloomfield, NM)
- October 14: Visit to Workforce Investment Act Youth Services (Farmington, NM)
- October 15: Cuba High School College Fair (Cuba, NM)
- October 15: Oneida Higher Education High School College and Career Fair (Green Bay, WI)
- October 18-19: 34th Annual Alaska College and Career Fair (Anchorage, Alaska)
- October 20: Jemez Valley College and Career Fair (Jemez Pueblo, NM)
- October 21: Kenai Peninsula College Fair (Soldotna, AK)
- October 21: Fairbanks College and Career Fair (Fairbanks, Alaska)

- October 21: Dine College Transfer Fair (Shiprock, AZ)
- October 22: Visit to East Anchorage High School (Anchorage, Alaska)
- October 22: Visit to Bartlett High School (Anchorage, Alaska)
- October 22: Visit to Service High School (Anchorage, Alaska)
- October 22: Aztec High School College Fair (Aztec, NM)
- October 23: Visit to Palmer High School (Palmer, AK)
- October 23: Santa Fe Indian School College Fair
- October 23: Visit to Colony High School (Palmer, AK)
- October 23: Burchell High School (Wasilla, AK)
- October 23: Visit to Houston High School (Houston, AK)
- October 27: SIPI Summer Trimester College Fair (Albuquerque, NM)
- October 28: 2015 College/Career Fair Alamo Navajo Schools (Alamo, NM)
- October 28: Visit to Betty Fairfax High School (Phoenix, AZ)
- October 28: Visit to Maricopa High School Visit (Maricopa, AZ)
- October 28: Sequoia Pathway Academy (Maricopa, AZ)
- October 28: Ak- Chin Indian Education Dept. Meeting (Maricopa, AZ)
- October 28: Visit to Monte Del Sol (Santa Fe, NM)
- October 28: Gila River Community College Night (Laveen, AZ)
- October 29: Mesa High School Visit (Mesa, AZ)

NOVEMBER

- November 2: 13th Annual Regional Transition Fair (Las Vegas, NM)
- November 9: Grants High Financial Aid Night
- November 10: Native American Student Leadership Conference (Mesa, AZ)
- November 10: CNM Resource Fair (Albuquerque, NM)
- November 12: Jemez Feast Day (Jemez Pueblo, NM)
- November 14: Phoenix Native American College Day (Phoenix, AZ)
- November 15-21: Jonathan in Oklahoma
- November 16-17: Mary in Phoenix
- November 16: Gila River Tribal Education Meeting (Sacaton, AZ)
- November 16: Visit to Haskell (Lawrence, KS)
- November 16: NCAIED YES! Native Youth Entrepreneurship Summit (Buffalo Thunder Resort)
- November 16: Scottsdale Community College Sovereign Indian Nations Class
- November 17: Meeting with Delaware Nation Education (Anadarko, OK)
- November 17: Caesar Chavez Native American Liaison (Phoenix, AZ)
- November 17: Visit to El Reno Learning Center (El Reno, OK)
- November 17: Betty Fairfax Visit (Phoenix, AZ)
- November 17: Visit to Calumet High School (Camulet, OK)
- November 17: Meeting with Cheyenne and Arapaho Higher Education (Concho, OK)
- November 18: Visit to Frontier High School (Rough Rock, OK)
- November 18: Visit to Pawnee College (Pawnee, OK)
- November 18: CNM Art Advising Social (CNM Campus)
- November 18: Pawnee College Fair (Pawnee, OK)
- November 18: Senior Parent Night Taos Pueblo Education (Taos Pueblo, NM)
- November 19: Visit to Taos High School (Taos, NM)
- November 19: Visit to Tulsa School of Arts and Sciences (Tulsa, OK)
- November 20: Visit to Edison Preparatory School (Tulsa, OK)

- November 20: Visit to Memorial High School (Tulsa, OK)
- November 20: Visit to Riverside Indian School (Anadarko, OK)
- November 20: OKCPS 3rd Annual Stompdance and College Fair (Oklahoma City, OK)

DECEMBER

- December 1: Find yourself @ SFCC (Santa Fe, NM)
- December 3-5: IAIA Museum of Contemporary Native Arts (Santa Fe, NM)
- December 3: Noli Indian School Annual College Day (California)
- December 3: Nogales High School College and Career Fair (Nogales, AZ)
- December 7: IAIA Breakfast Information Session (SFCC/Jemez Room)
- December 14- 20: Jonathan on Travel to South Dakota
- December 16-19: Tabling at Lakota Nation Education Conference (Rapid City, SD)

JANUARY

- January 8-9: Striking Eagle Native American Invitational and Education Fair (Albuquerque, NM)
- January 9: Torres Martinez Tribal TANF College and Career Fair (San Jacinto, NM)
- January 12: Visit to ATC (Santa Fe, NM)
- January 14: Tabling at SFCC (CAT Office)
- January 16: College and Career Fair Isleta (Isleta, NM)
- January 19: Tabling at SFCC (CAT Office)

Campus Visits

Individual Tours-16

Group Tours:

- October 14: Walatowa Charter High School, 32 people
- October 15: Eidel Jorge Museum, 12 people
- October 16: Heights Middle School, 41 people
- October 23: Connections Education Dome tour, 15 people
- October 23: Native American Community Academy, 40 people
- October 23: Philanthropy Southwest, 40 people
- November 5: Santa Clara Pueblo Higher Education Visit
- November 6: Dine College Visit, 15 people
- November 18: Museum of Indian Arts and Culture, 4 people
- November 20: NIYLP- Alaska Natives, 19 people
- November 20: Presidents Guests, 3 people
- November 25: Jemez Pueblo Visit, 10 people
- January 8: UCCS- SAHE visit, 13 people
- January 22: Eagle Ridge Middle School, 60 people
- January 27: Tulsa Public Schools- Indian Education Tribal College and Career Day (Tulsa, OK)

