

NORTHERN NEW MEXICO COLLEGE



**NORTHERN NEW MEXICO COLLEGE
BOARD OF REGENTS**

JULY 23, 2025

NORTHERN New Mexico College



NOTICE

The Board of Regents of Northern New Mexico College will hold a regular meeting on **Wednesday, July 23 2025 at 3:00PM**, Via Zoom and in person at Northern New Mexico College, Board Room, Española Campus, Española, New Mexico.

Join Zoom Meeting

<https://nnmc.zoom.us/j/94202830748>

FINAL AGENDA

- I. CALL TO ORDER**
- II. APPROVAL OF AGENDA**
- III. PUBLIC INPUT**
- IV. COMMENTS FROM THE BOARD**
 - A. Board of Regents Subcommittee Reports
 - 1. Housing Committee – Informational
 - 2. Audit, Finance, Facilities Committee – Informational
 - 3. Academic and Student Affairs Committee – Informational
 - 4. Governance Committee - Informational
 - 5. HERC Committee - Informational
- V. APPROVAL OF MINUTES - Action Required**
- VI. PRESIDENT’S REPORT AND ANNOUNCEMENTS**
 - A. Celebrate Northern – Informational
 - B. CUP/NMICC Report – Informational
 - C. NMMC Foundation – Informational
 - D. Introduction of Staff and Faculty – Informational
- VII. FACULTY SENATE PRESIDENT REPORT**
- VIII. RECOGNITION OF JASIE GREEN - STUDENT SENATE PRESIDENT - Informational**
- IX. STUDENT SENATE PRESIDENT REPORT**
- X. STAFF REPORTS**
 - A. Vice President for Finance & Administration
 - 1. Northern Federation of Educational Employees, AFT-NM, AFL-CIO Faculty Bargaining Unit Collective Bargaining Agreement – Action Required

2. Northern Federation of Educational Employees, AFT-NM, AFL-CIO
Non-Exempt Staff Bargaining Unit Collective Bargaining Agreement –
Action Required

XI. EXECUTIVE SESSION

- (1) Limited personnel matters related to the hiring, promotion, demotion, dismissal, assignment, resignation, or investigation or consideration of complaints or charges against an employee;
 - a. President's Evaluation
- (2) Bargaining strategy preliminary to collective bargaining
 - a. No items
- (3) Threatened or pending litigation subject to the attorney-client privilege in which the College may be a participant; and
 - a. No items
- (4) Real estate acquisition or disposal.
 - a. No items

XII. VOTE TO REOPEN MEETING - Certification that only those matters described in the Executive Session Agenda were discussed in the closed session; if necessary, final action with regard to certain matters will be taken in Open Session

XIII. ADJOURNMENT

In accordance with the Americans with Disabilities Act (ADA), physically challenged individuals who require special accommodations should contact the President's Office at 505-747-2140 at least one week prior to the meeting or as soon as possible.



MEMORANDUM

To: Board of Regents,
Northern New Mexico College

From: Hector Balderas, JD, CFE
President

Date: July 23, 2025

Re: Board of Regents Meeting Minutes

Issue

Northern New Mexico College (NNMC) provides, on a monthly basis, Board of Regents Minutes from the previous month for approval.

Recommendation

Staff recommends that the Board of Regents approve the attached Board of Regents Minutes for May 30, 2025 as submitted or if applicable, as amended.

NORTHERN New Mexico College



NORTHERN NEW MEXICO COLLEGE BOARD OF REGENTS MEETING MINUTES MAY 30, 2025

The Board of Regents of Northern New Mexico College held a regular Board Meeting on Friday, May 30, 2025. Board Members in attendance were Chairman Martin, Regent Velarde, Regent Archuleta, Regent Lovato, and Regent Gurule.

Staff Present: Hector Balderas, JD, CFE, President, Matt Baca, General Counsel, Theresa Storey, Chief Financial Officer, Scott Stokes, Chief Information Officer, Carmella Sanchez, Director, Institutional Research, Shawn Madrid, Capital Projects Coordinator, Sandy Krolick, Creative Director, Communication & Marketing, Janice Baca, Registrar, Arin McKenna, Staff Writer/Reporter, Communications & Marketing, Haylie Baca, Academic Advisor, Vince Lithgow, Accountant III, Evette Abeyta, Budget Director, Milam Shaw, Communications Coordinator, Communications & Marketing, Juan Gallegos, Windows Systems/Information Security Administrator, Geno Trujillo, Director of Safety/Security, Jolene Trujillo, Health & Safety Manager, Farjahan Shawon, Director, Teaching & Learning Center, Khiana Valencia, Student Care Specialist, Tammy Winston, Student Life Coordinator, Alonso Lopez Martinez, Administrative Assistant and Amy Peña, Executive Office Director.

Faculty Present: Scott Braley, Faculty Senate President

Others Present: Lori Sweat, Tim Crone, Jake Arnold

I. CALL TO ORDER

Chair Martin called the meeting to order at 9:11AM.

II. APPROVAL OF AGENDA

Chair Martin entertained a motion to approve the agenda.

Regent Lovato moved to approve the agenda. Second Regent Velarde. A roll call vote was taken. Chairman Martin – yes, Regent Velarde – yes, Regent Archuleta – yes, Regent Lovato – yes, Regent Gurule – yes. Motion passed unanimously.

III. PUBLIC INPUT

None.

IV. COMMENTS FROM THE BOARD

A. Board of Regents Subcommittee Reports

1. Housing Committee

Regent Archuleta stated there is nothing to report. El Rito is almost complete and we are happy to get that done.

2. Audit, Finance, Facilities Committee

Regent Velarde stated there will be an update later in the meeting. She unfortunately missed the meeting so she does not have an update but it will be updated later in the meeting.

3. Academic and Student Affairs Committee

Regent Lovato stated there is nothing to report.

4. Governance Committee

a. Upcoming Presidential Evaluation

b. Upcoming Board Evaluation

Mr. Baca stated there are just a couple of brief report outs. We will be sending out in the month of June both the Presidential Evaluation and the Board Evaluation. The Governance Committee will meet in June to finalize the Presidential evaluation tool. We will circulate that to the members in advance of the June meeting, and then we will conduct the actual evaluation in closed session, as has been the practice on the Presidential evaluation. For the Board evaluation it will be self-executed and sent back to Mr. Baca and he will share it with the Board. Mr. Baca stated he wanted to acknowledge with our newest members that you know, it may be difficult to provide some of the feedback given the amount of time that you've been on the board but we'll leave it to your discretion to either give some input or not based on you're the amount of experience that you have at this point.

Chairman Martin asked if there were questions of the Board. No questions from the Board of Regents.

5. HERC Committee

Chair Martin has not heard from HERC and asked if Regent Velarde stated she has not and she stated she would reach out to Yolanda. Regent Martin would like to address the HERC at the Retreat in June. They were supposed to hire an executive director before the session stated and that never materialized. Our former chair is no longer a regent, so we really have a vacancy there. We haven't heard anything from the HERC as far as when we're going to reorganize and so we'll cover this more in dept in our retreat so we don't spend so much time on it today.

Regent Velarde will copy Chair Martin on the email.

V. APPROVAL OF MINUTES

Board Chair Martin entertained a motion to approve the minutes of May 9, 2025.

Regent Velarde moved to approve the minutes of May 9, 2025. Second – Regent Lovato. A roll call vote was taken. Chairman Martin – yes, Regent Velarde – yes, Regent Archuleta – yes, Regent Lovato – yes, Regent Gurule – yes. Motion passed unanimously.

Board Chair Martin entertained a motion to approve the minutes of May 30, 2025.

Regent Lovato moved to approve the minutes of May 30, 2025. Second – Regent Velarde. A roll call vote was taken. Chairman Martin – yes, Regent Velarde – yes, Regent Archuleta – yes, Regent Lovato – yes, Regent Gurule – yes. Motion passed unanimously.

VI. PRESIDENT'S REPORT AND ANNOUNCEMENTS

A. Celebrate Northern

President Balderas stated we celebrated our graduating students this month, with our main commencement, commencement ceremonies for Adult Ed and HEP and our Nurse Pinning Ceremony. This is what we work for, seeing our students succeed and apply what they've learned here to new goals and new successes. I want to thank our State Treasurer, the Honorable Laura Montoya for her inspiring address to our graduates. I also want to thank everyone who worked so hard to make these ceremonies run so smoothly.

