



NEW MEXICO HIGHLAND UNIVERSITY

May 27, 2026

Joseph M. Maestas
New Mexico State Auditor
2540 Camino Edward Ortiz, Suite A
Santa Fe, New Mexico 87507

RE: New Mexico Highlands University and the Board of Regents - Initial Response to Office of the State Auditor Inquiry

Dear Auditor Maestas and Director Beck:

New Mexico Highlands University ("NMHU" or "the University") and the New Mexico Highlands University's Board of Regents ("the Board") submit this initial response pursuant to your office's written inquiry and the follow-up communication of May 22, 2026, from your office, and in accordance with Section 12-6-6, NMSA 1978. The University and the Board wish to express their full cooperation with the Office of the State Auditor ("OSA") and their commitment to transparency, accountability, and compliance with all applicable New Mexico law. At the outset, the Board states unequivocally: the Board of Regents was not aware of the conduct described in this letter. President Woolf systematically and deliberately prevented that awareness by restricting and denying administrators and employees the ability to communicate material concerns, compliance issues, and financial irregularities to the Board through ordinary governance channels. The suppression of reporting was not inadvertent, it was a calculated effort by President Woolf to insulate his conduct from Board oversight. The Board did not acquiesce in any of the conduct described herein; it was deliberately denied knowledge of it. The moment the Board received credible, documented information establishing the scope and seriousness of the matters described in this letter, it acted immediately and decisively to protect the University, its

students, its employees, and the public funds entrusted to it.

The Board takes seriously its obligations as the governing body of a public institution. The matters described in this letter came to the Board's attention only recently and, in material respects, were intentionally withheld from the Board through the deliberate actions of President Woolf. President Woolf created and maintained an institutional environment in which administrators and employees were threatened, intimidated, and retaliated against for questioning his directives, raising compliance concerns, attempting to enforce University policy, or seeking to elevate information to the Board outside the President's preferred and tightly controlled chain of command. Senior administrators with responsibility for Finance, Human Resources, Procurement, Athletics, and institutional compliance were bypassed, pressured, or directly threatened when they attempted to fulfill their institutional obligations or bring material concerns to the Regents' attention. That environment was not accidental, it was the product of a sustained, deliberate effort by President Woolf to deny the Board the accurate, complete, and timely information necessary for the Regents to discharge their fiduciary and governance obligations under New Mexico law. The Board did not fail to act; it was systematically prevented from knowing that action was required.

The moment the Board received credible, documented information establishing that the matters described herein were not isolated administrative disagreements but reflected a broader pattern of retaliation, suppression of internal reporting, circumvention of institutional controls, and potential violations of law and policy, it acted immediately and without hesitation. The Board placed President Woolf on administrative leave with pay and initiated termination proceedings, effective June 2, 2026. The Board simultaneously directed the appointment of an Interim President, the implementation of emergency financial controls, the engagement of independent outside counsel and independent forensic and audit professionals, the initiation of a comprehensive internal review, and the establishment of direct reporting protocols to ensure that no future president or senior administrator can prevent material financial, legal, employment, student-safety, or compliance concerns from reaching the Regents. This letter constitutes the Board's initial response to OSA's inquiry. The Board reserves the right to supplement this response with additional information, documentation, and legal analysis as its internal review and any

independent investigation continue.

The Board recognizes that a public governing board must not merely respond to misconduct after it is discovered, it must ensure that systems exist to bring material risks to the Board's attention in the first instance. The preliminary record establishes that President Woolf and certain senior administrators deliberately bypassed, undermined, and suppressed those systems, preventing the Regents from receiving accurate and timely information through ordinary governance channels. Nevertheless, the Board accepts responsibility for strengthening its own governance practices to ensure that no future president or senior administrator can obstruct the flow of material financial, legal, employment, student-safety, or compliance concerns to the Regents. The Board's corrective action therefore extends beyond personnel action against President Woolf and includes an independent governance review, enhanced Board reporting protocols, direct compliance reporting to Board committees, and mandatory Board training on fiduciary oversight, accreditation responsibilities, procurement, financial controls, Title IX, and whistleblower protection. The Board's objective is not only to address the specific misconduct described in this letter, but to build an institutional governance structure that is resistant to the kind of deliberate suppression President Woolf imposed on this University.

All factual assertions contained in this letter are grounded in University administrative records, Human Resources documentation, financial disclosures, procurement records, and other institutional files reviewed by the Board and the Office of General Counsel in the exercise of the Board's governance and oversight authority pursuant to NMSA 1978, 21-1-1 et seq. Certain information referenced herein was developed through attorney-client privileged communications and internal legal review. The Board is providing the factual substance of that information in furtherance of the OSA's statutory inquiry pursuant to Section 12-6-6, NMSA 1978, but does not intend, by doing so, to waive attorney-client privilege, work product protection, or any other applicable privilege as to any underlying privileged communications, mental impressions, or legal conclusions. Any disclosure herein is made solely for the purpose of compliance with the OSA's statutory authority and shall not be deemed a waiver of any privilege or protection in any other context or proceeding.

I. BACKGROUND AND BASIS FOR BOARD ACTION

The Board recently initiated a comprehensive review of President Neil Woolf's conduct, immediately after receiving credible information indicating that significant employment, procurement, financial, Title IX, and governance matters had not been presented to the Board through regular channels. That review, based on University administrative records, Human Resources documentation, financial disclosures, procurement records, and interviews or communications with University officials, revealed a documented pattern of conduct by President Woolf raising serious legal and compliance concerns under New Mexico law and University policy, including but not limited to: improper and unlawful hiring practices; a pattern of religious preferential treatment in hiring, discipline, contracting, and personnel decisions exhibiting affinity-based preferential treatment, including possible preferential treatment based on personal, religious, or other non-merit relationships.¹; nepotism and undisclosed conflicts of interest; unauthorized contract execution; violations of the New Mexico Procurement Code, NMSA 1978, 13-1-1 et seq.; Title IX exposure under 20 U.S.C. 1681 et seq.; financial mismanagement and unbudgeted expenditure of public funds; a hostile work environment and retaliation against University employees; destruction of University records; and broader governance and fiduciary failures. The Board's preliminary review further indicates that the delayed disclosure of these matters was itself a product of the retaliatory environment created by President Woolf, including threats against senior administrators who attempted to enforce financial, procurement, employment, and compliance controls. The Board's review is ongoing, and the Board intends to engage independent outside counsel and auditors to conduct a comprehensive independent investigation.

