

NORTHERN NEW MEXICO COLLEGE



**BOARD OF REGENTS
MEETING**

JUNE 23, 2022

NORTHERN New Mexico College



NOTICE

The Board of Regents of Northern New Mexico College will hold a regular meeting on **Thursday, June 23, 2022 at 9:00AM**, Via Zoom and in person at Northern New Mexico College, Espanola Campus, President's Conference Room, Espanola, New Mexico.

Join Zoom Meeting

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

Meeting ID: 934 5735 9883

One tap mobile

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Dial by your location

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+1 346 248 7799 US (Houston)

+1 929 205 6099 US (New York)

+1 301 715 8592 US (Washington DC)

+1 312 626 6799 US (Chicago)

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 – Informational
 - a. Dr. Richard Wueste, AGB - Informational

VI. APPROVAL OF MINUTES

VII. PRESIDENT'S REPORT AND ANNOUNCEMENTS

A. Celebrate Northern – Informational

- B. CUP/NMICC Report – Informational
- C. NNMC Foundation – Informational
- D. Eagle Corporation Update – Informational
- E. Introduction of Staff and Faculty - Informational
- VIII. FACULTY SENATE PRESIDENT REPORT**
- IX. STUDENT SENATE PRESIDENT REPORT**
- X. STAFF REPORTS**
 - A. Provost & Vice President for Academic Affairs
 - 1. Enrollment Projections - Informational
 - B. Vice President for Finance & Administration
 - 1. Fiscal Watch Reports – Action Required
 - 2. Budget Adjustment Requests (BARs) – Action Required
 - 3. Nursing & Health Sciences – Course Fees – Action Required
 - 4. NNMC Current Openings & Positions Filled – Informational
 - 5. 2022 Legislative Session Funded Capital Projects - Informational
- XI. DEEP DIVE**
 - 1. Branch Community College Budget – Vice President Lithgow
 - 2. Strategic Plan - Ed Monaghan
- XII. 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
- XIII. POSSIBLE ACTION ON EXECUTIVE SESSION**
- XIV. ADJOURNMENT**

If you have completed the COVID Vaccination Protocol and wish to attend in person, please contact Amy Peña (amy.pena@nnmc.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.

Northern New Mexico College

President

Position Profile

The Board of Trustees seeks an experienced visionary leader to be the next president of Northern New Mexico College. Nominations and applications are welcomed.

Mission and Vision

Mission: *The mission of Northern New Mexico College is to ensure student success by providing access to affordable, community-based learning opportunities that meet the educational, cultural, and economic needs of the region.*

Vision: *Northern New Mexico College is a Hispanic and Native American-serving comprehensive institution that will be recognized nationally for cultural sustainability, quality student learning and developing economically strong communities among diverse populations.*

The College

Northern New Mexico College (Northern or NNMC) has served the communities of northern New Mexico for over a century. Since opening its doors in 1909 as the Spanish American Normal School in El Rito, NM, the College has provided open, affordable access to quality academic programs that meet the changing educational, economic and cultural needs of the region.

Northern primarily serves rural communities from within a 40-mile radius of its main campus in Española, NM, including eight Native American Pueblos, in one of the most underserved areas in the state. The College is an open-admissions institution, and offers the most affordable bachelor's programs in the Southwest, as well as other competitively priced programs.

One of the state's four regional comprehensive institutions, Northern offers more than 50 bachelor's, associate, and certificate programs in arts & human sciences, film & digital media, biology and environmental science, business, education, engineering, liberal arts, and nursing. The College has reintroduced technical trades programs in electrical technology and plumbing, in partnership with two local unions and five public school districts, through its new co-located Branch Community College, the first of its kind in the state's history.

The College is dedicated to providing its approximately 1,200 students with the most relevant and sought-after skills to enable them to prosper in the modern job market. Northern also offers extraordinary undergraduate student research opportunities in STEM and human sciences. In building its brand Northern has focused on the "trades of tomorrow," including fast business certificates in Project Management, Microsoft Office and Hotel/Restaurant

Management, and programs in Cybersecurity, Film and Digital Media Arts and Certified Nurse Aide. Cutting-edge programs include a Radiation Protection program in partnership with Los Alamos National Laboratory.

Northern is accredited by the Higher Learning Commission (HLC) and has earned additional industry-specific accreditations for its engineering, nursing, education, and business programs.

Graduates of Northern have gone on to pursue rewarding futures, including advanced degrees; careers in both federal and state service; employment at NASA and Los Alamos National Laboratory, and as educators at all levels throughout the state and beyond.

Alumni leave Northern with a world of opportunities ahead of them; however, most graduates choose to remain in their communities to serve and uplift them.

THE CURRENT ENVIRONMENT

The College is currently at an inflection point in its potential for growth and its vision for the future. Northern enjoys growing recognition and good will, positive relationships and collaborative partnerships with community, stakeholders and sister institutions in the state. The most recent [Strategic Direction \(2018-2022\)](#) provides a bold roadmap for student success and institutional development.

In 2021, Northern New Mexico College joined four other public New Mexico colleges to establish the Collaborative for Higher Education Shared Services, or CHESS, an Enterprise Resource Planning 501(c)3 nonprofit. CHESS marks a national groundbreaking initiative, whereby public higher education institutions are voluntarily joining forces to share decision-making and technology across institutions, to simplify administrative functions and reimagine student services to eliminate barriers and increase educational achievement, while still retaining their institutional independence.

Northern is positioned to enhance its value to community, and to reach beyond its existing offerings and regional base to offer competitive online programs, high-demand technical trades, academic pathways and career services, and expanded regional and state-wide partnerships.

[INSERT SECTIONS WITH ADDITIONAL INFORMATION ABOUT THE SCHOOL, FACULTY, STUDENTS AND THE REGION]

Leadership Challenges and Opportunities

MULTITASKING LEADERSHIP

The President of Northern New Mexico College also serves as President of the NNMC Branch College, Executive Director of the NNMC Foundation and Executive Director of the NNMC Eagle Corporation.

Working with the Board, the president will develop administrative policies and procedures and implement them.

In the role of CEO of multiple entities, the president will serve as the 24/7 face of NNMC on campus, in the community and with local, state and federal agencies and officials.

BOARD RELATIONS

A five-member board acts as fiduciary for NNMC. The president is the sole employee of the board and is responsible for keeping the board advised on policy development and the impacts of changes in federal, state and local laws pertaining to higher education.

Working through the Board, the president will develop and administer the strategic plan to ensure that NNMC fulfills its mission and vision.

FINANCIAL STEWARDSHIP

NNMC operates with a budget of about \$16,000,000. Between the Espanola and El Rito campuses there is significant deferred maintenance. COVID cash infusions will term and federal and State largess is limited. Northern has a limited endowment.

That said, NNMC has been an effective steward of its resources, finding ways to get things done within its budget.

The next president will ensure the alignment and integration of the operating budget with the College's Strategic Plan.

To build a secure future the president will need to be financially competent, able to assess risks, loosen or tighten fiscal controls as conditions demand, and make the case with the New Mexico State Legislature for increased funding. The president will be an adept fundraiser, capable of building the infrastructure to support grant seeking and future capital campaigns. Building on

existing partnerships, the president will find effective community partners for ventures designed to improve both NNMC and the surrounding region.

FUNDRAISING

The foundation has been working to develop a culture of philanthropy through a series of initiatives including active retention of donors, increasing unrestricted giving and developing business and professional relationships.

The next president will communicate a passionate vision for the college that inspires donors. Coordinating activities with the Foundation, he or she will take ownership of fundraising goals, strategies and tactics.

The next president will aggressively seek to build and strengthen relationships with all constituents, including students, alumni, faculty and administration, the community, local and statewide businesses and foundations.

POST-COVID REALITIES

For much of the COVID crisis NNMC was a remote operation. Enrollment and retention were impacted. Operational efficiency was impaired. Athletic competition was limited.

Nationally, most colleges were similarly impacted. Northern is recovering from the pandemic, but so is everyone else.

Because NNMC is small and underfunded, because its mission focuses on those most in need of educational services, and because Northern is so important to the economy of the region, the next president will find ways for NNMC to be a beacon in leading its community forward in the post-COVID world.

REINTRODUCTION OF TRADES EDUCATION

During the tenure of a former president, a decision was made to eliminate education in the trades. Subsequently, the El Rito campus was abruptly closed. President Richard Bailey began the restoration of the trades program and the reopening of the El Rito campus, backed by a levy approved by area five school districts that created a Branch Community College.

Organizationally, the president of NNMC is also the president of the Branch CC. Financially, the two educational institutions are effectively intertwined. Functionally, two trade programs have

been initiated and are being attended by local high school students participating in dual credit courses with a smattering of NNMC students.

At present there is no agreed upon plan that defines which buildings on the El Rito campus will be refurbished and in what order. The trades programs that will operate in El Rito have not been specified. There is no recruitment and retention strategy for the trades.

Estimates of the money generated by the levy vary. There is no financial plan that identifies use of that income (e.g., administrative costs, construction, etc.) and no agreed upon contingency plan should tax revenues fall short of projections.

Residents of El Rito believe promises were made, but interpretation of those promises varies, and there is little in writing to clarify matters.

The current interim president is working to resolve these issues. That said, it will fall to the next president to listen to stakeholders, develop a plan for the trades, explain it to all constituents, and execute it faithfully.

ATHLETICS

Pre-COVID, NNMC effectively used its athletic programs to recruit and retain both student athletes and the friends who came with them. COVID changed the calculus and generated talk of building residence halls so athletes could live on campus.

The next president will carefully assess athletic programs and their role in recruitment, retention and graduation and be prepared to make adjustments to ensure continued success.

PROPOSED PROJECTS AND COMMUNITY PERCEPTIONS

President Bailey arrived at a time when campus morale was low and community antagonism toward Northern was high. Bailey is correctly credited with turning things around.

The president was everywhere, listening and engaging the community. Apologizing when appropriate. Alliances were formed. Projects were initiated. Promises were made.

The culmination of this effort was the presentation of a list of open presidential projects on December 15, 2021, shortly before the president left to take a new position. The projects reflected the entrepreneurial vision of the president and included major initiatives with projections of millions of dollars in new revenue.

Lacking were business plans or contractual commitments for the ventures. Financing was not in place. Environment impacts had not been measured. Permits had not been secured.

Stakeholders may not agree on what was promised, but all believe that promises had been made.

The next president will need to carefully review each project for viability. Business plans will be needed for the projects that have merit and are deemed feasible. Stakeholders will need to be engaged: securing support and funding for the projects that will move forward, and explaining why other projects will not be pursued.

IT IMPROVEMENT AND WEBSITE OVERHAUL

An RFP is in progress for a website overhaul. The campus was able to take its courses online during COVID and is now evaluating its future in online and hybrid education.

The next president will lead the evaluation and resourcing of technical upgrades necessary to ensure that NNMC remains competitive in the changing education landscape.

DIVERSITY, EQUITY AND INCLUSION

NNMC's mission and service area both require a commitment to promoting diversity, equity and inclusion in all its endeavors. Talk is not enough. The president must be a leader in DEI, setting an example through personal conduct and by taking actions to ensure that Northern fulfills its commitment.

COMMUNITY PARTNERSHIPS

NNMC's relationship with the community it serves has gone full circle, from being scorned to becoming a source of community pride.

The potential for successful college/community partnerships is enormous. Carefully developed, nurtured and implemented, they can promote positive fiscal and social outcomes.

The next president will build on the positive response of the community, actively developing and nurturing positive relationships. The president will also focus on the "how" of the relationships, ensuring that promises are not made that cannot be fulfilled. This means the president will be prepared to redefine perceived commitments, carefully negotiate future agreements and sometimes say "no."

How the president does these things will determine how far and fast NNMC can address community needs.

Qualifications & Qualities of the Next President

The president of Northern New Mexico College will be a servant leader who is committed to DEI, who possesses a terminal degree and who demonstrates a deep appreciation of the value of higher education.

In addition, the following qualities are desired.

LEADERSHIP

- Demonstrated successful experience in leadership positions in higher education.
- Experience fostering a learning environment in which academic rigor leads to successful learning outcomes.
- A collaborative leadership style, demonstrated through the ability to provide leadership for a diverse college in a diverse community, bringing people together to achieve success in ever-changing circumstances.
- The style and experience of a planner and a doer. Someone who takes pride in assembling a team, setting clear, measurable goals and achieving success.
- The ability to champion and lead “smart” growth of a college that serves a diverse population.
- Experience building and motivating effective teams —appreciating the nuances of leading both faculty and administrative operations.
- Capacity for strategic thinking and innovation.
- Ability to drive consensus but also be bold and decisive when appropriate.

RELATIONSHIP BUILDING

- The ability to work comfortably within a diverse community with a rich history.

- The ability to build trust and respect across multiple constituencies (students, parents, alumni, faculty, administration, trustees, community and strategic partners).
- The ability to develop and nurture partnerships with external organizations.

FUNDRAISING

- A genuine interest in all aspects of fundraising.
- Demonstrated success in raising money for an organization.
- The ability to enthusiastically influence various donor constituencies.
- Enthusiasm to convey the NNMC mission and vision to inspire transformative gifts.

BUSINESS ACUMEN

- Experience operating in a complex educational organization.
- Experience managing budgets and financials at a detailed level.
- An understanding of the value of data-driven decision making.
- Experience with marketing functions.
- Experience with enrollment management in a complex educational organization.
- Strategic planning experience.

COMMUNICATION SKILLS

- Evidence of effective and open oral and written communications.
- The ability to listen respectfully to a wide range of constituents.
- Ability to achieve buy-in and active support for bold actions.
- The ability to adjust style to communicate effectively to a wide range of constituents.

PERSONAL CHARACTERISTICS

- The highest ethical and moral standards in both professional and personal life.
- A passion for diversity and justice.
- Perseverance, a strong work ethic and drive to build a legacy of success.
- Intellect, curiosity and open-mindedness.
- Eagerness and stamina to serve 24/7 as an institutional advocate and spokesperson.
- Humility and a sense of humor.

The Application Process

The Northern New Mexico College Presidential Search Committee will begin reviewing and evaluating applications as they are received and will continue to accept and review credentials until a new president is selected. To ensure fullest consideration, candidates are advised to submit their materials by **September 9, 2022**.

Dr. Richard A. Wueste (richard.wueste@agbsearch.com) of AGB Search is assisting this search. Nominators and prospective candidates are encouraged to contact him.

Applications should be submitted electronically in Word or PDF format to:
 NNMCPresident@agbsearch.com

Materials must include:

- A **Letter of Interest** that responds to the *Leadership Challenges and Opportunities* and the *Qualifications & Qualities of the Next President* sections of this profile.
- A current **CV or resume**.
- The **names and contact information** (telephone and e-mail) **for five references**, none of whom will be contacted until a later stage of the search or without the formal permission of the candidate. All inquiries and applications will be received and evaluated in confidence.

Northern New Mexico College President

Proposed Search Timetable as of June 13, 2022

Critical Dates on Academic Calendar

June 6, 2022	Summer Classes begin
July 4	Independence Day
July 29	Last Day of Summer Term
August 8-11	Convocation Week
Aug. 15	Fall Classes begin
Sep. 5	Labor Day
Oct. 3-7	Mid-term Week
Oct. 10-12	Mid-term break
Oct. 12	Faculty-Staff Development Day
Nov. 11	Veterans Day
Nov. 23-27	Thanksgiving break
Dec. 5-9	Final Exams
Dec. 9	Last Day of Fall Term
Dec. 17 – Jan. 2, 2023	Winter break
Jan. 9-12	Convocation
Jan. 16	Martin Luther King Day
Jan. 17	Spring Classes begin

Timetable

Apr. 28-29, 2022	Listening Sessions (2 days on campus)
May 2-13	Remote listening sessions and follow-up conversations
Jun. 13	Draft profile, timetable and ad plan submitted by consultant
Jun. 14-22	NNMC reviews profile text. NNMC staff add text about the school. Pictures selected. Mock-up of final version is prepared.
Jun. 30	NNMC approves profile, timetable and ad plan.
Week of July 5	Search launched
Week of Aug. 15	Search Committee Training (via Zoom)

Sep. 9	Application Deadline
Week of Sep. 12	Search Committee meets to review applications / select semifinalists/assign reference calls (3 hours, via Zoom or on campus)
Sep. 17-24	Search Committee makes reference calls
Sep. 27 or 28 or Oct. 4-5	Readout of References, Interviews with semifinalists (2 days, in-person) Selection of finalists.
Week of Oct. 17	Campus Interviews with finalists.
Week of Oct. 24	Board selects preferred finalist, extends offer, negotiations begin.

Presidential Search

NORTHERN
New Mexico
College



Advertising Options 5_23_22

PUBLICATION	ADVERTISING RATES	Responsibility for Ad Placement
Chronicle of Higher Education	High Visibility: \$665 for 60 days online Or Standard: \$395 for 60 days online	AGB Search
Inside Higher Education	Executive Search Listing (ad will appear at top of search results) \$749 for 90 days online Or Standard: \$349 for 60 days online	AGB Search
HigherEdJobs	\$345 60 days online Standard posting	AGB Search
Women in Higher Education	\$305 for 30 days online	AGB Search
Diverse Combo – Diverse Jobs & Hispanic Outlook	\$ 650 Online Ad (30 days on Diverse Jobs / 8 weeks on Hispanic Outlook)	AGB Search
American Association of Hispanics in Higher Ed (AAHHE)	\$400 30 days online for non-members Free for members	AGB Search
Native Americans in HigherEd	\$175 for 60 days online	AGB Search
Journal of Blacks in Higher Ed	\$265 for 60 days online	AGB Search
American Association of Community Colleges (AACCC)	\$310 for 90 days	AGB Search
Community College Jobs	\$345 for 60 days	AGB Search
Community College Week	No longer has a job board	AGB Search
American Conference of Academic Deans (ACAD)	\$249 30 days online Standard web posting	AGB Search
American Association of State Colleges and Universities (AASCU)	\$325 45 days online Member posting \$375 45 days online Non-member posting	AGB Search
Academic Keys	\$315 for 120 days	AGB Search
LinkedIn	\$299 for 30 days online	AGB Search
AGB Search Website	Free	AGB Search
TOTAL	TBD	



MEMORANDUM

To: Board of Regents,
Northern New Mexico College

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

Date: June 23, 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 May 5, 2022 and June 7, 2022 as submitted or if applicable, as amended.

NORTHERN New Mexico College



NORTHERN NEW MEXICO COLLEGE BOARD OF REGENTS MEETING MAY 5, 2022

A Regular Meeting of the Board of Regents of Northern New Mexico College was held on Thursday, May 5, 2022, in the Board Room and Via Zoom from the El Rito Campus, El Rito, New Mexico. Regents Present Michael A. Martin, Erica Velarde, Porter Swentzell, Ruben Archuleta and Evelyn Juarez.

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; Academic Affairs; Don Appiarius, Assistant Provost of Student Affairs; Evette Abeyta, Budget Director; Chris Trujillo, IT; Shawn Madrid, Director of Facilities and Amy Pena, Executive Office Director.

Others Present: Leo Valdez, Bruce Smith, Teresa Martinez, Nelson Gonzales, Jake Arnold, Lucia Winograd

I. CALL TO ORDER

Board President Martin called the meeting to order at 9:04AM.

II. APPROVAL OF AGENDA

Board President Martin stated he would like to move two items on the agenda, Items 7 and 8 and they would be made Items 1 and 2 so those folks do not have to sit around and listen to the committee reports. Board President Martin entertained a motion to approve the agenda as amended.

Regent Swentzell moved to approve as amended. 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. CAMPUS TOUR

Board President Martin stated the first item on the agenda is the campus tour. Shawn Madrid, Facilities Director began the tour of the El Rito Campus at 9:04AM and returned at 9:50AM.

IV. PUBLIC INPUT

Board President Martin asked Jake Arnold if he would like to share anything with the Board or wait until next meeting. Mr. Arnold stated the tour was extremely informative and beneficial without any question, especially Shawn's explanation of things. There is one matter on the minds of a lot of people here based on the meeting a couple of weeks ago, two weeks ago. Board President Martin stated two weeks ago. Mr. Arnold stated he spoke and Felipe Martinez spoke and he would

have loved to have been here but he has to take some head to the auction in Colorado. They are still looking for a bottom-line figure of how much Mill Levy money has come into the college administration from the three county treasuries ever since we passed the Mill Levy in 2019 and also a line-item analysis of all the money that has been disbursed or utilized out of that Mill Levy Fund. Board President Martin stated he met with Vice President Lithgow and that is going to be the source of our Deep Dive for the June meeting. Mr. Arnold thanked Board President Martin.

V. COMMENTS FROM THE BOARD

A. Board of Regents Subcommittee Reports

Board President Martin stated President Bailey gave him two signs that we put up when we advertised for people to support our Mill Levy in 2019. We had two groups that really helped us get the Mill Levy passed, the Alumni Association and Mr. Leo Valdez. Board President Martin presented the signs to the Alumni Association and Leo Valdez.

1. Audit/Finance/Facilities Committee

Regent Velarde stated they had a great meeting. They looked at the FY23 budget and will be updated on this. It was a good meeting to be able to look at it and see how it has changed and how it has progressed. Regent Archuleta stated it was a good meeting and very informative and thanked the staff for the hard work they do

2. Academic/Student Affairs Committee

Regent Swentzell stated the committee met Monday. They had a good meeting. A number of the items will be discussed in this meeting. Regent Juarez stated it was a productive meeting and thank you to Dr. Lopez and Sally for being so organized and she looks forward to hearing everyone's thoughts on what will be presented.

3. President's Evaluation Committee

The Committee has a resolution and it will be presented at the next Board Meeting as well as part of the resolution is meeting in Executive Session. It is not fair too President Medina to put the full evaluation on her as she has only been with the college a few months. With Dr. Prather's guidance is they will do a summative evaluation during executive session and it will be at the next Board Meeting. Regent Juarez stated huge kudos to Dr. Prather and we are blessed to have his guidance. He will be joining us at the next meeting.

4. Housing Committee

Mr. Archuleta stated it is moving a little faster now and there have been three developers have reached out to meet. He is going to reach out to Regent Juarez too schedule a time to meet. He has also reached out to NMHU and Western regarding this. Regent Juarez had no comments.

5. HERC

Board President Martin stated they had a two-day meeting in Albuquerque beginning last week. The first day was a strategic planning with the 7 comprehensives and second day was the HERC

Symposium and thank you to Ms. Pena, Ms. Martinez and Ms. Krolick for all their hard work. Board President Martin stated at the end of that and Regent Velarde was elected the new President of HERC. Regent Martin turned it over to Regent Velarde for comment.

Regent Velarde thanked Board President Martin and stated so it wasn't like it was a huge people that were volunteering, she was about the only one. She stated that it is going to be an amazing couple of years because it is a two-year appointment or election. They have some great ideas that they are taking from that working group meeting on Monday. Being able to use HERC as a way to unite all the institutions in being able to figure out what, instead of basically going at it in a separate form coming together and saying what is the best for New Mexico as a whole, New Mexico students as a whole because as Regents, we have students that attend Northern that may live in Socorro or Las Cruces or visa versa. This is our State and we need to make a united effort to try to create change and difference in higher education. We had a great presentation or guidance on Monday when we had our working group meeting and part of that discussion was talking about Uber versus the Taxi company and about how higher education is one of those really really older institutions and how we don't want higher education to end up being behind the eight ball like the taxi serves were or like Block Buster versus Netflix and how do we create that momentum all together as all of higher education. Hopefully we can do some great things. Regent Velarde really wants to start off with trying to work on mental health for our students. She thinks we need to have more access for that and she would like to see about getting together about all the institutions to try to see how do we put our monies and efforts together to have more easy access to that mental health availability help.

6. Presidential Search Committee

Board President Martin stated Dr. Wueste joined the college last week and met in Espanola and El Rito and every one had a chance to talk to him. He went back to Virginia and is working on getting the new job description figured out and compiling all the data. Regent Martin thought it was very good. Regent Swentzell stated it was good to have him engage with so many people, everywhere he was going he was sharing information was important. He is looking forward to him helping us find the right candidate. Regent Martin stated as soon as we know anything new, we will post it on the website. Regent Swentzell stated everyone should have seen the email requesting the survey from the Northern community for responses, you could provide very important feedback for AGB. It doesn't take that long and you could provide very important feedback.

7. Alumni Association Presentation

See presentation by Board President Martin above.

