



BOARD OF REGENTS MINUTES

NOVEMBER 21, 2024

A Regular Meeting of the Board of Regents of northern New Mexico College was held on Friday, November 21, 2024, In Person and Via Zoom in the Board Room of Northern New Mexico College, Espanola Campus. Regents Present in person and Viz Zoom: Michael A. Martin, Porter Swentzell, Regent Ruben Archuleta and Regent Erica Velarde. Regent Casandra Batista Daus was not present.

Northern New Mexico College Staff Present: President Hector Balderas, JD, CFE, Larry Guerrero, EdD, Interim Provost & Vice President for Academic Affairs, Theresa Storey, Chief Financial Officer/Compliance Officer, Matthew Baca, General Counsel, Scott Stokes, Chief Information Officer, Cindy Martinez, Human Resources, Jessica Archuleta, Associate Registrar, Haylie Baca, Academic Advisor, Patrice Trujillo, Health & Safety Manager, Juan Gallegos, Windows Systems/Information Security Administrator/Information Technologies, Arin McKenna, Staff Writer Reporter, Communications & Marketing, Kristy Alton, Director, Title V, Christian Gomez, Technical Trades Academic Advisor, Vince Lithgow, Accountant III, Edwina Romero, Dual Credit Coordinator, Valentina Livingston, Native American Center Director/Veterans Resource Center Director, Farjahan Shawon, Director, Center for Teaching and Learning, Shawn Madrid, Capital Projects Coordinator, Frank Loera, Director of Career Technical Education, Sara McCormick, Career Services Specialist, Martin Shupla, Director of Library, Carmella Sanchez, Director, Institutional Research, Stephanie Sandoval, Interim Director, Human Resources, Deborah Trujillo, IT, Janice Baca, Registrar, Sally Martinez, Executive Assistant to the Provost & Vice President for Academic Affairs, Stephanie Lovato, Accountant III, Grants, Geno Trujillo, Director of Safety & Security, Amy Peña, Executive Offices Director

Faculty Present: Scott Braley, and Joseph Padilla

Others Present: Tim Crone

I. CALL TO ORDER

Chair Martin called the meeting to order at 11:18AM.

Chair Martin apologized the Board of Regents got carried away on the tour. They saw lots and lots of progress and they are very impressed. Chair Martin asked for any other comments from the Board.

Regent Swentzell stated it was a great tour and he also apologize for keeping everyone waiting.

Regent Archuleta stated it was really impressive for everything that has been done. Thank you staff and faculty for all the hard work.

Regent Batista Dauz stated she would like to also apologize for being late but it was amazing to see everything that is getting done on campus. Regent Batista Dauz would like to applaud everyone's hard work and their dedication to Northern.

II. APPROVAL OF AGENDA

Chair Martin entertained a motion to approve the agenda.

Regent Swentzell entertained a motion to approve the agenda. Second – Regent Archuleta. A roll call vote was taken. Chair Martin – yes, Regent Velarde – yes, Regent Swentzell - yes, Regent Archuleta – yes, Regent Batista Dauz – yes. Motion passed unanimously.

III. PUBLIC INPUT

None.

IV. COMMENTS FROM THE BOARD

A. Board of Regents Subcommittee Reports

1. Housing Committee

Regent Archuleta stated there is not much to report. We have a meeting on December 13th in Albuquerque to get the ball rolling for the spring. El Rito has a couple of dorms that will be remodeled.

2. Audit, Finance, Facilities Committee

Regent Velarde stated there was not a meeting of the committee. If there is something presented, it will be new to her as well.

3. Academic and Student Affairs Committee

Regent Swentzell was not able to attend the meeting but the items will be up for discussion.

4. Governance Committee

Chair Martin stated the committee did not meet.

5. HERC Committee

Chair Martin stated they had a meeting on Tuesday with 11 of the 14 Regents and 4 of the Presidents including President Balderas, Chair Martin and Regent Velarde. They reviewed the budget requests with the Council of University Presidents along with the New Mexico Association of Community Colleges. This is the first time all three organizations getting together to provide a unified priority. (inaudible). There is the formative funding. There is a 5% increase and a minimum of 4% compensation for employees. Chair Martin stated he did not quite understand so he asked President Balderas to elaborate on this. President Balderas stated that is just for special programming. Sometimes we have some. President Balderas stated he would defer to his finance people, but it's more like supplemental funding which one we can use for discretionary items. Ms. Storey stated maybe a different way to be targeted and outside of the funding formula that we have never seen. Chair Martin stated and then we also have the nonpermanent adjustment and asked if that is supplemental faculty. President Balderas stated yes, sometimes there's adjunct issues larger than them, so that they at least recognize that institutions have different needs when we're trying to make adjustments there. These are all our requests, and we're hoping that they well do will but they could be adjusted by then. Chair Martin stated as he understands it, LFC will have their Budget, Higher Ed will have their Budget and we will have our budget. President Balderas stated exactly, these are our unified requests and a lot of related formula and we will be pursuing our own priorities and competing with other institutions. Chair Martin stated President Balderas mentioned this one of the first times that all three organizations have gotten together and been unified. He applauds CUP for doing this. President Balderas stated yes, there used to be three different budget submissions from the different groups. Historically, the Regents have had a separate agenda, CUP has pursued their own and then now we have unity among community colleges, even branch campus and university presidents, and of course the regents. And it was historically that Chair Martin and President Balderas participated in a strategy meeting with such a diverse group because that wasn't built in the past. We wouldn't do that.

