



DINÉ COLLEGE

THE HIGHER EDUCATION INSTITUTION OF THE NAVAJO

Office of the President

May 2022 Report

I want to begin my report by first thanking the Board of Regents for getting the charter amended and approved. This will clearly help move the college to meet its future needs. Our executive team has already met to prioritize and strategize the steps needed to move quickly. For the Board of Regents, I believe it is important to focus training on the holding company and what this structure means for the BOR. Likewise, we will be scheduling some training on loan capacity with this other training.

I also want to place a marker for discussion on where all of this is headed. And, that is becoming a university. Whatever we call ourselves, it is clear that we have come to a point in our evolution where we must plan for the inevitability of this last step. I expect that by January of 2023 we will have at least two graduate degrees, a school of professional education, and double our research funds. This will be on our minds as we develop a budget for next year but I believe it is important for the BOR to be aware of the planning needed to make this transition. You have heard me say many times, I do not want to be a university in name only. I believe the steps we have made and will make ensure that we will be a full university.

I have included the President and Board of Regent goals. As recommended, I have simplified the document to focus on just 5 themes. This is aligned to our strategic themes and no longer to our old strategic goals. I view this as a work in progress and look forward to any feedback you can give. I want to remind the board of the recommendations from our meeting last week. Primarily, it was to cut the number of goals and to be clear on its measurability. I look forward to your comments.

Another year has come to a close and we are thankful for the 205 graduates this academic year. In an executive team meeting held on Monday, I focused on data points that will drive our summer discussions and planning. These will be aligned to our strategic design process and I believe will make us stronger immediately. Some things we discussed were the need to target and define what we mean by "enrollment." We have decided to use the aggregate total number of students from all terms that are not duplicated. For example, our enrollment for Fall and Spring is 1,610. Secondly, as we discussed the graduation rate and the awarding of college degrees we have created a new category.

This new category, which we have not named yet, will help us classify students who earn their college degree after the 6 years as defined by the department of education. I bring this up because by only looking at graduation rates we are leaving out those students who may have taken more than a decade but have persisted and never given up. We still must track the graduation rate and will focus on improving it but we also want to honor those students who took a little longer but still earned their degree. Let's imagine that the graduation rate was 6% for Friday's graduation, which means that 8 students graduated within the appropriate time as defined by ED. But, the remaining 120 students earned their degrees and were not counted in any metric.

The following are the data points we are gathering at this time to begin our discussions. This list will get longer but it provides for an initial review at the end of the year.

1. Enrollment
2. Graduation Rates
3. Number of Degrees
4. Retention Rates
5. Persistence Rates
6. Pass/Fail Rates
7. Incomplete Rates
8. Number of HR complaints
9. Number of students in “good” standing
10. Breakdown of school enrollment
11. Lapse Salaries
12. Open Positions for year
13. Open Positions Now

Another big push this summer is finding and hiring new faculty and administrators. We are advertising in places we have not before and this has resulted in an expanded pool of applicants. Also, we are reaching out to universities to see if there are potential faculty who have graduated or are graduating soon. We hope to fill the two Dean’s positions in June and this will help with the recruiting. The vice-provost for research position is filled now and the first order of business is to conduct a research retreat this June. We are planning this in conjunction with the University of Arizona.

I am working to have specific professional development for the VP's and Provost. In fact, I nominated the provost to a leadership academy with Penn State University and she was selected. I have also nominated VP Haskey and am awaiting word. The VP for Finance and the VP for External Campuses will attend a leadership bootcamp this summer. I have been waiting for training to open up but I think it is better to create the opportunity now and we can always expand later.

The strategic design process is near completion for the first phase – the listening session town halls. Our final town hall is in Washington, DC next week. So far, we have held 13 town halls and have heard from more than 200 individuals. The next phase will have teams of committee members going through this information by strategic theme and coming up with objectives. The committee is a cross-section of more than 30 individuals from throughout the college, including students.

The summer is a time to get ready. I want to share with you the list that I will be focusing on this summer. Summer, to me, is a time for tasks and not as much for outcomes of goals. That is why I put this list together.

- 1) Diné University
- 2) Charter
 - a) Facilities Priority
 - b) Holding Company

- i) Board Training
 - ii) Structures Identified
 - c) Foundation Relationship
- 3) Strategic Design
- 4) Enrollment Drive
- 5) College Readiness
- 6) Graduate Degrees
- 7) Implement Marketing/Communication Plan
- 8) Budget
- 9) Professional Development
- 10) Update of 3P Manual
- 11) Digital Transformation
- 12) Improve Student Experience
- 13) Physical Atmosphere - Clean out junk
- 14) Safer Campus
- 15) Increase Partnerships
- 16) Economic Development