Additionally:

Professional Development Activities

- Nena Martinez Anaya, Chief Enrollment/Retention Officer
 - Governance Institute for Student Success. October 16-19, 2015
- Jeminie Shell, Retention Director:
 - Attended Webinar: *Assistive Technology Supports for Struggling Readers*; November 24, 2015
 - Professional meeting/tour of Santa Fe Community College's Disability Support Department, Vaune Hegmann, Director; December 2, 2015

Enrollment Management – Feb 2016 BOT – Nena Martinez Anaya

- Attended Webinar: Strategies for Getting Administrative and Faculty Buy-In for Universal Design in Learning; January 21, 2016
- Joanne Morales, Retention Specialist:
 - Attended Webinar: *Are You Online? Taking Online Orientation In a New Direction*; December 8, 2015
 - Attended Webinar: *EMPOWER Web Registration Overview*; December 18, 2015

INSTITUTE OF AMERICAN INDIAN ARTS

GENERAL SESSION MEETING MINUTES

Wednesday, October 28, 2015
Washington Marriott Wardman Park
Mezzanine Level, Jackson Meeting Room

Board Members:

Barbara Davis Blum
Bidtah Becker
Brenda Kingery
Dr. Deborah Goodman
Dr. Robert Martin
JoAnn Balzer
Kristine Miller
Sonya Kelliher-Combs

Staff:

Jacque King
Larry Mirabal
Patsy Phillips

Guests:

Del Curfman
John Romano

Not in attendance

Barbara Ells
Dr. Cynthia Chavez Lamar
Loren Kieve
Princess Johnson

Staff on Campus:

Carmen Henan
Dr. Bill Sayre
Eric Davis, via phone
Laurie Logan Brayshaw
Nena Martinez Anaya

- I. Brenda Kingery, Vice Chair, called the Board of Trustees General Session Meeting to order at 9:03 a.m. (EDT).
- II. Brenda Kingery provided the invocation.
- III. The roll call established a quorum with seven Trustees present.
- IV. Bidtah Becker moved to approve the October meeting agenda; Sonya Kelliher-Combs seconded. There were no additions. Brenda Kingery called for a vote; all in favor – 7, opposed – 0; abstained – 0. The 2015 October Board of Trustees agenda were approved.
- V. JoAnn Balzer moved to approve the August meeting minutes; Barbara Davis Blum seconded. Brenda Kingery called for a vote; all in favor – 6, opposed – 0, abstained – 1, Bidtah Becker did not attend the August Meeting. The 2015 August meeting minutes were approved.

VI. President's Report

- Tuesday, October 27th, Dr. Martin, President and Larry Mirabal, CFO met with Anna Naimark, Program Examiner with the Office of Management & Budget (OMB). They presented the Institute of American Indian Arts (IAIA) Fiscal Year 2017 Budget request and justification. OMB continues to support IAIA's request for two million in forward funding. Ms. Naimark suggested IAIA stress forward funding would permit the college to know their level of funding at the beginning of the academic year and would facilitate planning programs that address students' needs. She also recommended highlighting that IAIA matches its federal funding, almost dollar for dollar, with private sector fundraising.
- Dr. Martin and John Romano met with Senator Tom Udall, a member of the Senate Appropriations Subcommittee on Interior and Environment, who is the primary reason for IAIA receiving the proposed \$150,000 budget increase and \$2,000,000 for forward funding.
- Mr. Romano discussed the Bipartisan Budget Act of 2015 bill that could be voted on in the House of Representatives today, October 28, 2015. The bill will eliminate a possible Government shutdown until Spring 2017. Mr. Romano also highlighted the last eight months in appropriations -
 - The year started with the Obama administration proposing a \$150,000 increase in the Institute of American Indian Arts core funding. The proposal also included our request for two million dollars in forward funding.
 - In May the House of Representatives allocated IAIA the same amount of core funding as received for FY15 and did not provide any forward funding.
- There were no questions regarding the Institutional Research report provided by Dr. Bill Sayre, Director.
- Laurie Logan Brayshaw, Director of Sponsored Programs, informed the Board of Trustees that Marth Beckett, Continuing Education Program Manager, has resigned from IAIA effective December 4, 2015. Ms. Brayshaw and Dr. Martin have discussed hiring a contractor to assist IAIA in implementing requested programs in Tribal communities.
- Eric Davis, Marketing and Communications Director, reported that the new website should launch in the next few months. The advertising campaign "*I am IAIA*" is being finalized. The Public Service Announcement (PSA) aired on Comcast has given IAIA \$25,000 worth of exposure.

VII. Associated Student Government (ASG) President's Report

- Del Curfman, ASG President, highlighted the accomplishments for the 2014-2015 academic year. Student Services finalized the disc golf course project, health vending machines project, and replaced the washer/dryers available to students. This year ASG is focusing on improving communications within ASG, with students and administrators.
- ASG adopted Indigenous People Day at the Institute of American Indian Arts; Monday, October 12, 2015 and hosted the first BBQ.

- The ASG offices will review and make necessary revisions to the ASG Constitution. One change includes the Advisory Committee, which has alleviated pressure for the voting members on proposals received. Proposals are now submitted online to this committee for review. The committee makes recommendations to the ASG voting members.