8. Chacon Park Update

Board President Martinez stated back in December, Mr. Nelson Gonzales and Mr. Teresa Marquez presented a proposal to provide some playground equipment for the park and Mr. Gonzales called Board President Martin with some very good news and he asked him to share the news. Mr. Gonzales stated (inaudible), he also has recollections of this building as a visitor. He attended Taos High School (inaudible). He got kicked out of Taos High and went to Menaul School and graduated from Menaul and got set on the right track. Eventually he became an educator himself. Board President Martin was in his first-class teaching English. His was wife was instrumental in doing a lot of things here for El Rito before she passed on, she was in the class of 1955. One of the concerns

he had was the safety of the playground equipment. They went and checked it out and sure enough there is some equipment that is very hazardous and dangerous for our kids that should be replaced immediately as has been recommended. (inaudible). He took it upon himself with Teresa and a few others to start organizing to see how they could replace, not get rid of it, we want to make sure that equipment is not lost, they want it replaced because it is a focal point for this community. In the summertime invariably you will be driving down and you will see a young couple there with children with that old equipment and using the tables. It is being utilized and should be continued. He worked on it and started doing some research. He went to the Playwell Company out of Albuquerque and they actually came up and looked at the equipment and submitted plans and proposals. It is not cheap but it is good quality and he has three options from that company. This is not just the beginning; they are also looking at other companies. He was also told that Lowe's has similar equipment, there is a caveat to this, he wonders what the quality is. We want something that will last a long time. We are waiting on the money we hope to get some day. He also received some good news that Dr. Medina had instructed her staff to see if we could acquire funds for this effort and he does not know how far along that is. He also got word from Moises Morales who told him the county has designated \$20,000 towards this effort. Initially we have already started and eventually come up with more money to replace the equipment with good quality equipment that will also meet the federal standard as far as safety. You could very well say we could do the installation ourselves but we also have to look at the possibility of lawsuits and what have you. Those are the things we have looked into and Teresa and others have diligently helped him a lot with this. Mr. Gonzales also thanked Board President Martin for his assistance and stated if anyone would like to look at the equipment they are looking at or have any question, they can contact him. Mr. Gonzales stated like we say money talks so once we get the money we can say for x amount of dollars, we will have a committee, the community will have a committee that will say this is what we want for the park and it will go for whatever funds we have. Board President Martin thanked Mr. Gonzales and Ms. Marquez.

VI. APPROVAL OF MINUTES

Board President Martin entertained a motion to approve the minutes of March 24, 2022.

Regent Swentzell moved to approve the minutes of March 24, 2022. 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 entertained a motion to approve the minutes of April 6, 2022.

Regent Velarde moved to approve the minutes of April 6, 2022. 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.

VII. PRESIDENT’S REPORT AND ANNOUNCEMENTS

- A. Celebrate Northern – Informational
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- C. NNMC Foundation – Informational
- D. Eagle Corporation Update – Informational
- E. Northern New Mexico College Strategic Plan

President Medina welcomed everyone to El Rito. President Medina thanked the Facilities crew for everything they do for the college. President Medina asked for a moment of silence to remember all those, we have lost 1M people to COVID today in our country and also to those who are valiantly and courageously fighting the numerous fires in New Mexico.

President Medina stated she attended a briefing with Governor Lujan Grisham at Espanola City Hall and we are constantly monitoring the fire situation and that many agencies are working together. Rio Grande Fair Grounds are being used for trailers and RVs for evacuations. We also have folks staying at Glorieta. The City of Espanola and ourselves together are organizing and contributing to supplies for the fire victims. We have over 6,000 New Mexicans who are displaced by the wildfires as of today. We understand from listening to the Governor yesterday that we are in it for the long haul. There are great concerns about this weekend. There are supposed to be high winds. This morning the fire was 8 miles away from Los Alamos. We are constantly monitoring and we have extended to our colleagues to NMHU any assistance that they may need in relocating offices or collaborating them as they move through this difficult time. We have also extended to SBDC at NMHU to join our group at Northern so they could continue their work. It will be a long recovery and the Governor has asked for an official declaration from President Biden and it was received yesterday and FEMA will come in prior to the incident as opposed to coming in after the incident. We are continuing to monitor that situation and reevaluating the evacuation plans, our safety protocols and so forth. These are the contexts in which President Medina comes to the Board today. She is still a happy President, still having, she does not tell the Regents often that she enjoys what she does but she would say as she says to most people that it has increased her prayer. Regarding the visit with AGB and Dr. Wueste, we had a thorough two days of different stakeholder groups on campus of students, faculty and staff in small group settings to appreciate and explain what the process was now and what they are looking for in the next President. President Medina stated as she shared with the Regents, she is happy to stay as long as this process takes. She might reach a limit but it hasn't come yet.

President Medina stated in terms of celebrating Northern, we are an educational institution so this is finals week and she is happy to see students coming on campus, taking finals electronically, online or many ways and we wish them all the best and she hopes to see the Regents at the May 14th Commencement. There will be two ceremonies, one at 9:00AM and one at 2:00PM. President Medina stated she went to Espanola High School and received 5-6 students as they made signing day to Northern. This is one of the reasons President Medina could not be present last Thursday. She sent Vice President Lithgow and Dr. Lopez to be with the community for the AGB tour. She does live in El Rito part time so she will posting in the Post Office and electronically dates those appointments can be made to meet with President Medina if that appears to be an issue with people. She is generally available by email and cell phone as well.

President Medina stated on campus the same day Dr. Wueste was here, we had the El Rito Alumni Group meet on campus and President Medina provided an address and welcome. They were so gracious they extended her a copy of the book and gave her a Delgado Hall pin. She is probably the only one that has a Delgado Hall pin other than the Alumni.

President Medina stated the College is working on a Mentor Protege agreement with LANL. It is in the initial stages but will be discussing more of this with Career Services. We had a flurry of activity from the Department of Higher Education in terms of putting out several grant opportunities for us which we will be looking at. Unfortunately, there are a couple that require a match which is a little difficult for a cash strapped institution but we will do our best to go after

grant that we see. We have an amazing team. Special thanks to Dr. Lopez for his leadership and Zeke Parra for his grant writing. Student Senate sponsored a beautification day on campus last week and we envision having some sort of clean-up day in El Rito. Meanwhile, if anyone has time during the months of May, President Medina will be weeding the area by the flagpoles and tulips. If there are any gardeners that would like to join her, she can't pay them but the pleasure of their company would be appreciated. The Certificate Ceremony held in conjunction with SFCC and Cecilia Romero, we awarded 6 EPA certificates on campus. That was also on the day she was supposed to be in El Rito. The El Rito Alumni is planning a Homecoming in September. NNMC received a donor who is going to pay two students throughout the semester, he has donated his entire collection of film to the film studies project and David Lindblom, faculty member is very instrumental in that. We have some meetings with Mr. Stern and hopefully he will be able to make some other contributions to Northern. Those take a little time to nurture and those relationships. President Medina keeps telling people she is not Rick Bailey but she is his sister. No one has bought it; they all look at him. President Medina would like to honor Shawn Madrid, she promoted him to Director of Facilities. For almost 2 1/2 years Shawn did double duty, he was in charge of Facilities and Security for both campuses. We have 52 acres here and 13 on campus. Thank you, Shawn and congratulations. President Medina stated she also met with the new Mayor in Espanola and yesterday she got to ride with the new Police Chief in Espanola. They did talk about, we have had some security issues with our vehicles, we have had some catalytic converters stolen and that seems it is a problem everywhere in Espanola even with the city. We are working diligently and upping our security, adding cameras. President Medina stated she also wanted to welcome Holly Martinez as the new Superintendent for Espanola Schools. When you look at the enrollment data, Espanola is one relationship we need to cultivate. Ms. Martinez is from Mesa Poleo and she is sure she is going to be excellent and have a great tenure at Espanola Schools. President met with the district forest ranger here and assured her if we need to use the campus for any needs, we are here to serve and share what we can. President Medina stated regarding CUP and NMICC, the college presidents continue to meet with them. We are working on all of us trying to understand the new rules from DOHE for the grants in nursing and teacher education. NMICC, our conversations are around how higher education is changing, the role of certificates and non-diploma efforts. What people need to understand is we can (inaudible) we are not allowed to use those resources for continuing education certificates or so forth. President Medina met with Val Alonzo and Rebecca Estrada and they gave us \$40,000 for workforce development and we are exploring with our colleagues in Taos a lineman certificate program.

President Medina stated the Foundation will be meeting and she is in constant communication with Alfred Herrera. The Foundation is in a good place and it is hers and Vice Presidents Lithgow's recommendation that we move the Foundation financially away from monitoring by NNNC. There is a potential risk that is not healthy for an institution.

The Strategic Direction is supposed to expire in 2022 and she is recommending it be extended for a year. A strategic plan is something a president should be intimately involved with and they should be involved in this with their community. This is something developed inside of the institution.

President Medina stated everyone is struggling with enrollment, post COVID and it is an issue about kids and thanked Regent Velarde for bringing the issue about behavior and mental health and that is an issue we are all addressing as presidents.

President Medina stated we are in good order and in a good place and that is where we hope to stay and appreciate all the community support, we get from El Rito and thank you for being in attendance.

Board President Martin asked President Medina under the strategic plan what action she would like the Board to approve. President Medina stated she would like to ask that it be extended to spring of 2023. President Martin entertained a motion to that effect.

Regent Velarde moved to extend the Strategic Plan to spring of 2023. 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.

VIII. FACULTY SENATE PRESIDENT REPORT

Faculty Senate President Dr. X. stated she is teaching the SimLab today for students. This is her last meeting as Faculty Senate President. There are a couple of changes on the agenda that she is interested in and appreciates the things being discussed. New members will be announced at the next faculty senate meeting. Thank you for the help you have given her for the last two years. Board President Martin thanked Dr. X for all her work and the faculty senate does for them. Regent Swentzell thanked Dr. X and as a Faculty Senate President of IAIA he is sure she is relieved. Regent Velarde thanked Dr. X and echoed Regent Swentzell's words. Regent Archuleta thanked Dr. X for all her hard work and it is appreciated. Regent Juarez thanked Dr. X and thanked her for being a fierce advocate for faculty. Thank you.

IX. STUDENT SENATE PRESIDENT REPORT

Bruno Guedes stated today is his last report as Student Senate President. They had campus beautification day and it was a success. It was a great day to celebrate all the events they had worked on for the last two years. They had a lot of events through zoom and having this was amazing. Thank you to the communications team, the senators, special thanks to Dr. Apparius. Mr. Guedes thanked Board President Martin for being there and showing support for the Senate. Mr. Guedes stated last week we had a mental health week with the student support center. May is mental health month. Thank you to Jacqueline Ghion for her support. Mr. Guedes introduced Dolores Sanchez, the new student senate president. Board President Martin thanked Mr. Guedes and thanked him for his service and the Board is looking forward to working with Student Senate next year. Student senate were rock stars over the past two years and wished Mr. Guedes the best of luck in the future. Regent Swentzell stated they did a good job, thank you for your service and he looks forward to the next administration. Regent Velarde thanked Student Senate and she is very proud of them. The three Student Senate Presidents were amazing as well as Dolores. She thinks it is awesome to have the leadership from the school. Regent Velarde hopes they take this experience with them and hopes one day she hopes to have a paid legislature and have our youth become representatives. She thinks their voice is so important and their vision is so much wider than theirs and she hopes they take this experience and move forward with it. Regent Archuleta stated he would like to thank them for all the hard work especially during the rough year. It was rough for everyone but they took the bull by the horns and they were awesome. Regent Juarez stated her heart is so full. She really enjoyed observing the way President Guedes humbly led the student senate this past year. During her term, she knew she could always count on him and she knew he was her right-hand dude and she is so proud of all the Student Senate has accomplished

and Mr. Guedes has led with such grace and humility and love for the students. She is so proud of him and the entire Student Senate and has no doubt in her mind Dolores is going to be an amazing leader. She already has on Student Senate. If anything is needed, Regent Juarez is a call or text to support them all. Dr. X stated she would like to congratulate President Guedes on his graduation and good luck to him and it has been wonderful working with him.

X. STAFF REPORTS

A. Provost & Vice President for Academic Affairs

1. Approval of Change to a by-law of the Faculty Constitution

Dr. Lopez stated today he brings for action on behalf of the Faculty Senate they have worked like two months ago another change to the Bylaws of the Faculty Constitution. The change is mainly reflects the voting privileges of the Faculty Senate, the current document does not allow faculty members who have a level of teaching of .5FTE to be voting members but the new document allows them to vote and actually provides the guidance on how they can vote. Who are these members? They are typically academic chairs or directors who have a lower teaching load. This was voted by the Faculty Senate and he is bringing this for approval and he is recommending approval of this change to the Faculty Constitution. Board President Martin entertained a motion to approve the recommendation of the Vice President.

Regent Swentzell moved to approve the discussed change to the Faculty Constitution to Bylaw One regarding membership. 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.

B. Vice President for Finance & Administration

1. Fiscal Watch Reports

Vice President Lithgow reviewed the fiscal watch reports (attached) for February, 2022 and March 2022. Board President Martin asked about the number on internal services. Mr. Lithgow stated this is on a budgetary basis and the money for the CHESS program that we receive from HED, that is where it is budgeted. Regent Swentzell stated there is a decline in tuition and 36.5% increase on student aid. What is going on with this? Is it based on the month that we are tracking here? Mr. Lithgow stated yes, February is a short month and a lot of activity for the spring semester starts in mid-January and we will have activity going up in terms of revenues and receivables and expenses associated with it. The eight-week courses have also brought up a change in that as well and it skews a little bit. We will see an increase in March and April.

Board President Martin entertained a motion to approve the Fiscal Watch Reports for February, 2022.

Regent Velarde moved to approve the Fiscal Watch Report for February, 2022. 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 entertained a motion to approve the Fiscal Watch Reports for March, 2022.

Regent Swentzell moved to approve the Fiscal Watch Report for March 31, 2022. Second – 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.

2. Budget Adjustment Requests (BARs)
3. FY22 Final Budget Adjustment Requests (BARs) to HED – Action Required

Mr. Lithgow introduced Ms. Abeyta who reviewed the final BARs required to submit to HED on an annual basis.

Board President Martin entertained a motion to approve the FY22 Final Budget Adjustment Requests

Regent Velarde moved to approve. 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.

4. FY2023 Operating Budget

Ms. Abeyta reviewed the FY23 Operating Budget (attached). Ms. Abeyta asked if there were any questions and requested approval. Board President Martin stated he would like a list of the \$3M Capital Improvements by next meeting. Regent Velarde stated she would like to thank Evette for her work and all the staff working on CHESS. She knows it is a huge lift and it is a lot of work and thank you for continuing to push through it and the efforts. Thank you all, everyone makes a difference. Board President Martin entertained a motion to approve.

Regent Velarde moved to approve the proposed FY23 budget. 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.

Mr. Lithgow stated he would like to thank Evette and Stephanie for all their hard work on the budget it was a lot of work.

5. Eagle Corporation Investment – Request to disinvest

Mr. Lithgow stated he requesting to disinvest in the Eagle Corporation. As the Board may or may not know it has been almost three years since the Board decided to invest \$300,000 in the Eagle Corporation (inaudible) and it was the understanding that if these projects hit, it would help us gift excess money or extra money to help our students out via scholarships and stuff. To date we have had no projects. There have been ideas, there is no staff to do the work for the Eagle Corporation and we have anywhere from \$5,000--\$7,000 a year of recurring costs because they are a component unit of the college and the college is 100% owner of the corporation, we have to put it in the annual audit and it is recurring expense with a negative return. So far, we spent over \$20,000-\$25,000 on the corporation. We had a meeting with a couple corporation board members last week and there is really, some ideas and no budget plans, no plans on how to make these plans into fruition and being with the financial condition of the college, we could better off have that money back in the

fund balance. Right now, it is in the fund balance but it is restricted. We can't touch it. We would like to be able to request Northern to disinvest in the corporation and the corporation Board is going to have to decide how they want to go along with it. There will be more expenses related to this as well if it is decided to disincorporate, there is a cost and a small liability to the State. This was a great idea and it still can be a great idea. At this time, it would be more prudent to disinvest and (inaudible) and down the road the blue prints are already there for incorporating (inaudible) and to go forward and the Board can decide at that time to make the investment or not if it is a viable project. Mr. Lithgow asked if there were questions. Board President Martin stated Regent Velarde is the representative and asked for his thoughts. Regent Velarde asked if they were able to have conversations with Kathy and Julianna since the meeting of the subcommittee. Mr. Lithgow stated they have not. Regent Velarde asked if we have to disincorporate or can they keep the status or does it keep us tied to taxes. Mr. Lithgow stated we need to check with general counsel. There is probably some liability if the corporation is still active. Regent Velarde stated at first, she is forever to try to save the boat and she did some analysis. At first, she was just what if we just divest \$250,000, keep \$50,000, put it in CD, is that enough that we would be able at least break even every year but be able to pay our taxes on our own so we are not a liability to the college. There is not a CD that exists in today's time, unfortunately, that would give us that kind of payback. Even at \$5,000 a year, we would not get that, we would get \$5,000 every 5 years and that was a high CD she was looking at. She does not want to continue to throw good money at bad things, she really doesn't. She really doesn't want to limit our availability because other institutions in our State have the incorporation because they use it for research, they use it for different things. First off, she would like to see if we could keep our incorporated status and divest at the same time and what that liability looks like for us. Secondly, out of respect for Julianna and Kathy's time, effort and she would like to have a discussion with them and get their input but she knows inevitably it is that we are going to divest but she would like to have a clear path before we do that because she would like to see if we could stay incorporated. She doesn't know if that has to go together, we can just vote to divest now and then keep the incorporation but if we don't disinvest, how do we pay back the incorporation. Mr. Zamora stated you can divest entirely and keep the corporation open. You will still have the costs associated with the open corporation but (inaudible) something that you foresee using in the relatively new future, you are going to avoid the costs of the resetting up of the organization. If you recall we had separate counsel with the Modrall firm because they specialize in these, the startup costs are the startup costs. You have it started up even if the balances are zero, you can maintain it as open but again many of the costs Vice President Lithgow talked about will remain. You will still be part of an audit with zero balance and there will still be minimal maintenance costs just to maintain your annual reporting to the Secretary of State. Board President Martin asked Vice President Lithgow if it would be prudent to completely disinvest or would it be better to not have to go through the whole restart up and keep the corporation viable and asked his recommendation. Mr. Lithgow stated he believes the initial startup costs were about \$3,000 to \$5,000 and right now we are spending over \$5,000 a year just to keep it going. Mr. Lithgow stated he would recommend to disinvest. Board President Martin stated the other thing is we have \$300,000 sitting there we can't use and asked if this was correct. Mr. Lithgow stated that is correct.

Mr. Zamora stated one last point, if the intent of the board is to dissolve the corporation, then that would appear on a future agenda. Board President Martin asked if we are just disinvesting at this point. Mr. Zamora stated at this point the Board is just disinvesting. Mr. Lithgow stated this is correct. Regent Velarde stated she does not have any other questions.

Board President Martin entertained a motion that we approve the recommendation to disinvest from the Eagle Corporation.

Regent Martin moved to approve the recommendation to disinvest from the Eagle Corporation. 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.

XI. DEEP DIVE

1. Grants – Kristy L. Alton, Title V CASSA Project Director

President Medina introduced Kristy Alton who presented the Deep Dive on Grants to the Board of Regents (attached).

XII. EXECUTIVE SESSION

Board President Martin entertained a motion to entertain a motion to enter into Executive Session under real estate acquisition disposal regarding real estate transfer agreement with Rio Arriba County.

Regent Swentzell moved to enter into Executive Session to discuss only those matters listed on 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.

The Board of Regents entered into Executive Session.

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

Regent Swentzell Moved to exit and affirmatively stated only items listed on the agenda were discussed. 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 returned from Executive Session at 12:05PM

XIII. POSSIBLE ACTION ON EXECUTIVE SESSION

1. Real estate transfer agreement with Rio Arriba County – Action Required

Mr. Zamora stated he recommends that the Board approve the Real Estate Transfer Agreement with Rio Arriba County as presented in Executive Session. Board President Martin thanked Mr. Zamora and stated as part of that for clarification the County is going provide us with \$20,000 will be earmarked for the Chacon Park. Mr. Zamora stated this is correct.

Board President Martin entertained a motion to approve the Real Estate Transfer Agreement.

Regent Swentzell moved to approve the Real Estate Transfer 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.

XIV. ADJOURNMENT

Board President Martin entertained a motion to adjourn.

Regent Velarde moved to adjourn. 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 adjourned at 12:15PM.

APPROVED:

Michael A. Martin
President

Date

Erica Velarde
Vice President

Date

NORTHERN New Mexico College



NORTHERN NEW MEXICO COLLEGE BOARD OF REGENTS MEETING JUNE 7, 2022

A Special Meeting of the Board of Regents of Northern New Mexico College was held on Thursday, June 7, 2022, in the Board Room and Via Zoom from the Espanola Campus, Espanola, NM. Regents Present Michael A. Martin, Erica Velarde, Porter Swentzell, and Evelyn Juarez. Regent Archuleta was not in attendance.

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; Academic Affairs; Sally Martinez, Executive Assistant to the Provost & Vice President for Academic Affairs; and Amy Pena, Executive Office Director.

Others Present: Geno Zamora, Ortiz & Zamora, Jake Arnold, and Ari Levin

I. CALL TO ORDER

Board President Martin called the meeting to order at 4:02PM

II. APPROVAL OF AGENDA

Board President Martin entertained a motion to approve the agenda.

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

III. CHANGE OF TERMS AND CONDITIONS OF EMPLOYMENT FOR THE FACULTY OUTSIDE THE BARGAINING UNIT

Dr. Ivan Lopez, Provost & Vice President for Academic Affairs stated we are continuously working with the union to make changes to the conditions of employment with the faculty however, we have faculty members not under the bargaining unit. Typically, supervisors, chairs, directors, lecturers, instructors, research professors, visiting professors are not part of the bargaining unit, however, when certain processes, practices change with the negotiation, it is important that we adopt similar processes and practices for the people outside the bargaining unit, except, for union representation. For example, we agreed a few weeks ago to give a substantial salary increase to faculty members. Basically, we adopted the matrix that was, the aspirational matrix has been adopted for all faculty members in the bargaining unit. We want to be equitable so one of the changes proposed are the same salary increases apply to the chairs, to the directors, to the tenure track faculty members or the tenured faculty members. This is one change that is important for equitable purposes. We don't want to have first class or second class for the faculty. Dr. Lopez stated for example, intellectual property was something that was given to the faculty under the

bargaining union a couple of years ago. This is something Dr. Lopez thinks has to be equitable also for the faculty outside, that they intellectual property rights. That is something we are changing here. Another important change that is exclusively for chairs and directors is to build flexibility in the summer contract. Right now, the summer contract basically tells us that the faculty has to be gone certain weeks during the summer and there is no flexibility. Sometimes that is not necessarily good for the institution or necessarily good for the instructor so we are trying to build some flexibility during the summer. Another important change for example is in tenure, we have certain timelines in the tenure process and in the eligibility requirements for tenure for the people under the union. We need have to have these standardized also for people that are tenured track or tenure within the faculty outside the bargaining unit. Otherwise, it is very confusing for the provost or anybody else to keep in their mind separate processes. It is better to just have equitable processes. Another on that is a big change is the evaluation of faculty. At the last CBA it was negotiated that faculty every year are going to present a portfolio with the evidence of the work that was done throughout the year. This is another process that we are trying to standardize also for the faculty outside of the bargaining unit. Basically, all these changes are really so that the conditions that make sense to be equitable between the faculty in the bargaining unit and outside that they become standard. These are the changes brought before the Board of Regents. They were discussed with the Academic and Student Affairs Committee at the May meeting, with Regent Swentzell and Regent Juarez. At that meeting they didn't have any major concerns and he remembers they supported these proposed changes. There was an important question, something we are not addressing here. Regent Swentzell asked Dr. Lopez how, what is the process for the faculty member to become the chair of the department. Dr. Lopez stated he has to confess this is a process that we do not have in place and he pledged this will be his next item to work. We just do not have a process. Other universities, it is common practice to have a rotation so the chairs only last 5-6 years and then rotate within the department. That makes the department more robust, that doesn't happen at Northern. Some of the chairs here have been great chairs but the fact of the matter is they have been there for way more than 6-7 years. We have chairs that have served for more than a decade, some of them, almost 20 years having serving the role of chairs. That is something that Dr. Lopez talked to the committee, Regent Swentzell and Regent Juarez, this is something that will be his next step. How do we adopt best practices for the role of the chair? In the meantime, there are 10 pages of changes that the College wants to implement for equity purposes. Just to have standard processes and practices among the two groups of faculty that we have on campus. Dr. Medina and Dr. Lopez met with the chairs two weeks ago and let them know they would be bringing this to the Board of Regents and they have to say and Dr. Medina is present, there are still equity issues that we need to address in the future. For example, the chairs brought to their attention, right now they are a group that does not have input in the negotiations with the union. Why? Typically, they are not on the table with the Administration but they cannot be with the faculty because they are supervisors. They say all these changes are happening and they don't have input. This is something we need to address. We need to find best practices and those things they are going to work. In the meantime, this is important to get it passed so on July 1st the faculty members here get two things. The salary increases that the others are going to be getting and secondly the flexibility in their summer contract that is going to start on July 1st.

