

NORTHERN NEW MEXICO COLLEGE



BOARD OF REGENTS MEETING

AUGUST 24, 2020

NORTHERN New Mexico College



NOTICE

The Board of Regents of Northern New Mexico College will hold a regular meeting on **Monday, August 24, 2020 at 1:30PM, Via Zoom.**

Join Zoom Meeting

<https://nnmc.zoom.us/j/98647008024?pwd=KzhYdTdsc05WaDZqQ2lwNTdraURuZz09>

Meeting ID: 986 4700 8024

Passcode: 902044

One tap mobile

+12532158782,,98647008024# US (Tacoma)

+13462487799,,98647008024# US (Houston)

Dial by your location

+1 253 215 8782 US (Tacoma)

+1 346 248 7799 US (Houston)

+1 669 900 6833 US (San Jose)

+1 301 715 8592 US (Germantown)

+1 312 626 6799 US (Chicago)

+1 929 205 6099 US (New York)

Meeting ID: 986 4700 8024

Find your local number: <https://nnmc.zoom.us/u/abrbThlZTJ>

FINAL AGENDA

- I. CALL TO ORDER**
- II. APPROVAL OF AGENDA**
- III. COMMENTS FROM THE BOARD**
 - A. Board of Regents Subcommittee Reports
 1. Audit/Finance/Facilities Committee – Informational
 2. Academic/Student Affairs Committee - Informational
 3. Executive Committee – Informational
- IV. APPROVAL OF MINUTES**
- V. PRESIDENT’S REPORT AND ANNOUNCEMENTS**
 - A. Celebrate Northern – Informational
 - B. CUP/NMICC Report – Informational
 - C. NNMC Foundation – Informational
 - D. Eagle Corporation Update – Informational

- VI. FACULTY SENATE PRESIDENT REPORT**
- VII. STUDENT SENATE PRESIDENT REPORT**
- VIII. STAFF REPORTS**
 - A. Provost & Vice President for Academic Affairs
 - 1. Update on Examination of Need for Additional Reduction in Force in the Math Department - Informational
 - B. Vice President for Finance & Administration
 - 1. Fiscal Watch Reports – Action Required
 - 2. Budget Adjustment Reports (BARs) – Action Required
- IX. DEEP DIVE**
 - 1. Gray Associates Presentation - Informational
- X. PUBLIC INPUT**
- 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. Discussion of individual employees considered for reduction in force
 - (2) Bargaining strategy preliminary to collective bargaining
 - a. Status of Collective Bargaining Negotiations
 - (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. APPROVAL OF 2020-21 NEGOTIATED REVISIONS TO NFEE COLLECTIVE BARGAINING AGREEMENTS – Action Required**
- 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: Richard J. Bailey, Jr., Ph.D.
President

Date: August 24, 2020

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 July 27, 2020 as submitted or if applicable, as amended.

NORTHERN New Mexico College



NORTHERN NEW MEXICO COLLEGE BOARD OF REGENTS REGULAR MEETING JULY 27, 2020

A Regular Meeting of the Board of Regents of northern New Mexico College was held on Monday, July 27, 2020 Via Zoom. Regents Present: Michael A. Martin (Via Conference Call), Erica Velarde (Via Zoom), Porter Swentzell (Via Zoom), Damian Martinez (Via Zoom), Tomas Rodriguez (Via Zoom).

Northern New Mexico College Staff Present: President Richard J. Bailey, Jr. (Via Zoom), Ph.D.; Ricky Bejarano, Vice President for Finance & Administration (Via Zoom); Ivan Lopez Hurtado, PhD, Provost & Vice President for Academic Affairs (Via Zoom); Vince Lithgow, Comptroller, Sally Martinez, Executive Assistant to the Provost & Vice President for Academic Affairs; Frank Loera, NNMC Branch Trades Chair; Sandy Krolick, Creative Director, Communications & Marketing; Courtney Bruch, Library Director; Henry Moon, Distance Education, Instructional Designer; and Julianna Barbee, Director, SBDC.

Faculty Present: David Lindblom; Ellen Trabka, Ana Vasilic; Lori Baca; Claudia Aprea; David Torres; Rhiannon West; Ajit Hira;

Others Present: Tim Crone; Ari Levin;

I. CALL TO ORDER

Board President Martin called the meeting to order at 1:20PM.

II. APPROVAL OF AGENDA

Board President Martin asked if there are any additions or corrections to the Agenda. Board President Martin entertained a motion to approve the Agenda as presented.

Regent Swentzell moved to approve the Agenda as presented. Second - Regent Martinez. A roll call vote was taken by President Bailey. Board President Martin - yes, Regent Velarde - no response, Regent Swentzell - yes, Regent Martinez - yes, Regent Rodriguez - yes. Motion passed unanimously.

III. COMMENTS FROM THE BOARD

A. Board of Regents Subcommittee Reports

1. Audit/Finance/Facilities Committee

Board President Martin asked Regent Velarde to report on the Audit/Finance/Facilities report. Regent Velarde did not respond and Board President Martin asked Regent Martinez to report. Regent Martinez stated they had an Audit/Finance/Facilities Committee on Friday and took up a lot of time discussing issues related to the Math Program. Everything financially looks good,

he thinks the Board of Regents will take up the issues concerning, not really issues, what was brought up in the meeting concerning the request on the Math Program. This will be taken up when Dr. Lopez brings this up.

2. Academic/Student Affairs Committee

Board President Martin asked Regent Swentzell to report on the Academic/Student Affairs Committee. Regent Swentzell stated they met on Thursday of last week and they also discussed the Math Program and will be talking about it later. They also discussed the program review which they will be discussing later as well. They had a good meeting and will be talking about the stuff later on. Board President Martin asked Regent Rodriguez if he had anything to add. Regent Rodriguez stated he did not.

3. Executive Committee

Board President Martin stated the Executive Committee did not meet since the last meeting.

IV. APPROVAL OF MINUTES

Board President Martin asked if there were additions or corrections to the minutes. Board President Martin entertained a motion to approve the minutes as presented.

Regent Martinez moved to approve the minutes that are in the packet for the June 27, 2020 meeting. Second - Regent Swentzell. A roll call vote was taken by President Bailey. Board President Martin – yes, Regent Velarde – no response, Regent Swentzell – yes, Regent Martinez – yes, Regent Rodriguez – yes. Motion passed unanimously.

V. PRESIDENT'S REPORT AND ANNOUNCEMENTS

Board President Martin asked President Bailey to present his President's Report.

A. Celebrate Northern

President Bailey thanked everyone for joining today. Regarding Celebrate Northern:

1. Masks: Thank you to Sandy Krolick and Stephanie Montoya who originally thought of the idea to get masks with the NNMC logo on it. Those already went out to faculty and staff. Students and graduates are getting them as well. They also went out to some special donors.
2. Juneteenth Celebration: Thank you to everyone who had a hand in the Juneteenth celebrations that happened. Especially to Dr. Patricia Trujillo, Ms. Willie Williams and the Black and African American Student Organization who organized that event. That flag has stayed at the College in Española since that day and will be (inaudible).
3. Videos: Two wonderful videos went out, one celebrating the 2020 College Graduates that went out on June 27th and another that went out this past weekend to celebrate HEP and ABE. Special thank you to Professor David Lindblom, Sandy Krolick and Stephanie Montoya to Shari, Robert, a whole team of people who made all of those a success.

4. Anna Age Eight Institute: On July 1st this moved to NMSU and we want to wish them well in their new home and we pledge to continue to support their very important work in the State to combat childhood and family trauma.
5. Pilot Institutions: NNMC was one of five pilot institutions chosen for a block chain project to offer digital diplomas and digital transcripts to students and alumni. We are grateful to HED for giving us this opportunity and our 2020 graduates are the first to take advantage of this.
6. Scholarship: We just finished our scholarship window for NNMC Scholarships. We had more applicants than the history of the program, it is 200 plus applied and this is wonderful. Now the hard work of reading the applications. Thank you to Jacob and Carmella and the entire team that is leading that effort.
7. NNMC Mask: We had a very special mask wearer. Last Thursday Governor Michelle Lujan Grisham at her press conference wore her Eagle mask to start the press conference. It was the first time she had worn a college mask to start that off so we are really honored, humbled by that. Thank you to the Governor for the shout out.
8. Corona Virus Testing: On Saturday NNMC hosted a free testing event on the Espanola campus. That was done in concert with our friends at Las Cumbres Community Services and the State Department of Health. There were 162 people tested and as soon as we get the results we will publicize it and it will help with strategic decision making.

B. CUP/NMICC Report

President Bailey stated both groups are having their summer retreats in the next two weeks and President Bailey will attend both. The big issue is how we weather the economic downturn and budget crisis that has resulted from that. We are in a better position than most schools but a budget crisis is a budget crisis and we are still in the midst of this as well. Thank you to everyone who has been helping us through this challenge.

C. NNMC Foundation

President Bailey stated the Foundation had a Board Meeting very recently, really good productive meeting. They are working on a plan two-fold. They now think they have a plan to complete the payments the Foundation owes to the College. The plan should be completed within the next one to two years at the most to make it whole. In addition to a long-term Foundation strategy for the investments. This is something that has been a long time coming.

Regarding the President's Eagle Fund with the Foundation the latest initiative for those funds, those paid for and are paying for things like the student food pantry, the Chromebooks. The latest that we are working on now is a project to acquire hot spots and jetpacks for students who do not have internet access at home. There may be a way for us to help some of those students. We will also explore for students who have cell phones to use those phones as hot spots and see what we can do to help with that as well.

D. Eagle Corporation Update

President Bailey stated the Eagle Corporation Board of Directors has met twice now since the Board of Regents last meeting in a productive way. They are still considering a partnership with Up\$tart and the latest update is there will be a meeting this coming week with the legal firm of Modrall Spering to talk about specific issues to help the Board make its decision on whether or not and if so to partner with Up\$tart and if so what that relationship looks like.

E. Decision on Collegiate Athletics

President Bailey stated about two weeks ago the Governor released a statement that showed her intentions that Collegiate Athletics be postponed until further notice. Northern had already been ahead of that, Director Ryan Cordova had already made the decision publicly that we were going to cancel fall sports. For the College that only affects cross country. Obviously winter sports is basketball season, obviously that is a big issue for us. We are waiting on more guidance from the State and NAIA. In the meantime, we are keeping our student athletes, our coaching staff and our community safe. Because that letter from the Governor went to the Regents and thanks to Regent Martinez on this, it probably has elicited the need for a formal response by the Regents. Ultimately the Regents have the authority on what this looks like. Because that is an action required he will turn it back over to the Board President for discussion. Board President Martin asked for comments from the Board about Athletics.