¹ The Board's concern is not any individual's religion, religious identity, or protected belief. The Board's concern is the appearance, supported by preliminary records, that President Woolf may have used noncompetitive processes, selective discipline, and preferential access to benefit individuals or entities with whom he had personal, religious, or affinity-based connections, while retaliating against employees who attempted to enforce neutral University policies.

II. PRESIDENT WOOLF’S SUPPRESSION OF REPORTING CHANNELS AND RETALIATORY CONTROL ENVIRONMENT

The Board’s preliminary review indicates that President Woolf’s conduct was not limited to discrete compliance violations. Rather, the conduct occurred within a broader control environment in which employees and administrators were discouraged, threatened, or retaliated against when they questioned directives, attempted to enforce University policy, or sought to protect the University from legal, financial, reputational, or public-safety risk.

University records and employee reports reviewed to date reflect that employees who raised concerns were characterized as disloyal, “against” presidential initiatives, or not “team players.” Senior administrators with responsibility for Finance, Human Resources, Procurement, Athletics, and institutional compliance were bypassed, pressured, or threatened when they attempted to apply ordinary controls. In several instances, material information was not timely provided to the officials responsible for reviewing financial commitments, procurement obligations, employment actions, or legal risk.

This retaliatory and repressive environment materially impaired the University’s internal control structure and delayed the Board’s ability to receive accurate, complete, and timely information. The Board’s preliminary conclusion is that President Woolf’s conduct prevented the Regents from becoming aware of the full scope of these issues until very recently. Upon receiving credible information supported by University records, the Board acted promptly and has continued to exercise active oversight.

The Board does not offer this explanation to minimize institutional responsibility. To the contrary, the Board recognizes the seriousness of the failures described in this letter and is taking corrective action, including without limitation by consulting with the New Mexico Higher Education Department to identify and implement best practices to create and promote institutionalized channels of communication of concerns and to prevent communications failures from occurring in the future. However, it is important for the OSA and other public officials to understand that the preliminary record reflects intentional

suppression of reporting channels, not Board acquiescence in the conduct described below.

III. IMPROPER HIRING PRACTICES AND APPARENT PATTERN OF RELIGIOUS PREFERENTIAL TREATMENT IN HIRING

The Board's review has identified an apparent pattern of noncompliance by President Woolf with mandatory hiring practices, including without limitation avoidance of required competitive processes, creation of new positions without budget approval, sham posting processes, pre-selection, and preferential hiring favoring individuals affiliated with the Church of Jesus Christ of Latter-day Saints ("LDS Church"). The Board's concern is not any individual's religion, religious identity, or protected belief. The Board's concern is the appearance, supported by preliminary records, that President Woolf may have used noncompetitive processes, selective discipline, and preferential access to benefit individuals or entities with whom he had personal, religious, or affinity-based connections, while retaliating against employees who attempted to enforce neutral University policies.

President Woolf is a self-confirmed member of the LDS Church. University records and publicly available information reflect that President Woolf hired or directed the hiring of multiple individuals with LDS affiliations to key University positions, including: Paul Grindstaff, the Vice President of Advancement/University Relations (who was raised in the LDS Church; the individual has represented that he is not an active member); the Head Men's Basketball Coach, Zach Settembre, a member of the LDS Church. Each of these hires was effectuated through the defective, non-competitive processes described below. The president also favored the Head Football Coach and Head Women's Soccer coach who are also members of the LDS, while he did not hire them, he did favor them... In addition to hiring, this pattern of LDS preferential treatment extended to contracting decisions, including the execution of a Memorandum of Agreement with Sandbox, a program created by a confirmed member of the LDS Church, under terms highly unfavorable to the University, as described in Section IV.A below.

The concentration of LDS-affiliated individuals in senior and athletic leadership positions, combined with the circumvention of competitive hiring requirements and the favoring of LDS-affiliated vendors and contractors, raises serious concerns regarding religious preferential treatment in violation of the New Mexico Human Rights Act, NMSA 1978, 28-1-7, and Title VII of the Civil Rights Act of 1964, 42 U.S.C. 2000e et seq., both of which prohibit employment discrimination on the basis of religion by public employers. In addition to this hiring pattern, the Board has identified a corresponding pattern in which President Woolf shielded LDS-affiliated employees from discipline for policy violations and retaliated against non-LDS employees who attempted to enforce University policies or report misconduct by LDS-affiliated personnel, as described in Section D below. The specific hiring irregularities are as follows:

A. The appointment to permanent senior roles without a competitive hiring process:

On or about August 7, 2024, President Woolf directed Human Resources to generate an interim Vice President contract for Paul Grindstaff at a salary of \$185,000 per year, with a stated six-month term beginning August 15, 2024, after which a competitive search was to be conducted. On April 4, 2025, President Woolf directed HR to create a new contract that removed the word "interim" from the individual's title, effectively converting the appointment to a permanent Vice President position without prior Board approval, without presentation through the Finance Committee or other ordinary governance channels, and without timely disclosure to the Regents. The position was never posted for competitive application, and the individual was never required to apply through an open process. NMHU policy and applicable governance standards require that all permanent positions be posted and filled through a competitive hiring process. The conversion of an interim appointment to a permanent position without posting or competitive process, as directed by President Woolf, violates those requirements and implicates equal employment opportunity principles.

University records and publicly available information further reflect that this individual simultaneously maintained employment at Vanderbilt University while serving in a full-time Vice President role at NMHU, a fact not disclosed to the University at the time of

appointment and not authorized under University dual employment policy. This undisclosed dual employment arrangement raises concerns regarding President Woolf's knowing appointment of an individual in violation of NMHU's conflict of interest and dual employment policies, and implicates the New Mexico Governmental Conduct Act, NMSA 1978, 10-16-1 et seq.

