

OFFICE OF FINANCE AND ADMINISTRATION BI-MONTHLY REPORT – NOVEMBER 2024

Division:

- Finance and Accounting Department Raychelle Leonard, Controller
- Human Resources Department Perphelia Fowler, Director of Human Resources
- Information Technology Department Ihab Saleh, Director of IT
- Campus Security Dept Emery Deschine, Acting Security Supervisor,
- Operations & Maintenance Dept Claude Sandoval, Facilities Supervisor

Mission

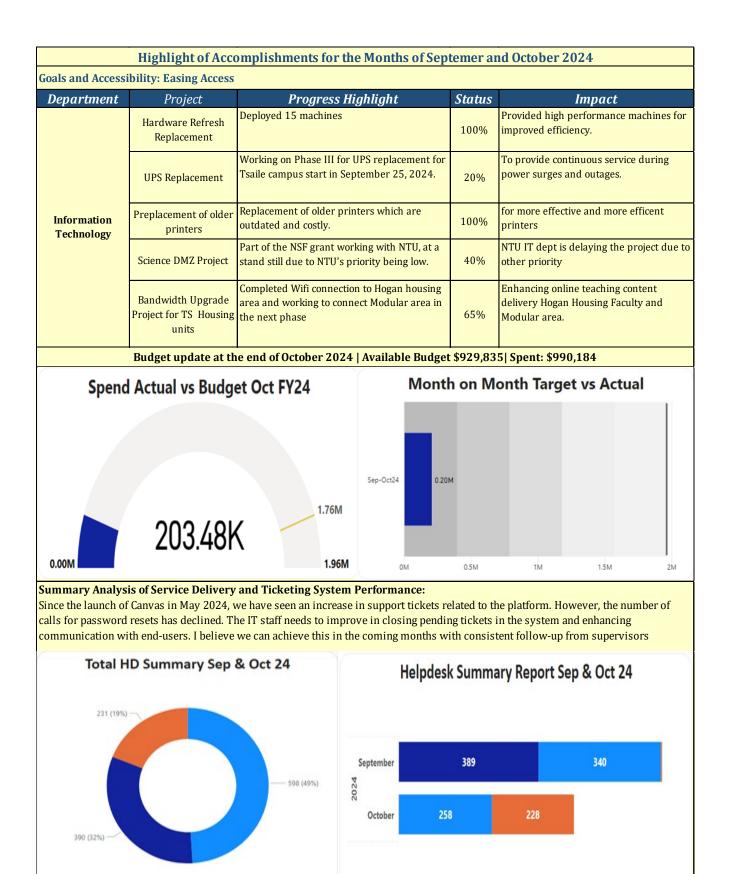
To accurately report the financial position of Diné College, its department, and business activities for all stakeholders who have a vested interest in the financial activity and health of Diné College.

Vision Statement

To offer the highest level of financial service and be result-oriented department for the College.