Regent Martinez stated about a week ago he and President Bailey had a discussion and he believe that until there is a better handle on this pandemic we shouldn't be exposing our student athletes to possibly contracting COVID-19. Just because sports is cancelled, if we wait and see until later, the horses might already be out of the barn because these athletes are going to be practicing for basketball probably starting late September or October. He does not want to have any of the athletes getting COVID because they are in close proximity. Basketball is a contact sport, they are going to be right next to each other, breathing on each other, there is no way to put them in a bubble like the NBA. Even with what professional sports is doing right now, the Marlins have four new people with COVID this morning. His view and he would like the Board to consider that until, that right now we make a decision on basketball and that means practice and games, that we will not put our student athletes in danger.

Board President Martin asked for any other comments.

Regent Velarde stated she would echo the words of Regent Martinez that we need to look at what is best for the overall health of our students and as much as she understands, she has kids who love their sports. Her daughters played volleyball in high school and this is something that is really, really important to the students and she understands. As the College itself, we have to look out for what is best for them long run and it is kind of like when her daughter sprained her ankle and she would not let her get back on the court because she wanted her to heal that ankle and not make it a long-term thing for her. We have to look out for our students in that same manner and look out what is best for them even though she understands. Basketball is probably their life, it is how, it is their dream, it is how they are going to get their education but that still shouldn't be effective of how they will get their education and we should still look out for the best. Thank you, Regent Martinez, for reaching out to President Bailey ahead of time for this.

President Bailey stated NAIA was asked, what we suspect, it is not just NAIA but the Association of New Mexico Junior College Athletics who is going to do the same thing. They are exploring the possibility of a waiver, imagine almost like a sixth-year red shirt type of waiver which will help our students a lot if that happens. They are considering that right now. President Bailey thinks what would be appropriate and he would like to request from the Board and this is based on what we have heard from Regent Martinez, a recognition and a concurrence with what Coach Cordova has already done. A firm decision from the Board that is cancelling the fall season and then a postponement of other sports including basketball until further notice. That way it puts the Board in a position where they could evaluate this further down the road. If by chance there is a widely available vaccine by the end of the year, we will see the likelihood of this, there still is a possibility that there may be a spring season to basketball. President Bailey would like to give the Board the option to say that we postpone it now until further notice and it will be the Regents decision to now come back. We will not make the recommendation unless we feel that it is safe to do so. Obviously, we all agree right now it is not safe to do so and this is the recommendation to the Board.

Board President Martin asked Regent Rodriguez as it hits close to home for him what his thoughts were. Regent Rodriguez stated it does hit close to home. He thinks that we need action required for fall sports, it is a good decision. In postponing, having players go back, (inaudible) by and large we are affiliated with a conference from state to state and our decision affects every other school in every other state. To be able to look at other schools and look at statistics and age range of what is happening and who is affected we have to keep updated so the decision, it compensates for both sides because we do not want to be too hasty but we definitely want to make a decision to postpone for sure until we don't have students going home for break and coming back and going back for break and there is, we are not professional athletes and we do not make a living off the basketball we plan. It is not the most important thing in the world but it is important to these students and players. Trying to get both sides to understand that, get our players to understand, these games and the basketball we are playing we can play it next year and we can play it next semester but we have to keep everyone safe. We don't want to be too hasty and overcompensate. Approaching this with a lot of logic will be the best bet.

Board President Martin asked Regent Swentzell if he would like to add anything.

Regent Swentzell stated he agrees with what everyone has said. Safety is paramount and we have to make sure our students are safe. Until we can be assured our students are safe we have to take the necessary precautions. If that means reducing the thing (inaudible).

Board President Martin stated he feels since things are so fluid right now that postponing is the best option depending on what happens in the future since nobody knows what that will be. Board President Martin entertained a motion with the recommendation to postpone basketball.

Regent Martinez stated he would like to add that just so we are, postponing means a lot of stuff, that means no games but it also means in his mind no practice. They are going to be around each other more in practice than going Kansas to play a game. His view of postponement also means practice and he doesn't think he said that in the onset and he wants to make sure these are the parameters the Board of Regents is working with.

President Bailey stated absolutely, the motion for consideration, the recommended motion for consideration would be a Board decision to cancel fall sports as has already been done and to postpone all collegiate athletic activities until further notice. Until the Board of Regents decides. That means in person practice and games.

Board President Martin entertained a motion to that effect.

Regent Martinez moved on the recommendation of President Bailey to cancel fall sports and to postpone winter sports to include practices. Second - Regent Velarde. A roll call vote was taken. Board President Martin - yes, Regent Velarde - yes, Regent Swentzell - yes, Regent Martinez - yes, Regent Rodriguez - yes. Motion passed unanimously.

VI. FACULTY SENATE PRESIDENT REPORT

None.

VII. STUDENT SENATE PRESIDENT REPORT

None.

VIII. STAFF REPORTS

A. Provost & Vice President for Academic Affairs

1. Outcomes for AY19-20 for Academic Affairs
2. Program Review for Math

Dr. Lopez stated he is going to start with a quick overview on the program review for this year. This has not been a standing item in the past but he thinks it is important and this was triggered by some interesting questions the Board of Regents asked. Every April the College goes through a process called Program Review. Several programs are selected and they know a year prior they are going to be going through this review and it is an analysis of the strengths and weaknesses of the different programs. The outcome of this process is giving recommendations to the Academic Chairs that are in charge of these programs to improve in the areas that the Council of Chairs feel need to be addressed. This year, four programs were reviewed, actually six programs within four areas, Biology, Criminal Justice (Associate Degree and Bachelor in Integrated Studies with an Emphasis in Criminal Justice), Associate Degree in Liberal Arts and Associate Degree and Bachelor Degree in Mathematics. Through this program review several things are assessed on the program. The faculty credentials, professional development of faculty, student learning assessment for the program. At this point Dr. Lopez introduced Ms. Courtney Bruch, she is the Director of the Library but right now she is wearing a second hat. She is wearing the hat of Assessment Director. This is a position we did not have since 2010. The position was never filled until now, we were able to have somebody on board. It is not a fulltime position yet, hopefully in the next budget cycle. Courtney is playing an important role in keeping all these programs accountable when it comes to student learning outcome assessment. In these programs that were reviewed, they were part of the former College of Arts & Sciences, this College no longer exists. Last through another program review for the Pueblo Indian Studies we discovered that that formal college was not doing a very rigorous program level assessment. The reason is they do not have these programs in general, they do not have program specific accreditation agencies like the teacher education, nursing,

business or engineering. It was difficult to keep these processes with the lack of Courtney, to keep them aligned but thanks to the Regents who approved the latest policy in program review last October, now we have a huge emphasis on keeping all these programs accountable when it comes to student learning assessment. He can tell the Board of Regents in this program review, if they review their package, page 16 in the package, they will see starting there that all programs that were reviewed that they (inaudible), they also need to improve in having an acting and external advisory committee. It is really important that our programs are not guided by faculty alone. They must be guided by employers, that is a demand of the HLC, we need to have input from employers, input from the community at large. Now, through this program review we are requesting all these programs to have an external advisory committee in place. Through this program review we also identify areas of need in particular the Biology program, we need to find more laboratory space on campus. That is something we need to do as an institution for the Biology Program. For the Criminal Justice Program which is a high demand program, one recommendation was to hire a full-time instructor which we didn't have. He can tell the Board that two weeks ago we were able to hire a faculty member with background in criminal justice. This is a program, Dr. Bailey can speak more, we have been getting requests from the Governor, the Albuquerque Police, etc., there is interest in this program and students have always been interested in this program. Dr. Lopez asked the Board of Regents for questions on the program review. Board President Martin asked the Board of Regents for questions for Dr. Lopez.

Dr. Lopez stated one of the important things we also review is the finances of the program. How much does it cost and how much revenue the program collects in terms of tuition and fees? One of the possible outcomes of this program review is a recommendation for termination of programs. This is something that some of you have seen in the past. The piece that was missing is that we were not presenting to the Board of Regents the outcome of the programs that were not going to be terminated. We were typically were presenting the worst cases. This is why Dr. Lopez discussed with President Bailey it was important to tell the Board of Regents that other programs were reviewed and that we are addressing any needs of these programs so they can be high quality. In terms of these reviews it was the math program, the one that didn't show, the Bachelors in Math that did not show the historical enrollment that we had for other programs on campus. Remember we are a very broad institution in terms of what we offer. We offer from Liberal Arts all the way to Business, Engineering, Nursing, we historically have become an institution with a very very broad offer of programs for the size of the institution. Through this process is where we recommend when a program needs to be terminated and that is the second item Dr. Lopez is going to present. This is where the Finance and Facilities Committee wants to make a recommendation to the Board of Regents so that this item is postponed. Dr. Lopez wants to leave it there for comments from either Regent Velarde or Regent Martinez as he thinks there is going to be a recommendation to postpone this item to a future meeting.

Board President Martin asked how many years it takes to cycle through all the programs. Dr. Lopez stated thanks to the Board's policy, basically we are in a cycle of seven years. This is the typical timeframe for accreditation agencies to review programs. We need to understand that any improvements and the assessment of any changes that we do in programs because they are social systems, they do not happen overnight. It takes time to evaluate what has happened in terms of any improvements. Also, when it comes to enrollment, programs can go up and down from one year to the next. For us it is important when we discuss enrollment, we can see seven years of enrollment so the recommendation that we bring to the Board make more sense so that they do not oscillate from year to year. What we have improved is that every August all the programs will have to submit mandatorily a report on assessment, program level assessment. The assessment is the

mechanisms that we have in place to guarantee that the students are learning what they are supposed to learn. A final exam is not enough to tell us if the students are learning because we have many skills that need to be evaluated. That is something that was not in place until August, thank you to the Board for the policy passed in October. We are going to be able to keep a much closer monitoring of all the programs. In terms of finances, at the August, Gray Associates will present to the Board of Regents the project. The Associates is able to evaluate the finances, cost, revenue and profit of every program at the level of a course, not just the program. They are also to evaluate student demand and competition. These two things are data we never had before. At the next meeting the Board will see the power we have now to evaluate on a regular basis every single program.