Board President Martin asked Regent Swentzell if he had comment. Regent Swentzell stated Dr. Lopez covered the discussion in the committee quite well. It is part of sort of remedying and streamlining and creating the processing that didn't allow us to complete, to work well as an institution and making sure faculty are served well and aware of the processes in place. Regent Swentzell stated he thinks it is a great proposal to make sure there is equity between those faculty covered by the CBA and those that are not. Regent Swentzell is in support of it. Board President Martin asked Regent Juarez if she had any comment. Regent Juarez stated she does not have

questions. She agrees to the changes to the faculty handbook and thank you to Dr. Lopez for explaining it so well. Board President Martin asked Regent Velarde if she had any questions. Regent Velarde stated she just wanted to thank Dr. Lopez and Dr. Medina for their work on this. Equality is so important especially in Northern New Mexico and thank you for working on this. Board President Martin asked President Medina if she had anything to add. President Medina stated she wanted to thank Provost Lopez for his leadership. They were good but difficult conversations and she is glad they visited with each chair. Dr. Lopez is right, generally chairs rotate and they are chosen by their peers. In the world of the academics, to be a chair is to be nominated by your provost and to be approved upon by the members of your department. That is problematic at Northern because some of the departments are so small. We do appreciate their work and she would comment that it is unfortunate that due to budget concerns and the perception of too much administration that the official title of Dean was removed. Essentially these department chairs are operating as Deans. They serve extended contracts, they are responsible for evaluation of their departments, curriculum development, all the things that are really under what a dean does. She understands that in 2016 and earlier Northern made these changes but she wanted to share that they believe this plan brings some equity but she really believes if you are going to do higher education, do it right and embrace all the elements of the culture with appropriate recognition with faculty and roles they play in our campus community. She would encourage the Board of Regents down the road to look at reinstating the title of Dean. It is well deserved and appropriate title for some of the duties of our larger departments. Board President Martin asked if there were any Chairs that would like to speak.

Board President Martin stated he would entertain a motion to approve the recommendation of the provost.

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

IV. EXECUTIVE SESSION

Board President Martin stated he would entertain a motion to enter into Executive Session to cover limited personnel matters related to the hiring, specifically the Interim President's Contract.

Regent Velarde moved to enter into Executive Session to cover limited personnel matters related to the hiring, specifically the Interim President's Contract. Second – Regent Swentzell. A roll call vote was taken. Board President Martin - yes, Regents Velarde - yes, Regent Swentzell - yes, Regent Juarez - yes. Motion passed unanimously.

The Board of Regents entered into Executive Session at 4:15PM.

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

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

V. POSSIBLE ACTION ON EXECUTIVE SESSION

a. Interim President’s Contract

Board President Martin asked Mr. Zamora to explain the Addendum to President Medina's Contract.

Mr. Zamora explained the recommendation based on negotiations with President Medina is that the Board of Regents adopt an Addendum #1 to the Interim President's Contract that extends the end date of the term of the contract from June 30, 2022 to December 31, 2022. That paragraph 5f be amended to allow for early termination without cause with 30 days’ notice. That is just an option if a permanent President is identified prior to December 31st. Also, to increase the vehicle monthly stipend from \$500.00 per month to \$600.00 per monthly which reimburses Dr. Medina for the use of her vehicle for business purposes on behalf of the College. Finally, in accordance with the existing contract, the Interim President needs to seek authorization to make improvements to the residence at the El Rito Campus. Mr. Zamora recommended including in the Addendum #1 purchase and installation of clothes washer and drier at the residence as well as the installation of alarm system that would contain security cameras at that residence. That is the recommendation.

Board President Martin asked if there was a motion to that effect.

Regent Velarde moved copying everything stated by Mr. Zamora. Regent Juarez - second. A roll call vote was taken. Board President Martin - yes, Regent Velarde - yes, Regent Swentzell - yes, Regent Juarez - yes. Motion passed unanimously.

VI. ADJOURNMENT

Board President Martin entertained a motion to adjourn.

Regent Velarde moved to adjourn. Second – Regent Swentzell. 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 4:36PM.

APPROVED:

Michael A. Martin
President

Date

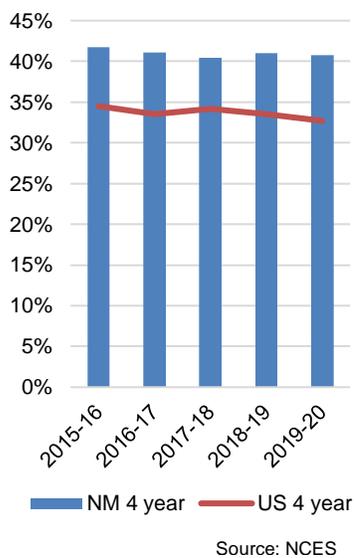
Erica Velarde
Vice President

Date

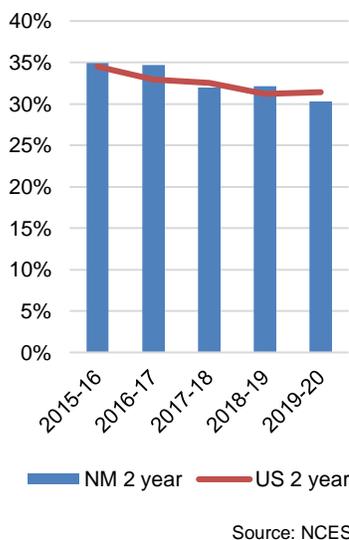
ACTION PLAN

Submitted by agency?	No
Timeline assigned?	No
Responsibility assigned?	No

Pell Grant Eligibility, 4-year



Pell Grant Eligibility, 2-year



Higher Education Institutions

Since 2011, enrollment at higher education institutions (HEI) nationwide has declined 10 percent on average while New Mexico institutions experienced a 27 percent decline. In 2010, New Mexico’s college-going rate peaked at 72.4 percent, but has steadily fallen and was down to 54 percent in 2020. Additionally, retention rates for New Mexico college students lag the U.S. average leading to fewer degree completions. New Mexico ranks 39th in the nation in the proportion of the population holding a bachelor’s degree.

In addition to facing declining enrollment, New Mexico HEIs must address the needs of a student population that is both poorer and less prepared to succeed in college than their peers nationally. This will require HEIs to both right size staffing and maintain adequate supports to allow students to complete degrees.

Increasing educational attainment increases incomes and improves quality of life for graduates. In 2019, the median earnings of those with a bachelor’s degree (\$55,700) were 39 percent higher than those with an associate’s degree (\$40 thousand) and 59 percent higher than those with only a high school diploma. Increasing the populace’s income is good for New Mexico. It means fewer people are reliant on state and federal supports, and a more educated workforce makes the state a more attractive place to bring new business and economic development opportunities.

Students

New Mexico is the fourth-poorest state in the nation with a median income of \$25,881, well below the national median of \$31,133. The relatively low incomes are reflected in the proportion of college students receiving Pell grants, a federal financial aid program targeted at low-income students. In 2019-2020, 41 percent of New Mexico students at 4-year institutions received Pell grants compared with 33 percent for the U.S. on average. New Mexico students at 2-year institutions are slightly less likely to receive a Pell grant than the national average. Numerous studies have shown that low income students receiving Pell grants are less likely than non-Pell grant recipients to graduate.

In addition to being poorer than their national peers, New Mexico students are less prepared for college success as measured by ACT scores. According to the U.S. Department of Education, New Mexico students in the 75th percentile scored roughly similar to their national peers, but those in the bottom 25th percentile scored lower than their peers nationally. These test data indicate high-performing students in New Mexico compare well with their peers nationally, but lower-performers have more acute educational deficiencies than their peers and will likely need increased support to succeed.

25th Percentile ACT Score Comparison, 2020

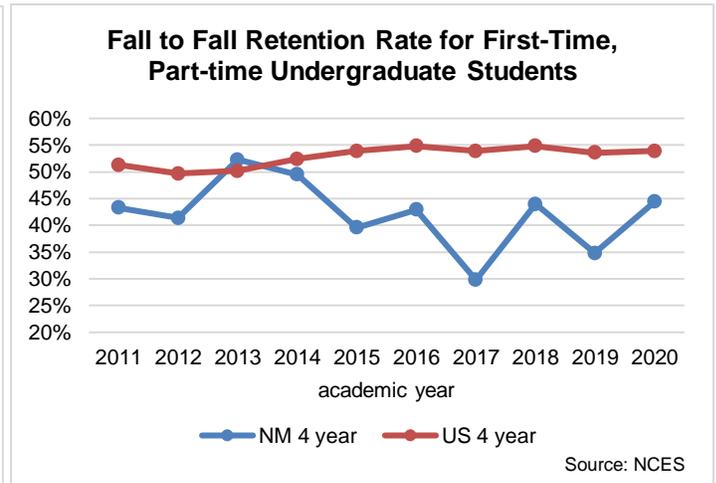
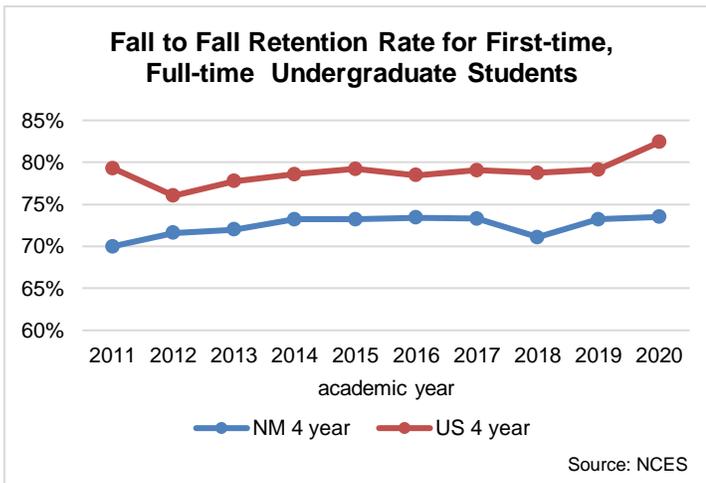
	% Taking Test	Composite	Math	English
U.S. Average		20.1	19.1	19.0
Eastern New Mexico University	76%	17.0	16.0	15.0
New Mexico Tech	79%	23.0	23.0	21.0
New Mexico State University	70%	17.0	17.0	16.0
University of New Mexico	75%	17.0	17.0	17.0

Source: U.S. Department of Education

PERFORMANCE REPORT CARD

Higher Education Institutions Third Quarter, Fiscal Year 2022

Data show persistence of full-time students at 2-year colleges is roughly the same as the U.S. average, but part-time 2-year students are retained at a rate slightly less than the national average. Students at 4-year institutions, both full-time and part-time, are much less likely to persist than their peers nationally.



Affordability

Tuition at New Mexico HEIs is significantly lower than the national average for both 2- and 4-year institutions. Net price is the total cost of attendance (including tuition, books, supplies, fees, room and board, and other expenses) minus any federal or state aid or scholarship. New Mexico's net price compares favorably to the region, though the costs are more in-line with regional averages rather than significantly below them, suggesting the cost of attendance is a major driver of costs faced by New Mexico students.

Public HEI Tuition and Fee Comparison

Institution	2019-20
US Avg. 2 yr.	\$3,377

CNM	\$1,650
CCC	\$1,376
ENMU-Roswell	\$2,256
NMSU-Dona Ana	\$1,776
SJC	\$1,546
SFCC	\$1,755

US Avg. 4 yr.	\$16,647
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ENMU-Main	\$6,450
Highlands	\$6,318
NM Tech	\$8,156
NMSU-Main	\$7,087
Northern	\$4,952
UNM-Main	\$7,875
Western	\$6,306

Source: NCES

Average Net Price by Sector and State, 2019-2020

Type	New Mexico	Arizona	Colorado	Oklahoma	Texas	Utah
2 year	7,089	8,762	10,321	7,818	6,642	6,204
4 year	11,357	14,142	13,598	11,218	10,394	11,605

Source: IPEDS

Opportunity Scholarship

The Legislature recognized the importance of higher education in economic development and overwhelmingly supported the creation of the Opportunity Scholarship to pay the portion of tuition and fees not covered by the existing lottery scholarship and other aid programs. The new scholarship will effectively result in tuition-free college for New Mexicans who do not already hold a bachelor's degree.

It is likely the Opportunity Scholarship will provide a powerful inducement for New Mexicans to seek a higher education credential and has the potential to reverse enrollment declines at New Mexico HEIs. Unlike the lottery scholarship, Opportunity will appeal to a group of non-traditional students who were previously ineligible for financial aid. Given the state's underperformance in retention rates for traditional students, it is likely that a new group of non-traditional students will face similar obstacles. For this reason, it will be imperative for New Mexico HEIs to develop

PERFORMANCE REPORT CARD

Higher Education Institutions

Third Quarter, Fiscal Year 2022

performance measures to track these students and ensure they have the supports necessary to successfully complete the degrees they begin.

Right-Sizing Institutions

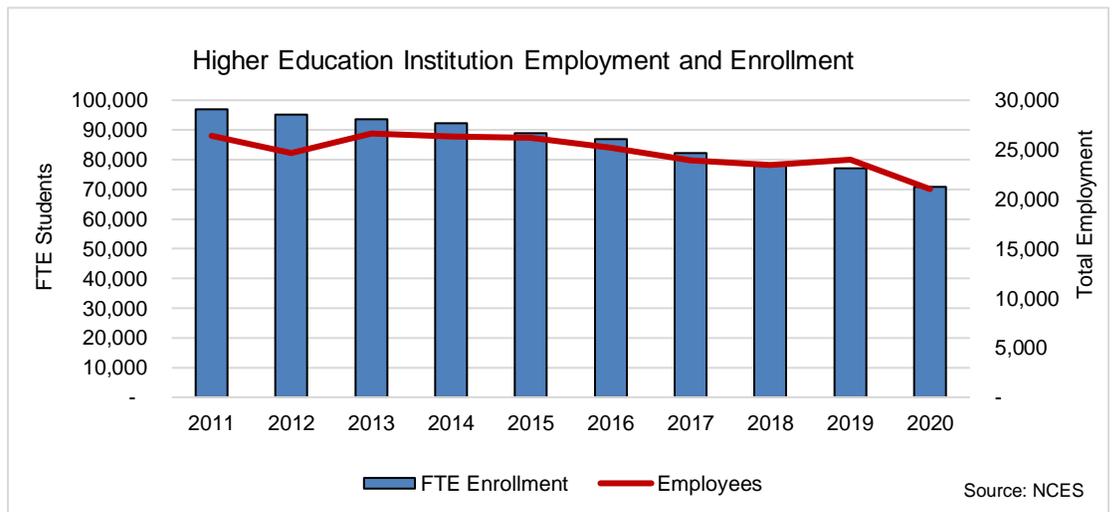
New Mexico’s current population trends suggest enrollment declines will continue unless recruitment and retention improve. According to U.S. Census Bureau population data, people under age 18 decreased by 42.8 thousand (8 percent) and people age 18-24 decreased by 7.7 thousand (4 percent) from 2010 to 2019. If these trends continue into the future and further decrease college enrollment, New Mexico’s 24 state-funded colleges and universities will need to adapt in two key ways. First, the state’s colleges and universities will need to become more streamlined and collaborative in the use of finite resources for instruction, administration, and capital outlay. Second, the state’s colleges and universities will need to aggressively improve their recruitment and retention of resident and out-of-state students.

Faculty to Student Ratio, 2018

	New Mexico	U.S. Avg.
2 year	19.3	18.4
4 year	14.3	14.2

Source: NCES

As student enrollment has fallen, so too have New Mexico HEI staffing levels. According the National Center for Education Statistics, the number of people employed by public HEIs in New Mexico fell from 26.4 thousand in 2011 to 21 thousand in 2020, a decline of 20 percent. Over this same time, the number of full-time students fell from 96.9 thousand to 70.9 thousand, a reduction of 27 percent. According to NCES, the faculty to student ratios for 2-year institutions are slightly higher than the national average and the 4-year ratio is roughly equivalent to the national average.



CUP PRIORITIES for 2023 LEGISLATIVE SESSION

“DRAFT”

RECURRING FUNDING

I&G Funding

- Minimum of 5% increase (approximately \$36.6M) including a base adjustment for inflation in group and liability insurance, and utility costs, etc.
 - Natural gas and other energy costs – Natural gas prices have increased by over 80% year-over-year.

Compensation and ERB Employer Contribution Increases

- Minimum 10% compensation increase for all Higher Ed employees – fully funded, with the flexibility to budget an “average” 10% increase so institutions can address pay inequities for some of the lowest paid employees.
 - Fund HE Compensation at 100% of the I&G un-restricted compensation from the November report of actuals.
- Recurring appropriations to cover the FY23 (2%) and FY24 (1%) increases in “**ERB**” employer contributions and address insufficient funding in HB2 (Ch. 54, Laws 2022) to support SB36 (Ch. 29, Laws 2022) that authorized a 2% increase in FY23 and a 1% increase for FY24 for the New Mexico Educational Retirement Board (ERB) employer contribution starting in FY23. We request that the shortfall be fully funded either in a supplemental deficiency in the 2023 legislative 60-day session.
 - Fully Fund HE ERB employer increase(s) at 100% using the ERB agencies 1% snapshot of all ERB members and not HED un-restricted compensation numbers.

Public Safety and Mental Health Support (Not Sure if this is Recurring or Non-Recurring or both)

- Critical Funding for Public Safety Support of all New Mexico HE Campuses (Get Input from HE Public Safety Officers).
- Critical Funding for Services for Students experiencing Mental Health Problems (Need to collaborate with HE Mental Health Support Leaders).
 - 64% of students drop out of college because of mental health problems
 - About 75% of mental illnesses are already established by the age of 24

- During COVID-19, 9 in 10 students have experienced negative mental health symptoms
- 48% of students believe that mental health problems have impacted their education
- About 65% of students were primarily worried about how long the pandemic would last
- Nearly 37% of US college students have depression
- According to a 2018 study, out of 67,000 surveyed students, 9% had attempted suicide
- Between 2% and 8% of college students are diagnosed with ADHD
 - *Data is from NAMI in an article "What to Become, 33 Alarming College Mental Health Statistics, June 27, 2021*

NON-RECURRING FUNDING

Dual Credit (\$15 million)

- Significant infusion of non-recurring funding – from sources outside the funding formula – to support Higher Education Dual Credit programs over a three-to-five-year period.

Support for Enrollment & Student Success (\$15 million)

Wraparound Services

- Support for the expansion of wraparound student support services to bolster student retention and recruitment efforts.

Trifecta

- Funding support to finalize action on Trifecta in order to improve transfer and articulation – and ultimately improve student success and the state’s educational attainment levels. (This is tied to the action plan drafted by HED with support from CUP, NMACC and NMICC.)

Enrollment Growth

- Investment in statewide marketing and targeted enrollment growth focused on increasing enrollment in programs related to key industries identified by the NM Department of Economic Development: Aerospace, Biosciences, Cybersecurity, Film & Television Production, and Global Trade – plus other emerging industries such as Artificial Intelligence (AI).
- Invest in partnerships with public schools to expose students, parents, and HS counselors to higher education programs and campus environments.

Non-recurring Support for Infrastructure Renewal & Replacement (Dollar Amt. TBD)

- Support for critical Information Technology (IT) infrastructure.
- Support to address critical deferred maintenance needs. (Use the original BR&R formula, excluding square footage added in last 5 years.)
- Support for HED to hire a consultant to update the Facilities Condition Index in the context of enrollment projections.
- Continue to support HED's Longitudinal Data Study effort.

Funding for Expanded CYBERSECURITY Requirements (Dollar Amt. TBD)

- Attacks against educational IT services have exploded in frequency and severity across the world, leaving many schools faced with extortion or with the rare hope of rebuilding information and services from backups, where those are available.
 - This request is to upgrade Microsoft licensing, or equivalent, for all New Mexico Higher Education Institutions (HEIs) to address institutional risks through the implementation of Microsoft's suite of enterprise safeguards. These controls are baseline best practices that will substantially improve the security posture of all HEIs. Additionally, HEIs have been informed that they cannot obtain cyber insurance without having such safeguards in place. This request is for 2 years funding to execute these two objectives: (1) implement advanced technical safeguards included in Microsoft's A5 licensing, or similar, across all New Mexico HEIs security controls and (2) ensure cyber insurance coverage/security assessments for all HEIs.

STUDENT FINANCIAL AID

Lottery Scholarship

- Support strategies to ensure the Legislative Lottery Scholarship is fully funded in 4-years.
- Legislative authorization for broad hardship exemptions to 15 SCH / 7-semester Lottery Scholarship requirements, to allow 12 SCH loads for recipients with family, personal, health, financial, employment issues.

Opportunity Scholarship

- Support continued funding of the Opportunity Scholarship by creating The Opportunity Scholarship Trust Fund. (Similar to the Early Childhood Trust Fund).

- Potential authorization for Opportunity Scholarship to cover 5th year costs to allow Lottery Hardship Exemption students to complete bachelor's degrees.

HIGHER EDUCATION CENTERS OF EXCELLENCE

- Fully fund the Higher Education Centers for Excellence in Cybersecurity, Sustainable Agriculture, and Sustainable/Renewable Agricultural Industries and Bioscience, Early Childhood and Social Work.
- Establish new Centers of Excellence via partnerships between specific 2-year and 4-year HEIs (such as a Center around Advanced AI) with a university doing the R&D and a community college partner training technicians to support employers that use the technology.
- Align new Centers of Excellence with the key industries identified in the Economic Development Department's updates strategic plan.

Support for Higher Education's Role in Creating an Innovation Economy in NM

Research Closing Fund

- Continued funding for the Technology Enhancement Fund (Research Closing Fund)

Higher Ed Endowment Fund (\$10 million)

- Continued funding for the Higher Education Endowment Fund.

Congressional Directed Spending Proposal List								
Project Name	Project Cost Estimate	Status	Who	Priority Rank	Heinrich Request	25%-50% Match Requirement	Fernandez Request	Lujan Request Support Letters
Water & Sewage El Rito	\$ 1,200,000.00			1	\$ 1,200,000.00			\$ 1,200,000.00
Chacon Park Playground	\$ 350,000.00			2	\$ 350,000.00		\$ 350,000.00	\$ 350,000.00
Legacy Archive	\$ 150,000.00	Moving Forward	Sen Lujan	3	\$ 150,000.00	\$ 37,500.00		\$ 150,000.00
Electric Commuter System	\$ 220,000.00			4	\$ 220,000.00	\$ 55,000.00	\$ 220,000.00	
El Rito Dorms	\$ 180,000.00	Moving Forward	Sen Hienrich	5	\$ 368,000.00	\$ 92,000.00	\$ 180,000.00	\$ 180,000.00
Resurfacing Roads & Parking Lots at Española & El Rito	\$ 3,200,000.00			6	\$ 3,550,000.00	\$ 887,500.00		\$ 3,550,000.00
Resurfacing Play Courts	\$ 350,000.00			7	\$ -		\$ 350,000.00	
Solar Parking Canopies	\$ 2,650,000.00			8	\$ 2,650,000.00	\$ 1,325,000.00		
Zeroscape Project	\$ 125,000.00			9	\$ 125,000.00	\$ 31,250.00		
Build Web Prescence (FIPSE)	\$ 200,000.00			10	\$ 200,000.00	\$ 50,000.00		
El Vado Solar Array	\$ 4,500,000.00			11	\$ 4,500,000.00	\$ 1,125,000.00		
TOTALS	\$ 13,125,000.00				\$ 13,313,000.00	\$ 3,603,250.00	\$ 1,100,000.00	\$ 5,430,000.00
Due					4/11/22		4/13/22	4/14/22

*Office of the President***NORTHERN New Mexico College**

**INTRODUCTION OF EMPLOYEES
JUNE 23, 2022**

Donna Jaramillo
Education Advisor
Educational Opportunity Trainer/TRIO

A native to New Mexico and first-generation college student, I attended the University of New Mexico where I earned my bachelor's degree in Biochemistry. As a student employee, I worked with the UNM TRIO program Upward Bound as an Educational Mentor-Tutor thereby gaining my first experience in service to the students of New Mexico. I later found another opportunity to work with TRIO, this time as a Program Coordinator with Upward Bound Math-Science, at the New Mexico Institute of Mining and Technology. In early 2020, I returned to UNM to serve as a Sr. Academic Advisor with the College of Education and Human Sciences. Most recently, I've been fortunate enough to find another opportunity to work with TRIO and will now be serving as an Advisor with the Educational Opportunity Center here at Northern New Mexico College. In my free time, I enjoy arts and crafts as well as hiking and exploring around New Mexico with my life partner.

Christopher Luna
Director – TRIO-EOC

Dr. Luna aspires re-establish the proud tradition of TRIO-EOC at NNMC and connecting with the communities that NNMC-TRIO has partnered with for decades. Dr. Luna served as President of TRIO New Mexico, SWASAP chair for professional development, and presenter for Council for Opportunity in Educations conference budget breakout sessions 2014-2017. In 2021, Dr. Luna was recognized as a Foundational Fifty influential member of the TRIO SW Association of Student Assistance Programs (SWASAP). Dr. Luna enjoys an active family life where he dedicates time coaching his son's baseball teams and volunteering for his daughter's volleyball team

Andre Cordova
Academic Advisor- EOC

Andre aspires to embrace a change in career, however continuing to pursue his passion of helping others through the EOC program. Andre previously served as an Engine Boss for the USDA Forest Service in the management and suppression of wildland fires locally and around the country. Andre graduated from the University of New Mexico in 2016 with a BA in Spanish and a BA in Portuguese. Andre enjoys the outdoors, spending his free time racing motocross as well as raising cattle on the family ranch with his companion a Mini Schnauzer called Crash.

