

NORTHERN New Mexico College



NORTHERN NEW MEXICO COLLEGE BOARD OF REGENTS SPECIAL MEETING MARCH 11, 2022

A Special Meeting of the Board of Regents of Northern New Mexico College was held on Friday, March 11, 2022 Via Zoom. Regents present: Erica Velarde, Porter Swentzell, and Evelyn Juarez. Board President Martin and Regent Archuleta were not able to attend.

Northern New Mexico College Staff Present: President Bárbara M. Medina, Ph.D.; Vince Lithgow, Vice President for Finance & Administration; Ivan Lopez Hurtado, Ph.D., Provost & Vice President for Academic Affairs; Don Appiarius, Assistant Provost of Student Affairs; and Amy Pena, Executive Office Director.

Faculty Present: Dr. Rhiannon West

Others Present: Tim Crone

I. CALL TO ORDER

Board Vice President Velarde called to order at 10:00AM.

II. APPROVAL OF AGENDA

Board Vice President Velarde entertained a motion to approve the agenda.

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

III. COLLECTIVE BARGAINING AGREEMENT FOR ADJUNCT FACULTY

Vice President Velarde asked who was presenting. Dr. Lopez stated it is probably both.

Dr. Lopez stated negotiations have been completed with the adjuncts. There is a big difference between this CBA and the one of the full-timers. This CBA, only a few articles were negotiated because it is a three-year CBA that started in 2019 and will be fully negotiated starting in 2022. This was not the case for the full-time faculty where the full CBA was negotiated. Very soon negotiations will start with everything on the table. This one it was very few articles and they were ratified by the adjunct faculty as he understands from Tim Crone and asked Mr. Crone if he is correct. Mr. Crone stated he is correct. Dr. Lopez stated all they need is the ratification from the Regents.

Regent Velarde asked Mr. Crone if he would like to comment.

Mr. Crone stated he would like to thank the Regents for conducting so many special to ratify these Collective Bargaining Agreements. He knows that like himself, all of them are volunteers and they do a lot of really hard work in running this college and he appreciates them and the work they do. They did have a ratification meeting with the adjunct faculty and they voted unanimously to approve the agreement. The primary change is that the adjunct faculty will have access to special training which they will be provided a stipend of \$300.00. Mr. Crone believes HR Director, Kenneth Lucero or perhaps the Provost will be announcing the availability of those meetings for adjunct faculty. As Dr. Lopez mentioned they have begun to stagger the three CBAs so this current year they ratified and the Board ratified the Full Time Faculty Agreement and Non-Exempt Staff Agreement. The adjunct CBA was fully for the purposes of compensation. It was stated in the negotiations that there is no budget for adjunct faculty but of course up to two-thirds of all credit hours are taught by adjunct faculty and he believes the current rate for an adjunct professor for a three-credit hour class is a little over \$2,000. You can do the math and adjunct professors are not allowed to teach a full load. There can be exceptions made but for the most part they limited to less than 12 credits per semester and less than 6 during the summer, perhaps they can teach 6 in the summer. Just like more colleges and universities in the United States and the world, the institutions are completely dependent on the adjunct faculty. Mr. Crone was department chair in the 1990's. There was always money to hire all the adjuncts they needed and even though there is not a line item in the budget the Governor signed Wednesday, we always offer a lot of credits taught by adjuncts. Mr. Crone stated there is an old Arabic thing that a half truth is a whole lie. He wanted to share that and he knows that Dr. Swentzell is a dean at IAIA and he is aware of the situation he is talking about. Mr. Crone started his career at the UNM Northern Branch that became the academic portion of NNMC Community College in the 190's and he continued as an adjunct professor under NNMCC until he was hired full time and he was among the first class of professors in the academic portion to earn tenure. As an adjunct with UNM and Northern, he taught in Espanola, Los Alamos, Penasco, Questa, Dulce Taos, Tierra Amarilla and ultimately Santa Fe. When he retired from NNMC he taught adjunct at SFCC and thanks to Dr. Swentzell at IAIA. The legislature, the educators in the legislature are aware of this situation and are taking steps to remedy the situation, for many of the adjuncts this is their primary employment. He wanted to make everyone aware and appreciates the ratification of this CBA and are opening the entire contract and hope they can do it a lot better for the faculty that teaches the majority of the classes.

Vice President Velarde thanked Mr. Crone and stated if it wasn't for the adjunct faculty we would be in a mess of trouble. We love and appreciate them. If we could have it our way, we (inaudible) provide free school and tons of raises to everyone so with the money that is coming she is not too sure how it is worded but if there is a way to do as we have done in the past by giving people raises to be able to bring them up to a higher rate, she doesn't remember what it was called per se exactly but being able to bring them up and not giving them an across the board raise but being able to, Vice President Velarde asked Regent Swentzell what the term is for it. Dr. Lopez stated it has to do the average. Regent Velarde stated it depends on the language but we strive to bring everybody up to that level to help people. We appreciate all the full time as well. Regent Velarde asked if Dr. Rhiannon had anything to add as well before we close on it.

Dr. West stated she is proxying for Dr. X. and she would like to say absolutely the adjuncts teach the majority of the courses and they are the connection to out student's and bear a heavy load and she hopes that understanding this helps us move in a way that supports some of our underserved members of our community and appreciates the recognition of the hard work of the Regents.

Vice President Velarde entertained a motion to approve the CBA.

Regent Swentzell stated in echoing the words spoken that this is incredibly important to recognize the efforts of adjunct faculty and he will not wax more on to that because he feels pretty passionately about it himself.

Regent Swentzell – moved to approve. Second – Regent Juarez. A roll call vote was taken. Vice President Velarde – yes, Regent Swentzell – yes, Regent Juarez – yes. Motion passed unanimously.

IV. ADJOURN

Vice President Velarde entertained a motion to adjourn.

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

The Board of Regents adjourned at 10:14AM.

APPROVED:



Michael A. Martin
President


Erica Rita Velarde (May 10, 2022 17:01 MDT)

Erica Velarde
Vice President

3/24/2022
Date

5/10/2022
Date

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Final Audit Report

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