President Bailey stated for the members of the Board he wants to say four quick things on this and it is irrespective of the decision on the Bachelor's in Math today. President Bailey wanted to say a special thank you to academic leadership and the fact that we are doing this work now, the fact that we are doing this program review to this extent which has certainly has not been done to this level. We are doing it better than we ever had before. The hard part is when we do this work and do this analysis, sometimes there are things we want to see and things we don't want to see. It is still important to make strategic decisions based on data and based on process and that we are not basically doing this in the dark. We need to have this analysis done and we are doing it better than we have ever done. The second thing for everyone on the call is that we do not make decisions solely based on finances. Yes, we look at how much a program earns in revenue, how much they cost but if we made decisions solely based on that, it would be very different. There are programs we just need to do, we know that, no matter what the expense it because our community needs those graduates in those fields and it is important to the community. It doesn't mean finances are not important and it doesn't mean we don't mean that we don't need to be thinking about those things as we make those recommendations to the Board for review. The next thing is, and President Bailey wants to be thoughtful about this is but our legislature is paying close attention to what all colleges and universities are doing in terms of programs. What they don't want and they have been very public about this, they don't want us expanding the number of programs we have in the middle of a budget crisis. We have to be very careful if we use Gray Associates work and we say here are some fields that no one else is doing and there is no competition and we really think we can be a leader in the State and region by doing this program, we cannot keep building programs. We are not big enough to do that, we also need to look at programs where we might need to make some cuts. President Bailey stated he knows this is a very controversial thing and it is not always a fun conversation but we owe it to the institution and we owe it to the community to have these conversations. We owe it to the legislature because they are paying closer attention now more than ever. The last point is fairness, right, we have programs that have over 200 students in it with very few faculty members. We have other programs that have very few students and the same number of faculty. President Bailey needs to be able to look to the faculty to say there is a fairness of how we are distributing personnel in all of these department and that is where program review matters. Enrollment and retention in these programs matters. We owe that to our faculty to make sure we are being fair. President Bailey stated this is irrespective of the decision the Board is making today and he wanted to put this background on the record so they understand we are not making these recommendations frivolously, they are long thought out difficult recommendations.

Board President Martin asked Regent Velarde if her committee discussed this issue. Regent Velarde stated they did and they had a long discussion in the Finance Committee regarding this discussion. Based off that discussion and based off all the things uncovered in that discussion that is what led herself and Regent Martinez to recommend that we discuss the item in this meeting however, table it until further discussion or further. We realized throughout the discussion that there is a need for sort of a matrix in the future because we are going to have, maybe be forced to make decisions that are tough decisions, decisions that might affect people's livelihood. To do this in a manner that is both is in a sense a scientific process, a matrix that isn't just somebody's thoughts or feelings or who they had in mind which came from the discussions they had last week. Those were her thoughts and if you want to dig a little deeper you are welcome to. Regent Martinez may want to share something.

Board President Martin asked Regent Martinez if he wanted to weigh in on this.

Regent Martinez stated he would. First of all, he appreciates that we are looking into these things. He has been on the Board and has voted to cut programs which was pointed out to him in the meeting. There was a difference in cutting that program compared to this program. In that program we got rid of every faculty member in that program. In the discussions we had concerning this program, it became clear that this College does not have an objective criterion on how you are going to complete a reduction in force. What are the things we are looking at to determine if Professor A, B or C gets the boot as compared to getting to stay and because of that he is very concerned with cutting this program until administration has come up with a policy that is objective that can be used across the board concerning how somebody gets RIF'd? With respect to expansion of programs, this is not an expansion of a program, its mathematics. Since he has been on the Board this school has been pushing STEM, you get rid of math, you get rid of the M in STEM. The fact that you could still get an Associates, there could be people who want a Bachelors, it was brought up in the meeting that people are going to UNM, Tech and State because they had a better program or seemed to be a better program. That doesn't matter to Regent Martinez, the reason it doesn't matter is we are not to compete with UNM, NM Tech or NMSU. We are here to provide a specific service to specific people. We don't compete with other schools, let's compete with ourselves. His question was, so what are we doing to market this program. Until this can be answered, he will vote unequivocally vote no to cut the program until the Administration can come up with an objective criterion to ensure this. Recently in the Albuquerque Journal there was an article about the College having no more lawsuits against it, other than one that is on appeal and that is awesome. Most of those lawsuits were filed before Regent Martinez got on the Board but there were some issues with how those former employees were treated and that is why there was a lawsuit. Unless we deal with those issues, with coming up with objective criteria, he doesn't care who you get rid of, you are going to open the College up to a lawsuit. So, your \$81,677 savings per year, if a lawsuit happens because you just subjectively fire somebody, we will make that money up in about seven years. Until we can have an actual criterion for Riffing people, he will not vote to cut any program.

Board President Martin asked Regent Swentzell if his Committee reviewed this.

Regent Swentzell stated they reviewed these and had a discussion about it, in a somewhat different way about the possibility of a RIF in connection, a RIF with this program review. He appreciates President Bailey's clarifications and the issues brought up by Regent Velarde and Regent Martinez are important to keep in mind. Also, he has to put on his faculty hat every now and then from his own experience as a faculty member. In his own experiences as a faculty member. In his own

experiences Program Review is one of those things that can get real icky real fast because people can really rile up if there is no significant buy-in. In the program review summaries, it talks about the Council Chairs giving the thumbs up on that. Being a Chair himself and sitting in on those meetings it is one thing if Chairs give the thumbs up but he always like to know that there is a faculty vote or consensus because if there are not things can get ugly quick. Mathematics is not one of those things that is going to go away because it is needed for general education requirements in all the programs. There is a basic need for mathematics. He does get the concern about the Bachelor's Program in Math, whether it is a sustainable program. In either case you have to have faculty in mathematics, mathematics faculty to serve all the other degree programs and general education requirements. Generally, while still wearing his faculty hat, it behooves any institution to maintain a full-time faculty in those general education areas. It is an important consideration not to rely simply on adjuncts for those critical areas. This is his two cents in thinking about that and the issues brought up by the other Regents.

Board President Martin thanked Regent Swentzell and asked Regent Rodriguez if he had anything to add. Regent Rodriguez stated he does not have anything to add.

President Bailey thanked the Board of Regents for comments and thoughtful comments. What he would like, with the Board's permission, the College will craft, with Regent Martinez guidance, we will craft a policy that says if there are academic program reviews that lead to a recommendation of a suspension or termination and where that termination would result in a reduction in force that there is a policy in an objective way in which that reduction in force would be carried out. This will be shared with the Board for their consideration and this is also a conversation that will be had with our Union partners. The other piece is and President Bailey wants to, obviously, the winds are blowing in a way that it is better to wait on this and we will honor that and support that but we do need to think about the fact that if we are going to postpone this decision indefinitely or wait another year then the cost of that is that we are now not going to be able to invest in other programs that might be waiting to be explored that could really open a lot of opportunities in this community and this College. President Bailey is okay with that, you are the Board and you can direct us this way but he wants us to understand the cost of delaying this thing indefinitely. President Bailey also wants to say is, to Regent Martinez point is we will never take the M out of STEM. Math is critical as a foundational background to almost every other discipline that we have. What we are talking about, what was brought out by the Council of Chairs and by the Provost today was really a Bachelor's Degree Program where we just don't have a very robust student interest and this is not a one-year phenomenon. There are years of data that are saying students are not jumping for that Bachelor's Degree in this discipline they are going to other things. That doesn't speak to, we have outstanding faculty, it is not that, it is what students are wanting to do. Those are all things we need to keep in mind.

Regent Martinez stated he believes, he could be wrong, there might be a RIF process in the CBA, that was never brought to the Regents in the meeting. If there was a RIF process in the CBA it should have been placed in the package, it wasn't. The second thing that concerned him, well one of the many things that concerned Regent Martinez was the discuss that was brought up and if Regent Velarde wishes to share her comments on them that is for her to do them, but they were respectful, the fact that it was brought to our attention that we could cut this program and then have adjuncts and then it is a cheaper price. Just because you have an adjunct doesn't mean that you are getting the best quality teaching product. Nothing against adjuncts. Regent Martinez could tell you he could be the worst teacher on the planet but he knows what he is doing as a lawyer, he just doesn't have patience with teaching people. To say with one hand that you could cut it and then

we can fill these slots that would need to be taught anyway by adjuncts may not be doing a service to our students. They may not be getting the quality education that they have and sometimes and he knows money matters but sometimes it doesn't because what we are trying to do is inspire these students and help them move forward and plugging holes with adjuncts may not be the way to do it in his view.

Regent Velarde stated her comments during the subcommittee meeting was that all due respect to adjuncts, there are some that are amazing and some that have really found their niche in teaching but there are also some that she experienced that are awesome in their field, amazing physicists or electrical engineers at LANL, however, teaching is not, just because you understand a subject doesn't mean you can teach it and teach it well and teach it for others to be receptive to understand it. She can tell us there was a course she took at UNM-LA that the entire time she sat with earplugs in her ears in class and read the book on her own and found a tutor on the side to learn the subject because she learned absolutely nothing from the adjunct electrical engineer who was brilliant. Like she says just because we can teach something with an adjunct doesn't mean we are doing an exact service to our students.

Board President Martin thanked Regent Velarde and Martinez and stated the Board brought up some good points. Board President Martin asked if this gives him some direction on another policy he can draft. Dr. Lopez thanked the Board of Regents for all the comments, all the input, we are going to start working definitely on what Regent Martinez suggested. It is going to be for the good of the institution for the years to come. He would like to make one more point, he wants to thank Dr. Bailey and VP Bejarano because within the last four years, we have been able to grow our full-time faculty members from 37 that we had in 2016 to 52 that we have today. We definitely agree with the comments made that we need to invest on full-timers. (inaudible). We haven't been able to do it to a larger extent precisely because the finances are not there. He does agree with the comments made. (inaudible). Dr. Lopez stated at this point he would like to go back to what Dr. Bailey mentioned. He would love from the Regents, is guidance. He asked if we are considering an action for this program at a later meeting this year or that is not so that we can focus on something different? He would love to get guidance from the Board of Regents so we know if we address what was expressed today and we come back to the Board of Regents in a month or two or if basically you know this is the Board's decision not to suspend the program. It is really the Board decision but we need to know how to move forward with this.

Board President Martin stated what he was hearing was we needed a policy to direct us on how we do the reduction in force. We do not have that in place, when we have that in place we can then make a decision on how we can suspend this program. Board President Martin asked Regent Velarde and Martinez if this is what they were recommending. Regent Martinez stated he believes so. Regent Velarde stated she would be willing to review it once there is a policy in place, a matrix to use universally throughout the College if these unfortunate things happen. She is not going to say she is willing to vote in favor of it but she is willing to review it and go over it again. She doesn't know if we will have in place what we need in place in a month. She doubts that unless there is serious work going on behinds the scenes which there always is. Regent Martinez stated the other thing they would need to have from the Administration is how they intend to teach the current math program if they have to reduce a full professor. If they are reducing a full professor how are they going to teach out, are they bringing in a bunch of adjuncts. He thinks that is part of the concern they had in the Finance Committee, the overuse of adjuncts if that were to occur.

Board President Martin asked Dr. Lopez if this gives him some direction. Dr. Lopez stated definitely yes and thanked the Board and he stated he is glad Geno Zamora is at the Board Meeting because he is going to be working with the College and guiding the College on this process. Board President Martin asked if we are going to work with Mr. Crone on this, is that correct, as part of the Union. Dr. Lopez stated yes. Board President Martin entertained a motion to table this item until we can get more information.

