Workforce Development Summit

The inaugural Workforce Development Summit, hosted by UNM-Gallup on January 14-15, was organized to “improve lives and close the employment gap” by coordinating discussions related to improving the economy and the workforce landscape of the region. Event participants emphasized the importance of partnerships between the campus, the City of Gallup, the Navajo Nation, the Pueblo of Zuni, the Northwest New Mexico Council of Governments, and New Mexico Workforce Solutions. Summit organizers L.D. Lovett, Louise Lopez and Denise Silva presented attendees with a variety of speakers, panel discussions and breakout sessions to promote conversations about improving responsiveness to the workforce needs of the community.

The first panel discussion of the Summit offered attendees the opportunity to interact with representatives from New Mexico Workforce Solutions, the Zuni Education and Career Development Center and the Economic Development Division of the Navajo Nation who gave an overview of workforce needs from each of their unique perspectives.

Keynote speaker, Dr. Brigett Russell, is the State Director of the GEAR UP New Mexico program. Dr. Russell was representing Dr. Jose Garcia, Cabinet Secretary of the New Mexico Higher Education Department. Dr. Russell noted that education is the most important aspect of workforce development as many incoming and existing businesses are forced to recruit out-of-state because New Mexico does not have a large enough supply of qualified workers. Dr. Russell pointed out the importance of high schools preparing students for college and the responsibility of colleges to be innovative in improving remediation and career readiness programs.

The first day of the Summit concluded with a panel discussion on challenges to employment such as transportation issues, immigrant workers, incarceration, literacy and addiction. Breakout sessions were then held on each of these issues which were led by specialists in each of the challenge areas.

The second day opened with welcoming remarks by the Honorable Jackie McKinney, Mayor of the City of Gallup, the Honorable Ben Shelly, Navajo Nation President, and the Honorable Arlen Quetawki Sr., Governor of the Pueblo of Zuni.

Summit continued on page 3
UNM-Gallup Leadership Retreat

On November 14-14, 2013, UNM-Gallup hosted a leadership retreat using the beautiful Sacred Heart Retreat Center as a venue for brainstorming, identification of challenges, opportunities, solutions and goals. Retreat attendees represented all areas of the campus and also included some community members. Groups were assigned to particular topics and, over the course of the two-day event, were asked to construct a list of 12 goals and then prioritize the top three. There was lively conversation throughout the retreat and excellent ideas were shared on the final day. The participating groups and a listing of their prioritized goals are as follows:

(In the interest of space, the goals are summarized and limited to the top 3 for each group)

**Group #1 – MARKETING**

*Group Members: Bruce Klewer, Marilee Petranovich, Carmen Wellborn, Cinnamon Blair (Director of UNM Communications & Marketing), Argy Manatis (Director of UNM Marketing), and Wendy Stires (UNM Foundation)*

- Interactive Campus- Community Initiatives
  - Taking campus out to communities
  - Bringing communities to campus
- Determine UNM-Gallup Profile for all Aspects of Marketing
  - How do we market?
  - How will we communicate information?
- Student and Friend-Building Events-Community Events to Connect and Introduce

**Group #2 – WORKFORCE DEVELOPMENT**

*Group Members: Dr. Christopher Dyer, L.D. Lovett, Laura Jijon, John Dowling*

- Intergenerational, neighborhood based literacy program
- Strengthen relationship with Workforce Development workers to build trust, not competition
- Utilize Workforce Development Board to strengthen relationship with community

**Group #3 – INFRASTRUCTURE – IT INFRASTRUCTURE**

*Group members: Tim Martin, Hawana Holliday, April Coonsis, Jim Blackshear*

- Accessible, easy-to-use, property staffed and affordable Family Center
- Accessible, easy-to-use, properly staffed and affordable Student Life Lounge
- Stable IT infrastructure (services, platforms, link to Zuni) supporting basic/operational services, i.e., printing, websites, etc.

**Group #4 – FIRST YEAR EXPERIENCE-STUDENT SUCCESS**

*Group members: Ken Van Brott, Ron Petranovich, Suzette Wyaco, Ara Green*

- Building a positive campus climate
- Empower students and their families
- Virtual Information Center located in front of Gurley Commons Area

*Retreat continued on page 3*
Group #5 – ACADEMICS

Group members: Neal Mangham, Erica McFadden, Mary Lou Mraz, Wally Feldman
- Claiming our identity
- Raising the level of discourse in classes and on campus
- Focus on faculty and program quality

Group #6 – FOCUS OUTREACH TO COMMUNITY AND REGION

Group members: Irene Den Bleyker, Paula Watt, Frank Loera, Darryl Day Chief
- Increase awareness and practice of sustainability methods both at UNM-Gallup and in cooperation with community entities
- Implement a community career awareness event where businesses showcase skill sets needed by their operations
- Promote service learning opportunities for faculty and students in the greater Gallup economic area

Group #7 – ENHANCE STUDENT ACADEMIC EXPERIENCE

Group members: Marie Julienne, Cindy Ogden, Dougherty Tsalabutie
- Zuni South Campus Jumpstart Pathway to College Academic Bridge Program
- UNM-Gallup “A Day of Service” to the community

At a press conference following the opening remarks, Dr. Christopher Dyer noted that “The directional focus of UNM-Gallup is to better synergize the link between curriculum and growing opportunities in Gallup.”