Submitted by Bo Lewis, VPAF Diné College 10/31/2024

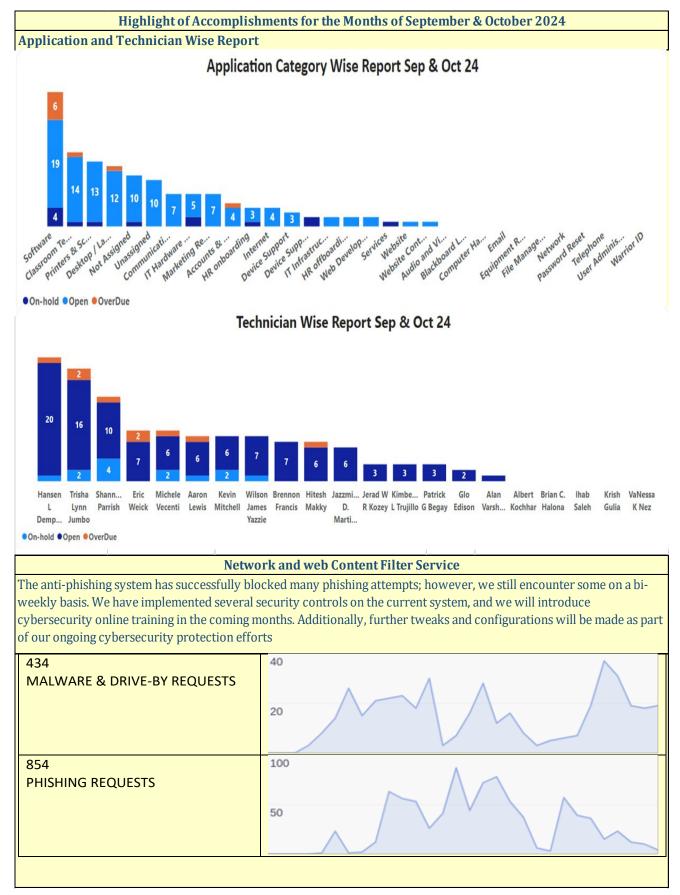
	Highlight of Acco	mplishments for the Months of Sept	ember a	nd October 2024
Department	Goals	Progress Highlight	Status	Impact
Goals and Objective	e: Campus Health & We			
	Audit for FY 23-24	The Books were closed for FY 23-24, now the reconciliations and scrubing begins.	10%	To ensure DC's Audit are done timely and accurate for annual reporting and
	O&M Assessment	The CESO are wrapping up the work, there will be a scheduled final report and presentation. The staff will also shadowing the	90%	To provide support and enhance O&M's optimal capacity to support the College in their operations
	Improvement in AP, processing /HR hiring P&P, O&M workorder, IT ticketing	As we use the current Softdoc forms, some adjustments are necessary as we reevaluate additional use for the forms already in use.	60%	To be accountible to the internal customers, by ensure tracking and monitoring on PR, TA, complaints, Onboarding, workorder, IT ticketing
VP of Finance	Training employees	Facility Supervisor is enroll in Facility Mgmt Course. HR is in the process of revising all Policies and procedures. A Task Group has been established to review Policies for	40%	Staff development and retention for Staff. To achieve efficency and provide enjoyable work environment.
	Finance Ph II of YearOut Project	Phase I was completed as of June 30, 2024, some pendign projects to use the Continency for issues that came up during the project's, Phase II of YearOut project is completed and only part left on the Solar is the transformer to come in to complete the Solar farm to be	90%	To power the College without leaving Carbon footprint. Be a leader in the green initiatives. Upgrade the HVAC system and ventilation.
	Outside Learning Center Improvements	There were no bidder for the 1st RFP, 2nd one had 1 bidder, might go with that bidder.	40%	To use technology and asethetic to be responsive to students learning environment.
Goals and objective	s: Campus Health & W	ellnes: Financial Health		
	Annual Audit	FY23 Single Audit Received from KPMG on Oct 24th	100%	To ensure accurate financial reporting of Federal Expenditures of federal awards in
Finance/	Electronic process	Electronic forms monitoring for easier submission with accurate information.	100%	To allow accurate processing of electronic forms for more effective & timely manner.
Accounting	Department Goals	FY24 Finance Division goals revision needed for current fiscal year	5%	Finance Dept goals for FY24-25 are to ensure procedures are in order and on
	Year End Closure	FY24 Year End closure bagans in October	5%	Finance Team working to ensure timely and accurate transaction posting of FY24.
Goals and Objective	es: Culture and Environ	ment: Integrate K'é & Lifelong Learning		
	Recruitment and Onboarding	DHR hired a new Recruitment Specialist and is collaborated with IT on the onboarding flow chart. We also are embracing the Isolve Hire system for further recruitment.	70%	This impacts the overall institution and its programs on improving timely hiring.
Human Resources	Employee Wellness Program and implementing Financial Literacy	Human Resources continues to conduct several trainings for staff and faculty. Trainings are conducted virtually and slowly moving back to in-person training	80%	Interactive with Leadership and its progr4am can create new skill in communication and decision making.
	Institutional Policies and Procedures	In collaboration with all department and programs. DHR is reviewing and in the process on amending the Personnel Policies and Procedure Manual	50%	Outdated policies and procedures may cause confusion and lack of accountability.
	Institutional Training and Development	Human Resources recently implemented the Employee Wellness Program Program and is now collaborating with BOK financial in including Financial Literacy Education	80%	Interactive with leadership and its programs can create new skills in communication, decision-making.