Regent Swentzell moved to table the Program Review recommending termination or postponement. Second - Regent Velarde. A roll call vote was taken. Board President Martin - yes, Regent Velarde - yes, Regent Swentzell - yes, Regent Martinez - yes, Regent Rodriguez - yes. Motion passed unanimously.

3. Presentation on the Branch Community College Tuition Proposal

Dr. Lopez stated at this point this is information because later Vice President Bejarano is going to be presenting this for action. We did an analysis based on cost and revenue and the market in which these programs are competing to bring to the Board of Regents a recommendation on tuition. Dr. Lopez stated the general assumption is that we are getting revenue from the Mill Levy at the level of \$2.4M a year. This analysis assumes that \$1M out of \$2.4M are going to be used for instructional purposes alone, faculty, equipment. The second consideration in the analysis is eventually in the years to come in the next three to five years, we are going to have five programs under the Branch Community College. Today we have two but we want to think we are going to be growing with new trades. When you take those two things and then you have different salaries, this is a Chairperson and at this point Dr. Lopez introduced Dr. Frank Loera who is at the meeting. He joined the College two weeks ago and is the Chair for the Technical Trades. He is coming with many years of experience in trades working with UNM Gallup, prior to this appointment he was with St. John's College and Dr. Lopez introduced Dr. Frank Loera. Dr. Loera thanked everyone for the invitation to the meeting and the opportunity to work with the institution. He is very excited to be here. He has extensive background in industry and education and he feels like he can contribute a lot here. Board President Martin thanked Dr. Loera and stated he looks forward to meeting him in person.

Dr. Lopez stated every program, this is a requirement from the HLC, we must have at least one fulltime faculty member in the program. We are considering in the cost the full-timer with the benefits. If we are going to have an Administrative Assistant to these five programs, we split the salary of this person with benefits. Each program in average they are going to be using equipment at the level of \$60,000 a year plus another \$20,000 in supplies. This is a fixed cost. Then we have a variable cost. The first 15 full time equivalent students are covered by one fulltime faculty member. At the moment you go beyond the 15, you need to increase on adjuncts. That number there in the package \$23,000 is per FTE. For every new student that comes beyond 15 we need to add that into the cost and that is based on today's salaries and benefits. We need to include a 35% of overhead. That is the number that pays for utilities, administration of program, library, etc. This is the overhead - 35%. We are assuming one FTE is a fulltime student taking 15 credit hours per semester. That is the cost for this program. On the revenue side, the consideration was to take our closest competition for this program. We took how much are they charging in tuition and fees. That number, we add the opportunity cost that will matter for a student. For a student to consider Santa Fe instead of Espanola we are assuming the student would have to commute. Let's assume the student goes two days a week for sixteen weeks a semester, what would be the cost. The way to put a number and he knows this is arbitrary, what is the salary, minimum wage for these

four hours and that number we added plus we took a \$1.8 per gallon of fuel back and forth between Espanola and next competitor, we added this value and at the end we came up with a total number of \$117.00 per credit hour. We are the new kid on the block when it comes to the trades. We felt that an introductory price of \$110.00 per credit hour would be a good incentive for students to come to us and not go to another institution beyond Espanola. In discussions with the Business Office and President Bailey we want to make it as simple as possible for the students. We are going to be recommending that this is the number that includes everything. We don't want to charge students in the Community College any other fees so when we market this program we go to the student and say take \$110.00 multiply it by 60 and that is going to give you a \$6,600 total cost for your associate degree. That is simple, no hidden fees, just an amount. When you do the analysis, and Dr. Lopez apologized, he doesn't know if the Board got the version with a graph, that was a \$119, it is a \$110. Considering the \$110.00 per credit hour, basically the program is going to have the breakpoint at 8 students. With 8 students, FTEs the program is going to start making some profit beyond the Mill Levy. This is the money that eventually that can be reinvested for new programs. That is the analysis behind the \$110.00 per student credit hour that later Mr. Bejarano is going to present to the Board of Regents for action. Dr. Lopez wanted to show the thoughts behind the \$110.00. Dr. Lopez asked if there were any questions.

Board President Martin stated they had a lot of interest when they went to the school board meetings talking about the Mill Levy talking about having Dual Credit Students from the high schools taking both the plumbing and the electricity. How does that factor into the formula? Dr. Lopez stated the Dual Credit Students do not pay out of pocket anything, basically, they get it for free. What has happened in the last two years is that through the state appropriation we are getting an amount of money that is in a three-year average of the tuition cost for all the credit hours that we have taught. In some way the State has given us for the last three years money to cover the cost that the institution has incurred through dual credit. The students do not pay any money.

Board President Martin asked if they get entered into the number of students, the 8 break even. Dr. Lopez stated no, the 8 is paying students. If we get by the fall only 8 students who are dual credit, in this analysis it means a zero. These 8 have to be paying students. It doesn't actually include the MOU that we have, that we are going to discuss in the next item with the Plumbers and Pipefitters. We will discuss that in the next item.

Board President Martin asked if there were any questions for Dr. Lopez.

4. MOU with Local 412

Dr. Lopez stated this Memorandum, the Board of Regents saw this document at the last meeting or prior to the last meeting. It was presented by President Bailey. This is a Memorandum the Board of Regents agreed President Bailey could sign. It is a partnership where the Local 412 Plumbers and Pipefitters Union is going to use their training centers and NNMC is going to give them College credit. The way this works is those instructors in the training centers are going to become our adjunct faculty and they are going to follow our syllabus and curriculum and at the end the students get college credit. Several years ago, the College had these types of partnerships. The reason why we are bringing the MOU to the Board of Regents attention is two weeks ago President Bailey and Dr. Lopez met again with the Local 412 and they asked for a couple of changes in the MOU. The first change is that in the MOU, we remove the word salary so that we are not going to pay a salary to the instructor but a stipend. Why, because if we pay salary for work they are already doing it is double dipping. This is a stipend that we are going to pay equivalent to the stipend that we pay

high school teachers when they teach Dual Credit for Northern. The second change in the MOU is that the Local 412 is asking the College to develop in the next year also one track for those apprentices that in the five feeders' field. The one that we currently have is only for plumbers and they want to have a second track for pipe-fitters. Last week Dr. Loera and Dr. Lopez met with the Local 412 and this is going to be probably 7 credits that we need to have in order to have a concentration in five feeders so that is something that we can easily do. Those are the changes that were made to the MOU but it was important for the College that the Board of Regents know that these changes have happened so they can approve President Bailey move forward with the signature of the new MOU. Board President Martin stated this seems pretty straightforward and asked if there were questions for Dr. Lopez. Board President Martin entertained a motion.

Regent Martinez moved to approve the MOU between Northern and the Local 412. Second - Regent Velarde. A roll call vote was taken. Board President Martin - yes, Regent Velarde - yes, Regent Swentzell - yes, Regent Martinez - yes, Regent Rodriguez - yes. Motion passed unanimously.

B. Vice President for Finance & Administration

1. Fiscal Watch Reports – Action Required

Mr. Bejarano stated they will start quickly going over the financial statements and he called upon the Comptroller, Vince Lithgow for this. On page 32 of 41 there is the Statement of Net Position, Balance Sheet for the College as of June 30, 2020. Cash of about just over \$5M. We have some small receivables from students and others of about \$500,000 and the Pell Grant receivable of \$400,000. Non-current assets have to do with Capital Outlay which is adjusted once a year during the audit. We have some deferred outflows of resources of \$9.9M and that is related to the pension balances. Those are updated annually when we do our audit. Current Liabilities we picked up a little bit from last month and that is normal because we are paying out and recorded all our liabilities for the fiscal year 20. We have a deferred income of \$2M and again that is going to be basically made up of the revenues received for the Branch College. We have Pension Liabilities total \$42.8M and Total Liabilities of \$45M. The Statement of Net Position we have term endowments, that is the money we are going to owe back for the appropriations from the Anna, Age Eight Institute. The related entity activities of about \$1.9M. Those are specifically related to the revenues received for the Branch College. Our cash is \$4.6M unrestricted, \$2M is for the Branch and another \$600,000 for the Anna, Age Eight Institute. Mr. Lithgow opened it up for questions. Board President Martin asked if there were any questions for Mr. Lithgow.

Mr. Lithgow stated regarding the Income Statement, everything has been adjusted to reflect at year end. Total revenues received year to date is just about 92% of budget. A fair amount of that was for Grants and related activities. Expenditures is about 10% fewer than the revenues. Those activities are related to things we didn't do for this fiscal year with staff not being on campus and classes being held renewable. Plant Funds, these are items that are ongoing to capital. We do have total expenditures of about \$1.9M and we will be receiving part of that receivable as mentioned earlier, part is going to be tied to reimbursement for Capital Expenses of about \$1.6M. Mr. Lithgow asked if there were any questions on the Income Statement. Board President Martin asked if there were any questions.

Mr. Lithgow stated the next page is a comparative of what happened last year to this fiscal year. Of course, they are two different scenarios because the appropriations were different. They didn't really change much. Of course, we have more revenues collected last year to this year and we have a little bit more expenses from last year over this year. Same thing goes with the Plant Funds and at the bottom we have received a little bit more appropriations for maintenance campus wide.

Mr. Lithgow stated on the Statement of Cash Flows, this is the money coming in and going out. Again, \$3.5M was received from tuition and fees, another \$7M from grants, our biggest expense is our payments to employees and the remainder \$7.5M is for supplies and other operating expenses. Receipts from sales is \$1.3M and this includes everything we do, basically auxiliaries, revenue from Athletics and cafe. We received our state appropriations 100% at 12.7M and again our cash at the bottom of just over \$5M which equates to the amount on the Statement of Net Position. Mr. Lithgow asked if there were any questions. Board President Martin asked if there were any questions for Mr. Lithgow.

Mr. Bejarano stated with that, the College needs approval of the financial statements. Board President Martin stated he would entertain a motion to approve the Fiscal Watch Reports.

Regent Martinez moved to approve the Fiscal Watch Reports for the period ending June 30, 2020. Second - Regent Swentzell. A roll call vote was taken. Board President Martin - yes, Regent Velarde - yes, Regent Swentzell - yes, Regent Martinez - yes, Regent Rodriguez - yes. Motion passed unanimously.

