

**NORTHERN NEW MEXICO COLLEGE**



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

**OCTOBER 27, 2023**

# NORTHERN New Mexico College



## **NOTICE**

The Board of Regents of Northern New Mexico College will hold a regular meeting on **Friday, October 27, 2023 at 9:00AM**, Via Zoom and in person at Northern New Mexico College, Board Room, Española Campus, Española, New Mexico.

Join Zoom Meeting

<https://nmmc.zoom.us/j/93884181987>

Meeting ID: 938 8418 1987

One tap mobile

+16694449171,,93884181987# US

+16699006833,,93884181987# US (San Jose)

## **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. Housing Committee – Informational
    - 2. Audit, Finance, Facilities Committee – Informational
    - 3. Academic and Student Affairs Committee – Informational
    - 4. Board Assessment Committee – Informational
    - 5. AGB Annual Conference – Action Required
    - 6. November/December Board of Regents – Action Required
- V. APPROVAL OF MINUTES**
- VI. PRESIDENT’S REPORT AND ANNOUNCEMENTS**
  - A. Celebrate Northern – Informational
  - B. CUP/NMICC Report – Informational
  - C. NNMC Foundation – Informational
  - D. Introduction of Staff and Faculty – Informational
  - E. College Updates – Informational
  - F. Soaring to New Heights Strategic Plan – Action Required
- VII. FACULTY SENATE PRESIDENT REPORT**
- VIII. STUDENT SENATE PRESIDENT REPORT**
- IX. STAFF REPORTS**
  - A. Vice President for Finance & Administration

1. Fiscal Watch Reports – Action Required
2. Probationary Employee Policy – Action Required
3. Law Enforcement Recruitment Funds (grant) – Action Required
4. IT Updates – Informational

**X. 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

**XI. POSSIBLE ACTION ON EXECUTIVE SESSION**

**XII. ADJOURNMENT**

***In accordance with the Americans with Disabilities Act (ADA), physically challenged individuals who require special accommodations should contact the President's Office at 505-747-2140 at least one week prior to the meeting or as soon as possible.***

Office of the President

**NORTHERN New Mexico College**



## **MEMORANDUM**

**To:** Board of Regents,  
Northern New Mexico College

**From:** Hector Balderas, JD, CFE  
President

**Date:** October 27, 2023

**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 September 22, 2023 as submitted or if applicable, as amended.

# NORTHERN New Mexico College



## NORTHERN NEW MEXICO COLLEGE BOARD OF REGENTS MINUTES SEPTEMBER 22, 2023

A Regular Meeting of the Board of Regents of northern New Mexico College was held on Friday, September 22, 2023, Via Zoom in the Board Room of Northern New Mexico College, Espanola. Regents Present in person and Viz Zoom: Michael A. Martin, Porter Swentzell, Casandra Batista Daus, Regent Archuleta and Regent Velarde.

Northern New Mexico College Staff Present: President Hector Balderas, JD, CFE, Ivan Lopez Hurtado, PhD, Provost & Vice President for Academic Affairs, Theresa Storey, Chief Financial Officer/Compliance Officer, Denise Montoya, Chief of Staff and Vice President for Finance, Matthew Baca, General Counsel, Scott Stokes, Chief Information Officer, Rishi Poudal, Institutional Research Assistant, Sally Martinez, Executive Assistant to the Provost & Vice President for Academic Affairs, Sandy Krolick, Creative Director, Communications & Marketing, Deborah Trujillo, IT, Evette Abeyta, Budget Director, Courtney Bruch, Director of Assessment and Accreditation, Patrice Trujillo, Health and Safety Manager, Carmella Sanchez, Director, Institutional Research, Judith Pepper, Major Gifts Officer, Juan Gallegos, IT, Kristy Alton, Title V Project Director, Julianna Barbee, SBDC, Janice Baca, Registrar, Cindy Martinez, Human Resources Admin/HR Tech, Maria Cedillo, IT, and Amy Peña, Executive Office Director.

Faculty Present: Scott Braley, Sandra Rodriguez

Others Present: Barbara Campbell, Myra Martinez, Angie Krall, Leo Valdez, Marvy McCauly, Jake Arnold, Abraham Baca, Toby Velasquez, Ann-Marie Draeger, Joseph Bisagna, Anthony Casados, Dolores Gurule, Antonette Serrano, Barbara Medina, John Ussery, Melinda DeHerrera, and Joseph Padilla.

### I. CALL TO ORDER

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

### II. APPROVAL OF AGENDA

Board President Martin stated there will be one change to the agenda. There will not be a student senate report this month. It will be given at the next Board meeting for both months. Board President Martin entertained a motion to approve the agenda.

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

### III. PUBLIC INPUT

None.

### IV. COMMENTS FROM THE BOARD

#### A. Board of Regents Subcommittee Reports

##### 1. Grace Martinez, SMSI, Athletic Donation

Board President Martin recognized one of our best benefactors, Grace Martinez. Ms. Martinez joined us last year and gave us a generous donation for the men's team and this year she is here with a donation for both the men's and women's team. Board President Martin thanked Ms. Martinez and gave the Board of Regents a chance to thank her. We will then have a presentation after the Board and the President get done. Regent Velarde stated that is so amazing and generous. Thank you very much for supporting our kids, our community and the sports that are bringing newcomers to our community as well. Thank you for your support and generosity, it is really appreciated. Regent Swentzell stated he would like to echo Regent Velarde's thanks and a small regional college like Northern, it is really a challenge to have that kind of athletic program and their travel and everything involved with it. It is because of donations like Ms. Martinez that allow Northern to be out there and have those dinners. Regent Archuleta stated being a person that is involved in athletics it is really nice when you get a donation, anything helps and again it is for the kids and anything to help them prosper is greatly appreciated. Regent Bautista thanked Ms. Martinez for the donation and stated as a student she knows how much athletics is important to us. It gives us an opportunity to get together with our classmates, our community, an opportunity to play, to get to know each other and to support Northern. It is just amazing. Thank you.

President Balderas stated he would like to present Ms. Martinez with our new SWAG on behalf of the athletic team. He knows the Athletic Director would like to thank her at a later date with probably more SWAG. He visited both the women's practice yesterday evening and the men's practiced until 10:00PM at night. These students are going to class and also have the rigorous practice schedule. President Balderas stated he knows Ms. Martinez and her husband support the teams a lot and he is excited about this year. The men are dunking all over the place and we went from four young ladies to seventeen young ladies. He looks forward to hosting a lot of our community and Ms. Martinez is one of our biggest supporters.

##### 2. Housing Committee

Regent Archuleta stated today after the meeting there is a meeting with President Balderas and Leo Valdez to discuss the financial options. On November 13<sup>th</sup> President Balderas and Regent Archuleta will do a tour of San Juan College Dorms. They recently build some dorms and they are going to see the pros and cons and what went well and didn't go well. They are moving forward now.

### 3. Audit, Finance, Facilities Committee

Regent Velarde stated they had a good meeting yesterday and a lot to go over today. Thank you to the team for the work they are doing, especially when it comes to the budget and the different hoops they are going through. We will hear more later on.

### 4. Academic and Student Affairs Committee

Regent Swentzell stated they had a meeting on the 20<sup>th</sup> and reviewed a draft of the climate survey that will be going out a little bit later and got an update on the status of the Associate Degree of Integrated Studies and the response from NMHED. The Enrollment Report will be covered by the Provost and the great news about enrollment.

### 5. Board Assessment Committee

Matt Baca, General Counsel stated they got access to AGB's survey assessment tool and the data platform for analytics. They will get the survey out today and the Regents should be on the lookout for the survey and they will meet after that and the Regents give input and come up with a plan to present to the Board of Regents.

