

NORTHERN NEW MEXICO COLLEGE



**BOARD OF REGENTS
REGULAR MEETING**

FEBRUARY 24, 2022

NORTHERN New Mexico College



NOTICE

The Board of Regents of Northern New Mexico College will hold a regular meeting on **Thursday, February 24, 2022, at 9:00AM, Via Zoom** and in person at Northern New Mexico College, Espanola Campus, Espanola, New Mexico.

Join Zoom Meeting

<https://nmmc.zoom.us/j/93457359883>

Meeting ID: 934 5735 9883

One tap mobile

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Meeting ID: 934 5735 9883

Find your local number: <https://nmmc.zoom.us/u/ac7JLQkVL1>

FINAL AGENDA

- I. CALL TO ORDER**
- II. APPROVAL OF AGENDA**
- III. PUBLIC INPUT**
- IV. COMMENTS FROM THE BOARD**
 - A. Board of Regents Subcommittee Reports
 1. Audit/Finance/Facilities Committee – Informational
 2. Academic/Student Affairs Committee – Informational
 3. President’s Evaluation Committee – Informational
 4. Housing Committee - Informational
 5. HERC – Informational
 6. Presidential Search Committee
 - a. Presidential Search Firm Status and Possible Selection – Action Required
 7. Adoption of Annual Open Meetings Act Resolution – Action Required
- V. APPROVAL OF MINUTES**
- VI. PRESIDENT’S REPORT AND ANNOUNCEMENTS**

- A. Celebrate Northern – Informational
- B. CUP/NMICC Report – Informational
- C. NMMC Foundation – Informational
- D. Eagle Corporation Update – Informational
- VII. FACULTY SENATE PRESIDENT REPORT**
- VIII. STUDENT SENATE PRESIDENT REPORT**
- IX. STAFF REPORTS**
 - A. Provost & Vice President for Academic Affairs
 - 1. Approval of Conferral of Honorary Degree Policy – Action Required
 - 2. Approval of Changes to the Faculty Constitution (By-laws) Action Required
 - B. Vice President for Finance & Administration
 - 1. Fiscal Watch Reports – Action Required
 - 2. Budget Adjustment Requests (BARs) – Action Required
- X. DEEP DIVE**
 - 1. GoEducate
- 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. No items
 - (2) Bargaining strategy preliminary to collective bargaining
 - a. No items
 - (3) Threatened or pending litigation subject to the attorney-client privilege in which the College may be a participant; and
 - a. No items
 - (4) Real estate acquisition or disposal.
 - a. No Items
- XII. ADJOURNMENT**

If you have completed the COVID Vaccination Protocol and wish to attend in person, please contact Amy Peña (amy.pena@nmmc.edu). Proof of vaccination will be required prior to entering Board of Regents Meeting.

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.

**BOARD OF REGENTS
OF
NORTHERN NEW MEXICO COLLEGE**

2022 OPEN MEETINGS ACT NOTICE RESOLUTION

WHEREAS, Section 10-15-1(B) of the Open Meetings Act (NMSA 1978, Section 10-15-1 to -4) states that, except as may be otherwise provided in the Constitution or the provisions of the Open Meetings Act, all meetings of a quorum of members of any board, council, commission, administrative adjudicatory body or other policymaking body of any state or local public agency held for the purpose of formulating public policy, discussing public business or for the purpose of taking any action within the authority of or the delegated authority of such body, are declared to be public meetings open to the public at all times; and

WHEREAS, any meetings subject to the Open Meetings Act at which the discussion or adoption of any proposed resolution, rule, regulation or formal action occurs shall be held only after reasonable notice to the public; and

WHEREAS, Section 10-15-1(D) of the Open Meetings Act requires the Board of Regents of Northern New Mexico College to determine at least annually what constitutes reasonable notice of its public meetings;

NOW, THEREFORE, be it resolved this 24th day of January, 2022, by the Board of Regents of Northern New Mexico College that:

1. Regular meetings shall be held monthly and shall begin at 9:00AM, unless otherwise specified. Meetings will be held on either the Espanola or El Rito Campus as specifically indicated in the meeting notice, unless otherwise specified. The Board's schedule of regular meetings will be posted on the Northern New Mexico College Website within 10 calendar days of the Board's determination of its regular meeting schedule. If any regular meeting is rescheduled, notice shall be given of such reschedule meeting pursuant to the requirements for giving notice of special meetings.
2. While telephonic participation in meetings is permitted by law and this resolution for board members when it is difficult or impossible to attend, the board strongly encourages physical presence at all board meetings, unless there are extenuating circumstances. Each member participating telephonically must be able to be identified when speaking, all meeting participants must be able to hear each other at the same time, and members of the public must be able to hear all members participating.
3. During pandemic conditions in which human interaction is limited and to the extent permitted post-pandemic, the New Mexico Attorney General's Office recognizes the use of video conferencing solutions for conducting meetings. When conducting meetings by video conferencing solutions, the board shall do so in a manner consistent with guidance issued by the New Mexico Attorney General's Office.

4. Notice of a regular meeting and an agenda containing a list of specific items of business to be discussed or transacted at the meeting shall be posted at least seventy-two (72) hours in advance of any regular meeting.
5. Notice of a special meeting and an agenda containing a list of specific items of business to be discussed or transacted at the meeting shall be given at least seventy-two (72) hours in advance of any special meeting called by the Chairman.
6. An Emergency meeting may be called within seventy-two (72) hours of the emergency meeting in accordance with the requirements of the Open Meetings Act. If possible, notice shall be given at least twenty-four (24) hours in advance of any emergency meeting. This Board will avoid emergency meetings whenever possible. Within ten days of taking action on an emergency matter, the public body shall report to the attorney general's office the action taken and the circumstances creating the emergency; provided that the requirement to report to the attorney general is waived upon the declaration of a state or national emergency.
7. Notices and agendas as set forth in Section 2, 3, and 4 of this resolution shall state the date, time and place of the meeting and shall be disseminated by email or other means to local media seeking copies, and the College Community. Notices and agendas shall be posted in publicly accessible areas on the El Rito Campus and on the Espanola Campus. Digital copies shall be posted in the Board of Regents section of the Northern New Mexico College Website: www.nnmc.edu. Copies of the written notice shall be provided to those broadcast stations licensed by the Federal Communications Commission and newspapers of general circulation in the state that have made a written request for notice of public meetings.
8. If you are an individual with a disability who is in need of a reader, amplifier, qualified sign language interpreter, or any other form of auxiliary aid or service to attend or participate in the hearing or meeting, please contact the President's Office at (505) 747-2140 at least one week prior to the meeting or as soon thereafter as possible.
9. The Board may close a meeting to the public only if the subject matter of such discussion or action is exempted from the open meeting requirement under Section 10-15-1(H) of the Open Meetings Act.
 - (a) If any meeting is closed during an open meeting, such closure shall be approved by a majority vote of a quorum of the Board taken during the open meeting. The vote shall be taken by roll call. The authority for the closed meeting and the subjects to be discussed shall be stated with reasonable specificity in the motion to close and the vote of each individual member on the motion to close shall be recorded in the minutes. Only those subjects specified in the motion may be discussed in the closed meetings.
 - (b) If a closed meeting is conducted when the Board is not in an open meeting, the closed meeting shall not be held until public notice, appropriate under the circumstances, stating the specific provision of law authorizing the closed meeting and the subjects to be discussed with reasonable specificity is given to the members and to the general public.

(c) Following completion of any closed meeting, the minutes of the open meeting that was closed, or the minutes of the next open meeting if the closed meeting was separately scheduled, shall state whether the matters discussed in the closed meeting were limited only to those specified in the motion or notice for closure.

10. Publication. A copy of this approved resolution shall be printed and posted in publicly accessible places on the Espanola and El Rito Campuses. A digital copy of this resolution shall also be posted in the Board of Regents section of the Northern New Mexico College website: www.nnmc.edu.

This resolution was adopted by the Board of Regents of Northern New Mexico College at a regular Board Meeting on February 24, 2022.

BOARD OF REGENTS OF NORTHERN NEW MEXICO COLLEGE

Date:

President, Board of Regents

Attest:

Date:

Secretary Board of Regents



MEMORANDUM

To: Board of Regents,
Northern New Mexico College

From: Bárbara M. Medina, Ph.D.
President

Date: February 24, 2022

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 November 29, 2021, December 7, 2021, December 8, 2021, December 10, 2021, December 15, 2021, January 20, 2022 and February 14, 2022 as submitted or if applicable, as amended.

NORTHERN New Mexico College



NORTHERN NEW MEXICO COLLEGE BOARD OF REGENTS SPECIAL MEETING NOVEMBER 29, 2021

A Special Meeting of the Board of Regents of Northern New Mexico College was held on November 17, 2021, Via Zoom. Regents Present Michael A. Martin, Ruben Archuleta, Porter Swentzell, Erica Velarde, and Evelyn Juarez.

Northern New Mexico College Staff Present: President Richard J. Bailey, Jr., Ph.D. Ricky Bejarano, Vice President for Finance & Administration; Ivan Lopez Hurtado, Provost & Vice President for Academic Affairs; Juan Gallegos, IT; Sally Martinez, Executive Assistant to the Provost & Vice President for Academic Affairs; John Ussery, El Rito Program Director; Arin McKenna, Communications and Marketing; Sandy Krolick, Creative Director, Communications and Marketing; Robert Palko, Registrar; Don Appiarius, Assistant Provost of Student Affairs; Kathy Levine, Director, Financial Aid; Sara McCormick, Recruiter/Admissions; Ryan Cordova, Athletic Director/Men's Basketball Coach; Jimi Montoya, IT Director; Carmella Sanchez, Institutional Research Director; Henry Ocaña, Facilities; Deborah Trujillo, IT; Rishi Poudyal, Institutional Research Analyst; Frank Loera, NNMC Branch Trades Chair; Rachel Begay, Administrative Assistant; Michael Rivera, Veterans Resource Center; Carol MeEuen, Interim Degree Audit Analyst/Dual Credit Coordinator; Stephanie Sandoval, Administrative Assistant; and Amy Pena, Executive Assistant to the President/Board Secretary.

Faculty Present: Joaquin Gallegos, Anna X. Gutierrez Sisneros, Rhiannon West, Teresa Beaty, Gloriadell Gonzales, Lori Baca, Mateo Frazier, Veronica O'Halloran, Robert Beshara, David Lindblom

Others Present: Robert Trapp, Rio Grande Sun, Geno Zamora, Ortiz & Zamora, Jake Arnold, Tim Crone, Jose Garcia, Veronica Garcia, Nathana Byrd, Jacqueline Ghion

I. CALL TO ORDER

Board President Martin called the meeting to order at 2:00PM

II. APPROVAL OF AGENDA

Board President Martin entertained a motion to approve the agenda.

Regent Archuleta moved to approve the agenda. Second – Regent Swentzell. 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. STATUS REPORT AND POSSIBLE ACTION REGARDING SEARCH FIRM RESEARCH – Informational and Possible Action

Board President Martin stated since the last meeting on the 17th, Regent Swentzell and Board President Martin had a conference call with Dr. Prather on the 18th and he agreed to a proposal to conduct the search for the college. Board President Martin also contacted Emily Neil and Regent Swentzell reached out to Spellman Johnson Firm about a proposal from them. Dr. Prather called back on the 19th and withdrew his offer and recommended the Board contact Dr. Veronica Garcia so Board President Martin and Regent Swentzell contacted her. Dr. Prather also recommended contacting Dr. Bobbi Gutierrez, the former Superintendent of Española and she declined but recommended Dr. Patricia Parkinson & Dr. Jim Apreo. Board President Martin reached out to both of them and they were both unable to help at this time. This morning Board President Martin and Regent Swentzell had a conference call with Emily Neal and also joining for their presentations are Dr. Veronica Garcia and Ellen Hefferman from Spellman Johnson.

Dr. Garcia provided her presentation to the Board of Regents. Board President Martin asked if Ms. Hefferman was ready to present. Ms. Hefferman did not respond. Board President Martin stated he would go on to Ms. Neil because Board President Martin and Regent Swentzell have her proposal. Board President Martin introduced Ms. Neil who was recommended by NNMC attorney Geno Zamora. Their fee is 30% of the President's annual salary which would be \$52,500.00 and there is also a \$5,000 fee that they charge everyone. Board President Martin stated Regent Swentzell and Board President Martin explained our situation to her and that we already put together the search committee and are working on the President's job description and she said how they work, their search, they would take it over, she said our search committee is too big for them and we need to get that down to 8 and they would do everything. They would end up selecting the 5 finalists for the Board. Board President Martin asked Regent Swentzell if he missed anything. Regent Swentzell stated he covered the key highlights from the conversation. Board President Martin asked if Dr. Garcia was present.

Regent Velarde asked regarding the amount stated, was that including gross receipts tax as well and is the threshold \$60,000 that we wouldn't have to go out for RFP. Board President Martin stated that is correct, the \$60,000 is the limit for RFPs. Their fee would be \$57,500. Board President Martin asked if Dr. Garcia was present. Dr. Garcia joined the meeting for her presentation (attached). Dr. Garcia stated she sent the resume, bio and presentation to President Bailey and Board President Martin and reviewed her PowerPoint (attached). Board President Martin asked of the Board had any questions. Regent Archuleta stated he did not have questions. Board President Martin asked Dr. Garcia how her search was structured. Dr. Garcia stated they are available to be with the Board virtually or in person. If people don't mind, she will be vaccinated and she tends to wear her mask indoors and has been able to operate just fine. Board President Martin asked Dr. Garcia for the cost of her proposal. Dr. Garcia stated there is different prices for different firms. What the Board is also paying for the level of expertise, her time and other colleagues and the price of advertising. It would be \$25,000. Board President Martin asked if there were any other questions and thanked Dr. Garcia. Dr. Garcia asked when the Board will let the applicants known if they were chosen. Board President Martin stated the decision may be made today or may defer it but as soon it was made, they would let Dr. Garcia know.

Board President Martin stated the Board would now hear from Ellen Hefferman with Spellman Jackson who Regent Swentzell spoke with. Ms. Hefferman presented to the Board of Regents (attached). Board President Martin thanked Ms. Hefferman for her presentation.