Office of Finance and Administration

Inbound Completed Overdue

Completed Inbound Overdue



Office of Finance and Administration

	Hignlight of	Accomplishments for the Months of	& May a	& June 2024		
acilities: M	aintain current Fac					
Department	t Project	Progress Highlight	Status		Impact	
	Work with Consultant CESO	Last phase to be On site shadowing to expand the capacity of supervisors to be scheduled.	90%	coordination of SOP were devel	guidances from CESO, schedules, Policies and oped for processes and laintenance and	
	Establish Preventative Maintenance Plan	Setting up preventive maintenance schedules in AE and gathering revelent datum to ensure comprehensive coverage.	95%	To ensure maintenance are done in timely manner to prevent unexpected failure in the future to		
0&M	Project Differentiation & Impact	Working with Capital Projects on weekly basis for update on projects to ensure collaboration with all department in meeting their maintenance needs.	on - going		verlap in O&M and CP overall effectiveness.	
	System Proliferation	Inventory data is scheduled to be uploaded to AE on 11/06. HR will train Employees on Event Manager 1st week of November. O&M will provide workflow process for presentation.	60%	assign and mon streamlining pr	em in place to plan, itor workload. By ocesses it can enhance d reduce confusion	
	OCTOBER	2024 O&M Non-Pers	sonn	el Budg	et	
			\$-		Travel	
			\$2	20,625.11	Supplies	
			\$-		Rental	
			Ś	30,238.15	■ R&M	
				369.43	Service	
	Training					
			\$		 Training Capital 	
	Septe	ember to October Work	\$	-		
485			\$ Requ	- 1ests		
485		ember to October Work ests (increase of 27 workord Work in Progress	\$ Requ	- 1ests	Capital	
		ests (increase of 27 workord	\$ Requ	- 1ests	Capital	
159		ests (increase of 27 workord Work in Progress	\$ Requ	- 1ests	Capital	
159 301		ests (increase of 27 workord Work in Progress Complete	\$ Requ	- 1ests	Capital	
159 301 11 14	New Reque	ests (increase of 27 workord Work in Progress Complete Parts on Order	s Requ ler req	1ests 1ests) est Stat 11% 5hi 11% 5hi 7% 0% 0% 0%	Capital	
159 301 11 14	New Reque	ests (increase of 27 workord Work in Progress Complete Parts on Order Other		1ests uests) est Stat 11% 5% 4% 5% 0%	Capital	
159 301 11 14	New Reque	ests (increase of 27 workord Work in Progress Complete Parts on Order Other t Oct. Work Re		1ests uests) est Stat 11% 5% 4% 5% 0%	Capital	
159 301 11 14	New Reque	ests (increase of 27 workord Work in Progress Complete Parts on Order Other t Oct. Work Re		1ests uests) est Stat 11% 5% 4% 5% 0%	Capital	