President Balderas stated we celebrated Mr. Ralph E. (Butch) Clark, III, for his generous contributions to Northern's Technical Trades Department and his many contributions since 2021. His donations have helped purchase electrical training supplies, a van to transport equipment to trades training in area high schools and HVAC, plumbing, and welding equipment. He's helped us revitalize the trades lab on the Española campus and launch a new carpentry program (including covering faculty salaries for two years). The celebration. also included the dedication of the Technical Trades Building.

President Balderas congratulated the Technical Trades Department for landing a \$29,500 grant to recruit women into our electrical trades program. The first stage of this project has just been completed, with Harry Gantz Communications producing four short recruitments videos. Thanks to Joe Padilla, Christian Gomez and Frank Loera from Tech Trades and Arin McKenna, Sandy Krolick and Lisa Pelletier from Communications for their work on this project. And thanks to Emma Hashman, Dr. X, students Jaide Romero, Nicodemo Majuec and Jenelle Lovelette and the dual credit students from Jemez Valley High School for providing “talent” for the videos. You can watch the videos on our Facebook and YouTube pages.

Technical Trades also received a grant from the New Mexico Department of Workforce Solutions Pre-apprenticeship Opportunity Programs, funded by the U.S. Department of Labor through the State Apprenticeship Expansion Formula, round 2 grant. The grant will be applied toward pre-apprenticeships in Northern’s new Carpentry program.

For the second year in a row, 2024 graduates of our ADN program had a 100-percent pass rate of the NCLEX-RN exam (National Council Licensure Examination for Registered Nurses) on their first try. The department staff have instituted several initiatives for enhancing student outcomes, including faculty tutoring and study sessions, a success coach and a peer mentor program, and those are paying off. The Nursing Department probably understands our students more than any other institution in the State. President Balderas would like to commend the Nursing faculty and staff as they are implementing a model. They are getting the amazing results because they have based the wrap around results and congratulations on their 100% pass rate.

President Balderas stated he has received many comments as to what is happening with the greenhouse. It is funny how all the neighbors notice when you clean up a house. The El Rito campus has received two grants this year. Con Alma Foundation has awarded \$20k for the El Rito Greenhouse and Community Garden, which will be used to make the greenhouse functional again so members of the community can use it. The Carroll Petrie Foundation has given us \$12k for the El Rito Bee Campus. The goal is to beautify the campus with new vegetation that attracts pollinators, to increase biodiversity and a sense of well-being. President Balderas is confident if all works out, we may be able to produce vegetables and we have started a partnership with the Senior Center in El Rito to donate food and do some positive cooking classes. It starts with funding and thank you to the Carroll Petrie Foundation and Con Alma.

Our Women’s Basketball Team made history by reaching the Continental Athletic Conference Championship final for the first time, making it all the way to the final round. We lost a heartbreaking basketball to Haskell University. Our Men's Basketball Team continues building a legacy, making the conference tournament for the third consecutive year.

President Balderas thanked Chair Martin for attending the Financial Literacy event. We celebrated Financial Literacy Month with the launch of our Baby Bonds Program, which invests up to \$2,000 in the future of our students’ children. We are the first higher ed institution in the state to initiate a Baby Bonds program. Laura Montoya joined me for that event as well to talk about creating lasting financial impact across generations. It was great

to see so many in attendance. President Bailey began a partnership several years ago with the financial literacy nonprofit and they appropriately set aside some funding to invest in the children of students that attend the El Rito and Espanola campuses. President Balderas stated he thinks we through COVID we never administratively launched that program. While that investment sat idle for several years, there began to develop a debate between the State Treasurer of New Mexico, the Governor and the Legislature where is baby bonds an important investment with high crime drug addiction. Should we begin to start investing in the children and then what kind of wealth generation could we create for 20 years. But our campus here was ground zero. We're the first school and the first institution to launch baby bonds. So, with the \$20,000 investment that Rick Bailey set aside, we got some pictures with Chairman Martin and a couple cute little babies and some students, and they had no idea that just attending the literacy event, they were going to get a \$2,000 investment. We're hoping that investment might grow to \$15,000 or \$20,000. But as many of the board has talked about and President Balderas knows Regent Velarde cares a lot about economic empowerment and really investing not only in education, but we're all trying to build capacity and welfare creation for all our families and so that was an amazing event. Again, President Balderas thinks it is important to note that Northern is leading the first institution in the State of New Mexico to pursue a baby bonds initiative and so it was great to see some Northern families benefit from that.

Northern hosted the first annual Bridging Advocacy and Action Conference on how to prepare culturally responsive educators in the wake of the Yazzie/Martinez v. New Mexico lawsuit. Panelists included myself, Rep. Susan Herrera, Honorable Governor Regis Pecos from Cochiti Pueblo, LANL Foundation President and CEO Dr. Gwen Warniment, teacher, poet and activist Loretta Trujillo and Wilhelmina Yazzie, one of the key Plaintiffs in the lawsuit. This group is really looking at the entire educational system from K12 all the way to higher education.

This spring we've celebrated Arts & Human Sciences return to the Center for the Arts, our Veteran Resource Center hosted the first 2025 NNMCM Stand Down, our Spring Career Fair brought more than 50 regional employers to Northern and the 2025 Academic Research Symposium showcased research activities by our students and faculty. During the Second Annual #HigherEducation Technical Summit, we partnered with Complete College America to celebrate the 20th anniversary of the agency and give a sneak peek of the #CCA Photo Library, set to launch this summer, which will feature Northern New Mexico College.

Congratulations to Deidre Hagan, Simone Fresquez and Esperanza Gonzales who were all awarded \$10,000 four-year scholarships through the LANL Foundation. Carra Webster is the recipient of this year's \$1,000 Venessa Valerio Memorial Scholarship from Del Norte Credit Union. Atalia Archuleta and Jaide Romero are the latest NNMCM recipients of the \$9,000 N3B Danny Nichols and Dennis Huddleston Memorial Scholarship.

We are Northern Proud of Felicia Rodriguez, who was honored by Phi Theta Kappa (PTK) during Higher Education Day at the Roundhouse for being selected for the New Mexico All-State Academic Team.

Congratulations to our Staff Writer/Reporter Arin McKenna, who has won two first-place awards in the New Mexico Press Women Communications Contest, including for the tremendous impact of her press release about our engineering students' Steady Hands Project. This is the third year in a row she has won first place for her management of Anne Hillerman's Facebook page. Both entries are now entered into national competition.

President Balderas stood for questions.

Board President Martin asked if there is a plan to continue Baby Bonds. President Balderas stated yes, we actually need more families. We have about 10 of those investments and he doesn't think we've depleted the investment fund so we will continue. We'll probably have to do a few more awareness events. Chair Martin asked if the money President Bailey got was a one-time \$20,000 shot. President Balderas stated that is correct and so we have about 10 rounds to go or 10 families that we can fund. We have not made a decision. Part of what the partnership is with the nonprofit is to gather data and to see if that we need more money, or if the \$20,000 is at least enough for a couple of years.

Regent Velarde thanked President Balderas for the awesome news. Such good stuff to hear about. She is wondering, just a thought to talk about, maybe a potential partnership with the Eco High School in Santa Fe, they are a trades high school. It might be a good partnership just to be able to get more students in later on. She is not fully sure of what they graduate with when they graduate high school. They do have welding, carpentry, electrician and plumbing. That may be a good partnership. The other thing she would like to discuss is if we will honor Dr. X and she knows she is retiring. She has been a very very strong point in the amazingness of our Nursing program and has been a great leader and she would like to see if we could honor her.

President Balderas stated we are going to hold a strategic planning workshop. NNMC is recognized as one the largest CTE leaders in New Mexico. Our pipeline is so strong and we can get Eco here and see how we can collaborate. He bets we could get Eco here and see how we can collaborate. Now in the summer we are doing a strategic planning because there's a lot of gaps in trades in terms of pipeline and so what we are learning now is that somehow Northern is overcoming these barriers. We have mobile classrooms and so the Think Tank thought it was important for us to invite other high schools and other partners to see what it is we can learn from each other and he will make sure they are invited. President Balderas also invited the Board.