Regent Swentzell thanked Ms. Hefferman for the presentation and she spoke about being sensitive to community needs and one of our, what makes Northern distinct is its place here in Northern New Mexico and the communities that surround the college and that the college serves. In terms of a little bit more of the nuts and bolts, in terms of finding the right candidate for a college with a unique history and background like Northern New Mexico College, what kinds of strategies does she use to find candidates that are cultural fits and tied into there does she have limitations on the college side, the search committee from the college side, how much of the work do they take on for the firm, themselves, and how much do you allow the search committee to sort of steer the process. Ms. Hefferman stated Spellman Jackson has been committed to diversity, equity and inclusion for 31 years. It is an area that they focus on. They put resources into it and she personally spent a lot of time working on a pipeline for them. She has spent a lot of time with AAHE doing professional development work with folks in the higher education pipeline there. The Association of Blacks in Higher Education is another group that she has been on their learning institute for 15 years. Really working with folks coming up through the pipeline of professionals of color. She has also supported with NODAHE, they do a lot of diversity officers. They have been talking about working with them, the Chief Diversity Officers to think about them in the Presidential level because they have a lot of the pieces that make interesting presidencies. Also, she has done a fair amount of work with (inaudible). This is something they have been doing for years and they have a pipeline and inroads into those people who she can pick up the phone and call and say who do you have that you think you are ready for a presidency who would love to go to a small institution in New Mexico. That is just part of their DNA and how they think about things. It is a place that is really important to them and it is also really important for them to say to the Board what do you want this to look like and what is the community for it. Oftentimes, we are placing professionals of color in primarily white institutions. That is not going to be the case in New Mexico but we still ask the questions about what the community is like, how is the school system, how is this person going to fit. This is one piece of it. The second part of it, in relation to the search committee and the firm, it is a partnership. There are some search committees that need much more assistance than others. They take the cue from the Board. Administratively, that is what you are paying a search firm to do. Ideally, they help with all of that and they offer ideas. There are easy things they can talk about, there are places they may say maybe you want to do a survey of stakeholders as you get to the campus finalists. Essentially, they partner with the Board and provide as much support as the Board wants or needs and they are all in this together. They will meet with the Chair and the members of the search committee a lot, they will talk about things a lot, they will bat around ideas and create a process that is going to work for the College. You want the right person, a fabulous person at the end is going to be successful but if the process is painful and agonizing that is not going to work either. They focus on getting people excited, getting some energy around the presidential search. Looking for people to commit, to giving ideas and people they want to reach out to. It is very collaborative. Board President Martin asked Regent Archuleta if he had questions. Regent Archuleta did not have any questions. Board President Martin asked if Regent Juarez had any questions. Regent Juarez stated she did not have questions. Board President Martin asked Regent Velarde if she had questions. Regent Velarde did not have questions. Board President Martin asked what the cost of the search would be. Ms. Hefferman stated the price would be 1/3 of the first year's salary plus the advertising. If they don't come to campus, it will not include travel and a background check will need to be done. Their expenses are straight passthrough. If it helps for budgeting purposes, they can also determine a flat fee. President Martin stated the current

President is making \$175,000 so that would be about \$52,500 a third of that. Board President Martin asked President Bailey to reach out to our Vice President of Finance and he said we have about \$55,000 that we can apply towards the search and asked how much the advertising would cost. Mr. Hefferman stated if you did all the advertising in the world, it would be \$3,500. We do not need to do that much advertising. Board President Martin stated that would be right under that and asked President Bailey. President Bailey stated yes and they would check the numbers for sure. Board President Martin thanked Ms. Hefferman and the Board appreciates it. The Board will talk about it and let them know the decision.

Board President Martin opened the item up for discussion. There are two very strong proposals and the main difference was the cost. It sounded like both of them would do an excellent job for the Board. Regent Velarde stated they all sound amazing. Obviously, there is a big difference as far as price and the ability to have someone within arm's reach to be able to lead this process. There is an ability to understand Hispanics and a people of color. New Mexico is very different and we are not just people of color, we have a very rich deep history here and the ability to understand that and understand the difference between southern and northern New Mexico, what Christmas means when you are at a restaurant, so many little things that are gems of New Mexico. The other thing that worries Regent Velarde is putting us over the \$60,000 mark. The last presentation, that would come really close to that point, especially if we had any travel. Obviously, we would then be going with virtual assistance with nobody on campus. There is a difference that she sees, we would be paying more than double and it would all be virtual.

Board President Martin asked Regent Swentzell for his feedback. Regent Swentzell stated he would second many of the comments Regent Velarde made in terms of price difference and travel consideration as one of the candidates mentioned, visiting the campus is a vital part of a presidential search. In general, it is a vital part of any academic search for the most part. He knows COVID has upended that a bit but it is pretty critical for perspective candidates to see the campus in person and breathe the air, maybe get greasy eating some Parasol tacos, you know, things you might be doing around here. The other consideration is that the two large firms that were contacted, he would add, when we started, when Board President Martin and Regent Swentzell started last week, they had a list of search firms and they were calling people and going down the list, the three candidates that presented today were part of larger list that he would like to point out. He reached out to 6-7 firms many of which said that had no capacity at this time at any price level. Ellen is currently involved in a search and could not get started until February. These large national search firms are quite busy now, in part due to the scheduling time. A lot of them have been picked up during the last few months. September is more the optimal time and in addition we are dealing with the great resignation at this time. It was pretty fortunate that we had two large firms to even present today. It was hard to get through to some firms. One firm is located in Massachusetts and the other is located back east. We would be taking \$55,000 close to \$60,000 and shipping it out of state. One consideration is how we take New Mexico tax dollars and continue to keep it in New Mexico. It is really a big sales point it is almost as if that value is increased through reinvestment in the community and this is an important consideration for Regent Swentzell as well. Board President Martin asked Regent Archuleta for feedback. Regent Archuleta stated he echoes the Regents and they both gave good presentations and he likes to stick local. He has worked with Dr. Garcia in the past, really smart and very passionate about Northern New Mexico, he thinks that is a plus because she is next door and he thinks she will do good for us. This is his story; they both gave a good presentation but being able to be present and close to home is a big plus. Board President Martin asked Regent Juarez for her feedback. Regent Juarez would like to echo everyone's comments, and she thinks it is great Regent Archuleta has already had contact with Dr.

Garcia. Price is a determining point and she thinks that is great and she echoes everyone's comments. Board President Martin stated he is glad Regent Swentzell brought up the point that Ellen will not be able to start until February because we want to get started as soon as we can. Thanks to Mr. Zamora he structured the agenda so that we can go ahead and make a decision today if the Board wants to or we can think about it some. It sounds like we all agree that we would like to go with Dr. Garcia.

Board President Martin would entertain a motion to employ Dr. Garcia as the search firm.

Regent Archuleta would like to move to appoint Dr. Garcia as our choice. Second Regent Velarde. Motion passed unanimously. A roll call vote was taken. Board President Martin - yes, Regent Velarde - yes, Regent Swentzell - yes, Regent Archuleta - yes. Regent Juarez - yes.

Board President Martin stated he would reach out to Dr. Garcia and all the other applicants and inform them and thank them for their effort and we will go forward with Dr. Garcia.

Dr. X stated faculty had an e-vote and a majority was for having a search firm do the Presidential search, 81% were for it and 3 abstained. Thank you to the Board of Regents for choosing the search firm and maybe later on on the agenda they would like to have more faculty members on the search committee if they could figure out where it is on the agenda. Board President Martin stated that is not on the agenda for today's meeting. The search committee will be discussed at the December 10th meeting.

IV. INTERIM PRESIDENT'S JOB DESCRIPTION – Action Required

Board President Martin stated President Bailey put together a brief job description for the Interim President and asked that he present it to the Board of Regents. President Bailey stated it starts on page 4 in the Board packet. This is for the interim and permanent President. President Bailey started with what the Board had determined in 2016, actually late 2015 for what his job would entail. He took a fine-tooth comb to it to make some adjustments based on how the President's job has evolved over the last five plus years. President Bailey reviewed the job descriptions (attached). President Bailey stated a lot of it is pretty standard. Number 10 added the President of the Branch Community College, talking about the Interim President but all those things have to be carried on by the person in this role. He added numbers 10 and 11. President Bailey has been serving as the Foundation Executive Director and Judith has been the right hand in terms of fundraising. The same is through for the Eagle Corporation, it is still in its infancy but it is really the President who is trying to create opportunities for the Board of the Eagle Corporation to consider. That is all about diversifying our revenue stream. President Bailey added number 13 because obviously the Board of Regents is going to be heads down in the Presidential search process. The interim President, he is not saying that person has a vote but that person can assist the Board of Regents as that process continues that is both with the Board and Search Committee. President Bailey stated this might be controversial but he would absolutely defend it and happy to discuss it but he added this on purpose on 13 that the interim President agrees not to become a candidate for the permanent position. The only reason he did this and this is pretty standard it because we want the community to know that the interim President isn't some kind of back door entry into the permanent position. This person agrees to be the caretaker during the interim while the Board has the time to do the thoughtful work to bring in the permanent President. President Bailey also added number 14 in advance of our decision that the next meeting of December 10. Right now, he has a four-page document so as a team, Administration, Faculty,

Staff Students and the Board to talk about all the open projects right now that the Board would expect the interim President to continue to make sure that by the time the Board has decided on a permanent President and that person takes the chair, hopefully next July, that interim Process has been so seamless that basically now everything moves forward. President Bailey stated he wants to say this with full respect of the leadership of the interim President and leadership of the permanent President because that person in consultation with Faculty, Staff, Students, the Board obviously is going to chart the direction that the Board wants to go. All President Bailey is laying out is what he sees that person could be doing. President Bailey stated as we get into management, all are exactly the way President Bailey has been held to over the years. President Bailey stated on number 24, the way it was written in 2015, it said manages and controls College property, he wanted to be specific on the three pieces of property, it is not just El Rito and Espanola but also El Vado. President Bailey asked if there were questions.

Board President Martin asked if the Board had questions. Regent Velarde stated she had no questions at the moment. Regent Swentzell stated one thing he discussed with Board President Martin and he sees Item 17 under Management that the interim organizes, reorganizes, with 30 days prior notice, whenever practical to the Board of Regents for major changes to the administrative organization of the College. He stated this might be discussed further by the Board of Regents. He brought this up as perhaps a concern that current faculty and staff might have at the College that perhaps an interim might sweep in and do some stuff and fire some people and hire some people and to assuage any concerns that might exist to that fact. He gets that 17 is hinting that whoever is the interim needs to notify and work with the Board in case of any major decisions. He is wondering and if Mr. Zamora has anything to say about this as well. Perhaps say, you can't just go in with a sledgehammer into the College and we want to make sure current projects keep going and the lights stay on and so forth. on and on. President Bailey stated total oversight on his part and he meant to take this off on this one and leave it in the permanent one. Regent Swentzell put it perfectly. The Board is going to give direction to the interim president but what Regent Swentzell stated about not doing anything so drastic. The idea is that the interim is not going to let plates stop spinning and is not going to let any balls drop and things we need to move forward. That interim President is going to help represent us at the legislative session. There are all kinds of really important things and it should be a reasonable expectation that the interim President is not making so many drastic decisions that actually change the structure of the College. He thinks that is very wise. Mr. Zamora stated the short of this it should be clear in the duties and in the contract with the interim and at the same time as we negotiate and establish a contract, make sure it complies with CBA, tenure, etc. That goal of the Board can be achieved to maintain stability and to have the board as a check in this limited circumstance with the interim, this check on personal matters. Board President Martin asked if there is a need for that clause in the contract. Mr. Zamora stated in the contract – yes, it is discretionary whether or not you need it in the announcement. It can set a tone early by having it in the announcement, hey, we need you to come in here and run things, not restructure things. It is not required in the announcement but if you want it to have teeth it definitely needs to be in the contract. Board President Martin thanked Mr. Zamora and asked Regent Archuleta if he had any questions. Regent Archuleta had no questions. Board President Martin asked Regent Juarez if she had any questions. Regent Juarez stated not at the moment but stated she enjoys the weekly updates and she would like to receive those from the interim and the President. President Bailey stated this was not part of his job description. There was a retreat early on in his presidency with the Board and one of the things they really wanted is kind of what you have been directed him to do is keep the Board posted so they are not blindsided by anything. President Bailey thinks the Board has every right to just say this is something that we want from you. It is probably a question for Mr. Zamora whether or not

to put it in the job description. The job description is more vague, keep the Board abreast of all the activities but it doesn't say the President will do a Friday morning, 4:30AM email. But he thinks it is within the Board's purview as to how to define that requirement. Board President Martin asked how we get to the point to place the add in the newspapers to announce the interim position. Mr. Zamora stated what is in front of the Board is the proposed job description and there is an action item for the Board to approve and accept or approve any edits as the Board sees fit. Board President Martin asked if there were any questions, the goal as a Board, we wanted to have the interim President to be hired at the December 10th meeting so that they have at least a month to meet with President Bailey before he left for Oregon. With that Mr. Trapp, save space in the Rio Grande Sun to run this add. President Martin stated our goal is to have this appear in the Rio Grande Sun, Santa Fe New Mexican and Albuquerque Journal. Our problem is the Board needs to interview these people next week before our meeting. The Board will interview them in Executive Session and make the decision at the December 10th meeting.

President Bailey stated on that point, what if the Board consider this because the ad and job description are going to be two different things. The ad is going to be very general saying we are looking for an interim President, please send your Resume/CV to this and maybe lead them to the website. Or, anyone that inquires, Amy is going to see the request. Amy monitors the email and could send anyone interested the job description that is approved today and based on what both Regent Swentzell and what Regent Juarez have said President Bailey stated if you look at the packet and this could be the motion as Mr. Zamora explained it. We remove Item 17 from the Interim President's job description and then on #7, we could say provides the Board with a weekly flow of information regarding the College and its needs. This could cover what Regent Juarez is asking for and once it is approved, we make those changes and then we give it to Sandy can place on the website and give it Amy to give to anyone who reaches out interested in the position. Board President Martin stated this sounds good.

