A Regular Meeting of the Board of Regents of Northern New Mexico College was held on March 26, 2021 Via Zoom and in person. Regents Present: Michael A. Martin (Via Zoom), Porter Swentzell (Via Zoom), Erica Velarde (Via Zoom), Maria Evelyn Juarez (Via Zoom), Ruben Archuleta (Via Zoom).

Northern New Mexico College Staff Present: President Richard J. Bailey, Jr., PhD; Ivan Lopez Hurtado, PhD, Provost & Vice President for Academic Affairs (Via Zoom); Ricky A. Bejarano, CPA, CGMA, Vice President for Finance & Administration (Via Zoom); John Ussery, El Rito Campus Director; Sally Martinez, Executive Assistant to the Provost & Vice President for Academic Affairs; Ryan Cordova, Athletic Director, Men’s Basketball Coach; Don Appiarius, Assistant Provost of Student Affairs; Sandy Krolick, Creative Director, Communications and Marketing; and Amy Peña, Executive Office Director.

Others Present: Evelyn Juarez, Student Senate President, Ari Levin, Rio Grande Sun

Faculty Present: Anne Reines, Veronica O’Halloran, Robert Beshara, Anna X. Gutierrez Sisneros, Sushmita Nandy, Betty Espinoza, Kiersten Figurski, Joaquin Gallegos, Melanie Colgan, Lori Baca, Claudia Aprea, Teresa Beaty, Adela Martinez, David Lindblom

Others Present: Geno Zamora, Ari Levin, Tim Crone, Jessica Terrazas

I. CALL TO ORDER

Board President Martin called the meeting to order at 9:01 AM.

II. APPROVAL OF AGENDA

Board President Martin entertained a motion to approve the agenda.

Regent Velarde moved to approve the agenda as presented. Second – Regent Archuleta. A roll call vote was taken. Board President Martin – yes, Regent Velarde – yes, Regent Swentzell – yes, Regent Archuleta – yes, Regent Juarez – yes. Motion passed unanimously.

III. COMMENTS FROM THE BOARD

A. Board of Regents Subcommittee Reports

1. Audit/Finance/Facilities Committee

Regent Velarde stated they had a great meeting, went through things quickly. They had quick discussions and will be talking in depth later on in the meeting. Regent Archuleta stated it was his first meeting, he got a lot of information and the staff did a good job.
2. Academic/Student Affairs Committee

Regent Swentzel stated they had a great in-depth meeting a couple of days ago. All items will be discussed later in this meeting. Regent Juarez stated she would like to thank Dr. Lopez for being so thorough and looks forward to hearing comments and ideas on the presentation.

3. Executive Committee

None.

4. HERC

None.

IV. APPROVAL OF MINUTES

Board President Martin entertained a motion to approve the minutes of March 26, 2021.

Regent Swentzell moved to approve the minutes of March 26, 2021. Second – Regent Juarez. A roll call vote was taken. Board President Martin – yes, Regent Velarde – yes, Regent Swentzell – yes, Regent Archuleta – yes, Regent Juarez – yes. Motion passed unanimously.

Regent Velarde moved to approve the minutes of April 15, 2021. Second – Regent Juarez. A roll call vote was taken. Board President Martin – yes, Regent Velarde – yes, Regent Swentzell – yes, Regent Archuleta – yes, Regent Juarez – yes. Motion passed unanimously.

V. PRESIDENT'S REPORT AND ANNOUNCEMENTS

A. Celebrate Northern – Informational

1. Shared Services: We continue to move forward with CHESS. President Bailey stated this is a lot of heavy lifting for our faculty and staff. This is in essence an opportunity for all five schools too shares a common platform. It is important for NNMC and President Bailey thinks NNMC will benefit more than any other institution. For the last decade or more, the platform we have been using, either we as a college, or they did not train every one as how best to use it.