## V. APPROVAL OF MINUTES

Board President Martin entertained a motion to approve the minutes of August 25, 2023

**Regent Batista Dauz moved to approve the minutes. Second – Regent Velarde. A roll call vote was taken. Board President Martin – yes, Regent Velarde – yes, Regent Swentzell – yes, Regent Archuleta – did not respond, Regent Batista Dauz – yes. Motion passed unanimously.**

## VI. PRESIDENT'S REPORT AND ANNOUNCEMENTS

### A. Celebrate Northern

President Balderas congratulated Northern and the entire community. We recently experienced a 12% increase in enrollment this fall, which was four times the number of some of the larger state institutions. Fall enrollment is at 1229 students and 772 Full Time Equivalents. The increased enrollment shows that Northern is the college of choice for a growing number of students, here and across the state. One of Secretary of Education's concern was some of the downward trends in terms of enrollment in Northern because Northern is so dependent on student growth so for this to go in complete opposite direction. President Balderas stated he has a chip on his shoulder because he thinks we are also competing for resources with other small and large institutions. Just when you thought when this was amazing news, we also saw a 32% increase in our Department of Education, and our Department of Nursing and Health Sciences, we had a 9% increase. This increased enrollment really shows that there are a lot of good people behind this effort and really excited about this trend. Not only does this give us a little bit of a fiscal bump or cushion but it also strengthens the argument that we should be having increased investment in our capital outlay and our other investments that we are requesting funding. This is great and congratulations to all that were involved.

Nursing & Health Sciences is celebrating an additional win. For the first time ever, our Spring 2023 graduates had a 100-percent pass rate of the NCLEX-RN licensure exam on their first try. Several of those graduates have already been offered jobs in the local healthcare industry, including three employed by Presbyterian Española Hospital.

Congratulations to the new members of Northern's Student Senate. They are President Dolores Gurulé, Vice President Cristian Olivas, Secretary Jasie Green, Treasurer Kimberly Nartea, Reporter Annai Valdivia and senators Alexis Blacketer, Rebecca Chavez, Sofia Rodriguez, Natalia Tealer and America Lucero. President Gurulé is working to fill the Sentinel position.

Our Chair of Teacher Education, Sandra J. Rodriguez, participated on a panel for Governor Michelle Lujan Grisham's Literacy Summit on September 6, where the Governor announced plans to request \$30 million from the Legislature construct a literacy institute. Acting Higher Education Secretary Dr. Patricia Trujillo, legislators, administrators, educators, advocates and tribal leaders attended the event.

Dr. Robert Beshara organized "Radical Humanism," an international two-day conference which took place on September 8 and 9 at the Santa Fe Community Convention Center. The conference was sponsored by Northern's Title V.

We want to congratulate Dr. Rhiannon West, who received the Outstanding Investigator at the Western Regional IDeA Conference 2023 for her work in the biomedical sciences supported by the NM INBRE grant. Out of at least a dozen investigators, only two awards were given for faculty funded by NM-INBRE, and Dr. West was one recipient. Great work also by our students, Dominick Martinez, Jade Madrid, and Jazmyn Gutierrez, who presented their research posters at this regional conference.

Kudos to NNMC film professor David Lindblom, whose film "One in 7" won Best Documentary at the Madrid Film Festival. Northern student Samantha Herrera served as assistant field producer for "One in 7." The film also won the "Film Heals" award at the Manhattan Film Festival last summer.

*Links to "One in 7" and David's other Healing Voices videos at <https://hv-ps.org/>.  
Link to NNMC article on "One in 7" and the Healing Voices film series at <https://nnmc.edu/nnmc-associate-professor-david-lindblom-film-will-screen-at-the-manhattan-film-festival/>.*

We are #NorthernProud of our film students who just won the Best Music Video award from the New Mexico Film Foundation for "Our Day Will Come." This was a multi-camera group project of several FDMA classes: TV Production; Editing; and Digital Production. The students teamed up to produce, film and edit the 3:00 minute video, serving as camera operators and assistants for four camera positions, TV director, floor director, production assistants and lighting designers.

*Link to video:  
[https://drive.google.com/file/d/1Gob987J5O19cflScIKko3kgtHioRtDKF/view?usp=share\\_link](https://drive.google.com/file/d/1Gob987J5O19cflScIKko3kgtHioRtDKF/view?usp=share_link).*

The National Latino Behavioral Health Association's Connecting Our Voices held their premiere of their Summer Youth Interns' 2023 Public Service Announcement and roundtable at Northern New Mexico College Center last week. One hundred seventh graders from Carlos Vigil Middle School were in attendance. We gave them a tour of the college and Department Chairs Sushmita



Nandy and Ellen Trabka told them about our biology and nursing programs, and Harry Gantz talked about our film program.

We had lunches to celebrate our female and male athletes this past month. I was great to visit with the athletes and get to know them.

Student Life celebrated Constitution Day on Monday with Constitution Day Trivia Contest and voter registration. Thanks to Student Life for encouraging civic engagement.

## B. CUP/NMICC Report

President Balderas stated regarding CUP, we recently participated in the CUP Summer Planning Retreat end of August with CUP Presidents to discuss the upcoming GO Bond, higher education comprehensive funding study and funding formula updates, university funding in general. The Department of Finance and Administration, the Higher Education Department, and the Legislative Finance Committee provided updates as well. Topics also included Campus Safety, a Global Study, Student Success Services: Barriers and Pathways, and a cybersecurity and broad band update. Legislators spoke with the Presidents to discuss challenges and solutions to higher education focused on literacy efforts statewide and the need to better prepare the workforce through higher education and increasing student enrollment, retention, and graduation.

if the GO Bond is coming up in November and is there some of that funding coming to us. President Balderas stated yes and the primary gear of us coming up with a statewide campaign plan so that we educate all the voters in the particular regions and so all the universities and colleges have an important value. There was a presentation on this. We are concerned because the leaders who used to lead the GO Bond Campaigns there is transition. There are a lot of new faces and that might cause particular less effectiveness. Regent Velarde stated Dr. Burke was a champion for the GO Bond and he did it all on his own time and his own time and he was amazing and he has retired since. President Balderas stated there was a lot of concern and Dr. Burke's support staff is older and they want to retire as well. Board President Martin asked if there will be a ballot issue asking people to approve that funding for that. President Balderas stated yes and they are supposed to release that and polling looks good with the general public. They generally support those programs. They talked about wanting us to do a little bit of local awareness campaigning. President Balderas will get on the radio to do some interviews.

President Balderas presented the following report for NMICC:

- 1) Launch Years Math Pathways
  - i) This effort is to connect middle and high school to higher education to align math to better prepare students for higher education. A statewide core team is being developed to implement new curriculum and new standards that leads to high quality math education. The team will attend a conference in Las Vegas, NV, with the other states included Arizona, Colorado, Nevada, and Southern California to learn more. This is a multiyear project.
- 2) Western Governor's University Transfer Agreements
  - i) Western Governor's University is seeking opportunities for community colleges to partner with them to develop additional transfer agreements between Western Governor's University.

### 3) Opportunities Scholarship Funding

- i) Marc Saavedra and Vanessa Hawker are in conversations with LFC, HED, and others to address the challenge that higher education is not front funded for the students on the Opportunities Scholarship program. Currently, payments are not funded until November for Fall semester and April or May for the Spring semester. HED is considering advancing the higher education institutions 25% of the estimated Opportunities Scholarship for each higher education institution. The confirmation that this change will occur is pending. This decision forthcoming will help improve cash flow for Northern New Mexico College.

### C. NNMC Foundation

President Balderas recognized Judith Pepper and has convinced her to stay on. Judith, President Balderas and colleagues will be launching a strategic plan for fundraising to see what some of the highlights are of Northern that President Balderas can begin to target for more aggressive larger fundraising. She has agreed to stay on to complete that project and us construct a roadmap for that.

President Balderas presented the following:

#### 1. FY24 Northern Scholarship Campaign

Goal: \$60,000

Donations received to date: \$48,825.00

Pending Pledges:

- a. Arizona Educational Foundation - \$2000
- b. Community donations - \$10,000
- c. Northrop Grumman Foundation - \$2500

#### 2. In kind Donations

- a. Estate of David Mitchell – Wood Working Equipment valued at \$7,785.00 to Technical Trades Woodworking program.
- b. Mrs. Betty Shaw – Graphics Equipment valued at \$500.00 to the Integrated Studies: Art Department of Arts & Human Sciences.

### D. Introduction of Staff and Faculty

President Balderas stated have no new employees to introduce this month, but I want to congratulate Cindy Gallegos for her promotion to Integrated Education and Training Faculty/Coordinator with our Continuing Education Department. She previously worked as an instructor for Adult Education but will now collaborate with Cecilia Romero to expand Continuing Ed opportunities.