VIII. Academic Affairs

- Carmen Henan, Dean of Students, reported the American Indian Higher Education Consortium (AIHEC) Spring Student Conference will be in Minneapolis, MN, March 14 – 16, 2016. At the AIHEC Spring 2015 Student Conference the Institute of American Indian Arts (IAIA) had 37 student representatives and received over 50 awards. Participating students will have fundraisers to assist with travel expenses.
- Dean Henan reviewed some student activities; the Ceremonial Council hosted two sweat lodge ceremonies, a third sweat lodge will take place on December 5, 2015. In November, students plan to host a Native American Ceremony on campus.
- Nena Martinez Anaya, Chief Enrollment Manager, informed the Board of Trustees (BOT) that IAIA has increased Full Time Enrolled (FTE) by 30% since Fall 2012.
- On November 6, 2015, the next Grad School Days is scheduled. The next Scholarship awards night is scheduled for February 18, 2016. IAIA awarded over \$400,000 during the Scholarship Awards dinner held in September. Ms. Martinez Anaya and her staff are planning for the Student Success Summit scheduled for February 2016.

IX. Institutional Advancement Committee

- Alex Shapiro, Director of Institutional Advancement, reported accomplishments for the fiscal year 2015. The Institute of American Indian Arts (IAIA) raised over \$870,000 in donations for the 2015 fiscal year. This report represents a 3% increase in expectations and a 5% increase in contributions over the previous fiscal year. There are 15 new President's Circle donors. The first President's Circle weekend of activities took place in May 2015. The Gala dinner raised \$171,000 in net revenue.
- Brinda Kingery, Vice Chair, called for a motion to accept the Naming Opportunity Plan. Bidtah Becker moved to accept, JoAnn Balzer seconded, and there was no further discussions. Brenda Kingery called for a vote: in favor – 7; opposed – 0; abstained – 0. The Naming Opportunity Plan was approved. Mr. Shapiro will provide the Board of Trustees the naming duration options, i.e. lifetime of the building or 25 – 50 years.
- Mr. Shapiro has started interviewing for the new Development Officer position, which will work on major donor fundraising campaign.

X. Museum Committee

- Vice President Joe Biden and his wife, Dr. Jill Biden, honored five artists from the Institute of American Indian Arts last night, October 27, 2015, in a reception at their home. Framed prints from each of the artists were displayed on the walls of their foyer and living room. Dr. Martin presented a Pendleton blanket to Dr. Jill Biden, who hosted the reception, and introduced the Vice President.
- Patsy Phillips, Director of Museum, reported the status of the Art-in-Embassies Prints. Ms. Phillips contracted Don Messec to frame the artist prints. IAIA shipped five to the Embassy with the remaining framed prints going to the Art-in-Embassies Program. Ms. Phillips will also hire a contractor to design a portfolio for the prints the donors will receive.

XI. Finance Committee

- Barbara Davis Blum confirmed that the Institute of American Indian Arts (IAIA) financials had never been better.
- Larry Mirabal, CFO, recapped completing the implementation of the Rafter book program; that IAIA will be self-insured as of January 1, 2016; the status of the construction project; and the audit. The BOT will receive the audit report during the February 2016 meeting.
- Brenda Kingery moved to accept resolution 2015 - #012: 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. Sonya Kelliher-Combs Seconded. There was no further discussions, Barbara Davis Blum called for a vote: in favor – 7; opposed – 0; abstained – 0. Resolution 2015 - #012 Gift Resolution passed.

XII. Center for Life Long Education

- Charlene Carr, Land Grants Programs Director, in collaboration with the Fitness departments, Student Life, Sponsored Programs and Continuing Education will host the first IAIA food day, today, October 28th.
- The Center for Life Long Education (CLE) Committee report focused on its restructuring and revised mission. The Continuing Education Program now reports to Laurie Logan Brayshaw, Director of Sponsored Programs, while Charlene Carr, Land Grant Programs Director reports to Dr. Martin, President. The BOT discussed eliminating the CLE Committee and including the Land Grant Program report within the President's report. There BOT will discuss this proposal and take further action during the February 2016 meeting.

Action item(s):

Board of Trustees: Discuss/approve measures to eliminating the CLE Committee

- XIII. New Board business discussed was establishing a Governance Committee to make recommendations to the BOT regarding future meeting agenda items and programs, i.e. presentations, guest speakers or Board training. Trustees who volunteered for the committee included Kris Miller, Bidtah Becker and Sonya Kelliher-Combs.

Action item(s):

Governance Committee: present the BOT with some recommendations for the committee during the February 2016 BOT meeting.

Add the Governance Committee to the February agenda

XIV. The Board of Trustees held an Executive Session from 10:28 a.m. to 10:41 a.m. (EDT).

XV. Brenda Kingery adjourned the Board of Trustees General Session Meeting at 10:43 a.m. (EDT).

INSTITUTE OF AMERICAN INDIAN ARTS

MUSEUM COMMITTEE MEETING MINUTES

Tuesday, October 27, 2015
Washington Marriott Wardman Park
Mezzanine Level, Jackson Meeting Room

Board Members:

Bidtah Becker
Brenda Kingery
Dr. Deborah Goodman
Dr. Robert Martin
JoAnn Balzer
Kristine Miller
Sonya Kelliher-Combs*

Staff:

Char Teters
Jacque King
Larry Mirabal
Patsy Phillips

Guests:

Del Curfman

Staff on Campus:

Bill Sayre

Not in attendance

Barbara Davis Blum
Barbara Ells*
Dr. Cynthia Chavez Lamar*
Loren Kieve
Princess Johnson

*Committee Members

Sonya Kelliher-Combs, Interim Chair, called the Museum Committee meeting to order at 9:01 a.m. (EDT).