Board President Martin stated all we need to do is nail down the job description for the interim that is going to appear in the newspapers. His feeling is we need someone who has a terminal degree and experience in managing higher education. Those are the two major ones. Board President Martin asked what other qualities the Board and asked President Bailey. President Bailey stated there was a third for the Board's consideration. It was terminal degree required and it was administrative leadership administrative leadership experience in higher education required, and a knowledge of the northern New Mexico region. Two were required and one was preferred. President Bailey asked Mr. Zamora to clarify. Mr. Zamora stated in previous discussion his recollection was around the question of whether terminal degree was required or preferred and this is a Regent's decision. President Bailey stated the way we had had it for the Board to consider was that knowledge of the Northern New Mexico region was required and administrative leadership/higher education experience required, terminal degree preferred. Regent Velarde asked if she could add another one, preferred as well that legislative knowledge – required because the President is the person at the legislature doing the lobbying and doing all of that. Maybe not a requirement but a preference. Board President Martin stated this is fine and asked Regent Swentzell if he had anything to add. Regent Swentzell stated he is wordsmithing in his head. He thinks this sounds good considering the task set for the interim for the spring semester. Board President Martin asked Regent Archuleta if he had anything to add. Regent Archuleta does not have anything but thinks knowledge of Northern New Mexico is huge. Somebody that knows the area, somebody that culture, that is a big plus in his personal opinion. Board President Martin asked Regent Juarez if she had anything to add. Regent Juarez stated transparency regarding COVID vaccination requirement. Board President Martin would like this in the papers right away and we will have a

deadline of noon on Friday. That allows us to have enough of a window to set up a special meeting. Regent Swentzell and Board President Martin will go through the applicants and make sure they meet all the qualifications and hopefully they will be able to meet next week with all the Regents and interview the prospective applicants and make a decision at the December 10th meeting. Regent Swentzell stated he would like to make sure the prospective candidates, where are they being sent to. President Bailey stated they will go to presidentsearch@nmmc.edu. Amy is gathering all the information and giving them to Board President Martin and Regent Swentzell to do what they want. All the interim President CVs and Resumes will be gathered by Friday at noon and given to the Board of Regents to chew on before December 10th. Regent Velarde asked about the meeting on the 10th and asked if the Board is going to receive all the information about the applicants or is the Board going to have another special meeting to review resumes and talk through it. Board President Martin would like to interview all the candidates in Executive Session prior to the December 10th meeting to visit with them and see how they meet our needs. The reason we are hurrying because we didn't know how many applicants we would have and if we need to take two days to interview a number of people, then we have that time. By having the deadline by Friday at noon, we have time to create a couple of special meetings. Board President Martin entertained a motion regarding four stipulations, and Regent Velarde's preference for legislative experience. President Bailey wants to make sure the Board is good with this language and make sure to capture what Regent Velarde added. Two things are required, knowledge of Northern New Mexico and Higher Education Leadership experience and we will say terminal degree preferred and the fourth will be knowledge of State Legislative processes preferred. Board President Martin stated he would entertain a motion to make that our official job description for the ad for Interim President.

Regent Velarde move to make that our official ad for the Interim President. Second – Regent Juarez. A roll call vote was taken. Board President Martin - yes, Regent Velarde - yes, Regent Swentzell - yes, Regent Juarez - yes. Motion passed unanimously.

Board President Martin stated he would like to reach out to everybody at the meeting today. If they have someone in mind that would make a good Interim President, we would strongly encourage you to contact them and get them to apply. Regent Swentzell asked if we should make a motion to adopt the job description with amendments. Board President Martin asked Mr. Zamora for his opinion on this. Mr. Zamora stated this is good wording process and it is implied in the advertisement. Maybe Regent Velarde can state her motion to approve the ad included the requested amendments.

Regent Velarde stated in her motion she is clarifying it was to also include the amendments discussed. To have the two requirements and two preferences. Second – Regent Juarez.

V. PERMANENT PRESIDENT'S JOB DESCRIPTION – Informational

President Bailey stated they will revise #17 and #7 based on Regent Juarez comment to change the word timely to weekly if that meets with the Board's expectation. There is one other huge issue for the Board to consider. There is, when President Bailey took the job in 2016, the community unanimously said there are two things we had to do as a college. We had to bring back the trades and revitalize the El Rito Campus and that was why President Bailey moved into the President's house on the campus and he thinks it had been the first time in 20 years. For the Board's consideration, especially because this is just in its infancy and starting to rise out of the ashes in terms of the revitalization that is going on here and in terms of being eyes on the ground and really

doing it, the only other thing added for the Board's consideration is in responsibilities of the President that the time primary residence of the President is the President's house on the El Rito campus. This is something for the Board to consider. Board President Martin asked if there were questions. Regent Velarde had no questions.

Regent Swentzell stated this is informational for today but would like to recognize that there are many stakeholders and President Bailey has lived this job inside and out as he has been living it for the past five years plus and has the deepest knowledge of this and there may be stakeholders that recognize important aspects of the roll who might like us to shine a bit of light on this. He would welcome input from stakeholders. The letter was included in the packet. There are many groups of stakeholders who have concerns about this roll and this is something that we need to recognize for this roll and he appreciates this basic foundation. Living in the president's house in El Rito is an important requirement and that came from the community. Community can sometimes recognize those important things that can be in gaps in places. President Bailey stated this is so insightful and that is why this is informational today. He needs to understand he has blind spots and there may be things the faculty comes to the Board and say they loved Rick's service they might also say here are some things Rick should have put on his radar higher. The Board needs to get the unfiltered input from the stakeholders of the institution so together as a Board there are a couple of things that might be added to the job description so that the incoming permanent President this is something as an entire community you are expecting the President to do. Board President asked Regent Archuleta and Regent Juarez for comments. Regent Archuleta and Regent Juarez had no comments. Board President Martin stated this generates some good dialogue and as Regent Swentzell said. We will move forward with defining this at the next meeting.

Board President Martin stated Regent Swentzell had one more item to talk about, about celebrating. Regent Swentzell stated he hasn't been on the Board that long and since he has been on the Board President Bailey always had a segment, it was like a special of the Board meetings, it was called Celebrate Northern to celebrate and shine a light on the initiatives going on and the cool stories. There are many people who have mentioned over the past couple of weeks and even before how much they have appreciated Dr. Bailey's service to the College and communities of Northern New Mexico. Regent Swentzell thought it would be important to flip the script and have an event called Northern celebrates Dr. Rick Bailey because we hate to lose him but we want to celebrate his service to our college and wish him well and it can't just be coming from us on the Board and different people sending their notes and things like that. Dr. Bailey worked hard over the years to create a dialogue and community and work with community and there are many members of the greater Northern community that he is sure want to celebrate Dr. Bailey's service. Regent Swentzell wanted to bring to the Board that possibility of having some kind of event before Dr. Bailey leaves so that we could celebrate him in a safe way but also to bring all those voices together to share their appreciation. Board President Martin stated this is a very nice idea and we will put that together.

VI. ADJOURN

Board President Martin entertained a motion to adjourn.

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

The Board of Regents adjourned at 3:19PM.

APPROVED:

Michael A. Martin
President

Date

Erica Velarde
Vice President

Date

NORTHERN New Mexico College



NORTHERN NEW MEXICO COLLEGE BOARD OF REGENTS SPECIAL MEETING DECEMBER 7, 2022

A Special Meeting of the Board of Regents of Northern New Mexico College was held on November 17, 2021, Via Zoom. Regents Present Michael A. Martin, Ruben Archuleta, Porter Swentzell, Erica Velarde, and Evelyn Juarez.

Northern New Mexico College Staff Present: President Richard J. Bailey, Jr., Ph.D. Ricky Bejarano, Vice President for Finance & Administration; Ivan Lopez Hurtado, Provost & Vice President for Academic Affairs; Juan Gallegos, IT; Sally Martinez, Executive Assistant to the Provost & Vice President for Academic Affairs; Sandy Krolick, Creative Director, Communications and Marketing; Don Appiarius, Assistant Provost of Student Affairs; Cheryl James, Chief Procurement Officer; Carol Anne Salazar, Administrative Assistant and Amy Pena, Executive Office Director.

Faculty Present: Mateo Frazier

Others Present: Robert Trapp, Rio Grande Sun, Jessica Terrazas, Ortiz & Zamora, Jake Arnold, Bruno Guedes, Student Senate President, Camilla Bustamante, David Chaloupa

I. CALL TO ORDER

Board President Martin called the meeting to order at 5:03PM

II. APPROVAL OF AGENDA

Board President Martin entertained a motion to approve the agenda.

Regent Juarez moved to approve the agenda. Second – Regent Swentzell. 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. INTERIM PRESIDENT CONTRACT

Board President Martin stated he would like to start with President Bailey giving the Board of Regents his vision for the next month as far as interacting with the Interim President and how many hours a week he would like to have that person available to him.

President Bailey stated for the Board's consideration and the Interim President's consideration, obviously we need to be respectful of the interim president's schedule and the things that they are doing. President Bailey thinks that it would be helpful for that person to start as soon as practical so they have time to interact. President Bailey would like a meeting before President Bailey departs so there can be discussions with all stakeholders and separate discussions can see the handoff. The Board will have to work with the Interim President to determine that person's propensity and capacity to do that. It would be helpful in the following month, if possible, to serve on a contract for 20 hours a week, if possible. President Bailey will be flexible and adjust his calendar to fit that person's calendar to make this work. Ideally, over the next month that person has enough of an understanding on the open projects that will be discussed Friday and at the same time make connections with stakeholders who are going to be working with that Interim President over the next several months while the search is on for the President. President Bailey stated he was also asked a question about location and virtual versus not. President Bailey has been working 3 days on the Espanola campus, Monday, Tuesday and Wednesday and Thursday and Friday from El Rito because of the work being done then to revitalize the campus. This is a discussion with the President and Interim President. It was easy for President Bailey in El Rito to work from the President's house, the he questions for the Interim President would be some presence on the Espanola and El Rito campus, possibly in a similar capacity. President Bailey and Amy will work with the Interim President to set up that kind of rhythm so that is the intent for the spring. Board President Martin asked President Bailey if he visualized one day every two weeks meeting with stakeholders or what was his thought. President Bailey state that was a good idea. At a minimum they should spent a day once a month at the El Rito Campus. The President's house is going to be available and it has great Wi-Fi and all that stuff but Mr. Ussery is also working on office space in Delgado Hall. The Interim President must have an awareness of the progress with the contractors and the Career Technical Education on the campus. Board President Martin asked if there were questions from the Board. Regent Velarde had no questions. Regent Swentzell stated he has no questions but he thinks there is still more to be worked out but there is a good start of a plan. Regent Archuleta had no questions. Regent Juarez had no questions.

Board President Martin stated he was going to turn it over to Regent Swentzell. He has come up with the questions for both the candidates and also the Regent Swentzell stated in order to be transparent with the process all interim candidates will be asked the same questions and the same Regents will ask the same questions. Regent Swentzell showed the sheet which includes both documents. It says draft but it was the one approved by legal. Each candidate will be scored the Regents based on the strength of the materials they submitted for the position as well as these questions which will be asked during the interview. There are six questions. President Bailey asked Regent Swentzell to stop the share because some of the candidates are on the call. Out of fairness to all candidates. Regent Swentzell stated we will not go through the questions and it was a good call. Board President Martin assigned each Regent a question. Board President Martin, first question. Regent Velarde, second question, Regent Swentzell, third question. Regent Archuleta, fourth question, Regent Juarez, fifth question. Board President Martin will ask the last question.

President Bailey stated for the candidates, the only people in the interviews will be the five board members and each candidate in their own thing. It will only be six people in the interview.

Regent Velarde stated as far as time is concerned, she would like to take the second to the last question so she can get home in time. Board President Martin said that would be fine, she would be bumped to second to the last and everyone would move up a spot. Regent Velarde stated it sounds great and she appreciates it.

IV. EXECUTIVE SESSION

Board President Martin entertained a motion to enter into Executive session for limited personnel matters related to hiring, separate interviews of individual candidates for Interim President. Board President Martin stated there will be three interviews today and then will have two more tomorrow.

Regent Swentzell moved to enter into Executive Session for the purpose of separate interviews of individual candidates for Interim President and no other purpose. 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.

Board President Martin stated the Board would like President Bailey, Mr. Bejarano and Jessica Terrazas to join Executive Session at the beginning before starting the interviews.

The Board of Regents entered into executive session at 5:13PM.

Board President Martin entertained a motion to return from Executive Session at 7:39PM

Regent Swentzell moved for the Board to return from Executive Session and affirmatively state that only those items listed on the agenda were discussed. 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. POSSIBLE ACTION ON EXECUTIVE SESSION

Regent Swentzell stated there will be no action on what transpired in Executive Session.

VI. ADJOURN

Board President Martin entertained a motion to recess and reconvene to complete the business of this meeting on Wednesday, December 28, 2021 at 4:00PM, Via Zoom.

Regent Velarde so motioned. 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.

The Board of Regents recessed at– 7:41PM.

APPROVED:

Michael A. Martin
President

Date

Erica Velarde
Vice President

Date

Office of the President

NORTHERN New Mexico College



**NORTHERN NEW MEXICO COLLEGE
BOARD OF REGENTS
SPECIAL MEETING
RECONVENED FROM
DECEMBER 7, 2021
on
DECEMBER 8, 2021**

A Special Meeting of the Board of Regents of Northern New Mexico College reconvened from December 7, 2021 on December 8, 2021, Via Zoom. Regents Present Michael A. Martin, Ruben Archuleta, Porter Swentzell, Erica Velarde, and Evelyn Juarez.

Northern New Mexico College Staff Present: President Richard J. Bailey, Jr., Ph.D.; Ivan Lopez Hurtado, Provost & Vice President for Academic Affairs; Juan Gallegos, IT; and Amy Pena, Executive Office Director.

Faculty Present: Mateo Frazier

Others Present: Robert Trapp, Rio Grande Sun, Tim Crone, Dr. Bárbara Medina, Jake Arnold

I. CALL TO ORDER

Board President Martin called the meeting to order at 4:00PM. For the meeting on Friday if there is inclement weather it will be on social media and on the website. President Martin stated he spoke with legal counsel as to how to proceed. Board President Martin entertained a motion to reconvene after recess.

Regent Swentzell moved to reconvene after recess on December 7, 2021. Second – Regent Velarde. 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.

IV. EXECUTIVE SESSION

Board President Martin entertained a motion to enter into Executive Session for personnel matters to conduct interviews for Interim President.

Regent Swentzell moved to enter into executive session to conduct interview of Interim President candidates. Regent Juarez – 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 entered into Executive Session at 4:01PM.

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

Regent Swentzell moved to exit Executive Session and affirmatively stated only those items listed on the agenda were discussed. 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.

V. ADJOURN

Board President Martin entertained a motion to adjourn.

Regent Archuleta moved to adjourn. 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.

The Board of Regents adjourned at 5:57PM.

APPROVED:

Michael A. Martin
President

Date

Erica Velarde
Vice President

Date

NORTHERN New Mexico College



NORTHERN NEW MEXICO COLLEGE BOARD OF REGENTS REGULAR MEETING DECEMBER 10, 2021

A Regular Meeting of the Board of Regents of Northern New Mexico College was held on December 10, 2021, Via Zoom and in person. Regents Present Michael A. Martin, Ruben Archuleta, Porter Swentzell, Erica Velarde, and Evelyn Juarez.

Northern New Mexico College Staff Present: President Richard J. Bailey, Jr., Ph.D. Ricky Bejarano, Vice President for Finance & Administration; Ivan Lopez Hurtado, Provost & Vice President for Academic Affairs; Juan Gallegos, IT; Sally Martinez, Executive Assistant to the Provost & Vice President for Academic Affairs; Jimi Montoya, IT Director; Sandy Krolick, Creative Director, Communications and Marketing; Cheryl James, Chief Procurement Officer; Judith Pepper, Major Gifts Officer; Rachel Begay, Administrative Assistant; Robert Palko, Registrar; Arin McKenna, Staff Writer/Reporter, Communications & Marketing; John Ussery, El Rito Program Director; Don Apparius, Assistant Provost of Student Affairs; Vince Lithgow, Comptroller; Kathy Levine, Director, Financial Aid; Courtney Bruch, Library Director; Evette Abeyta, Budget Director; Lynn Chamberlain, Title III Director; Julianna Barbee, SBDC Director; Kristy Alton, Title V CASSA Project Director; Gwen Orona, Academic Advisor; Jessica Holguin, Student Accounts Receivable Coordinator; Chris Trujillo, IT; Janice Baca, Associate Registrar; Anjel Romero, Library Access Services and Operation Manager; and Amy Pena, Executive Office Director.