President Balderas also thanked Ambrosia Tuero for serving as Interim Director of Student Success and Advisement.

## E. College Updates

President Balderas stated the purpose of this report is to provide an update on behalf of his team that aligns with the Soaring to New Heights Strategic Plan 2028 strategic pillars (SP). While this report is only an updated summary, this is not a final exhaustive list of all initiatives this team is undertaking.

### **SP1: Transform the student experience and become partners in their dreams.**

Northern New Mexico College is renewing its partnership with ENLACE, Santa Fe Community College, and New Mexico Highlands University to recruit high school students in the region to participate in a leadership development program. The legislator has funded this initiative for this fiscal year (non-recurring funds).

Grace Martinez, SMSI, donated \$3,000 toward the athletic program.

### **SP2: Commit to academic excellence.**

NNMC participated in the second meeting of ECHO Project (co-requisite model). As part of this effort, NNMC is a member of a selected cohort of four Higher Ed NM institutions that will deploy to scale the co-requisite model by Fall 2024. Because of this effort NNMC has been invited to apply for the Complete College America Photo Library.

### **SP3: Commit to organization excellence.**

Finalizing the creation of a facilities infrastructure and campus beautification committee (faculty, staff, student, and community representation); to serve as an information and exchange body on facilities projects that are under construction or that are being planned. Capital outlay updates include several improvements ongoing while plan is being developed; one stop shop - first phase of flooring, paint, and minor construction underway, commercial kitchen and Cafe almost completed; have addressed several legacy HVAC issues; roof leaks causing internal damage; roof work to begin end of September; speed bumps painted in El Rito; scoreboard, score table, and shot clocks installed in the gym for the athletic program; gravel work continues on the Espanola campus).

### **SP4: Strengthen strategic College partnerships that enhance student success.**

Finalized a memorandum of understanding between the College and the Entrepreneurial Institute of Northern New Mexico (EINNM) to collaborate with celebrity Chef Fernando Ruiz and EINNM to enhance the Hospitality and Restaurant Management program through initiatives such as serving on the advisory board, providing feedback into the curriculum, serving as a guest lecture and speaker, and providing mentorship,

## VII. FACULTY SENATE PRESIDENT REPORT

Scott Braley stated they had their first meeting. Professor David Lindblom was elected as Vice President. He may be coming to this meeting schedule dependent. They did some preliminary work on some different issues which will play out over the next few months. They are working on committees and bylaws which are out of date and missing procedures which can be fixed. Mr. Braley stated there is a lot of engagement right now. He has been in the Senate for four years and people are really engaged more than the last few years and the Board of Regents will be hearing from them.

## VIII. STUDENT SENATE PRESIDENT REPORT

None.

## IX. STAFF REPORTS

### A. Provost & Vice President for Academic Affairs

#### 1. Enrollment Report

Dr. Lopez presented updates with more details to what President Balderas mentioned. Dr. Lopez reviewed the enrollment report which is reviewed twice per semester (attached). Teacher education is the second largest program at the college right now. Five years ago, it was decreasing at the rate of 20% per year. Dr. Rodriguez came and changed this program. It grew 32% from last year. Dr. Lopez stated the report shows technical trades is 3% of enrollment. Trades are growing tremendously with the local unions. When the apprentices come, they register as undeclared students. They declare at the moment when they tell us they want to get the certificate or associate degree. Many of the students want to get college credit. If you add all the students, we have 274 taking technical trades classes. That is an opportunity for growth. This is the area where we can really grow and the jobs are needed by the State, the lab and local businesses. President Balderas and Dr. Lopez met with the Carpenters Union and within a year to a year and a half they can have a carpenter's program. The two programs that are fully online and an eight-week schedule are Teacher Education and Business have grown the most. Dr. Lopez has been working with other departments to push this schedule since we are serving a lot of non-traditional students. Dr. Lopez asked the Board if they had any questions.

Board President Martin asked if the online students are from our service area or are we drawing students from other areas. Dr. Lopez stated on table 24 there is information and it will show where the students are coming from. Most of them 78% are coming from Espanola and 13.6% from Albuquerque which is really the Local 412 students. We did not break this data but Dr. Lopez can get this information for the Board of Regents. Page 39 will show students by zip code where the students are located and if you go to graph three it shows 451 students online and we will have to break that one down. The reality is that we are still probably 98% in-state students. Dr. Lopez will bring the data to the Board of Regents. Board President Martin asked if we are doing advertising outside the state for online courses. Dr. Lopez stated there is a little bit but not strategic. This is something the President has been concerned with because that is the opportunity for us. These programs, Teacher Education and Business can grow because they are affordable, accredited and the Board of Regents passed the tuition rate which is highly competitive for students. Dr. Rodriguez

was ready to enroll 120 students from Texas but at the last minute the partnership was not approved. We need to do more marketing for out of state.

President Balderas stated from the facilities planning and beautification that we are working with faculty senate. We are doing the same when aligning our fundraising and strategic marketing plan. We are working with communications to re-vamp and re-write a targeted communications plan. By the end of December, he is waiting for final approval of the strategic plan. All of these will align and he hopes to maximize efficiencies and come up with a communication strategy to boost enrollment and build it around four or five areas that are sustaining growth. We are working on a structure and budget analysis to work on enrollment growth, savings in cost. Once we find money, we want to make sure we have a targeted plan. Families are getting to know us. We are well known here but just on the other side of the mountain. With social media there are advantage that won't take a lot of money but will take a targeted plan. The communications and marketing will come in the fall. The strategic plan, once faculty senate approves, he is excited for the kind of refacing of northern and telling our stories, it will result in an enrollment bump. President Martin asked about the relationship with Mesalands. President Balderas stated we are working with education credits and transferring. We are also evaluating other college budgets to see how they are spending their money on budgets. We also have a more unique brand because of non-traditional students. President Balderas also visited with UNM-LA to make sure there are alignments.

Regents Swentzell stated he is always fascinated with this plan. In looking at graph three about 85% of the students come within 30 miles. There is about 15% further away. Looking at expanding out to the online education world and seeing where else students come from. Regent Swentzell also appreciates the op ed the President wrote in the Sun to highlight the increase in enrollment. Part of the unique brand is to think about the massive jump in education students. There are so many jobs right here to stay in the community and build an economic engine and look at the Governors increase in pay and those are individuals who will get a much better job than they could have and they will be buying from the stores and paying taxes here. There are students we can tap into but Northern can be transformative on this level especially in the trades. There is such desperate need for the trades right here as well. It is not either or but yes and story. He doesn't take that 85% of our students come from within 30 miles as a negative but is also part of the story highlighting the transformative story of Northern.

President Balderas stated a perfect example of this is yesterday we hosted FAA officials from all over the country and leaders in our art program Johanna and David came to him early in his administration regarding drones. There are a lot of wins. There is a drodeo going on tomorrow to see different competition of drones flying in the parking lot. NM Tech had to bring their program here to feature their drones. Northern can flex a little bit with the big boys in technology. We are under invested in career and job development. We would like to beef up and Dr. Lopez put together a proposal for over \$1M job development opportunities for students in the region. There is low hanging fruit in the 85% as well. Everybody wants job development but very little goes to the colleges who are preparing students for those jobs.

Regent Archuleta – no comment.

Regent Batista Daur – no comment.

## 2. Trades & El Rito Enrollment Report from 2020 to 2023

Per the Board's request and it came from public input. Dr. Lopez wanted to make it clear this document is for El Rito Campus (attached). Dr. Lopez reviewed the document for the Board of Regents. Regent Velarde asked if we have any other partners who want in person classes. Dr. Lopez stated all of them have expressed formally or informally the desire to grow this area. The reason it hasn't happened is first we need to identify the space; the lab has to be built and it has to be a collaboration with us and the high school. Second, the availability of instructors. Right now, these four instructors in the technical trades are traveling to all the sites and teaching the courses. These are the courses we cannot teach online. These instructors are hard to get. The fields are making six-digit salaries. It is hard to recruit instructors. We haven't figured it out yet how we are going to do this with limitations of instructors.

Board President Martin asked if there were questions from the Board of Regents. No questions from the Board.

### B. Vice President for Finance & Administration

#### 1. FY23 Unaudited Report of Actuals

Theresa Storey, Chief Financial Officer reported on the report of actuals (attached). She would like to recognize Evette Abeyta and Stephanie Lovato on this report. This document was submitted to HED on September 15<sup>th</sup>, the due date. The report is demonstrative of the effort that goes into the effort of preparing this report.