2. Trivia Event: President Bailey stated the Inaugural event was held yesterday afternoon. Dr. Gutierrez Sisneros had a faculty team and there was a really good turnout. There was a team from Rio Arriba County that won the top prize. LANL was also participating. There may be a follow up event in the late fall before the holidays.

3. Team Spirit: President Bailey stated this was a follow up on the college’s initiative, in order to break down silos and work on conflict resolution. This consisted of two workshops and President Bailey will be working with John Braman to discuss final outcomes.
B. CUP/NMICC Report – Informational

President Bailey stated on the legislative side as the legislative session ended, the College received over $1M in capital outlay and $1M went to the HVAC system. We also received $100,000 for an esports facility/café. Equipment will be placed in the space for use in the fall. We also received $50,000 for a library renovation for a math lab for students. President Bailey gave a special thank you to Representative Leo Jaramillo and Senator Susan Herrera.

President Bailey stated from now until the next legislative session the team will be working on the funding formula with HLC, HED and DFA.

C. NNMC Foundation

President Bailey stated he will be meeting this summer with the Foundation Board. They will be focusing on the investment strategy and the fundraising strategy. Regarding investment strategy this is what we are doing with the corpus of the Foundation accounts. On the Fundraising strategy they will discuss the goal of the Foundation.

D. Eagle Corporation Update – Informational

President Bailey stated the Eagle Corporation will meet this summer. There are several projects they will be looking at such as EARTH New Mexico and Up$tart

VI. FACULTY SENATE PRESIDENT REPORT

Dr. Gutierrez stated May 7th will be the Faculty Senate’s last meeting. They are working on items for assessment for the fall and updating Bylaws. They will also be working on updating the faculty handbook.

VII. STUDENT SENATE PRESIDENT REPORT

Student Senate President Juarez presented the following:

1. The NNMC Student Senate sponsored a free concert, lecture & performance by Gaye Adegbalola, a former blues singer, on Saturday April 10th. The event was titled: “History can be found in the strangest places ... Let a Black Blues Woman Tell It!” Huge shoutout to Dr. Appiarius for all his guidance in making this event possible and huge shoutout to Sandy and her communications team for their beautiful flyers and for all their work in sending this information out to our students, staff, and faculty.

2. The student senate also sponsored a free diversity training on Friday April 16th presented by Anita Lopez & Dr. Appiarius. This was a wonderful opportunity for the NNMC community to deepen its understanding of how our diversity is our strength.

3. We learned effective skills to address incidents of prejudice. Again, huge shoutout to Dr. Appiarius for bringing his wisdom and expertise to our college community.

4. The final event of this semester will be the second Fly Like an Eagle Speaker Series Training on Career Management which will be presented by Vice President and Regent Erica Velarde next Thursday April 29th from noon to 1 pm.

5. Recently, the student senate was approached by Stephanie Montoya from the NM Higher Ed Dept and asked to partner with their department and the NM Dept of Health on their
COVID Vaccine Awareness Campaign. We are in the works of creating a video PSA to encourage college students to #TakeYourShot.

6. Student senate is also working to create guidelines for the Emergency Eagle Fund that was discussed previously. This fund is a pilot project and will be built throughout time. Essentially, it's intended to help students with financial assistance in emergencies and serious times of need.

7. Lastly, to wrap up the term, the student senate is creating a “Student Senate Playbook” in which we each write about our responsibilities as student senate officers or members and words of advice for those that come after us in future terms.