		-	nts for the Month of Septen	ber and	October 2024
	vironment: Global (-			
Department	Project		ogress Highlight	Status	Impact
	Maintaining a safe campus Enviroment		o day campus wide with foot, Ind stationary patrol	on-going	Crime prevention, secure premises and migating risks on all campuses
	Networking, additional Services		NN Police, EMS, Fire Rescue ounty Sheriff's Dept.	80%	To be ready have protocols in place with first responders in case it needed.
	Trainings	Instructors. N	se CPR/First Aid/AED ew in-house DDC instructor, se patrol officers	80%	Enhancing staff knowledge by establishing in-house expertise to educate the faculty, staff and students
Security	Speed Limit, traffic responses	Administratic bumps install campus. Awai	on with local DPS/BIA and n, we working to get speed ed to enforce speed limit on ting speed bumps to be BIA Roads, supply is on	50%	Provide Public Safety for the students, staff and faculty on the roads and campus.
	Evaluate camera surveilance on all sites	working to de Identified SUE	on with Admin, DHR and IT ploy security cameras, Building, Gym, cafeteria, and ce areas, where cameras are	50%	Security cameras will assist in deter crimes on the campuses with limited personnel
			h of September 20	24	
20%-@urfew Violation19%-@pen Door on Premises19%-@roperty Damage6%-Motor Assistance6%-Motor Assistance6%-Suspicious Circumstance3%-@ourt Document3%-@roperty (lost/found)1%-Basault-Minor1%-Damestic Violence1%-Domestic Violence1%-Escort (person/vehicle)1%-Eneram (discharged)1%-Elerason (missing/lost)1%-Elerason (vehicle)1%-Elerason (vehicle)<					
		Mor	th of October 202	4	
10 10 10	55	19 9 10 10 10 10 10 10 10 10	26% - Øpen Door 19% - Øurfew Vie 12% - Service Ca 7% - Suspicious Ø 6% - Motor Assis 6% - Suspicious Ø 4% - Eroperty Da 4% - Eelay Civilia 3% - Ørunkennes 3% - Eollow-up (1% - Øisturbance 1% - Escort (per 1% - Eirearm (di 1% - Encident w/ 1% - Medical Ser	olation ll Circum stance Person amage an ss (incide e (figh son/v scharg ' Anim	n nstance n/vehicle ent) t) ehicle) ged)
Total: 69 incident reports1% -Medical Transport19 incidents involving students1% -Eraffic (parking)					t

Office of Finance and Administration

Personnel Demographic

<u>Separation(s)</u>

Termination from Sept to Oct 2024		
Voluntary Resignations		
President	1	
Student Success	3	
Fin & Admin	3	
Academic Affairs	3	
Total	10	
Reason for Separations:		
0 retired, 7 voluntary resignations (5 Hired at other org with higher salary, 2 medical), 3 termination (2 Policy violation)		

<u>New Hires</u>

10 New Hires from Sept to Oct 2024			
Student Affairs	7		
Academic	6		
Finance & Administration	6		
President/Research & Grants	0		
External Campus	0		

Personnel

Staff (Exempt)	84
Staff (Non-Exempt)	152
Staff (Reg Part-time)	1
Interim	4
Faculty	54
Part time/FT Temporary	13
Tot	al 308

Vacant Positions

25 Vacant Positions from Sept to Oct 2024
1 position = Advertised for 1-10 days
3 positions = Advertised for 11-15 days
0 position = Advertised for 16 - 20 days
19 positions = Advertised for 21 and more days
2 positions = Advertised for Student Employment

Benefits

1. FMLA: 1 active claim
2. Navajo Nation Employee Benefits Short-Term
Disability: 0 Active Claims
3. Workmen's Compensation: 1 claims
5. Workmen's compensation. I claims
4. 401k: No Change
5. Housing
a. Completed Fall Housing Inspection
b. Issued 2 citations, related to
unsatisfactory conditions.
6. Diné College Insurance: Risk Mgmt. Program
a. In collaboration with Fin & Adm and
O&M, an in-person training on Facilty usage and Insurance approval process
and Procedures for all campus sites will
be done.
7. Upcoming Events Professional Development Training
Topic: Leadership Skills;
Thursday, Oct 3, 2024, 10 AM at
Crownpoint Campus.
Topic: Facility Usage and Insurancee P&P
through Event Brightly System.
Monday, Nov 4, 2024 1-2pm TC
Wednesday, Nov 6, 2024 9-10am WR
Friday, Nov 9. 2024 10-11am SR
Tuesday, Nov 12-2024, 10-11am TS