2. HED FY21 BAR

Mr. Bejarano stated there are BARs because there was huge reduction from what was appropriated during the regular session after the special session of course we had a reduction. Interestingly, even though we get cut, we also submit a BAR to be approved to be cut. That is what the BAR is before the Board of Regents. The reduction over last year is approximately \$853,400 over last year. The BAR before the Board of Regents shows \$1.2M because it includes increases that have been appropriated such as compensation. Mr. Bejarano would like to take this opportunity since he has the floor that there is a misconceived notion or misinformation out there that the compensation increase is somehow imbedded in this budget, it is not. That was completely taken out, we do not have money for compensation, end of story. With that Mr. Bejarano would ask for approval of the BAR. Essentially what this BAR does, we were required to submit a budget as if the funding for, what we got during the regular session with all the increases before COVID and the drop-in oil prices hit, so we submitted that BAR. This exercise reduces that BAR down to what was approved to be cut during the special session and for that Mr. Bejarano would request approval in order to submit it. Regent Velarde asked for clarification for everyone is what is he is saying the original increase in compensation that was passed in January or February, was not then given through the actual budget that we actually received now in July. Mr. Bejarano stated that is correct. It was one of the things cut out of the budget. There has been misinformation out there that somehow that money was magically embedded into this budget. As mentioned, we are \$853,400 down from last year's budget that did not include the compensation package.

President Bailey stated to add to what Vice President Bejarano said, and he is glad because now the mystery is solved. \$853,400 is the amount that, it is the difference between what Northern was going to get at the end, what we were looking at for FY21 as of February 15th and what happened at the end of special session with one exception and that is, and that is why the BAR is at \$1.2M

because the other thing that the original session in January had done was it was going to set up a pot of money that was going to allow us to negotiate with the unions on an average of 4% compensation increase for higher education employees. We were very excited about having that conversation with the union and looking at how that was going to be distributed. In the special session they took every penny of that and not just from Northern, from every Higher Education institution, they took every penny of compensation away so that is the other piece of that. That is in addition to the \$853,400.

Mr. Bejarano stated our Budget Director is having a hard time with internet and what not today and that is why he is speaking to the budget. The other thing she asked Mr. Bejarano to point out is that as we know there is two sides to the CARES Act funding, the side that went directly to students and that has been distributed and then there is an institutional component. The institutional component was presented as if it was the same as I&G, it is not, we are very limited in what we can do with that institutional component. It has to be COVID-19 related. If there were any expenditures that we were going to have anyway, if they are operational, it is no go, we cannot draw that money for those types of expenditures. An example of one that was declined was to refill our germix types of dispensers, that is something we do as a matter of course, it was not above and beyond so we cannot take it against the CARES Act funding. Critical as it is, it is something we already did operationally and this is just one small example.

Regent Velarde asked for clarification what is the direction from the Governor and the Governor's Office regarding increasing compensation, is that just no go this next year or is it something we have to figure out and negotiate with the Union. Mr. Bejarano stated it is something that if there were going to be any types of compensation increases, they would have to come from the existing budget. We would have to ask ourselves a question, what are we going to cut to do any type of increase. President Bailey stated that is exactly what he was going to say. In other words, all compensation is discussed with our partners in the Union. Those conversations are still happening, that is still a conversation with the College and the Union. The only issue is there is no money that is given now from the legislature to make it happen. Any compensation discussions we have now have to be taken from somewhere to do it. Mr. Bejarano stated the other consideration is, we are still, we are coming close, but we need to make up the \$853,400. We had to RIF some people unfortunately from the Cafe and the Bookstore and another position where the people either did not have work or could not perform their duties from home. We did carry them from March 16th when we closed down until July 1. We could not continue doing it because the state of emergency in that regard essentially had come and gone and we start to bump up against the anti-donation clause.

Board President Martin asked if there were any other questions and entertained a motion to approve the BARs.

Regent Martinez asked if we don't approve it, do we not lose the \$857,000. Regent Velarde stated she was thinking the same thing. Mr. Bejarano stated no we cannot actually budget anything, spending stops immediately until we have an approved budget.

Regent Martinez stated with that clarification he would move to approve the BAR presented in the package which takes away money from the school. Second - Regent Swentzell. A roll call vote was taken. Board President Martin - yes, Regent Velarde - yes, Regent Swentzell - yes, Regent Martinez - yes, Regent Rodriguez - yes. Motion passed unanimously.

3. Branch Community College Tuition and Fees

Mr. Bejarano stated the Provost has already explained the reasoning behind the memo on page 40 but it is a financial impact so essentially what we are asking for is a single rate of \$110.00 per credit hour for the Plumbers and Electricians Associate programs only. The important thing in this particular increase is it cannot be combined with other programs. For example, double major students or students completing two degrees simultaneously. The reasoning behind that is if I am already an Engineering student, then why wouldn't I sign up for the Plumbing Associates also so that I have \$110.00 tuition across the board. It is then inequitable and just essentially not fair to people who are in other programs where we do charge a certain tuition rate and fee. With that, Mr. Bejarano requested approval for the \$110.00 per credit hour rate for Plumbers and Electricians Associate Degree programs only. Board President Martin entertained a motion from the Board of Regents.

Regent Swentzell moved to approve the tuition rate of \$110.00 per hour for the Plumbers and Electricians program. Second - Regent Velarde. A roll call vote was taken. Board President Martin - yes, Regent Velarde - yes, Regent Swentzell - yes, Regent Martinez - yes, Regent Rodriguez - yes. Motion passed unanimously.

5. Nursing Course Fees

Mr. Bejarano stated the next item is on page 41, it is a memo and also requests an increase but this is a course fee that we would like in order to recoup our costs using Kaplan Virtual Clinical Simulation which we are needing to do in light of the COVID restrictions because of the restrictions to clinical sites. It pretty much stands on its own. For entering Level, I students the \$75.00 course fee has been deleted and will now be replaced with the \$100.00 pending the Board of Regents approval. Dean Trabka is on the Zoom call if there are any questions or perhaps she would like to add comments. Dean Trabka stated as the Board of Regents knows we have had many restrictions due to COVID-19, the Nursing Program, our Pre-Licensure Associate Degree Nursing Program has been hit very hard. When we went to remote learning in March, we were prohibited from accessing clinical sites in hospitals. We had to adapt and adopt what is called Computer Based and Virtual Clinical Simulation. We completed our spring semester using Kaplan and we are planning for the future. We have previewed a variety of different companies, computer based clinical simulation products and we have chosen Kaplan primarily because it is affordable and we have worked with Kaplan for a long period of time so we are familiar with their products. All of our current faculty are trained on how to administer the simulations. Other products were prohibitively expensive and this particular product offers simulated clinical experience for medical surgical nursing, maternal child, obstetrics, pediatric and psychiatric nursing. For the fall semester we are going to be able to go back to clinical sites on a limited basis. Instead of sending 8 students, we are going to be sending 4 students at a time. We do need a backup plan. Plus, some of the specialty areas, like obstetrics, we are still not sure if we will be able to go into the clinical sites. If we can't we will do 100% of that clinical course using Kaplan I-Human. We also have to be prepared to completely go to remote learning once again in the fall semester. Some of our peer institutions have already started to go back to clinical and what they have found out is that at times students do get exposed to COVID and have to quarantine and so the Kaplan product will give us some flexibility and allow us to be prepared for any kind of situation. We are just having to be very flexible. It might get so bad that they prohibit us once again from being in a clinical situation. Dean Trabka thinks the main reason is PPE, protective equipment, so our students when they go into clinical they won't be taking care of COVID patients but you still need sufficient PPE and Dean Trabka thinks that is the main reason

they are limiting our access and the availability of testing and contact tracing. We feel that this product is very broad and provides us with a variety of computer based clinical simulation that will allow us to move forward with our curriculum. It does also involve an additional course fee for the Level II students, the \$100.00 course fee per student is on a yearly basis and we need to go into a two-year contract to get that low price. Even if COVID abates, we still feel this is an excellent product to integrate into our curriculum so if there are any questions. Dean Trabka stated she does not come to the Board of Regents asking for course fees lightly. In the spring they actually purchased out of their own budget some clinical simulation, it was short notice and they had to do it rapidly. She does realize this is additional funds for students but it will be covered in their financial aid if they are getting financial aid.

Board President Martin asked if there were any questions and entertained a motion to increase the fees.

Regent Martinez moved to changes the fees for the Nursing Program from \$75.00 to \$100.00 to cover the Kaplan Virtual Clinic Simulation. Second - Regent Velarde. A roll call vote was taken. Board President Martin - yes, Regent Velarde - yes, Regent Swentzell - yes, Regent Martinez - yes. Regent Rodriguez - yes. Motion passed unanimously.

IX. PUBLIC INPUT

None.

X. EXECUTIVE SESSION

Board President Martin entertained a motion to enter into Executive Session.

Regent Martinez moved that the Board of Regents go into Executive Session to discuss Collective Bargaining Agreement and Update on Legal Matters. Second - Regent Velarde. A roll call vote was taken. Board President Martin - yes, Regent Velarde - yes, Regent Swentzell - yes, Regent Martinez - yes, Regent Rodriguez - yes. Motion passed unanimously.

President Bailey asked Board Members and Legal Counsel and Vice Presidents should go on mute right now and then use the separate call in number for Executive Session. Everyone else is welcome to stay on the Zoom call, it will be kept live and as soon as they are out of Executive Session they will be right back on this meeting. Regent Rodriguez stated he has work and he has to leave the meeting.

The Board of Regents entered into Executive Session.

President Bailey stated Regent Velarde, Regent Swentzell, Regent Martinez and Board President Martin on the Zoom call. Board President Martin entertained a motion to return from Executive Session.

Regent Martinez moved to return from Executive Session and affirmatively state that only those things that were listed on the Agenda were discussed. Second - Regent Swentzell. A roll call vote was taken. Board President Martin - yes, Regent Velarde - yes, Regent Swentzell - yes, Regent Martinez - yes. Motion passed unanimously.

XI. ADJOURNMENT

Board President Martin entertained a motion to adjourn.

Regent Swentzell moved to adjourn. Second – Regent Velarde. A roll call vote was taken. Board President Martin - yes, Regent Velarde - yes, Regent Swentzell - yes, Regent Martinez – abstain. Motion passed unanimously.

The Board of Regents adjourned.

APPROVED:

Michael A. Martin, Board President

Erica Velarde, Vice President

Office of the Provost

NORTHERN New Mexico College



Reduction in Force Evaluation Matrix Template

Document prepared by Ivan Lopez Hurtado and finalized on 8/17/2020

Document reviewed by the Ortiz & Zamora legal team on 8/17/2020

The Reduction in Force Matrix discussed below is based on Article 15 *Reduction in Force* found in the Full-time Faculty Collective Bargaining Agreement (CBA). Part 15.6 in the Article 15 discusses how the determination as to which faculty member(s) should be done.

Article 15. REDUCTION IN FORCE

15.1 The College shall have the right to reduce its employment and, if necessary, discharge or terminate employees as a result of a reduction in force (RIF).