VIII. STAFF REPORTS

A. Provost & Vice President for Academic Affairs

1. HLC Quality Initiative

Dr. Lopez stated it will go through an approval process. We submit our decision that we want to participate in the academy that it is already approved so you don't waste time, money and you don't have the risk of being rejected. Secondly, it is extremely relevant to remember that the strategic direction of the institution has four lines of effort: enrollment, student success, team spirit and communication. Dr. Lopez stated he will claim, he is not sure people will agree with him or not but personally he thinks the core of the strategic direction is student success. That is the reason why we have an institution. We want to get as many students as possible and make them successful. Dr. Lopez stated he will also claim that everything we do from accreditation to ERP substitution to cleaning the audit, ultimately everything is about student success. Dr. Lopez does believe that many of our problems as an institution will find an ultimate solution in student success if we prepare better our students and we make them successful and we improve our retention of students. Dr. Lopez stated he does believe many other problems are going to find solutions, including, the salary problems that we will be exploring in the Deep Dive. Dr. Lopez stated that student success is what we want to do, it makes a lot of sense and it is aligned with our strategic direction. Dr. Lopez stated during the first year, most of the initiative is going to be about a self-reflection on different processes, practices on the institution to see what are the main road blocks that are preventing students from being successful. It is going to be a data driven year and the team has to be a team that we need to put together for the quality initiative has to be a team that is integrated by high level administration, staff and faculty. It is team of five members and we have a pretty good idea of who may be helping in year one. It is not public yet because we have to reach out to them to make sure they have the interest to work on this initiative. The team may be evolving as the project evolves for the next three years. Dr. Lopez asked if the Board of Regents has questions on this project.

Regent Swentzell asked about the kind of data and whether this is going to be quantitative heavy or mixed methods with qualitative. IAIA is on the same program but they have developed their own qualitative data collection process and would like to know the kind of data. He knows it is early stage and things need to be worked out. Dr. Lopez stated he wants to confess, his guess, he does not have a solution because this is a new endeavor. His guess is this is going to be a mix of quantitative and qualitative data. These are part of the things we are going to learn and will learn while being mentored by other people who have gone through the process. This is his guess and he thinks it is a good guess. He does not think we cannot underestimate qualitative data. He does not think we will be in that position. He cannot say right now what the balance will be but will be
reporting back to the Board of Regents as the project evolves. Activities will start in August or September. Right now, the beauty of the pandemic in terms of this project is that it is going to cost way less. There will not be travel involved and it will cost the College way less. They will report to the Regents sometime soon.

President Bailey stated a wise person once told him that not everything that is counted counts, and not everything that counts can be counted. So, the point of making sure that we are not solely relying on quantitative data is important. We need to take a really good look at this, we need students to help guide us, we need graduates to help guide us and this also feeds the conversation we are having with the State about the funding formula. Let's not use arbitrary measures to determine student success. Let's really think about it, what does that student success look like and then what are the things we can measure to get a better handle on it. This is our pledge to the Board of Regents.

Board President Martin asked if there were any questions from the Board of Regents and thanked Dr. Lopez.