Board President Martin asked if there were any questions from the Board of Regents.

Regent Velarde – no questions. This is why she took one semester of accounting and said no this is not the math she likes.

## X. DEEP DIVE

### A. Reading Initiatives in Teacher Education – Dr. Sandra Rodriguez

Board President Martin stated Regent Velarde and he were called to a meeting at the Governor's Office back in September with Regents from NMHU, Eastern, Western, NM Tech, UNM and NMSU and she was briefing them on her new initiative in Teacher Education so he asked Dr. Rodriguez to come and educate us and the Governor is very excited about the science of reading and wants it taught at all the college and Board President Martin asked Dr. Rodriguez if she could educate us. Dr. Rodriguez presented the Reading Initiatives in Teacher Education.

Board President Martin asked Regent Velarde's thoughts of the meeting with the Governor. Regent Velarde stated her thoughts were supportive, the Governor shared a personal story. She didn't realize things were the way they were until it hit her at home with her grandchild. Being able to see how a particular way of teaching isn't working and realizing at some point when you are not in the schools every day, you tend to forget people are driving different things that are changing in the classroom so our teachers are in alignment and things coming down from the federal government. Her daughter had a similar experience with her reading and she didn't realize they are not teaching phonics anymore. When she was having a hard time, she went to the schools and



it is hoops for your daughter to be evaluated and the teacher has to fill out so much paperwork to get your child tested. If there is not enough of a deficiency a parent does not know what to do. Regent Velarde bought hooked on phonics to be able to help her. Having a center of literacy and supporting teachers so they are able to support the students. She knows data is needed but we are putting teachers through hoops every four to eight years. It is hard to put it in a contextual basis to keep up with the constant change. We have also put the stress of being up to date on the tests and having their pay related to the tests. Regent Velarde commended Dr. Rodriguez for giving the students the support they need. Dr. Rodriguez stated the teachers want to do a good job and the compassion they have at the beginning and then they go in and hit roadblocks, it jades them. Nobody wants to fail. We also need to look at the differences in our students. Phonics is a good thing. It works up to a point but if you get students and a lot of our students, another misconception. We have our students who are considered ELL even if they are English only. It is because they do not have and academic English.

Board President Martin another issue raised with the Governor is the issues with the testing area. She is also taking about satellite locations for testing. She didn't share where those would be.

Regent Swentzell stated we might want to look at street data, what is the data on the ground and also, he appreciated Dr. Rodriguez using the word holistic because there are so many factors. The complexity of these issues and it is important to say how much do these things really matter, he appreciated Regent Velarde's comments, it doesn't bother him in any way, but it may freak some other people out but is not reflective of the actual program. It doesn't mean we shouldn't strive to be better in many ways. Also, Regent Swentzell stated get on his soap box, each of our communities has our unique ways of speaking, speaking the English language, vocabularies and he reinforces that those ways of speaking English is not necessarily wrong, but they represent the diversity of our communities and when we flatten that out, it is as if we are wiping away that diversity. Is it wrong to say I am going to put gas, people put gas. It is not textbook English but it is perfectly understandable. Just like we going to get down from the car. Those are local ways of saying that and people around here completely understand what is going on. Is that the proper way you say those things, maybe not, is it English, absolutely. Does it represent this regions history and particular dialect of English. As a school leader, as a lead administrator is to run interference with those agencies that are compliance agencies to protect my teachers so they can do the work that is very important. His job is to run interference and not let too many of those things trickle down to them because they are not relevant to things that need to happen in first or second grade. He realizes his second-grade teacher has 11 or 12 different students, each with their own learning styles and they are having to figure out that not one test is going to tell anything about. In addition, those standardized assessments are testing a sliver of their abilities. We recognize that every student has many gifts that the creators bless them with and yet we are pretending to care only about a small sliver of those gifts. They have so much to contribute to the world. Why doesn't our assessment test reflect the gifts that they bring. As an administrator he has to say hey I don't care about those assessments, they mean nothing to me and he will continuously say keep doing the work that will recognize those gifts that those students bring into this world and your work here is good. Let me answer for these other things. He will have the arguments over here. You do the work you need to do. Regent Swentzell stated this is his soap box and he knows it is not maybe the popular opinion but he is the lead of a dual language school so we need to reify, valorize our Tewa language on the same level as English. When they classify our students as English Language Learners, he said why don't we classify everyone else as Tewa Language Learners. You don't speak Tewa good enough but you are on Tewa land so I don't care about your ELL classification but if it gets us more money you can give it to us.

Regent Archuleta – was out of the meeting.

Regent Batista Daus – no comment.

**XI. EXECUTIVE SESSION**

**None.**

**XII. POSSIBLE ACTION ON EXECUTIVE SESSION**

**None.**

**XIII. ADJOURNMENT**

Board President Martin entertained a motion to adjourn.

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

The Board of Regents adjourned at 10:30AM

Approved:

---

Michael A. Martin  
Board President

---

Erica Velarde  
Vice President



# NORTHERN New Mexico College



## AGB CONFERENCE MARCH 26-28, 2024 BOSTON, MA

**Register as a group and save.**

**Take advantage of the early bird rate, available until December 1, 2023. [Register now](#) to reserve your spot in Boston. A group is 3 people**

<p><b>Early Bird Rate Individual Member*</b></p> <p><b>\$1,650</b></p>
<p><b>Early Bird Rate Group**</b></p> <p><b>\$1,475</b></p>
<p><b>Regular Rate Individual Member*</b></p> <p><b>\$1,750</b></p>
<p><b>Regular Rate Group**</b></p> <p><b>\$1,650</b></p>

### **AGENDA**

#### **Tuesday, March 26**

**1:30 – 4:30 PM ET | Pre-Conference Workshops (complimentary)**

#### **AGB Strategy Summit**

It is time to do strategy differently. Changes in the higher education landscape are outpacing traditional planning processes. What needs to change about the way your board operates if it is to enable transformational change for the institution itself? The AGB Strategy Summit will equip trustees and presidents to identify key strategies rapidly, engage stakeholders effectively, and respond to new challenges nimbly. Stop adopting yesterday's plans and start authoring tomorrow's strategies. All participants will receive complimentary benchmarking reports following the event, courtesy of AGB Consulting.

## Community Convening: Public Multi-Campus System Boards and Leaders

AGB and the National Association of System Heads (NASH) invite you to gather prior to the start of the conference and:

- Connect with peers
- Consider—and inform—forward-looking assessments of opportunities and challenges unique to multi-campus system governance
- Share interests and concerns directly with AGB and NASH leaders

### Wednesday, March 27

#### 8:30 – 9:30 AM ET | Welcome and Opening Keynote: The Changing Landscape for Higher Education Board Governance

This moment, for many boards, requires a cogent level-setting on strategic challenges and opportunities facing higher education, and who better to survey this landscape than a leader whose renown stretches across multiple generations? Under the leadership of Freeman A. Hrabowski III from 1992 until his retirement in 2022, the University of Maryland, Baltimore County, rose to national preeminence in the quality of undergraduate teaching, earned an extraordinary reputation for innovation, and established itself as a standard-bearer for what can be accomplished when higher education sets out to change lives. With the benefit of experiential wisdom, this session will address what lies ahead and how boards can, should, and must shape the future.