The Board's concerns regarding Mr. Grindstaff's appointment are further heightened by his prior litigation history, which presented material governance, fiduciary, and reputational risks that should have been thoroughly evaluated before his appointment to one of the University's most senior executive leadership positions. Mr. Grindstaff was a named defendant in *Allstate Insurance Company, et al. v. Michael Kent Plambeck, DC, et al.*, No. 14-10574 (5th Cir. 2015), a federal civil action in which the United States Court of Appeals for the Fifth Circuit affirmed a jury verdict finding that the defendants violated the federal Racketeer Influenced and Corrupt Organizations Act ("RICO") through a scheme to defraud insurance companies. Mr. Grindstaff was specifically identified by the Court as a "Clinic Partner" within Chiropractic Strategies Group, an entity that formed part of the enterprise found liable. The Court upheld actual damages of \$945,593, treble damages of \$2,836,779, and a substantial attorney's-fee award against the defendants. Because the Fifth Circuit's opinion is a published matter of public record, this litigation history is readily discoverable by donors, legislators, accreditors, media, and the public, and it presented significant institutional risk for a position responsible for donor relations, philanthropic funds, and public representation of the University. The Board's preliminary review indicates that Mr. Grindstaff is also implicated in the falsification of University documents described in Section X below, including the forged Athletic Director signature on the men's basketball coach employment contract, conduct that has caused the University both financial and reputational harm and that underscores the heightened due diligence that his litigation background warranted.

B. Creation of New Position Without Budget Approval; Sham Posting Process:

On February 23, 2026, the President directed HR to generate an offer letter for an individual for a newly created, unbudgeted Associate Vice President position at a salary of \$170,000 per year. HR documented that this was a new position requiring job description creation, classification, Board approval, and competitive posting. The position was posted as a hidden link on March 10, 2026, with the link provided directly to the pre-selected candidate, who applied the same day. The individual's start date was April 1, 2026. An addendum to the contract provided \$6,000 in relocation expenses from Texas to Las Cruces, New Mexico, and a car allowance of \$800 per month. NMHU is not located in Las Cruces, making the relocation rationale questionable, and that additional documents reflect relocation expenses as high as \$10,000. This position was created and filled without prior Board approval, without presentation through the Finance Committee or other ordinary governance channels, and without timely disclosure to the Regents. The use of a hidden posting link provided exclusively to a pre-selected candidate is inconsistent with the fundamental requirements of NMHU's competitive hiring policies and New Mexico state employment law. The University terminated the individual hired after two weeks of work and the University now has to pay over \$6,000 in moving expenses to the individual.

C. Men's Basketball Coach Pre-Selection Prior to Posting; Defective Contract:

Before the position of Men's Basketball Coach was posted, HR was verbally informed by the President that a specific individual, Zach Settembre, a member of the LDS Church, had been selected as the new coach. HR leadership raised concerns and required that the position be posted and that the individual apply. The position was posted April 2, 2025; the individual applied the same day; a hiring proposal was submitted April 4, 2025; and his start date was April 7, 2025. A three-year contract at \$90,000 per year was forwarded from a third-party Adobe Sign account associated with another university not an NMHU account and did not use a recognized NMHU contract template. The Athletic Director did not sign the contract. Only the President and the employee signed it. President Woolf's unilateral decision to award a three-year contract to the men's basketball coach, while the women's

basketball coach who had a strong competitive year did not receive a comparable contract, raises Title IX concerns regarding equitable treatment of male and female coaches and programs that the Board is now reviewing as part of its corrective actions.

IV. NEPOTISM, CONFLICTS OF INTEREST, AND POTENTIAL VIOLATIONS OF THE NEW MEXICO ANTI-DONATION CLAUSE

An individual identified as the cousin of the President's wife was hired under the President's directive as a university employee in March 2026 at a salary of \$150,000 per year, a figure \$28,000 above the maximum posted salary for faculty positions at NMHU. Prior to his employment, this individual served as a vendor and contractor to NMHU, receiving a total of \$25,007.71 across five invoices. A job description for the position was created on December 18, 2025, and a confidential, hidden posting link was issued on December 22, 2025. The salary above the posted maximum was approved by the President, over internal Finance objections. The New Mexico Nepotism Act, NMSA 1978, 10-1-10 et seq., prohibits public officials from using their position of public trust to obtain employment for a relative. Additionally, the New Mexico Anti-Donation Clause, Article IX, Section 14 of the New Mexico Constitution, prohibits the donation or grant of public funds to any individual. The prior vendor payments, combined with the hiring of this individual above the approved compensation range through a hidden process that appears designed to benefit a pre-selected candidate, may constitute an improper use of public funds.

The failure to disclose the familial relationship between the President and this individual appears to be a material conflict of interest potentially in violation of NMHU's conflict of interest policy and the New Mexico Governmental Conduct Act, NMSA 1978, 10-16-1 et seq. The University terminated this employee after the President was placed on administrative leave.

V. UNAUTHORIZED CONTRACTS AND APPARENT VIOLATIONS OF THE NEW MEXICO PROCUREMENT CODE

A. Sandbox:

Without prior Board approval, without presentation through the Finance Committee or other ordinary governance channels, and without timely disclosure to the Regents. President Woolf signed a Memorandum of Agreement ("MOA") dated June 25, 2025, with a company known as Sandbox. Documents reflect that the Sandbox program was created by a member of the LDS Church, and that President Woolf's decision to enter into this agreement is consistent with the broader pattern of religious preferential treatment in hiring, contracting, and programmatic decisions favoring LDS-affiliated individuals and entities documented throughout this letter. The Finance and Administration Department's ("Finance") Chief Purchasing Officer did not receive, review, or approve the MOA. The Finance Department did not become aware of the MOA until April 24, 2026, nearly ten months after the execution of MOA by the President, and Finance did not received copy of the MOA from his former temporary Executive Assistant who so happened to access a copy of the Agreement from her old email files and not from the President.

The MOA provides for an 89% revenue share in favor of Sandbox. NMHU subsequently received an invoice from Sandbox in the amount of \$36,445.50, dated April 9, 2026. At the time of execution, no implementation plan or description of the partnership had been communicated to Finance or other responsible University officials. The individual identified above as a relative of the President's wife, who received \$25,007.71 as a vendor contractor from NMHU prior to his hiring as a university employee, was previously a vendor contractor with Sandbox, creating an undisclosed conflict of interest in the administration of this agreement. The execution of this MOA without Board approval, timely disclosure to Finance, or an implementation plan evidences material noncompliance with legal and policy requirements. The 89% revenue share in favor of Sandbox raises concerns regarding compliance with the New Mexico Anti-Donation Clause. Moreover, had the Sandbox program been fully implemented, the deeply unfavorable 89% revenue share structure would have

further increased the University's financial deficit at a time when NMHU is already under increased fiscal watch by the New Mexico Higher Education Department.