2. Credit Prior Learning – Informational

Dr. Lopez stated the second item is an initiative that is complete aligned with student success. Northern traditionally has not had a comprehensive criteria or policy on credit for prior learning. Dr. Lopez stated learning happens in many ways and one of those is sitting in a classroom. We know that many adults through their job or their life experiences, they learn and sometimes they learn at the level that is aligned with the expected student learning outcomes of particular courses that we offer. What many higher institutions have adopted in recent years is a way to take that knowledge that was obtained beyond the classroom and convert it into college credit. This is the concept for giving credit for prior learning. The only thing in place at NNMC to give credit for prior learning are certain exams, the CLEP exam is one of those most important exams that exists for this purpose. For example, Dr. Lopez stated he is going to go very personal with his daughter. They speak Spanish at home and she has learned Spanish in an experiential way without taking any classes in Spanish. She went and took the CLEP exam and because of that she got college credit for Spanish classes. He knows Regent Juarez is another example of someone who has taken advantage for learning Spanish at home. You get college credit for something you learn out of college. Our policy or our work criteria has been very limited only to CLEP exams or locally developed exams. We want to have a much more comprehensive approach where students can submit a portfolio that is based on knowledge and experiences and they are able to get specific college credit. This is a best practice and we know from research that has been done is that institutions that have adopted credit for prior learning have shown completions at the rate of 61% compared to 36% of those institutions that have not adopted a comprehensive policy. We truly believe that this is the right thing to do. We started worked with the academic departments nine months ago and we are developing the policy, we are probably 85% completed in terms of the work and very soon we are going to have a much more comprehensive criterion. We know this is going to be very relevant now that we are expanding our distance education capability. We are going to be able to reach and Dr. Bailey is working on us reaching the armed forces. We are going to be able to take all these veterans with knowledge they have gained on the job and convert that to college credit and accelerate their graduation. This is just win, win, win for the students and win for the institution. Dr. Lopez stated this is something that we are working. He does not yet the final document to be presented but the reason he is bringing it to the Board's attention is that there is a cost to evaluate prior learning, someone has to sit down, review this experience and guarantee
to the accreditation agency that this learning experiences are equivalent to college credit. At the
next meeting or the meeting in June, Dr. Lopez will bring to the Board of Regents a fee for the
students to pay in order to get a faculty member to evaluate these experiences. Ultimately, we will
have to pay faculty to do this comprehensive and critical evaluation. Dr. Lopez stated he can
guarantee that these fees are going to be way more affordable than paying the tuition of a
class. That is part of the purpose. There is an economic incentive to work on these portfolios and
there is also a time incentive. By working on these portfolios, we avoid the students sitting in a
class where they already know most of the content. Dr. Lopez stated this is the initiative he wanted
the Board to know and almost all full-time faculty at the college has been working on this
initiative. The reality is that every academic department has a different way and standard to
evaluate this knowledge. Dr. Lopez stated he wanted to thank all the academic chairs and faculty
members for all of this time for this very very important effort.

President Bailey stated this may be one of the most important strategic initiatives that the institution
is working on right now. Both in terms of student success and in terms of enrollment. The second
thing, President Bailey stated this is a pledge, the reason why this can work is because the faculty
is guiding us on this. This is not something that administrators decide he you know this soldier
should get prior credit for this. This is not an administrators call this is a faculty call. Faculty are
the only ones who can guide us on what should be given. The pledge is that we promise the college
is not going to be reckless in how we hand this prior credit. We will make sure because we
obviously we want students to accelerate to the graduation state but we want to make sure those
students have the knowledge and experience to do well with that degree. The faculty will help
guide us through this process. President Bailey stated he and Michael Rivera who runs the Veterans
Resource Center, hosted two soldiers in the President's office last week and credit for prior learning
was the single most important decision that their soldiers are using whether or not and where they
will go to get their college degree because Dr. Lopez is right those students don't want to pay for
classes where they already know the material and they don't have the time for it. They are looking
for schools that are willing to give them credit thoughtfully for prior learning and we should be on
that train.

Board President Martin asked if there were any questions from the Board. Regent Swentzell stated
just out of curiosity really and because of the standardization of MOS codes and rigorouss of
that training and the standardization of that training generally speaking. He also recognizes that it
is really important to leave agency as much as possible in the hands of faculty and program
administrators within the college. Regent Swentzell stated he is thinking, he is wondering because
of the enormous workload that this could potentially be for some faculty members in certain
programs, he can't imagine that there wouldn't be some potential vendors and maybe they are out
of the cost range for Northern, what is sort of, the people who are out there working and connecting
the dots with MOS codes and potential college credits, is there cutting some corners there.

President Bailey stated, yes, when you talk about MOS codes, President Bailey stated he can speak
on the military side for sure, there is already work being done by the Veteran's Administration by
the Department of Defense and other government agencies to say if you are a medic for example
and have served for five years, we know based on the training that you have gotten that it equates
to Intro to Health Careers. In other words, they are already codifying that so President Bailey does
know there are some corners that will be cut because we are not the first ones at the rodeo for
this. Regent Swentzell is right, we need to make sure we take advantage of it. It is easier done on
the military side because there is already a mechanism to go through that. The challenge is for
things where there is not so much rigor. For example, if someone ran their own business for ten years, now it is a little bit trickier. Now, Dr. Baca and her team in the Business Administration Department, they could probably say, yeah if they ran a successful business for a decade, they probably know some of this. This is where they have to drill down and start to figure out whether or not there are some things they need to have. This is probably where we need to go.

