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NAVAJO TECHNICAL UNIVERSITY

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Committee for Institutional Effectiveness (CIE) Meeting Minutes	Attendees: <ul style="list-style-type: none">✓ Dr. Colleen W. Bowman, Provost✓ Dr. Delores Becenti, Director of Enrollment Services✓ Dr. Peter Moore, Teaching Professor of English✓ Jerlynn Henry, Dean of Student Services✓ Dr. Reynelle Lowsayatee, Director of Academics & Applied Indigenous Studies, Zuni Site✓ Geraldine Gamble, Accounting Manager✓ Robert Chase, Director of Support Services✓ Dr. Coleen Arviso, Director of E-Learning✓ Wanda Cooke, Human Resources Director✓ Dr. Casmir Agbaraji, Dean of Undergraduate Studies
Date:	Wednesday, December 6, 2023
Start Time:	9:05 a.m.
End Time:	9:52 a.m.
Location:	Zoom

I. Call to Order

Dr. Agbaraji called the meeting to order at 9:05 a.m.

II. Approval of Agenda

Dr. Bowman moved to approve the agenda, seconded by Dr. Moore.

III. Approval of Meeting Minutes

A. January 18, 2023

Moore moved to accept the meeting minutes of January 18, 2023, seconded by Dean Henry.

IV. Review Strategic Plan Presentation to the Board of Regents for January 2024 Annual Meeting

A. Priority Subcommittees for 2020-2025 Strategic Plan

1. Academic Excellence (Provost, Deans & Directors)
2. Financial Services (Finance Director)
3. Communication and Institutional Research (Director of Communications & Director of Institutional Data & Reporting)
4. Infrastructure (VP of Operations & Director of Support Services)
5. Development of Instructional Sites (Site Coordinators & Directors)
6. Sustainability (VP of Operations & HR Director)

V. Listening Sessions in spring and fall for 2025-2030 Strategic Plan

- A. Crownpoint: January and August 2024
- B. Chinle: March and September 2024
- C. Kirtland: March and September 2024
- D. Teec Nos Pos: April and October 2024

E. Zuni: April and October 2024

Dr. Becenti and Dean Henry agreed to help with the listening sessions in January.

VI. Jenzabar

- A. Activate Students' three Absences per course in Jenzabar
- B. Online Registration - Link Program Advisors
- C. Advising Trees - Timeline for Implementation
- D. Courses students need to graduate
- E. Budget Module

Dean Henry said Jenzabar will help activate early alert if NTU pays additional money.

Dr. Becenti mentioned that the advising trees modules are already, but some recent programs and revised curricula are not yet updated. She will meet with Kelly to update the advising trees and add students' classes which are not connected to the advising trees. Also, when a student changes a major, one must manually make the changes.

Geri said the budget module is not fully implemented for employees to view the budget status in Jenzabar.

VII. Competitive Salary for Faculty and Staff

Wanda stated that NTU salary study was at a competitive rate. The salaries were compared with UNM-Gallup, NMSU Grants, Diné College, San Juan College, and Highlands University.

Mr. Chase pointed out that UNM-Gallup and NMSU Grants are two-year institutions, and we should compare the NTU salaries with UNM and NMSU main campuses and other four-year institutions.

Wanda further mentioned that REDW compared job titles, supervision of employees and enrollment to decide the minimum, midpoint, and maximum salary scales.

Mr. Chase asked if an employee salary can be funded from multiple grant sources. Wanda said that the salaries can be supplemented from different funding streams if they are approved by the program officer.

VIII. Next Meeting Date

The next meeting is scheduled for Thursday, January 11, 2024, at 9 a.m. via Zoom.

IX. Adjournment

Dr. Moore moved to adjourn the meeting at 9:52 a.m. Dean Henry seconded the motion.