The University's subsequent termination of the Sandbox Agreement has created additional legal risk exposure for NMHU, as the termination may give rise to breach of contract claims or other legal proceedings by Sandbox against the University, further burdening NMHU's limited resources and adding to the institutional harm caused by President Woolf's unauthorized execution of this agreement.

B. SSC:

President Woolf pressured the Vice President and Associate Vice President of Finance and Administration to finalize an agreement with a company known as SSC to outsource University facilities management, without prior Board approval, without presentation through the Finance Committee or other ordinary governance channels, and without timely disclosure to the Regents. The University's Finance Department analysis documented that the University would not realize cost savings from this agreement. Under the agreement, University facility employees would become employees of SSC, and the status of their state employment benefits remained uncertain. The original proposed contract was for a 20-year term and provided an alleged cost savings credit to the University in the amount of \$1.7 million. President Woolf, without prior Board approval, without presentation through the Finance Committee or other ordinary governance channels, and without timely disclosure to the Regents, directed that this credit be used to purchase the private home of a Las Vegas donor and establish it as the President's official residence, a use entirely unrelated to the stated purpose of the credit and inconsistent with the lawful expenditure of public funds.

President Woolf continued to press for execution of the SSC contract despite written and oral advisements from University officials that the agreement created significant legal and reputational risks, that the University lacked the capacity to service the proposed contract debt, and that the agreement was required to be competitively bid through a formal Request for Proposal process under the New Mexico Procurement Code, NMSA 1978, 13-1-1 et seq.

It appears President Woolf's direction to the Chief Procurement Officer and the Business Office to approve this agreement outside of proper procurement review and without Board authorization would obstruct the University's procurement compliance function and may be a violation of the New Mexico Procurement Code, NMSA 1978, 13-1-1 et seq. The University has since informed SSC that it will not be moving forward with the proposed contract following the Board's administrative changes.

C. ZYDECO:

The President, without prior Board approval, without presentation through the Finance Committee or other ordinary governance channels, and without timely disclosure to the Regents, engaged a real estate development company known as Zydeco in connection with University planning activities. University records reflect that the President represented that this engagement would result in a donation from the President and CEO of the company. Zydeco was hired to work on the University master plan without a formal competitive bidding process, despite the company lacking demonstrated experience with higher education clients and New Mexico procurement requirements. The President and Paul Grindstaff requested that the contract be routed through the NMHU Foundation in order to bypass state procurement requirements, later acknowledging that the University would still need to pay its portion of expenses and that state procurement law applied regardless. Routing University expenditures through the Foundation to circumvent the New Mexico Procurement Code is impermissible. The Procurement Code applies to expenditures of public funds regardless of the contracting vehicle through which they flow.

VI. RETALIATORY CONTROL ENVIRONMENT, HOSTILE WORK ENVIRONMENT, SUPPRESSION OF INTERNAL REPORTING, AND RELIGIOUS PREFERENTIAL TREATMENT IN DISCIPLINE

University Human Resources records document multiple employee complaints, including concerns of sexual harassment and aggressive conduct by the former Vice President of Advancement. HR documentation reflects that employees experienced fear of retaliation for

raising legitimate employment concerns and were characterized as being "against" projects or not a "team player" in direct response to raising such concerns. This conduct chilled internal reporting and impaired the Board's ability to receive timely and accurate information through ordinary governance channels.

Internal administrative records reflect that President Woolf failed to initiate or direct any investigation into these complaints and instead defended the former Vice President of Advancement's conduct, in breach of the University's obligations as an employer under federal and state law. University employees and community members additionally documented complaints that the former Vice President of Advancement operated a University-owned vehicle after consuming alcohol; the Vice President of Finance and Administration contacted the University's Police Chief to respond to the bar where the Vice President of Advancement was located, and the Police Chief drove the University vehicle to the hotel that the Vice President was staying to prevent him from driving the University vehicle while impaired, and Vice President walked to the Hotel. Rather than commend this intervention or initiate disciplinary proceedings against the Vice President of Advancement, President Woolf attacked and threatened the Vice President of Finance and Administration for bringing these matters to light, apparent retaliation against an employee who acted to protect the University from liability and ensure public safety. President Woolf dismissed the underlying complaints against the Vice President of Advancement without investigation or corrective action, in disregard of both University policy and the University's duty to maintain a safe work environment. This incident is significant not only because of the underlying public-safety risk, but because it demonstrates the broader governance problem: a senior administrator who acted to protect the University from liability was threatened rather than supported. Such conduct reasonably deterred employees from elevating concerns and contributed to the delayed disclosure of material issues to the Board.

The preliminary review indicates that the Vice President of Advancement is an individual with ties to the LDS Church, and that President Woolf's pattern of shielding LDS-affiliated employees from discipline extended to the Athletics Department. The Vice President of Advancement was terminated following the Board's recent administrative actions.

The Athletic Director sought to discipline Head Men's Basketball Coach Zach Settembre, a member of the LDS Church, for multiple violations of NCAA and RMAC Conference rules, and for conduct involving the physical grabbing of a student-athlete and directing profane language at the player. President Woolf refused to allow the Athletic Director to impose any disciplinary action on Coach Settembre. Instead, President Woolf retaliated against the Athletic Director by removing him from his direct reporting line to the President and placing him under the supervision of the Vice President of Advancement, thereby subordinating the Athletic Director to a less senior position and insulating Coach Settembre from oversight. This restructuring had no legitimate institutional justification and served to punish the Athletic Director for attempting to enforce University policies and NCAA/RMAC compliance against an LDS-affiliated employee. This retaliatory restructuring further undermined institutional checks and balances by punishing an official who attempted to enforce NCAA/RMAC and University compliance obligations. It also sent a clear message to other administrators that enforcement of policy against favored personnel could result in adverse employment consequences.

President Woolf further threatened to demote the Vice President of Finance and Administration to Comptroller during a budget meeting, in direct response to that official's refusal to redirect institutional funds to men's basketball without proper authorization. The President actions appear to constitute retaliation against a University employee for performing lawful fiduciary duties. President Woolf also directed the Vice President of Finance not to participate in the Faculty Senate Financial Planning Committee, impeding shared governance and the University's institutional financial oversight function. Threatening the University's chief financial officer for refusing to redirect funds without proper authorization directly interfered with the Board's fiduciary oversight function.