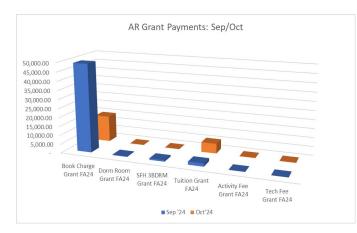
FINANCE AND ADMINISTRATION DIVISION'S CHALLENGES & OPPORTUNITIES

IT		Objectives	Results	
		Increase IT Department Capacity	The IT department will be posting a position for an Advanced Technical level 1 role	
	ac Improve Technology Planning & Organizational Readiness IT		The IT Dept has developed a new IT ticketing workflow to enhance accountability and ownership amont IT staff IT dept is currently developing an Incident Response Plan and a Disaster Recovery Plan.	
		Planning & Execution of Short-Term Projects	It is workign on adding and redefining cybersecurity policies and SOP to enhance alignment and effectiveness	
II	[Challenges	Opportunity	
		Anticipation for SoftDocs End-Users Training	Utilizing Drones for Security, IT and LG and O&M	
		Business Process Documentation for Every dept		
N		Objectives	Results	
	Inst	itutional Compensation Study	REDW will update the Salary Compensation and Department of Human Resources will be submitting the requested information to complete the compensation study for implementation.	
	Employee Supplemental Retirement Program		Was approval at Committee Level, awaiting funding to move forward	
HR		Challenges	Solution	
	Title IX Department is not fully staffed and unable to provide a full orientation.		Collaborating with VP of Fin & Admin and VP of Student Success, Title IX was remapped and reviewing the position to advertise.	
	Here to review Budget to ensure 3 events are well funded for HR to host		The budget 2K less than last year's budget, if additional funds are needed, will work with Budget Coordinator to reallocate funds if necessary.	
Fina	nce	Challenges	Solution	
Sept-Oct	t	Electronic forms- Employee Master File	Work with HR department on updating employee/supervisor information in HR module in Employee Master file. SoftDoc forms	
Sept-Oct	t	FY 24 Grant Accounts	Departments are not sending to Finance invoices that are sent directly to their office. Requisitions for these invoices are not generating in the online RQ process for timely payment to vendors	

Security	Objectives	Results	
	Get a cerifeid instructor for Active Threat	Pending decision to get proper Certification course.	
More training for Security Staff S		Schedule training while maintaining full operation on all campuses.	
	Timely and accurate reporting to Jeanne Clery website on campus security activities	Need training and in process of secure training to gain knowledge ensure proper reporting.	
Security	Challenges	Solution	
	Lack of Manpower, Security Dept currently has 3 positions open	2 new Security officers hired for Tsaile and TC and new dispatcher for Tsaile.	
	Community Crimes, attention divert from campus security	Get more tactical training for Security staff and upgrade equipment.	

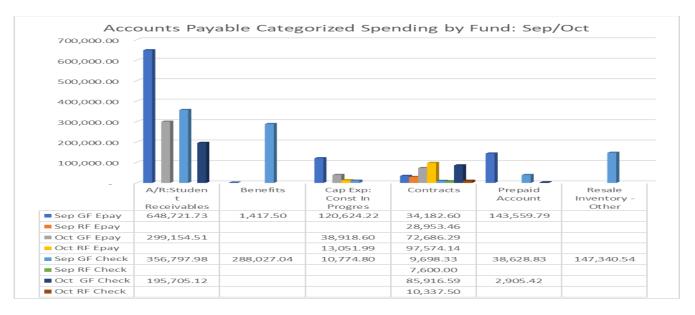
0&M	Objectives	Results	
Sept-Oct	Improve Inventory Tracking	We have categorized our inventory and are now preparing to uploa it into Inventory Direct, which will enable automated tracking 80% complete	
Sept-Oct	Enhance Equipment Reliability	Schedule routine Audits and inspections to identify wear and tear o potential issues before they escalate.	
Sept-Oct	Optimize Resource Management	Cross-train employees to perform multiple roles, increaseing	
Sept-Oct	Increase Efficiency	Regularly assess key performance indicators from Asset Essentials such as average completion time and backlog levels, to identify bottlenecks in the work order process.	
0&M	Challenges	Solution	
Sept-Oct	Failing infrastructure, underground utilities throughout the campus.	Regular Assessment and Audits: Conduct routine assessments to identify areas that require maintenance or upgrades. Use data	
Sept-Oct	Compliance And Regulatory Issues	Conduct Training Sessions: Provide ongoing training for staff on compliance requirements and best practices, fostering a culture of awareness and accountability.	
Sept-Oct	Communication Breakdowns	Regular Team Meetings: Hold regular meetings to discuss ongoing projects, updates, and challenges, fostering an open environment for sharing information and feedback.	
Sept-Oct	Chemical Spill incident in classroom	There was a classroom chemical spill in GCB, It was closed off to student and staff. Contacted NNEPA & NNOSHA for an on-site assessment, All Nations Environmental did the cleanup, the room was deemed safe on October 17, 2024. It was documented and reported to relevant authorities. Steps were taken to ensure safety protocols are taken in future chemical disposal in STEM Classrooms.	
Sept-Oct	Animals Control Efforts: Community members dump their unwanted dogs on campus site.	This is a continuing problem, resources go to care for the animal until they are taken to shelter in nearby facilities. Some are adopte by staff and faculty.	