Bao Tran
Director of Adult Education

It is my pleasure to join Northern New Mexico College as your new Director of Adult Education. An enthusiastic outgoing individual offering extensive combined experience in customer management, long-term relationship building, design, delivery, and workforce planning and training. Enjoys working in a collaborative environment and building teams. Proficient at liaising with managers to determine training needs and design relevant training programs. Passion and purpose are to improve employees' soft skills through personalized learning that gives new hires the best opportunity to succeed from day one. My commitment to promoting diversity and inclusion in academia and the workforce is grounded in my personal experience, my many years of student services and instruction, and my deep commitment to improving the educational/guided pathway of the diverse population of higher education. I believe that higher education is essential. I enjoy working in a collaborative environment and building teams. I am looking forward to collaborating on ideas to better serve our students and the community.

Thank you for a fantastic opportunity and our journey together.

Emma Hashman
Director of Admissions

Emma Hashman is currently the Coordinator for Recruitment and Outreach at Utah State University Tooele in Tooele, Utah. As the Coordinator, she has designed and implemented recruitment strategies to yield traditional and non-traditional students. During her two and a half years in Tooele, Emma enjoyed getting to know the community and helping prospective students achieve their academic and professional goals. Emma is from Story City, Iowa. She received her bachelor's in Political Communication from the University of Northern Iowa and her master's in International Studies from The University of Iowa. She has a varied career in higher education gaining her experience working at several institutions in Texas, Iowa, and Utah. Emma is excited to take on her new role as Director of Recruitment and Admissions at Northern New Mexico College. She looks forward to learning more about the community and students in Espanola. In her free time, Emma enjoys reading, exploring new restaurants and breweries, and enjoying the outdoors. She looks forward to hiking through all the National and State Parks New Mexico has to offer!

Thomas J. Quintana
Veterans Resource Coordinator

Thomas aspires to reach veterans of Northern New Mexico and advocate for them in utilization of their benefits. A veteran himself, Thomas has served in active-duty Army for 14 years from North Carolina to Italy and continues to serve in the Army Reserve in Oklahoma with a total of 21 years. A favorite past time for Thomas is participating in running events; favorite event is the Annual Army Ten Miler in Washington D.C. every October.

Dulce Marti, MeD BBA
Special Assistant to the President

Dulce Marti is currently working on special projects with President Dr. Medina for the summer 2022. Previously, she worked as a math teacher at Capital High School in Santa Fe, New Mexico. Where she taught, encouraged, and implemented student centered learning. During her years at Capital, Dulce enjoyed working with high school seniors in preparation for college and the workforce. Dulce is from Espanola, New Mexico. She received her bachelor's in Business Administration with a concentration in Finance from the University of New Mexico. She gained higher education experience in working for several universities in the United States and internationally. Dulce attended Hong Kong Polytechnic University where she studied business and communications. In 2017, she received her masters in Educational Leadership from Texas Christian University. After receiving her masters she decided to come back to New Mexico to make a difference in education.

Dulce moving back to New Mexico was the best decision she could have made. She met her husband Richard in 2018 and they both got married in July 2020. Dulce now has her first baby named Joshua Santiago and is 15 months old. Dulce is also helping raise Richard's children Brooklyn and Christopher ages 10 and 7. Dulce spends her days being a wife and a career mom.

Dulce continues to grow each day and plans on applying for her PHd in the next few years. She is also looking for full-time opportunities in higher education for the fall of 2022. Dulce is so blessed with having God, her husband, children, family, and such a supportive community.

Patrice “Joleen” Trujillo
Health and Safety Officer

I was born and raised in Alamosa, Colorado, in the San Luis Valley. My educational career began when I was approached about attending Adams State University (ASU) as a first-generation, low-income student by the TRIO, Upward Bound program. I graduated with a Bachelor of Arts degree in 1993 and obtained my master's degree from ASU in 2001.

I have taught Elementary Education, Affective Needs classroom and Inclusive Special Education. I was also Director of a TRIO, Student Support Services program, spending my summers teaching Migrant Education and for ASU's Upward Bound.

When I retired from teaching after 24 years, I continued with life's learning by becoming a Regional Emergency Preparedness Coordinator for Alamosa County Public Health. In this position, I served all six counties in the San Luis Valley, assisting in the preparation of their Emergency Plans and preparing and training with partners, emergency managers and the Regional Field Manager from Department of Homeland Security.

My most recent position was as Public Health Team Lead for Conejos County Public Health, where my expertise in emergency preparedness and response was put to use during the COVID Pandemic. I served various roles of incident command and was responsible for COVID case investigation and contact tracing for Conejos County.

I look forward to the opportunity to work as the Health and Safety Officer for Northern New Mexico College and being involved with staff, faculty and students.

Population Projections and Enrollment Considerations

Board of Regents Meeting
June 23th, 2022

NORTHERN New Mexico College



Distribution of Feeder Counties for NNMC Based on Fall 2021 NNMC Enrollment Report

County	%
Rio Arriba	50.2%
Santa Fe	22.4%
Taos	7.3%
Bernalillo	6.5%
Los Alamos	3.1%
Sandoval	3.0%
Others*	7.6%

* Others reflect counties that contribute with less than 1%



Enrollment for the High Schools Mil Levy School District

High School	19-20	20-21	21-22
Escalante Middle/High School	164	153	143
Espanola Valley High School	875	844	858
Coronado High	49	43	41
Mesa Vista High	85	87	101
Pojoaque High	632	615	637

Information from

<https://webnew.ped.state.nm.us/bureaus/information-technology/stars/>

NORTHERN New Mexico College



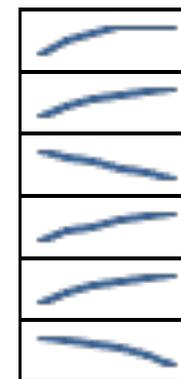
Population Changes from 2010 to 2022

County	2020	Growth from 2010
Bernalillo County	682382	2.78%
Santa Fe County	152149	5.28%
Sandoval County	151704	14.55%
Rio Arriba County	38615	-4.15%
Taos County	32795	-0.30%
Los Alamos County	20512	13.99%



Population Projections by County based on Census 2010

County	2020	2025	2030	2035	2040
Bernalillo	681,233	688,329	693,134	694,874	694,327
Los Alamos	18,765	19,164	19,501	19,753	19,941
Rio Arriba	38,721	37,883	36,903	35,752	34,485
Sandoval	147,069	154,322	161,141	167,281	172,862
Santa Fe	150,488	153,311	155,641	157,291	158,420
Taos	32,795	32,635	32,360	31,938	31,412



Information from
<https://gps.unm.edu/pru/projections>

Population Projections by Age Group in New Mexico

Ages 15-29 are 72% of NNMC enrollment

Age	2020	2025	2030	2035	2040
15 - 19	141,419	143,262	114,799	116,033	116,982
20 - 24	140,459	140,844	142,810	114,531	115,869
25 - 29	149,278	139,975	140,802	143,225	115,234

Information from
<https://gps.unm.edu/pru/projections>

NORTHERN New Mexico College





MEMORANDUM

To: Board of Regents
Northern New Mexico College

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

Date: June 23, 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 April 30, 2022

Northern New Mexico College

Statement of Net Position

(Unaudited and Unadjusted)

April 30, 2022

Assets

Current Assets:

Cash and Cash Equivalents	6,626,857
Short-Term Investments	-
AR - Student	1,481,405
AR - Other than student	273,665
Inventories	80,336
Prepaid Expenses	15,079
Loans Receivable, net	148,120

Total Current Assets	8,625,461
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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	43,974,924
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Deferred Outflows of Resources

Pension Related (6/30/21 balances)	29,819,379
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Total Deferred Outflows of Resources	29,819,379
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Liabilities

Current Liabilities

Accounts Payable	351,010
Other Accrued Liabilities	36,345
Deferred Income	1,560,455
LT Liabilities - Current Portion	-

Total Current Liabilities	1,947,810
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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	1,528,611

Total Non-Current Liabilities	9,618,883
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Total Liabilities	11,566,693
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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	-
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Expendable:

General Activities	(119,009)
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Federal Student Loans	-
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Term Endowments	-
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Capital Projects	(220,969)
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Debt Service	-
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Related Entity Activities	(87,823)
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Unrestricted

Unrestricted without NFP	1,468,103
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Net Fiduciary Position	-
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Total Unrestricted (includes 6/30/20 NFP)	1,468,103
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Total Net Position	36,389,764
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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 April 30, 2022	Percentage Earned/Spent
REVENUES				
Tuition & Misc Fees	\$ 4,075,814	\$ 4,075,814	\$ 3,352,242	82.2%
Federal Appropriations		-	-	-
State Appropriations	11,551,600	11,551,600	10,161,533	88.0%
Local Appropriations	3,618,941	3,618,941	1,860,985	51.4%
Gifts, Grants & Contracts	9,859,688	9,859,688	7,865,470	79.8%
Endowment/Land & Perm Inc	222,957	222,957	152,205	68.3%
Sales & Services	665,793	665,793	289,225	43.4%
Other	139,334	139,334	167,934	120.5%
Total Revenue	30,134,127	30,134,127	23,849,594	79.1%
BEGINNING BALANCE	7,254,447	7,254,447	7,254,447	100.00%
TOTAL AVAILABLE	37,388,574	37,388,574	31,104,041	83.2%
EXPENDITURES				
Instruction & General	21,562,484	21,562,484	14,365,010	66.6%
Student Social & Cultural	113,266	113,266	17,314	15.3%
Research	84,444	84,444	87,763	103.9%
Public Service	502,429	502,429	322,831	64.3%
Internal Services	880,574	880,574	733,811	83.3%
Student Aid	4,866,352	4,866,352	5,141,758	105.7%
Auxiliary Enterprises	910,037	910,037	249,890	27.5%
Intercollegiate Athletics	567,340	567,340	424,163	74.8%
Independent Operations (NMDA)	-	-	-	-
Total Expenditures	29,486,926	29,486,926	21,342,541	72.4%
NET TRANSFERS OUT / (IN)	230,000	230,000	150,538	65.5%
TOTAL EXPENDITURES & TRANSFERS	29,716,926	29,716,926	21,493,079	72.3%
ENDING FUND BALANCE	\$ 7,671,648	\$ 7,671,648	\$ 9,610,962	

Plant Funds	FY 2022 Original Budget	FY 2022 Adjusted Budget	FY 2022 Actuals as of April 30, 2022	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	\$ 28,475	1.1%
Debt Service Transfers				
Other				
Total Revenues and Transfers	2,635,000	2,635,000	28,475	1.1%
BEGINNING BALANCE	-	-	-	
TOTAL AVAILABLE	2,635,000	2,635,000	28,475	1.1%
EXPENDITURES				
Capital Projects	2,405,000	2,405,000	185,037	7.7%
Building Renewal	230,000	230,000	64,407	28.0%
Internal Service Renewal/Replacement				
Auxiliary Renewal/Replacement				
Debt Retirement				
Total Expenditures	2,635,000	2,635,000	249,444	9.5%
NET TRANSFERS OUT / (IN)	(230,000)	(230,000)	(150,538)	65.5%
TOTAL EXPENDITURES & TRANSFERS	2,405,000	2,405,000	98,906	4.1%
ENDING FUND BALANCE	\$ 230,000	\$ 230,000	(70,431)	-30.6%

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 April 30, 2022	FY 2021 Actuals as of April 30, 2021	Percentage Increase (Decrease)
REVENUES			
Tuition & Misc Fees	\$ 3,352,242	\$ 3,878,417	-13.6%
Federal Appropriations	-	-	
State Appropriations	10,161,533	9,190,764	10.6%
Local Appropriations	1,860,985	1,537,497	21.0%
Gifts, Grants & Contracts	7,865,470	6,725,204	17.0%
Endowment/Land & Perm Inc	152,205	169,582	-10.2%
Sales & Services	289,225	262,045	10.4%
Other	167,934	92,689	81.2%
Total Revenue	23,849,594	21,856,198	9.1%
BEGINNING BALANCE	1,791,221	1,791,221	0.0%
TOTAL AVAILABLE	25,640,815	23,647,419	8.4%
EXPENDITURES			
Instruction & General	14,365,010	13,268,118	8.3%
Student Social & Cultural	17,314	12,812	35.1%
Research	87,763	107,171	-18.1%
Public Service	322,831	275,227	17.3%
Internal Services	733,811	133,647	449.1%
Student Aid	5,141,758	4,553,214	12.9%
Auxiliary Enterprises	249,890	237,345	5.3%
Intercollegiate Athletics	424,163	391,147	8.4%
Independent Operations (NMDA)	-	-	
Total Expenditures	21,342,541	18,978,681	12.5%
NET TRANSFERS OUT / (IN)	150,538	128,409	17.2%
TOTAL EXPENDITURES & TRANSFERS	21,493,079	19,107,090	12.5%
ENDING FUND BALANCE	\$ 4,147,736	\$ 4,540,329	-8.6%

Plant Funds	FY 2022 Actuals as of April 30, 2022	FY 2021 Actuals as of April 30, 2021	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	28,475	-	
Debt Service Transfers	-	-	0.0%
Other	-	-	0.0%
Total Revenues and Transfers	28,475	-	
BEGINNING BALANCE	-	-	
TOTAL AVAILABLE	28,475	-	
EXPENDITURES			
Capital Projects	185,037	211,053	-12.3%
Building Renewal	64,407	79,087	-18.6%
Internal Service Renewal/Replacement	-	-	0.0%
Auxiliary Renewal/Replacement	-	-	0.0%
Debt Retirement	-	-	0.0%
Total Expenditures	249,444	290,140	-14.0%
NET TRANSFERS OUT / (IN)	(150,538)	(128,409)	17.2%
TOTAL EXPENDITURES AND TRANSFERS	98,906	161,731	-38.8%
ENDING FUND BALANCE	\$ (70,431)	\$ (161,731)	-56.5%

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)

April 30, 2022

Cash Flows from Operating Activities	
Receipts from student tuition and fees	\$ 3,352,242
Receipts from grants and contracts	7,865,470
Other receipts	-
Payments to or on behalf of employees	(12,042,346)
Payment to suppliers for goods and services	(7,072,110)
Receipts from Sales and Services	289,225
Payments for scholarships	(5,141,758)
Other Operating Revenue	167,934
Net cash (used) by operating activities	<u>(12,581,345)</u>
Cash Flows from Non-Capital Financing Activities	
State Appropriations	10,190,009
Mill Levy Distributions	1,860,985
Gifts for other than Capital Purposes	-
Private Gifts for Endowment	-
Other Non-operating Expense	-
Net Cash provided (used) for non-capital financing activities	<u>12,050,993</u>
Cash Flows from Capital and Related Financing Activities	
Proceeds from Capital Debt	-
Capital Gifts, Grants and contracts	-
Purchase/Construction/Renovation of Capital Assets	(249,444)
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>(249,444)</u>
Cash Flows from Investing Activities	
Investment Earnings	<u>152,205</u>
Net Cash provided by Investing Activities	<u>152,205</u>
Increase (Decrease) in Cash and Cash Equivalents	(627,590)
Cash and Cash Equivalents- beginning of year	7,254,447
Cash and Cash Equivalents- end of reporting period	<u>\$ 6,626,857</u>



MEMORANDUM

To: Board of Regents
Northern New Mexico College

From: Vince Lithgow, Vice President for Finance and Administration

Date: June 23, 2022

Re: **Increase to Nursing Course Specific Fees**

Issue

The Nursing program is proposing a change in Nursing fees.

Overview

The fees describe later in the following pages are a passthrough that NNMC charges to students for specific courses in the Nursing Program. NNMC does not make any revenue as they are just collected from the students and are paid to the third party. NNMC charges these fees to students so that students may use their Financial Aid to pay for them.

All the third-party fees are explained in the attached file including the proposal related to a transition of the vendor.

Recommendation

I recommend the Board of Regents approve the increase of the new fee structure.

Northern New Mexico College

Department of Nursing & Health Sciences
Course fees
Effective Fall 2022

The following is a comprehensive list of nursing student's fees. Fees that are in red are either new or changed.

HLED 1115	\$7 CPR cards and \$16 for textbook for total of \$21
HSCI 109	\$27 CPR Cards and \$23 textbook for total of \$50
HSCI 160L	\$15 Malpractice liability insurance. \$50 Materials and Certification for EMT-Basic for a total of \$65
NURS 1100L	\$15 Student malpractice liability insurance
NURS 1113	\$150 Standardized Testing \$693.75 – ATI Resources
NURS1113L	\$15 Student malpractice liability insurance; \$50 drug screening; \$100 student uniform; \$70 for student lab supply tote; for a total of \$235
NURS 1125	\$150 Standardized Testing \$713.50 – ATI Resources
NURS 1125L	Kaplan Human Virtual Clinical Simulation \$100 No additional fees for ATI
NURS 2225	\$150 Standardized Testing \$713.50 – ATI Resources
NURS 2225L	\$15 Student malpractice liability insurance and \$50 urine drug screen Kaplan Human Virtual Clinical Simulation \$100 for a total of \$165 for a total of \$65 No additional fees for ATI
NURS 2235	\$150 Standardized Testing \$713.50 – ATI Resources
NURS 2235L	\$45 Capital Challenge. Kaplan Human Virtual Clinical Simulation \$100 No additional fees for ATI
NURS 4430	\$15 Student malpractice liability insurance
NURS 4451	\$15 Malpractice liability insurance

Northern New Mexico College
ADN Program
Student Fee Adjustment Request

Purpose: The NNMC Associate Degree Nursing (ADN) Program proposes a change in nursing course fees associated with a transition to one vendor for all program software, NCLEX prep, and learning resources (including textbooks).

This proposal will describe the student and faculty benefits and costs associated with merging all nursing program software and book access through one vendor starting Fall 2022.

Description:

Students enrolled in the Associate Degree Nursing Program at Northern New Mexico College incur fees beyond the customary cost of tuition, books, and school fees. The students are responsible for purchasing books, different types of standardized testing software access, virtual simulation, supplies, and uniforms. The Department of Nursing currently uses several different vendors to provide the needed software, books, supplies, and uniforms.

The nursing faculty are looking for solutions to address the changes in the National Council Licensure Examination for Registered Nurses (NCLEX-RN) testing format. The National Council of State Boards of Nursing (NCSBN) is tasked with providing NCLEX testing within the United States and Canada. As of May 2023, the NCSBN will be releasing the Next Generation NCLEX Exam (NGN) with new question formats directed at higher level testing of students' ability to critically think and make evidence-based clinical judgements. Several new types of questions have been developed for the exam being released in May 2023.

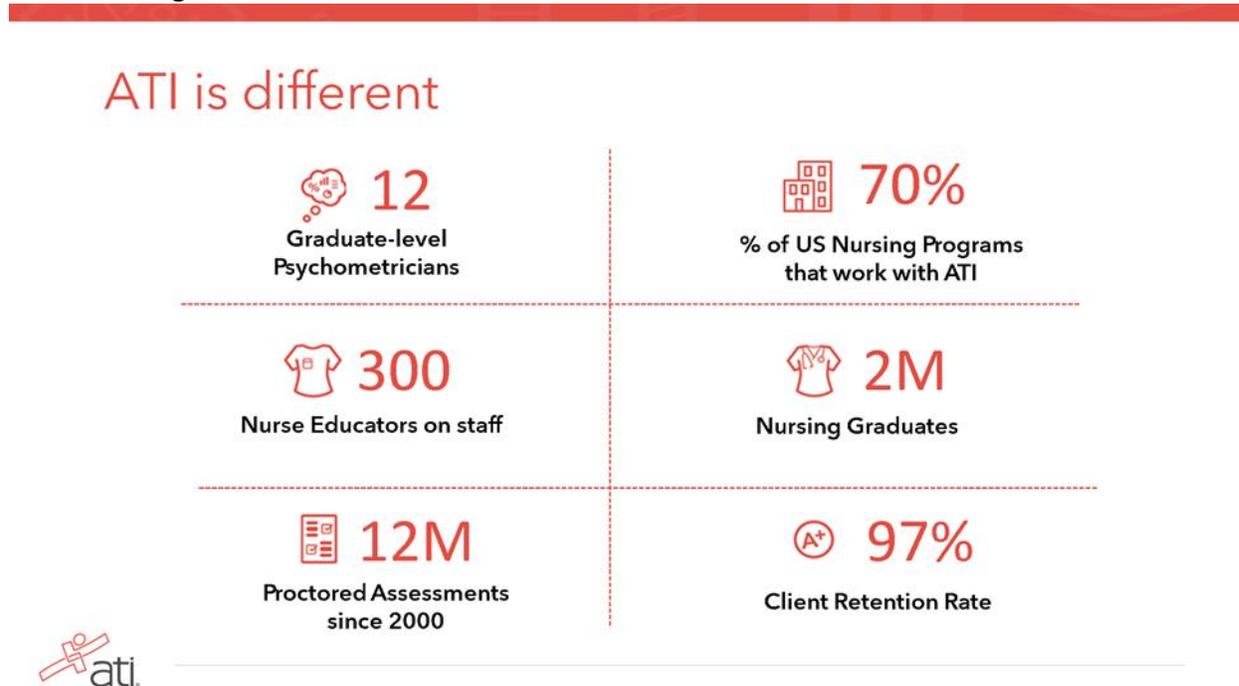
After examining the data available describing the new question formats, the faculty determined that the current Learning Management System (LMS) (Blackboard) is not equipped to build the format of the new questions. The faculty also feels it is time for a more seamless student learning resource experience. From the first to the last exam given in nursing school, the student should be exposed to the different question formats they will encounter while taking the NCLEX-RN exam. If not corrected, the student would be left at a distinct disadvantage related to passing the NCLEX-RN.

Proposed Solution:

The faculty has interviewed several vendors who can provide the needed level of support required by the ADN program. After close consultation between the Program Director and faculty, the faculty has chosen Assessment Technologies Institute (ATI). ATI is a national leader in providing support and assessment software to nursing programs around the nation. By adopting ATI, the students would receive all books, access to top grade interactive student learning resources, an NCLEX prep course and predictor exams, and several assessment products for one fee per semester. The

student resources keep the students engaged while also providing faculty with the support they need to provide an interactive learning environment and NGN exam formats. The assessment products provide the student with a clear picture of how they are progressing toward being prepared to pass the NCLEX-RN exam. The faculty are provided with the needed resources to build the new NGN style questions.

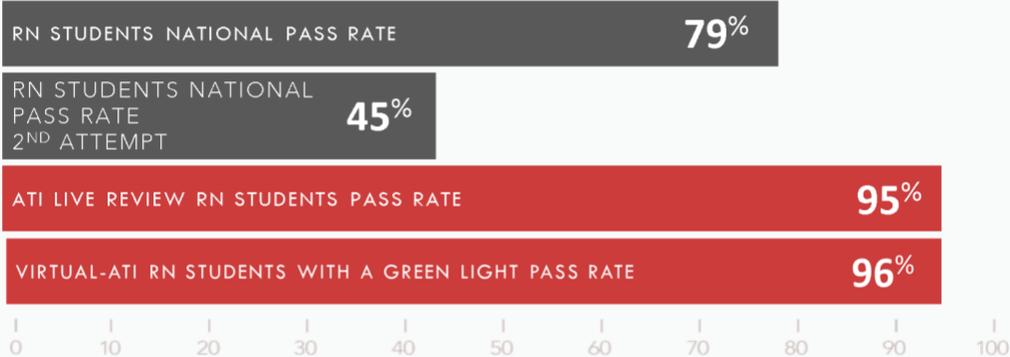
Vendor Background:



ATI Nursing Education started over 20yrs with a single assessment called the Comprehensive Predictor developed solely for the purpose of predicting a nursing student's probability of passing NCLEX. The second assessment created was the TEAS which is the admissions entrance assessment helping institutions determine admissibility for right and ready nursing student candidates. Today, ATI has grown to become a comprehensive portfolio of solutions, services, and resources for nursing students to use as they move through their program. Helping students master the concepts of nursing, ultimately passing NCLEX on the first attempt, and successfully transitioning as skilled confident nurses into practice. **(878 complete clients.)**

Outcomes: ATI Live NCLEX Review & Virtual ATI NCLEX Review

NCLEX-RN



*All NCLEX pass rate data based on July 2021 - December 2021 NCLEX-RN test takers. National pass rates were obtained from the NCSBN website and are for first-time, US educated NCLEX-RN test takers. Live Review pass rates are self-reported NCLEX outcomes for students who completed an ATI Live Review. These comparisons are descriptive in nature and do not reflect a true experimental design.