The foregoing conduct, as reflected in University administrative records, appears in direct violation of the University's affirmative legal obligations under Title VII of the Civil Rights Act of 1964, 42 U.S.C. 2000e et seq.; the New Mexico Human Rights Act, NMSA 1978, 28-1-1 et seq.; Title IX of the Education Amendments of 1972, 20 U.S.C. 1681 et seq.; and

applicable University policies requiring prompt investigation and remediation of harassment, retaliation, and hostile work environment complaints. The pattern of preferential treatment of particular religiously affiliated employees and retaliation against employees who sought to hold them accountable further implicates protections against religious discrimination under both Title VII and the New Mexico Human Rights Act.

The Board is aware of recently filed federal litigation against NMHU arising from conduct during President Woolf's administration. The Board expressly reserves all rights and defenses with respect to that proceeding and declines to address the specifics of that litigation in this correspondence, as it is the subject of separate legal proceedings and counsel

VII. TITLE IX COMPLIANCE FAILURES

The University's athletic program reflects a significant gender participation imbalance: approximately 65% of athletes are male, while approximately 65% of the student body is female. Rather than address this imbalance, the President authorized an increase in the size of the football team, including the addition of a 35-person "developmental team," making it the largest football team in the state. These actions, directed by President Woolf without Board knowledge or authorization, have exacerbated an existing Title IX compliance concern and reflect President Woolf's disregard for the University's legal obligations under Title IX of the Education Amendments of 1972. The Board is committed to reviewing and remedying the University's Title IX compliance posture.

VIII. FINANCIAL MISMANAGEMENT AND UNBUDGETED EXPENDITURE OF PUBLIC FUNDS

Multiple financial commitments were made by the President without Board approval or budget authorization, including:

1. Creation of new, unbudgeted positions at salaries of \$170,000 and \$150,000 (the latter \$28,000 above the posted salary maximum); compensation increases directed

by the President outside of established salary schedules and without Board or Finance Committee authorization;

2. Dramatic and unauthorized increases in financial aid expenditures without prior Board approval, without presentation through the Finance Committee or other ordinary governance channels, and without timely disclosure to the Regents: the FY26 original institutional scholarship budget was \$743,174; following directives from the President to the Financial Aid, Admissions, Athletics departments to spend without limits, estimated actuals for FY26 increased to \$1,840,270, with year-to-date institutional scholarship expense of \$1,709,330 as of May 26, 2026, an overrun of nearly \$1,000,000 above the approved budget, negatively impacting the I&G fund balance and further straining the University's already constrained fiscal position under HED fiscal watch; institutional waivers similarly increased from a FY25 final of \$1,577,977 to a FY26 year-to-date total of \$2,043,425, an unbudgeted increase of approximately \$465,000; and athletic scholarships exceeded budget by \$127,000; and
3. An athletic budget for FY27 projecting nearly \$1 million in "additional debt" inconsistent with historical performance.
4. At President Woolf's direction, Vice President Paul Grindstaff made representations to the public and to the NMHU Foundation that the Foundation would finance a major capital project (an athletic stadium) without Foundation Board knowledge or approval, without presentation through the Finance Committee or other ordinary governance channels, and without timely disclosure to the Regents. A public announcement regarding the athletic stadium project was made at President Woolf's direction before Board or the New Mexico Higher Education Department (HED) approval, and project funding rested on informal legislative assurances that did not materialize during the legislative session. NMHU Foundation board members were not aware of Woolf's and Grindstaff's

representations to HED and refused to fund the capital projects as they were not properly vetted through the foundation and this created severe distrust between the NMHU Foundation Board, Woolf, and Grindstaff.

5. The President was aware that the University is currently under fiscal watch and is prohibited from obtaining additional debt. The Legislature's Finance Committee has already raised questions about the size of athletic rosters and associated financial strain; however, the President disregarded the aforementioned fiscal watch restraints and increased the University's debt, in significant part through the financially unfavorable Polynesian football recruiting initiative described elsewhere in this letter – and the University is now on increased fiscal watch by the New Mexico Higher Education Department. The Board's concern is not any individual's religion, religious identity, or protected belief. The Board's concern is the appearance, supported by preliminary records, that President Woolf may have used noncompetitive processes, selective discipline, and preferential access to benefit individuals or entities with whom he had personal, religious, or affinity-based connections, while retaliating against employees who attempted to enforce neutral University policies. The additional operational budget deficit attributable to these recruiting expenditures and associated institutional aid commitments further compounds the University's fiscal distress.
6. The commingling of University and Foundation expenses, and unauthorized commitments of Foundation resources, exposes both the University and the Foundation to regulatory scrutiny by the New Mexico Attorney General, which has oversight authority over charitable organizations in the state.
7. The President, without prior Board approval, without presentation through the Finance Committee or other ordinary governance channels, and without timely disclosure to the Regents. Authorized an expanded student recruiting initiative targeting American Samoa and Hawaii, undertaken primarily in furtherance of the

NMHU football program. Information provided to the Board indicates that the President's recruiting efforts targeted communities in which the LDS Church maintains a significant presence, which appears consistent with the broader pattern of religion-based preferential treatment in President Woolf's hiring and programmatic decisions documented in this letter. Again, the Board's concern is not any individual's religion, religious identity, or protected belief. The Board's concern is the appearance, supported by preliminary records, that President Woolf may have used noncompetitive processes, selective discipline, and preferential access to benefit individuals or entities with whom he had personal, religious, or affinity-based connections, while retaliating against employees who attempted to enforce neutral University policies.

A financial analysis of this initiative reveals a deeply unfavorable return: gross revenue of \$425,253.56, offset by institutional aid of \$283,770.00 and a Risepoint revenue share of \$1,560.00, yielding a net revenue of \$139,923.56. University travel expenses for three recruiting trips totaled \$72,112.03, further reducing the net benefit to the University. The University effectively realized approximately 16% of the gross revenue that could have been generated from this initiative a return the Board views as inconsistent with responsible stewardship of public funds, particularly given the University's current HED fiscal watch status. The disproportionate financial commitment to this initiative has directly contributed to the University's increased operational budget deficit and its placement on increased fiscal watch by HED. The University is aware of a \$5,300 discrepancy between the institutional aid figure reflected in university records and the figure reported by the Financial Aid Office, which the Board has directed to be reconciled. Additionally, travel expenses incurred by the Vice President of Advancement/University Relations in connection with this recruiting effort, undertaken at President Woolf's direction, were posted to the Foundation's books rather than the University's general ledger. This appears to be additional instance of the improper commingling of University and Foundation expenses identified elsewhere in this letter and reflects President Woolf's pattern of directing University expenditures outside of proper

institutional financial controls.