#### Remarks:

**Beverly Seay**, chair, AGB Board of Directors; immediate past chair, University of Central Florida Board of Trustees

**Ellen Chaffee**, interim president and CEO, AGB; former trustee, Des Moines University; former president, Valley City State University and Mayville State University

#### Keynote Speaker:

**Freeman A. Hrabowski III**, president emeritus, University of Maryland, Baltimore County; author, *The Resilient University: How Purpose and Inclusion Drive Student Success*

#### 9:50 – 10:45 AM ET | Concurrent Sessions I

- **Student Learning Assessment**
- **Athletics Transformation and the Role of Trustees**
- **Shared Governance for Agile Institutions**
- **The Changing Presidency**
- **Catholic Universities and Their Changing Governance Structures**
- **Transforming Students**

#### 11:05 AM – 12:00 PM ET | Concurrent Sessions II

- **Getting Your Arms around Student Mental Health**
- **Stepping Down, Stepping Back, Stepping Away: Leading Board Practices for Facilitating Presidential Transition**

- **Evolving Board Roles and Structures to Meet the Moment**
- **Preventing Failed Presidencies**
- **Best Practices in Preparing for Board Meetings**
- **Leading Change in Public Multi-Campus Systems**

### 12:00 – 1:30 PM ET | Luncheon Plenary: Discerning the Role of Tech Game-Changers for Higher Education

The proliferation of ChatGPT over the past year has left many higher education boards and executives with more questions than answers. Yet, artificial intelligence (AI) is not the first tech game-changer to impact our field, and it won't be the last. In this session, higher education futurist and innovation guru Jeffrey Selingo will lead a conversation with an eclectic, one-of-a-kind panel to help elucidate:

- The effect AI is already having, and is expected to have, on key operations and outcomes of colleges and universities
- What boards and leaders should learn from past tech-based disruption, and how they can position institutions advantageously in emerging technological environments
- Which tech developments hold relevance for higher education and its leaders

**Note:** Lunch will be available immediately following the preceding block of sessions, and the plenary panel will begin at 1:00 PM ET.

#### **Moderator:**

**Jeffrey Selingo**, trustee, Ithaca College; journalist; and author, *College (Un)Bound: The Future of Higher Education and What It Means for Students*

#### **Panelists:**

**Charles L. Isbell Jr.**, provost and vice chancellor of academic affairs, University of Wisconsin–Madison

**Beverly Seay**, chair, AGB Board of Directors; immediate past chair, University of Central Florida Board of Trustees

#### **Additional panelist to be announced**

### 1:30 – 1:45 PM ET | Recognizing Recipients of the AGB John W. Nason Award for Board Leadership

Each year, AGB recognizes a handful of governing boards for exemplary leadership with the John W. Nason Award. Their stories are, by definition, inspirational and instructive. In this session, you will hear directly from key leaders in those boardrooms about the way they and their boards went about the work that is being recognized. Session takeaways feature relatable insights about governing for impact and achievement. AGB will announce 2024 award recipients in January and honor them during the conference.

#### **Speakers to be announced**

### 1:45 – 2:30 PM ET | Dessert and Networking

Enjoy a sweet treat and a dedicated opportunity to connect or reconnect with peers, colleagues, and national experts gathered at the conference.

### 2:45 – 3:45 PM ET | Trustee Peer Roundtables

AGB has a strong commitment to peer learning. These role- and issue-specific roundtable sessions are designed as facilitated discussions for the exchange of insights and leading practices among peers.

Tables:

1. *Governance Committee (Public)*
2. *Governance Committee (Independent)*
3. *Finance Committee (Public)*
4. *Finance Committee (Independent)*
5. *Academic Affairs Committee (Public)*
6. *Academic Affairs Committee (Independent)*
7. *Student Affairs Committee (Public)*
8. *Student Affairs Committee (Independent)*
9. *Institutionally Related Foundations (Public)*
10. *Philanthropy/Advancement and/or Campaign Committee (All)*
11. *Investment Committee (All)*
12. *Buildings and Grounds (Public)*
13. *Buildings and Grounds (Independent)*
14. *Search Committee (Public)*
15. *Search Committee (Independent)*
16. *Committee Restructuring (Public)*
17. *Committee Restructuring (Independent)*
18. *Diversity, Equity, Inclusion, and Belonging Committee/Task Force (All)*
19. *Audit/Risk/Compliance Committee (All)*
20. *Student Trustees and Representatives (All)*
21. *Faculty/Staff Trustees and Representatives (All)*
22. *Women Board Leaders—and Aspiring Leaders (All)*
23. *Predominantly White Institution Board Members of Color (All)*
24. *Board Members under Age 45 (All)*
25. *Mission Committee (Independent)*
26. *Board and Committee Vice Chairs (All)*
27. *HBCU Trustees (All)*
28. *Board Professionals—Board and Committee Staff (All)*
29. *Community College Trustees*
30. *Multi-Campus System Trustees*

#### 4:05 – 5:00 PM ET | Concurrent Sessions III

- **Learning from the Governing Board Equity in Student Success Academy**
- **Monitoring Access and Affordability**
- **Presidential Renewal**
- **Mergers in Higher Education: Act or React**
- **AI, Automation, and Academics: How to Join the Digital Transformation**
- **Leading a Conflicted Board**

**5:00 – 6:30 PM ET | Evening Reception**

Enjoy cocktails and hors d'oeuvres with national and international peers and colleagues. Indulge in light moments and make lasting connections.

**Thursday, March 28****8:15 – 9:10 AM ET | Plenary: Politics and Poker in the Boardroom**

*Neither game's for children; either game is rough*

*Decisions, decisions, like*

*Who to pick, how to play, what to bet, when to call a bluff*

These lyrics from the musical Fiorello! seem resonant these days for boards of colleges and universities. From partisanship to sheer gamesmanship, boards are hindered by increasingly porous boundaries between higher education as a social institution and broader cultural contexts. This session will consider how trustees should respond when stakes are high and decisions are fraught.

**Moderator:**

**Cristin Toutsy Grigos**, senior vice president and chief content and program officer, AGB; member, Christopher Newport University Education Foundation Board

**Panelists:**

**Thomas W. Ross Sr.**, former president, University of North Carolina System; co-chair, Governor's Commission on the Governance of Public Universities in North Carolina; former president, Davidson College

**Margaret Spellings**, president and CEO, Bipartisan Policy Center; former U.S. secretary of education; former president, University of North Carolina System; co-chair, Governor's Commission on the Governance of Public Universities in North Carolina

**Eileen B. Wilson-Oyelaran**, trustee, Salem Academy and College, and United States International University Africa; trustee emerita, Pomona College; president emerita, Kalamazoo College; senior fellow, AGB

**9:25 – 10:20 AM ET | Concurrent Sessions IV**

- **Leading Public Higher Education Boards in a Divisive Environment**
- **Private Board Leadership for Consistency and Continuity**
- **MAP: The Future of Higher Education: Mergers, Affiliations, and Partnerships**
- **Presidential Assessment and Development**

**10:35 – 11:30 AM ET | Concurrent Sessions V**

- **Lessons from Board Leadership: Insights from 2024 AGB John W. Nason Award Recipients**
- **Board and Trustee Assessment: Getting to Value Added**
- **Achieving Student Success**
- **Board-President Relations for Change Leadership**
- **Margin for Mission: Diversifying Revenue Models with a Common Purpose**

**11:45 AM – 12:30 PM ET | Final Keynote: Govern to Meet the Moment**

Higher education is, in many ways, at a crossroads. For the populations our sector must urgently serve and prepare, the value of college perhaps has never been more questionable. Data further indicate broad-based public skepticism about the effectiveness of higher education as a social institution. No one holds greater responsibility for ensuring colleges and universities meet this moment than those who hold them in trust. Join with fellow trustees from all across our diverse field—citizen leaders who must find the inspiration and the wisdom to own these challenges locally, and ultimately redefine higher education’s social compact together.

### **Speaker to Be Announced**

#### **12:30 – 2:00 PM ET | Peer Groups Luncheon**

We heard you. The desire for AGB members to meet and exchange knowledge with peers at like institutions has reached a new high in the mid-2020s. For the very first time, conference participants are invited to enjoy an intimate, extended lunch with five to seven peers. Seating will be arranged by AGB staff according to:

- Institution type (Carnegie Classification)
- Institution location
- Participant role (trustee, board chair, president, etc.)

**Note:** AGB will request a separate RSVP for the purpose of assigned seating.

*Chief of Staff / VP for Finance and Administration*

# NORTHERN New Mexico College



## MEMORANDUM

**TO:** Board of Regents  
Northern New Mexico College

**FROM:** Denise Montoya, PhD, Chief of Staff/Vice President for Finance and Administration

**THRU:** Hector Balderas, President

**DATE:** October 27, 2023

**RE:** Fiscal Watch Report

### **Issue:**

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

### **Overview:**

Monthly, the NNMC Chief Financial Officer, Theresa Storey, and the Business Office staff prepare 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 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 that 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 monthly AF&F meeting.