I. Museum Update

- The second floor wing successfully opened as the Kieve Family Gallery on August 20, 2015, with the exhibition *Visions and Visionaries*. The Institute of American Indian Arts (IAIA) Museum of Contemporary Native Arts collaborated with the Museum of Indian Arts & Culture (MIAC), New Mexico Museum of Art and the Lensic Performing Arts Center in presenting 'Acting Out'. This was a symposium on Indigenous Performance Art featuring James Luna, Guillermo Gómez-Peña, and Rebecca Belmore. The Symposium Workshops are scheduled for Thursday and Friday, December 3-4, 2015. The performances at the Lensic Performing Arts Center will take place on Friday, December 4, 2015. Following the performances is an artists' panel discussion led by Lucy Lippard, Writer, Activist, and Curator. Del Curfman, Associate Student Government (ASG) President, will research sponsoring students to participate.
- IAIA Preforming Arts Chair Daniel Banks will sponsor Spiderwoman Theater, an American Indigenous women's performance troupe from New York, attending the "Acting Out" symposium. Preforming Arts, in partnership with Indigenous Liberal Studies (ILS), Student Life and the ASG will present Spiderwoman. Thursday, December 3, 2015, Muriel Miguel, co-founder and Artistic Director, shares her journey

and contributions to the Indigenous theatre movement. Saturday, December 5, 2015, the Storyweaving Workshop with Muriel Miguel and Gloria Miguel will take place in the IAIA Hogan. The symposium is made possible in part by a \$10,000 grant from the New Mexico Humanities Council.

- Kay WalkingStick: *An American Artist* exhibit will open at the National Museum of the American Indian (NMAI) on November 7, 2015. The exhibition is co-curated by NMAI Curator Kathleen Ash-Milby (Navajo) and associate director David W. Penney. Mr. Penney will provide a private tour of the exhibit today, October 27, 2015.
- Internship opportunities are available at the IAIA Museum of Contemporary Native Arts. The IAIA Museum has hosted internships with students from colleges and universities nationwide and may be eligible to receive college credits. The Museum currently has a Santa Fe Indian School senior, Fatima Garcia, from Santa Domingo Pueblo, serving as an intern
- The Turner Carroll Gallery, one of Santa Fe's 10 Best Contemporary Art Galleries, host *Albuquerque Academy Student Exhibition* each year. Patsy Phillips, Director of IAIA Museum, will research a possible partnership with IAIA.
- IAIA should research future partnership possibilities with the Denver Art Museum. The Museum's current exhibitions include: *Revolt 1680 / 2180* by Virgil Ortiz and *Super Indian*: Fritz Scholder.

Sonya Kelliher-Combs adjourned the Museum Committee meeting at 9:31 a.m. (EDT).

INSTITUTE OF AMERICAN INDIAN ARTS

FINANCE COMMITTEE MEETING MINUTES

Tuesday, October 27, 2015
Washington Marriott Wardman Park
Mezzanine Level, Jackson Meeting Room

Board Members:

Barbara Davis Blum*
Bidtah Becker
Brenda Kingery
Dr. Deborah Goodman*
Dr. Robert Martin
JoAnn Balzer
Kristine Miller
Sonya Kelliher-Combs

Not in attendance

Barbara Ells
Dr. Cynthia Chavez Lamar
Loren Kieve*
Princess Johnson

Staff:

Char Teters
Jacque King
Larry Mirabal

Staff on Campus:

Aimee Balthazar
Anthony Coca
Bill Sayre
James Mason
Todd Spilman

Guests:

Del Curfman

*Committee Members

Barbara Davis Blum called the Finance Committee meeting to order at 10:09 a.m. (EDT)

I. Budget to Actuals

- As of August 31, 2015, expenses are tracking 12% under budget.
- Institute of American Indian Arts (IAIA) is on track to reach the \$524,000 budgeted for our reserve account that will bring the available emergency funds to just over one million dollars.
- Statement of Revenues:
 - IAIA has achieved almost 108% of the FY15 projected revenue, about \$959,000.
- Schedule of Revenues and Expenditures:
 - IAIA has an excellent ratio; our net income number is at 24% of our revenue. The revenues are outperforming the expenditures by three million dollars.
- Schedule of Revenue and Expenditures:
 - Institutional Advancement's net income is almost \$384,000 as of August 31, 2015.
 - The Museum shop revenues have increased, \$47,000 over FY14 sales, which reported a loss.

- IAIA has an expanded the contract with the Campus Bookstore to accommodate the Rafter textbook program. Bookstore sales, art supplies and IAIA merchandise have increased to over \$5,000.
- As of August 31, 2015, Conference Services revenue has reached almost \$97,000. The FY15 goals were \$100,000, which IAIA expect to surpass again this year.
- Endowment:
 - The Finance Department has created a new endowment report. During the 3rd quarter of FY15, IAIA processed an endowment draw-down for \$165,000.
 - Wells Fargo outlined the changes that they will make in the IAIA portfolio.
 - They will move away from investing in commodities due to low inflation projections
 - Wells Fargo will begin overweighting equities and underweighting exposure to bonds.
 - They will move to overweighting equity hedge funds
- IAIA recently completed its first Rafter textbook distribution to students. We are now preparing to work through the first return period at the end of the Fall 2015 semester. Larry Mirabal, CFO and Guillermo Tilley, Campus Bookstore Manager, negotiated the price with Rafter to cover the overhead cost. Rolling the cost of the textbook into student tuition pays for the program. "Books are included with tuition" was added to admissions recruiting materials.
- On January 1, 2016, IAIA will implement the self-insured model that allows the college to reduce cost while enriching benefits. Employees' will notice a reduction in deductibles and out-of-pocket expenses. They will also notice the co-insurance portion changed from 70/30 to 80/20. There will be no change to employees' premiums for 2016.
- The Fitness and Performing Arts Building design process continues to move forward. IAIA has received a preliminary set of construction documents for review. The site work has begun, with the installation of a sidewalk, utility location and re-location work, and drainage.
- The Finance department is preparing for our first audit with the Jaramillo Accounting group.

II. Resolution(s)

- Barbara Davis Blum moved to accept resolution 2015-012: 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. Dr. Deborah Goodman seconded. There was no further discussion, Barbara Davis Blum called for a vote: in favor – 7, opposed – 0; abstained – 0. The Finance Committee will present Resolution 2015-012 to the Board of Trustees during the General Session meeting.