Regent Velarde stated along those lines as well, if we start seeing an uptick and it becomes a really successful program, are we looking at hiring an individual to sort of do the review for all because, she doesn't know, she is just thinking about having that extra workload on each department and each faculty member, could we have a specialist, or is that just too much information for a specialist to do that eventually. She is saying if it becomes a success and we have the money to support that position.

Dr. Lopez stated that is not going to be possible to have one specialist for everything because every one of these courses requires an expert in the field. Nobody can know if the biology content is the one, we are teaching and at the same time (inaudible) analysis it is going to be very difficult to have a mastery. However, there are out there companies that do this type of work. They can be subcontracted. Before we go there, we really need to assess if there is going to be a need for that. We never know and in some cases there already some exams that people prefer to do rather than portfolio. Beyond the CLEP there are other types of exams that exist. Dr. Lopez stated it is going to be important to evaluate the magnitude. In the beginning, Dr. Lopez believes the faculty in general are going to welcome the opportunity to get involved in this. First of all, because it is not going to be free, they are going to get paid for this work. Second, it is a new experience for faculty that is becoming more prevalent in higher education. Dr. Lopez believes most of the faculty are going to be willing to go through this experience of evaluating this type of portfolios. Not every single course is going to be eligible for a review. We are limited by accreditation that if he remembers correctly, it is 25% of the curriculum can be. It is not possible that somebody comes in and says they think they already have 100% credits based on prior experience and it has to be limited to 25% of the program. That will be 15 credits for an Associate Degree, 30 credits for a Bachelor Program. For a certificate of five courses, that would mean only one course. Dr. Lopez thinks as soon as we implement this process, which has to be approved by the HLC. He was overoptimistic when we started and he thought we would be ready for fall 2021. It is going to be really more like spring 2021 when it is going to be publicly available because we still have to go through the approval of the HLC. It is important to assess it on a daily basis and we will then see what the investments that we need to do if this is becoming overwhelming for the capacity we have right now.

Board President Martin asked if there were any other questions from the Board of Regents. Board President Martin thanked Dr. Lopez and stated he looks forward to hearing more about this.

B. Vice President for Finance & Administration

1. Fiscal Watch Reports

Mr. Bejarano stated he is flying solo as the Comptroller is inundated in shared services as has our Budget Director. We are holding relatively stable. The important statement we produce is the Statement of Net Position. Cash is holding stable, $1M of that belongs to the Community College and can only be spent on the Community College and $3.5M deferred inflows is federal funding that we get in advance that we haven't earned so it is essentially a liability until we earn it and then
we can expend it. Our actually cash position is sitting at about $3M for the College. A very important number that we don't point out enough is the unrestricted in this case is $962,330. That is essentially where we are as far as in our net position. If everything stopped now, that is what we would have to continue the College for a few months. Mr. Bejarano stated he thinks that number is important because it has dropped significantly because we have had a couple of very very high somewhat expected but not expected expenditures that we have accounted for already.

Mr. Bejarano stated he wanted to point out on a budgetary basis we are down about $2.6M in revenues but on the expenditure side we are actually down, which is a good thing about $5.5M so we are actually ahead at this point in time by about $2.5M. That will get eaten up quite a bit significantly as we are spending towards the end of the year and paying bills towards the end of the year.

Mr. Bejarano stated the next sheet is a comparison from year to year and he would also like to point out that this isn't really comparable because of COVID, COVID has thrown everything out of whack. On a revenue basis, we are actually up compared to last year by about $500,000 and we are down on expenditures by about $460,000 and we will see how it turns out at the end of the year. Currently, we are being inundated with bills.