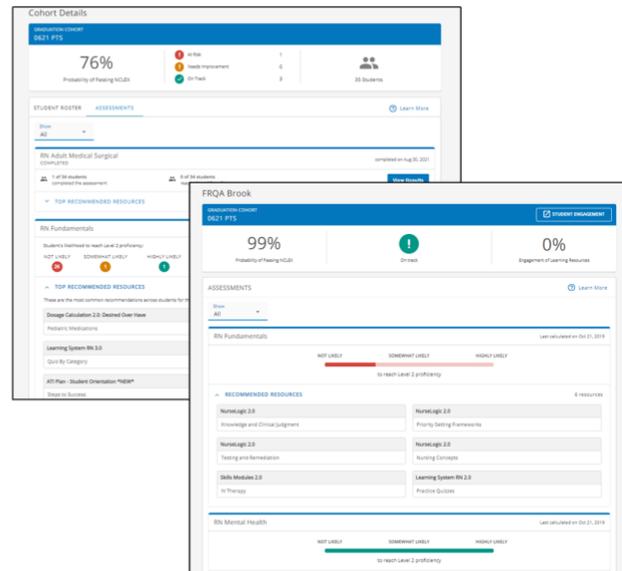


* Study of publicly available data for forty-five states, independently validated by an external psychometrics firm. This data represents a likely outcome but not a warranty of success on the NCLEX.

The proof is in the pass rates. At ATI, our entire business centers around educating nurses and helping them prepare for the most important test of their careers. ATI uses a combination of substantive material, assessment-driven review, and building an understanding of how the NCLEX® works. This holistic and precise approach leaves students with comprehensive knowledge of content and confidence to tackle test day.

PULSE 3.0: Powerful Predictions of Next Generation NCLEX Readiness

- View dynamic predictions of how students are expected to perform on each proctored exam
- Identify at-risk students early, before they take the test
- Track likelihood of success for the whole class or for individual students



ATI Pulse was directly inspired by feedback from the ATI Analytics Council, which is comprised of 10 schools that provide direct feedback on analytics initiatives. The Pulse algorithm was created by the ATI Research Team who used an extensive pilot approach using multiple methodologies to search for the best option for creating earlier and incremental predictions. There is a unique model for PN, ADN, and BSN program types. Closing the gap so no student slips through the cracks.

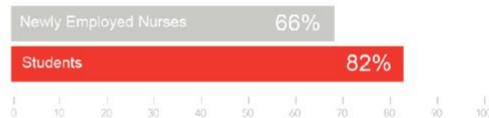
Real Life

Impact in the classroom

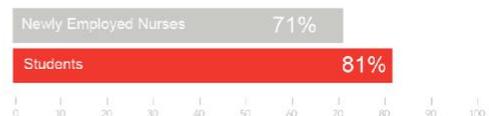
- 250 newly graduated students were surveyed to measure the impact of Real Life.
- Real Life impacted many key skills with the greatest impact on the following both as students and as newly employed nurses:
 - Clinical reasoning skills
 - Patient safety skills
 - Clinical assessment skills

*More research is available upon request.

Real Life impact on: Clinical Reasoning



Real Life impact on: Patient Safety



Real Life impact on: Clinical Assessment



To address the gap between nursing education and nursing practice, Real Life uses branching logic and live-action video simulations that challenge students to make good clinical decisions based on the evidence presented in each vignette and experience the consequences of their actions in a safe learning environment.

Branching logic ensures that no two scenarios ever play out the same way, so students have the chance to practice and replay scenarios again and again as they develop their clinical reasoning skills.

ATI Program Impact on NCLEX Pass Rates



IN 2019, ATI CLIENT NURSING PROGRAMS THAT PURCHASED BUNDLE PRODUCTS (N=1,445) PASSED THE NCLEX AT SIGNIFICANTLY HIGHER RATES THAN THEIR NON-ATI COUNTERPARTS (N=770). BELOW ARE HIGH LEVEL FIRSTTIME PASS RATE FINDINGS FROM THE NATIONAL DATA.*



NURSING PROGRAMS USING AN ATI BUNDLED SOLUTION HAD HIGHER NCLEX PASS RATES.

* Study of publicly available data for forty-five states, independently validated by an external psychometrics firm.



An outside research firm performed a study that was independently validated indicating programs that purchased an ATI bundled solution, like the Complete Partnership had a 9% higher NCLEX pass rates than those programs who did not purchase an ATI bundled solution

The Big Four



IN 2019, ATI CLIENT NURSING PROGRAMS THAT PURCHASED BUNDLE PRODUCTS (N=347) IN THE BIG FOUR DATA SET PASSED THE NCLEX AT SIGNIFICANTLY HIGHER RATES THAN THEIR NON-ATI COUNTERPARTS (N=240). BELOW IS THE OBSERVED DIFFERENCES.*



NURSING PROGRAMS USING AN ATI BUNDLED SOLUTION HAD HIGHER NCLEX PASS RATES.



* Study of publicly available data for forty-five states, independently validated by an external psychometrics firm. This data represents a likely outcome but not a warranty of success on the NCLEX.

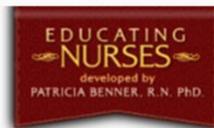
Online Faculty Development

On-Demand Product Support & Continuing Education

- **More than 25 CNEs** in complimentary professional development courses
- **More than 43 CNEs** of Premium Courses
 - Complimentary to ATI Complete Partners
- Topic areas include:
 - Teaching & Learning
 - Accreditation
 - Civility & Healthy Workplaces
 - Curriculum Development
 - Leadership & Management
 - Program Evaluation
 - Special Topics
- ATI Product Training & Integration Courses



EducatingNurses.com



*Patricia E. Benner,
R.N., Ph.D., FAAN*

- Focuses on teaching & learning strategies for deeper learning and clinical reasoning to make students more practice-ready
- Complimentary for ATI Complete Partner faculty
- Website access includes:
 - Nursing Education Modules with real classroom videos that demonstrate excellent teaching
 - Continuing Education Modules (videos)
 - Articles
 - Books

Student Software Access Fees and Books:

Current cost for textbooks and software

Company	Description of Service	Average Cost Per Semester
Elsevier	Books & Software: AY 2021 – 2022 Cost Semester 1 - \$635.26 Semester 2 - \$520.86 Semester 3 - \$171.47 Semester 4 - \$0. Total: \$1,327.59/4 semesters	\$331.90
Kaplan/iHuman	Testing and Interactive clinical experience: Kaplan - \$ 600 (\$150 per semester per student) iHuman - \$300 (\$100 per semester 2, 3, and 4 per student) Total = \$900.00/4 semesters	\$225.00

Total per semester student books and software fees		\$556.90
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Proposed: Level I students Fall 2022

ATI Complete Partner	Full Suite of ATI products, NCLEX Student Review, and Support Services	Semester 1 – \$ 693.75
	Complete – Semester 1 = \$2775.00/4	Semesters 2, 3 & 4 – \$713.50
	Complete w/Mental Health Module – Semesters 2, 3 & 4 = \$2775.00 + \$79.00 = \$2854.00/4	

Comparison: Increase Course fee (Average over 4 semesters)

Semester	Comparison of old cost to new cost	Approximate Cost Increase
1	\$556.90 : \$693.75	\$136.85
2, 3 & 4	\$556.90 : \$713.50	\$156.60/per semester

Average Cost Increase over 4 semesters:

\$136.85

\$ 469.80 (\$156.60 for 3 semesters)

Total: \$606.65/4 semesters = \$151.66 average semester cost increase over for each of the 4 nursing school semesters

Proposed: Current Level II students (May 23 Cohort) (Semester 3 and 4)

Semester 3 Fall 2022

Book - \$123.00

EAQ - \$74.99

Kaplan Testing - \$150.00

Kaplan iHuman - \$100.00

Total - \$ 447.99

ATI - \$469.50

Net Cost Increase: \$21.51

Semester 4

Kaplan Testing - \$150.00

Kaplan iHuman - \$100.00

Total – \$250.00

ATI - \$469.50

Net Cost Increase: \$219.50

Opportunities:

Many opportunities exist to improve program student learning outcomes (SLOs). The student will have the opportunity to see in real-time their progress toward their level of NCLEX preparation. The student will also have 24 hours a day access to resources to remediate unclear content and improve the use of content to improve clinical judgment and support NCLEX success. The faculty has the opportunity to have access to improved resources. With the first Next-Generation NCLEX-RN starting in April 2023, the faculty resources will provide the ability to improve the learning environment with cutting-edge technology and improve program continuity by removing multiple resource vendors with one all-encompassing resource.

Disadvantages:

Cost is a key variable. As shown in the above tables, students will incur an average 4-semester cost increase of \$151.66 above the current average semester cost. After careful exploration of interviewed vendors, the faculty noted how the cost went up significantly if some form of bundling of the needed services could not be reached.



SUMMARY

NNMC OPEN POSITIONS

- **29 Positions**
 - **2 - Interview Process**
 - DIRECTOR OF CENTER FOR DISTANCE EDUCATION
 - COORDINATOR OF STUDENT LIFE
 - **1 - Conducting Interviews**
 - ASSISTANT PROFESSOR-ELEMENTARY EDUCATION
 - **2 - Interviews Completed**
 - ASSOCIATE REGISTRAR
 - DIRECTOR OF STUDENT SUCCESS AND ADVISEMENT
 - **4 - New Positions**
 - DIRECTOR OF THE NATIVE AMERICAN CENTER
 - COORDINATOR OF THE NATIVE AMERICAN CENTER
 - STEM HOLISTIC ENGINEERING ADVISOR
 - STEM CURRICULUM REDESIGN INSTRUCTIONAL DESIGNER
 - STEM HOLISTIC ADVISOR—BIOLOGY, CHEMISTRY, ENVIRONMENTAL SCIENCE; MATH AND PHYSICAL SCIENCE

ASSOCIATE REGISTRAR**Posting Date: 1/31/2022**Notes: **INTERVIEWS COMPLETED****SUMMARY:**

The Associate Registrar reports directly to the Registrar and works under limited supervision, administers the overall operations of the records office, including areas such as course scheduling, management of student records, official and unofficial transcripts, grade petitions, graduation process, commencement ceremony preparation, monitoring academic guidelines, degree audit reporting system, and related matters. Ensures compliance with Family Rights and Privacy Act and all other applicable laws and regulations.

DIRECTOR OF STUDENT SUCCESS AND ADVISEMENT**Posting Date: 3/31/2022****Accepting Applications****Open until filled**Notes: **INTERVIEWS COMPLETE****SUMMARY:**

This position is responsible for the coordination and development of first-year student success and retention initiatives and requires collaboration directly with a variety of faculty and staff to design and implement activities and programs intended to promote academic success, student retention and persistence of college students. These include various college readiness, access and success initiatives such as First-Year Experience and New Student Orientation. The position also supervises the Advisement Center, the first year advising plan and the testing center.

ASSISTANT PROFESSOR-ELEMENTARY EDUCATION**Posting Date: 3/31/2022****Accepting Applications-****Open until filled**Notes: **INTERVIEWING****SUMMARY:**

This position is responsible for the coordination and development of first-year student success and retention initiatives and requires collaboration directly with a variety of faculty and staff to design and implement activities and programs intended to promote academic success, student retention and persistence of college students. These include various college readiness, access and success initiatives such as First-Year Experience and New Student Orientation. The position also supervises the Advisement Center, the first year advising plan and the testing center.

DIRECTOR OF CENTER FOR DISTANCE EDUCATION**Posting Date: 05/17/2022****Accepting Applications-****Open until filled**Notes: **INTERVIEW PROCESS****SUMMARY:**

The Director of the Center for Distance Education reports directly to the Provost & Vice President of Academic Affairs and is responsible for providing strategic planning and direction of the College's online and distance learning programs. Working collaboratively with campus and program leadership, the Director, formulates the institutional vision and strategies for online and distance delivery of instruction, and drives the implementation of the policies, procedures, and systems necessary to execute the College's vision and strategies. In addition, the Director is responsible for designing, developing, implementing, and maintaining the core services for online and hybrid delivery of instruction and support services.

COORDINATOR OF STUDENT LIFE**Posting Date: 4/19/2022****Accepting Applications****Open until filled**Notes: **INTERVIEW PROCESS****SUMMARY:**

Under the direction of the Assistant Provost for Student Life, the Coordinator of Student Life is responsible for coordinating and administering an innovative and comprehensive student life program that supports the mission of Northern New Mexico College. Quality service is essential in this public relations position to establish positive first impressions and expectations of continued quality service. It is therefore imperative that the Coordinator of Student Life impart the College's core values of service and school spirit.

COORDINATOR OF THE NATIVE AMERICAN CENTER**Posting Date: 05/25/2022 Accepting Applications- Open until filled**Notes: **NEW POSITION****SUMMARY:**

The Coordinator of the Native American Center (NAC) under the direct supervision of the Director of the Native American Center is responsible for the coordination of the NAC's student support operations (recruitment, retention, advising, programming, and other student support-related services) as related to the goals and mission of Northern New Mexico College.

STEM Holistic Advisor—Biology, Chemistry, Environmental Science; Math and Physical Science**Posting Date: 4/13/2022 Accepting Applications Open until filled**Notes: **NEW POSITION****SUMMARY:**

The mission of the Biology, Chemistry and Environmental Science department at Northern New Mexico College is to educate undergraduates in scientific concepts, laboratory methodologies, and the natural environment of northern New Mexico, to prepare them for graduate school and professional career opportunities in the broad sciences and health fields. The college's Math Department offers a Bachelor of Science and Associate of Science degrees in Math. This position will provide academic and career advisement for Biology, Chemistry, Environmental Science, Math, and Physical Science degree seeking students; attend to student academic inquiries, assist in the resolution of individual academic problems, advises and assists students in the development of academic plans, class schedules, and transfer evaluations.

STEM Holistic Engineering Advisor**Posting Date: 4/13/2022 Accepting Applications Open until filled**Notes: **NEW POSITION****SUMMARY:**

Northern New Mexico College's Engineering and Technology Department's average class size of 12 extends to students competitive, personalized attention. Northern offers two ABET-accredited Bachelor degrees: in Information Engineering Technology; and Electromechanical Engineering Technology. In addition, the college offers one Post-Baccalaureate Certificate program, and five Associate degrees, including two AAS degrees and one Certificate in Career Technical Education (CTE). This position will provide academic and career advisement for Engineering degree seeking students; attend to student academic inquiries, assist in the resolution of individual academic problems, and advises on academic changes; advises and assists students in the development of academic plans, class schedules, and transfer evaluations.

STEM Curriculum Redesign Instructional Designer**Posting Date: 4/1/2022 Accepting Applications Open until filled**Notes: **NEW POSITION****SUMMARY:**

Responsible for providing instructional and program design expertise and faculty support for the development of academic courses specifically in the areas of Science, Technology, Engineering, and Math, educational programs, and staff and faculty training and development. Assist with redesign courses aligned to STEM career path hiring needs. This position will be responsible for assisting with Accelerated Format courses (8 week) and Co-requisite STEM Math courses. This position will help faculty develop engaging, immersive, innovative STEM courses reflecting high priority Student Learning Outcomes (SLOs) for STEM pathways.

EDUCATIONAL ADVISOR-EOC**Posting Date: 06/15/2022 Accepting Applications- Open until filled**

Notes:

SUMMARY:

Shared responsibility to collect & disseminate information on post-secondary education with a shared goal of recruiting 850 participants in our service area/target area of 30,000 square miles.

ASSISTANT PROFESSOR OF MATHEMATICS**Posting Date: 6/2/2022****Accepting Applications****Open until filled**

Notes:

SUMMARY:

Teach lower and upper-division mathematics and/or physical science classes (physics and astronomy); Participate in scholarly activities and serve on college committees; Advise students regarding curriculum and career matters; Assess student learning outcomes; Mentor students in research projects; Apply for public and private funding opportunities; Participate in recruitment and retention initiatives

DUAL CREDIT COORDINATOR**Posting Date: 05/27/2022****Accepting Applications-****Open until filled**

Notes:

SUMMARY:

The Dual Credit reports directly to the Admissions/Recruitment Director and works *under* limited supervision, administers the overall operation of the Dual Credit Program, meets with potential Dual Credit students (and their parents), and works closely with both school district counselors and with the Academic Chairs at NNMC. Ensures compliance with the Family Educational Rights and Privacy Act (FERPA) and all other applicable laws and regulations which govern both the Dual Credit process and academic records. Represents the Admissions/Recruitment Office to internal and external constituencies, while providing exemplary customer service.

DIRECTOR OF THE NATIVE AMERICAN CENTER**Posting Date: 05/25/2022****Accepting Applications-****Open until filled**

Notes:

SUMMARY:

The position will report to the Assistant Provost for Student Affairs. This position provides leadership for the College's Native American Center. This position is a full-time, twelve-month, exempt position that reports to the Assistant Provost for Student Affairs.

ADMINISTRATIVE ASSISTANT**Posting Date: 05/23/2022****Accepting Applications-****Open until filled**

Notes:

SUMMARY:

The Administrative Assistant assists faculty, staff, and students in the College of Business Administration with clerical and administrative duties in order to effectively deliver the academic programs to students.

ASSISTANT DIRECTOR OF FACILITIES**Posting Date: 05/23/2022****Accepting Applications-****Open until filled**

Notes:

SUMMARY:

The Assistant Director of Facilities directs and manages the overall maintenance of the campus under the direct supervision of the Director of Facilities by ensuring that all College facilities are structurally sound, mechanically operational, electrically efficient, and safe. Performs comprehensive technical maintenance, troubleshooting, and repair of mechanical and electrical equipment and develops, documents, and administers preventive maintenance programs for all mechanical and electrical equipment. Oversees and coordinates the work of other facilities maintenance staff in the absence of the Director.

ACCOUNTANT III**Posting Date: 05/19/2022****Accepting Applications-****Open until filled**

Notes:

SUMMARY:

Under the supervision and direction of the Controller and Accountant IV, the Accountant III will perform daily general ledger accounting functions including payroll for the College and Branch College using a strong accounting foundation and knowledge of Government Accounting Standards Board (GASB) and Generally Accepted Accounting Principles (GAAP) to analyze the

composition Balance Sheet and Income Statement accounts for appropriateness and completeness, which includes but is not limited to preparing and posting journal entries, reconciliation of general ledger with external fiduciary account(s) and payroll software, accounts receivable, preparation of financial reports, analytical review of financial information, and assisting the Controller and Accountant IV with the preparation of financial information used in the annual financial statement audit.

INFORMATION SYSTEMS SECURITY OFFICER

Posting Date: 05/19/2022 Accepting Applications- Open until filled

Notes:

SUMMARY:

Under general supervision from the CIO, the Information Systems Security Officer (ISSO) is responsible of the performance of all information security related activities for the institution.

NURSING LAB ASSISTANT

Posting Date: 4/22/2022 Accepting Applications Open until filled

Notes:

SUMMARY:

The Nursing Lab Assistant is a part-time staff position within the Associate Degree Nursing program responsible for assisting the nursing faculty in accomplishing duties related to the nursing simulation and skills labs.

INSTRUCTIONAL DESIGNER

Posting Date: 4/22/2022 Accepting Applications- Open until filled

Notes:

SUMMARY:

The Instructional Designer will be responsible for planning, designing, developing, documenting, and reviewing online and hybrid courses. Position funded through Title V CASSA

DEGREE AUDIT ANALYST

Posting Date: 4/1/2022 Accepting Applications Open until filled

Notes:

SUMMARY:

Manages and oversees the day-to-day support of the Degree Audit Reporting System (Ellucian Degree Works) processing for the College. Scribes all college and individual degree requirements, and provides problem analysis and resolutions for end users. Ensures the accuracy of degree requirements and content. Participates in the resolution of degree audit system problems and issues. Serves as the principal point of technical and operational support with respect to Degree Works data management and database administration. Provides system training for the staff and the College community in using the Degree Works system.

SIMULATION LAB COORDINATOR/ NURSING \FACULTY, ASSOCIATE DEGREE NURSING PROGRAM

Posting Date: 1/31/2022 Accepting Applications- Open until filled

Notes

SUMMARY:

The Simulation Lab Coordinator is a member of the nursing faculty charged with managing the nursing simulation laboratory and directing skills and simulation laboratory learning activities. The position entails reduced faculty teaching responsibilities as required to meet the instructional needs of the nursing program

PROGRAM COORDINATOR FOR RADIATION PROTECTION PROGRAM**Posting Date: 1/31/2022****-Accepting Applications****-Open until filled**

Notes:

SUMMARY:

Program Coordinator for the Radiation Protection Program will assist with the recruitment, advisement, cohort building, and professional development of radiation protection students. This position will attend career/recruitment fairs, work with New Mexico Workforce Solutions and high school counselors, and attend media and outreach events to recruit students into the radiation protection program. Once students are admitted into program, the Program Coordinator will create cohorts of students, advise students, create student schedules, advise faculty on section offerings, and implement strategies for student retention and graduation from the RDPR program. This position will also coordinate/offer soft skills workshops, professional development workshops, resume/cover-letter workshop, and work with Los Alamos National Laboratory (LANL) recruiters/personnel to help RDPR students obtain internships/student positions/full time positions at LANL post-graduation. This position will work directly with BCES (Biology, Chemistry, and Environmental Science) chair and faculty to complete duties and obligations of LANL contract.

SAFETY AND SECURITY SUPERVISOR**Posting Date: 1/12/2022****Accepting Applications****Open until filled**

Notes:

SUMMARY:

Under the direct supervision of the Safety & Security supervisor, this position will provide security functions for the College that include physical security and safety of faculty, staff and students, facilities, and assets. The incumbent will conduct highly visible campus patrols, inspections, and escort services as required; respond to all college related calls for assistance; initiate or assist in investigations of incidents as required or directed and must maintain confidentiality. The incumbent may be assigned to work any shift which may include weekends and holidays at the Espanola or El Rito Campus. Under the direct supervision of the Assist Director of Facilities the Safety and Security Supervisor maintains a College Safety and Security Program which is highly visible, proactive and responsive to the needs of the College Community.

ASSISTANT PROFESSOR OF INFORMATION ENGINEERING TECHNOLOGY (VISITING PROFESSOR)**Posting Date: 11/16/2021****Accepting Applications****Open until filled**

Notes:

SUMMARY:

Develop and offer courses in Hydraulics and Process Control geared towards apprentices enrolled in 2 year programs. Other courses that this position may be required to offer include, Engineering Math, Introduction to Engineering, Electromechanical, Chemistry, Physics courses, depending on faculty's area of expertise. Develop and maintain laboratories and facilities; Participate in scholarly activities and serve on college committees; Mentoring students in research and capstone projects; Seek and apply to public and private fund opportunities; Advise students regarding curriculum and career matters; Assessment and evaluation of student outcomes; Participate in recruitment and retention initiatives; Perform all other duties as assigned.

FACULTY INSTRUCTOR-ASSOCIATE DEGREE NURSING PROGRAM**Posting Date: 11/8/2021****Accepting Applications****Open until filled**

Notes:

SUMMARY:

Full -time faculty members of Northern New Mexico College's Associate Degree Nursing (ADN) Program assist the program Director to develop, implement, and evaluate the nursing curriculum. Duties include student advisement, curriculum development, program evaluation, teaching in the classroom and clinical setting, evaluation of student learning, college and community service, scholarship, and other duties as assigned in accordance with the mission, vision, and purpose of the ADN program

ASSISTANT PROFESSOR OF ENGINEERING (VISITING PROFESSOR)**Posting Date: 11/5/2021****Accepting Applications****Open until filled**

Notes:

SUMMARY:

Develop and offer courses in Hydraulics and Process Control geared towards apprentices enrolled in 2 year programs. Other courses that this position may be required to offer include, Engineering Math, Introduction to Engineering, Electromechanical, Chemistry, Physics courses, depending on faculty's area of expertise. Develop and maintain laboratories and facilities; Participate in scholarly activities and serve on college committees; Mentoring students in research and capstone projects; Seek and apply to public and private fund opportunities; Advise students regarding curriculum and career matters; Assessment and evaluation of student outcomes; Participate in recruitment and retention initiatives; Perform all other duties as assigned.

CUSTODIAN-**Posting Date: 10/28/2021****Accepting Application****ONGOING**

Notes:

SUMMARY:

Under supervision and direction, performs custodial maintenance duties including dusting, mopping, finishing and buffing floors, vacuuming floors and shampooing carpets, cleaning and restocking bathrooms.

SAFETY & SECURITY OFFICER**Posting Date: 10/28/2021-****Accepting Applications****ONGOING**

Notes:

SUMMARY

Under the direct supervision of the Safety & Security supervisor, this position will provide security functions for the College that include physical security and safety of faculty, staff and students, facilities, and assets. The incumbent will conduct highly visible campus patrols, inspections, and escort services as required; respond to all college related calls for assistance; initiate or assist in investigations of incidents as required or directed and must maintain confidentiality. The incumbent may be assigned to work any shift which may include weekends and holidays at the Espanola or El Rito Campus.

NETWORK SYSTEMS ADMINISTRATOR**Posting Date:4/8/2021-****Accepting Applications****Open until filled**

Notes:

SUMMARY

The Network Administrator is responsible for the overall management and administration of Northern New Mexico College's multi-campus-wide information technology network system to include the following areas of responsibility: Network Administration; Infrastructure Documentation; Network Security of both the "Wired" and "Wireless" Campus solutions. The Network Administrator is responsible in knowing and fully understanding Network System Development Life Cycle (SDLC) process, configuration management database (CMDB) process, and project management body of knowledge (PMBOK) approach and project management methodology in managing any ongoing projects. Hands on experience working with: VMWare, Security of Networks Technology to include: Cisco hardware, Firewalls, Meraki Solutions to name a few.

