

San Carlos Apache College
Board of Regents
Regular Meeting Minutes
April 15, 2025 - 5:00 PM
San Carlos Apache College, San Carlos, AZ

1. OPENING ITEMS

1.A. The meeting was called to order at 5:15 pm.

1.B. Roll Call:

Present	Absence		Attendance Time	Board of Regents
	Excused	Unexcused		
x			5:15 pm	Durena Thompson, Chair
	x			Loreal Jones, Secretary
	x			Isaiah Belknap, Regent
x			5:15 pm	Shirley Boni, Regent
x			5:15 pm	Philip Stevens, Vice Chair
x			5:15 pm	Jessica Natsyn, Regent
	x			Kerri Sangster, Regent
				SCAC Staff
x			5:15 pm	Dr. Linda Warner, President
x			5:40 pm	Dr. Lisa Eutsey, Provost
	x		5:15 pm – 6:46 pm	Mr. Alfred Moore, Interim Chief Financial Officer
x			5:15 pm	Ms. Xina Uhl, Liaison to the Board of Regents
				Other Participants
				N/A
7	4			Total Attending

1.C. Invocation by Chair Durena Thompson

1.D. Announcements

Cultivating Relationships held a tanning workshop last week. Chair Durena Thompson, teachers from the school district, and two young girls participated in it. That same group will be coming up to Idaho in the next few weeks. Crown Dancers will perform in Idaho as well.

Dr. Warner asked whether participants in workshops sign a waiver of liability and a waiver for photography. Dr. Stevens said it depends on the group. Dr. Warner has seen statements on websites that serve as a waiver of liability. In order to protect the College, Dr. Warner will look into this.

Dr. Stevens described a great presentation from Yolanda Bisbee and Steve Martin. It generated great interest from students.

Regent Natsyn congratulated the College for putting on an excellent Miss San Carlos Apache College. It was a great pageant. Ms. Tia Early and her helpers did an excellent job with the decorations and the setup. There was excellent participation by the public.

1.E. Public Comments Session

There were no public comments.

1.F. Approval of the Agenda

Vice Chair Stevens would like Dr. de Reuss's class update. That will be covered under 4.C.

Item: Approval of Agenda
Motion made by Regent Jessica Natsyn
Seconded by Regent Shirley Boni
Vote: 4 yes/0 no

MOTION APPROVED

1.G. Approval of Meeting Minutes

Item: Approve Regular Board Meeting Minutes from 3/16/2025
Motion made by Vice Chair Philip Stevens
Seconded by Regent Jessica Natsyn
Vote: 4 yes/0 no

MOTION APPROVED

2. REPORTS

2.A. President's Report

Dr. Warner clarified that her items on the report are marked by a tiny icon of the SCAC logo. Dr. Eutsey's items are marked with the infinity symbol. She identified report items that weren't listed correctly – the revised form is located [here](#). The College will reach out to Dr. Philip Stevens for the Spencer Foundation on Native Ways of Knowing (NWK).

Two candidates interviewed for the Apache Institute director position.

Dr. Warner is putting together a group of people looking for extramural money for a drone project. The idea is to award microcredentials around specific components of a drone certificate. For example, one module might be on FAA

regulations. At the end of the module, students get a badge. When students complete 16 modules, they take the FAA test and become a certified drone pilot. This may be of interest to the Cattleman's Association, Forestry, and for those delivering medicines. The San Carlos High School wants to start a drone course next year with two instructors, so the high school can leverage College courses as well.

The NAU site visit scheduled for June 10th will probably be rescheduled due to Dr. Eutsey's vacation. TOCC's Presidential Inauguration is in September; however, Dr. Warner's inauguration hasn't been scheduled yet.

Commencement for the College is at May 17th at 10 am, currently at the Seven Mile Community Center. San Carlos High School's graduation is on May 21st and 8th grade promotion is on May 22nd; both are at the football field.

Dr. Warner asked whether the school district would allow the College to use the football field since only 300 people will fit at Seven Mile Community Center. Chair Thompson provided direction about how to request that from the SCUSD.

Regent Boni asked about the national search for the Director of the Apache Institute. Dr. Warner clarified that there were two San Carlos Apaches who applied for the position. The Director of Student Services position has three applications from non-Natives; Dr. Warner wants a Native in this position.

Dr. Stevens is working with the University of Hawaii's Mathematics Department. They might be sponsoring a presentation with Apache College in the next few weeks.

Ms. Tia Early is the Interim Director of the Apache Institute.

Dr. Warner is editing the Personnel Policies and Procedures Manual, and hopes to have it finished by July 15th.

Freeport McMoRan is transferring the San Carlos Technical Institute (SCTI) to the College as of July 1st. Dr. Warner is considering putting the Apache Institute there since it has a lot of space. Some classes may also be held there.