Mr. Bejarano stated the ever-present cash flow statement gives you a summary of essentially where cash goes on a general basis. Mr. Bejarano stood for questions on the financials.

Board President Martin asked if there were questions for Mr. Bejarano and entertained a motion to approve the Fiscal Watch Reports.

Regent Velarde moved to approve the Fiscal Watch Reports for March 31, 2021. Second - Regent Archuleta. A roll call vote was taken. Board President Martin - yes, Regent Velarde - yes, Regent Swentzell - yes, Regent Archuleta - yes, Regent Juarez - yes. Motion passed unanimously.

2. Budget Adjustment Reports (BARs)

Mr. Bejarano stated he is thrilled to report this year we have a total of 39 BARs year to date. We have mentioned before we used to have these in the hundreds. This is due to an incredible effort by the Budget Director working with faculty and staff, faculty chairs specially to ensure we are budgeting correctly and not having to make a lot of movements throughout the year. Thirty-nine is really impressive compared where we have come from and Mr. Bejarano knows he has harped on this all the time but it was quite a lift. When he first arrived, we had at this point in time about 500. Mr. Bejarano stated nothing terribly unusual with the BARs, basically just shifts. Mr. Bejarano asked if there were any questions.

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

Regent Swentzell moved to approve the BARs as prepared internally through April 14, 2021. Second - Regent Juarez. A roll call vote was taken. Board President Martin - yes, Regent Velarde - yes, Regent Swentzell - yes, Regent Archuleta - yes, Regent Juarez - yes. Motion passed unanimously.
President Bailey stated he would like to say one final thing and he knows Vice President Bejarano is flying solo. They have been in the trenches working on our audit and it is amazing to President Bailey when he looks at these figures every month, he remembers what these figures looked like 4 1/2 years ago. It is remarkable what the Business Office and the leadership of Vice President Bejarano, it is amazing we are where we are today, even in the midst of the ups and downs and the economic crisis, it is a testament to his leadership and diligence of the Business Office. Granted, President Bailey knows this makes things difficult sometimes for everyone at the College, he gets it but he needs to acknowledge their unique and powerful contributions to this school. We owe them a debt of gratitude. Mr. Bejarano stated he would pass this along to everyone.

IX. DEEP DIVE

I. Faculty Salary Study

President Bailey stated for the Deep Dive, in 2016 there had been about a decade or so and he will look to Mr. Crone to correct President Bailey on this, where there wasn't really a lot of interaction between the Union and the College. There were a lot of challenges. Over the last few years, there is no question we don't agree, we know we don't agree on everything and we know we can't give each other everything that we want but we have worked in good faith to try to find common ground and move forward in a way that is beneficial to the students, beneficial to the College, beneficial to the faculty and the staff. One of the things that was agreed to was a look at a faculty salary study. What we are going to be looking at is a presentation by the Administration and a presentation by the Union on interpretations on what that faculty salary matrix should look like. This will give us the North Star as a College for what we need to in our goal in terms of compensation and everything else for our faculty members and they are the engine of the College so we need to be thoughtful about this. President Bailey turned the Deep Dive over to Dr. Lopez for his thoughts in the study.

Dr. Lopez reviewed the Faculty Salary Study with the Board of Regents.

Regent Juarez stated this should be of utmost priority. Our Faculty goes above and beyond. They are not only professors but they are mentors on top on top of it all. Our faculty are changing lives every day. Thank you for Dr. Lopez for being an advocate.

President Bailey stated he would like to echo Regent Juarez comment and it is clear he put a lot of serious thought.