Faculty Present: Steve Cox; David Lindblom; Dr. Robert Beshara; Mateo Frazier; Ellen Trabka, Anna X. Gutierrez Sisneros; Lori Baca; Lori Franklin

Others Present: Eileen Trujillo, Eddie Gutierrez, Robert Trapp, Rio Grande Sun, Nelson Gonzales, Rebecca Estrada, LANL; Bruno Guedes, Student Senate President; Geno Zamora, Ortiz & Zamora; Jake Arnold; Alexandra Jaramillo; Veronica Garcia; Loe Marcoline; Tim Crone

I. CALL TO ORDER

Board President called the meeting to order at 9:03AM.

II. APPROVAL OF AGENDA

Board President Martin stated there is one correction, Item V under Comments from the Board, we will be handling this at the December 15, 2021 Special Meeting at 3:00PM Via Zoom. It will not be handled today but encourage people to give their input. Board President Martin entertained a motion to approve the agenda with that one correction.

Regent Swentzell moved to approve the agenda as amended. 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. PUBLIC INPUT

Board President introduced Mr. Nelson Gonzales from El Rito. Mr. Gonzales stated it was a pleasure to be here and thanked former student Board President Martin who was his student at Mesa Vista. Thank you to everyone involved with the college to point it in the right direction (inaudible). Mr. Gonzales also thanked Dr. Bailey on behalf of the people for all he did. Last summer they had (inaudible) he spearheaded on the hillside in El Rito and they had 75 people in El Rito and low and behold coming down the mountain here comes this fellow coming down and he never met him and he said I'm Rick Bailey. Mr. Gonzales, he said Rick Bailey, the College President, it must be Rick Bailey, Jr., because the College Presidents don't go out there and paint the letter E or anywhere else. Later on, he told one of their participants and she said no that is Dr. Bailey and that is what he does. Thank you, Dr. Bailey, for participating. Mr. Gonzales stated he is at the Board Meeting to see if the Board will give their blessing, they are trying to improve the campus by replacing the equipment that had been there. He has been living in El Rito over 60 years and that equipment is somewhat dilapidated and, in some ways, it is not safe and we have a beautiful campus that we would like to preserve. If the Board helps them, they would like to carry on with this (inaudible). He is not at the meeting asking for money, yet, later on he will. Right now, they want to see if the Board can appoint somebody that will work with them to formulate a plan. What exactly are we talking about? Who will be in charge and what will be the charge and what it would cost and so on? They plan to have fundraisers so it would not all fall on the College. (inaudible). Mr. Gonzales asked if there were any questions.

Board President Martin asked if he had somebody in mind to work with this group. President Bailey thanked Mr. Gonzales for the comments and for his passion and he is a role model for all of us. During the Deep Dive at the meeting today, we are going to talk about all the open projects that we have to work on and he has just added this. President Bailey asked if Mr. Gonzales was talking about the playground. Mr. Gonzales stated yes and the sign entry. President Bailey stated in addition to the cosmetics of it there is also a safety thing for kids. It is an urgent issue and he is glad it has been brought to the Board. President Bailey stated he would put it on the list and when the Board announces the Interim President, then that person and President Bailey will discuss this issue and that will be one of the key advocates for this.

President Martin asked if there were anyone else for public input.

IV. COMMENTS FROM THE BOARD

A. Board of Regents Subcommittee Reports

1. Audit/Finance/Facilities Committee

Regent Velarde stated they had a great meeting; they will get into specifics and not to many items on here. We are lucky we have the team we have. Regent Archuleta stated it was a very productive meeting, very quick. We have an awesome team at Northern.

2. Academic/Student Affairs Committee

Regent Swentzell stated the committee met earlier in the week. The major items discussed are agenda items later on today including the certificate. We will be discussing this and taking action later on. There is also the tuition and fees discussion. Regent Juarez stated she echoes what Regent Swentzell stated and has no further comment.

3. Housing Committee

Regent Archuleta stated it is on hold for a couple of weeks until the Interim comes in. He has spoken with a couple of developers; a few local business owners may be of interest in opening up a laundromat at the new dorms or maybe a coffee shop.

Regent Juarez stated this past week she met with someone in student affairs and he really emphasized when we have meetings, we need to have all the stakeholders involved to have a strategic plan. We know that our students are ready for a residential hall but is the community ready to support student housing. (inaudible).

4. HERC

Board President Martin met with them last week. There will be a retreat in the spring and they asked for potential officers and Regent Velarde was nice enough to volunteer too to be the new Vice President in the spring. Thank you for that Regent Velarde.

5. Interim President

Tabled.

6. Permanent President job description

Board President Martin had a meeting with Dr. Garcia and they would like to take the current job description that the Board came up with and use that as a benchmark with beginning discussions with the search committee. They will still be able to add to that description but they would like to at least have these contained in the job description. Board President Martin would like to entertain a motion to approve that with those contingencies so they can expand upon.

Regent Swentzell moved to approve the President's job description on the contingency that we will have more input from stakeholders. Second – Juarez – Second. A roll call vote was taken. Board President Martin - yes, Regent Swentzell - yes, Regent Juarez - yes, Regent Velarde - yes, Regent Archuleta - yes. Motion passed unanimously.

7. Request by faculty for additional representation on search committee

Board President Martin asked if Dr. Gutierrez was present. Dr. Gutierrez stated she was. Board President Martin stated he would like to explain his thoughts on putting together the committee. We have five members from the staff, they also represent the Veteran's Group, Athletics, Native American Committee, Dr. Bailey suggested having Ms. Peña on the committee since she was so involved with the process with Dr. Prather. We did not mean to exclude the faculty and welcome to have more faculty members on the committee. Board President Martin asked Ms.

Gutierrez to choose and give him the number of faculty members on the Committee. Dr. X stated she has a list of three other faculty who want to be on the search committee, total of four, but she would like to add one more if possible and asked when to submit the names, this week. Board President Martin stated that would be fine and Regent Swentzell and Board President Martin will meet with Dr. Garcia next week to formalize the process for the selection and if she has this list by next week it would work. Board President Martin would entertain the motion to add four more members to the Presidential Search Committee.

Regent Velarde moved to add more faculty members to the Search Committee. search committee. Second – Regent – Juarez. A roll call vote was taken. Board President Martin - yes, Regent Swentzell - yes, Regent Juarez - yes, Regent Velarde - yes, Regent Archuleta - yes. Motion passed unanimously.

Board President Martin stated there was also a request from the Council of Chairs and asked if a representative was in attendance at the Board Meeting.

Board President Martin stated he would like them to submit someone's name. Dr. Lori Franklin stated she is in attendance and Lori Baca and Ellen Trabka are also present. Board President Martin stated they would welcome someone from the Council of Chairs join the committee and asked for a suggestion. Dr. Franklin asked if any of the chairs would like to speak up. Board President Martin stated Dr. Franklin could give the Board a name. Dr. Franklin stated that sounds nice as she would like to confer with them. Board President Martin stated Dr. Franklin will get a name and give it to the committee. Dr. Franklin thanked Board President Martin.

Board President Martin stated he would entertain a motion to add a representative from the Council of Chairs to the Search Committee.

Regent Swentzell moved to add the Council of Chairs to the Search Committee. Regent Velarde - Second. A roll call vote was taken. Board President Martin - yes, Regent Swentzell - yes, Regent Juarez - yes, Regent Velarde - yes, Regent Archuleta - yes. Motion passed unanimously.

V. APPROVAL OF MINUTES

Board President Martin stated he would entertain a motion to approve the minutes of October 22, 2021 Regular Meeting.

Regent Juarez moved to approve the minutes of October 22, 2021. Second – Regent Swentzell. A roll call vote was taken. Board President Martin - yes, Regent Swentzell - yes, Regent Juarez - yes, Regent Velarde - yes, Regent Archuleta - yes. Motion passed unanimously.

Board President Martin stated he would entertain a motion to approve the minutes of the November 9, 2021 Special Meeting.

Regent Swentzell moved to approve the minutes of the Special Meeting of November 9, 2021. Second – Regent Archuleta. Board President Martin stated he would entertain a motion to approve the minutes of October 22, 2021 Regular Meeting.

Board President Martin stated he would entertain a motion to approve the minutes of November 17, 2021 Special Meeting.

Regent Velarde moved to approve the minutes of the Special Meeting of November 17, 2021. Second – Regent Archuleta. A roll call vote was taken. Board President Martin - yes, Regent Swentzell - yes, Regent Juarez - yes, Regent Velarde - yes, Regent Archuleta - yes. Motion passed unanimously.

VI. PRESIDENT’S REPORT AND ANNOUNCEMENTS

A. Celebrate Northern

President Bailey stated he only has one thing because he is going spend the rest of the time to the Deep Dive. President Bailey stated a special thank you to NNMC Student Senate for their work in continuing the virtual Giving Tree. This year they are serving 124 children of our students who are deserving of holiday gifts this year and there is an absolute army of wonderful donors from the Board President on. Everyone has really pulled an oar to make this happen. Special thank you to the Senate for their leadership, to Regent Juarez and her predecessors for the vision for this wonderful project and to the donors, thank you for stepping up. the goal is to have them sent out by the end of next week. If you have any questions, please reach out to our Executive Office Director, Amy Pena. A lot of easy step by step instructions have been sent out. Thank you very much.

B. CUP/NMICC Report

To be discussed during Deep Dive.

C. NNMC Foundation

To be discussed during Deep Dive.

D. Eagle Corporation Update

To be discussed during Deep Dive.

VII. FACULTY SENATE PRESIDENT REPORT

Dr. X stated she would like to thank the Board for adding a chair and faculty to the Presidential Search Committee. They are busy working on the new structure for the Senate. They had it passed on November 5th. There is a Senator from each department and gained a senator in Math and Science. They are missing one person; Senator Adela Martinez did her two-year term so they are looking for a secretary. They are working on Bylaws, who can be on Senate and the other is Governance and Senate. The membership one passed which is the wording that goes into the constitution, matching the senators to a total of 20 votes. It has been interesting for Dr. X. learning the constitution. Negotiations for the CBA continue and they hope it will be signed in December. Additionally, Dr. X. thanked Dr. Bailey for all his service.

VIII. STUDENT SENATE PRESIDENT REPORT

Bruno Guedes, President, Student Senate stated they will keep doing the speaker series that Regent Juarez came up with last semester. We had Dr. Appiarius joining for Speaker Series III and Coach Cordova for Speaker Series IV. Thank you, Board President Martin and all the donors, for supporting the Student Senate for the Giving Tree. We have reached the goal of 124 students. Thank you to the team who assisted along with everyone else who assistant and all their hard work. Thank you to all the donors and make sure to check your emails when you purchase because Mr. Guedes had an issue with his purchase. Mr. Guedes would like to bring to Board President Martin's attention that Mr. Guedes and Student Senate is aware that we have the Search Committee. They would like to request more students on the committee. As of right now, Mr. Guedes is the only student. He asked that the Board of Regents think about it and give him feedback. Board President Martin thanked Mr. Guedes and stated it will be placed on the agenda for the next meeting as it cannot be discussed at this meeting because it is not on the agenda.

IX. STAFF REPORTS

A. Provost & Vice President for Academic Affairs

1. Elimination of the Certificate Film Technician

Dr. Lopez stated the first item he is bringing is the recommendation to terminate the certificate in film technician. This certificate at least for the last three years, Mr. Mateo Frazier will give more information, there has been zero enrollment in the program and we started the process, got the approval from the Educational Policy Committee and from the Undergraduate Curriculum Committee of the Faculty Senate to terminate. The termination will not imply any reduction in force. Dr. Lopez stated we are still keeping the associate degree in digital media. That degree is in a larger umbrella, we are still keeping that program. There is still a path at Northern for students in media arts. Dr. Lopez would like to ask Mateo Frazier to present the case for the Board of Regents.

Mr. Frazier stated some quick historical context. The film technician training program was designed for five colleges as a workforce development initiative when they started boosting the film rebates in New Mexico in 2008. It was a really popular program then and was funded by the state with special funds and the popularity led to us designing and building the FDMA program because students wanted to continue on beyond the certificate. Back in 2017 there was some talk they might be refunding and rebuilding the program again and there was conversation for a couple of years but did not materialize. We left it open, we weren't recruiting or actively offering the course. The reason being is the original FTTP was similar maybe to other workforce development courses in that we had a contact with the union and filmmaking. The crew union made it a special program because they let us use the credits in lieu of the hours required by the union to join. That agreement does not exist anymore nor did the special funds. With that being said we have the AA and have also designed a new emphasis in our BA in Integrated Studies for Arts and Media. Not only do we have an option to continue as an AA student but now we have an option to continue as an BA student. We are actually offering more not less. This is a program we do not have a demand for and the State is not supporting in the way it used to. Mr. Frazier stated he is happy to answer questions.

Board President Martin entertained a motion to eliminate the Certificate in Film Technician.

Regent Swentzell moved to eliminate the Certificate in Film Technician. Second – Regent Velarde. A roll call vote was taken. Board President Martin - yes, Regent Swentzell - yes, Regent Juarez - yes, Regent Velarde - yes, Regent Archuleta - yes. Motion passed unanimously.

B. Vice President for Finance & Administration

Mr. Bejarano stated the audit will close out this Tuesday with the exit conference and we are relatively pleased with the results. Mr. Bejarano called Mr. Lithgow to present the Fiscal Watch Reports.

1. Fiscal Watch Reports – Action Required

Mr. Lithgow presented the Fiscal Watch Reports to the Board of Regents (attached).

Board President Martin entertained a motion to approve the Fiscal Watch Reports.

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

2. Budget Adjustment Requests (BARs)

Mr. Bejarano stated he is happy to report there are no BARS for this month.