III. FY17 Budget Request and Justification

- Today, October 27, 2015, Dr. Martin and Larry Mirabal are scheduled to meet with Anna Naimark, Program Examiner for the Office of Management & Budget (OMB) to present the IAIA Fiscal Year 2017 budget request. We are predicting level funding that is \$9.469 million in FY 16. Thus IAIA has requested an additional \$350,000 to cover a pay cost increase for our employees in FY 17. The additional funds would also help us staff a new Performing Arts program and support the IAIA summer bridge program. IAIA is again requesting \$2 million in forward funding. The total budget request for Fiscal Year 2017 is \$11.819 million.

IV. Human Resources

- Todd Spillman, HR Director, reported three staff employees left IAIA, the Associate Director of Institutional Research, the Museum Lead Sales Associate and the Museum Preparator / Exhibitions Coordinator. IAIA has filled six positions, three staff and three Faculty, since the last reporting period.
- Mr. Spillman is working with Academic Dean, Charlene Teters to standardize the Affordable Care Act (ACA) policies on how IAIA calculates teaching hours for adjunct faculty.
- The Human Resources (HR) department will conduct the open enrollment period for 2016 benefits beginning on Monday, November 9, 2015.
- After reviewing the IAIA policies and procedures, Mr. Spillman concludes that IAIA is in compliance with all the Federal Regulations.

V. Facilities

- James Mason, Facilities Manager, and his staff continue to work on the Light-emitting diode (LED) replacement project.
- Relative to site preparation for the Performing Arts and Fitness Center, Bradbury-Stamm completed the utility relocation project and continued to work on the new sidewalks. A new Americans with Disabilities Act (ADA) sidewalk ramp was added to improve campus access for students.
- Phillip Cooney, Conference Services Director, and Mr. Mason are building the Summer 2016 conference schedule.

VI. Museum Shop

- There were no further updates for the Museum Shop.

Barbara Davis Blum adjourned the Finance Committee meeting at 10:57 a.m. (EDT).

INSTITUTE OF AMERICAN INDIAN ARTS

ACADEMIC AFFAIRS COMMITTEE MEETING MINUTES

Tuesday, October 27, 2015
Washington Marriott Wardman Park
Mezzanine Level, Jackson Meeting Room

Board Members:

Barbara Davis Blum
Bidtah Becker
Brenda Kingery*
Dr. Deborah Goodman*
Dr. Robert Martin
JoAnn Balzer
Kristine Miller*
Sonya Kelliher-Combs*

Staff:

Char Teters
Jacque King

Guests:

Del Curfman

Staff on Campus:

Carmen Henan
Dr. Bill Sayre
Nena Martinez-Anaya

Not in attendance

Barbara Ells
Dr. Cynthia Chavez Lamar*
Loren Kieve*
Princess Johnson

*Committee Members

Dr. Deborah Goodman called the Academic Affairs Committee meeting to order at 11:02 a.m. (EDT).

I. Academic Division

- The National Association of Schools of Art and Design (NASAD) Commission on Accreditation notified the Institute of American Indian Arts (IAIA) that we were granted renewal of our accreditation for nine years and approval of our plans for new degrees.
- This summer Dean Charlene Teters; Dr. Bill Sayre; Craig Tompkins; Felipe Colon; Jeminie Shell; and Nena Martinez-Anaya; reviewed and modified the Associate in Fine Arts (AFA) in Museum Studies, Cinematic Arts, and Studio Arts to be in Compliance with NASAD standards. Dean Teters; Dr. Sayre; Lara Evans; Nena Martinez-Anaya; Stephen Wall; and Valerie Nye participated in the first Higher Learning Commission (HLC) Assessment Academy: Roundtable and Results Forum. They are proposing an Indigenous assessment model as defined by Tribal Colleges and Universities (TCU). This Spring 2016 all departments will assess one department learning outcome using the designed

Indigenous model. The team used the proposed assessment model during the Monster Exhibit, focus on the evaluation of the students learning.

- IAIA made significant progress in addressing the Sculpture and Foundry issues regarding safety. The first bronze pour took place with Ed Noisecat, the Margaret A. Cargill Foundation artist-in-residence. There is a bronze pour schedule to coincide with the IAIA November open house with Gerald Clark, another Margaret A. Cargill artist-in-residence.
- Dean Teters has reorganized her staff. Sandy Hudson, Registrar, now reports to Dean Teters. This change allows them to concentrate on issues of academic integrity. The Dean welcomes three visiting professors, Neal Ambrose-Smith, Amber-Dawn Bear Robe and former faculty member, Jim Rivera.
- IAIA welcomed nine Dartmouth students and Professor Bruce Duthu, who are participating in their Native American Off-campus Program
- The Dean, with the assistance of the Marketing and Communications Department, will refresh the IAIA catalog to match the look of the new website.
- The Art-in-Embassies Project was an excellent collaboration between all aspects of IAIA. The Dean suggested this project could be an assessment project for the Board of Trustees, using the Indigenous assessment model. Dr. Jill Biden will host the Art-in-Embassies reception in honor of Tony Abeyta, Crystal Worl, Jeff Kahm, Courtney Leonard, and Dan Namingha, this evening, October 27th.

II. Student Success Center

- The Student Success Center has relocated the essential studies faculty to the academic areas in order to provide addition space for staff in student support services, Financial Aid, and Student Accounts.