15.2 When the College anticipates a RIF that will result in the discharge or termination of faculty members in the bargaining unit, the College will notify the Federation in writing of the anticipated RIF at least twenty (20) workdays prior to the implementation of the RIF. The notice shall include the affected program(s), faculty member(s), the expected date of the RIF, and a brief description of the circumstances necessitating the RIF.

15.3 Prior to the implementation of the RIF, the Federation may submit recommendations regarding downsizing or formally discontinuing a program or department of instruction and will be sent to the Vice President of Academic Affairs for consideration. The Faculty Senate will be notified of this recommendation as well. Every faculty member shall be associated with one academic program at NNMC and this will be documented with Human Resources.

15.4 The Federation may request in writing to meet with the College President and/or designee to discuss possible alternatives to the RIF, provided such request is made no later than five (5) workdays after the receipt by the Federation of the College's notice of intent to RIF.

15.5 The College will consider ways of avoiding the need for a RIF through the use of both voluntary and involuntary transfers.

15.6 The determination as to which faculty member is to be laid off shall be based on factors including, but not limited to, the following: education (advanced education and training related to the field); relevant employment experience; full certification or licensure; evaluations; additional certification, outside activities related to the field or program being affected; and, program needs or requirements.

15.7 The College will attempt to place the affected faculty member in a vacant full time position for which they qualify. If an affected faculty member does not accept an offered position, they shall have no recall rights under this article.

15.8 Whether the Federation exercises its option to meet with the College in accordance with 15.3 above or not, the Federation may submit recommendations or alternatives to the RIF.

15.9 A faculty member laid off as a result of a RIF shall have recall rights for a period of no longer than one academic year from the effective date of the RIF. The factors used for determining the order of recall shall include, but not be limited to, those enumerated in 15.5. above. A faculty member notified of recall shall have fifteen (15) calendar days to accept the position. A faculty member who refuses an offered position shall have no further rights to employment. Failure to respond within the time frame shall be considered a refusal of employment.

15.10 Upon lay-off, a faculty member may continue to participate in health insurance benefits by contributing the full premium in accordance with the provisions of COBRA.

15.11 Upon request, a laid-off faculty member shall be placed on the College's approved substitute and adjunct faculty lists.

15.12 The Provost may identify programs for review. Program Review should include information on costs, enrollment, student-faculty ratios, societal need, program quality and other criteria appropriate to the particular situation.

**In the matrix below, the field for “Years at NNMC” was included for reference only. The CBA does not list “Years at NNMC” as a criterion.

How are the points per item calculated?

The years considered for the some of the rubric’s criteria are the last three academic years.

- Advanced Education: A Ph.D. degree gives 1 point and a non-terminal degree gives 0 points.
- Relevant Field: A Ph.D. in the program field gives 1 point, and a Ph.D. in a different field gives 0 points.
- Relevant Employment Experience: Teaching gives up to 0.5 points and any relevant scientific/industrial work gives up to 0.5 points.
- Full certification or licensure: 1 point for one or more licensure/certification and 0 point for no licensure/certification.
- Disciplinary Actions: 0 point for no disciplinary actions, -1 point for each disciplinary action on their HR/personnel file.
- Annual Performance Evaluations: A 3-year average of annual performance evaluations is considered. 0 points for a score of 3 (which is satisfactory), 1 point for a score of 5 (which is outstanding), anything in between is prorated linearly, while less than a score of 3 gives negative points because it means “needs improvement” or “unsatisfactory”.
- Student Evaluations: A 3-year average of student evaluations. 0 points for a rate of 3 (which is satisfactory), 1 point for a rate of 5 (which is outstanding), anything in between is prorated linearly, while less than a rate of 3 gives negative points because it means “needs improvement” or “unsatisfactory”.
- Outside Activities related to the Program: 5 activities or more get 1 point, 0 activities give 0 points. Anything in between is prorated linearly.
- Program Needs measures the number of upper division courses in the field (for bachelor) and lower division (for associate) in the last three years: 1 point for 8 or more courses taught, 0 points for zero taught. Anything in between is prorated linearly.



MEMORANDUM

To: Board of Regents
Northern New Mexico College

From: Ricky A. Bejarano, CPA, CGMA
Vice President – Finance & Administration

Date: August 24, 2020

Re: Fiscal Watch Report

Issue

On a monthly basis, Northern New Mexico College (NNMC) provides an institutional financial report for Board of Regent (BOR) review and approval.

Overview

The NNMC Business Office, on a monthly basis, prepares a Fiscal Watch Report for review and discussion at the monthly Audit, Finance and Facilities Committee (AF&F) meeting. The financial report provides an overview of the institution's financial condition for all unrestricted and restricted operational funds and grants throughout the College.

The fiscal watch reports are presented in the format prescribed by the New Mexico Higher Education Department (NMHED) with titles are located at the top of the page. An additional fiscal watch report is included to provide an updated budget status report for all Budget Adjustment Requests processed through the time of the monthly AF&F meeting.

In addition, the BOR is also provided individual reports for the following financial areas summarized in the monthly institution-wide fiscal watch report:

- Unrestricted funds (11)
- Auxiliary Programs (12)
- Institutional Grants (41)
- Student Aid (42)
- Plant Funds (91)
- Capital Projects (92)

Although the NMHED requires all higher education institutions to submit fiscal watch reports on a quarterly basis, NNMC produces fiscal watch reports on a monthly basis to insure that the BOR is regularly informed about the current financial condition of the institution.

Recommendation

Staff recommends that the Board of Regents approve the Fiscal Watch Report for the period ending July 31, 2020.

Northern New Mexico College

Statement of Net Position

(Unaudited and Unadjusted)

July 31, 2020

Assets		
Current Assets:		
Cash and Cash Equivalents		5,959,709
Short-Term Investments		-
AR - Student		1,025,258
AR - Other than student		171,942
Inventories		71,087
Prepaid Expenses		6,962
Loans Receivable, net		438,438
Total Current Assets		<u>7,673,396</u>
Non-Current Assets		
Restricted Cash and Cash Equivalents		-
Restricted Short Term Investments		-
Investments Held by Others		-
Other Long-Term Investments		-
Prepaid Expenses		-
Capital Assets, net		35,176,600
Total Non-Current Assets		<u>35,176,600</u>
Total Assets		<u>42,849,996</u>
Deferred Outflows of Resources		
Pension Related (6/30/19 balances)		9,904,397
Total Deferred Outflows of Resources		<u>9,904,397</u>
Liabilities		
Current Liabilities		
Accounts Payable		-
Other Accrued Liabilities		553,748
Deferred Income		35,875
LT Liabilities - Current Portion		-
Total Current Liabilities		<u>589,623</u>
Non-Current Liabilities		
Accrued Interest Payable		-
Accrued Benefit Reserves		-
Other LT Liabilities		134,648
OPED Liability		7,889,220
Net Pension Liability		34,773,819
Total Non-Current Liabilities		<u>42,797,687</u>
Total Liabilities		<u>43,387,311</u>
Deferred Inflows of Resources		
Pension Related (6/30/19 balances)		3,504,432
Total Deferred Inflows of Resources		<u>3,504,432</u>
Net Position		
Invested in Capital Assets, net of Related Debt		35,176,600
Restricted for:		
Nonexpendable:		
Endowments		-
Expendable:		
General Activities		5,525
Federal Student Loans		-
Term Endowments		-
Capital Projects		-
Debt Service		-
Related Entity Activities		22,081
Unrestricted		
Unrestricted without NFP		(248,836)
Net Fiduciary Position		-
Total Unrestricted (includes 6/30/20 NFP)		<u>(248,836)</u>
Total Net Position		<u>34,955,370</u>

Northern New Mexico College
Comparison of Operating and Plant Funds
(Unadjusted and Unaudited)
Fiscal Year's 2021 and 2020

Operating Funds	FY 2021 Actuals as of July 31, 2020	FY 2020 Actuals as of July 31, 2019	Percentage Increase (Decrease)
REVENUES			
Tuition & Misc Fees	\$ 651,509	\$ 1,725,207	-62.2%
Federal Appropriations	-	-	
State Appropriations	988,900	928,500	6.5%
Local Appropriations	-	-	
Gifts, Grants & Contracts	181,883	81,319	123.7%
Endowment/Land & Perm Inc	-	12,205	-100.0%
Sales & Services	27,377	17,581	55.7%
Other	5,416	36,291	-85.1%
Total Revenue	1,855,084	2,801,103	-33.8%
BEGINNING BALANCE	1,791,221	1,791,221	0.0%
TOTAL AVAILABLE	3,646,305	4,592,324	-20.6%
EXPENDITURES			
Instruction & General	896,899	294,288	204.8%
Student Social & Cultural	-	31,667	-100.0%
Research	4,216	-	
Public Service	18,034	26,388	-31.7%
Internal Services	13,365	196,979	-93.2%
Student Aid	12,394	31,578	-60.8%
Auxiliary Enterprises	25,276	196,979	-87.2%
Intercollegiate Athletics	47,508	100,411	-52.7%
Independent Operations (NMDA)	-	-	
Total Expenditures	1,017,693	878,290	15.9%
NET TRANSFERS OUT / (IN)	2,765	4,691	-41.1%
TOTAL EXPENDITURES & TRANSFERS	1,020,458	882,981	15.6%
ENDING FUND BALANCE	\$ 2,625,848	\$ 3,709,343	-29.2%

Plant Funds	FY 2021 Actuals as of July 31, 2020	FY 2020 Actuals as of July 31, 2019	Percentage Increase (Decrease)
REVENUES AND TRANSFERS			
Required Student Fees	\$ -	\$ -	0.0%
Bond Proceeds	-	-	0.0%
Gifts, Grants and Contracts	-	-	0.0%
Interest Income	-	-	0.0%
State Appropriation	-	1,987,565	-100.0%
Debt Service Transfers	-	-	0.0%
Other	-	-	0.0%
Total Revenues and Transfers	-	1,987,565	-100.0%
BEGINNING BALANCE	-	-	
TOTAL AVAILABLE	-	1,987,565	-100.0%
EXPENDITURES			
Capital Projects	-	-	
Building Renewal	-	-	
Internal Service Renewal/Replacement	-	-	0.0%
Auxiliary Renewal/Replacement	-	-	0.0%
Debt Retirement	-	-	0.0%
Total Expenditures	-	-	
NET TRANSFERS OUT / (IN)	(2,765)	(4,691)	-41.1%
TOTAL EXPENDITURES AND TRANSFERS	(2,765)	(4,691)	-41.1%
ENDING FUND BALANCE	\$ 2,765	\$ 1,992,256	-99.9%

Some revenues are reported on a seasonal basis or by semester and therefore may affect the Increase/(Decrease) to Fund Balance

Northern New Mexico College
Summary of Operating and Plant Funds
(Unadjusted and Unaudited)
Fiscal Year 2021