In addition, the BOR also is provided an individual report for the following financial areas summarized in the monthly institution-wide Fiscal Watch Report:

- Unrestricted Funds
- Auxiliary Programs
- Institutional Grants
- Student Aid
- Plant Funds
- Capital Outlay Projects

Although the NMHED requires all higher education institutions to submit Fiscal Watch Reports on a quarterly basis, NNMC produces Fiscal Watch Reports monthly to ensure that the BOR is regularly informed about the current financial condition of the institution.

### **Recommendation:**



Staff recommends that the BOR approves the Fiscal Watch Report for the period ending September 30, 2023.



# Northern New Mexico College

## Statement of Net Position

(Unaudited and Unadjusted)

September 30, 2023

### Assets

#### Current Assets:

Cash and Cash Equivalents	9,005,281
Short-Term Investments	-
AR - Student	1,269,423
AR - Other than student	4,437,254
Inventories	77,669
Prepaid Expenses	14,951
Loans Receivable, net	801,851

Total Current Assets	15,606,429
----------------------	------------

#### 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	36,216,140

Total Non-Current Assets	36,216,140
--------------------------	------------

<b>Total Assets</b>	<b>51,822,569</b>
---------------------	-------------------

### Deferred Outflows of Resources

Pension & OPEB Related (6/30/22 balances)	19,180,544
---	------------

<b>Total Deferred Outflows of Resources</b>	<b>19,180,544</b>
---	-------------------

### Liabilities

#### Current Liabilities

Accounts Payable	206,393
Other Accrued Liabilities	602,280
Deferred Income	1,434,650
LT Liabilities - Current Portion	-

Total Current Liabilities	2,243,323
---------------------------	-----------

#### Non-Current Liabilities

Accrued Interest Payable	-
Accrued Benefit Reserves	-
Other LT Liabilities	97,208
Net Pension Liability	20,241,096
Net OPEB Liability	6,663,287

Total Non-Current Liabilities	27,001,591
-------------------------------	------------

<b>Total Liabilities</b>	<b>29,244,914</b>
--------------------------	-------------------

### Deferred Inflows of Resources

Pension, OPEB and Leases Related (6/30/22 balances)	32,986,246
---	------------

<b>Total Deferred Inflows of Resources</b>	<b>32,986,246</b>
--	-------------------

### Net Position

Invested in Capital Assets, net of Related Debt	36,216,140
---	------------

#### Restricted for:

##### Nonexpendable:

Endowments	-
------------	---

##### Expendable:

General Activities	(280,038)
--------------------	-----------

Federal Student Loans	-
-----------------------	---

Term Endowments	-
-----------------	---

Capital Projects	(60,490)
------------------	----------

Debt Service	-
--------------	---

Related Entity Activities	(585)
---------------------------	-------

#### Unrestricted

Unrestricted without NFP	1,576,217
--------------------------	-----------

Net Fiduciary Position	-
------------------------	---

Total Unrestricted (includes 6/30/20 NFP)	1,576,217
---	-----------

<b>Total Net Position</b>	<b>37,451,244</b>
---------------------------	-------------------

**Northern New Mexico College**  
**Summary of Operating and Plant Funds**  
**(Unadjusted and Unaudited)**  
**Fiscal Year 2024**

Operating Funds	FY 2024 Original Budget	FY 2024 Adjusted Budget	FY 2024 Actuals as of September 30, 2023	Percentage Earned/Spent
<b>REVENUES</b>				
Tuition & Misc Fees	\$ 4,548,299	\$ 4,548,299	\$ 2,384,638	52.4%
Federal Appropriations		-	-	-
State Appropriations	16,035,865	16,035,865	3,954,599	24.7%
Local Appropriations	2,420,583	2,420,583	127,145	5.3%
Gifts, Grants & Contracts	8,628,189	8,628,189	3,531,981	40.9%
Endowment/Land & Perm Inc	305,502	305,502	82,032	26.9%
Sales & Services	569,007	569,007	125,098	22.0%
Other	15,629	15,629	122,954	786.7%
<b>Total Revenue</b>	<b>32,523,074</b>	<b>32,523,074</b>	<b>10,328,447</b>	<b>31.8%</b>
<b>BEGINNING BALANCE</b>	<b>9,775,037</b>	<b>9,775,037</b>	<b>11,532,638</b>	<b>117.98%</b>
<b>TOTAL AVAILABLE</b>	<b>42,298,111</b>	<b>42,298,111</b>	<b>21,861,085</b>	<b>51.7%</b>
<b>EXPENDITURES</b>				
Instruction & General	24,946,012	24,946,012	4,996,818	20.0%
Student Social & Cultural	111,538	111,538	8,852	7.9%
Research	55,138	55,138	62,952	114.2%
Public Service	898,818	898,818	183,283	20.4%
Internal Services	1,505,829	1,505,829	310,739	20.6%
Student Aid	4,850,935	4,850,935	3,439,068	70.9%
Auxiliary Enterprises	436,698	436,698	61,735	14.1%
Intercollegiate Athletics	668,695	668,695	130,341	19.5%
Independent Operations (NMDA)	-	-	-	-
<b>Total Expenditures</b>	<b>33,473,663</b>	<b>33,473,663</b>	<b>9,193,789</b>	<b>27.5%</b>
<b>NET TRANSFERS OUT / (IN)</b>	<b>243,645</b>	<b>243,645</b>	<b>45,249</b>	<b>18.6%</b>
<b>TOTAL EXPENDITURES &amp; TRANSFERS</b>	<b>33,717,308</b>	<b>33,717,308</b>	<b>9,239,038</b>	<b>27.4%</b>
<b>ENDING FUND BALANCE</b>	<b>\$ 8,580,803</b>	<b>\$ 8,580,803</b>	<b>\$ 12,622,047</b>	

Plant Funds	FY 2024 Original Budget	FY 2024 Adjusted Budget	FY 2024 Actuals as of September 30, 2023	Percentage Earned/Spent
<b>REVENUES AND TRANSFERS</b>				
Required Student Fees				
Bond Proceeds				
Gifts, Grants and Contracts				
Interest Income				
State Appropriation	\$ 11,555,070	\$ 11,555,070	\$ 4,941	0.0%
Debt Service Transfers				
Other				
<b>Total Revenues and Transfers</b>	<b>11,555,070</b>	<b>11,555,070</b>	<b>4,941</b>	<b>0.0%</b>
<b>BEGINNING BALANCE</b>	<b>-</b>	<b>-</b>	<b>-</b>	
<b>TOTAL AVAILABLE</b>	<b>11,555,070</b>	<b>11,555,070</b>	<b>4,941</b>	<b>0.0%</b>
<b>EXPENDITURES</b>				
Capital Projects	10,950,000	10,950,000	-	0.0%
Building Renewal	605,070	605,070	65,431	10.8%
Internal Service Renewal/Replacement				
Auxiliary Renewal/Replacement				
Debt Retirement				
<b>Total Expenditures</b>	<b>11,555,070</b>	<b>11,555,070</b>	<b>65,431</b>	<b>0.6%</b>
<b>NET TRANSFERS OUT / (IN)</b>	<b>(243,645)</b>	<b>(243,645)</b>	<b>(45,249)</b>	<b>18.6%</b>
<b>TOTAL EXPENDITURES &amp; TRANSFERS</b>	<b>11,311,425</b>	<b>11,311,425</b>	<b>20,182</b>	<b>0.2%</b>
<b>ENDING FUND BALANCE</b>	<b>\$ 243,645</b>	<b>\$ 243,645</b>	<b>(15,241)</b>	<b>-6.3%</b>

**Northern New Mexico College**  
**Comparison of Operating and Plant Funds**  
**(Unadjusted and Unaudited)**  
**Fiscal Year's 2024 and 2023**