Dr. Ana Vasilic presented for the Union her full-time faculty salary analysis. Dr. Vasilic stated on behalf of the federation they appreciate the willingness to collaborate on this, to continue working on this. Last year was a setback due to COVID and it was setback for everyone, for the whole country and the whole world but we need to start fixing this because it is going to start getting worse and worse, it is exponentially getting worse.

President Bailey stated he would like to thank Dr. Vasilic and he knows Dr. Vasilic and her colleagues really put a lot of thought into this as well. Thank you for your analysis and it is very much appreciated and it is very good for the Board of Regents to hear this. One of the things President Bailey would like to think about and he will speak from his vantage point, he always wants to know what is the North Star, where do we have to go. This is something that if Mr. Crone and President Bailey were able to talk outside of CBA, that is the question. What is the price tag
of recurring dollars to get it? Whether it is Dr. Lopez analysis or the Union’s analysis, at some point the Board of Regents should have an idea of what that is. In Dr. Vasilic’s presentation, she talked about just for Associates, which is really the bulk of where the challenge is, if he read the presentation right, that the price tag to solve that and bring everyone up to the current matrix is $145,000. Dr. Lopez gave us a price tag, from his analysis, now granted that would include Assistant Professors as well, of $420,000. President Bailey would like to know, hopefully we can reach an agreement, maybe this happens in CBA, but kind of an agreement, if this is the approach we are going to take and here is the cost in recurring document to bring every faculty member up to the matrix. whatever matrix is agreed upon because then that gives President Bailey and the Board a very clear this is the kind of money that we have to raise in order to do that. It is a challenge, but this is what President Bailey would like to focus on.

Dr. Vasilic stated she thinks what we were kind of starting a good path three years ago and we started from fixing the largest gaps with the people who have been here longer because as one graph goes up the other one goes down. Newer faculty are getting more competitive salary, which is normal, which is how it is supposed to be but not on the back of the senior faculty. The senior faculty salary should follow that in an ideal world. We have to work together to find the money and to work on fixing that not just wait until all of us retire, die or leave.

President Bailey stated he has to be careful of what he says because he is not negotiating here so he wants to be clear about this. He has been very public, he thinks the right approach, once everyone agrees that this is the matrix then we take the faculty salaries, apply it to the matrix and we say here is now the gap between each individual faculty member and where the matrix says they should be at some point you sort that list by where the gap is greatest and then somehow, this is where it gets into CBA and discussions, it makes sense to, when new money is available, you portion that money out in acknowledgement of where the gap is greatest that person gets the lion’s share of the new money. Over time, you drop that gap. Dr. Vasilic stated we (inaudible) in the formula three years ago, when there is no money what happens is everyone gets the same percentage increase, which in relative comparison to salaries, the assistants professors increase is larger than the associate professors and we will never fix the gap. President Bailey stated he could not agree more and one of the things we have been trying to advocate at the State level is to give us as institutions the leverage and to give President Bailey the opportunity as the Chief Executive Officer to have some discretion as to how that new money is distributed. This year, the Governor did a line-item veto on the word average and at that point it ties our hands because now that 1.5% is across the board. In some ways Dr. Vasilic is right because it exacerbates the inequities. We are trying to use new money to solve that gap. President Bailey will start advocating on the legislative side and with the Governor’s office and President Bailey has talked to the Governor personally about this, you know, give us, if you have looked at Northern’s history over the last five years, President Bailey stated he thinks it is safe to say, we have been pretty good about when there is new money, solving pay inequities. The Governor understands this and we will keep fighting this in Santa Fe to get more flexibility.