President Balderas stated we are working on something for Dr. X. She is so important to the college and he would like to lure her back to make some sort of contribution to the college. We will work on that recognition and do everything we can to keep her around.

Chair Martin stated that he also inquired about honoring our employees that are retiring and he understands it is the policy of the college to do it at Convocation where everyone is presented with a plaque from Nambe and he is planning for the board to attend Convocation so they can be present to congratulate all those that are retiring. Regent Velarde stated she appreciates them working on this.

Regent Gurule would like to thank all faculty, staff and administration that were involved in the planning of all of the ceremonies celebrating our students. They were all very, very well executed and highly inspirational, every single one of them. So, Regent Gurule was very touched by every single one, and she saw the hard work that went into all of he. She knows it is not an easy task but she saw how many students really, really appreciate every single detail that went into their ceremonies. Regent Gurule thanked everyone.

No other questions from the Board.

B. CUP/NMICC Report

President Balderas presented the following:

- NMICC held its quarterly meeting on April 22 and had a robust agenda of items impacting higher education institutions
- The NMICC presidents engaged with leaders from the Legislative Education Study Committee, the Public Education Department, and members from across the state on the topic of Teacher Preparation Programs and preparing our educators to instruct school children to read.
- There has been a lot of debate at the legislature recently stemming from the so-called “reading wars,” which very simply put for this conversation, is about competing philosophies on how to instruct children to read. Our department of education is ahead of curb.
- Some members of legislative leadership, along with the Governor are advocating for instructional practices that are rooted in the “Science of Reading” which is a body of research regarding how children learn to read and that essentially supports the idea that the brain is predisposed to learning to read through instructional practices such as phonics instruction. Again, this is a very simplified explanation for the purposes of this report, but this approach has some staunch advocates in legislative and executive leadership.
- This past session there was a bill that did not completely advance that would require Teacher Prep Programs in the State to teach instructional methods that are rooted in the Science of Reading research. While this bill didn’t pass, the main proponent was able to get language into several other bills that effectively implements this requirement
- This follows an administrative mandate from PED and HED that our programs do this
- For our part, Northern’s Teacher Ed Department has already adapted its curriculum to include these instructional methods to our program participants, so we are already in compliance with PED and HED’s expectations

- This fascinating debate will no doubt continue, and this conversation at NMICC was a great opportunity to establish a relationship with key stakeholders in the education space to share information and work together moving forward to ensure program effectiveness and that we are doing the best for our kids.
- More information on this topic is sure to follow
- The NMICC quarterly meeting also included great discussions with the Director of LFC and leadership from HED on interim legislative priorities, including the higher ed funding formula and funding issues generally. Yesterday, we did not have a CUP meeting, we had the CUP Executive Director in attendance yesterday for a possible collaboration with NMSU. He said wonderful things about NNMC and complimented NNMC how we are proactive in a lot of discussions.

CUP

President Balderas presented the following:

- Most of the report from CUP at this point is following the recently completed legislative session.
- CUP will host an interim session planning meeting this afternoon to establish interim priorities, and we will have more to report to the Board on those priorities at the next meeting

Chairman Martin asked if there was any discussion on CUP regarding UNM raising student fees on athletics. Is that going to come out of the opportunity scholarship that goes towards that \$1M. President Balderas stated that he is not sure and deferred to Matt Baca. Mr. Baca stated the CUP has not raised that issue with everybody but we can do some research on our own and get the answer for that particular question.

Regent Velarde stated if UNM did what we did when we added fees to tuition then that is probably a yes, she doesn't think they will allow it but if they did add fees to the tuition, then that would kind of cover it as far as language is concerned.

C. NNMC Foundation

President Balderas stated Judith is always on top of everything and stays engaged with us here and we are glad she is still on our team. She did buy a house in Amarillo, so she's now from Las Cruces to Amarillo but Judith stays engaged with us here.

President Balderas presented the following to the Board of Regents:

1. FY25 Philanthropic Donations: July 2, 2024 to May 27, 2025 - \$551,860.00
 - Grants – Con Alma Health Foundation - \$50,000
 - Plumbers and Pipefitters of Excellence -\$50,000
2. FY25 In Kind Donations: July 2, 2024 to April 16, 2025 - \$73,305.00
3. Total FY25 Donations: \$625,165.00
4. Dedication Ceremony – Thursday, May 8, 2025, honoring Mr. Ralph E. Clark, III for his support and championship to the NNMTC Technical Trades Department was a tremendous success! Over 100 students, faculty, staff and community members attended the event held in the NNMTC Rotunda. Mr. Clark was over-joyed with the dedication and celebration of his support and championship to the Trades Department.
5. NNMTC Trades Boot Camp – June 1 – June 9, 2025
Mr. Butch Clark is funding this collaborative effort with NNMTC Technical Trades and Western Colorado University, Gunnison, Colorado.

See Attached Press Release with specifics regarding the dedication ceremony and the upcoming boot camp in Colorado.

D. Introduction of Staff and Faculty

President Balderas introduced the following:

Crista Chacon

Academic Bridge Program Specialist, Title III, Title V

Maria “Crista” Chacon joins us as the Academic Bridge Specialist for Title III and Title V. Crista is a Northern graduate who holds teaching licenses in K-8, Special Education, and Early Childhood. Through her years of teaching, Christa has served as a Teacher Mentor, School Committee Coordinator, Committee Member, Co-Founder and Sponsor of HCCS HOPE Student Service-Learning Team and is a recipient of the Exemplary Educator 2016-2017 Teacher of the Year Award. Crista has a long background of supporting youth and community programs, including working with various groups of students in the Española Valley and surrounding areas.

Michael Dominguez comes to us from New Mexico Highlands University, where he served as associate head coach before being named head coach from 2019 – 2025. At NMHU, Michael recruited and developed 16 All-Conference RMAC players. Seven of his former players are playing at the pro level. Michael began his coaching career in 2011 as assistant at Colorado Mesa University for six years, where he also served as head assistant/recruiting coordinator. The Mavericks made the RMAC playoffs five of the six years Dominguez was on the staff.

From 2010 – 2011, Michael played professional basketball in Mexico’s top league, the Liga Nacional de Baloncesto Profesional (LNBP), for the Toros De Nuevo Laredo, with his team winning the LNBP Championship title his rookie season.

Michael earned his bachelor of arts degree in Kinesiology from CMU and has a master’s degree in coaching and athletic administration from Concordia University.

Brandi Gutierrez

Administrative Assistant, Teacher Education

Brandi Gutierrez is the new Administrative Assistant for the Department of Teacher Education. Brandi is a graduate from Española Valley High School. Prior to joining Northern she worked as a Certified Pharmacy Tech at local pharmacies and clinics in the Española area. Brandi is originally from Alcalde but has resided in Chimayo for the last 10 years.

Mandy Montoya

Women’s Basketball Head Coach

Mandy Montoya rejoins Northern as Women’s Basketball Head Coach after serving as associate head coach from 2015 – 2019, during which she led player development and was the head coach of the development team and the head recruiter.

In her tenure as head coach for the Peñasco Independent School District Girls Basketball team, Mandy guided her teams to a Final Four appearance, state runner-up and she made history when she led the Peñasco Lady Panthers to their first girls’ basketball state championship in 2024. She has served as an Athletic Director and was elected to represent Area A on the New Mexico Activities Associates commission.

Mandy has been featured in several New Mexico Activities Association (NMAA) highlights and was the guest speaker at UNM’s Mike Bradbury coach’s clinic in 2017 and 2018 and the NMAA Coaches clinic in 2023. She received her bachelor’s degree in History from New Mexico Highlands University and recently graduated from Eastern New Mexico University with a Master’s in Arts in Educational Administration.

Amber Reynosa

Accounts Payable Specialist

Amber Reynosa is our new Accounts Payable Specialist. Prior to this role, she worked in purchasing for a government entity, where she gained extensive experience in order and invoice processing, vendor reconciliation, and payment processing. Amber prides herself on her attention to detail, strong communication skills, and interest in continuing to learn.