Operating Funds	FY 2024 Actuals as of September 30, 2023	FY 2023 Actuals as of September 30, 2022	Percentage Increase (Decrease)
<b>REVENUES</b>			
Tuition & Misc Fees	\$ 2,384,638	\$ 2,219,167	7.5%
Federal Appropriations	-	-	
State Appropriations	3,954,599	4,969,648	-20.4%
Local Appropriations	127,145	79,562	59.8%
Gifts, Grants & Contracts	3,531,981	4,078,876	-13.4%
Endowment/Land & Perm Inc	82,032	45,450	80.5%
Sales & Services	125,098	114,145	9.6%
Other	122,954	106,768	15.2%
<b>Total Revenue</b>	<b>10,328,447</b>	<b>11,613,616</b>	<b>-11.1%</b>
<b>BEGINNING BALANCE</b>	<b>11,532,638</b>	<b>9,775,037</b>	<b>18.0%</b>
<b>TOTAL AVAILABLE</b>	<b>21,861,085</b>	<b>21,388,653</b>	<b>2.2%</b>
<b>EXPENDITURES</b>			
Instruction & General	4,996,818	4,343,920	15.0%
Student Social & Cultural	8,852	17,433	-49.2%
Research	62,952	23,094	172.6%
Public Service	183,283	92,073	99.1%
Internal Services	310,739	431,147	-27.9%
Student Aid	3,439,068	3,150,103	9.2%
Auxiliary Enterprises	61,735	57,324	7.7%
Intercollegiate Athletics	130,341	103,623	25.8%
Independent Operations (NMDA)	-	-	
<b>Total Expenditures</b>	<b>9,193,789</b>	<b>8,218,717</b>	<b>11.9%</b>
<b>NET TRANSFERS OUT / (IN)</b>	<b>45,249</b>	<b>49,666</b>	<b>-8.9%</b>
<b>TOTAL EXPENDITURES &amp; TRANSFERS</b>	<b>9,239,038</b>	<b>8,268,383</b>	<b>11.7%</b>
<b>ENDING FUND BALANCE</b>	<b>\$ 12,622,047</b>	<b>\$ 13,120,270</b>	<b>-3.8%</b>

Plant Funds	FY 2024 Actuals as of September 30, 2023	FY 2023 Actuals as of September 30, 2022	Percentage Increase (Decrease)
<b>REVENUES AND TRANSFERS</b>			
Required Student Fees	\$ -	\$ -	0.0%
Bond Proceeds	-	-	0.0%
Gifts, Grants and Contracts	-	-	0.0%
Interest Income	-	-	0.0%
State Appropriation	4,941	-	
Debt Service Transfers	-	-	0.0%
Other	-	-	0.0%
<b>Total Revenues and Transfers</b>	<b>4,941</b>	<b>-</b>	
<b>BEGINNING BALANCE</b>	<b>-</b>	<b>-</b>	
<b>TOTAL AVAILABLE</b>	<b>4,941</b>	<b>-</b>	
<b>EXPENDITURES</b>			
Capital Projects	-	-	
Building Renewal	65,431	-	
Internal Service Renewal/Replacement	-	-	0.0%
Auxiliary Renewal/Replacement	-	-	0.0%
Debt Retirement	-	-	0.0%
<b>Total Expenditures</b>	<b>65,431</b>	<b>-</b>	
<b>NET TRANSFERS OUT / (IN)</b>	<b>(45,249)</b>	<b>(49,666)</b>	<b>-8.9%</b>
<b>TOTAL EXPENDITURES AND TRANSFERS</b>	<b>20,182</b>	<b>(49,666)</b>	<b>-140.6%</b>
<b>ENDING FUND BALANCE</b>	<b>\$ (15,241)</b>	<b>\$ 49,666</b>	<b>-130.7%</b>

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)

September 30, 2023

Cash Flows from Operating Activities	
Receipts from student tuition and fees	\$ 2,384,638
Receipts from grants and contracts	3,531,981
Other receipts	-
Payments to or on behalf of employees	(4,251,198)
Payment to suppliers for goods and services	(4,820,710)
Receipts from Sales and Services	125,098
Payments for scholarships	(1,965,805)
Other Operating Revenue	122,954
Net cash (used) by operating activities	<u>(4,873,042)</u>
Cash Flows from Non-Capital Financing Activities	
State Appropriations	3,959,540
Mill Levy Distributions	127,145
Gifts for other than Capital Purposes	-
Private Gifts for Endowment	-
Other Non-operating Expense	-
Net Cash provided (used) for non-capital financing activities	<u>4,086,685</u>
Cash Flows from Capital and Related Financing Activities	
Proceeds from Capital Debt	-
Capital Gifts, Grants and contracts	-
Purchase/Construction/Renovation of Capital Assets	(65,431)
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>(65,431)</u>
Cash Flows from Investing Activities	
Investment Earnings	82,032
Net Cash provided by Investing Activities	<u>82,032</u>
Increase (Decrease) in Cash and Cash Equivalents	(769,756)
Cash and Cash Equivalents- beginning of year	9,775,037
Cash and Cash Equivalents- end of reporting period	<u>\$ 9,005,281</u>

*Chief of Staff / VP for Finance and Administration*  
**NORTHERN New Mexico College**



**MEMORANDUM**

**TO:** Northern New Mexico College  
Board of Regents

**FROM:** Hector Balderas, JD, CFE

**DATE:** October 27, 2023

**RE:** Soaring to New Heights Strategic Plan 2028 – Action Required

**Background:**

In April 2023, the Los Alamos National Laboratory and the Northern New Mexico College Foundation provided funding to contract with Dini Spheris to lead efforts to create the Soaring to New Heights Strategic Plan 2028. The process was inclusive and included feedback via a survey, Zoom interviews, a strategic planning logistic committee, a strategic planning committee, Faculty Senate, and Student Senate input.

Special thanks to the survey respondents and the following individuals for their active participation in this process:

Michael Martin	President, NNMC Board of Regents
Erica Velarde	Vice President, NNMC Board of Regents
Hector Balderas	President
Denise Montoya	Chief of Staff / VP for Finance & Administration
Ivan Lopez	Provost, Vice President for Academic Affairs
Amy Pena	Executive Office Director
Kristy Alton	Title V CASSA Project Director
Matt Baca	General Counsel
Joaquin Gallegos	Former Faculty Senate President
Melanie Colgan	Faculty Senate Representative
Sandy Krolick	Creative Director, Communications & Marketing
Ivan Lopez	Provost, Vice President for Academic Affairs
Denise Montoya	Chief of Staff / VP for Finance & Administration
Judith Pepper	Interim Major Gifts Officer
Scott Stokes	Chief Information Officer
Theresa Storey	Chief Financial Officer/Compliance Officer
Dolores Gurule	Student Senate President
Lori Baca, DBA	Chair Business Administration
Julianna Barbee	Director, Small Business Development Center
Courtney Bruch	Director, Assessment & Accreditation
Melanie Colgan	Representative, Faculty Senate
Lori Franklin	Chair, Language & Letters
Kathy Keith	Director of Community Partnerships, LANL
Frank Loera, DBA	Chair, NNMC Branch Trades

JoAnn Salazar	Chair, Community Development Commission
John Vigil	Mayor, City of Espanola
Jake Arnold	Community Member
Helen Carpenter	Donor
Tim Crone	Union Representative
Rebecca Estrada	LANL, Community Partnerships Office
Dr. Sushmita Nandy	Assistant Professor, Biology
Kimberly Nartea	Student
Dr. Bruce Smith	Retired Professor
Carmella Sanchez	Director of Institutional Research
Dr. Porter Swentzell	Board Secretary / Treasurer
Dr. Patricia Trujillo	Deputy Secretary of Education

The final draft Soaring to New Heights Strategic Plan framework was endorsed by the Faculty Senate, Student Senate, and the participants of the Strategic Planning Logistics Committee.

**Required Action:**

The Soaring to New Heights Strategic Plan 2028 is attached for the BOR for review and approval.

Thank you for your consideration.

# NORTHERN New Mexico College



## Soaring to New Heights Strategic Plan 2028 (10.20.2023 pending board approval)

### HISTORY

Northern New Mexico College has fulfilled the educational needs of the region for over a century. Originating in 1909 as the Spanish American Normal School in El Rito, Northern now offers more than 50 bachelor's, associate, and certificate programs in a wide variety of fields, including recently introduced programs in technical trades. Popular programs include nursing and health sciences, business, liberal arts, education, and STEM programs. Graduates have gone on to pursue advanced degrees at colleges such as Johns Hopkins University and Purdue University, and employment at NASA and Los Alamos National Labs.

Northern is an open-admissions college offering the most affordable bachelor's degrees in the Southwestern United States and is competitively priced for all other programs. Northern is fully accredited by the Higher Learning Commission (HLC) and has earned prestigious national accreditations for its engineering, nursing, education, and business programs.