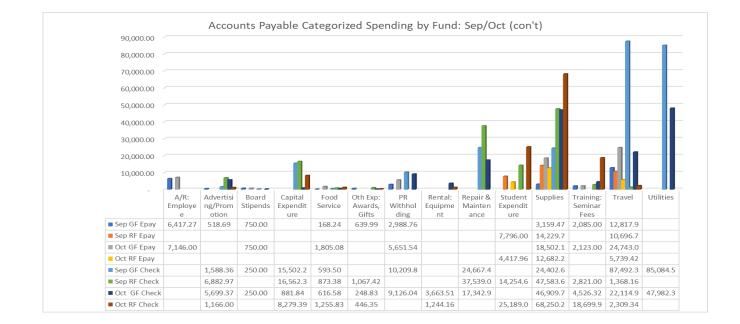
Accounts Receivable Grants Payments):



Grant Payments:	Sep '24	Oct'24
Book Charge Grant FA24	49,262.11	14,665.23
Dorm Room Grant FA24	360.00	-
SFH 3BDRM Grant FA24	838.71	-
Tuition Grant FA24	1,732.50	5,527.50
Activity Fee Grant FA24	-	175.00
Tech Fee Grant FA24	-	140.00
Grand Total	52,193.32	20,507.73

Account Payable Payments (Checks & e-payments for Sept and Oct 2024):

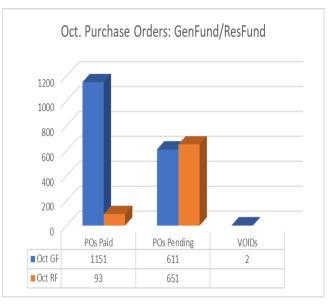




	Sep. Oct Epayments: GenFund/ResRund			Sep. Oct Checks: GenRund/ResFund					
Accounts Payable	Sep GF Epay	Sep RF Epay	Oct GF Epay	Oct RF Epay	Sep GF Check	Sep RF Check	Oct GF Check	Oct RF Check	Grand Total
A/R: Employee	6,417.27		7,146.00						13,563.27
A/R:Student Receivables	648,721.73		299, 154.51		356,797.98		195,705.12		1,500,379.34
Advertising/Promotion	518.69				1,588.36	6,882.97	5,699.37	1,166.00	15,855.39
Benefits	1,417.50				288,027.04				289,444.54
Board Stipends	750.00		750.00		250.00		250.00		2,000.00
Cap Exp: Const In Progres	120,624.22		38,918.60	13,051.99	10,774.80				183, 369. 61
Capital Expenditure					15,502.23	16,562.39	881.84	8,279.39	41,225.85
Contracts	34,182.60	28,953.46	72,686.29	97,574.14	9,698.33	7,600.00	85,916.59	10,337.50	346,948.91
Food Service	168.24		1,805.08		593.50	873.38	616.58	1,255.83	5,312.61
Local Grants & Contracts						4,500.00			4,500.00
Oth Exp: Awards, Gifts	639.99					1,067.42	248.83	446.35	2,402.59
PR Withholding	2,988.76		5,651.54		10,209.82		9,126.04		27,976.16
Prepaid Account	143,559.79				38,628.83		2,905.42		185,094.04
Rental: Equipment							3,663.51	1,244.16	4,907.67
Repair & Maintenance					24,667.41	37,539.06	17,342.95		79,549.42
Resale Inventory - Other					147,340.54				147,340.54
Student Expenditure		7,796.00		4,417.96		14,254.64		25, 189.03	51,657.63
Supplies	3,159.47	14,229.77	18,502.10	12,682.27	24,402.61	47,583.67	46,909.71	68,250.23	235,719.83
Training: Seminar Fees	2,085.00		2,123.00			2,821.00	4,526.32	18,699.90	26,955.22
Travel	12,817.94	10,696.76	24,743.06	5,739.42	87,492.33	1,368.16	22,114.90	2,309.34	167,281.91
Utilities					85,084.50		47,982.39		133,066.89
Grand Total	978,051.20	58,375.99	471,480.18	133,465.78	1,014,332.77	141,052.69	530,615.08	137, 177.73	3,464,551.42
GF : General Fund	RF: Restricted	Fund							