I also want to welcome Custodians Maria Galaviz Paez and Patricia Perez Rodriguez to our team. They are two of our new professional colleagues as well.

E. Update on Public Input Received

President Balderas stated there is one more item we wanted to provide just some information on an update involving student issues regarding transferability of credits. This is now, Item E, with permission of the chair, President Balderas can give the Board a brief update on that. President Balderas stated please do, sir.

President Balderas stated the February Board meeting we heard from several students during public input portion of the meeting who expressed concerns and really shared their personal experiences here at Northern New Mexico College with the degree completion process. President Balderas stated he is pleased to report that we not only engaged numerous faculty and staff members and the Office of the Registrar, we think that while there was communication, miscommunications about their degree status, or there was a request that we can improve our support and services for students. We think that we at least have identified these issues and also identified solutions that will improve the approval of transfer credits to the student's degree completion process.

President Balderas stated as you remember, here in public comment, several members, student members expressed concern as well and so President Balderas wanted to report out in our update that we believe that we have identified areas of improvement that we are working on. We've also done a preliminary system review, not only of the, of that particular issue, but of the entire one stop shop and student support services and then also this partnership that we are experiencing, or at least talking about with NMSU. We think that a lot of technology upgrades will also further bring about a better model that will improve timeliness, responsiveness, and the ultimately, in our accreditation and our strategic plan, which we'll be talking about later today. We are really recommitting ourselves to what this sense of student belonging has to manifest itself in every communication, every service, every entry point that a student experiences. President Balderas doesn't care if they're going to the bathroom, buying a cup of coffee, parking, we really have to be able to measure and get constant feedback from students on whether they feel a sense of belonging here and they're being heard, the academics will improve, the retention improves. So many students really are the lifeblood of the sense of belonging. So, we think we're going to take this opportunity where students were raising concerns and really try to scale that solution across that entire campus. Also, another top priority is we've made considerable progress in analyzing the Associate Vice President for Student Success and the new Provost has also been briefed on the issue and will be making student support and student services his top priority.

President Balderas stated we are confident that we'll either reduce some of the concerns and complaints or we'll actually end up improving recruitment retention and all these student leaders that he has met with those had complaints. We've also asked them to serve as student leaders on an advisory committee so we think we'll be stronger and better for this type of issue that was raised by those students and President Balderas stated that he does apologize as he does think shared governance works. But, he would rather fix these issues before students have to feel like they have to come to public comment but it shows the courage also that we encourage our students to have voice and to participate at the highest levels of government. President Balderas also welcomes their input as well and wants to

congratulate them for really being courageous and coming before the board and raising those issues. President Balderas thanked the board for giving him this opportunity to give an update.

Chairman Martin stated it has been three months and asked if we have had any other complaints.

President Balderas stated we find that at each graduation cycle we've had, we've had a few more that come in but our interventions have been quicker and so we quite haven't really holistically haven't addressed the system problems. We've gotten a few more now in May and we quit being probably so, he thinks, he's not sure that they'll feel necessary to come to the Board.

Chairman Martin asked but as our enrollment is going that's more work for everybody is the fact that we don't have enough people, what is President Balderas analysis.

President Balderas stated no, he thinks that, one of the reasons New Mexico State is targeting us pilot on technology upgrades and online learning is that they think that we have opportunities to be more efficient. So, President Balderas doesn't think it is a resource he would rather try and efficiency fixes and better services and better processes and using technology. One of the generic complaints from the students is that they are just not getting enough feedback about where they are in the degree. Secondly, they feel too much time is passing and they're not incorrect. We should be doing things very quickly. Students can now order a pizza and have it delivered wherever they want and they get their receipts tested to them. So just the speed, President Balderas thinks Northern has a lot of opportunity to improve the speed and the communication services as part of improving our online education and delivery is to be able to process student issues much more quickly. So, we think that the technology improvements will also lead us to do better training and he is not convinced that we quite need the new employees. We just need to implement the one stop shop and so we're still working on implementing. Chairman Martin asked if we still working on implementing. President Balderas stated yes, there working to much individually rather than collectively sharing each other's issues and demands and so he thinks there is help. There are people willing to help but he thinks we can further address that in strategic planning and really look at our organization chart as well to make sure we have efficiencies.

Regent Martin asked if there are any questions.

Regent Lovato stated just a comment. That's good, that's a good management that we followed up on that. That caught his eye on the 28th minutes. So, thank you. It is a meet you halfway process to the students. The students gotta know what they need for their degree as well. It's not just they, we need to encourage them that they can, you know, read the catalog, or, you know, interpret it themselves like here's where I'm at, and then verify that they're registered. So, encourage them in that regard but thank you, thanks for that.

Regent Velarde stated her daughter was trying to do an audit of her credits and she reached out to her advisor and he just sent her all the things required for the degree and all of classes completed and he told her to basically do an audit to see where she was at. Because she was a first time student she didn't know. Luckily, she has a mom and they looked at it and she understood it and we sometimes need to take the extra step and time to go over it with them and not just send them the stuff especially if you have a first time student. You leave the student, sort of, a lot of times you deal with students who are sort of afraid to go back and say they don't understand and can you help me. We leave a student sort of in limbo and she gets it our students should be like empowered and speak up but sometimes we have students that aren't like that, and she wants to make sure that when we are dealing with students who aren't able to reach back out and say, I don't understand or I don't have the ability to reach out to a parent and understand what they're doing, that we are taking that extra step to say okay, this is what an audit is. This is how you do it, and just take that extra five minutes.

President Balderas stated he appreciates those comments. He thinks not only is she completely accurate. One of the things that we are identifying in terms of opportunities for enrollment growth, people come to Northern for personalized attention and if we really get good at that, what you're saying, the advisement, the interventions, the support, the holistic support, President Balderas is confident that it could be a real financial sustainability model for faculty staff pay raises the better we are at that. We're already identified with support it could be a financial sustainability model. The better we are at that, the students come to Northern. Not only are her words correct, we are going to be proposing that in the retreat, it really is a strategy for growth. More students will want to come here and so not only is it the right thing to do but he thinks you're stumbling onto a suggestion that really could improve a lot of other areas of the college. You know, our financial stability will be one benefit and the other is that we are of the students why we've had substantial enrollment growth. Those are some of the key feedbacks is that they mentoring the personal attention is a reason why we have a competitive advantage over other institutions so we're going to completely lean into that Regent Velarde and we look forward to more conversations with the Board on strategy and how to better scale that approach.

Chairman Martin thanked President Balderas.

Regent Archuleta – no questions

Regent Gurule stated we should emphasize degree works to our students. It is a nifty tool. Maybe if we tell them if doing an audit is intimidating to them but if you tell them check out Degree Works. That is a really nifty tool. She did not even know about Degree Works until as an Eagle Tech someone asked her to reset their password and she was like, what is that and so she got her own login and went to look. That is when she found out she had enough credits for a second associate degree so they could even have possibly enough credits to get second or third degrees depending on what programs they are in and they don't know if they don't know about Degree Works.

Regent Gurule had one more quick comment to President Balderas the school that Regent Velarde mentioned, Eco, it stands for Early College Opportunities so you may need to search that for the correct information. She doesn't know if it would come up under just Eco but its early college opportunities.

Chairman Martin thanked Regent Gurule.

VII. FACULTY SENATE PRESIDENT REPORT

Dr. Scott Braley, Faculty Senate President stated there is only one item today. One of the pieces that came from the February meeting was the discussion about substitution. The program requires course X and we will give you credit for that by using a different course. The College does not have a policy and they felt it is in their prevue to create a standard. The Academic Standards Committee came up with a policy for this. No more than 25% of a program can be substituted. We have a requirement for the STEM Chemistry Class substituting a non-STEM course is not a big stretch. Substituting Art History is a huge stretch. We are trying to get a little bit of a boundary in place. The Senate passed that as a recommendation. When the new Provost is in place, we will create an actual policy and not just a standard.

President Balderas thanked Dr. Braley for his proactive intervention and adjustments. We did receive that standard and just want to thank them for their leaderships.

Chairman Martin asked for questions from the Board. No questions from the Board.