Governor Quetawki added that he found the information of the Summit eye-opening and that “We must develop capacity to address industry in the region.” He stressed the importance of collaboration and preparing people to get the education needed to get jobs.

President Ben Shelly was adamant that the “Navajo Nation policy must be amended in all departments from social services to law enforcement with an emphasis on job training…the Navajo Nation must generate revenue so there is not as much dependence on the federal government.”

Flo Abeita, Director of Human Resources for the City of Gallup, represented Mayor Jackie McKinney and noted that Mayor McKinney’s philosophy for workforce development is strongly based in collaboration.

When asked what next steps were needed following the Summit, participants emphasized the need to continue the momentum and encourage collaboration between participants. Dr. Dyer noted that “Gaps, strategies and necessary educational tools must be identified so students can fill jobs and step into the workforce.”

Governor Quetawki spoke to the importance of evaluating ourselves and making sure that all efforts are moving forward. He emphasized the importance of family molding children and encouraging education.

President Shelly would like to see a reduction in the amount of red tape involved in business development on the Navajo Nation. He would like to see the Navajo Nation become less dependent on federal dollars and more responsible for its own future.

When prompted by a question from UNM-G student April Coonsis as to what help is needed from current students, all participants encouraged students to stay in school and get their degrees. Also mentioned was the need to keep students in the area once they are trained. Dr. Dyer stated “Successful students need to stay in the region and become resources for the area. They can act as ambassadors.”

Governor Quetawki echoed that sentiment by stating “We need individuals to carry the message, advocate against obstacles and ask what can be done for the region.”

The keynote speaker for the second day of the Summit was Dr. Ian Record, Director, Rebuilding Native Nations course series Native Nations for Leadership, Management, and Policy.

The Summit concluded with a series of breakout sessions regarding future employment opportunities and challenges in the region. Topics tackled included aligning educational institutions to meet workforce challenges, local employment opportunities within the school district and the City of Gallup, and identifying untapped employee resources available to employers.

The Summit laid the groundwork for future conversations and collaborations and allowed interested parties the chance to identify assets, challenges, and opportunities for growth of the local workforce. Many thanks to LD Lovett and his team for bringing the key people together to face hard questions and propose solutions as to how collective collaboration can take place between UNM-Gallup, economic development partners and the business community.
TRIO Annual Performance Data Released

Jayme McMahon, TRIO/Student Support Services Director, shared program statistics recently reported to the US Department of Education. As a federally-funded grant program, TRIO is expected to attain pre-approved rates on several different performance measures. The UNM-G TRIO program met and exceeded assessment measures in almost every category:

<table>
<thead>
<tr>
<th>Category</th>
<th>US Dept. of Ed Approved Rate</th>
<th>UNM-G Gallup Actual Attained Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Participants persisting from one reporting year to the next</td>
<td>65%</td>
<td>84%</td>
</tr>
<tr>
<td>Participants in Good Academic Standing</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Participants in each cohort earning an Associate’s Degree or Certificate</td>
<td>80%</td>
<td>95%</td>
</tr>
<tr>
<td>Students of each cohort earning an Associate’s Degree or Certificate AND transferring to a four year institution</td>
<td>15%</td>
<td>19%</td>
</tr>
<tr>
<td>Number of Students Funded to Serve</td>
<td>15%</td>
<td>14%</td>
</tr>
</tbody>
</table>

Congratulations to Jayme and her team for such continued exemplary performance!!

Américans for Native Americans

Americans for Native Americans has been very supportive of nursing students at UNM-G Gallup through their funding of scholarships and testing fees. Through UNM-G Gallup’s involvement with the ANA “Expanding Horizons in Nursing” project, 6 Native American students from the UNM-G nursing program will travel to Doylestown Hospital in Doylestown, Pennsylvania for clinical experiences which are not available in our area. Students will work in specialty areas such as cardiac intensive care and surgical procedures, neonatal intensive care, and emergency care. UNM-G students will travel over spring break with all expenses covered by ANA.

Star Wars Presentation

Jennifer Wheeler, Assistant Professor of English and Joe Kee, Jr. Assistant Professor of Navajo Language Studies were presenters at the 2013 Indigenous Language Institute Symposium which was held October 21-22 at Buffalo Thunder Resort in the Pueblo of Pojoaque. Professors Wheeler and Kee were able to discuss the process used to translate the movie “Star Wars: Episode IV” into the Navajo Language. They were instrumental in the translation process. The project was undertaken as a joint venture between the Navajo Nation Museum and Lucas Films, Ltd. as a means of preserving the Navajo language. The Navajo “Star Wars” was shown at UNM-G Gallup during spring 2014 Faculty Development Week.