3. Tuition and Fees Starting Fall 2022

Mr. Bejarano called on Provost Lopez for this item. Dr. Lopez stated this item was discussed at the October meeting and the College was requested to provide more data and we came with a second proposal to discuss. Before discussing the proposals, Dr. Lopez stated there are three different requests. The first is consolidation of tuition and fees. As of today, students pay a mandatory fee of \$150.00 per credit plus \$67.00 in general fees that are mandatory. On top of that they pay a certain amount for a registration fee that is independent on top of the credits they take. With these three items are added, the students are paying \$201.00 per credit for face-to-face credits and \$230.00 for fully online courses. Dr. Lopez would like to propose instead of telling the students you are going to pay three different mandatory fees, we come with a single rate. It will be much more transparent for the student because anyway the three fees are mandatory. It will also simplify the process with the Business Office. It will be a (inaudible) for the students, easily understood how much they have to pay and easier for the Business Office to process. This is the first request, the consolidation of tuition and mandatory fees. Dr. Lopez would like to make it clear that there are course specific fees. The most common example are the nursing fees that are brought to the Board every six months. Those fees stay as they are right now. The fees that will be consolidated are only those that are mandatory for all students regardless of program, regardless of (inaudible). Board President wanted to clarify, Dr. Lopez is asking that we consolidate the tuition and mandatory fees but exclude the course specific fees. Board President Martin would entertain a motion to approve.

Regent Swentzell moved to approve the consolidation of tuition and fees into one number, excluding course specific fees. Second – Regent Velarde. A roll call vote was taken. Board President Martin - yes, Regent Swentzell - yes, Regent Juarez - yes, Regent Velarde - yes, Regent Archuleta - yes. Motion passed unanimously.

Dr. Lopez stated the second request is an increase on the new consolidated number. Right now, there is \$201.00 per credit for face-to-face courses. The College is requesting a 5% increase. That is \$10.00 so now the new tuition being proposed is \$211. From \$201 to \$211. We want this to be with the Board's approval effective fall 2022. The reason for this request is for the College to address the current inflation the economy is experiencing. As of today, the number for inflation for the country are 6.8% and this may only grow. We feel, discussing with President Bailey and Vice President Bejarano that we can still weather the storm with the 5%. He would like to remind the Regents the last time an increase happened in tuition and fees was 2017. By the time this new increase, if approved, takes place, it will be five years without an increase. It is not only we are trying to address the 6.8% inflation of 2021 but the reality is there has been inflation throughout these years and the bills we have to pay are increasing, also services and products and not to mention salaries. This would be 5% for non-online courses. He is talking about more or less we have 610 courses a year, from these 610 courses, 82% historically speaking have been face to face. Basically, what he is asking for is a %5% increase for 82% of the courses.

The third part of the request and is that why they go together, is that for those courses that are fully online, asynchronous online, that these courses, which reflect today 18% of the courses, we are requesting an increase of a 28%. From \$230, this becomes \$295. This is \$65.00 per credit. It is only 18% of these 610 courses we offer.

There is another alternative not presented at the October meeting. That is, instead of increasing by 28%, the online courses, that we only increase it by 18%. This means that the tuition will grow from \$230.00 to \$275.00. This is \$45.00 instead of the \$65.00. The tradeoff is if we go with the 18% increase, it is actually 19.4%, then if you only approve the 19.4%, then what Dr. Lopez would have to do with the academic chairs is increase the number of online courses. We will increase the online courses and less face-to-face courses assuming the enrollment remains flat. Dr. Lopez stated those are the two alternatives the College is presenting to the Board of Regents and the reason we are requesting a large increase for online course is because there are specific expenses for online that have been paid over the last years using federal grants. These grants are coming to an end within the next two years and there is (inaudible) that we have to institutionalize these expenses with our internal funding. As a grant, we need to pick up those expenses and that is why we need, a lot of those expenses are related to online courses. That is why we are asking for a larger increase.

Dr. Lopez stated having said that, the proposal also includes an addition that has to do with out of state students. Right now, we have 25 students that are out of state students. From these 25 students, most are athletes who get an in-state tuition already. Right now, as we speak, only seven students are paying out of state tuition. The proposal we have is for online courses, because these students will never probably never come to Northern physically, they would not use the typical services (gym, etc.) they do not incur the typical services we offer. Dr. Lopez stated what we want to propose to the Board is the out of state tuition is significantly increased from what we are charging today for online courses. What we are proposing that we charge out of state students \$320.00. If we do not do this, nothing will happen right now, because we do not have out of state students. If approved, it will only affect in state students in the short term. We hope by reducing

the out of state tuition, it will start bringing more out of state students to take our online courses. If we keep a competitive price and growing enrollment for out of state students, in the future, (in audible), by growing this enrollment, we do not need to come to the Board of Regents for an increase in tuition. We can support the infrastructure with out of state students if we make the price attractive.

Board President Martin stated he would like to open it up to the chairs of the committees. He stated he believes the Audit Committee already discussed this.

Regent Velarde thanked the provost for his work and sharing the documents and his tenacity. She would like to request; we know it is a good oil and gas year coming in legislatively. We know that there are funds that are going to be coming available and she knows CUP has put in their request. However, there could be a little more money if we could work it the right way. This would not go into effect until the fall of 2022. She would request after the legislative session has completed and the Governor has signed the Bill, to have a working meeting with Provost and Vice President Bejarano and the team to work through what the numbers actually look like at the moment, what actuals are and to come up with a plan to move forward. She understands they will be working on budgets and she is sorry and she knows we will have to put in a budget to DFA by May or end of April. This is cutting it close; this is important, this is something that weighs on her as far as the students. She doesn't want to make this hard on any student. They are also experiencing this inflation. She gets it, she works in industry, she sees it every day. Her question is, this is the other thing, she would like to see if it is something we could do as well, is, could we pass the decrease for out of state students and have that go into effect for this coming semester as a trial to see, if there are only 5 students currently paying out of state tuition and we can lower that starting spring semester and start marketing that to out of state students, because we haven't even started, we haven't marketed to out of state students at all so that is another reason we don't have any out of State students is due to that. If we could do that, we would have a better idea of what we are dealing with and how it would work out. Right now, we are sort of like if we build it, they will come and she is not sure of that. She would like to sort of do a trial run and just see real numbers after the session and even if it comes down to and she is sorry for the torture for having to hang out with her for 4 hours or something to go over where we are at, and not just her, she would welcome her fellow Regent in the Finance Committee. That is Regent Velarde's request and her thoughts at least.

Regent Swentzell stated one of the things discussed in the meeting is the difference between student's choosing online education versus in person education. The online students are choosing that type of approach because the flexibility it offers, they are seeking the options to do it on their own pace. An increase in that may not impact, they might much be more (inaudible) to changes. They are interested in paying for flexibility, that is what they are seeking, flexibility. From the faculty side of things creating content, loading on there is a lot of effort. Not everybody likes that. Trying to convince people to put more classes online especially if they don't enjoy that is a tough push. In addition, there is significant support cost, not only for online students, training faculty, students. Provost Lopez shared this. His thought, and in addition, there is significant support costs. Another thing he would like to bring up the services in the front office, if a lot of these costs are headed towards support services and this is not any way to malign anyone working in the office. If you are short staffed or someone gets sick and the student has to wait longer to get a transcript or pay a bill or whatever the case may be, and the work cannot be done, those have ripple effects throughout the collect and student perceptions. He thinks that those combining most that we can for those services is part of the experience and alleviating the \$10 increase in tuition. These are really important parts of the support that comes out of this and he really appreciates Dr. Lopez delineating these costs that need to be made and are important to having the support system that

supports students. He gets that we have the inflation problem, do we want to throw gasoline on the inflation. As pointed out by Dr. Lopez, these are not even covering inflation before the inflation prices. This helps to cut into the red a little bit. Regent Swentzell is not opposed to having a working meeting to discuss it more deeply and he thinks it is important to be very thoughtful and cautious and incremental. There is a reason why tuition has not been raised over the years because it is not something to be taken lightly and we should invest the time and thought in it. He appreciates all the work done on this.

Regent Archuleta had no questions.

Regent Juarez would like to echo Regent Swentzell's thoughts and thanked Dr. Lopez. (inaudible) She would also like to have a working meeting and would look into the trial process Regent Velarde talked about. (inaudible)

Board President Martin stated we have been very fortunate we have not had to discuss a tuition increase. Now it is time to discuss it and it is time to make a decision. The result of this is we need to make this decision today. President Bailey is leaving, we are going to have an interim President in and we are going to focusing on a permanent President, we trust our team to make a very reasonable request. We cannot continue to operate business without ever increasing the cost. Board President Martin does not think we are not going to get anywhere by waiting.

President Bailey stated Dr. Lopez said it, five years, five years we have been able to avoid this conversation and we did because we had everyone, faculty, staff, students the Business Office has directed us to do things better. We have been better with every penny at this institution and we have made it painful in order to do it but it has worked and that what has kept and we have trimmed the fat off this institution and done it for five years. President Bailey agrees with Board President Martin, he would love the Board to consider making this vote today and he respects Regent Velarde's position, she is right, there is a glut of money sitting in the Roundhouse this year, there is a glut of it and Eddie has been working there forever and everyone knows it. Knowing the legislative process as we do, that money is not going to be converted into what we call recurring dollars. Very little of this is going to go, we are not going to have \$1M recurring increase to Northern's' budget, we are not. We are going to have one time money, which is great. After this working session in March, if you do it, we are going to come to the same question and the challenge President Bailey has is by the time the Board makes the decision in April, Evette and her team are going to have two weeks to put this into place with the budget. We would have already started recruiting for the fall on numbers we don't even know yet. It gets really problematic. President Bailey knows it is unpopular and everyone who does what they do, does it because we love students and we are trying to do better by students. We also need to think about paying staff and faculty and all of the people who work here and could go somewhere, anywhere else and make more but they do it because they love students. We have to support them to. President Bailey has always said and it is unpopular, we cannot run this institution like a business but it doesn't mean that we should not be thinking about sound fiscal procedures. We did a survey of our students and asked them about what they think about this online and when we come out of this pandemic what do you want. Two thirds of those students wanted more online options because they are juggling work, family, classes and life. Even if you go with Dr. Lopez Option B and went back and rant the numbers again and try to think about something else to not increasing the online that much. He was able to do that by expanding the number of online classes to 27%. In a way that is what the students have asked us to do. President Bailey recommends the Board strongly consider at a minimum Dr. Lopez option B and work on bringing in out of state students. At the end of the day,

even though we are talking bringing more out of state students the goal of it is to support in state students. The goal is to support our local students and not to have to come back to the Board with future requests that put even more on the backs of our local students.

Regent Velarde stated she would like to add, waiting three months to figure out one time appropriation as Dr. Bailey said that could bridge us to being able to figure instead of increasing it in double digit percentages for our in-State students, perhaps the increase would be lower. Perhaps the in-person classroom, we could increase it by 2% versus 5%. She understands we do need to get our accounts straight and have a plan going forward, however, she does not want to be short sided about it just because we want to put this in right away. There are three months between now and March. That would enable, that one time money as Dr. Bailey said, to get us through that hump so we can do this, work on it, not just maybe one working meeting, maybe several, where we can really dig in and dive in and see, ok, maybe this is where we are losing money. Maybe we can have a more thoughtful process. She does not want to be reactionary in this, she does not want to hurt not one student. If one student can't attend because we increased it double digits, or even in just 5% in person, then we haven't done our job. We need to do this in a more thoughtful manner. If in March we are in the same spot, then so be it but at least we did our due diligence to try to see if there was any other way to bridge it for our in-State students. Board President Martin stated he understands that but we also cannot say we cannot increase tuition because we are going loose one student and jeopardize. Regent Velarde stated no, she is just saying we are being more thoughtful in the manner and she is saying this isn't going into effect until the fall. She understands we are getting close in March and we are cutting it close but it still allows us that time to see if there is a way, we can bridge that gap and make maybe a smaller increase as opposed to this larger increase. It also gives us a year to see how many out of state students we could possibly get perhaps. We really need to be fair to our community. Board President Martin stated he understands that but Regent Velarde is losing site of that. The team has come up with this plan and they have done an excellent job in advising us for the three years we have been on this Board. Regent Velarde stated she wholeheartedly agrees. Board President Martin stated they did not make the request maliciously or they have a very good plan. He sees the negative part of this, if we don't pass it, the possibility of closing programs. Regent Velarde stated she thinks three months though, isn't. Board President Martin stated he disagrees and that is why we have a Board so they can discuss. Board President Martin moved to approve Option B and if the Board wants to go a different direction that is fine. He believes we should go ahead with option B. Board President Martin asked for a second. There was no second and Board President Martin opened it up to another option.

Regent Swentzell stated we should plan for a meeting down the road. He afraid the difference of \$275-\$295 brings us to short.

Regent Swentzell moved to approve option A with the hope that we do increase online enrollment, we are talking about the shift of courses from 1/5 of courses to 1/3 of the courses. Not to say that is a heavy lift and that there is not momentum moving over there. Thinking about a broadband infrastructure and those sorts of things. He would like to 1/3 but 1/5 is what we do and we could get to 1/3. That is why he is resistant of Option B and in favor of Option A. **Second – Board President Martin. A roll call vote was taken. Board President Martin - yes, Regent Velarde - no, Regent Swentzell - yes, Regent Archuleta - yes, Regent Juarez - yes. The motion passed 4-1.**

Board President Martin stated he would like to now move on to the Deep Dive.

Regent Velarde thanked everyone for the debate and conversation and everybody's input. She respectfully does not agree but still is, no matter whether the Board or agrees or disagrees on different items, she still does love and respect everyone.

X. DEEP DIVE

1. Open Project Analysis

President Bailey presented the Open Projects that the Interim President to keep on their radar over the next six months. The projects are as follows and President Bailey will present these to the Interim President.

1. Arts Culture and Healing Project
2. Eddie Gutierrez and Eileen Trujillo – El Rito Project – Alumni Association Archive Project.
3. El Rito Water and Sewar Systems
4. El Rito Café
5. Playground Equipment – El Rito
6. El Rito Water Rights and Well
7. Property in El Vado
8. EARTH Shot
9. Rio Arriba County Community Recreation Center
10. Dormitories
11. Eagle Corporation
12. Foundation Efforts
13. CHESS
14. Website
15. Foundation money owed to the College
16. Office of Equity and Diversity
17. Campus Beautification
18. Sharing Governance
19. Climate Survey
20. Dual Service Energy Audit – partnership with Ameresco

Regent Velarde stated she has no questions and all of this is what President Bailey had in the air all this time and how he kept up with all of that is amazing to her. Thank you for being open, thinking out of the box, not being afraid to pull the trigger on things to be strategic. Thank you for all the work you have done for the community for

Regent Swentzell stated it going to be important to talk to the Interim President and we will still be calling him.

Regent Archuleta stated he is thinking about all this. How did this guy do it? He thinks more highly about him and thanked him and he will be missed.

Regent Juarez stated it is a lot of work, thank you for taking risks in doing so and it is benefitting everyone.

Board President Martin stated this shows the work from five years and this will help to continue to move forward.

XI. EXECUTIVE SESSION

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

Regent Swentzell moved to enter into executive session to discuss only those items listed on the agenda. Second – Regent Archuleta. A roll call vote was taken. Board President Martin - yes, Regent Swentzell - yes, Regent Juarez - yes, Regent Velarde - yes, Regent Archuleta - yes. Motion passed unanimously.