Chair Martin aske the timeframe for getting that policy implemented. Dr. Braley stated it would be up to the Provost. Dr. Braley stated it because it already has a standard, it would make it really easy because we already have policies for things like grade appeals and things like that. That just would really just be all very similar infrastructure to a policy. Chairman Martin asked if right now, there's no policy covering when somebody wants to (inaudible) and thanked Mr. Braley for acting so quickly on it.

VIII. STUDENT SENATE PRESIDENT REPORT

President Jasie Green stated she doesn't have too much to report. They did send out applications for Student Senate and have four people who applied for President. We also have more student senate officers who have applied. The ballots will be sent out in June. President Green's last meeting will be in June. They also had students apply for membership.

Chair Martin thanked Ms. Green and stated that's very encouraging that the students are stepping up to the challenge. It's been a while since we've had four candidates for the Presidency. Chair Martin stated we will want to recognize President Green at our next meeting. President Balderas agreed and he stated he has been here two and a half years and every student President has conducted themselves with grace and a high level of intelligence and so he just, now we have one who's now our Regent and but he wants to congratulate President Green. It's been great working with her, she's been very proactive

and also been a voice and an ear to students here, he would like to congratulate President Green. She has been a voice for students. She was also proactive. He has heard rumor she is sticking around and would encourage her to stay involved. Congratulations.

Chair Martin asked if there were any comments from the Board.

Regent Velarde – no comments.

Regent Archuleta – no comments.

Regent Gurule thanked President Green for her service that she completed and she wishes her the very best in her future. Thank you and congratulations on obtaining your degree.

Regent Lovato – no comments.

IX. STAFF REPORTS

A. Vice President for Finance & Administration

1. Fiscal Watch Reports

Theresa Storey, Chief Executive Officer presented the Fiscal Watch Report (attached) to the Board of Regents.

Regent Lovato asked what the Fiscal Year is. Ms. Storey stated July 1-June 30.

Chair Martin entertained a motion to approve the Fiscal Watch Report as presented.

Chair Martin asked on page 55, under the revenue's gifts, grants and contracts. The original budget was \$9.6M and the adjusted budget was \$18M the which is double what would contribute to that. Ms. Storey stated that is typical of gifts and grants as we assess carry over the fiscal year ends, we don't have exact figures. Some of our larger grants, like our Title III and our Title V which are significant in size, would influence that number.

Chair Martin asked under expenditures for instruction general it went up from \$26M to \$34M from the original to adjusted budget was it just because of more students or more students or how did we spend the extra \$8M. Ms. Storey stated it was the result of large grants. Essentially so, the budget adjustments that are presented to this body typically show additional grants so the growth in the revenue that you see from 9 to 18 million, you see reflected also in expenditures classified under instruction general but just represent new grants.

Chair Martin asked under expenditures, on the same page, we had almost \$60M in capital projects and have only spend a little over \$1M do we have a plan or how does that work. Ms. Storey stated we had previous work with LDG architects and it will reflect some of the phasing of the projects. Part of that is resources, contractors and we have five projects in projects in

progress right now. As we complete projects and go on to the next you will see a reduction. President Balderas stated he can guarantee the board we will spend all the money. One of the things he would love to do for the board for the retreat and Chair Martin raised a good question in earlier conversations. We are kind of doing three things kind of simultaneously. The first was that in the last two years we've been addressing a lot of emergence of projects leaking roofs buildings with mold. So, when President Balderas got here, we found a lot of capital outlay that had not been appropriated or expended. He thinks we're not at a good place where we can give the Board a more thorough report because we are working with an architect on a five-year plan and so we're going to be, you know, remodeling the student center here. We want to do a lot of landscaping. We just got another new \$1M for an amphitheater so there has been a lot but it is very difficult because we were trying to get a lot of the old capital expended on emergency construction but now, we are in a good place where he thinks we can lay out a five-year plan and each year we know how much of those millions we attack in terms of capital investments. So hopefully by our retreat day we can have more clarity for you on managing and monitoring all of those construction projects. He also wants to congratulate and this is a good problem to have. President Balderas invited some of the Board to drive by the cosmetology school. There are so many positive things. We're just doing our best to keep all the contractors working but there are so many needs but it's great to have faculty and staff asking him to replace carpeting, flooring. We just can't keep up with demand but he can assure the Board that we are better off than a lot of State actors. There's \$2 Billion dollars right now in unexpended capital dollars that were given to institutions and so President Balderas thinks that we're going to be ahead of our peers in terms of spending that money.

Chair Martin stated as he understands, when he spoke with Ms. Storey yesterday, once we receive the capital outlay money from the Governor and the Legislature, then we need to come up with the project and submit it to HED for their approval and then we can start the project. Is that correct?

Ms. Storey stated that is correct and depending on the dollar amount of the project it might have to go to the State Board of Finance.

President Balderas asked Ms. Store to share a couple of examples of that we have some recent activity coming up. Ms. Storey stated she can share and we also have two items on the agenda to follow the fiscal watch because both the items that we're going to approve coming up were from previous administrations.

Chair Martin asked if both items were from previous administrations. Ms. Store stated one yes, and one with grant funds.

Regent Lovato asked if the differentiation between Branch, he is looking at the summary of operating and plant funds and branch. So, if he is wanting to understand the difference between branch and not branch, he thinks, the chairman shared with him is all the trades. It is not necessarily; he was thinking maybe that was El Rito but not necessarily. It is all trades, and that happens so just in a general sense, how would he, in his mind differentiate? That would be Jose Padilla's programs would all be under the Branch. Ms. Store stated yes. Regent

Lovato asked when he is looking at the balance sheet and the statement of cash flow, they're all, it's consolidated. It doesn't differentiate? Ms. Storey stated that is correct. Regent Lovato thanked Ms. Storey.

No questions from Regents Velarde, Archuleta or Gurule.

Chairman Martin entertained a motion to approve the Fiscal Watch Reports

Regent Velarde moved to approve the Fiscal Watch Reports. Second – Regent Lovato.

2. Plaza Deck Resurface and Infrastructure

Ms. Storey reviewed the Plaza Deck Resurface and Infrastructure (attached). This Project is just outside the Board Room. The project total is \$521,707.56. She does have to apologize in the memo and our supporting documentation we did conflate sort of the measurement of materials with square footage. The project requires 120 squares of roofing material. Each square covers 100 square feet. So, in short, this really covers 12,00 square feet. The plaza deck itself is about 11,765 square feet. As mentioned, before there are certain dollar thresholds that would require us to go to HED Committee or State Board of Finance. This does reach that level as about \$300,000 required HED Committee. This project will be presented before the HED Committee on June 11, 2025 pending this board's approval and Mr. Shawn Madrid is here to address any questions.

Regent Velarde asked if this is the deck outside where the students can sit out there from the upper level. Ms. Storey stated yes. Regent Velarde stated she just wants to say that thing has been needed to be replaced when she was a student back in 2000. So, yeah, thank you guys for doing that.

Regent Archuleta no questions.

Regent Gurule wanted to second what Regent Velarde said and thank you so much.

President Balderas stated he would like to put it in correct context for everyone. He cannot express how important this project is. It is a really missed opportunity. That roof site is one of the most beautiful views of the entire valley and has a stage built in already and it was a really tragedy because he thinks there was an engineering problems initially with the initial roofing solution. We racked our brains to try to find a solution because that is going to be so valuable with the Regent room remodeling and that student comments, where there's a new kitchen. So, we're hoping that we can fix that roof so people can go out and enjoy students and faculty. More importantly, it is an important walkability corridor for other classrooms on the other side. So, President Balderas will tell the Board our initial bids were like \$3M and it would have bankrupted our roofing funds. So, we really researched a type of roofing solution. So, in terms of the importance to the students and the culture here, he thinks this is going to be a huge one. Number two, we're intending to roll out that project at the same time that we're remodeling the Student Commons. So, this is a very kind of architectural kind of feat and then number three, President Balderas just wants to say that he will be very fiscally

intelligent for the \$500,000 for the well, 12,000 the entire area. He doesn't remember if this also includes restoration of some of the beautification elements like there's lighting out there that doesn't work, there's beautiful flower pots that need to be refurbished and then the seating areas need to be absolutely be upgraded. So, he is hoping door to door that the college will really be transformed by this. He appreciates the Regents remarks that is a long time coming but he does think it's going to be a recruiting tool as well when parents and students walk out on that vista and he is hoping to put sliding doors in the Regent Room so that that area will be multipurpose and so there will be a full integration from the beginning of this building all the way towards the back. So exciting stuff so he knows Theresa presented the accounting and legislative but he wanted to congratulate the community.