2.B. Provost's Report

Dr. Eutsey talked about Rural and Tribal College Capacity Conference in Tucson. The Tribe has a new Grants and Contracts person, Sandy Thompson, who comes highly recommended by the Treasurer (Dennis Irby).

Notifications of grant projects terminations have been received. Regarding the IMLS grant terminations, efforts are underway to write a joint letter with other Tribes protesting this loss. Dr. Eutsey is working with Dr. Macktima on a development of an Apache History Textbook, a project which had been funded by an IMLS grant.

During the AIHEC Student Conference in March the SCAC student who placed in web design has been brought on board to help with the College's website.

The food pantry has been restocked.

Rick Chavolla is working with a group of four students to develop a SCAC Student Government. This group hopes to have draft bylaws for the Board's consideration by late summer so that elections can be held in the Fall.

Currently, 22 learners have free access to a Google IT certification through Coursera. More can be accommodated.

SCAC has been selected for the location of the 2026 Gardener Institute meeting. This is a prestigious and honored higher ed organization. Institutions usually pay around \$100,000 to participate in Gardener Institute events but as a location of the 2026 meeting, SCAC will be able to participate for free.

Summer and Fall schedules out and ready for registration. If new full-time faculty come on board there will be updates to the Fall schedule to incorporate their classes.

This year, the annual program review data will focus on Business programs. It should be ready in June at the latest. A program review is required by HLC on a yearly basis. Business programs seem to be leading to more lucrative careers for students.

This Fall, a Wildlife Conservation Course will be offered for the first time.

The College's strongest dual enrollment partnership is with San Carlos High School. Currently, students can take up to 14 credit hours. In order for students to receive 15 to 30 credit hours the College will need a special HLC approval. This might require a desk audit or in-person visit from HLC.

Dr. Eutsey has made offers for the following full-time faculty positions: CIS, Social Work, and Biology. So far, no one has accepted. She is currently working on hiring a business faculty member. Currently, the College has five full-time faculty employees, but ten faculty positions are being advertised. HLC will like this focus on academics.

Chair Thompson thanked Dr. Eutsey for supporting her vision for having a happier, healthier community through the high school.

Vice Chair Stevens asked about the College's position on professors teaching online and asynchronous. Dr. Eutsey explained that the College wants faculty to interact with the community, which means being present on campus. However, she is not opposed to becoming more flexible when it comes to internet teaching options. That would require modifying College policies.

2.C. Interim Chief Financial Officer's Report

Mr. Moore said that the College is still very financially stable and healthy. Last year, it paid about \$1.3 million in payroll. All of the grant accounts have been reconciled and sent to the Tribe; the College is waiting for payment. The College has about \$7 million in the bank. Mr. Moore has sent five procedures for review (cash handling, process requisitions, process purchase orders, keeping track of mailed items).

Chair Thompson asked about depreciation expenses. These are mostly vehicles and some building renovations. Cost of Goods Sold are put on books for accounting purposes even though the College does not sell goods.

Grant expenditures are backloaded from the Tribe and consists of reimbursement grants. By October 1st, the College should have moved away from the Tribe.

Item: Approval of Reports
Motion made by Regent Jessica Natsyn
Seconded by Regent Shirley Boni
Vote: 4 yes/0 no

MOTION APPROVED

3. NEW BUSINESS

3.A. Debriefing of Board Attendance at ACCT Government

Regent Jessica Natsyn thought the conference was good. She learned a lot, but would like to watch another governing board in action, and would like more information on Robert's Rules of Order.

Regent Shirley Boni sat with people from Palau who had a young woman college student as part of their Board. She suggested the College include a student board member, too. In addition, the Board needs more training. Bringing a trainer to the College could be more cost effective than travel for all the Board members.

Chair Thompson learned a lot, especially from a man at the table from the Solomon Islands. She would like the Board to clarify each regent's responsibilities. The Board needs a handbook that could be created around the ARROW model. The Board could either utilize AI to align its Bylaws and TOCC's policies to create a handbook, or contract ACCT for guidance. Current Bylaws aren't specific and there is no training for new regents. This handbook should specify the role of the Secretary, the Vice Chair, the Chair, and so on. She would also like to implement Working Sessions prior to the regular board meetings so that these meetings would only include action items.

Dr. Eutsey offered to mine HLC for sample Board handbooks, orientations, and checklists for onboarding.

Vice Chair Stevens does not like AI training.

NARF offers Robert's Rules of Order Training.

3.B. Commencement Update

Dr. Warner commencement scheduled; active Graduation Committee looks at logistics including raising money. Asking for donations. Dr. Warner's son's company has committed \$2,500. Currently, the College anticipates 29 graduates.