NNMC Branch Community College Deep Dive

C. Vince Lithgow, VP for Finance & Administration
vince.lithgow@nnmc.

NORTHERN New Mexico College



NNMC Branch Community College (BCC) FY20-FY22 Revenue YTD

NNMC Branch Community College Revenue By Fiscal Year

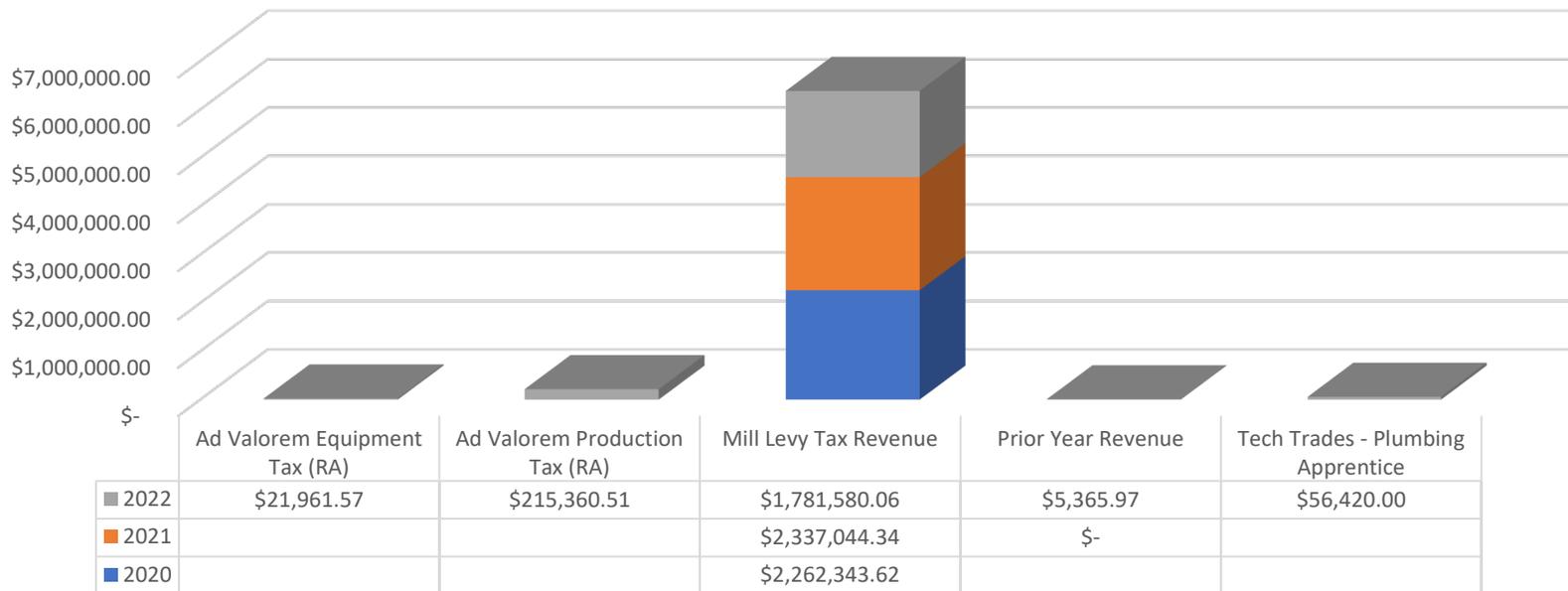
FY2020 - 2022

Account				Grand Total
	2020	2021	2022	
Ad Valorem Equipment Tax (RA)			\$ 21,961.57	\$ 21,961.57
Ad Valorem Production Tax (RA)			\$ 215,360.51	\$ 215,360.51
Mill Levy Tax Revenue	\$ 2,262,343.62	\$ 2,337,044.34	\$ 1,781,580.06	\$ 6,380,968.02
Prior Year Revenue		\$ -	\$ 5,365.97	\$ 5,365.97
Tech Trades - Plumbing Apprentice			\$ 56,420.00	\$ 56,420.00
Grand Total	\$ 2,262,343.62	\$ 2,337,044.34	\$ 2,080,688.11	\$ 6,680,076.07



NNMC Branch Community College (BCC) FY20-FY22 Revenue YTD

Branch Community College Revenue
FY2020 -2022



NNMC Branch Community College (BCC) Expense Line Item Detail by Fiscal Year



Branch CC Expense Detail by Line Item

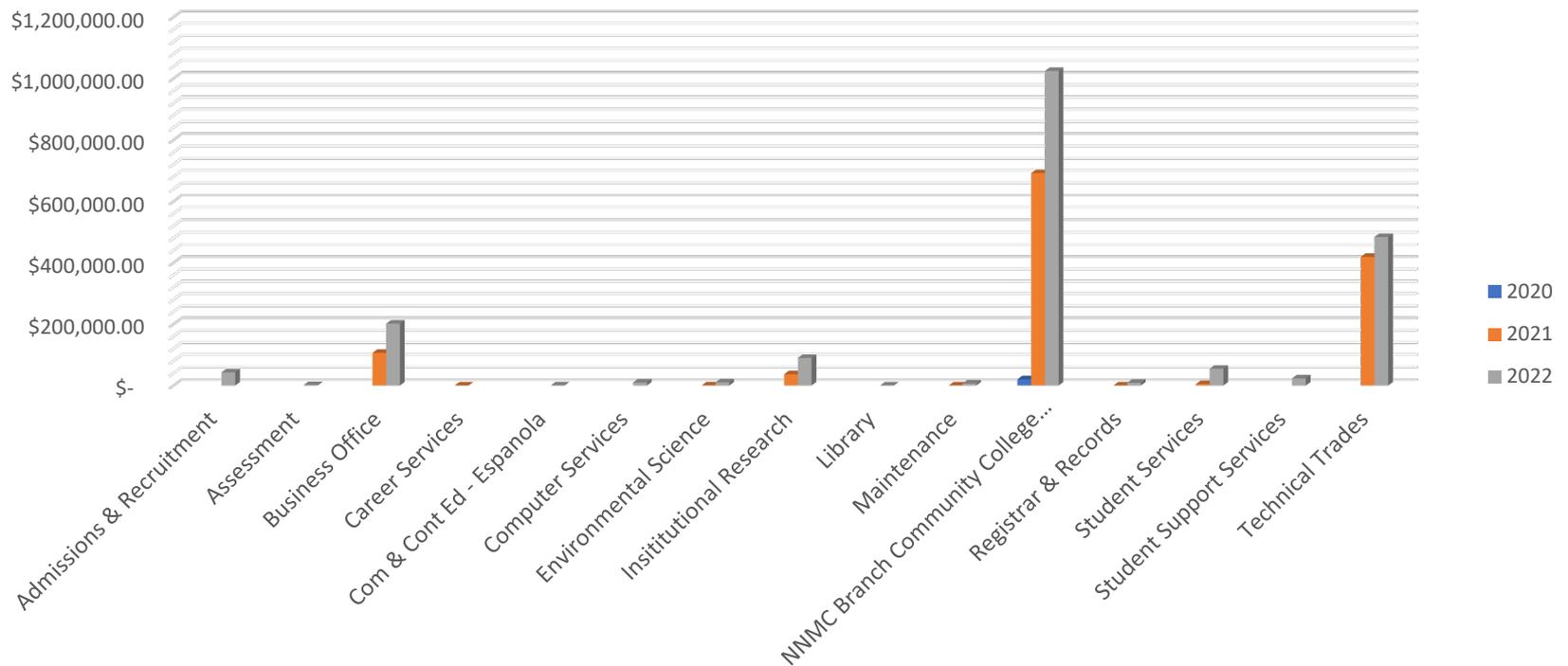
FY 2020 - 2022

Account Line Item	2020	2021	2022	Grand Total
Compensation	\$ 430,972.31	\$ 793,965.97	\$ 1,224,938.28	\$ 1,224,938.28
Accrued Vacation	\$ 3,217.11	\$ 28,190.03	\$ 31,407.14	\$ 31,407.14
Administrative Leave		\$ 4,456.07	\$ 4,456.07	\$ 4,456.07
Basic Life	\$ -	\$ 147.28	\$ 147.28	\$ 147.28
Dental Insurance	\$ 1,093.07	\$ 2,216.38	\$ 3,309.45	\$ 3,309.45
Faculty Chair - Stipends	\$ -	\$ -	\$ -	\$ -
Faculty Sal - Ovrl'd Non-Teaching	\$ -	\$ -	\$ -	\$ -
Faculty Salaries Adjunct	\$ 2,999.88	\$ 4,791.50	\$ 7,791.38	\$ 7,791.38
Faculty Salaries Full-time	\$ 76,279.53	\$ 110,408.58	\$ 186,688.11	\$ 186,688.11
Health Insurance	\$ 20,528.71	\$ 50,368.15	\$ 70,896.86	\$ 70,896.86
Medicare	\$ 4,483.90	\$ 8,157.36	\$ 12,641.26	\$ 12,641.26
OASDI	\$ 19,172.56	\$ 34,879.85	\$ 54,052.41	\$ 54,052.41
Overtime	\$ 116.78	\$ 2,549.42	\$ 2,666.20	\$ 2,666.20
Per Diem Board of Regents	\$ 380.00	\$ 420.00	\$ 800.00	\$ 800.00
Professional Salaries-FT	\$ 229,127.16	\$ 330,839.35	\$ 559,966.51	\$ 559,966.51
Professional-Stipends/Honorariums		\$ 13,883.49	\$ 13,883.49	\$ 13,883.49
Reimbursements-Moving Expenses	\$ 553.45		\$ 553.45	\$ 553.45
Retiree Health Care - ERA	\$ 20,174.00	\$ 15,636.78	\$ 35,810.78	\$ 35,810.78
Retirement - ERA	\$ 40,922.46	\$ 81,869.03	\$ 122,791.49	\$ 122,791.49
Retirement - TIAA-CREF		\$ 4,899.68	\$ 4,899.68	\$ 4,899.68
Sick Leave Bank	\$ 2,493.91	\$ 10,597.63	\$ 13,091.54	\$ 13,091.54
Staff Stipends		\$ 110.40	\$ 110.40	\$ 110.40
Support Staff Salaries-FT	\$ 8,599.11	\$ 88,718.79	\$ 97,317.90	\$ 97,317.90
Unemployment Compensation	\$ 522.01	\$ 270.11	\$ 792.12	\$ 792.12
Vision Insurance	\$ 110.75	\$ 359.82	\$ 470.57	\$ 470.57
Workers Compensation Insurance Bill	\$ -	\$ -	\$ -	\$ -
Workers Compensation Payroll	\$ 197.92	\$ 196.27	\$ 394.19	\$ 394.19
Expenditures	\$ 20,053.15	\$ 826,943.22	\$ 1,161,635.40	\$ 2,008,631.77
Books and Periodicals		\$ -	\$ -	\$ -
Building Maintenance & Repairs		\$ -	\$ -	\$ -
Building Renewal and Replacement	\$ 415,004.79	\$ 707,541.02	\$ 1,122,545.81	\$ 1,122,545.81
Contingency Restricted	\$ -	\$ -	\$ -	\$ -
Electricity-El Rito	\$ 58,438.37	\$ 68,693.64	\$ 127,132.01	\$ 127,132.01
Electronics-Computer up to 4999.99	\$ 42,732.84	\$ 27,859.63	\$ 70,592.47	\$ 70,592.47
Equipment 5000.00 and Over	\$ 20,417.68	\$ 20,884.05	\$ 41,301.73	\$ 41,301.73
Equipment up to 4999.99	\$ 24,261.71	\$ 3,752.85	\$ 28,014.56	\$ 28,014.56
Garbage Disposal-El Rito	\$ 5,167.92	\$ 3,482.18	\$ 8,650.10	\$ 8,650.10
Honorariums		\$ -	\$ -	\$ -
In-State Travel	\$ 53.15	\$ 29.53	\$ 20.83	\$ 103.51
IS Communication Services		\$ 18,798.96	\$ 18,798.96	\$ 18,798.96
IS Computer Services		\$ 145,446.12	\$ 145,446.12	\$ 145,446.12
IS Copier Services		\$ 11,128.92	\$ 11,128.92	\$ 11,128.92
Lease Agreements	\$ 94.68		\$ 94.68	\$ 94.68
Licenses	\$ 36,950.64	\$ -	\$ 36,950.64	\$ 36,950.64
Other Services	\$ 16,225.95	\$ 5,082.27	\$ 21,308.22	\$ 21,308.22
Prior Year Expense	\$ 2,193.26	\$ 9,226.44	\$ 11,419.70	\$ 11,419.70
Project Activities		\$ 1,500.00	\$ 1,500.00	\$ 1,500.00
Propane-El Rito	\$ 29,353.42	\$ 35,445.25	\$ 64,798.67	\$ 64,798.67
Purchased Services	\$ 20,000.00	\$ 121,605.35	\$ 30,546.75	\$ 172,152.10
Software Subscriptions		\$ 22,875.00	\$ 22,875.00	\$ 22,875.00
Supplies and Expense	\$ 51,550.81	\$ 47,541.80	\$ 99,092.61	\$ 99,092.61
Water-El Rito	\$ 2,916.27	\$ 1,809.69	\$ 4,725.96	\$ 4,725.96
Transfers	\$ -	\$ -	\$ -	\$ -
Transfer Out	\$ -	\$ -	\$ -	\$ -
Grand Total	\$ 20,053.15	\$ 1,257,915.53	\$ 1,955,601.37	\$ 3,233,570.05

NNMC Branch Community College (BCC) Expense Department Detail by Fiscal Year

Branch CC Expense by Org				
FY 2020 - 2022				
Organization	2020	2021	2022	Grand Total
Admissions & Recruitment		\$ 42,643.06		\$ 42,643.06
Assessment		\$ 1,500.00		\$ 1,500.00
Business Office	\$ 106,047.88	\$ 201,037.31		\$ 307,085.19
Career Services	\$ -			\$ -
Com & Cont Ed - Espanola		\$ 228.64		\$ 228.64
Computer Services		\$ 9,861.58		\$ 9,861.58
Environmental Science	\$ 320.62	\$ 10,308.80		\$ 10,629.42
Insitutional Research	\$ 36,386.34	\$ 89,524.38		\$ 125,910.72
Library		\$ -		\$ -
Maintenance	\$ 92.00	\$ 6,392.61		\$ 6,484.61
NNMC Branch Community College				
Operations	\$ 20,053.15	\$ 691,787.16	\$ 1,024,298.24	\$ 1,736,138.55
Registrar & Records	\$ 28.41	\$ 8,860.69		\$ 8,889.10
Student Services	\$ 4,471.97	\$ 54,464.86		\$ 58,936.83
Student Support Services		\$ 22,875.00		\$ 22,875.00
Technical Trades	\$ 418,781.15	\$ 483,606.20		\$ 902,387.35
Grand Total	\$ 20,053.15	\$ 1,257,915.53	\$ 1,955,601.37	\$ 3,233,570.05

NNMC Branch Community College (BCC) Expense Department Detail by Fiscal Year





FUNDED CAPITAL PROJETS

ACTIVITY	FUNDING
Roofing: El Rito and Espanola Campus	Part of \$3M - \$300,000
Roofing: Center for the Arts, GE Building and Gym which includes infrastructure	Part of \$3M - \$750,000 – Center for the Arts, \$750,000 for GE, Gym - \$450,000
Parking Lots, Sidewalks and ADA Compliance: Montoya Administration Building (lower level) High Tech parking lot expansion	\$3M - \$1.5M in El Rito, \$1.5M in Española
Replacement of HVAC in GE, Administration Building and Library	CARES Funding - \$500,000
Nursing & Health Sciences Building – chiller and heating pack, flooring replacement	\$1M
El Rito Alumni Hall and Metal Trades Building HVAC and Air Conditioning	Mill Levy
Espanola Campus Board Room – window tinting	I&G

ENERGY	
LED Lighting	

- * All numbers are estimates
- ** Arroyos will require easement with Pueblo

Edward L. Monaghan, Ed. D.

8315
Bouvardia
Avenue, NW
Albuquerque,
NM 87120
USA

Emonaghan9328@gmail.com Wireless:505.409.5376

Education

New Mexico State University, Las Cruces, New Mexico, USA

Doctorate of Education, May 2001

Major: Curriculum and Instruction

Minor: Education Leadership

Rhode Island College, Providence, Rhode Island, USA

Masters of Education, July 1985

Major Area of Concentration: Education Administration

Bachelor of Arts, May 1978

Major: Elementary Education

Minor: History

Experience

West Mesa Educational Consulting, LLC, Albuquerque, New Mexico, USA

Principal

2/2020-Present

Providing high-quality curriculum, instructional, and evaluation services to local, state, federal, and international clients. Delivering proposal support services, contracting to provide direct subject matter expertise on Migrant Education Program topics as they relate to interstate coordination, and providing consulting services resulting in the creation of a three-year strategic plan for the Northern New Mexico College – El Rito campus.

U.S. Department of Education, Washington, DC, USA

Program Evaluator/Senior Staff

2/2009-7/2019

Served as the national evaluator for Migrant Education Program (MEP), High School Equivalency Program (HEP) and College Assistance Migrant Program (CAMP). Led the Office of Migrant Education (OME) Data-Evaluation Team, provided recommendations regarding performance data and evaluation uses to group leaders and the OME director.

Led both field and desk reviews for the purpose of monitoring MEP, HEP, and CAMP projects, and created reports for such reviews. Provided analyses of HEP and CAMP data based upon Annual Performance Reports (APRs) and disseminated findings at HEP and CAMP annual meetings. Disaggregated ED*Facts* data, provided analyses, and created reports in order to meet external and internal MEP stakeholder requirements. Developed and used processes to improve MEP data quality within the Consolidated State Performance Report (CSPR).

Provided technical assistance to grantees by conducting webinars and workshops to train stakeholders in the analysis and use of HEP and CAMP APR data and evaluations based upon

What Works Clearinghouse (WWC) standards, in order to inform grantee decision-making. Created criteria for compliant MEP State Evaluation Reports, provided technical assistance to State MEP directors, and reviewed State MEP Evaluation Reports for compliance. Accomplishments included coordinating the development and deployment of new MEP Government Performance Results Act (GPRA) and Leading Indicator baselines and targets. Aligned MEP CSPR section to internal and external stakeholder input and requirements, and development of State Profiles for all MEP State Education Agency (SEA) grants. Oversaw significant improvements in grantee satisfaction and performance in CSPR and HEP-CAMP APR submissions. Applied the use of the Continuous Improvement model to guide OME's Data Evaluation Team toward meeting office requirements and deploying process improvements. Developed HEP and CAMP Annual Profiles that provide comparison, longitudinal, and performance results data, demonstrating levels of effectiveness and efficiency. Created the HEP-CAMP Report to Congress on a biennial basis.

Gallup-McKinley County Schools, Gallup, New Mexico, USA

Assistant Superintendent for Learning Services

5/2007-2/2009

Accountable for district research studies, evaluation of district operational and federal programs, development, coordination, and supervision of all district summative and formative assessments, and dissemination of New Mexico Public Education Accountability information. Responsible for supervision of all technology and telecommunications, No Child Left Behind federal programs, district professional development, early childhood, elementary, and secondary education services, special education services, counseling services, alignment of Learning Services annual plans and budget, supervision of school principals, participation on district Executive Leadership Team, and other district responsibilities. Accomplishments included successful development of an aligned model of district principal professional development, implementation of the continuous improvement process across multiple systems, formation of a Navajo bilingual and culture program, and creation of a technology-based high school intervention program.

Assistant Superintendent for Learning Analysis and Support

7/2003-5/2007

Accountable for district research studies, evaluation of district operational and federal programs, development, coordination, and supervision of all district summative and formative assessments, and dissemination of New Mexico Public Education Accountability information. Responsible for supervision of all technology and telecommunications, Elementary and Secondary Education (ESEA) federal programs, evaluation of school principals, participation on district Executive Leadership Team, and other district responsibilities. Accomplishments included the development of a district-wide budget process aligned to student needs, a K-12 short-cycle assessment system, district-wide student database, and system-wide data analysis training.

Director of Research, Evaluation, and Assessment

2/2002-6/2003

Responsible for direction of state and district assessment programs, district research studies, and evaluation of district curriculum and instruction. Accomplishments included performance of numerous elementary reading program research studies, creation and implementation of test administration security training programs, and development and deployment of data analysis training.

Director of Elementary Curriculum and Instruction

5/1996-2/2002

Primary responsibilities included direction of district elementary curriculum and instruction activities, bilingual education, assessment programs, federal compliance programs, and professional development. Accomplishments included alignment of content area materials to

state content standards, creation of curriculum guides, and development of district-wide professional development schedule aligned to student needs.

David Skeet Elementary School Principal

6/1990-5/1996

Instructional leader of a K-5 elementary school. Coordinated a school-wide Title I restructuring initiative by undertaking school-wide projects in the areas of Learning to Read through the Arts (LTRA), Project Success Enrichment (PSE), Critical Thinking Skills in Math, and individual student learning styles. Successful initiatives included several service-learning grants, a model for special education inclusion, site-based management, and a collaborative style with staff and community members.

Crownpoint Elementary School Principal

7/1985-5/1990

Instructional leader of a K-6 elementary school. Implemented a teacher evaluation program based upon Madeline Hunter's effective elements of instruction, initiated a learning styles program, extra-curricular programs in basketball and track and field, and emphasized critical thinking skills with all students, in order to increase academic achievement.

Juan De Onate Elementary Computer Assistance in Language Arts and Math Teacher

2/1984-5/1985

Taught in a Computer Arts in Language Arts and Mathematics (CALM) Lab, using computer assisted instruction for intervention with low socio-economic students. Appointed and served head of Computer Implementation Committee, coached basketball and track and field.

White River School District 47-1, Norris, South Dakota, USA

Norris and Prairie View Schools K-8 Supervisor

8/1983-2/1984

Supervised curriculum and instruction in two rural K-8 schools. Administered all educational programs, while providing physical education programs and coaching basketball.

Pawtucket School Department, Pawtucket, Rhode Island, USA

Substitute Teacher

11/1982-6/1983

Taught K-6 students on a daily basis.

United States Peace Corps, Northern Province, Sierra Leone

Training Site Administrator

7/1982-9/1982

Site Administrator of the Peace Corps Primary Education Pre-Service Training. Supervised preparation of the site, coordinated daily affairs, procured food and building materials, and developed and implemented a training budget.

Makeni Teachers College Lecturer

8/1979-6/1982

Instructed first year students in Primary Math Education utilizing effective methodology. Observed and evaluated second- and third-year student teachers. Other duties included Acting Chair of the Math Education Department and formulation of the Higher Teachers Certificate (HTC) course. Volunteer Leader for the Northern Province between 1980-1982.

Gallup-McKinley County Schools, Gallup, New Mexico, USA

Jefferson Elementary School Teacher

8/1978-7/1979

Taught in a self-contained fifth grade program. Coached flag football and outdoor track and field.