A Financial Aid review of the American Samoa recruited student cohort reflects 18 students with a combined Satisfactory Account Receivable (SAR) balance of \$9,400. Of particular concern, 5 of those students carry a GPA below 2.0, with a combined SAR balance of \$8,400, raising issues regarding academic eligibility, scholarship continuation, and compliance with federal financial aid regulations. Taken together, the financial profile of this recruiting initiative, disproportionate cost, minimal net return, improper expense routing, and academic risk within the recruited cohort, reflects a failure of fiscal judgment and governance oversight inconsistent with the University's obligations as a public institution.

8. All of the financial aid mismanagement described above warrants particular attention given its compounding impact on the University's fiscal health. The President, without prior Board approval, without presentation through the Finance Committee or other ordinary governance channels, and without timely disclosure to the Regents, directed the Financial Aid Office to expend institutional scholarship funds without budgetary limits, in disregard of the University's approved FY26 budget and its obligations under fiscal watch. Beyond the FY26 overruns described above, the FY27 institutional scholarship budget submitted to the New Mexico Higher Education Department reflects an original allocation of \$1,100,000. However, current Financial Aid estimates report renewable scholarships of \$684,360 and first-time freshmen institutional scholarship awards of \$3,001,940, totaling approximately \$3,686,300 in anticipated FY27 commitments against a \$1,100,000 budget, a projected overrun of approximately \$2,500,000. This situation is compounded by the fact that the prior administration eliminated the student scholarship acceptance process, meaning the University currently has no reliable mechanism to determine which students intend to accept their awards. Additionally, the President's administration removed the Financial Aid Office from the institutional scholarship awarding process entirely, delegating awarding

authority to Admissions and Athletics, a practice inconsistent with established University policy and sound financial controls. Under the President's directive, the Financial Aid Office created probationary scholarship structures for athletes and was directed to extend in-state tuition waivers to all out-of-state students, a commitment that was neither budgeted nor authorized by the Board.

Interim President reorganized the organizational reporting structure of the Financial Aid Office and Enrollment Management. The Financial Aid Department was removed from underneath the direction of the Associate Vice President of Enrollment and now reports to the Vice President of Finance and Administration. Also, the Board of Regents and the Interim President directed the university to revert to the prior established practices, including: restoring the Financial Aid Office's role in awarding institutional scholarships; reinstating the scholarship appeal process for athletes; and reinstating the student scholarship acceptance process to obtain accurate commitment data for FY27 financial planning.

IX. DESTRUCTION OF UNIVERSITY RECORDS

Upon the departure of the former Assistant Vice President of Facilities, that individual deleted all digital files from her University workstation and reset the device to factory default, effectively destroying University records and property. No files have been recovered. University administrative records reflect that President Woolf directed and oversaw this individual's departure without ensuring continuity of institutional knowledge or preservation of University records, in violation of University data retention policies and his duties as chief executive officer. The destruction of University records may constitute a violation of New Mexico's public records laws, NMSA 1978, 14-3-1 et seq., and may constitute destruction of evidence relevant to pending or anticipated legal proceedings or audits. The Board has directed a forensic investigation of the affected workstation and is assessing whether a report to the New Mexico State Records Center and Archives or to law enforcement is required.

X. FRAUD AND ABUSE

In addition to the matters described above, the Board's preliminary review has identified specific instances of apparent fraud and abuse involving the alteration and falsification of government documents, the forgery of the signatures of University officials, and the misuse of presidential authority to coerce improper personnel actions. These matters are described below and, where appropriate, will be referred to the New Mexico Attorney General and applicable federal authorities for review of potential criminal liability.

- A. **Fraudulent Creation and Forgery of the Men's Head Basketball Coach Employment Contract:** The Board's review indicates that the 2026 Head Men's Basketball Coach employment contract for Zach Settembre was fraudulently created. Paul Grindstaff presented the agreement to Stephanie Gonzales, the Vice President of Finance and Administration, for processing without the signature of Scott Noble, the NMHU Athletic Director. VP Gonzales informed Mr. Grindstaff that Mr. Noble's signature is required on the Agreement before it is signed by the Finance and Administration Department. Mr. Noble had previously informed President Woolf and Mr. Grindstaff that he could not morally provide Mr. Settembre with a new employment contract, given Mr. Settembre's disciplinary issues over the prior year, including NCAA and RMAC violations and other personnel issues, and the fact that President Woolf had retaliated against Mr. Noble for attempting to discipline Mr. Settembre through a Performance Improvement Plan (PIP) that President Woolf intervened to prevent from being implemented.

On March 18, 2026, VP Gonzales received a contract from Mr. Grindstaff that did not contain Mr. Noble's signature, and she again advised Mr. Grindstaff that Mr. Noble's signature is required to be on the Agreement.

On April 22, 2026, VP Gonzales received an electronically signed contract via Mr. Grindstaff's Vanderbilt University NIL email account, which contained an

electronic signature purporting to be that of Athletic Director Scott Noble. The Finance and Administration's Budget Director signed the contract in reliance on her belief that all signatures were legitimate, and the contract was implemented. Unbeknownst to Finance and Administration Department, Mr. Noble's electronic signature had been forged, rendering the contract an altered and forged government document. This document created a financial risk to NMHU because the contract should never have been implemented in light of Mr. Settembre's prior conduct and the forged signature. The contract financially harmed the University when NMHU was required to pay Mr. Settembre a severance of approximately \$22,500 to which he was not entitled as a matter of law, given that it rested on a forged government document. The Board has directed counsel to review the potential New Mexico criminal liability of Paul Grindstaff for altering and forging a government document, as well as Mr. Settembre's potential liability for obtaining University and state monies based upon a fraudulent contract. This matter will be referred to the New Mexico Attorney General for review of potential criminal liability.

- B. Falsified Federal Immigration Form I-20: On June 9, 2026, NMHU identified that a falsified U.S. federal immigration Form I-20, "Certificate of Eligibility for Nonimmigrant (F-1) Student Status For Academic and Language Students," had been submitted on behalf of a Mexican national student who had graduated from a New Mexico high school and was recruited as a men's basketball player for the University. The University discovered that the signatures of Lara Barela, the Director of the Office of Financial Aid & Scholarship, and Jim Deisler, the Senior Associate Athletic Director of Compliance, had been forged on the I-20 Form, and that the form was presented to the U.S. Department of Homeland Security. The I-20 was subsequently cancelled by the University. The University will notify the Department of Homeland Security of the falsification of this federal document. Under 18 U.S.C. § 1001, knowingly making a materially false statement to a federal agency, including U.S. Citizenship and Immigration Services, is a felony, and this matter will be evaluated for referral to the appropriate federal authorities.