Dr. Florentin Smarandache Publication

Dr. Florentin Smarandache, Professor of Mathematics, was Editor-In-Chief for the most recent edition of Neutrosophic Sets and Systems, An International Journal in Information Science and Engineering. In addition to working with a team of Associate Editors to prepare the journal, Dr. Smarandache also authored several articles in the publication. A copy of the journal is in the Public Relations Office and is available to be checked out for anyone wishing to review it. Dr. Smarandache recently returned to UNM-G Gallup after spending a month doing post-doctoral research at Okayama University of Science in Japan on the topic “Neutrosophic Logic and Dezert-Smarandache Theory Used in Intelligent Robot Navigation.”
Michelle-Kellywood-Yazzie is on the faculty of the nursing department at UNM-Gallup, but her duties do not stop at the end of her teaching day. Michelle was admitted to the first class of the BSN to Ph.D. nursing program at the University of New Mexico and she is also the only Jonas Nurse Leader Scholar in New Mexico. She was selected for the Jonas Scholar award by the Dean of the UNM College of Nursing from all of the Ph.D. students for the 2012-2014 cycle. As part of this honor, Michelle presented at the Jonas Scholar Leadership Conference in Washington, D.C. on October 27-29, 2013. Nearly 200 Scholars from all 50 states convened at the event to discuss the state of nursing, issues in healthcare and policy, and how to address the current shortage of nursing faculty and doctoral prepared nurses.

Michelle also recently presented at the Elsevier Faculty Development Conference in Las Vegas. Her presentation was on “Diversity: Culture and Language in Nursing.” From that conference she visited with representatives from Americans for Native Americans in Philadelphia, Pennsylvania regarding an exchange opportunity for our nursing students. From Pennsylvania, Michelle traveled to Washington, D.C. once again to meet with the Navajo Nation Health Office to discuss health concerns, the ANA project and to increase awareness that Navajo nurses are becoming more involved in our nation’s health care.

Michelle is currently in the third year of her Ph.D. studies and is scheduled to complete her studies and apply for candidacy by the end of the 2014 summer. She will then do her dissertation research which will focus on identifying barriers unique to Native American populations with a special emphasis on patient education about health promotion and disease prevention and management.

In 2011, Michelle began as an adjunct faculty member at UNM-Gallup. She became a permanent faculty member in 2012 and received her M.A. in Nursing in December 2012. She is a community leader and serves as the board president of Baca/Dlo Yazhi Community School as well as a board member of the New Mexico Center for Nursing Excellence. With a strong belief in holistic medicine, Michelle would like to see integration of culturally relevant teaching materials throughout the curriculum.

Michelle tells her students “If you are going to get a higher degree, bring it back to the community… good things don’t happen to people who wait – be actively involved in your destiny. Make it happen!”

Marji Campbell, Director of the Nursing Program, was an instructor of Michelle’s and says “It is always great to see graduates do well – one of the joys of teaching is to see students become peers and colleagues.”

Michelle is a mother to two boys and loves fishing, hiking and spending time outdoors. Her primary way of relieving stress is spending time on the shooting range. Michelle’s mother is her biggest supporter and even though she lost her in 2011, Michelle still sees her as a pillar of strength that pushes her forward.

**Cool Things on Campus**

- Call 505.863.7505 for the College Store (Books and more!!)
- Hungry?
  - Have lunch at the Chili Factory Express, Gurley Hall
- Go to www.gallup.unm.edu to Friend us on Facebook and keep up with our news
UNM-Gallup 2013 Basketball League

UNM-Gallup students, staff and faculty left it all on the court this fall as part of the intramural basketball program. The competition was completed with a season-ending tournament on Saturday, December 7, 2013. In the end, the Energizer Bunnies walked away with top honors after defeating the Mustangs. Congratulations to all participants!

Energizer Bunnies  (1st Place)
- Quincy Billie (Team Captain)
- Stetson Johnson
- Justin Bahe
- Manuelito McReeves
- Christopher Luetto
- Shelby Capitan
- Courtney Billy

Pink Hornets  (3rd Place)
- Ted Scoopmire (Team Captain)
- Larry Tyler
- Mike Montano
- Ozzy Guerro
- Rulon Ashcroft
- Ray Padilla
- Alicia Salcido
- April N. Coonsis
- Tommy Alattorre
- Taneesha Loley

Mustangs  (2nd Place)
- Xander Parker (Team Captain)
- Reynold Bahe
- Brandon Lee
- Tristine Wilbur
- Tiffany Smith
- Chelsea Barber
- Ryley Calasagsag
- Leo Flores

Original Lobos  (5th Place)
- Rachael Stewart (Team Captain)
- Alok Dhital
- Floyd Kezole
- Rebecca (RJ) Johnson
- John Burke
- Alex Gatewood
- Officer Ray Padilla

Silent But Deadly  (4th Place)
- Wesley Whitman (Team Captain)
- Chris Gill
- Dougherty Tsalabutie
- Chris Dyer
- Darrell Thompson
- Cynthia Chavez
- Jeff Wellborn

Congratulations to all participants!