Dr. Eutsey shared demographics regarding the students as shown in [this document](#).

3.C. Approval of Faculty Contracts

Dr. Eutsey recommends giving full-time faculty three-year faculty contracts for job security. There are ten faculty positions including: Adult Education, Apache Studies, Biology and Natural Resources, Business, Computer Information Systems, English, History, Social and Behavioral Sciences, and Social Work. The contract aligns with what's currently in the policy such as distance education. Tribal Attorney General Alex Ritchie reviewed and approved the contract.

Because the Tribe refused to issue faculty contracts, full-time faculty have been treated as permanent full-time employees. Adjuncts had no classification, but were treated as seasonal, temporary employees, meaning that they were fired and rehired every semester. Personnel policies stipulate that full-time faculty should have three year contracts.

Dr. Stevens wants more time to review the contract template. His Idaho contract covers intellectual property, but this is not covered in the current SCAC faculty contract.

Currently, faculty have health insurance and accrue sick leave, but they don't accrue annual leave.

Regent Natsyn requested the Faculty Handbook to review while she is reviewing the contract. Dr. Eutsey will email it out to Regents.

Regent Boni said that a three-year contract could be a good recruitment tool.

Vice Chair Stevens wants to safeguard the Tribe's intellectual property.

One-year contracts are standard in higher education, so the College might want to re-think the policy that specifies a three-year faculty contract.

Item: Table 3.C. Approval of Faculty Contracts for a Later Study Session
Motion made by Regent Jessica Natsyn
Seconded by Vice Chair Philip Stevens
Vote: 4 yes/0 no

MOTION APPROVED

Item: Table Items 4.A. Finance Policies and Procedures and 4.B. TOCC/SCAC Operating Agreement and Review During Later Working Session
Motion made by Vice Chair Philip Stevens
Seconded by Regent Jessica Natsyn
Vote: 4 yes/0 no

MOTION APPROVED

4.C. Review of Intellectual Property Policy

Dr. Warner reached out to Attorney General Ritchie and he said that the Tribe doesn't have an intellectual property policy. He gave Dr. Warner a sample policy that Dr. Warner will send out to Regents soon. This item needs further discussion at a later date.

Vice Chair Stevens suggested that Dr. Alexander Soto of ASU's Labriola National American Indian Data Center be included in the discussion.

4.D. Joint Meeting with TOCC Update

Ms. Uhl obtained the contract for Apache Gold Convention Center for June 5th's all-day event. She will coordinate with Dr. Warner and Chair Thompson to set a meeting time to finalize the agenda.

Dr. Warner informed the group that the Casino will give the College a Tribal rate of \$117 per night if it is paid through Dr. Warner's credit card. TOCC can then reimburse the College for any rooms their regents might book.

4.E. HLC Update

The College is in the last stage of the eligibility stage. Approval of the fiscal year budget and faculty contracts must be done first. Since the new fiscal year starts on July 1st. In order to accommodate this, the budget should be approved in June. The College hopes to submit Eligibility Filing prior to June 1st. The Kellogg Foundation project will reimburse funds for the fee attached to this filing (\$6-7,000).

The College is working to show HLC that it is a legal organization chartered by the Tribe. To do that, the College must show that it has policies, bylaws, and so on, and it is following them.

The Board is currently working on the nineteen-item eligibility filing. Once submitted, HLC will determine if the College qualifies. Once the College qualifies, it will leave the eligibility stage and enter candidacy stage.

Item: Enter Executive Session at 7:25 pm
Motion made by Regent Jessica Natsyn
Seconded by Regent Shirley Boni
Vote: 4 yes/0 no

MOTION APPROVED

5. EXECUTIVE SESSION

The minutes for the Executive Session are kept in a different, confidential file.

Item: Exit Executive Session at 7:39 pm
Motion made by Vice Chair Philip Stevens
Seconded by Regent Shirley Boni
Vote: 4 yes/0 no

MOTION APPROVED

6. NEXT MEETINGS/ANNOUNCEMENTS

- 6.A. Next Regular Tribal Council Meeting – May 6, 2025.**
- 6.B. SCAC Commencement – Saturday, May 17, 2025.**
- 6.C. Next SCAC Regular Meeting of the Board of Regents - Wednesday May 14, 2025**

Regent Shirley Boni asked to be excused from the next regular meeting due to travel. The Board set up a study session on Tuesday, April 22nd at 5 pm to go over previously mentioned documents.

Item: Adjournment of Regular Meeting at 7:50 pm
Motion made by Regent Jessica Natsyn
Seconded by Regent Shirley Boni
Vote: 4 yes/0 no

MOTION APPROVED

Attachments:

- [Board Packet 4.15.2025](#)
- [President's and Provost's Report, Revised](#)
- [Graduates Demographics](#)