### MISSION

Northern New Mexico College is an inclusive, student-centered teaching and learning community, dedicated to excellence, empowering students, and transforming lives.

### VISION

As a Hispanic- and Indigenous- serving institution, sustained by place, culture, and innovation — Northern is a beacon of higher education for all students, igniting minds to create vibrant futures.

### CORE VALUES

***Student-Centered:*** We honor every student as a unique individual and prioritize student needs in all decision making.

***Mutual Respect:*** We respect the differences of all peoples; diversity, equity, inclusion, and belonging are our strengths.

***Integrity:*** We value honesty, trust, and transparency.

***Excellence:*** We commit to continuous improvement and strive to excel in all we do.

***Servant Leadership:*** We prioritize the growth, well-being, and empowerment of students, faculty, and staff, and are good stewards of resources entrusted to our care.

### STRATEGIC PILLARS

- Transformational Student Experience
- Academic Excellence
- Organizational Excellence
- Strategic Partnerships



*Chief of Staff / VP for Finance and Administration*  
**NORTHERN New Mexico College**



**MEMORANDUM**

**TO:** Board of Regents  
Northern New Mexico College

**FROM:** Karen Baker-Jepsen, Human Resources Director

**THRU:** Hector Balderas, President  
Denise Montoya, PhD, Chief of Staff/Vice President for Finance and Administration

**DATE:** October 25, 2023

**RE:** Probationary Employee Policy Revision

**Issue:**

Northern New Mexico College has identified policies in the Staff Handbook (2006) that are creating confusion due to conflicting language and lack of clarity. Specifically, the policies address the terms and conditions of a probationary staff member's employment at the College.

**Overview:**

The College strives to develop and implement policies that reflect the mission, vision, values, and strategic objectives of the College. The College recognizes that policies should be clear, succinct, and reflect the intent of the policy stakeholders.

At present there are three parts identified in the Staff Handbook that address probationary employees. The three sections: Parts II(A)(2)(b); III(J); IV(C), are contradictory and redundant.

The revised policy consolidates and replaces the three parts to make it more accessible, to ensure consistent implementation, and to serve as strong guidance for decision making in the future. The policy revision was sent out for public comment to obtain feedback and none was received.

**Recommendation:**

The revised policy is attached for Board of Regents review and approval to supersede the existing sections in the Staff Handbook.

Thank you for your consideration.



**PROBATIONARY EMPLOYEE POLICY**  
**Staff Employee Classification; Hiring and Employment; Process and Terms of Employment**  
**Staff Handbook - Parts II(A)(2)(b); III(J); IV(C)**

**1. Purpose**

The purpose of this policy is to describe the terms and conditions of a staff member's probationary employment period at Northern New Mexico College (the College). This policy supersedes all sections of the Staff Handbook articulated in the caption of this policy, any other section of the Staff Handbook applicable to the terms and conditions of a staff member's probationary employment period, and any other policy of the College related to the terms and conditions of a staff member's probationary employment period.

**2. Policy**

**Probationary Status.** A staff member shall be on probationary status during the first six (6) months from the date of initial full-time employment in a regular position. Such probationary period shall continue for the full six (6) months even if the staff member is re-employed for the following fiscal year during his or her probationary period. Probation period may be extended for an additional period not to exceed three (3) months. Any extension of probationary period beyond the additional three (3) months must have approval of the President, or the President's designee.

1. Any employee may be terminated during the probationary period.
2. Terminated probationary staff members are not entitled to any statement of the reasons for the termination nor to any hearing in connection with the termination, nor are they entitled to use the internal grievance process to challenge the decision to terminate their employment.
3. At any time during the probationary period or any extension thereof, the employment of a probationary staff member is "at-will" and the President, or the President's designee, for any reason deemed sufficient, may terminate such employment.

*Chief of Staff / VP for Finance and Administration*  
**NORTHERN New Mexico College**



**MEMORANDUM**

**TO:** Northern New Mexico College  
Board of Regents

**FROM:** Denise Montoya, PhD, Chief of Staff/Vice President for Finance and Administration

**THRU:** Hector Balderas, President

**DATE:** October 27, 2023

**RE:** FY2023 Law Enforcement Recruitment Fund (LERF) – Action Item

**Background:**

Northern New Mexico College applied for and has been awarded \$393,750 for a grant, the Law Enforcement Recruitment Fund, from the 2023 Legislative Session pending the Board of Regents (BOR) review and approval. Funds will be spent in accordance with the allocation disbursement articulated in the Grant Agreement and Quarterly Report for the Law Enforcement Recruitment Fund to utilize over the next three years to enhance safety and security efforts at Northern New Mexico College (attachment). The funds will initially be used to pay compensation and benefits for a Director of Safety and Security, Security Officer, and Information Technology.

**Required Action:**

The grant agreement is attached for the BOR for review and approval.

Thank you for your consideration.

REIMBURSING AGENCY: Department of Finance and Administration

Business Unit: 341

RECIPIENT:

Northern New Mexico College

<u>APPROPRIATION NUMBER:</u>	<u>TOTAL ALLOCATION</u>	<u>REVERSION DATE:</u>
	<u>AMOUNT:</u>	
<b>23-ZH5048-59</b>	<b>\$393,750.00</b>	<b>June 30, 2024</b>

ALLOCATION PURPOSE

**Three Hundred and Ninety Three Thousand Seven Hundred and Fifty Dollars and Zero Cents over three years to hire law enforcement/support positions. The first allocations will be disbursed at 100% within 5 business days of acceptance of this agreement to include approval of the local governing body.**

ALLOCATION DISBURSEMENT

The allocated funds will be disbursed 100% up to \$225,000 the first year, 50% up to \$112,500 the second year, and 25% up to \$56,250 the third year. The Allocation Recipient will submit to the Department of Finance & Administration this signed document and evidence of approval of the local governing body. Disbursements of funds will be made within 5 business days of receipt of the signed agreement and evidence of approval of the local governing body.

**Funds for the first disbursement must be expended from July 1, 2023, through June 30, 2024; the second 50% disbursement will be made in August 2024 to be expended by June 30, 2025; and the last disbursement of 25% will be made in August 2025 to be expended by June 30, 2026. Any amount not expended in each of the three years will be returned to the State of New Mexico, Department of Finance and Administration in the year that it is scheduled for reversion. All expenditures must occur prior to the reversion date.**

The Allocation Recipient agrees to submit quarterly reports using Exhibit A, Law Enforcement Recruitment Report, providing updates on the hiring of law enforcement/support positions.

CERTIFICATION

I hereby certify that the Northern New Mexico College

1. Will only use the allocated funds to carry out and/or perform activities described in allocation language.
2. Will follow the procedure described in "Allocation Reporting" of allocated funds.

\_\_\_\_\_  
College President

\_\_\_\_\_  
Date

\_\_\_\_\_  
Chief Financial Officer

\_\_\_\_\_  
Date

10/23/2023

APPROVAL

In accordance with the authority conferred on the Department of Finance & Administration by the statute appropriating these funds, I hereby approve this certification for appropriation number **23-ZH5048-59** in the amount of **\$393,750.00**.

\_\_\_\_\_  
Wesley Billingsley  
Director, Local Government Division

\_\_\_\_\_  
Date

# NORTHERN New Mexico College



October 27, 2023

**VIA EMAIL**

[melody.montoya@dfa.nm.gov](mailto:melody.montoya@dfa.nm.gov)

Melody Montoya, Office Manager  
Local Government Division  
New Mexico Department of Finance and Administration

Dear Ms. Montoya,

Thank you for funding a grant, the Law Enforcement Recruitment Fund (LERF), from the 2023 Legislative Session to Northern New Mexico College in the amount of \$393,750.

This letter serves as evidence of approval from the Board of Regents. The Board of Regents met on October 27, 2023, and approved Northern New Mexico College's receipt of this grant funding.

Thank you for your support in ensuring Northern New Mexico College has additional resources to enhance student, faculty, staff, and community safety on campus.

Sincerely,

Michael A. Martin  
President, Northern New Mexico College Board of Regents

cc: Denise Montoya, PhD, Chief of Staff/Vice President for Finance and Administration

Attachment: Grant Agreement and Quarterly Report for the Law Enforcement Recruitment Fund