Chairman Martin asked Mr. Madrid if he had a comment. Mr. Madrid did not have a comment.

Chairman Martin entertained a motion to approve the recommendation.

Regent Velarde moved to approve the Plaza Deck Resurface and Infrastructure. Second – Regent Lovato. A roll call vote was taken. Chairman Martin – yes, Regent Velarde – yes, Regent Archuleta – yes, Regent Lovato – yes, Regent Gurule – yes. Motion passed unanimously.

3. El Rito South Dorm HVAC

Ms. Storey presented the second project for approval, the El Rito South Dorm HVAC (attached). This will be funded by the CASA Connection Grant that the college acquired a year ago.

Board President Martin asked how many rooms this will cover.

Shawn Madrid stated 8 dorm rooms and the common restroom. Through the whole building there is another 10 to address. It is half of the building.

Regent Velarde asked what equipment we are installing. Mr. Madrid stated we are looking into mini-split systems just because of the type of building. Regent Velarde stated perfect, her thoughts exactly.

Regent Archuleta stated he is glad it is getting done.

Regent Gurule – no questions.

Chair Martin asked how much it would be to finish up the building - \$300,000. Mr. Madrid said yes.

President Balderas stated we are trying to do this building in phase one and two. This is the first time the El Rito Campus has become electrified. Part of what caused the historic struggle was that we were on a complete propane system and we would get exorbitant bills. Even the President's house is on propane. They are also running the right power systems to run electric, cooling and heating. He remembers when Wagen Mound got its first swamp cooler it was a big deal, so he doesn't know how many people have refrigerator air in El Rito but he proud some of the students and staff staying out there will have refrigerated air through the electrical unit. So, it is really stepping up. Finally, we're including in phase 2 the laundry rooms and the kitchen. So, if we can find the right suitable partner, we're really electrifying that entire dorm so that the Alumni Association can go out and build their library and archives. We can faculty as well and this does not include, we're also electrifying some of the housing remodels that we've already do. So, like Coach Stukes did not have electrical cooling last year and so we had to literally plug in temporary heaters, and she never had cooling. So, this next generation of coaching staff will and those are being run as kind of a smaller procurement. In addition to this wing that we're going to complete this summer, we're probably going to have three or four new housing units.

Chair Martin asked if the money we are using, is there or will there be money available to use. Ms. Storey stated the grant itself was about \$700,000. We have used some of that for some of the other housing renovations in El Rito. The grant was aimed at mitigating homelessness and reducing housing instability. She doesn't have the total figure but she will get it for the Board we will get that left over but it is also on the clock to expire. President Balderas stated we also have some other additional about \$1M that we have secured for the regional campus. Chair Martin asked if we are finishing by a certain date. President Balderas stated his goal is to start phase 2 in the summer. President Balderas is hesitant because he knows Chair Martin may hold him to the date. Chair Martin stated no, no. President Balderas stated his goal is while they're implementing HVAC, they will be starting phase 2 in the summer as well.

Regent Velarde stated that President Balderas should put this story out there as a campus, small campus electrifying a historical campus. This is a great story. Our partnership with Kit Carson. All of those things are things that we're doing that other institutions aren't doing, or much, much larger institutions like ASU are doing. They're electrifying their campus but it's not a historical campus. So, she thinks this is a great story that we can highlight, you know, and be able to put out another win for Northern. This is a great story to highlight and put out another win for Northern. He will work with Communications to get the work out. President Balderas stated he sees Aaron and Sandy on the call so he will work with them to get this work out.

Regent Lovato asked just really quick and asked on the price for the estimate for the deck for the price for the estimate for the deck, for the \$500,000 is it with a state priced contractor. Ms. Storey stated it is.

Chair Martin entertained a motion to approve the El Rito South Dorm HVAC.

Regent Lovato moved to approve the El Rito South Dorm HVAC. Second – Regent Velarde. A roll call vote was taken. Chairman Martin – yes, Regent Velarde – yes, Regent Archuleta – yes, Regent Lovato – yes, Regent Gurule – yes. Motion passed unanimously.

1. Equipment Disposal

Ms. Storey stated the next item is a certification of and disposition of tangible property. She likes to dub spring cleaning. The items listed here are deemed obsolete, worn or not functioning. They are primarily not capital assets. The majority of items are computers, monitors, printers. There is a section in here that you'll note are the mattresses that are in the South dorm in El Rito that we will require approval from this body to dispose with approval from this body. We'll take that to GSD surplus, give them first right of refusal. If they don't want the items, we'll move on down the line and dispose of those items as appropriate and also with appropriate treatment of the equipment. Ms. Storey stood for questions

Chair Martin would like destruction of the items be moved to the end of the list, not to go to a landfill. Mr. Stoke stated the IT is recycled. President Balderas stated the beds have been there forever. Chair Martin stated he believe 1935. President Balderas stated will be worked through with a non-profit. We need the state to refuse this stuff. Ms. Storey stated if she might also just add, the business office is also working with an online auction system to address any of these items. So, although the order represents destruction as the second option, it really is the last option.

Chair Martin asked if there were questions from the Board.

Chair Martin entertained a motion to approve the recommendation.

Regent Lovato moved to approve Equipment Disposal. Second – Regent Archuleta. A roll call vote was taken. Chairman Martin – yes, Regent Velarde – yes, Regent Archuleta – yes, Regent Lovato – yes, Regent Gurule – yes. Motion passed unanimously.

2. 2028 Soaring to New Heights Strategic Plan

President Balderas stated he is really excited about this item as well for full historical context, the last time Northern New Mexico addressed a strategic plan was in 2016 resulting in the strategic direction for 1822 the time cycle and that was also extended with President Medina during her interim period. In addition to that, the last time the college had a mission rewrite was in 2014 and so we jumped into this and thought it was a good time frame to update our strategic plan and also, we have a lot of milestones that are brewing. Currently we have HLC, our accrediting body is going to be visiting Northern New Mexico College and learn more about our story and so this was an important milestone for us to accomplish and rewrite our strategic plan in time for their visit. Carmella is here to give us a much more thorough detailed update of the plan, but he thought it was important to express our excitement because this document is not going to be sitting on a shelf. This is going to really lead how we align all our priorities from the board to management all the way down to all our community members as well. The most important things that he wants to highlight that's coming in the strategic plan is, we want all students here to feel like, regardless of their location, regardless of the

community, that the college is really working united around a world class of modern relevant plan, and that we're not outdated or not making excuses for really trying to anchor in the best education that students can receive. So, the student focus sense of belonging and improving our processes and technology and really coming together is a key priority. The other one that's a high point in our plan is that we live and die, live or die with technology and the lack of technology or and technology is not we're going to do and then we let it get dated. We have to constantly improve our rigor in terms of implementing the best technologies. President's Balderas thinks that's a signature priority on this strategic plan. The other is not just beautification, infrastructure. Our students deserve not just a more beautiful walkability, but they deserve a campus that doesn't have cracks that might cause tripping. They don't. They deserve a campus that doesn't wait till we get mold, and then we relocate students and so infrastructure is our priority. In this plan is also something that President Balderas thinks is going to be a legacy issue for the board for the community and we can also delivery great education with high value and affordability but to it in an environment that enhances our culture, our natural beauty. We have the best tradesman and we have a culture here of working with our hands, so we should have the most modern beautiful infrastructure. Finally, this will be presented more at the Board of Regents Retreat, and he looks forward to getting the boards input. President Balderas stated he also wanted to thank so many people including our Chairman Martin was in and Vice Chair was there and Regent Gurule in participating in the early phases of the strategic plan. This has been a long process. President Balderas wants to thank the many faculty and staff that participated, Scott Stokes, Theresa Storey, David Torres, Kristy Alton, Lori Baca, Julianna Barbee, Matt Baca, Scott Braley who is in attendance here, Melanie Colgan, Nick Eckert, Jasie Green, Dolores Gurule, twice, Emma Hashman, Sandy Krolick, Frank Loera, Shawn Madrid, Judith Pepper, Amy Peña Marcel and Carmella Sanchez who is here today and has the floor to present.