Purchase Orders Sept and October 2024:



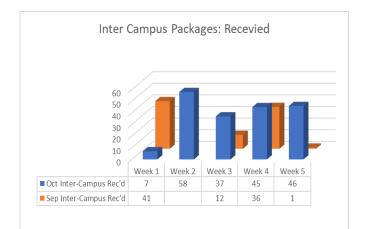


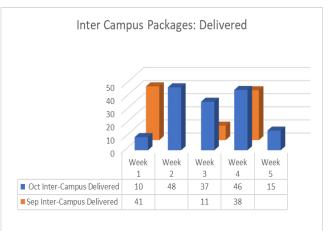
	Sep: GenFund/ResFund		Oct: GenFund		
Processed	Sep GF	Sep RF	Oct GF	Oct RF	Total
POs Paid	2531	421	1151	93	4196
POs Pending	263	385	611	651	1910
VOIDs	62	4	2		68
Grand Total	2931	818	1971	972	6692
GF :					

General Services Receiving for Sept and October 2024:

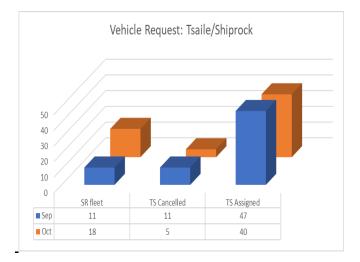




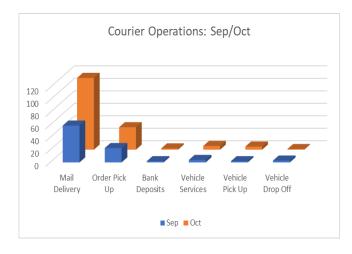




Courier/Vehicle Usage:



	SRfleet	TS Cancelled	TS Assigned	Total VR
Sep	11	11	47	69
Oct	18	5	40	63



Objectives:	Sep	Oct
Mail Delivery	59	115
Order Rick Up	23	36
Bank Deposits	2	2
Vehicle Services	4	6
Vehicle Pick Up	2	5
Vehicle Drop Off	3	1
TOTAL	93	165

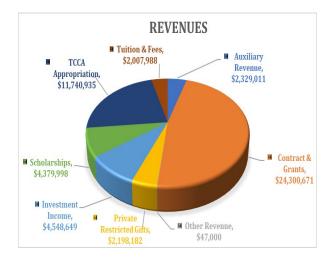
FINANCIAL REPORT (Unaudited) Month Ended October 31, 2024

Office of Finance and Administration

DINÉ COLLEGE						
Statement of Revenues, Expenses, and Changes in Net Position						
Month ended October 31, 20	24					
Operating revenues:	\$	28,637,670				
Operating expenses:	\$	48,234,166				
	\$	(19,596,497)				
Nonoperating revenue, net	\$	22,914,764				
Net Operating & Nonoperating	\$	3,318,267				
Capital appropriations, grants, and gifts	\$	(99,716)				
	\$	3,218,551				
Net assets, beginning of Month	\$	133,445,590				
Net assets, end of Month	\$	136,664,140				

Overview of Revenues and Expenditures

For period October 31 2024. Gift and other sources Excluding Investment Income) is depicted in the following chart:

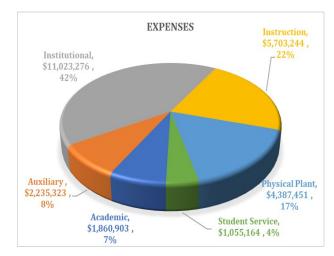


Revenues	Amount	Percentage
Auxiliary Revenue	\$ 2,329,011	5%
Contract & Grants	\$ 24,300,671	47%
Other Revenue	\$ 47,000	0%
Private Restricted Gifts	\$ 2,198,182	4%
Investment Income	\$ 4,548,649	9%
Scholarships	\$ 4,379,998	8%
TCCA Appropriation	\$ 11,740,935	23%
Tuition & Fees	\$ 2,007,988	4%
Total YTD	\$ 51,552,434	100%