C. Coerced Termination of Faculty Over the Sandbox Program: The Board's review further indicates that University officials were directed to terminate faculty members who refused to enroll students into the Sandbox program. A tenured NMHU faculty member declined to enroll the students presented by Sandbox because the faculty member questioned the legitimacy of the program, the fact that the program had not been approved, and the fact that NMHU was being rushed to enroll students. A directive was issued and a file was created to discipline and terminate that faculty member in response. This conduct is consistent with the retaliatory control environment and the LDS-affiliated contracting pattern described in Sections II and V.A above and reflects the misuse of University authority to coerce improper personnel action against an employee acting in good faith. The Faculty Member was not terminated nor disciplined due to the intervention of University's General Counsel.

D. Improper Hiring and Fraudulent Foundation Employment Contract for the Assistant Men's Basketball Coach: The Board's review indicates that an Assistant Men's Basketball Coach was improperly hired by Paul Grindstaff and President Woolf without any proper or competitive search process. In reliance on the offer of employment, the Assistant Coach resigned from his prior position and relocated himself and his family to Las Vegas, New Mexico to begin work at the University. The individual was then presented with a fraudulent employment contract issued through the NMHU Foundation for an annual salary of \$75,000. The NMHU Foundation does not hire personnel and has no employees; rather, the Foundation only provides funding to the University to partially support two University positions, and individuals funded in this manner are never employees of the Foundation. The Foundation Board did not approve this contract.

While the University was ultimately able to rectify the situation, this conduct created significant legal risk for both the University and the NMHU Foundation. Specifically, the issuance of an unauthorized employment contract by an entity that

has no authority to employ personnel exposes the University and the Foundation to potential claims for breach of contract, promissory estoppel, and detrimental reliance by the Assistant Coach, who left prior employment and incurred relocation expenses in reliance on the offer; to potential fraud and misrepresentation claims arising from the issuance of a contract that the issuing entity had no authority to execute; to personal exposure for the individuals who purported to bind the Foundation without Board authorization; and to governance and charitable-oversight scrutiny by the New Mexico Attorney General, which has oversight authority over charitable organizations. The use of the Foundation as a vehicle to extend employment offers also reflects the same pattern of circumventing institutional controls and Board approval documented elsewhere in this letter and further evidences the commingling of University and Foundation functions that exposes both entities to regulatory and legal risk.

- E. Improper Name, Image, and Likeness (NIL) Contract Presented to a Prospective Student-Athlete: The Board's review has identified an improper NIL contract presented to a prospective male basketball player for NMHU. 575DDLC, LLC, doing business as Highlands Rising, provided NIL agreements to prospective students to play sports for the University. Highlands Rising failed to provide the University the required notification of these contracts, depriving the University of the opportunity to review the agreements for compliance with NCAA NIL rules, applicable New Mexico law, and institutional policy. Moreover, the contract reviewed by the Board contains terms that create legal liability and risk for the University, and the University has been contacted by recruits requesting the funds described in the agreement.

The Board's preliminary legal risk assessment identifies the following concerns: (1) although the agreement recites that Highlands Rising is a separate legal entity and that the University has undertaken no obligations, the agreement repeatedly invokes the University, conditions compensation on enrollment and continued athletic participation at the University, and provides for claw back and forfeiture of funds

upon non-enrollment, transfer, or non-participation, all of which blur the line between a permissible third-party NIL arrangement and an impermissible pay-for-play or recruiting inducement that could jeopardize student-athlete eligibility and expose the University to NCAA infractions and reputational harm; (2) the payment terms tie compensation to the prospective athlete enrolling and remaining enrolled, and further provide for reimbursement of monies paid for "expenses, damages, previous debts/bills owed to prior institutions," which heightens the risk that the arrangement will be characterized as an improper inducement to enroll; (3) the confidentiality provisions purport to bind the University and expressly object to any further disclosure by the University, which conflicts with the University's obligations as a public institution under the New Mexico Inspection of Public Records Act and impairs the University's compliance and oversight functions; (4) the failure to provide the required advance notice deprived the University of its ability to vet the agreement and ensure compliance, exposing the University to regulatory and eligibility risk; and (5) the inquiries the University has received from recruits seeking payment reflect confusion regarding the University's role and create a risk that the University will be drawn into disputes, including the binding, confidential arbitration in San Miguel County contemplated by the agreement, notwithstanding the agreement's disclaimer of University obligations. The Board has directed counsel to review these agreements, to clarify the University's position with affected recruits, and to ensure that any third-party NIL activity conducted in the University's name complies with NCAA rules, New Mexico law, and institutional policy.

XI. STUDENT PROTECTION AND CONTINUITY OF OPERATIONS

The Board is committed to protect students and preserve continuity of academic operations. The Board has directed the administration to confirm that academic programs, student services, financial aid processing, athletics compliance, Title IX response, payroll, vendor payments, and student records remain operational during the leadership transition. The Board has further directed that any financial-aid or scholarship corrective action be

implemented in a manner that avoids unnecessary harm to students who reasonably relied on University communications, while also restoring lawful budgetary controls and compliance with federal and state requirements.

XII. ACCREDITATION AND INSTITUTIONAL INTEGRITY

The Board recognizes that certain matters described in this letter may implicate institutional integrity, governance, financial controls, complaint processes, student support, Title IX compliance, and the University's continuing obligations to its accreditor, the Higher Learning Commission (HLC). The Board and Interim President has directed the University's Accreditation Liaison Officer, General Counsel, Chief Financial Officer, Human Resources leadership, Title IX Coordinator, and appropriate academic leadership to assess these matters against HLC Criteria for Accreditation, Assumed Practices, Obligations of Membership, and applicable federal compliance requirements.

The Board and Interim President will determine, in consultation with counsel and the Accreditation Liaison Officer, whether and when formal notice or supplemental reporting to HLC is required. The Board's goal is to demonstrate that NMHU has identified the governance and control failures, protected students, preserved academic continuity, restored appropriate reporting channels, and implemented sustainable corrective action.