Ms. Sanchez presented the highlights of the Strategic Plan to the Board of Regents (attached). Ms. Sanchez stood for questions from the Board.

Chair Martin asked if there were questions from the Board.

Regent Lovato stated he doesn't have a question but a comment. When we do this in strategic planning, he stated he just guesses, he just worries a little bit that you know, we especially with this AI stuff, and its different. You know, he worries, that are we abandoning the ability to think and or problem solve of those kinds of skills he thinks are going to, he doesn't know he guesses it fits on the board. You could probably fit it in anywhere. He just thinks that's probably an important element that may get more and more important as because this technology train is going to keep moving. We're going to keep chasing it. That's what's going to happen. Just look. He quit chasing it a while back and so it's going to, you know, as an employer here in the valley and stuff he means, he has already seen it well with and so you all have heard a little bit on his comments. There's kind of a common theme to it. It's that if that ability to overcome and solve and that's valuable, that is, it's a valuable trait and I hope we can continue to instill in students and because that's the place that in terms of careers and stuff that everything doesn't fit together nicely all the time, you know the way

academia kind of lays it out sometimes, and once they're out there, and he just thinks that we got to keep that strand of that in our, in our thoughts and be cognizant of it and recognize it because he just recognizes it because he's just been this AI thing scares him and he starts thinking well there, these kids. He was at an event at the pueblo recently, and a young man, they were doing door prizes and a young man got up to read, to give whoever the winner was a politician. Well, he pulled the ticket and there was a lot of older folks that were there in the audience for door prizes and so he got a little embarrassed and he looked to the side and said, I can't read this, and it wasn't that the young man couldn't read. It's that our schools stopped teaching cursive, right? So, he, the whoever filled out the ticket for the door prize wrote their name in cursive. He couldn't read it. I was sitting there, and I and you know it became evident it wasn't that the boy couldn't read. It was the fact that he could no longer. So, the gap. Just things like that I just throw out for consideration as you all develop this. But other than that good job.

Regent Velarde stated he agrees with Regent Lovato completely, 100%, she is an engineer and goes to different conferences and sees updates. She sees things that are happening. Her daughter uses AI to help her write. You know, emails and different things like that and she watches that. But, at the same time I watch the whole world move towards that. And so it's like this fine balance that we really need to be cognizant about and she is glad Regent Lovato brought this up because we need to internally look at it and make sure that we're giving our students the tools that they're going to need to be out there, but at the same time empowering them even further with their own tools, with their own logic, with their own ability to maybe problem solve and so thank you for mentioning that and she thinks it's something for use to be further cognizant about and have a further conversation.

Regent Lovato thanked the staff. He thinks it's a great plan and he has all the trust in the world in our staff. Thank you, guys.

Regent Gurule has no questions but would like to thank everyone that's been involved. She knows there was a lot of time and teamwork dedication invested in all of this and she appreciates everyone and she knows there was probably a lot of respect to the diversity of thinking in these different committees and it's evident in the strategic plan that everyone's thoughts were honored and included in this. So, thank you to everyone and for all your work invested in this.

Regent Velarde stated she also forgot to say thank you guys for all this work. It's awesome. We've been part of it for a few years now and she is so glad that you guys are continuing to work on it. Thank you so much.

Chair Martin thanked Ms. Sanchez and stated he has one comment. What would you and President Balderas recommend to this Board as to how possibly to review this or see how we're doing as far as following up with this plan. President Balderas stated this is a great question and he can address it. Thank you for all your, the support and your contributions as well as your feedback on the first point. I just think that this is a strong point. I just want to

provide some clarity on the upgrades of technology. We are also very concerned about some of the risks. Whether it's data breaches of a student kind of increasing their lack of connection to some of the knowledge, some of the training. This technology emphasis is actually more on the like, the data driven decision making and improving processes for which, like speed to process a transcript or advancing technology in terms of how we integrate one system. One of the things we're exploring now is, I would love to be able to present this board a real time dashboard so that we can all see the real time data. So, when a student drops a class or we need to add a course we can. We can integrate this decision making in real time. But we are also concerned about some of those other issues like AI plagiarism. But President Balderas wants to make sure that we present at the Board of Regents technology that's more about adaptive learning. So, like special needs, students being able to participate online, or students that have anxiety that we need to kind of bring in slowly that we're still able to connect with them and so President Balderas thinks this is a great conversation and it's a timely one, and we'll have some more information.

Secondarily, President Balderas wants to congratulate Matt Baca, Carmella Sanchez and Sandy Krolick, they worked on the final copy edit. This looks very pretty and so as all the ideas and all the structure came together, he wants to thank them because they put some last-minute hours on some of the copy editing and some of the desktop publishing. Finally, President Balderas wants to congratulate Carmella Sanchez. To President Martins question, we've always had a great idea, we've always had great grant writers, data managers but we are strategically elevating her roll to institutional effectiveness. She's probably the best one to track our progress and our goals and then we're hoping to involve the entire campus so that these become living goals and we're going to have quarterly meetings and then we're anticipating that we will also be able to report back to the board. Maybe once a year minimally so that we can either adjust this plan or have some honest conversations of whether we can go. But she's now institutional effectiveness. It's such a cool title. It's a fancy way to say she's going to try to keep us all on track soon.

Chair Martin stated some of the items identified in the strategic plan or some of the concerns that were presented in the February meeting, correct. President Balderas stated yes.

Chair Martin entertained a motion to approve the Strategic Plan.

Regent Lovato moved to approve the strategic plan. Second – Regent Velarde. A roll call vote was taken. Chairman Martin – yes, Regent Velarde – yes, Regent Archuleta – yes, Regent Lovato – yes, Regent Gurule – yes. Motion passed unanimously.

X. EXECUTIVE SESSION

None.

- XI. VOTE TO REOPEN MEETING** - Certification that only those matters described in the Executive Session Agenda were discussed in the closed session; if necessary, final action with regard to certain matters will be taken in Open Session

None.

XII. ADJOURNMENT

Chair Martin entertained a motion to adjourn.

Regent Lovato moved to adjourn. – Second – Regent Gurule. A roll call vote was taken. Chairman Martin – yes, Regent Velarde – yes, Regent Archuleta – yes, Regent Lovato – yes, Regent Gurule – yes. Motion passed unanimously.

The Board of Regents adjourned at 10:55AM.

Michael A. Martin
Chairman

Erica Velarde
Vice Chair

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NORTHERN New Mexico College



Memorandum

To: Board of Regents, Northern New Mexico College
From: President Balderas
Date: July 23, 2025
Re: Ratification of Collective Bargaining Agreement between Northern New Mexico College and the Non-Exempt Staff Bargaining Unit

Issue: The Collective Bargaining Agreement between the College and the Non-Exempt Staff Bargaining Unit expired on June 30, 2025. Pursuant to the terms of the agreement, the entire Collective Bargaining Agreement was open for negotiation this year. The College and the Non-Exempt Staff have completed negotiations and have agreed to the following modifications to the agreement, which are also reflected in the attached redlined document:

- Article 4: mirror language in the Full-Time Faculty collective bargaining agreement and refer to the existing non-discrimination agreement that is appended to the agreement;
- Article 16: update the language to reflect the current work week as defined in Workday;
- Article 18: update the language to refer specifically to the handbook by date;
- Article 32: update the language to reflect the FY26 legislative appropriation of four percent pay increases; update the language of 32.3 to increase the four year retention bonus to \$0.90
- Article 33: insert new article to include Sick Leave Donation program in the Non-Exempt Staff collective bargaining agreement

The remaining articles in the existing agreement remain unchanged and will persist into the new agreement, which will be effective until June 30, 2028.

Recommendation: College administration recommends that the Board of Regents agree to the updated terms, as described, and authorize the entering into of the new full collective bargaining agreement.

Article 4. DISCRIMINATION

4.1 The parties are committed to a work environment free from discrimination and harassment. Neither party will discriminate against an employee on the basis of age, gender, race, national origin, religion, physical or mental disability, marital status, sexual orientation, veteran status, or any other state or federal protected class. Any employee who believes he/she has been discriminated against or harassed should immediately report such to Human Resources.