Publication

The Relationship of Perceptual Modalities Upon Language Arts Achievement of Navajo Fourth and Fifth Grade Students {DAI, 62, no. 03A (2001): p. 902}

Offices

President – Gallup McKinley County Schools Elementary Principals Association (1988-89, 1994-95)
Member: New Mexico Secretary of Education’s Assessment and Accountability Council (2004-2009)
Secretary/Treasurer: Sierra Leone Village Partnerships (2007-Present)
Board Member: Friends of Sierra Leone (2011-2015)
Vice President: Christine Duncan’s Heritage Academy (2022-Present)

Supervision

Ms. Lisa Gillette, Director, Office of Migrant Education, U.S. Department of Education
Ms. Michelle Georgia, U.S. Department of Education
Ms. Tara Ramsey, U.S. Department of Education
Dr. Lisa Ramirez, Former Deputy Assistant Secretary, Office of Elementary and Secondary Education, U.S. Department of Education

NNMC-EI Rito Technical Trades and Facilities Logic Model

Inputs	Outputs		Outcomes -- Impact		
	<i>Activities</i>	<i>Participation</i>	<i>Short</i>	<i>Medium</i>	<i>Long</i>
<p>Resources:</p> <p>Higher Education Department (HED) funding for capital outlay projects</p> <p>Two-Mill Levy funding for the EI Rito campus</p> <p>Barriers:</p> <p>Funding for residential housing has not yet been secured</p> <p>Purchase of electric student transportation vans is dependent upon successful grant application by NNMC</p>	<p>Install cooling system in trades building</p> <p>Install venting in woodworking area</p> <p>Upgrade security cameras and hire security officers</p> <p>Hire two adjunct plumbing instructors</p> <p>Hire carpentry and construction instructors</p> <hr/> <p>Renovate residential housing</p> <p>Purchase transportation vans</p>	<p>Students will participate in classes in comfort</p> <p>Students will safely participate in trades classes</p> <p>Increased safety for students and personnel on campus</p> <p>Increased educational opportunities for trades students through carpentry and construction classes</p> <hr/> <p>Opportunities for participation in classes and workshops by residential students</p> <p>Increased access to educational opportunities by members of nearby communities</p>	<p>Improved student safety</p> <p>Expanded capacity for student enrollment in plumbing classes</p> <p>Student enrollment, participation, and successful completion of carpentry and construction classes</p> <hr/> <p>Participation and successful completion of classes and workshops by residential students</p> <p>Participation and successful completion of classes and workshops by members of nearby communities</p>	<p>Improved numbers and rates of completion of coursework, certificates, and degreed programs for dual-credit and traditional students.</p>	<p>Improved numbers and rates of placement for technical trades students.</p> <p>Improved financial opportunities for graduates from NNMC technical trades programs</p>

Assumptions

External Factors

NNMC-EI Rito Partnerships with ERAA and NNMNS Logic Model

Inputs	Outputs		Outcomes -- Impact		
	Activities	Participation	Short	Medium	Long
<p>Resources:</p> <p>ERAA membership's experience in woodworking and weaving</p> <p>ERAA annual art festival and studio tour</p> <p>NNMNS intrinsic interest in the successful restart of the NNMC-EI Rito campus</p> <p>NNMNS community contacts and expertise in community outreach</p> <p>Barriers:</p> <p>Current limited frequency in communication with both associations</p>	<p>The ERAA will offer weaving and woodworking exhibitions</p> <p>The ERAA will collaborate with NNMC, develop, and deliver woodworking classes.</p> <p>The ERAA will collaborate with NNMC and develop an equitable agreement for fair use of NNMC facilities</p> <p>The ERAA will develop and deliver a plan for continuing education coursework, in collaboration with NNMC</p> <p>NNMNS will appoint liaisons to communicate with NNMC and perform outreach activities and contribute expertise to improve student enrollment and retention</p>	<p>ERAA members, NNMC students, EI Rito community members, and all those interested in art exhibitions</p> <p>NNMC Coordinator of Community Engagement and Technical Trades Department staff will collaborate with development and implementation of coursework and workshops</p> <p>NNMNS members will contribute their expertise, time, and effort to collaborate with NNMC to improve student success and to support other college goals</p>	<p>Completed exhibitions by ERAA</p> <p>Completed woodworking classes delivered to NNMC students</p> <p>A fair-use agreement established between NNMC and ERAA</p> <p>A plan for continuing education coursework developed jointly between ERAA and NNMC</p> <p>A plan for involvement of NNMNS in EI Rito campus decisions, outreach activities, and student success.</p>	<p>Participant satisfaction and interest in more workshops and classes</p> <p>Increased cooperation between ERAA and NNMC-EI Rito</p> <p>Increased cooperation between NNMNS and NNMC-EI Rito</p>	<p>Increased community engagement and cooperation with NNMC, as evidenced by the number of community members engaged, number of community events, use of NNMC facilities by community members, and increased levels of satisfaction by community members.</p>

Assumptions

External Factors

Resilient EI Rito and Renewable Energy Curriculum Logic Model

Inputs	Outputs		Outcomes -- Impact		
	<i>Activities</i>	<i>Participation</i>	<i>Short</i>	<i>Medium</i>	<i>Long</i>
<p>Resources:</p> <p>NNMC's grant applications for renewable energy instructor's salary, Grid Modernization Pilot Project, and federal construction funds for Microgrid Project</p> <p>NNMC's expertise in curriculum selection and development</p> <p>NNMC's expertise in student recruitment</p> <p>NNMC's expertise in grant writing and implementation</p> <p>Barriers:</p> <p>Funding for the renewable energy instructor's salary, Grid Modernization Pilot Project, and Microgrid Project are not secured.</p>	<p>Apply for Renewable Energy Instructor's Salary</p> <p>Adopt and implement Renewable Energy Curricula, procure equipment that supports the curricula, and recruit students for this program</p> <p>Follow up on Grid Modernization Pilot Project application, secure sites for equipment, follow up on agreements and permits</p> <p>Apply for federal construction funds for Microgrid Project</p>	<p>The grant writer and technical trades director will collaborate on the application for the renewable energy instructor's salary</p> <p>The technical trades director will coordinate the process for curricula selection and equipment purchase</p> <p>The grant writer and technical trades director will collaborate on following up on the Grid Modernization Pilot Project, and on creating an application for federal funds for the Microgrid Project</p>	<p>NNMC hires a renewable energy instructor</p> <p>NNMC starts a renewable energy program, and students enroll in the program</p> <p>NNMC follows up on all aspects of grant applications.</p>	<p>Student success in renewable energy program is evidenced by enrollment and course completion</p> <p>Institutional success will result in a successful pilot project and eventual expansion of the Microgrid Project that will serve NNMC and the EI Rito community</p>	<p>Certificate and degree completion for students enrolled in the renewable energy program</p> <p>Collection of placement data for graduates of the renewable energy program</p> <p>Improved financial opportunities for graduates from the renewable energy program</p> <p>Lower energy costs and reduced dependence upon fossil fuels for energy for NNMC-EI Rito and the community of EI Rito</p>

Assumptions

External Factors

Economic Development of El Rito Campus Logic Model

Inputs	Outputs		Outcomes -- Impact		
	Activities	Participation	Short	Medium	Long
<p>Resources:</p> <p>New position: Coordinator of Community Engagement and Partnerships</p> <p>Reorganized position: Student Enrollment/Office Coordinator in the Technical Trades Department</p> <p>Operational and two-mill levy funds</p>	<p>Hire a Coordinator of Community Engagement and Partnerships</p> <p>Reorganize the Trades Department's Office Coordinator position</p> <p>Implementation of the three-year strategic plan coordinated by the CCE</p> <p>Implementation of a comprehensive recruitment and retention plan for trades students</p> <p>Implementation of a plan that tracks student success for trades students</p>	<p>The CCE will lead regular meetings of stakeholders to monitor progress toward realization of the strategic plan's goals, and will report to the college president</p> <p>The CCE will monitor budget expenditures and coordinate the college's efforts toward achieving the goals of the strategic plan</p> <p>The Student Enrollment/Office Coordinator will implement a recruitment and retention plan for trades students</p> <p>The Student Enrollment/Office Coordinator will implement a plan that tracks student success, and shares that data with stakeholders</p>	<p>Coordination will allow for a unified, systematic approach to managing the process of achieving the goals of the strategic plan</p> <p>The college president and other stakeholders will be able to regularly access real-time data that clarifies progress toward the goals of the strategic plan</p> <p>A coordinated plan toward recruitment of trades students will increase the likelihood of increasing enrollment and improving opportunities for dual-credit students and traditional trades students</p> <p>The CCE will monitor the budget regularly and report out to stakeholders, so that stakeholders will be able to access real-time budget data</p>	<p>A unified, systematic approach toward managing the process of achieving the goals of the strategic plan will increase the likelihood of effectively monitoring and adjusting the plan, and achieving the goals of the plan</p> <p>A plan that supports student retention and success will increase the likelihood of student success in coursework, certificates, and degree completion</p> <p>With increasing transparency in budgeting, stakeholders will develop common understandings of plan revenue and costs, resulting in increased budget capacity across NNMC leadership and the community</p>	<p>A plan that measures student success in coursework, certificates, and degree completion</p> <p>The use of student success data to drive technical trades programmatic decision-making</p> <p>The use of student success data to inform future recruitment and retention efforts, using continuous improvement processes</p> <p>Increased confidence in NNMC by staff, students, and the community with increased transparency of goals and budgets that support achievement of the college's goals.</p>

Assumptions

External Factors

Chacon Park Revitalization Logic Model

Inputs	Outputs		Outcomes -- Impact		
	Activities	Participation	Short	Medium	Long
<p>Resources:</p> <p>NNMC's Director of Facilities' expertise in contracting excavating and renovation services</p> <p>El Rito community input regarding Chacon Park needs</p> <p>Barrier:</p> <p>To date, there is no funding that is allocated for this renovation</p>	<p>Upgrade tennis court</p> <p>Upgrade basketball court</p> <p>Asphalt paving of campus</p> <p>Repair stone walls of campus</p> <p>Remove and replace tables and barbeque and install playground equipment</p> <p>Excavate and remove shuffleboard area</p> <p>Excavate Water Fountain #1 and re-seed with grass</p> <p>Upgrade Water Fountain #2</p> <p>Upgrade volleyball area</p>	<p>The Director of Facilities, Coordinator of Community Engagement, and Grant Writer will collaborate to explore funding options, and when funding is available, develop an appropriate timetable for implementation.</p>	<p>Modernization and beautification of the El Rito campus</p> <p>Recreational areas will be useable by both students and community members</p> <p>Student and community members may access Chacon Park and adjoining areas for school and community outdoor events</p>	<p>None</p>	<p>Improved student body and community satisfaction with NNMC-El Rito physical campus</p> <p>Improved usage of recreational areas of the NNMC-El Rito campus</p>

Assumptions

External Factors

Northern New Mexico College
Three-Year Strategic Plan
El Rito Campus
Presentation to the NNMC Board of Regents

23 June 2022

Dr. Edward L. Monaghan

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Today's Presentation

- Essentials of the Three-Year Strategic Plan
- The Process for Developing the Three-Year Strategic Plan
- Our Challenges: Infinite Needs and Finite Resources
- Recommendations

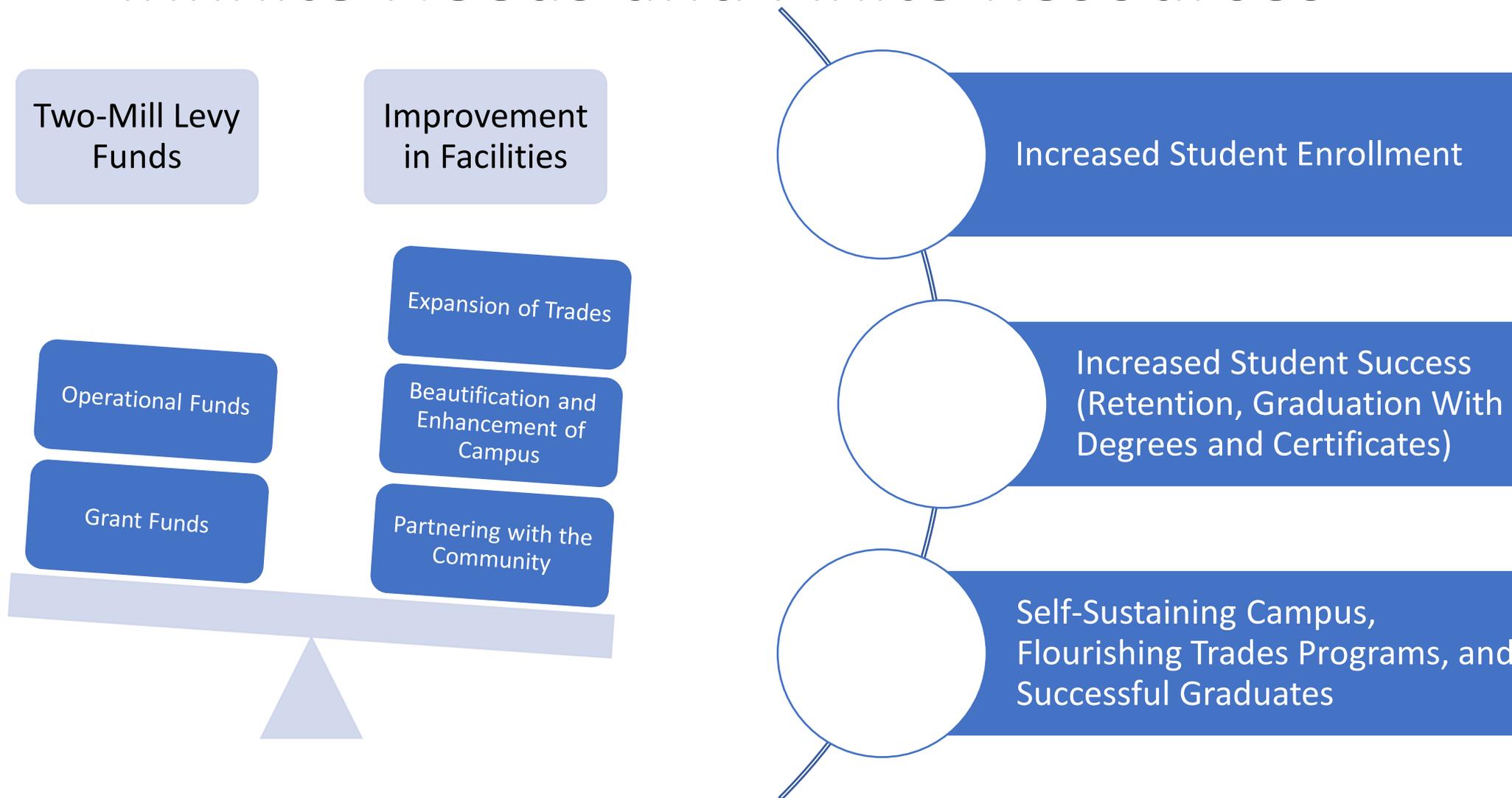
Essentials of the Three-Year Strategic Plan

- Revitalize the Trades Programs and Facilities
- Establish Partnerships with the Northern New Mexico Normal School Alumni Association and the El Rito Arts Association
- Expand the Partnership with Resilient El Rito (Microgrid Project)
- Ensure Economic Development of NNMC-El Rito
- Revitalize the Campus, Including Chacon Park

The Process for Developing the Three-Year Strategic Plan

- Study background information (two-mill levy, current state of trades programs, NNMC-El Rito history)
- Interview both internal and external stakeholders (NNMC senior staff, trades program personnel, facilities personnel, budget personnel, ERAA, Alumni Association, El Rito community, Microgrid Systems)
- Collect and analyze data – financial data, enrollment data, trades coursework, community needs, NNMC economic needs
- Develop a strategic plan and prioritize objectives in the plan

Our Challenges: Infinite Needs and Finite Resources



Recommendations

- Develop comprehensive recruitment, retention, and student success plans
- Devote substantial HED, grant funds, and two-mill levy funds
- Adequately equip the trades facilities

El Rito Campus Three-Year Strategic Plan
Northern New Mexico College

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June 23, 2022

Presented to: Northern New Mexico College Board of Regents



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El Rito Campus Three-Year Strategic Plan

Northern New Mexico College

Vision

Northern New Mexico College (NNMC) is a Hispanic and Native American-serving comprehensive institution that will be recognized nationally for cultural sustainability, quality student learning and developing economically strong communities among diverse populations.

Mission

The mission of Northern New Mexico College is to ensure student success by providing access to affordable, community-based learning opportunities that meet the educational, cultural, and economic needs of the region.

Objective of the El Rito Campus Three-Year Strategic Plan

The objective of this strategic plan is to provide a document that sets priorities, focuses resources, and clarifies key tasks for the El Rito campus of Northern New Mexico College for Fiscal Year (FY) 2023, FY 2024, and FY 2025. The intended result of this strategic plan is accomplishment of the goals and objectives of this plan, and a self-sustaining NNMC campus at El Rito with flourishing technical trades programs, accomplished through collaborative efforts of internal (NNMC) stakeholders and external stakeholders.

Goals and Objectives

Goal 1: Technical Trades and Facilities. NNMC-El Rito will continue the rehabilitation and improvement of technical trades and facilities at the El Rito campus, in order to provide a safe learning environment and high-quality programs for students.

High Priority and Fully Funded Tasks. In order to accomplish Goal 1, NNMC should improve technical trades facilities and student safety, and provide expanded student academic opportunities in FY 2023.

In FY 2023, NMCC should install a cooling system in the Electrical/Hazardous Materials building, so that students may learn during warm weather. Also, the college should complete a venting project in the Diesel Shop/Plumbing/Welding/Woodworking areas, so that sawdust and fumes are removed from the building. Moreover, the college should improve student safety by upgrading security systems and corresponding software and hire three security guards.

In FY 2024, NNMC should expand the Technical Trades Program, by hiring two adjunct plumbing instructors, one carpentry instructor, and one construction instructor. Currently, the Technical Trades Program employs one electric and one plumbing instructor, and by expanding opportunities in plumbing and beginning a new program in carpentry and construction, the college will be able to expand learning opportunities for both dual-credit and traditional technical trades students.

Medium Priority Tasks, Implementation Dependent Upon Funding Availability and Need. In order to accomplish Goal 1, NNMC may wish to renovate residential housing and provide transportation services to traditional trade students.

NNMC-El Rito may wish to renovate both the north and south dorms and purchase new furniture, with an estimated cost of \$180,000 (currently, this renovation is unfunded). If the college is able to accomplish this task, the college will be able to open the dorms for 1) fall and spring residential students, 2) workshop/certificate students, and 3) students participating in workshops associated with the El Rito Arts Association (ERAA). If this task is accomplished, it will be critical to open the NNMC-El Rito cafeteria, as there are limited nutritional options in El Rito. The cafeteria requires little renovation, and the college will need to choose between staffing a full cafeteria and a cafeteria that primarily offers nutritional options through vending machines. This choice will most likely be dependent upon the number of residential students at NNMC-El Rito.

NNMC may wish to offer transportation services to the El Rito campus for traditional technical trades students from nearby communities, with a total expected cost of \$107,000 during FY 2024 and FY 2025 (currently, this service is unfunded). This service would include the costs of a driver and maintenance, and is dependent upon a successful grant application through either the FY 23

THUD Community Funded Projects (CFP) or the Heinrich Project Congressional Directed Spending Request. If the college is able to accomplish this task, it will be able to expand opportunities to technical trades students in nearby communities who may lack transportation or may not be able to afford transportation to the college. Considering that the total population of El Rito is approximately 808 (<https://worldpopulationreview.com/us-cities/el-rito-nm-population>, 2022), the college will need to recruit students from nearby communities.

In order to accomplish Goal 1, NNMC will:

- 1.1 Install a Cooling System in the Electrical/Hazardous Materials building, so that students may comfortably participate in classes during warm weather. The time allocated for this task is five months (four months for Request for Proposal {RFP}/Cooperative Educational Services {CES}, one month for installation), and the estimated cost is \$75,000 (FY 2023).
- 1.2 Complete a Venting Project in the Diesel Shop/Plumbing/Welding/Woodworking Areas, so that sawdust and fumes are removed from the building. The time allocated for this task is three months (two months for RFP/CES, one month for installation), and the estimated cost is \$350,000 (FY 2023).
- 1.3 Upgrade Residential Housing (Dorms 1 and 2) with furniture for forty double rooms, to include beds and mattresses. The time allocated for this task is six months (two months for RFP/CES, four months for installation), and the estimated cost is \$120,000 (FY To Be Determined {TBD}).
- 1.4 Renovate Residential Housing (Dorms 1 and 2), including the carpeting of floors, plastering of walls, and tiling of some floors. The time allocated for this task is four months (three months for RFP/CES, one month for renovation), and the estimated cost is \$60,000 (FY TBD).
- 1.5 Provide Transportation Services to students (excluding dual-enrollment), and the costs will include personnel and fringe benefits, and maintenance for the vehicle. The time allocated for this task is thirty-six months (12 months for grant funding, 24 months for delivery of transportation services), and the estimated cost is \$107,000 (FY TBD).
- 1.6 Upgrade Security Services at the El Rito Campus for 24/7 security, by hiring three security guards. The time allocated for this task is thirty-six months (one month to advertise the positions, one month to hire the candidates, and 34 months to employ the security guards), and the estimated cost is \$540,000 (FY 2023).

- 1.7 Install additional security cameras at the El Rito campus and upgrade required software. The time allocated for this task is six months (three months for RFP/CES, three months for installation of cameras and upgrades), and the estimated cost is \$100,000 (FY 2023).
- 1.8 Expand Technical Trades Staff to meet student needs by hiring two adjunct plumbing instructors, and one carpentry and construction instructor. The time allocated for this task is 26 months (one month to advertise the positions, one month to hire the candidates, and 24 months to employ the instructors), and the estimated cost is \$242,200 (FY 2023).

Goal 2: NNMC-El Rito will establish partnerships with the Northern New Mexico Normal School (NNMNS) Alumni Association and the El Rito Arts Association (ERAA), for the purpose of enhancing the current relationship and furthering the goals of both NNMC-El Rito and both the NNMNS Alumni Association and the ERAA.

Low Priority Tasks, Success Dependent Upon Outside Entities. In order to accomplish Goal 2, NNMC may wish to engage in tasks that further goals of both the college and the El Rito Arts Association.

NNMC-El Rito will work with the ERAA to establish multiple weaving and woodworking demonstrations for the general public, to collaborate on new continuing education courses and workshops, and to aim to establish a more equitable process between the college and ERAA in regard to the annual El Rito Art Festival and Studio Tour. NNMC-El Rito may wish to consider revising the annual agreement between the college and the ERAA, so that the college may be adequately compensated for use of its facilities.

Low Priority Tasks, Success Dependent Upon Outside Entities. In order to accomplish Goal 2, NNMC may wish to engage in tasks that further goals of both the college and the NNMNS Alumni Association.

NNMC-El Rito will work with the alumni association in the development of an alumni website that will provide resources specific to future and current students. The alumni association will appoint a liaison that will assist NNMC in communicating with the El Rito community, will appoint a member to assist in development and implementation of recruitment, retention, and placement efforts of the college, and will support the college's efforts in completing the Microgrid Project and initiating a beautification project for the El Rito campus.

In order to accomplish Goal 2:

- 2.1 The ERAA will inform and educate local residents and others about the past woodworking and weaving programs at NNMC-El Rito by providing two weaving and two woodworking exhibitions and demonstrations to the general public (FY 2024 and FY 2025).
- 2.2 The ERAA will collaborate with NNMC by exploring how ERAA may contribute topics such as art and creativity to woodworking courses that dual-credit students from local high schools receive at NNMC. The ERAA will meet with the Technical Trades Director and appropriate NNMC instructors, collaborate on, and develop specific lessons that are aligned to the curriculum. The ERAA will deliver these lessons under the supervision of NNMC instructors (FY 2024 and FY 2025).
- 2.3 The ERAA will collaborate with NNMC by holding an annual El Rito Art Festival and Studio Tour. The ERAA will dedicate a percentage of the fees it charges artisans and will reimburse NNMC for a portion of the utilities and other expenses that the college disburses to support the ERAA (FY 2023, FY 2024, and FY 2025).
- 2.4. The ERAA will collaborate with the Coordinator of Community Engagement and Partnerships (CCE) and explore and develop continuing education opportunities, resulting in a plan of action for coursework in, e.g., tin working, retablos, bultos, and other Spanish-American art forms at the El Rito Campus. Once details for continuing education courses are agreed upon by both ERAA and NNMC, ERAA will deliver these courses at the El Rito campus (FY 2023, FY 2024, and FY 2025).
- 2.5. The NNMNS Alumni Association, in conjunction with the NNMC, will support the development of a comprehensive and dedicated website specific to the El Rito Campus, for the purpose of distributing information to students, parents, faculty, and administrators. The website will contain information that explains opportunities associated with the Technical Trades Program, including tuition assistance, free transportation, room and board, and childcare.
- 2.6. The NNMNS Alumni Association, in conjunction with the NNMC, will support the development of an effort to collaborate with the community of El Rito in activities and decisions relevant to the campus, by appointing an alumni member as a liaison to NNMC to enhance communication with the community.
- 2.7. The NNMNS Alumni Association, in conjunction with the NNMC, will support the development of a recruitment plan, by appointing a liaison to work closely with the Student Enrollment/Office Coordinator. The association will perform outreach activities to increase enrollment in the Technical Trades Program on the El Rito Campus by assisting at college fairs and orientation events, high school visitations, and distributing information regarding Opportunity Scholarships and the New Mexico Lottery.

- 2.8. The NNMNS Alumni Association will assist in the implementation of a placement center/program with the NNMC Student Enrollment/Office Coordinator, to place certified students in opportunities for New Mexico employment.

Goal 3: NNMC-El Rito will establish a partnership with the Resilient El Rito Microgrid project, for the purpose of enhancing the current relationship and furthering the goals of both NNMC-El Rito and the Resilient El Rito Microgrid Project. For this partnership to thrive, NNMC-El Rito will explore available resources and create curricular program(s) that will enable students to obtain a “Renewable Energy” certificate, and it will also explore available resources to achieve greater energy reliability and resilience.

High Priority and Fully Funded Tasks. In order to accomplish Goal 3, NNMC should procure equipment and supplies for renewable energy coursework in FY 2023.

High Priority Tasks, Partially or Not Funded. In order to accomplish Goal 3, NNMC should follow-up on its application for a renewable energy instructor’s salary. The college should develop a process to select curricula for use in renewable energy coursework, and it should develop a recruitment plan specifically for students who wish to complete certificates in renewable energy.

NNMC-El Rito should also continue to pursue active participation in the El Rito Grid Modernization Pilot Project. The college should follow up on its Grid Modernization Pilot Project application and secure sites for related equipment on its campus. In preparation for installation of the Microgrid Project, the college should follow up on agreements and permits, and engage the El Rito community in progress toward its goal. Finally, NNMC-El Rito should apply for federal funds for this project.