The Board of Regents entered into Executive Session at 11:09AM.

XII. POSSIBLE ACTION ON EXECUTIVE SESSION

No action taken

XIII. ADJOURNMENT

Board President Martin entertained a motion to adjourn.

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

The Board of Regents adjourned at 11:53AM.

APPROVED:

Michael A. Martin
President

Date

Erica Velarde
Vice President

Date

**NORTHERN NEW MEXICO COLLEGE
BOARD OF REGENTS
SPECIAL MEETING
DECEMBER 15, 2021**

A Special Meeting of the Board of Regents of Northern New Mexico College was held on December 15, 2021 Via Zoom. Regents Present Michael A. Martin, Ruben Archuleta, Porter Swentzell, Erica Velarde, and Evelyn Juarez.

Northern New Mexico College Staff Present: President Richard J. Bailey, Jr., Ph.D. Ricky Bejarano, Vice President for Finance & Administration; Ricky A. Bejarano, Vice President – Finance & Administration; Ivan Lopez Hurtado, Provost & Vice President for Academic Affairs; Analise Lopez, IT; Sally Martinez, Executive Assistant to the Provost & Vice President for Academic Affairs; Sandy Krolick, Creative Director, Communications and Marketing; Cheryl James, Chief Procurement Officer; Robert Palko, Registrar; Arin McKenna, Staff Writer/Reporter, Communications & Marketing; Vince Lithgow, Comptroller; Courtney Bruch, Library Director; Gwen Orona, Academic Advisor; Ken Dvorak, Distance Education Deborah Trujillo, IT; Frank Loera, and Amy Pena, Executive Office Director.

Faculty Present: Ellen Trabka; Joaquin Gallegos; David Lindblom; Frank Loera

Others Present: Robert Trapp, Rio Grande Sun; Jessica Terrazas, Ortiz & Zamora; Bárbara M. Medina, Ph.D.; Rebecca Estrada, LANL Community Programs Office; Jake Arnold

I. CALL TO ORDER

Board President Martin called the meeting to order at 3:01PM.

II. APPROVAL OF AGENDA

Board President Martin entertained a motion to approve the agenda.

Regent Swentzell moved to approve the agenda. Second – Regent Velarde. 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. EXECUTIVE SESSION

Board President Martin entertained a motion to enter into Executive Session to discuss limited personnel matters related to hiring to discuss the Interim President Contract.

Regent Swentzell moved to enter into Executive Session to discuss limited personnel matters related to hiring to discuss the Interim President contract. Second – Regent Velarde. 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 returned from Executive Session and stated only those items listed on the agenda were discussed. (Note: This portion of the Board Meeting did not record).

IV. INTERIM PRESIDENT

Board President Martin entertained a motion to offer Dr. Barbara Medina the position of Interim President at Northern New Mexico College.

Regent Velarde moved to offer Dr. Barbara Medina the position of Interim President. 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.

Board President Martin asked Dr. Medina if she would like to say a few words. Dr. Medina thanked the Board of all their due diligence. Really excited and thanked everyone for moving forward and their due diligence. She looks forward to serving and working with every one and is excited She is excited about the opportunity and thanked the Board of Regents. you.

Regent Velarde wanted to say thank you to Dr. Medina. We are excited to have you to be the person too help us forward until we find the permanent President. She looks forward to working with President Medina and keep on this vision Dr. Bailey has created and thanked Dr. Medina for her time and for applying with the College.

Dr. Medina stated it is her pleasure and an honor

Regent Swentzell extended his congratulations to Interim President Dr. Medina. He welcomed Dr. Medina to Northern and stated the Board looks forward to working with her and also as getting started as quickly as possible because President Bailey has done a great deal of work at the College. So picking up and carrying on the work of President Bailey will be a critical thing to get started soon so the Board looks forward to getting to work with her immediately. Welcome to Northern and Regent Swentzell is excited that Dr. Medina decided to lend her expertise and service and knowledge to the college and to the communities of Northern New Mexico. Dr. Medina thanked Regent Swentzell.

Regent Archuleta stated he would like to welcome Dr. Medina. He stated she has an impressive resume and is well vested in what is going on at Northern, she knows what is going on and the issues we face and where we want to go. Regent Archuleta is also excited, he is a school board member so he is also excited with her expertise in the K-12 area so we can continue that partnership with the area schools and would like to welcome Interim President Medina. Interim President Medina thanked Regent Archuleta.

Regent Juarez congratulated Dr. Medina and welcomed her to the Eagle family. We are very grateful and blessed to have someone with her expertise and experience and love for New Mexico here to help us with this transition. She would also like to give a huge kudos to Board President Martin and Regent Swentzell for the process they put together. She also appreciated how they involved community voice through the anonymous comment function. Regent Juarez also wanted to thank the community and the public for providing insight. Regent Juarez stated she is happy to have Dr. Medina and is looking forward to getting to know her. Dr. Medina thanked Regent Juarez.

V. ADJOURN

Board President Martin entertained a motion to adjourn.

Regent Juarez moved to adjourn. Second – Regent Velarde. 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 3:07PM.

APPROVED:

Michael A. Martin
President

Date

Erica Velarde
Vice President

Date

NORTHERN New Mexico College



NORTHERN NEW MEXICO COLLEGE BOARD OF REGENTS SPECIAL MEETING JANUARY 20, 2022

A Regular Meeting of the Board of Regents of Northern New Mexico College was held on December 10, 2021, Via Zoom and in person. Regents Present Michael A. Martin, Ruben Archuleta, Porter Swentzell, Erica Velarde, and Evelyn Juarez.

Northern New Mexico College Staff Present: Interim President Bárbara M. Medina, Ph.D.; Ivan Lopez Hurtado, Provost & Vice President for Academic Affairs; Vince Lithgow, Vice President for Finance & Administration; Sally Martinez, Executive Assistant to the Provost & Vice President of Academic Affairs; Cheryl James, Chief Procurement Officer; Kathy Levine, Director, Financial Aid; Robert Palko, Registrar; Michael Rivera, Veteran's Resource Center; Analise Lopez, IT; John Ussery, El Rito Campus Program Director; Sandy Krolick, Communications & Marketing; Chris Trujillo, IT and Amy Peña, Executive Office Director

Others Present: Geno Zamora, Ortiz & Zamora, Veronic Garcia, Ph.D., Jake Arnold,

I. CALL TO ORDER

Board President Martin called the meeting to order at 9:00AM. Board President Martin stated items II and III would be changed.

II. APPROVAL OF AGENDA

Board President Martin entertained a motion to approve the agenda.

Regent Archuleta moved to approve the agenda as amended. Second – Regent Velarde.

III. PROPOSED PROCESS AND TIMELINE FOR PRESIDENT SELECTION

Board President Martin stated Dr. Garcia has notified the Board that she will be unable to continue with the search. They have a document and they plan to have a 60-day period when the applicants to submit applications. Board President Martin asked the community to send names for someone to assist with the search.

Regent Swentzell stated he would like to echo the gratitude Board President Martin extended to Dr. Garcia for her assistance in the initial part of the search and the work and effort that was put into the process and of course wish Dr. Garcia the best in her future endeavors as well. Regent Velarde stated she echoes what Regent Swentzell said. She does appreciate all that Dr. Garcia has done and hopes that we can move forward from this point with the assistance that we have gotten so far and where we have gotten to this point and she appreciates everyone's help on this, the entire, both Board President Martin, Regent Swentzell and the entire committee. Regent Archuleta stated he had to step out for the last two minutes. Board President Martin stated the plan is moving forward with Dr. Garcia's resignation from the committee we are going to open it up for the next

two weeks and have people submit names to the Presidential Search email account to help us find someone to finish the process. Board President Martin stated we were just thanking Garcia for all of her leadership on this process and we were giving Regents the opportunity if they had any questions about this change to bring them up at this time and ask Regent Archuleta if he had any questions. Regent Archuleta stated he did not and thanked Board President Martin. Regent Juarez stated she had not questions and wanted to thank Dr. Garcia for her expertise and guidance throughout all of this and really happy about all the progress that has been made.

Board President Martin entertained a motion to accept Dr. Garcia's resignation for the termination of her contract.

Regent Velarde moved to accept Dr. Garcia's termination of contract. 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.

Board President Martin stated Dr. Garcia has been nice enough to join the Board in case there were any questions about anything that has transpired up to this point in the process. Board President Martin thanked Dr. Garcia and would like to bring the Board up to date. They met twice as an entire committee and an edit committee met one day to come up with the qualifications and the Presidential job description. They came up with a very strong document that gives a very good picture of the person that we are looking for. Our hope today is to present this to the other three Regents and see if they have anything they would like to add to it. We will go forward once we approve these two documents today; they are going to present it back to the edit committee for final grammar and punctuation check and then it will go to the HR group and they will send it out to the different publications where the ad will be published and it will also be on the website. Board President Martin asked Regent Swentzell if he had anything to add. Regent Swentzell stated Board President Martin summarized the upcoming process elements well. Board President Martin stated Regent Swentzell helped us in the committee with sharing the documents so Board President Martin asked Regent Swentzell to put the timeline up and lead us through what Dr. Garcia and the committee came up with as the proposed timeline. This is an informational item since it might change as the time goes forward so we are not going to tie ourselves into approving this today but want to present it to the other three members of the Board.

Dr. Garcia stated she would like to share something with the other Regents. This is a very ambitious timeline because the direction is that we wanted to get this completed before faculty, staff and students left for the spring semester. However, it is not a typical to run this process through June. So, the May 2nd timeline was extremely ambitious. The other piece she would like to share is as the HR Department works on the ad, it would be very costly if you tried to publish this entire document. What Dr. Garcia would highly recommend is that you look at the sections that have the qualifications and ideal characteristics, that is almost ready made for the College to write the ad of the dynamic fabulous person that you are looking for has all of those great pieces. The minimum qualifications, the preferred qualifications and the ideal characteristics and her plan was to have a link to the whole job description. The college might want to add some information about the beautiful location in the Espanola valley and the beautiful things in the community are very attractive. You also don't have to reinvent the wheel. A member of the committee had found a beautiful ad that had come out, you have it on the website. You don't have to miss a beat in getting this ad out. Where you have space is just now as the applications come in and building the matrix and quite frankly that is already done here. You are in really good shape; the foundation is very

well set and that committee is fabulous. You won't skip a beat, quite frankly. Dr. Garcia stated she wanted to share with the Regents she is not billing for the time she has spent, just consider this pro bono contribution to the college. Board President Martin thanked Dr. Garcia for her generosity.

Regent Swentzell thanked Dr. Garcia for the overview and additional guidance. Regent Swentzell stated the timeline that is informational only and is more of an update on the activities that have been completed and sort of the anticipated flow of activity going over the next several months, you can see we are at the stage, January 20th, it says rescheduled but we are meeting. We are able to meet today and look at the committee's recommendation on the job description, qualification and timely. We would really like to get that ad out as Dr. Garcia mentioned hopefully by the end of this month if not sooner so the ad can run for a month and a half to two months. That puts us starting to vet the packets of applicants, starting in the later part of March and of course the Search Committee gathering together for more extensive meetings to select the top five candidates that the Board of Regents would interview. Based on those five, there would be follow up background checks and the scheduling of campus visits in the first half of April and towards the middle to later part of April would be the interviews with the Regents, contract negotiations and as Dr. Garcia mentioned this is a very aggressive timeline with a goal of having candidates on campus when students and faculty are also still on campus. Not in June when everybody is off doing their own things, their summer vacation. We do have a little bit of leeway with this because it is an aggressive timeline. This gives us that kind of cushion if we need it because there are always unforeseen circumstances and the best you can do is prepare for those. Regent Swentzell asked if there were any questions from the Board.

IV. APPROVAL OF QUALIFICATIONS FOR PRESIDENT

Regent Swentzell stated when Dr. Garcia was speaking, on page 24 of the Board packet, you can see the qualifications developed as the search committee, as the group working together over several half days altogether. There was lots of input, feedback was gathered, recommended edits, changes, etc. so we have the minimum qualifications and the committee felt strongly that a terminal degree was necessary for the role and there be a minimum of 10 years successful leadership in complex organizations and of those 10 years at least 5 in a senior leadership role. Those were recommendations from the committee. Qualifications include experience working with cultural and economically diverse communities and tribal nations. Preferred that they perhaps know Spanish or one of the Indigenous languages. Ideal characteristics is where the committee had a treasure trove of great ideas and looking for finding that kind of a person that embodies the leadership characteristics that the members of Northern and the Northern community would like to see in a future leader of the College. Regent Swentzell stated he would read them all but would highlight that we are looking at many of these things overlapping with the job description itself as Dr. Garcia mentioned. There is overlap and language that could be great for an advertisement.

Dr. Garcia stated sometimes when you see something like this it doesn't seem like a lot, but there was a lot of blood, sweat and tears and it was really an amazing process. Dr. Garcia stated one of the days was 5 hours and after that Dr. Braley worked with Dr. Garcia on the editing. Dr. Garcia would like to give the committee, President and Secretary of the Board with kudos with a lot of thought into this and every phrase was well thought out and how it would capture without having 50 characteristics. They did a very good job. The College could write a vibrant ad that would make it exciting for someone who resonates from this to want to apply for the job. Dr. Swentzell stated he would like to give a shout out to Regent Juarez for recognizing the heart centered leadership of Dr. Bailey and that coming into here. Even though she was not part of the committee

her words snuck in there through her comments in the past. Regent Swentzell asked if there were any questions. Regent Velarde stated she would like to commend everyone, she loved them all of them, exactly that heart centered, the champion part. A lot is said in the words that could be put together and for everyone to put this together thoughtfully, thank you. Regent Archuleta stated he would like to thank everyone for the hard work. A lot of people do not know what goes behind the scenes, a lot of man hours, a lot of time and a lot of effort. Regent Juarez stated she would like to thank everyone who was a part of this process. She thinks this looks so great, especially the ideal characteristics, it will really help us differentiate between a good President and a great President. She loves the first and last, she can relate to, they really touch her heartstrings.

Board President Martin entertained a motion to approve the qualifications.

Regent Velarde moved to approve qualifications. 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.