4.2 The parties agree to comply with Board Policy concerning Equal Employment Opportunity and Non-Discrimination. A copy of the current policy will be attached hereto as Appendix A.

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Deleted: The College shall adopt a Board policy protecting all employees from discrimination, which shall be incorporated herein as a condition of this Agreement.¶

Article 16. WORK WEEK/WORK HOURS AND SCHEDULING

16.1 A regular work week begins on Friday at 12:01 a.m. and ends on the following Friday at midnight.

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16.2 The regular work schedule is forty (40) hours per week and consists of five (5) traditional work days within a seven (7) calendar day period, normally Monday through Friday. Nontraditional schedules may exist in areas such as, but not limited to, security, plant maintenance, libraries, and other seven (7) day per week operations 16.2.1 Based on the operational needs of the College, the College may determine that employees may be assigned to alternative work schedules (e.g. four-day workweeks).

16.3 The traditional daily working hours are from 8:00 a.m. to 5:00 p.m.

16.4 Rest Periods - Each workday shall include one (1) fifteen (15)-minute paid rest period for every four (4) hours worked on a workday. Rest periods are considered as time worked and are provided by the College to allow employees to refresh themselves, and to conduct limited personal business.

16.4.1 Such rest periods should be taken approximately in the middle of each four (4) hour period and shall not exceed fifteen (15) minutes whether or not the employee chooses to leave the work area.

16.4.2 The employee's immediate supervisor shall schedule rest periods in a fair and reasonable manner and according to operational needs.

16.4.3 Rest periods shall not be scheduled at the beginning or the end of a work period or appended to a meal break or another rest period.

16.4.4 Employees may not use rest periods for the purpose of making up absences or late arrival. 16.4.5 Employees working five (5) or more hours in a workday shall be entitled to a fifteen (15)- minute rest period for each four (4) hours worked.

16.5 Each employee will have a one-hour unpaid lunch period during any eight (8) hours of work. It may be required at times that the supervisor may have to assign a lunch period in order to meet the needs of the department. The normal lunch hour is between 11:00 a.m. to 12:00 p.m. or 12:00 to 1:00 p.m. Failure to take a lunch hour will not be used to shorten the workday. Lunch breaks are subject to interruption and scheduling by management. Part-time employees working fewer than five (5) hours in a day shall normally not take a meal break.

16.5.1 Employees required to work during their lunch period shall be compensated in accordance with Article 23 (Overtime and Compensatory Time).

Article 18. WELLNESS PROGRAM

18.1 Bargaining unit employees will continue to be allowed to participate in the Wellness Program as detailed in the [2006](#) Staff Handbook.

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Article 32. COMPENSATION

- 32.1 Bargaining unit members, for Fiscal Year 202~~6~~, will receive a ~~four~~ percent (~~4~~%) across-the-board salary increase appropriated by the Legislature.
- 32.2 The following minimum pay rates apply to bargaining unit employees effective the first full pay period following July 1, 202~~5~~:
- Custodians - \$~~16.07~~ per hour
- Groundskeepers/Maintenance - \$~~16.07~~ per hour
- Safety and Security Officers - \$~~16.07~~ per hour
- Facility Tech - \$~~17.04~~ per hour
- Receptionist - \$~~17.04~~ per hour
- Financial Aid Student Outreach Specialist - \$~~17.04~~ per hour
- Shipping and Receiving - \$~~17.55~~ per hour
- Accounting Tech/AP - \$~~18.62~~ per hour
- Bookstore Clerk - \$~~17.55~~ per hour
- Administrative Assistant - \$~~18.08~~ per hour
- Business Office Specialist - \$~~18.08~~ per hour
- Accounting Tech/AP - \$~~18.62~~ per hour
- Admission Specialist I - \$~~19.15~~ per hour
- Admission Specialist II - \$ ~~19.90~~ per hour
- Lab Technician - \$~~18.08~~ per hour
- Testing Examiner/Academic Advisor - \$~~18.59~~ per hour
- Recruiter- \$~~18.59~~ per hour
- Catalog Technician - \$~~19.90~~ per hour
- Academic Advisor- \$~~19.90~~ per hour
- IT Tech - \$~~21.10~~ per hour
- Senior Facility Tech - \$~~21.10~~ per hour
- 32.3 Effective the first full pay period following ratification and signature of this Agreement, bargaining unit employees will receive \$0.~~90~~ per hour increases on every 4th year anniversary of continuous service with the College.

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- 32.4 Northern New Mexico College understands the importance of making its employees feel valued and motivated. Management and designated members of the bargaining unit will conduct a study to gather data that will collectively allow for the creation of a career progression framework. This framework synchronizes the College's goals with the bargaining unit member's goals, builds trust, increases employee retention, and increases productivity. Data gathered should include such pieces as current salaries, competitive wages, job descriptions, employee evaluations, criteria for advancement, and training and professional development needs.

The results of any such study shall not be binding upon the College but shall only be used as consideration for the development of a career progression framework, and any future salary increase associated with a career progression framework shall be contingent on sufficient appropriations or other revenues to fund a career progression framework. A career progression framework will also be considered in conjunction with the College's other financial priorities and obligations.

Article 33. SICK LEAVE DONATION

24.1 Purpose

- a. To provide a process whereby participating staff members of Northern New Mexico College may request additional sick leave through solicited donations from other eligible College employees due to a catastrophic situation involving their own medical condition, as defined in this Article.

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24.2 Eligibility

- a. Only staff members who have been employed for one academic year may be eligible to receive sick leave donations.
- b. Only staff members who have a minimum of eighty (80) hours of accumulated sick leave may donate solicited sick leave.
- c. Application for the solicitation of sick leave donations shall not be approved until the staff member has less than eighty (80) hours remaining of sick leave, and is expected to exhaust their balance based on the information provided in their Medical Certification Form
- d. The maximum sick leave that a staff member may request at any one time is forty (40) days (280 hours) based on a seven-hour day.
- e. To be eligible for donated sick leave, a staff member must demonstrate that they are experiencing a catastrophic situation. For purposes of this Article, a catastrophic situation shall mean a severe illness or injury requiring prolonged hospitalization or recovery and incapacitating the person from working, creating a financial hardship. Such injury or illness often makes exceptional demands on patients, caregivers, families, and healthcare resources. In general, an illness or injury that results in a medical condition that a health care provider has certified is likely to result in a loss of 30 or more workdays.

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24.3 Application for Sick Leave Donations

- a. Northern New Mexico College has a standing committee to review applications to solicit sick leave donations and to make a determination to either approve or disapprove a request. This standing committee is comprised of the Human Resources Office (who will serve as chair), a representative of the Union, and the Director of the Department where the staff member who is requesting leave is employed.
- b. Eligible staff members may apply for solicitations for donations of sick leave by completing a Request for Solicitation of Sick Leave Donations form and submitting it to the Human Resources Office.
- c. The request must be accompanied the Medical Certification Form properly completed by staff member's healthcare provider.

- d. Upon receipt of a request, the committee will evaluate the request within five (5) business days, and, if the request meets eligibility requirements, vote to approve or disapprove the request.
- e. If the request for solicitation of additional sick leave is approved, the committee shall notify the employee of the decision in writing and indicate the total amount of sick leave hours which were approved. If the request for additional sick leave is disapproved, the committee shall notify the employee in writing of the reason(s) for the disapproval. The decision of the committee is final, but the employee may reapply for reconsideration if they can provide any new information or circumstances for the committee's consideration.
- f. Upon approval for solicitation of sick leave donations, the Human Resources Office shall broadcast an email to all eligible college employees soliciting the donation of sick leave. No personal identifying information, or any information about the application will be included in the communication from the Human Resources Office.
- g. If the solicitation for sick leave donations does not cover the amount of additional sick leave awarded by the committee, the staff member shall only receive the amount donated.
- h. A staff member who receives donated sick leave must exhaust all of their own leave, of any kind, prior to using any donated sick leave.
- i. If donated sick leave is not utilized, the donated sick leave shall be returned to the staff member who made the donation.