In order to accomplish Goal 3, NNMC-El Rito will:

- 3.1 Apply for resources to fund a Renewable Energy instructor’s salary for four years through the Strengthening Community Colleges Grant. This task has occurred, and NNMC is awaiting the results of the application.
- 3.2 Develop a process to examine the adoption of curricula, including but not limited to the National Center for Construction Education and Research (NCCER) Electrical Curriculum and/or the Energy Storage and Microgrid Training and Certification (ESAMTAC). Explore the use of internet simulation coursework that has been developed at Santa Fe Community College, and the use of mock battery units for coursework. Ensure that the approved certificate program(s) will teach students to install, maintain,

and repair various types of renewable energy systems, and learn about energy storage and microgrid components. The time allocated for this task is three months (FY 2023).

- 3.3 Implement a process and adopt certification(s) and associated curricula for renewable energy coursework and programs, and implement curricula. Engage the International Brotherhood of Electrical Works (IBEW) in the development of training, coursework, and delivery of coursework associated with ESAMTAC. The time allocated for this task is six months (FY 2024).
- 3.4 Develop a recruitment plan to enroll students in electrical certificate programs at NMCC-El Rito. Coordinate the recruitment of students in technical trades courses with the New Mexico Regional Education Cooperatives Association (NMRECA). The time allocated for this task is six months (FY 2024).
- 3.5 Provide workspace and purchase equipment for students enrolled in the renewable energy program. Purchase a battery array and microgrid simulator that includes an inverter to alternating current, software, multiple computers, turbine, and initial training. The time allocated for this task is six months (three months for RFPs, three months for installation), and the cost will be \$50,000 (FY 2023).
- 3.6 Follow up on the submitted Grid Modernization Pilot Project application to New Mexico Energy, Minerals, and Natural Resources Department (EMNRD), and if funded, ensure that NNMC secures a site for battery energy storage system, backup generator, grid forming entity, panels, partitions, communications, and AMI upgrades. Moreover, NNMC will follow through on required permits, agreements, required diagrams and plans, and engage the community once the grant is funded. The time allocated for this task is twelve months (FY 2023).
- 3.7 If the EMNRD grant is funded, apply for federal construction funding for the microgrid project (\$600,000 for NNMC, and \$1.5 million dollars for El Rito) to fund all equipment and activities in 3.6 above. The time allocated for this task is four months, and the current estimated cost, based upon an estimate using Sandia National Laboratories modeling, is \$2.1 million dollars. This estimate will be refined (FY 2024).

Goal 4: NNMC-El Rito will increase economic development of its campus by developing a plan to balance income and expenditures of the campus, leading to economic self-sufficiency of the campus.

High Priority and Fully Funded Tasks. In order to accomplish Goal 4, NNMC should develop processes that allow for economic self-sufficiency of the campus through careful communication, coordination, and monitoring of progress toward campus goals and objectives. To accomplish this, the college should develop a job description, advertise, and hire a Coordinator of Community Engagement and Partnerships (CCE). Moreover, the college should reorganize the Technical Trades Department Office Coordinator position into a Student Enrollment/Office Coordinator position.

The CCE should 1) use the El Rito-Revenue & Costs spreadsheet to analyze annual revenue and expenditures, updating it and ensuring that funding is delivered to priorities, 2) ensure that the NM-El Rito Three-Year Strategic Plan Project Schedule is maintained by convening regular meetings of project leads and other stakeholders, updating the project schedule based upon progress toward objectives, and formally reporting progress on the project to the college provost and president, and 3) communicate and coordinate regularly with stakeholders and partners who actively participate in the plan, ensuring that the three-year strategic plan's goals and objectives are fulfilled.

The Technical Trades Department Student Enrollment/Office Coordinator should 1) develop and implement a comprehensive recruitment plan that is designed to attract both dual-credit high school students and traditional technical trades students, and takes into consideration electrical, plumbing, renewable energy, construction, and carpentry students, 2) develop and implement a student retention plan that measures success toward both certificate and degree programs, and 3) develop and implement a student placement plan that measures job placement metrics for students who complete certificate and degree programs.

In order to accomplish Goal 4:

- 4.1 The college will advertise for and hire a Coordinator of Community Engagement and Partnerships. This position will coordinate efforts related to all goals in this strategic plan and include coordination of academic efforts, both continuing education coursework and coursework that applies to degree programs, and coordination/supervision of recruitment and follow-up activities on program completers and graduates. The time allocated for this task is 38 months (one month to develop job description, one month to advertise and hire, and 36 months to employ the coordinator) and the estimated cost is \$270,484 (FY 2023).
- 4.2 The Coordinator of Community Engagement and Partnerships will serve as project lead over the strategic plan implementation, convening monthly meetings that measure progress toward goal and objective completion with key stakeholders, and

communicating monthly with stakeholders in regard to strategic plan updates that include project completion status and updated revenues and expenditures. The time allocated for this task is 36 months (FY 2023).

■ 4.3 The college will reorganize the El Rito Office Coordinator position to include present responsibilities of procurement and administrative tasks for the technical trades programs, and also include responsibilities related to the recruitment and retention of technical trades students. This proposed position's title will be the El Rito Technical Trades Student Enrollment/Office Coordinator position, and this position will report to both the Technical Trades Director and the Coordinator of Community Engagement and Partnerships. The time allocated for this task is 37 months (one month to revise job description, and 36 months to employ the coordinator), and the estimated cost is \$176,540 (FY 2023).

■ 4.4 The El Rito Technical Trades Student Enrollment/Office Coordinator will develop and implement a comprehensive recruitment and retention plan for its campus, so that prospective students in El Rito and surrounding communities will gain a clear understanding of program opportunities, job opportunities, and lifelong learning opportunities, and so that sustained enrollment in the technical trades will occur. The comprehensive recruitment and retention plan will include tasks for recruitment of high school dual-credit students, technical trades students enrolled in degree programs, certificate programs, and continuing education programs, and coordination with NNMC main campus recruitment. Additionally, tasks for monitoring student progress and counseling of technical trades students will be included in the plan. The time allocated for this task is 36 months (three months to develop the recruitment and retention plan, and 33 months to implement the recruitment plan) (FY 2023).

■ 4.5 The El Rito Technical Trades Student Enrollment/Office Coordinator will develop and implement a plan tracking technical trades success, and this plan will monitor student enrollment, success rate, and placement rate for program graduates. The data gleaned from the plan will be used to revise student coursework, recruitment and enrollment practices, and improve student success in the technical trades programs. The time allocated for this task is 36 months (three months to develop a plan for tracking student success, and 33 months to implement the tracking plan) (FY 2023).

Goal 5: NNMC-El Rito will revitalize Chacon Park by purchasing equipment and renovating structures in the park and surrounding area, so that the park may serve the physical fitness needs of students and the community and improve aesthetics of the college campus.

Medium Priority Tasks, Implementation is Critical, But No Current Funding Available. In order to accomplish Goal 5, NNMC may wish to explore available federal and state funding to improve the campus's infrastructure. The campus was shuttered in 2015, and is in need of upgrading its tennis and basketball courts, upgrading a volleyball area, asphalt paving of the entire road network of the campus, repair of stone walls, removal and replacement of tables, barbecues, and playground equipment, excavation and removal of debris, and upgrading a water fountain. The total estimated cost for this goal is \$843,000 (currently, this renovation is unfunded). If this task is accomplished, Chacon Park and adjoining college property will have been modernized and beautified, and students and community residents will be able to access refurbished recreational areas.

In order to accomplish Goal 5, NNMC-El Rito will:

- 5.1 Upgrade the tennis court by resurfacing the pavement, and replacing the net and boards on the side of the court. The time allocated for this task is seven months (one month for RFP/CES, six months for renovation), and the estimated cost is \$45,000.
- 5.2 Upgrade the basketball court by adding a layer of concrete, resurfacing the court, and replacing goals and nets. The time allocated for this task is seven months (one month for RFP/CES, six months for renovation), and the estimated cost is \$60,000.
- 5.3 Pave the entire campus road system with fresh asphalt. The time allocated for this task is seven months (one month for RFP/CES, six months for renovation), and the estimated cost is \$600,000.
- 5.4 Repair stone walls throughout the campus, including Chacon Park. The time allocated for this task is seven months (one month for RFP/CES, six months for renovation), and the estimated cost is \$25,000.
- 5.5 Remove and replace tables, barbecues, and playground equipment. Include ground work for new playground equipment. The time allocated for this task is seven months (one month for RFP/CES, six months for renovation), and the estimated cost is \$35,000.
- 5.6 Excavate and remove concrete shuffleboard area. The time allocated for this task is seven months (one month for RFP/CES, six months for renovation), and the estimated cost is \$8,000.
- 5.7 Excavate Water Fountain #1, and re-seed with grass. The time allocated for this task is seven months (one month for RFP/CES, six months for renovation), and the estimated cost is \$15,000.

- 5.8 Upgrade Water Fountain #2 by placing new floor, and installing new electrical work and new water pipes. The time allocated for this task is seven months (one month for RFP/CES, six months for renovation), and the estimated cost is \$45,000.
- 5.9 Upgrade volleyball area by resurfacing, adding a new net and new poles. The time allocated for this task is seven months (one month for RFP/CES, six months for renovation), and the estimated cost is \$10,000.

Summary and Recommendations

This NNMC-El Rito Three-Year Strategic Plan is accompanied by a Generalized Activity Normalization Time Table (GANTT) chart, a Revenue and Cost spreadsheet, a Three-Year Plan Costs sheet, a projected enrollment spreadsheet, and logic models for each of the five strategic plan goals. Together, these documents provide the college with a specific path forward to achieve success in developing a successful technical trades program at the El Rito campus. The college has strengths that may help attain the goals of the plan, and they include but are not limited to an administration committed to the technical trades programs' success, an experienced technical trades program leadership, knowledgeable facilities staff, and financial support, primarily through a two-mill levy approved by constituents of Taos County, Rio Arriba County, and Santa Fe County in November, 2019. There are also challenges that may impede the college to achieve success at the El Rito campus, and the most prominent challenges include the recruitment of dual-credit and traditional students for the technical trades, sufficient funds to complete all the goals of the strategic plan, and processes that will allow the campus to adequately equip the technical trades facilities. Listed below are recommendations that may help to address each of these three challenges.

Recruitment of Students. The technical trades program at NNMC has developed recruitment videos and promotional literature, participated in local high school recruitment events, and have collaborated with external organizations in order to recruit technical trades students. The total number of unduplicated students participating in the technical trades programs was 52 in Fall 2021, and 21 in Spring 2022, generating \$86,337 in revenue for NNMC. If the college is going to continue the plumbing program, expand the electrical trades, and begin carpentry, construction, and renewable energy programs, it is recommended that the enrollment and income should at the minimum, double by FY 2025.

In the table below, the consultant projects an increase of 20 students in FY 2023, 30 students in FY 2024, and 30 students in FY 2025. These projections are based upon the following assumptions and considerations:

- ❖ NNMC-El Rito will develop and implement a comprehensive recruitment plan during FY 2023, and an increase of 20 students can be expected because of these efforts during the FY, particularly during Spring 2023.
- ❖ It is expected that COVID restrictions in New Mexico will lessen in FY 2023, resulting in an increase of students participating in classes in-person.
- ❖ NNMC-El Rito will recruit carpentry, construction, and possibly students interested in renewable energy certificates in FY 2023, in preparation for FY 2024. It is projected that NNMC will hire a carpentry instructor, construction instructor, an adjunct plumbing instructor, and possibly a renewable energy instructor in FY 2024. Based upon these offerings and a year of recruitment practices, an increase of 30 students can be expected during FY 2024.
- ❖ NNMC-El Rito will add an adjunct plumbing instructor in FY 2025. After one year of carpentry and construction classes, and improved recruitment practices, an increase of 30 students can be expected during FY 2025.
- ❖ Currently (FY 2022), the student enrollment in the mill levy districts totals 1,780 students, representing the pool from which NNMC-El Rito may draw dual-credit students. The total population of El Rito, Pojaque, and Espanola is approximately 13,000, and while this metric does not constitute a pool of possible traditional technical trade students, it provides a basis for concentrating recruitment efforts.

Fiscal Year (FY)	No. of Technical Trades Students	Unduplicated No. of Technical Trades Students	Revenue
FY 2021 (Actual)	5	7	\$6,845
FY 2022 (Actual)	73	157	\$86,337
FY 2023 (Projected)	93	197	\$108,350
FY 2024 (Projected)	123	237	\$130,350
FY 2025 (Projected)	153	297	\$163,350

In order to attain the projected number of 153 students enrolled in technical trades programs in El Rito by FY 2025, the consultant recommends that the Student Office/Enrollment Coordinator develop and implement a plan for recruitment of dual-credit students and traditional technical trades students that will include regular coordination with superintendents of the five local school districts, development and distribution of materials to high school students, presentations to high school students, and begin community engagement by coordinating and providing presentations to local civic groups in nearby communities, e.g., Espanola and Pojaque. In this manner, students and community members may gain a clear understanding of program opportunities, opportunities for employment, and lifelong learning opportunities. The consultant also recommends that the Student Office/Enrollment Coordinator develop a retention plan, through which student success is monitored and measured. Students will enroll in both certificate and degreed programs, and their academic progress should be measured regularly, so that technical trades staff may provide interventions when students are not succeeding in their programs. Student progress should also be measured in terms of certificate and program completion, and statistics should be compiled and provided to college leadership each semester. Finally, the consultant recommends that the Student Office/Enrollment Coordinator develop a plan for monitoring placement, so that the college will be able to collect and manage student exit-level placement data that includes employer information, salary levels, specific job position placement, and other important data. The retention and placement results data may then be used to drive technical trades programmatic decisions, as well as provide summative data that demonstrates the level of success that the technical trades programs experience, and may be provided to stakeholders.

Sufficient Funding. While much can be accomplished with two-mill levy funds and Higher Education Department (HED) funds, there are entire goals and several objectives that currently are unfunded. For Goal 1, funding for transportation of traditional technical trades students is dependent upon grant success, and there is no funding yet available to renovate both the north and south dorms. If the college is successful at funding renovation of the dorms and it opens a limited cafeteria, it may be possible to generate revenue through traditional student room and board and possibly ERAA workshops that may occur in the summer months. Accomplishment of Goal 3 is entirely dependent upon successful grant applications for the renewable energy's instructional salary, the microgrid pilot project, and federal construction funds for the microgrid project. Finally, Goal 5, the revitalization of Chacon Park and adjoining areas, is currently unfunded. The consultant recommends that the college use HED funds for these projects, and that the NNMC Grants Office continue to apply for relevant grants that may allow the college to achieve all five goals in the strategic plan.

Processes to Adequately Equip Technical Trades Facilities. The Director of Technical Trades has indicated that technical trades classes typically lack adequate textbooks and supplies that are necessary for student success. The consultant recommends that

processes be put in place to ensure that timelines are established for procurement of textbooks, materials, and supplies so that at the beginning of each semester, every technical trades class will be stocked with adequate textbooks and supplies. Additionally, the college may wish to review the possible use of “P-Cards” by technical trades staff, and determine if it is efficient for staff to make smaller within-semester purchases that otherwise may take too long using traditional processes.

Works Cited

<https://worldpopulationreview.com/us-cities/el-rito-nm-population>. (2022). Retrieved from World Population Review.

Project Start Date		9/1/2022 (Thursday)			Display Week		1			
Project Lead										
WBS	TASK	LEAD	PREDECESSOR	START	END	Priority	% DONE	WORK DAYS	Budget	Budget Source
1	Technical Trades and Facilities									
1.11	RFP/CES Cooling System in Trades Building	Facilities Director		Thu 9/01/22	Mon 1/02/23	1	0%	88		
1.12	Install Cooling System in Trades Building	Facilities Director		Tue 1/03/23	Fri 2/03/23	1	0%	24	\$75,000	HED
1.21	RFP/CES Venting Project in Trades Building	Facilities Director		Sat 10/01/22	Thu 12/01/22	1	0%	44		
1.22	Install Venting Project in Trades Building	Facilities Director		Fri 12/02/22	Mon 1/02/23	1	0%	22	\$350,000	HED
1.31	RFP/CES Upgrade Residential Housing Furniture	Facilities Director		Fri 9/01/23	Wed 11/01/23	4	0%	44		
1.32	Install Residential Housing Furniture	Facilities Director		Thu 11/02/23	Sat 3/02/24	4	0%	87	\$120,000	TBD
1.41	RFP/CES Renovate Residential Housing	Facilities Director		Fri 9/01/23	Fri 12/01/23	4	0%	66		
1.42	Renovate Residential Housing	Facilities Director		Sat 12/02/23	Tue 1/02/24	4	0%	22	\$60,000	TBD
1.51	Grant Funding Search for Transportation Services	Grant Writer/CCE		Thu 9/01/22	Fri 9/01/23	4	0%	262		
1.52	Maintenace for Transportation Vans	CCE		Fri 9/01/23	Mon 9/01/25	4	0%	522	\$3,000	TBD
1.53	Driver Salary and Fringe	CCE		Fri 9/01/23	Mon 9/01/25	4	0%	522	\$104,000	TBD
1.61	Advertise for Hiring Three Security Guards	Facilities Director		Thu 9/01/22	Sat 10/01/22	1	0%	22		
1.62	Interview Candidates for Security Guard Poisitions	Facilities Director		Sun 10/02/22	Wed 11/02/22	1	0%	23		
1.63	Hire and Employ Three Security Guards	Facilities Director		Thu 11/03/22	Sun 8/24/25	1	0%	732	\$567,450	Mill Levy
1.71	RFP/CES Upgrade Security Cameras and Software	Facilities Director		Thu 9/01/22	Thu 12/01/22	1	0%	66		
1.72	Upgrade Security Cameras and Software	Facilities Director		Fri 12/02/22	Thu 3/02/23	1	0%	65	\$100,000	Mill Levy
1.81	Advertise for Two Adjunct Plumbing Instructors	Technical Trades Director		Tue 8/01/23	Fri 9/01/23	1	0%	24		
1.82	Hire Two Adjunct Plumbing Instructors	Technical Trades Director		Sat 9/02/23	Sun 8/24/25	1	0%	515	\$45,756	Mill Levy
1.83	Advertise for a Carpentry and Construction Instructor	Technical Trades Director		Tue 8/01/23	Fri 9/01/23	1	0%	24		
1.84	Hire a Carpentry and Construction Instructor	Technical Trades Director		Sat 9/02/23	Sun 8/24/25	1	0%	515	\$266,500	Mill Levy
2	Establish Partnerships with ERAA and NNMS Alumni Association									
2.11	The ERAA will collaborate with NNMC, and inform and educate the public through two weaving and two woodworking exhibitions.	Coordinator of Community Engagement		Fri 9/01/23	Sun 8/31/25	5	0%	521		
2.21	The ERAA will collaborate with the Technical Trades Director and develop woodworking classes that are aligned to the curriculum for dual-credit students.	Coordinator of Community Engagement		Fri 9/01/23	Sun 8/31/25	5	0%	521		
2.22	The ERAA will deliver woodworking classes under the supervision of NNMC instructors.	Coordinator of Community Engagement		Fri 9/01/23	Sun 8/31/25	5	0%	521		
2.31	The ERAA will collaborate with NNMC in regard to a festival and studio tour, and reimburse the college a portion of the expenses and utilities that are required for the festival.	Coordinator of Community Engagement		Thu 9/01/22	Sun 8/31/25	5	0%	782		
2.41	The ERAA will collaborate with the Community Engagement Coordinator, and develop continuing education opportunities, resulting in a plan of action for coursework.	Coordinator of Community Engagement		Thu 9/01/22	Thu 8/31/23	5	0%	261		
2.42	The ERAA will deliver continuing education coursework on Spanish-American art forms at the El Rito campus.	Coordinator of Community Engagement		Fri 9/01/23	Sun 8/31/25	5	0%	521		
2.51	The Alumni Association will collaborate with NNMC and dedicate a website to support student opportunities for tuition assistance, transportation, room and board, and childcare.	Coordinator of Community Engagement		Thu 9/01/22	Sun 8/31/25	5	0%	782		
2.61	The Alumni Association will collaborate with NNMC by appointing a member as a liaison who will communicate regularly with the Coordinao of Community Engagement and Partnerships.	Coordinator of Community Engagement		Thu 9/01/22	Sun 8/31/25	5	0%	782		
2.71	The Alumni Association will collaborate with NNMC and appoint a member as a liaison who will perform outreach activities to increase enrollment.	Student Enrollment/Office Coordinator		Thu 9/01/22	Sun 8/31/25	5	0%	782		
2.81	The Alumni Association will contribute to development and execution of a student retention plan.	Student Enrollment/Office Coordinator		Thu 9/01/22	Sun 8/31/25	5	0%	782		

Project Start Date		9/1/2022 (Thursday)			Display Week		1			
Project Lead										
WBS	TASK	LEAD	PREDECESSOR	START	END	Priority	% DONE	WORK DAYS	Budget	Budget Source
3	Resilient EI Rito and Renewable Energy Curriculum									
3.11	Apply for Renewable Energy Instructor's Salary	Grant Writer/Technical Trades Director		Wed 9/01/21	Wed 8/31/22	2	0%	261		
3.21	Develop Process and Examine Curricula for Renewable Energy	Technical Trades Director		Thu 9/01/22	Sat 12/31/22	2	0%	87		
3.31	Adopt and Implement Renewable Energy Curricula	Technical Trades Director		Sun 1/01/23	Sat 7/01/23	2	0%	130		
3.41	Develop Student Recruitment Plan	CCE/Technical Trades Director		Sun 1/01/23	Sat 7/01/23	2	0%	130		
3.51	Procure equipment and supplies for Renewable Energy Coursework	Technical Trades Director		Thu 9/01/22	Thu 12/01/22	1	0%	66	\$50,000	Mill Levy
3.61	Follow up on Grid Modernization Pilot Project Application	Grant Writer/Technical Trades Director		Thu 9/01/22	Thu 8/31/23	2	0%	261		
3.62	Secure Sites for Grid Modernization Project Equipment	Grant Writer/Technical Trades Director		Thu 9/01/22	Thu 8/31/23	2	0%	261		
3.63	Follow up on Agreements and Permits, Community Engagement	CCE		Thu 9/01/22	Thu 8/31/23	2	0%	261		
3.71	Apply for Federal Construction Funds for Microgrid Project	Grant Writer/CCE		Fri 9/01/23	Mon 1/01/24	2	0%	87		
4	Economic Development of EI Rito Campus									
4.11	Develop job description and advertise for Coordinator of Community Engagement and Partnerships	Provost/President		Fri 7/01/22	Thu 9/01/22	1	0%	45		
4.12	Hire the Coordinator of Community Engagement and Partnerships	Provost/President		Thu 9/01/22	Sun 8/31/25	1	0%	782	\$270,484	.5 Mill Levy and .5 Operational
4.21	The Coordinator of Community Engagement and Partnerships will exercise leadership over strategic plan implementation, including budget.	CCE		Thu 9/01/22	Sun 8/31/25	1	0%	782		
4.31	NMCC will reorganize the Trades Office Coordinator position to include recruitment and retention of students.	Provost/President		Mon 8/01/22	Wed 8/31/22	1	0%	23	\$176,540	Mill Levy
4.41	The Student Enrollment/Office Coordinator will develop a comprehensive recruitment and retention plan.	Enrollment/Office Coordinator		Thu 9/01/22	Wed 11/30/22	1	0%	65		
4.42	The Student Enrollment/Office Coordinator will implement a comprehensive Recruitment and Retention plan.	Enrollment/Office Coordinator		Thu 12/01/22	Sun 8/31/25	1	0%	717		
4.51	The Student Enrollment/Office Coordinator will develop a plan tracking technical trades success.	Enrollment/Office Coordinator		Thu 9/01/22	Wed 11/30/22	1	0%	65		
4.52	The Student Enrollment/Office Coordinator will implement a plan tracking technical trades success.	Enrollment/Office Coordinator		Thu 12/01/22	Sun 8/31/25	1	0%	717		
5	Chacon Park Revitalization									
5.11	Upgrade Tennis Court	Facilities Director		TBD	TBD	3	0%	#VALUE!	\$45,000	TBD
5.21	Upgrade Basketball Court	Facilities Director		TBD	TBD	3	0%	#VALUE!	\$60,000	TBD
5.31	Asphalt Paving of Campus Road System	Facilities Director		TBD	TBD	3	0%	#VALUE!	\$600,000	TBD
5.41	Repair Stone Walls of Campus	Facilities Director		TBD	TBD	3	0%	#VALUE!	\$25,000	TBD
5.51	Remove and Replace Tables, Barbecues, and Install Playground Equipment	Facilities Director		TBD	TBD	3	0%	#VALUE!	\$35,000	TBD
5.61	Excavate and Remove Concrete Shuffleboard Area	Facilities Director		TBD	TBD	3	0%	#VALUE!	\$8,000	TBD
5.71	Excavate Water Fountain #1 and Re-Seed with Grass	Facilities Director		TBD	TBD	3	0%	#VALUE!	\$15,000	TBD
5.81	Upgrade Water Fountain #2	Facilities Director		TBD	TBD	3	0%	#VALUE!	\$45,000	TBD
5.91	Upgrade Volleyball Area	Facilities Director		TBD	TBD	3	0%	#VALUE!	\$10,000	TBD