III. Student Life Division

- Carmen Henan, Dean of Students, circulated the 2015 IAIA Annual Security Report to the IAIA community by email and posted it on the website on October 1, 2015.
- During the 2015 fall semester residential check-in, students could enroll in the RAVE emergency systems. Currently, 68% of resident students are enrolled in RAVE.
- Student Life purchased two on-line Title IX, Violence Against Women's Act training programs, one for faculty and staff and the second for students. IAIA will use these for the required annual training. In collaboration with the IAIA Human Resources Director and Dean of Academics, all faculty and staff will be mandated to take the training annually.
- In planning for increased enrollment, Dean Henan will establish a committee to explore and identify future on-campus and off-campus student housing. The committee will design and draft a housing plan for review.

- The 2015-2016 Associated Student Government (ASG) started the 2015 fall semester with all officer positions filled. ASG assigned students to twelve IAIA standing committees for the 2015-2016 academic year.

IV. **Admissions/Enrollment**

- IAIA has continued to grow Full Time Enrolled (FTE). The Fall 15 enrollment increased by 7.4% over Fall 2014. Most other colleges/universities have shown a decrease in FTE. IAIA has a goal of 700 FTE by 2017. We would like to reduce the overall cost-per-student, which is relatively high, even for a fine arts college.
- The High School Dual credit program established new partnerships with Shiprock High School, Career Prep High School, Cuba High School, Espanola School District and Santa Fe Public Schools.
- To empower students' success in higher education the Learning Lab will continue workshops in MLA Formatting; Critical Thinking; Time Management; Essay Writing; Learning Styles; Citation; and Scholarships. IAIA will offer these workshops at the Santa Fe Indian School during fall 2015, in conjunction with the dual credit program.
- IAIA will host the annual Grad School Day on November 6, 2015.
- The fourth annual Student Success Summit. Will be held on February 24, 2016. Dean Teters, Dean Henan, and Ms. Martinez Anaya selected *Leadership* as the summit topic. IAIA has invited Winona LaDuke to be the keynote speaker.

Dr. Debby Goodman adjourned the Academic Affairs Committee meeting at 12:09 p.m. (EDT).

INSTITUTE OF AMERICAN INDIAN ARTS
INSTITUTIONAL ADVANCEMENT COMMITTEE
MEETING MINUTES

Tuesday, October 27, 2015
Washington Marriott Wardman Park
Mezzanine Level, Jackson Meeting Room

Board Members:

Barbara Davis Blum
Bidtah Becker
Brenda Kingery*
Dr. Deborah Goodman
Dr. Robert Martin
JoAnn Balzer*
Kristine Miller
Sonya Kelliher-Combs*

Staff:

Char Teters
Jacque King

Guests:

Del Curfman

Staff on Campus:

Alex Shapiro
Bill Sayre

Not in attendance

Barbara Ells*
Dr. Cynthia Chavez Lamar
Loren Kieve
Princess Johnson

*Committee Members

Brenda Kingery, Chair, called the Institutional Advancement Committee meeting to order at 12:09 p.m. (EDT).

I. Draft Naming Opportunity Plan

- The policy for naming stipulates that when the Institute of American Indian Arts (IAIA) enters into a new campaign or building opportunity the Board of Trustees (BOT) are required to approve a Naming Opportunity Plan. Alex Shapiro, Director of Institutional Advancement, prepared a draft Naming Opportunity Plan for the Multi-purpose Performing Arts Center. Barbara Davis Blum moved to approve the Naming Opportunity Plan; Kris Miller seconded. The Trustees question the duration or number of years for a naming. Mr. Shapiro will provide recommendations at the February meeting. Mr. Shapiro and the building architect are researching ideas for acknowledgment opportunities for donations under \$7,500. Mr. Shapiro plans to work with Laurie Logan Brayshaw, Sponsored Programs, to raise support among foundations and corporations.

Action Item(s):

Prepare resolution – Amendment to Gift Agreement - Naming duration

II. FY 2015 Accomplishments

- As of September 30, IAIA raised over \$870,000 in net donations for the 2015 fiscal year.
- The Gala dinner and auction raised \$171,000 in net revenue.
- The annual Emergency Fund net result was \$227,000.
- There are 15 new President's Circle members. The Institutional Advancement staff organized the first President's Circle weekend of activities in May to coincide with Commencement.

III. FY 2016 Priorities

- Between the annual campaign and the campaign for the Performing Arts and Fitness Center. The Institutional Advancement has established a two million dollars fundraising goal for the fiscal year 2016.
- Launch the Lloyd Kiva New Legacy Circle, the planned giving program.

IV. IAIA Alumni

- The Alumni Council with assistance from Chee Brossy, Alumni and Constituent Relations Manager, and Alex Shapiro, is focused on building stronger communication processes with the alumni.
- The Alumni Council will refine the election process; elections will take place in August.
- Mr. Brossy worked with Dr. Bill Sayre, Director of Institutional Research and Louise Blazquez, Career Advisor, to develop a system to track alumni and collect their perceptions of IAIA.
- Mr. Brossy and Alex Shapiro are planning an event June 2016 in Oklahoma City during the Red Earth Festival.

V. IAIA Foundation

- The Foundation adopted 2016 fiscal year budget that includes a new project for the foundation members. They will be raising money for a Foundation Board Project Fund. The Foundation Board will use the Project Fund to pay for priority projects that Dr. Martin presents to them.
- Effective immediately Linda Off resigned from the IAIA Foundation Board. Dr. Martin, Mr. Shapiro and Mark Bahti, Foundation Chair, are looking at potential Foundation candidates.

Brenda Kingery adjourned the Institutional Advancement Committee meeting at 12:59 p.m. (EDT).