V. APPROVAL OF PRESIDENT’S JOB DESCRIPTION

Regent Swentzell stated to reiterate something Dr. Garcia mentioned, there was a lot of blood sweat and tears also invested in this document. You may notice multiple pages so it doesn't all fit on the screen, but there have been changes since the Regents reviewed the job description. The committee invested a lot of time thinking closely and deeply about these various components of the job description and recognized redundancies in the job description that we started with and looked for ways to put them together into a cleaner and more synthesized document that covers the ground that is needed for this large role with a lot of moving parts. The different sections are numbered, have job numbers for each part of the job description. Those are partly for the committee, when comparing numbers. Those will go away in the final version. Regent Swentzell stated this was sent out to the Board in advance and asked Dr. Garcia if she had anything to highlight. Dr. Garcia stated there is a mistake in 2 as it should be Branch Community College and not Branch College. She would also like to point out the beginning piece recognizes this is the Board's only employee. There was comment from the committee as to why it was so focused on the Regents and it is because the Regents have to respond to you, you represent the constituency and the community. They have the authority to evaluate, supervise and terminate and she would like people to know why this is why it is heavy. On accountability, some of these items could be argued to be leadership or management. We have consensus that this is clearly leadership and this is really management. Kudos to everyone, this was not an easy task, especially with the number of people and doing it on Zoom was not great, in person would have been better. The residency was an issue that came up and Dr. Garcia was asked to bring it to the Board and to get legal advice. She would like the committee to know she did put that forward; it was after the committee met and just fidelity to the committee's wishes. She would just like to bring this item up. Otherwise, there was consensus on this job description.

Board President Martin stated the concern about the residency is that it would maybe limit people that were single or who had a disability from applying for the Presidency, so the Board will check with legal counsel to see if this is a problem and this will be resolved before there is a final document. This has not yet been addressed but will be looked into before finalizing the document. Board President Martin thanked Dr. Garcia. Regent Swentzell asked if there were any questions or comments from the Regents.

Regent Velarde state no questions and thank you Dr. Garcia for continuing to guide us. She appreciates that and being able to discuss that issue of why it was so Regent heavy it is not because they want it to be but this is the way the structure of it is. Thank you everyone, it is a lot of work and doing it over Zoom. Regent Velarde has been in these thought process meetings where we all come together and all in one room and you are writing things and they are put up on the wall and doing that via Zoom, she can imagine a very cumbersome process.

Regent Archuleta stated he would like to echo everyone and thankful for Dr. Garcia's effort and Regent Swentzell and Board President Martin and everybody involved, it is a nice detailed qualification list and he is really impressed.

Regent Juarez had no questions, she read through it a couple of times and it looks so great.

Board President Martin stated he would entertain a motion to approve the Presidential Job Description.

Regent Swentzell stated he would recommend with potential additional amendments. As we notice, there was a missing word or and things like that. Board President Martin stated the plan is these two documents will go to the Edit Committee of the Search Committee for one final check on punctuation and grammar. Regent Swentzell stated we have some extremely qualified members who are highly skilled and very motivated and willing to share their time and expertise and are grateful.

Regent Velarde stated maybe we move after getting guidance from attorney after residential portion. Board President Martin asked Mr. Zamora what he thinks. Mr. Zamora stated if he understands correctly, the description will come back for approval after the edits. They could table this question and ask that it come back one more time after the edits are made. If this is the last time it is coming through the Board, you could move to approve with the described edits. Board President Martin would like proceed to go ahead and move with edits so we don't have to call another meeting if that pleases the Board. Board President Martin entertained a motion to do that.

Regent Velarde moved to approve the job description with the approved edits. 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.

Board President Martin would like to thank some members of the committee. Board President Martin would like to thank Professor Scott Braley, he helped us with the, as a scribe as did Regent Swentzell. Board President Martin would like to thank Juan Gallegos from IT that helped us set up groups during the Zoom meetings and Board President Martin would like to thank Amy Peña for all of her help contacting the committee and we couldn't have done it without the efforts of the entire committee but especially those four people, as President Bailey used to say were rockstars. Regent Swentzell served as the head of the edit committee and Board President Martin stated he would let him go ahead and set up a meeting with that committee to go over the final edits sometime next week and asked if that would work out. Regent Swentzell stated they would get on it immediately to stick with the timeline of getting this ad out with a final document by the end of this month.

VI. ADDITION OF STUDENT REPRESENTATIVES TO SEARCH COMMITTEE

Board President Martin called on Bruno Guedes, Student Senate President. Bruno Guedes stated after discussing with Student Senate and Don Appiarius they would like to have additional representation on the Presidential Search Committee since they believe the President also works with the students. They came up with two names for the committee. Mr. Guedes thanked Board President Martin for consideration. Board President Martin asked if the students were present and Mr. Guedes suggested Dolores Sanchez and Victor Navajas and asked if this was correct. Mr. Guedes stated this was correct.

Board President Martin entertained a motion to add those two students to the committee.

Regent Juarez moved to add the students to the Presidential Search. Second - Regent Velarde. Board President Martin - yes, Regent Velarde - yes, Regent Swentzell - yes, Regent Archuleta - yes, Regent Juarez - yes. Motion passed unanimously.

Board President Martin stated we have Regent Juarez with us, her term is expiring as a Regent and Board President Martin stated he would like to take a moment to thank her for all of her vision and her leadership both as a Student Senate President and as a Regent. It has been a pleasure having Regent Juarez and thank you for all you have brought to our meetings.

Regent Swentzell thanked Regent Juarez for her service and it has been very exemplary as far as other students looking for what it means to be a Student Regent and she has laid down an incredible model for future student regents to follow. Regent Swentzell stated Regent Juarez has an incredibly bright future ahead of her and he is very excited to see what she does in her future endeavors and best wishes and thank you for your service to Northern and the community.

Regent Velarde stated she is going to try not to cry here, she is a superfan of Regent Juarez. She thinks she is an amazing example of what a true leader is and that they are, she has it just within her, she was born with her amazingness and she can't wait to see the things she does out there. She knows Regent Juarez has plans to come back here eventually and she can't wait to see that. She wishes Regent Juarez so much happiness, and luck and good energy and love along her way and along her path and Regent Juarez should reach out to Regent Velarde if she needs anything, she is always here, even if it is just because you need a superfan. Good luck along your way and love and grace always.

Regent Archuleta stated again he is losing two of his favorite people, Dr. Bailey and Regent Juarez, it makes him really sad. He is a big fan of Evelyn; he has known her since she was a young kid and they share a mutual friend and they knew she was going places since she was small. She has the drive, the energy and the love of her community, she is going to come and give back. She is going to do amazing things and God Bless you in everything you do.

Regent Juarez stated she would like to thank everyone so much. It has been such a beautiful learning experience for her and it has been an honor to be constantly surrounded by such powerhouses like you all and to be constantly given support and guidance through this. She will never forget this experience and she is grateful for everyone she has met throughout this experience and everything she has learned. Everything she has learned, after every meeting she has about 50 acronyms to look up. It has been a ride and she is grateful to have the opportunity to sit on this

Board and learn from everyone and advocate and represent not just the students but the whole Northern community. Regent Juarez thanked everyone for their love.

Board President Martin stated the Board would go to the last item. Regent Swentzell stated Student President Guedes has his hand up. Board President Martin called on Mr. Guedes.

Mr. Guedes thanked Board President Martin and he wanted to thank Regent Juarez. He knows her as Evelyn. He would like to thank her for serving the students and thank you for serving as President last year. He is sure she did an awesome job and led the path for him as President this year and thank you for serving on the Board and advocating for the students. Regent Juarez will be missed and he hopes to see her around.

Dr. Don Apparius stated he was clapping and not raising his hands. Having had the truly honor to work with Evelyn in some capacity over two years now, and with over thirty years of working very closely with students and having advised student government, she is perhaps one of the top three students with whom he has encountered in his entire life. She is a credit to the institution and a credit to the community and she is an amazing person and he knows she is going to go forward and represent obviously herself but her community and our institution in amazing ways to service mankind because he knows her heart is in the medical field and she is going to be an amazing physician. She is truly heart-centered and he feels extremely blessed during this time to have the opportunity to work with her.

Board President Martin stated they would move to the last item.

VII. ADJOURN

Board President Martin entertained a motion to adjourn.

Regent Swentzell moved to adjourn. Second - Regent Velarde. 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 9:37AM.

APPROVED:

Michael A. Martin
President

Date

Erica Velarde
Vice President

Date

NORTHERN New Mexico College



NORTHERN NEW MEXICO COLLEGE BOARD OF REGENTS SPECIAL MEETING FEBRUARY 14, 2022

A Regular Meeting of the Board of Regents of Northern New Mexico College was held on December 10, 2021, Via Zoom and in person. Regents Present Michael A. Martin, Ruben Archuleta, Porter Swentzell, Erica Velarde, and Evelyn Juarez.

Northern New Mexico College Staff Present: Interim President Bárbara M. Medina, Ph.D.; Vince Lithgow, Vice President for Finance & Administration; Ivan Lopez Hurtado, Provost & Vice President for Academic Affairs; Don Apparius, Ph.D., Assistant Provost of Student Affairs; Kathy Levine, Director, Financial Aid; Sara McCormick, Recruiter/Admissions; and Amy Peña, Executive Office Director

Faculty Present: Rhiannon West; Anna X. Gutierrez Sisneros, Teresa Beaty

Others Present: Geno Zamora, Ortiz & Zamora, Tim Crone

I. CALL TO ORDER

Board President Martin called the meeting to order at 10:30AM.

II. APPROVAL OF AGENDA

Board President Martin entertained a motion to approve the agenda.

Regent Velarde moved to approve the agenda. 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. COLLECTIVE BARGAINING AGREEMENT FOR FACULTY

Board President Martin asked if Ms. Holcomb was present. Ms. Peña stated Mr. Ken Lucero, Director, Human Resources would be taking this item. Board President Martin stated the Board would hear from Mr. Lucero and then Mr. Crone.

Mr. Lucero stated they finished negotiations and Dina Holcomb was not able to attend the Board of Regents meeting. They finalized last week and presented the Board the marked up legislative Collective Bargaining Agreement and the final version for the Board to review. Everything was agreed upon and they are ready to move forward with it. Mr. Lucero asked if there were questions from the Board and if Mr. Crone had anything to add. Board President Martin asked Mr. Crone if he had anything to add.

Mr. Crone stated they finally completed the CBA. Mr. Crone stated they finally completed the Collective Bargaining Agreement and this is the wonderful democratic process this College has engaged in for almost three decades now. The purpose as it states if you read the introduction, one of the major purposes of collective bargaining is to create a better working relationship and better working atmosphere and in the past few years we have gotten closer to that goal than we had in the past. The process this year was a little bit long and drawn out but they did finally complete it. There are not any major changes in the document itself. A raise and a stipend for training were negotiated. He would recommend to the board to ratify unanimously.

Board President Martin asked if there were questions from the Board. Regent Velarde thanked everyone for their work on this and she knows it is a lot of time and a lot of effort on everybody's part and it is a process where people have to come together at a table and work together and she appreciates the amazing staff and faculty we have. Let's try next time not to let it, as Mr. Crone mentioned, go this long. Next time she would hope to have it done by the end of the year it was started in. Regent Swentzell stated he would like to echo what Regent Velarde stated, grateful for all the work done in this document and reading into it he could see all the important updates and changes that had to take place to bring it up to current processes and practices. He knows it takes some elbow grease and things like that and appreciates the work to make this document what it is now. Regent Archuleta stated thank you every one for coming to the table for putting a lot of hard work behind it. Regent Archuleta was really surprised at the detail of the agreement and thank you again for all your hard work. Regent Juarez had no questions and agrees with all the edits that she saw that were made and thank you every one who is part of the process and she thought it looked great.

Board President Martin entertained a motion to ratify the agreement for the Faculty Collective Bargaining Agreement.

Regent Juarez moved to ratify the Collective Bargaining Agreement. Second – Regent Velarde. 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.

Board President Martin stated he would like to give a quick update on the search firm. There were two proposals for the Presidential Search, there were two proposals that came in by the deadline last Friday. One from the Association of Governing Boards and one from McPherson and Jacobson. We will be posting the proposals on website asking people for input on this through Presidential Search email. Once this is posted on the website, it will be sent to entire Northern Family and it will be decided on the regular meeting of February 24th.

Mr. Crone stated he was remiss, he did not mention the faculty who worked so hard on this, Dr. Rhiannon West, Dr. Ana Vasilic, Dr. Claudia Aprea, Dr. Ashis Nandi, Miguel Anjel Burns, Dr. Anna X. Gutierrez Sisneros and Mr. Crone. Board President Martin stated the Board would also like to thank all those people.

Board President Martin asked Regent Swentzell if he would like to add about the search firm. Regent Swentzell stated Board President Martin summarized it quite well and they are proceeding forward and appreciates all the comments, feedback and recommendations they receive in the Presidential Search email posted on the website. Regent Swentzell stated he hopes everyone was able to see the new advertisement in last week's Rio Grande Sun and the New Mexican. Those

advertisements for the position are out. If anyone knows a great candidate, he would highly recommend they are directed to the advertisement, the website and encourage them to submit an application. Regent Swentzell thanked everyone.

Board President Martin asked if there were any questions about the search firm. Regent Velarde stated she did not have questions but wanted to thank Board President Martin and Regent Swentzell for all their work and the rest of the committee. She knows it is a lot of work to be adding to your plates that are already full. Regent Archuleta stated he did not have any questions at this time. He would like to thank Board President Martin and Regent Swentzell for all the hard work. He knows it a lot of man hours, a lot of thinking, a lot of going to bed wondering and it is always on their minds. Regent Juarez stated she had no questions. She is super excited for this process to unravel itself and for us to eventually be at the finish line. Board President Martin stated he would like to add that we had eight different firms that were suggested to us on the website and we contacted all eight of them and thankfully we got two that submitted proposals so we are going forward with that and look forward for input on the two proposals.

IV. ADJOURN

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 Archuleta - yes, Regent Juarez - yes. Motion passed unanimously.

The Board of Regents adjourned at 10:40AM.

APPROVED:

Michael A. Martin
President

Date

Erica Velarde
Vice President

Date

Office of the Provost

NORTHERN New Mexico College



MEMORANDUM

To: Board of Regents - Northern New Mexico College

From: Ivan Lopez, Provost and VPAA

Date: February 24, 2022

Re: Conferral of Honorary Degrees

Issue

Northern needs to formalize through policy how honorary degrees are conferred.

Overview

NNMC has a tradition of awarding honorary degrees to distinguished citizens. However, it has been through an informal process of nomination and approval of the Regents. The Faculty Senate has developed a policy (shown in the following pages) that describes a formal process with timelines for the conferral of honorary degrees.

Recommendation

I recommend the Board of Regents approve this policy.

NORTHERN New Mexico College



POLICY AND PROCEDURES TO CONFER HONORARY DEGREES

The Board of Regents of Northern New Mexico College authorizes the awarding of honorary degrees to recognize individuals who have benefited the institution or society through outstanding achievements or leadership. This policy provides procedures for the nomination and consideration of candidates for honorary degrees. NNMC shall adhere to the policy as set forth in these procedures.

- I. NNMC may award up to one honorary degree each year at the end of the Spring semester.
 - A. College employees shall not be eligible for nomination during their employment. In addition, elected officials and NNMC regents shall not be eligible for nomination prior to completion of their terms of service. Current and retired members of the Faculty are not normally considered. Honorary Bachelor's degrees may be awarded. The highest achieved degree by the nominee cannot be higher than an Associate's degree in any field of study.