XIII. CORRECTIVE ACTIONS TAKEN BY THE BOARD

The Board's corrective actions began immediately after the Regents received credible, documented information sufficient to establish that the matters described herein were not isolated administrative disagreements, but reflected a broader pattern of retaliation, suppression of internal reporting, circumvention of institutional controls, and potential violations of law and policy. In addition to the specific actions listed below, the Board has authorized the engagement of independent outside counsel and independent forensic/audit professionals who have not previously advised President Woolf or participated in the transactions under review. Their scope will include governance reporting failures,

procurement, employment actions, financial aid commitments, Foundation-related transactions, athletics expenditures, Title IX risk, document preservation, and whether any matters require referral to law enforcement, the Attorney General, HED, OSA, HLC, or other authorities. The Board has taken and is taking the following corrective actions and will continue to act consistent with its fiduciary and legal obligations:

1. Placed University President Dr. Neil Woolf on administrative leave with pay, and initiated termination proceedings effective June 2, 2026, based on the documented pattern of conduct described herein.
2. Directed immediate stabilization measures, including: appointment of an Interim President, restoration of financial controls, and implementation of a leadership transition plan to maintain academic and student-service continuity and fiscal oversight.
3. Directed the initiation of an independent internal audit and review of all contracts executed by the President, including but not limited to the Sandbox MOA, the SSC agreement, the men's basketball coach employment contract, and any agreements with Zydeco or related parties. The Board has further directed the Office of General Counsel to assess the University's legal exposure arising from the termination of the Sandbox Agreement and to develop a strategy to mitigate any resulting litigation risk.
4. Directed an independent review of Board governance practices, including whether existing Board agendas, committee reports, budget-to-actual reporting, contract approval thresholds, presidential delegated authority, and executive-session procedures were sufficient to identify material risk.
5. Directed the Finance Committee to receive monthly budget-to-actual reports, including institutional aid, waivers, athletics expenditures, new positions, contracts, Foundation-related transactions, and any variance exceeding a defined

threshold.

6. Directed that the Board Chair, Finance Committee Chair, Audit Committee or equivalent committee, General Counsel, CFO, Chief Procurement Officer, Title IX Coordinator, HR Director, and Accreditation Liaison Officer establish direct reporting protocols for urgent legal, financial, accreditation, student-safety, Title IX, and compliance matters.
7. Directed mandatory Board training on fiduciary duties, accreditation governance, public procurement, governmental conduct, anti-retaliation, Title IX, financial-aid controls, and public-records preservation.
8. Directed a review of the President's evaluation process to determine whether the Board received complete and accurate information concerning fiscal management, compliance, campus climate, employee complaints, student outcomes, athletics, and external commitments.
9. Directed that all senior administrators with responsibility for Finance, Human Resources, Procurement, Title IX, Athletics compliance, Information Technology, and Legal shall have direct access to the Board or appropriate Board committees for the purpose of reporting legal, financial, compliance, or safety concerns without interference or retaliation.
10. Directed the development of a temporary enhanced-reporting protocol requiring regular reports to the Board regarding procurement approvals, personnel actions above a designated salary threshold, institutional aid commitments, litigation holds, Title IX compliance, and material contracts.
11. Directed the establishment of a protected reporting process for employees who have information concerning retaliation, suppression of reporting, destruction of records, procurement irregularities, discrimination, harassment, or misuse of public funds.

12. Directed that no employee shall suffer retaliation for providing information to the Board, OSA, HED, law enforcement, or other lawful oversight authority.
13. Directed a review of presidential delegations of authority, signature authority, emergency procurement practices, hiring exceptions, and contract routing procedures to ensure that no future president can bypass Board oversight or institutional controls.
14. Directed IT and Legal to implement an immediate litigation hold across all University and Foundation electronic and physical records, and to conduct a forensic investigation into the deleted files from the former AVP of Facilities' workstation.
15. Directed HR, in consultation with the Office of General Counsel, to investigate all reported instances of sexual harassment, hostile work environment, retaliation, and religious preferential treatment, including the pattern of preferential hiring and disciplinary protection of religiously affiliated employees, with results to be documented and reported to the Board.
16. Directed the Business Office and Chief Procurement Officer that no contract or financial commitment may be executed without appropriate procurement and legal review, regardless of direction from the President's office.
17. Initiated a review of the University's Title IX compliance posture, including the gender equity of athletic program participation, compensation, and contract terms.
18. Directed counsel to identify any matters that may require referral to the New Mexico Attorney General, law enforcement, the State Records Center and Archives, HED, HLC, or other authorities. The Board will not delay any legally required report pending completion of the broader independent investigation.

XIV. DOCUMENTS AND INFORMATION PROVIDED WITH THIS RESPONSE

Pursuant to the OSA's request for initial information sufficient to open a file on this matter, the University is providing, contemporaneously with this letter, the following: (a) a summary of the factual basis for the Board's decision to place the President on administrative leave and initiate termination proceedings; (b) relevant HR documentation regarding the hiring actions described herein, to the extent not subject to a pending litigation hold restriction; (c) procurement records related to the Sandbox MOA and SSC agreement; (d) financial records reflecting the unbudgeted expenditures identified herein. The Board will supplement this response with additional documentation, including the results of the independent audit and internal investigation, as those processes are completed. The Board respectfully requests that the OSA direct any additional document requests to the Office of General Counsel so that the University may ensure orderly, legally compliant production.

XV. CONCLUSION

The Board recognizes that NMHU is a public institution supported by public funds and public trust. The Board's objective is not merely to identify past misconduct, but to restore confidence in the University's governance, financial stewardship, employment practices, procurement controls, and compliance culture. The Board is committed to ensuring that employees may report concerns without fear of retaliation, that financial and procurement decisions are subject to proper controls, and that material information reaches the Regents in a timely and accurate manner. The Board welcomes the OSA's oversight and will cooperate fully with any appropriate review by the Office of the State Auditor, the New Mexico Higher Education Department, the Governor's Office, the Attorney General, and other lawful oversight authorities. The Board recognizes its obligations under Section 12-6-6, NMSA 1978, and intends to fulfill them.

Nothing in this letter shall be construed as a waiver of the attorney-client privilege, the attorney work product doctrine, or any other applicable privilege or protection with respect to any underlying communications or documents. The Board reserves all applicable rights and privileges.

cc: Shawn Beck, Director, Special Investigations Division, Office of the State Auditor
Stephanie Gonzales, Vice President of Finance and Administration, NMHU
Board of Regents, New Mexico Highlands University