Operating Funds	FY 2021 Original Budget	FY 2021 Adjusted Budget	FY 2021 Actuals as of July 31, 2020	Percentage Earned/Spent
REVENUES				
Tuition & Misc Fees	\$ 4,131,267	\$ 4,131,267	\$ 651,509	15.8%
Federal Appropriations		-	-	-
State Appropriations	11,013,400	11,013,400	988,900	9.0%
Local Appropriations	-	-	-	-
Gifts, Grants & Contracts	6,429,072	6,429,072	181,883	2.8%
Endowment/Land & Perm Inc	163,525	163,525	-	0.0%
Sales & Services	3,086,371	3,086,371	27,377	0.9%
Other	586,701	586,701	5,416	0.9%
Total Revenue	25,410,336	25,410,336	1,855,084	7.3%
BEGINNING BALANCE	2,554,985	2,554,985	2,554,985	100.00%
TOTAL AVAILABLE	27,965,321	27,965,321	4,410,069	15.8%
EXPENDITURES				
Instruction & General	18,326,020	18,326,020	896,899	4.9%
Student Social & Cultural	112,072	112,072	-	0.0%
Research	38,300	38,300	4,216	11.0%
Public Service	509,780	509,780	18,034	3.5%
Internal Services	160,376	160,376	13,365	8.3%
Student Aid	4,922,633	4,922,633	12,394	0.3%
Auxiliary Enterprises	944,930	944,930	25,276	2.7%
Intercollegiate Athletics	573,402	573,402	47,508	8.3%
Independent Operations (NMDA)	-	-	-	-
Total Expenditures	25,587,513	25,587,513	1,017,693	4.0%
NET TRANSFERS OUT / (IN)	230,000	230,000	2,765	1.2%
TOTAL EXPENDITURES & TRANSFERS	25,817,513	25,817,513	1,020,458	4.0%
ENDING FUND BALANCE	\$ 2,147,808	\$ 2,147,808	3,389,611	

Plant Funds	FY 2021 Original Budget	FY 2021 Adjusted Budget	FY 2021 Actuals as of July 31, 2020	Percentage Earned/Spent
REVENUES AND TRANSFERS				
Required Student Fees				
Bond Proceeds				
Gifts, Grants and Contracts				
Interest Income				
State Appropriation	\$ 2,635,000	\$ 2,635,000	-	0.0%
Debt Service Transfers				
Other				
Total Revenues and Transfers	2,635,000	2,635,000	-	0.0%
BEGINNING BALANCE	-	-	-	
TOTAL AVAILABLE	2,635,000	2,635,000	-	0.0%
EXPENDITURES				
Capital Projects	2,405,000	2,405,000	-	0.0%
Building Renewal	230,000	230,000	-	0.0%
Internal Service Renewal/Replacement				
Auxiliary Renewal/Replacement				
Debt Retirement				
Total Expenditures	2,635,000	2,635,000	-	0.0%
NET TRANSFERS OUT / (IN)	(230,000)	(230,000)	(2,765)	1.2%
TOTAL EXPENDITURES & TRANSFERS	2,405,000	2,405,000	(2,765)	-0.1%
ENDING FUND BALANCE	\$ 230,000	\$ 230,000	2,765	1.2%

Northern New Mexico College

Statement of Cash Flows

(Unaudited and Unadjusted)

July 31, 2020

Cash Flows from Operating Activities	
Receipts from student tuition and fees	\$ 651,509
Receipts from grants and contracts	181,883
Other receipts	-
Payments to or on behalf of employees	(889,501)
Payment to suppliers for goods and services	2,446,104
Receipts from Sales and Services	27,377
Payments for scholarships	(6,963)
Other Operating Revenue	<u>5,416</u>
Net cash (used) by operating activities	<u>2,415,824</u>
Cash Flows from Non-Capital Financing Activities	
State Appropriations	988,900
Gifts for other than Capital Purposes	-
Private Gifts for Endowment	-
Other Non-operating Expense	<u>-</u>
Net Cash provided (used) for non-capital financing activities	<u>988,900</u>
Cash Flows from Capital and Related Financing Activities	
Proceeds from Capital Debt	-
Capital Gifts, Grants and contracts	-
Purchase/Construction/Renovation of Capital Assets	-
Principal Received/Paid on Capital Debt and Leases	-
Interest and Fees Paid on Capital Debt and Leases	-
Building Fees Received from Students	<u>-</u>
Net Cash provided (used) for capital financing activities	<u>-</u>
Cash Flows from Investing Activities	
Investment Earnings	<u>-</u>
Net Cash provided by Investing Activities	<u>-</u>
Increase (Decrease) in Cash and Cash Equivalents	3,404,724
Cash and Cash Equivalents- beginning of year	2,554,985
Cash and Cash Equivalents- end of reporting period	<u>\$ 5,959,709</u>



MEMORANDUM

To: Board of Regents,
Northern New Mexico College

From: Ricky Bejarano, Vice President for Finance & Administration

Date: August 24, 2020

Re: Monthly Budget Adjustment Requests

Issue

On a monthly basis, Northern New Mexico College (NNMC) provides all Budget Adjustment Requests (BARs) for review and approval by the Board of Regents (BOR). Included in the packet are BARs for FY21 for the months of July and August, 2020.

Overview

NNMC prepares BARs on an ongoing basis to ensure the transparent management and expenditure of all restricted and unrestricted financial resources of the college follow statutory requirements, state procurement and internal budgetary guidelines. In addition to the actual BARs and supporting line -item budget information, the NNMC Finance Department, also provides a year-to-date listing of all BARs processed by the institution in the normal course of business. The various types of budget adjustments presented to the BOR for review and approval include:

- Initial Budgets (0 restricted, 0 unrestricted)
- Budget Increases (0 restricted, 0 unrestricted)
- Budget Decreases (0 restricted, 1 unrestricted,
- Budget Transfers (0 restricted, 0 unrestricted)
- Total BARs Y-T-D = 2

The Vice President of Finance and Administration is responsible for the approval of all intra-department budget transfers and regular line item budget maintenance, resulting in a net zero impact to institutional operating budgets. BOR authorization is requested for all inter-department budget transfers and budget adjustments requiring an increase or decrease in current budget authorization levels.

The Audit, Finance and Facilities Committee is responsible for reviewing all Budget Adjustment Requests prior to the monthly BOR meetings for final action.

Recommendation

All internal FY21 BARs roll up to the Institutions final restricted and unrestricted BARs which will be submitted to the Higher Education Department on May 1st. Staff recommends that the Board of Regents approve the attached BARs as prepared internally through August 18, 2020 for FY21.

Northern New Mexico College

FY21 (2020-2021)

Tuesday, August 18, 2020

BAR No.	Fund Type	BAR Type	Approved	Fund	Org	Fund Title	FTE	Amount
20210000	Combined	Approved Budget	5/15/2020	11000	1005	Instruction & General	224.61	\$29,517,648
20210001	Combined	Approved Budget		11000	1022	Instruction & General	0.00	(\$1,529,655)
20210002	Unrestricted	Maintenance		11011	2431	Nursing Enhancement	0.00	\$0
BAR Net Total							224.61	\$27,987,993

Northern New Mexico College

FY21 (2020-2021)

Fund Type: Combined

BAR Type: Approved Budget

Fun	Instruction & General				
Org	Provost				
Category	Account	Description	FTE	Amount	
Revenue	11000-1007-53221-601	General Fund Appropriation, HB2		(\$3,000)	
Revenue	11000-3121-80273-191	Transfer In		(\$60,000)	
Revenue	11000-4014-53221-601	General Fund Appropriation, HB2	0.00	(\$351,900)	
Revenue	11000-4014-53221-601	General Fund Appropriation, HB2		(\$369,200)	
Revenue	11000-4014-53221-601	General Fund Appropriation, HB2		(\$421,000)	
Revenue	11000-4014-53221-601	General Fund Appropriation, HB2		(\$3,400)	
Revenue	11011-2431-53221-601	General Fund Appropriation, HB2		(\$24,000)	
Revenue	11740-3411-53221-171	General Fund Appropriation, HB2		(\$8,200)	
Revenue	11741-3031-53221-171	General Fund Appropriation, HB2		(\$7,700)	
Revenue	11741-3031-53221-171	General Fund Appropriation, HB2		(\$4,000)	
Revenue	12005-3711-80273-201	Transfer In		(\$84,720)	
Revenue	12011-3731-80273-201	Transfer In		(\$146,235)	
Revenue	12105-3121-53221-211	General Fund Appropriation, HB2		(\$12,100)	
Revenue	12105-3121-53221-211	General Fund Appropriation, HB2		(\$34,200)	

Fun Athletics Administration
Org Athletics - General

Total Revenue			0.00	(\$1,529,655)
<hr/>				
Expense	11000-1007-71145-131	Purchased Services		(\$3,000)
Expense	11000-1022-61101-101	Faculty Salaries Full-time		(\$96,462)
Expense	11000-1022-61301-101	Professional Salaries-FT		(\$11,691)
Expense	11000-1022-61301-111	Professional Salaries-FT		(\$4,907)
Expense	11000-1022-61301-125	Professional Salaries-FT		(\$20,212)
Expense	11000-1022-61301-131	Professional Salaries-FT		(\$28,097)
Expense	11000-1022-61301-141	Professional Salaries-FT		(\$2,970)
Expense	11000-1022-61302-131	Professional Salaries-PT		(\$3,444)
Expense	11000-1022-61401-101	Support Staff Salaries-FT		(\$14,004)
Expense	11000-1022-61401-111	Support Staff Salaries-FT		(\$4,124)
Expense	11000-1022-61401-124	Support Staff Salaries-FT		(\$10,114)
Expense	11000-1022-61401-131	Support Staff Salaries-FT		(\$18,199)
Expense	11000-1022-61401-141	Support Staff Salaries-FT		(\$22,079)
Expense	11000-1022-61511-131	Salary Contingency Restricted		(\$113,993)
Expense	11000-1031-61401-133	Support Staff Salaries-FT		(\$10,312)
Expense	11000-1031-61401-133	Support Staff Salaries-FT		(\$6,000)
Expense	11000-1031-62111-133	Medicare		(\$107)