- II. Procedures for nomination shall contain the following:
 - A. The Honors Committee shall be composed of faculty who volunteer to serve on the committee. The chair of the committee is appointed by the President of the Faculty Senate.
 - B. The Honors Committee will receive and screen nominations and recommend candidates to the Faculty Senate.
 - C. The process for nominating candidates will be posted online on the College's website. It is recommended that the call for nominations be announced one month prior to the submission deadline. To be considered for the current academic year, nominations, including complete application packages, should be received by November 1st. Nominations should be sent to the Chair of the Committee. All complete nominations must include:
 - a) A completed nomination form.
 - b) A letter from the nominator and supporting documentation detailing why the candidate is worthy of an honorary degree from NNMC.
 - c) The candidate's curriculum vitae or a biographical statement.
 - d) Three letters of recommendation.
 - e) The nominator's relationship with the candidate, including potential or perceived conflicts of interest.

- f) The deadline for submitting a nomination is November 1st or the following Monday if the 1st is during the weekend.
- D. The Honors Committee shall consider all complete nomination packets.
- E. The Honors Committee shall consider individuals who have distinguished themselves in the areas of teaching, research, writing, performance in the arts, or community service. Achievements of national or international significance, or outstanding and sustained service to our state, college, or community, shall be the overriding criterion for all candidates. Financial contributions to NNMC or prior service as an elected official shall not be a deciding factor in the nomination process.
- F. The name and supporting documents of any candidate recommended to receive an honorary degree from NNMC by at least a two-thirds vote of the members of the Honors Committee shall be submitted to the Faculty Senate for ratification of the nomination by the Senate at the regular December meeting of the Faculty Senate. A favorable, simple majority vote of the Faculty Senate will ratify the nomination.
- G. The Chair of the Honors Committee will send a letter to the nominator of any candidate not recommended by the Honors Committee. Candidates may be reconsidered upon re-nomination. Letters will be sent after the Senate has voted on the Honors Committee nomination.
- H. All members of the Honors Committee and Faculty Senate are required to maintain confidentiality, respecting the privacy of all candidates, both those recommended and those not recommended.
- I. Upon concurring with a recommendation by the Honors Committee, the Faculty Senate will submit their recommendation to the Provost for consideration.
- J. Upon approval, the Provost will submit their recommendation to the President for consideration.
- K. Upon approval, the President will submit their recommendation to the Board of Regents for consideration.
- L. The Board of Regents will make the final decision to award an honorary degree. The Board's decision should occur no later than the regular Board meeting in March.
- M. Recommendations approved by the Board of Regents shall be returned to the Provost, who will notify the candidate to ascertain their willingness to accept the honorary degree and their availability to attend the commencement ceremony in May.
 - a) The College expects honorary degree recipients to participate fully in the commencement ceremony, but exceptions will be made for extenuating circumstances.



MEMORANDUM

To: Board of Regents
Northern New Mexico College

From: Ivan Lopez, Provost and VPAA

Date: February 24, 2022

Re: Change to a by-law of the Faculty Constitution

Issue: One of the by-laws (By-law II: Governance Section) in the Faculty Constitution needs to be modified to address the lack of compatibility of senators with the current academic organizational chart.

Overview: In 2019, the academic organizational chart was re-organized in two new schools. However, the Faculty Senate continued the senator's assignment under the prior structure. In discussion with the Faculty Senate, the Office of the Provost addressed the need to modify the structure of the Faculty Senate to reflect the organization chart that the institution has followed for the last two years. To do this, the Faculty Senate approved a change to one of its by-laws. The change is shown on the following page as approved by the Faculty Senate. Recommendation I recommend the Board of Regents approve the discussed change to the Faculty Constitution for By-law II: Governance Section.

Recommendation: I recommend the Board of Regents approve the discussed change to the Faculty Constitution for By-law II: Governance Section.

Faculty Constitution Governance By-law II

Old wording, from Faculty Constitution (Faculty Handbook, Summer, 2021, p. 69)

By-law II: Governance Section

2. The Faculty Senate shall consist of Senators elected from and by the members of the constituent units of the College. Three members should be elected from the College of Arts and Sciences, one member elected from each of the remaining four colleges, and two to represent the adjunct faculty. Each member from the College of Arts and Sciences should come from a different department. The units to be represented are all the academic and career educational programs within the five recognized colleges (Business Administration, Education, Nursing and Health Sciences, Arts and Sciences, Engineering and Technology). Elections shall take place during the meeting of the Faculty Association that is held during August when Faculty reconvenes. Elected members of the Faculty Senate serve for a period of three consecutive years except in the event of resignations or termination of employment by Northern New Mexico College. Election of Senators representing the adjunct faculty shall take place by electronic ballot during the first week of the fall semester.

New wording, in quotations, was passed unanimously by Faculty Senate on December 3, 2021:

Section 2. The Faculty Senate shall consist of Senators elected from and by the members of the constituent units of the College. "The Senate structure shall consist of the two schools that are in place: 1) The School of Science, Technology, Engineering, Math, and Health Sciences (STEM-H) which is represented by the Departments of Biology, Chemistry and Environmental Science, Engineering and Technology, Math and Physical Sciences, and Nursing and Health Sciences, and will have a total of 4 votes, one per Department, and; 2) The School of Liberal Arts, Business, and Education, represented by the four Departments of Arts and Human Sciences, Language and Letters, Business Administration, and Teacher Education, will have a total of 4 votes, one per Department. The Adjunct Faculty shall have two votes, for a total of ten Senators, equaling ten votes. The remaining voters in the Senate consist of **one vote** for each of the standing Faculty Senate Committees, made by either the Committee Chair OR the Committee Co-chair."



MEMORANDUM

To: Board of Regents
Northern New Mexico College

From: Vince Lithgow, CGFM, MBA
Vice President for Administration & Finance

Date: February 22, 2022

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 November 30, 2021.

Northern New Mexico College

Statement of Net Position

(Unaudited and Unadjusted)

November 30, 2021

Assets

Current Assets:

Cash and Cash Equivalents	5,625,312
Short-Term Investments	-
AR - Student	1,489,230
AR - Other than student	275,376
Inventories	80,336
Prepaid Expenses	15,079
Loans Receivable, net	540,161

Total Current Assets	8,025,494
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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	35,349,463

Total Non-Current Assets	35,349,463
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Total Assets	43,374,957
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Deferred Outflows of Resources

Pension Related (6/30/21 balances)	28,819,379
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Total Deferred Outflows of Resources	28,819,379
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Liabilities

Current Liabilities

Accounts Payable	51,950
Other Accrued Liabilities	309,969
Deferred Income	1,507,008
LT Liabilities - Current Portion	-

Total Current Liabilities	1,868,927
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Non-Current Liabilities

Accrued Interest Payable	-
Accrued Benefit Reserves	-
Other LT Liabilities	117,805
OPED Liability	7,972,467
Net Pension Liability	58,513,704

Total Non-Current Liabilities	66,603,976
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Total Liabilities	68,472,903
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Deferred Inflows of Resources

Pension Related (6/30/21 balances)	3,316,510
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Total Deferred Inflows of Resources	3,316,510
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Net Position

Invested in Capital Assets, net of Related Debt	35,349,463
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Restricted for:

Nonexpendable:	
Endowments	-
Expendable:	
General Activities	(11,904)
Federal Student Loans	-
Term Endowments	-
Capital Projects	(34,333)
Debt Service	-
Related Entity Activities	(537,059)

Unrestricted

Unrestricted without NFP	812,158
Net Fiduciary Position	-
Total Unrestricted (includes 6/30/20 NFP)	812,158

Total Net Position	35,578,326
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Northern New Mexico College
Summary of Operating and Plant Funds
(Unadjusted and Unaudited)
Fiscal Year 2022

Operating Funds	FY 2022 Original Budget	FY 2022 Adjusted Budget	FY 2022 Actuals as of November 30, 2021	Percentage Earned/Spent
REVENUES				
Tuition & Misc Fees	\$ 4,075,814	\$ 4,075,814	\$ 1,955,722	48.0%
Federal Appropriations		-	-	-
State Appropriations	11,551,600	11,551,600	4,725,167	40.9%
Local Appropriations	3,618,941	3,618,941	141,371	3.9%
Gifts, Grants & Contracts	9,859,688	9,859,688	4,839,866	49.1%
Endowment/Land & Perm Inc	222,957	222,957	80,623	36.2%
Sales & Services	665,793	665,793	158,497	23.8%
Other	139,334	139,334	92,035	66.1%
Total Revenue	30,134,127	30,134,127	11,993,281	39.8%
BEGINNING BALANCE	7,254,447	7,254,447	7,254,447	100.00%
TOTAL AVAILABLE	37,388,574	37,388,574	19,247,728	51.5%
EXPENDITURES				
Instruction & General	21,562,484	21,562,484	6,854,621	31.8%
Student Social & Cultural	113,266	113,266	6,081	5.4%
Research	84,444	84,444	33,831	40.1%
Public Service	502,429	502,429	151,214	30.1%
Internal Services	880,574	880,574	366,906	41.7%
Student Aid	4,866,352	4,866,352	3,635,001	74.7%
Auxiliary Enterprises	910,037	910,037	128,800	14.2%
Intercollegiate Athletics	567,340	567,340	211,621	37.3%
Independent Operations (NMDA)	-	-	-	-
Total Expenditures	29,486,926	29,486,926	11,388,075	38.6%
NET TRANSFERS OUT / (IN)	230,000	230,000	67,876	29.5%
TOTAL EXPENDITURES & TRANSFERS	29,716,926	29,716,926	11,455,951	38.6%
ENDING FUND BALANCE	\$ 7,671,648	\$ 7,671,648	\$ 7,791,777	

Plant Funds	FY 2022 Original Budget	FY 2022 Adjusted Budget	FY 2022 Actuals as of November 30, 2021	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	34,333	14.9%
Internal Service Renewal/Replacement				
Auxiliary Renewal/Replacement				
Debt Retirement				
Total Expenditures	2,635,000	2,635,000	34,333	1.3%
NET TRANSFERS OUT / (IN)	(230,000)	(230,000)	(67,876)	29.5%
TOTAL EXPENDITURES & TRANSFERS	2,405,000	2,405,000	(33,543)	-1.4%
ENDING FUND BALANCE	\$ 230,000	\$ 230,000	\$ 33,543	14.6%

Northern New Mexico College
Comparison of Operating and Plant Funds
(Unadjusted and Unaudited)
Fiscal Year's 2022 and 2021

Operating Funds	FY 2022 Actuals as of November 30, 2021	FY 2021 Actuals as of November 30, 2020	Percentage Increase (Decrease)
REVENUES			
Tuition & Misc Fees	\$ 1,955,722	\$ 2,186,556	-10.6%
Federal Appropriations	-	-	
State Appropriations	4,725,167	4,634,173	2.0%
Local Appropriations	141,371	2,400,000	-94.1%
Gifts, Grants & Contracts	4,839,866	2,879,326	68.1%
Endowment/Land & Perm Inc	80,623	50,534	59.5%
Sales & Services	158,497	186,604	-15.1%
Other	92,035	63,268	45.5%
Total Revenue	11,993,281	12,400,461	-3.3%
BEGINNING BALANCE	1,791,221	1,791,221	0.0%
TOTAL AVAILABLE	13,784,502	14,191,682	-2.9%
EXPENDITURES			
Instruction & General	6,854,621	6,505,791	5.4%
Student Social & Cultural	6,081	2,199	176.5%
Research	33,831	19,926	69.8%
Public Service	151,214	130,526	15.8%
Internal Services	366,906	66,823	449.1%
Student Aid	3,635,001	2,014,852	80.4%
Auxiliary Enterprises	128,800	149,880	-14.1%
Intercollegiate Athletics	211,621	212,257	-0.3%
Independent Operations (NMDA)	-	-	
Total Expenditures	11,388,075	9,102,254	25.1%
NET TRANSFERS OUT / (IN)	67,876	46,616	45.6%
TOTAL EXPENDITURES & TRANSFERS	11,455,951	9,148,870	25.2%
ENDING FUND BALANCE	\$ 2,328,552	\$ 5,042,812	-53.8%

Plant Funds	FY 2022 Actuals as of November 30, 2021	FY 2021 Actuals as of November 30, 2020	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	-	-	
Debt Service Transfers	-	-	0.0%
Other	-	-	0.0%
Total Revenues and Transfers	-	-	
BEGINNING BALANCE	-	-	
TOTAL AVAILABLE	-	-	
EXPENDITURES			
Capital Projects	-	-	
Building Renewal	34,333	64,002	-46.4%
Internal Service Renewal/Replacement	-	14,491	0.0%
Auxiliary Renewal/Replacement	-	-	0.0%
Debt Retirement	-	-	0.0%
Total Expenditures	34,333	78,493	-56.3%
NET TRANSFERS OUT / (IN)	(67,876)	(46,616)	45.6%
TOTAL EXPENDITURES AND TRANSFERS	(33,543)	31,877	-205.2%
ENDING FUND BALANCE	\$ 33,543	\$ (31,877)	-205.2%

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

Statement of Cash Flows

(Unaudited and Unadjusted)

November 30, 2021

Cash Flows from Operating Activities	
Receipts from student tuition and fees	\$ 1,955,722
Receipts from grants and contracts	4,839,866
Other receipts	-
Payments to or on behalf of employees	(5,715,295)
Payment to suppliers for goods and services	(4,237,787)
Receipts from Sales and Services	158,497
Payments for scholarships	(3,635,001)
Other Operating Revenue	92,035
Net cash (used) by operating activities	<u>(6,541,963)</u>
Cash Flows from Non-Capital Financing Activities	
State Appropriations	4,725,167
Mill Levy Distributions	141,371
Gifts for other than Capital Purposes	-
Private Gifts for Endowment	-
Other Non-operating Expense	-
Net Cash provided (used) for non-capital financing activities	<u>4,866,538</u>
Cash Flows from Capital and Related Financing Activities	
Proceeds from Capital Debt	-
Capital Gifts, Grants and contracts	-
Purchase/Construction/Renovation of Capital Assets	(34,333)
Principal Received/Paid on Capital Debt and Leases	-
Interest and Fees Paid on Capital Debt and Leases	-
Building Fees Received from Students	-
Net Cash provided (used) for capital financing activities	<u>(34,333)</u>
Cash Flows from Investing Activities	
Investment Earnings	80,623
Net Cash provided by Investing Activities	<u>80,623</u>
Increase (Decrease) in Cash and Cash Equivalents	(1,629,135)
Cash and Cash Equivalents- beginning of year	7,254,447
Cash and Cash Equivalents- end of reporting period	<u>\$ 5,625,312</u>