INSTITUTE OF AMERICAN INDIAN ARTS
CENTER FOR LIFELONG EDUCATION COMMITTEE
MEETING MINUTES

Tuesday, October 27, 2015
Washington Marriott Wardman Park
Mezzanine Level, Jackson Meeting Room

Board Members:

Barbara Davis Blum
Bidtah Becker*
Brenda Kingery*
Dr. Deborah Goodman
Dr. Robert Martin
JoAnn Balzer
Kristine Miller*
Sonya Kelliher-Combs*

Staff:

Jacque King
Larry Mirabal
Patsy Phillips

Guests:

Del Curfman

Not in attendance

Barbara Ells*
Dr. Cynthia Chavez Lamar
Loren Kieve
Princess Johnson*

Staff on Campus:

Charlene Carr
Dr. Bill Sayre

*Committee Members

Bidtah Becker, Chair, Called the Center for Lifelong Education Committee meeting to order at 1:07 p.m. (EDT).

I. USDA Programs

- Ms. Carr served as the Interim CLE director since June; her position has permanently changed to Director, Land Grant Programs.
- The Extension Program provides outreach and services through technical and educational assistance to individuals and tribes. Charlene Carr, Director of Land Grant Programs, developed a separate land-grant tribal needs assessment survey that focused on agriculture and targets tribal farmers and ranchers. Ms. Carr and Dr. Bill Sayre, Director of Institutional Research, have developed a draft of the Land Grant strategic plan. The plan includes the development of a tribal community advisory committee to seek further input from the communities that we are serving.
- Ms. Carr, with Dr. Martin's approval, has re-organized the Center for Lifelong Education (CLE) to focus on land grant extension and research programs. The building name remains and the CLE contains the Student Life department, Continuing Education, Associate Student Government offices, the Land Grant offices and the Alumni Relations office.

- The Beginning Farmers and Ranchers program ended. IAIA did not receive funding to move forward. Ms. Carr will continue to submit grants to pursue this program in the future. Both the Northern and Southern Pueblos support the Beginning Farmer and Rancher program. The Supplemental Nutrition Assistance Program Education (SNAP-Ed) program ended, the infrastructure of the program was not useful to the needs of the communities. One of the Land Grant priorities is to refocus on health and wellness to meet the need assessments of the Native communities.
- Ms. Carr reviewed the Land Grant Priorities included in the Land Grant Plan Draft.
 - Strengthen Land Grant Operations
 - Crop production
 - Increasing Native youth programs
 - Provide training and support to small agricultural businesses
 - Focusing on health and wellness
 - Explore building a soil testing laboratory
- The Land Grant Programs focus on extension and research. The program is developed to expose Tribal college students to original research, design, and methodology. The USDA provides funding for the agriculturally related program. During the academic semester, IAIA faculty mentor students. In the summer, the students travel to the New Mexico State University Research Center to study and experience new design and research methodologies. Ms. Carr has four research students and two Land Grant student workers participating in the extension and outreach program.

Bitah Becker adjourned Center for Lifelong Education Committee meeting at 1:53 p.m. (EDT).

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

**Board of Trustees
Teleconference Meeting
Monday, January 25, 2016**

Board Members:

Loren Kieve
Barbara Davis Blum
Barbara Ells
Dr. Deborah Goodman
Dr. Robert Martin
JoAnn Balzer
Kristine Miller
Princess Johnson

Not in attendance

Bidtah Becker
Brenda Kingery
Dr. Cynthia Chavez Lamar
Sonya Kelliher-Combs

Staff:

Jacque King
Larry Mirabal

- I. Loren Kieve, Chair, called the Board of Trustees conference call to order at 1:01 p.m. MST.
- II. A quorum established with seven voting Trustees on the conference call.
- III. The MFA Tuition Increase resolution calls for the tuition increase to become effective in fall of 2016. Students already enrolled in the MFA in Creative Writing program will continue to be charged the current rate. Barbara Davis Blum moved to approved Resolution 2016-001 FY16 MFA Tuition Increase. 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 adopts the tuition increase for the MFA-Creative Writing program. Dr. Deborah Goodman seconded. There was no further discussions, Loren Kieve called for a vote: in favor – 7; opposed – 0; abstained – 0; Resolution 2016-001 passed.
- IV. The VALIC resolution is an Internal Revenue Service required plan update only; there are no changes. The Institute of American Indian Arts (IAIA) established the IAIA 401(a) retirement plan for the exclusive benefit of its employees. Barbara Davis Blum moved to approved Resolution 2016-002 VALIC: Resolution Authorizing Amendment and Restatement of Retirement Plan. Resolved further, that the

appropriate representative of the Employer (IAIA) be, and the same hereby are authorized and directed to; (i) execute the adoption agreement to the VALIC Retirement Service Company Retirement Plan for Governmental Employers document as approved; (ii) execute all other documents and to do all other things as may be necessary or appropriate to make the VALIC Retirement Service Company Retirement Plan for Government Employers document effective January 1, 2015, including the execution of any amendments required by the Internal Revenue Service in order to continue and maintain the qualified and exempt status of the Plan; and (iii) execute any other documents required to obtain reliance on advisory letters issued to the VALIC Retirement Services Company Retirement Plan for Governmental Employers by the Internal Revenue Service. Kris Miller seconded. There was no further discussions, Loren Kieve called for a vote: in favor – 7; opposed – 0; abstained – 0; Resolution 2016-002 passed.

- V. Dr. Deborah Goodman moved to approved Resolution 2016-003 regarding reappointment of Dr. Cynthia Chavez Lamar as a Trustee. Therefore, be it resolved, that the Board of Trustees of the Institute of American Indian And Alaska Native Culture and Arts Development authorizes the Chairman of the Board to transmit the recommendation to the President that Dr. Cynthia Chavez Lamar be reappointed. JoAnn Balzer seconded. The Trustees discussed their commitment to attend all scheduled Board of Trustees Meetings. There was no further discussions, Loren Kieve called for a vote: in favor – 7; opposed – 0; abstained – 0; Resolution 2016-003 passed.
- VI. Louise and Alan Schwartz from the Truman Capote Literary Trust increased their annual donation to \$50,000 for graduates and undergraduates in the Creative Writing programs. The Institute of American Indian Arts also receives an annual \$50,000 donation for graduate scholarships from the Lannan Foundation.
- VII. Loren Kieve adjourned the Board of Trustees teleconference at 1:18 p.m. MST.