Fun Instruction & General**Org Campus Security**

Expense	11000-1031-62112-133	FICA	(\$456)
Expense	11000-1031-62121-133	Retirement - ERA	(\$1,023)
Expense	11000-1031-62141-133	Retiree Health Care - ERA	(\$147)
Expense	11000-1031-62152-133	Dental Insurance	(\$60)
Expense	11000-1031-62153-133	Vision Insurance	(\$13)
Expense	11000-1031-62161-133	Basic Life	(\$10)
Expense	11000-1031-62181-133	Workers Compensation Insurance Bill	(\$61)
Expense	11000-1077-71139-131	Project Activities	(\$3,400)
Expense	11000-2052-61103-101	Faculty Salaries Adjunct	(\$14,200)
Expense	11000-2052-62111-101	Medicare	(\$96)
Expense	11000-2052-62112-101	FICA	(\$411)
Expense	11000-2052-62181-101	Workers Compensation Insurance Bill	(\$55)
Expense	11000-2052-62190-101	Unemployment Compensation	(\$93)
Expense	11000-2111-61101-101	Faculty Salaries Full-time	(\$21,574)
Expense	11000-2111-62111-101	Medicare	(\$313)
Expense	11000-2111-62112-101	FICA	(\$1,338)
Expense	11000-2111-62121-101	Retirement - ERA	(\$2,999)
Expense	11000-2111-62141-101	Retiree Health Care - ERA	(\$432)

Fun Instruction & General**Org Language & Letters**

Expense	11000-2111-62151-101	Health Insurance	(\$5,218)
Expense	11000-2111-62152-101	Dental Insurance	(\$206)
Expense	11000-2111-62153-101	Vision Insurance	(\$38)
Expense	11000-2111-62161-101	Basic Life	(\$17)
Expense	11000-2111-62181-101	Workers Compensation Insurance Bill	(\$179)
Expense	11000-2111-62190-101	Unemployment Compensation	(\$302)
Expense	11000-2131-61103-101	Faculty Salaries Adjunct	(\$5,300)
Expense	11000-2131-62111-101	Medicare	(\$144)
Expense	11000-2131-62112-101	FICA	(\$614)
Expense	11000-2131-62181-101	Workers Compensation Insurance Bill	(\$82)
Expense	11000-2131-62190-101	Unemployment Compensation	(\$139)
Expense	11000-2355-61101-101	Faculty Salaries Full-time	(\$28,050)
Expense	11000-2355-61402-101	Support Staff Salaries-PT	(\$40,000)
Expense	11000-2355-62111-101	Medicare	(\$407)
Expense	11000-2355-62111-101	Medicare	(\$580)
Expense	11000-2355-62112-101	FICA	(\$1,739)
Expense	11000-2355-62112-101	FICA	(\$2,480)
Expense	11000-2355-62121-101	Retirement - ERA	(\$3,899)

Fun Instruction & General**Org Engineering**

Expense	11000-2355-62121-101	Retirement - ERA	(\$5,560)
Expense	11000-2355-62141-101	Retiree Health Care - ERA	(\$561)
Expense	11000-2355-62141-101	Retiree Health Care - ERA	(\$800)
Expense	11000-2355-62151-101	Health Insurance	(\$3,525)
Expense	11000-2355-62151-101	Health Insurance	(\$7,050)
Expense	11000-2355-62152-101	Dental Insurance	(\$206)
Expense	11000-2355-62152-101	Dental Insurance	(\$103)
Expense	11000-2355-62153-101	Vision Insurance	(\$38)
Expense	11000-2355-62153-101	Vision Insurance	(\$76)
Expense	11000-2355-62161-101	Basic Life	(\$17)
Expense	11000-2355-62161-101	Basic Life	(\$34)
Expense	11000-2355-62181-101	Workers Compensation Insurance Bill	(\$332)
Expense	11000-2355-62181-101	Workers Compensation Insurance Bill	(\$233)
Expense	11000-2355-62190-101	Unemployment Compensation	(\$560)
Expense	11000-2355-62190-101	Unemployment Compensation	(\$393)
Expense	11000-2431-61402-101	Support Staff Salaries-PT	(\$16,976)
Expense	11000-2431-62111-101	Medicare	(\$246)
Expense	11000-2431-62112-101	FICA	(\$1,053)

Fun Instruction & General**Org Nursing - Associates Degree**

Expense	11000-2431-62151-101	Health Insurance	(\$2,773)
Expense	11000-2431-62152-101	Dental Insurance	(\$135)
Expense	11000-2431-62153-101	Vision Insurance	(\$28)
Expense	11000-2431-62181-101	Workers Compensation Insurance Bill	(\$141)
Expense	11000-2431-62190-101	Unemployment Compensation	(\$238)
Expense	11000-2511-61101-101	Faculty Salaries Full-time	(\$23,901)
Expense	11000-2511-62111-101	Medicare	(\$39)
Expense	11000-2511-62112-101	FICA	(\$165)
Expense	11000-2511-62121-101	Retirement - ERA	(\$369)
Expense	11000-2511-62141-101	Retiree Health Care - ERA	(\$53)
Expense	11000-2511-62151-101	Health Insurance	(\$3,525)
Expense	11000-2511-62152-101	Dental Insurance	(\$103)
Expense	11000-2511-62153-101	Vision Insurance	(\$38)
Expense	11000-2511-62161-101	Basic Life	(\$17)
Expense	11000-2511-62181-101	Workers Compensation Insurance Bill	(\$221)
Expense	11000-2511-62190-101	Unemployment Compensation	(\$37)
Expense	11000-2826-61401-111	Support Staff Salaries-FT	(\$26,520)
Expense	11000-2826-61505-111	Other Salaries - Temp	\$4,800

Fun Instruction & General
Org Assesement

Expense	11000-3032-61301-117	Professional Salaries-FT	(\$25,375)
Expense	11000-3041-61301-124	Professional Salaries-FT	(\$23,920)
Expense	11000-3041-62111-124	Medicare	(\$214)
Expense	11000-3041-62112-124	FICA	(\$916)
Expense	11000-3041-62121-124	Retirement - ERA	(\$2,053)
Expense	11000-3041-62141-124	Retiree Health Care - ERA	(\$295)
Expense	11000-3041-62151-124	Health Insurance	(\$1,817)
Expense	11000-3041-62152-124	Dental Insurance	(\$53)
Expense	11000-3041-62153-124	Vision Insurance	(\$19)
Expense	11000-3041-62161-124	Basic Life	(\$9)
Expense	11000-3041-62181-124	Workers Compensation Insurance Bill	(\$122)
Expense	11000-3041-62190-124	Unemployment Compensation	(\$207)
Expense	11000-3121-71149-191	Scholarship Expense	(\$30,000)
Expense	11000-3121-80173-611	Transfer Out	(\$60,000)
Expense	11000-3122-71149-191	Scholarship Expense	(\$30,000)
Expense	11000-3711-80173-611	Transfer Out	(\$84,720)
Expense	11000-4521-61401-141	Support Staff Salaries-FT	(\$102,803)
Expense	11000-4521-62151-141	Health Insurance	(\$22,843)

Fun Nursing Enhancement
Org Nursing - Associates Degree

Expense	11011-2431-61402-101	Support Staff Salaries-PT	\$16,976
Expense	11011-2431-62111-101	Medicare	\$246
Expense	11011-2431-62112-101	FICA	\$1,053
Expense	11011-2431-62151-101	Health Insurance	\$2,773
Expense	11011-2431-62152-101	Dental Insurance	\$135
Expense	11011-2431-62153-101	Vision Insurance	\$28
Expense	11011-2431-62181-101	Workers Compensation Insurance Bill	\$141
Expense	11011-2431-62190-101	Unemployment Compensation	\$238
Expense	11011-2431-71511-101	Contingency Restricted	(\$21,590)
Expense	11011-2431-71511-101	Contingency Restricted	(\$24,000)
Expense	11303-3032-71118-115	Accreditation	(\$8,300)
Expense	11303-4021-71145-115	Purchased Services	\$8,300
Expense	11740-3411-71258-171	Other Services	(\$8,200)
Expense	11741-3031-61301-171	Professional Salaries-FT	(\$4,000)
Expense	11741-3031-71131-171	Supplies and Expense	(\$3,700)
Expense	11741-3031-71145-171	Purchased Services	(\$4,000)
Expense	11801-3501-61511-131	Salary Contingency Restricted	(\$17,200)
Expense	12005-3711-61401-201	Support Staff Salaries-FT	(\$74,720)

Fun Northern Bookstore**Org Bookstore**

Expense	12005-3711-61402-201	Support Staff Salaries-PT	(\$10,000)
Expense	12011-3731-61401-201	Support Staff Salaries-FT	(\$60,157)
Expense	12011-3731-62111-201	Medicare	(\$2,130)
Expense	12011-3731-62112-201	FICA	(\$9,108)
Expense	12011-3731-62121-201	Retirement - ERA	(\$19,628)
Expense	12011-3731-62141-201	Retiree Health Care - ERA	(\$2,824)
Expense	12011-3731-62151-201	Health Insurance	(\$16,653)
Expense	12011-3731-62152-201	Dental Insurance	(\$923)
Expense	12011-3731-62153-201	Vision Insurance	(\$213)
Expense	12011-3731-62161-201	Basic Life	(\$159)
Expense	12011-3731-62181-201	Workers Compensation Insurance Bill	(\$1,219)
Expense	12011-3731-62190-201	Unemployment Compensation	(\$2,057)
Expense	12011-3731-71156-201	Merchandise for Resale	(\$31,164)
Expense	12011-3731-80173-611	Transfer Out	(\$146,235)
Expense	12105-3121-61401-211	Support Staff Salaries-FT	(\$10,000)
Expense	12105-3121-61505-211	Other Salaries - Temp	(\$5,000)
Expense	12105-3121-61511-211	Salary Contingency Restricted	(\$12,100)
Expense	12105-3121-71156-211	Merchandise for Resale	(\$200)

Fun Athletics Administration

Org Athletics - General

Expense	12105-3121-71355-211	Game Official Expense		(\$5,000)
Expense	12105-3124-71131-211	Supplies and Expense		(\$1,000)
Expense	12105-3124-71354-211	Uniforms		(\$1,000)
Expense	12105-3124-72111-211	Team Travel		(\$1,000)
Expense	12105-3125-71351-211	Athletic Supplies		(\$1,000)
Expense	12105-3125-71354-211	Uniforms		(\$1,000)
Expense	12105-3125-72111-211	Team Travel		(\$1,000)
Expense	12105-3127-71131-211	Supplies and Expense		(\$1,000)
Expense	12105-3127-71354-211	Uniforms		(\$1,000)
Expense	12105-3127-72111-211	Team Travel		(\$2,000)
Expense	12105-3128-71131-211	Supplies and Expense		(\$1,000)
Expense	12105-3128-71354-211	Uniforms		(\$1,000)
Expense	12105-3128-72111-211	Team Travel		(\$2,000)
Expense	83000-1022-61301-101	Professional Salaries-FT	0.00	(\$60,945)
Expense	83000-3221-61301-101	Professional Salaries-FT	0.00	(\$1,704)

Total Expense			0.00	(\$1,529,655)
----------------------	--	--	-------------	----------------------

Fun Student Services Support

Org Student Activities

BAR Net Total Approved Budget

0.00

\$0

Vice President for Finance and Administration

NNMC Board of Regents Representative