	DINÉ COLLEGE								
	Statement of Net Position								
	Month Ended October 31, 2024								
Ass	Assets								
	Current Assets	\$	55,587,406						
	Capital Assets, net	\$	84,231,927						
	Other noncurrent Assets	\$	27,352,065						
		\$	167,171,398						
Lia	bilities								
	Current liabilities:	\$	1,314,165						
	Noncurrent liabilities:	\$	26,975,330						
		\$	28,289,495						
Net	t Position								
	NetInvestment in capital assets		85,007,975						
	Restricted	\$	30,534,990						
	Unrestricted	\$	21,121,175						
		\$	136,664,140						

Expenses

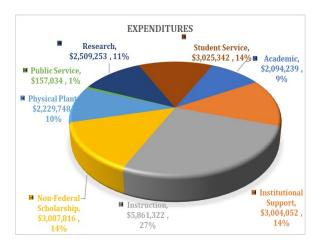
An illustration of a graph of the General Fund total Gifts expenses by functional classification is provided as



Expenses	Amount	Percentage
Academic	\$ 1,860,903	7%
Auxiliary	\$ 2,235,323	9%
Institutional	\$ 11,023,276	42%
Instruction	\$ 5,703,244	22%
Physical Plant	\$ 4,387,451	17%
Student Service	\$ 1,055,164	4%
Total YTD	\$ 26,265,361	100%

Expenditures

Graph of expenses by expenditure classification as follows:



Expenses	Amount	Percentage
Academic	\$ 2,094,239	10%
Institutional Support	\$ 3,004,052	14%
Instruction	\$ 5,861,322	2.7%
Non-Federal Scholarship	\$ 3,087,816	14%
Physical Plant	\$ 2,229,748	10%
Pu blic Service	\$ 157,034	1%
Re search	\$ 2,509,253	11%
Studen t Service	\$ 3,025,342	14%
Total YTD	\$ 21,968,805	100%

penses		Amount	Percentage
demic	\$	2,094,239	10%
titutional Support	\$	3,004,052	14%
truction	\$	5,861,322	27%
n-Federal Scholarship	\$	3,087,816	14%
ysical Plant	\$	2,229,748	10%
blic Service	\$	157,034	1%
search	\$	2,509,253	11%
den t Se rvice	\$	3,025,342	14%
tal VTD	¢	21 069 905	100%

	0-30	31-60	61-90	91-120	121-190	191+
Sep'24	101,081.06	453, 174. 40	13,064.99	4,977.63	23,040.66	212,332.32
Oct'24	35,505.92	92,648.85	376,157.30	10,943.68	26,787.55	211,133.83

BUDGET UPDATE for ending October 2024 - SUMMARY

Functional Category	Original Budget	Actual Expenditures	Remaining Budget	Percentage Remaining
President	2,852,540	383,076	2,469,464	86.57%
Provost	7,672,667	581,783	7,090,884	92.42%
Student Affairs	1,781,978	110,903	1,671,075	93.78%
External Affairs	715,493	45,606	669,887	93.63%
Administration & Finance	12,230,138	660,636	11,569,502	94.60%
Total	25,252,816	1,782,003	23,470,813	92.94%

At the end of the first month of FY 2024-2025, \$1.8 Million is spent. With \$23.5 Million (92.94%) left for the remainder of the FY24-25. Monthly should be at \$2.1M, spending is below at \$1.8M for the 1st month of the fiscal year.

Board of Regent's annual budget is \$61,000 with \$1,392 spent at the end of 1st month of the FY23-24. Average monthly expenditure should be at \$5,083, thus far only a fourth of the monthly average was spent. The balance as the end October is at \$59,608 (98.00%) for the remainder of the Fiscal year 24-25.

Accounts Receivable Aging Report by Location: provided