Regent Swentzel stated he would like to thank Dr. Vasilic and Dr. Lopez for the presentations and he thinks there is a fundamental agreement even though there are differences in numbers is that faculty need to be compensated better and those inequities need to be shifted around a bit. Going back to Dr. Lopez comment about student success and retention, Regent Swentzel stated he thinks that there are challenges, there can't be binary thought on that. As a faculty member himself and as a former Northern faculty member, he would say that unfortunately at that time the compensation gave him choices like which bill will I not pay this month. When you are talking about student
success and retention, it really is tough to say that, to put on any faculty member choices like that. When they are worried about paying their basic fundamental bills and serving students, that is not to say that money is the ultimate end all be all because faculty members and all these faculty members at Northern who are deeply passionate about serving students and their opportunity to change students’ lives is at the forefront of their service to the College but it behooves us not to put them in those situations and to try to improve those situations because it is tough to know the workload that faculty have in terms of advising, mentorship and service and all of that. Regent Swentzell does not think there is a disagreement of what needs to happen and he really appreciates all of the thought and care that was put into crafting the presentations and spending the time in this Deep Dive, it was truly a Deep Dive into giving these presentations and sharing this information with us because there are highlights about some of the issues that we face in correcting this problem. Coming from the experience he has as a faculty member at Northern, as a student at Northern, as a current faculty member, he is fully behind looking for resolutions to these in any way we can and just to echo what President Bailey said and he appreciates the time both sides spent in terms of developing these presentations and looking deeply into the numbers. Thank you very much and know that you have support, a lot of people are working to try to fix this. Regent Swentzell stated he is support in seeking out ways to make the corrections and he understands that Northern can do but there are also challenges on the State funding side.

Regent Velarde stated she wanted to echo what Regent Swentzell had to say as well, she hopes they understand we appreciate both presentations, the information is amazing to see both presentations and be able to put together a picture from it and it is really helpful for the Board and she appreciates all the time and effort put into it. Regent Velarde stated she would like to echo that the Board has deep ties and roots to this college and to continuing to see it flourish and to see the students flourish and that is through the faculty and staff. Thank you all for this time and as Regent Swentzell said we definitely want to work towards a solution and where we can support everyone as much as they can and much as they are supported as well.

Board President Martin asked Regent Archuleta if he would like to comment. Regent Archuleta stated he would like to thank everyone for the hard work they put it behind them and it was educational for them.

Board President Martin asked Regent Juarez if she would like to comment. Regent Juarez stated she had no further comment.

Board President Martin asked Mr. Crone if he would like to comment. Mr. Crone stated he would like to thank Dr. Vasilic and would like to recognize two other union members who are on the negotiation team who worked hard on the data, Dr. Rhiannon West and Dr. Claudia Aprea. Mr. Crone's role was to sit in awe and watch the work they did. He honestly did not contribute a great deal to this and he really appreciates the work the current Union members are doing and it really does strengthen the College and it is service to students to have such a dedicate faculty. Thank you once again.

Board President Martin stated we will look forward to working together on this in the future.

X. PUBLIC INPUT

None.
XI. EXECUTIVE SESSION

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

Regent Swentzell moved to enter into Executive Session. Second – Regent Velarde. Motion passed. A roll call vote was taken. Board President Martin - yes, Regent Velarde - yes, Regent Swentzell - yes, Regent Archuleta - yes, Regent Juarez - yes. Motion passed unanimously.

The Board of Regents entered into Executive Session at 10:12AM

Board President Martin entertained a motion to return from Executive Session.

Regent Swentzell moved to return from Executive Session and affirmatively stated only those items on agenda were discussed. Second – Regent Archuleta – Second. A roll call vote was taken. Board President Martin - yes, Regent Velarde - yes, Regent Swentzell - yes, Regent Archuleta - yes, Regent Juarez - yes. Motion passed unanimously.

XII. ADJOURNMENT

Board President Martin entertained a motion to adjourn.

Regent Juarez moved to adjourn. Regent Velarde – second. A roll call vote was taken. Board President Martin - yes, Regent Velarde - yes, Regent Swentzell - yes, Regent Archuleta - yes, Regent Juarez - yes. Motion passed unanimously.

The Board of Regents adjourned at 12:30PM.

APPROVED:

Michael A. Martin, Board President

Erica Velarde, Vice President