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

RESOLUTION # 2016 – 004

FEBRUARY 19, 2016

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, 2015 through December 31, 2015, which are listed below:

1st Quarter (October 1 – December 31, 2015)

Gifts of \$ 506,360	\$ 164,668	Scholarships & Endowments;
	\$ 6,179	General Donations & Gifts In Kind;
	\$ 335,513	Grant Proceeds and Temporarily Restricted Gifts (see attached detail)

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 _____

Deborah Goodman, Secretary

SCHEDULE OF GIFT REVENUE
For the Quarter Ending Dec. 31, 2015

FISCAL YEAR 2016	IAIA				1st Qtr
Gift/Donor	Fund	Oct-15	Nov-15	Dec-15	Total
Allan Houser Scholarship	3156			\$ 5,970.00	\$ 5,970
Emergency Student Fund	3002			449	449
General Scholarships	3101			131,593	131,593
IAIA Board of Trustees Endwd Schlrsip	1388			669	669
IAIA BOT Scholarship Fund	3142			24,961	24,961
Jeri Ah-be-hill Scholarship	3162			50	50
MFA Scholarship Fund	3155			375	375
Permanent Endowment	1390			601	601
TOTAL SCHOLARSHIPS/AWARDS		\$ -	\$ -	\$ 164,668	\$ 164,668
General Donations	5001			\$ 2,812	\$ 2,812
Museum Membership	5004			3,367	3,367
TOTAL - UNRESTRICTED		\$ -	\$ -	\$ 6,179	\$ 6,179
Balzer Contemporary Edge Gallery	4100/185	\$ -	\$ -	\$ 250	\$ 250
Celebrating 50 Years Capital Campaign	6152			511	511
Center for Arts & Cultural Studies-Restricted	4100			165	165
Collections Digitization Project	4258	2,699			2,699
Fringe Benefits	4100/07	1,000			1,000
NMAI Arts Organization Leadership Program	4253			2,461	2,461
NRCS Cooperative Agreement	4927	5,000			5,000
PNM Reduce Your Use Balzar Gallery	4100/08		3,450		3,450
SNAP-ED	4837			16,678	16,678
Southern Pueblos Beginning Farmers & Ranchers	4923		63,599		63,599
Summer Bridge Program - Trust	4100/188	180	60		240
Tribal Eco Ambassador Program	4150			7,000	7,000
USDA - Capacity Bldg in Outreach Year 2	4921/01	3,288			3,288
USDA - Capacity Bldg in Outreach Year 3	4921/02			4,685	4,685
USDA - IAIA Seed Library Yr 1	4925	8,696		15,351	24,047
USDA - Student AG. Research	4926	3,652		1,506	5,157
USDA - Student Research Experience & Visiting	4922	772		2,622	3,394
USDA Rural Development Agreement	4839		6,124		6,124
USDA Tribal Colleges Endowment Program	4013	5,760		11,986	17,746
USDoE - Title III IAIA Development	4427	168,019			168,019
TOTAL - RESTRICTED		\$ 199,065	\$ 73,233	\$ 63,215	\$ 335,513
GAAP BASIS MONTHLY TOTAL		\$ 199,065	\$ 73,233	\$ 234,062	\$ 506,360

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

RESOLUTION # 2016 - 005

February 20, 2016

Whereas, the Chief Financial Officer of the Institute of American Indian Arts has reviewed and recommends the acceptance of the audit of Fiscal Year 2015 – October 1, 2014 through September 30, 2015.

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 Fiscal Year 2015.

Offered by: _____

Seconded by: _____

Vote: Aye _____ Nay _____

Attachments: Yes _____ No _____X_____

Deborah Goodman, Secretary

IAIA Board of Trustees Committees

February 2016

<p>Executive, Dr. Martin, President</p> <p>Loren Kieve, Chair Brenda Kingery, Vice Chair Barbara Blum, Treasurer Deborah Goodman, Secretary Cynthia Chavez Lamar, Member at Large</p>	<p>Academic Affairs, Char Teters, Dean</p> <p>Deborah Goodman, Chair Cynthia Chavez Lamar Loren Kieve Brenda Kingery Kristine Miller Sonya Kelliher-Combs</p>
<p>Finance, Lawrence Mirabal, CFO</p> <p>Barbara Blum, Chair Debby Goodman Loren Kieve</p>	<p>Institutional Advancement, Alex Shapiro, Director</p> <p>Brenda Kingery, Chair JoAnn Balzer Barbara Ells Sonya Kelliher-Combs</p>
<p>Museum, Patsy Phillips, Director</p> <p>Sonya Kelliher-Combs, Interim Chair Barbara Ells Bidtah Becker Princess Johnson</p>	<p>Audit, Lawrence Mirabal, CFO</p> <p>Bidtah Becker, Chair Kristine Miller Barbara Ells</p>
<p>Board Liaisons:</p> <p>Accreditation: Debby Goodman Kris Miller</p> <p>Gala: JoAnn Balzer Barbara Ells</p>	<p>Center for Lifelong Education, Charlene Carr, Interim CLE Director</p> <p>Bidtah Becker, Chair Barbara Ells Brenda Kingery Kris Miller Princess Johnson Sonya Kelliher-Combs</p>
<p>Every board member's goal: memorize IAIA's mission statement:</p> <p>To empower creativity and leadership in Native arts and cultures through higher education, lifelong learning and outreach.</p>	<p>Honorary Doctorate Committee</p> <p>Debby Goodman JoAnn Balzer</p>