Chair Martin asked about the 1% funding formula increase would be a 2.9% tuition increase. It would be a 14.5% tuition increase. They didn't discuss the unfunded mandates; we have some of those that aren't covered. President Balderas stated there has been a historic tension between funding formula and what the legislature funds. There are a lot of costs, we just got back from a tour but let's say we need staff to move furniture instead. We have staff here moving furniture for a construction contract and the legislature has said, if we're going to give you funding formula or lottery, you don't get to raise tuition. Institutions have gotten offended because they've not been able to

do certain things. So, there's been a historic tension between taking State money and then the State telling you, don't raise tuition. This College has done a great job in not raising tuitions. There are good reasons for it but to Chair Martin's point, the institutions are getting very smart because they are also, in their proposal request, saying if you give us more money in the funding formula this will result. We will not have to increase tuition by 1%. So, they're being very student centric in terms of what tuition would cost and President Balderas thinks they are really trying to get out of the blame game and just show the practical reality of it an institution has to invest more in public safety or if an institution has to market better, because now they're competing with private institutions in Phoenix. Don't blame us for raising tuition, but also give us money to market or. So, President Balderas thinks they are hopefully getting along better but that what the formula means is. If you give us an increase in the funding formula, it will, it will result in a net savings to not raise tuition by that percentage.

Chair Martin asked Regent Velarde if she had any comments. She also attended the meeting.

Regent Velarde stated it is good to see all the institutions working together for the common goal.

V. APPROVAL OF MINUTES

Chair Martin entertained a motion to approve the minutes of October 24, 2024

Regent Swentzell moved to approve the minutes of October 24, 2024. Second – Regent Batista Daz. A roll call vote was taken. Chair Martin – yes, Regent Velarde – yes, Regent Swentzell - yes, Regent Archuleta – yes, Regent Batista Daz – yes. Motion passed unanimously.

VI. PRESIDENT'S REPORT AND ANNOUNCEMENTS

A. Celebrate Northern

President Balderas thanked the Board of Regents for taking the time to take a tour of the campus and stated there is a lot to celebrate.

President Balderas stated he is pleased to announce that GO Bond 3 passed, and we'll be receiving \$5 million to address some of our critical deferred maintenance needs on the Española campus. Thanks to the efforts of Arin McKenna, Matt Baca, Sandy Krolick and Amy Peña to reach out to our supporters, alumni, community and to school superintendents, the bond passed by 66 percent in Rio Arriba County. I also want to thank all the voters who voted "yes" for the bond, placing Rio Arriba among the top third of the counties in the state that approved the measure.

President Balderas stated we had an incredible Indigenous Peoples' Day celebration, with Native dance, poetry, live music and inspiring talks from community leaders. I want to thank our Director of Tribal Relations, Valentina Livingston, and every member of the Indigenous Peoples' Day Committee for all their hard work in organizing this even. I want to give a special shout out to Alicia Naranjo, who made the extra effort to prepare a delicious Oven Bread Demonstration.

Northern had a chance to participate in the New Mexico Epic Poem Project last week. New Mexico Poet Laureate Lauren Camp and Michelle Laflamme-Childs, the Executive Director of New Mexico Arts, shared some of their poetry and our students and faculty participated in an open mic. Then participants were given index cards and asked to write six lines about Española, one for each of the five senses and one starting "I remember." Lauren and Michelle will assemble those responses into a poem about our community, which will be published as a broadside by the Palace Press. Our community will receive one copy of that broadside, and another will be included in an exhibit at the Palace of the Governors showcasing community broadsides from all over the state.

We had great fun at Eagle Mania last month, with our men's and women's basketball teams showing off their skills in scrimmages, a Dunk Competition, a 3-Point Shootout and a Skills Challenge. We cheered on our teams Wednesday at the Friendsgiving Feast & Eagles Pep Rally, and we have to keep supporting our teams. Our Lady Eagles have won four games this season, and our Men's team has one win.

President Balderas stated he wanted to recognize our Advisement staff for their efforts to register students for the Spring 2025 semester. They hosted "Know Your Program of Study" events last week and Registration Open Houses this week. They've been able to accommodate both walk-ins and students with appointments and get them all registered. As of November 15, we had 229 students registered.

Congratulations to Arts & Human Sciences, Language & Letters, and Nursing for creating one of the most innovative haunted houses I've seen, where participants were given clues to solve the cause of death of some really gruesome corpses, challenging them to think like forensics experts while having a good time.

President Balderas thanked all our staff and students who brightened up campus by participating in Student Life's Halloween Door Decorating and Costume contests.

We also commemorated our lost loved ones with an ofrenda in honor of Dia de los Muertos. Thanks to Brenda Janot for organizing that

B. CUP/NMICC Report

President Balderas stated CUP recently held its fall meeting, where we heard updates from LFC, DFA, and HED. There is nothing substantive to report, the main focus is moving toward the upcoming session. To this end, NMICC and CUP continue to work toward finalizing higher ed unified priorities for the upcoming session. As an FYI, the higher ed. LFC hearing will take place on December 11, and we will report back to the Board how that goes. Also, as an FYI, the funding formula study from HED is anticipated to have a completed draft of the results in December and are communicating that it may be finalized by January. Although the report may be released prior to the 2025 Legislative Session, it is not intended to influence decision making this year. We will keep the Board apprised as it progresses.

C. NNMC Foundation

President Balderas report the following for the Foundation:

Judith Pepper is working with Fluor and they are meeting this afternoon with the college and are very interested. They are a megacorporation.

1. FY25 Philanthropic Donations: July 2, 2024 to November 1, 2024 - \$303,765
2. Financial Aid will distribute Northern Scholarships and Endowed Scholarships held by NNMC Foundation in January 2025, totaling \$300,000.

D. Introduction of Staff and Faculty

President Balderas introduced the following:

Barbara Heming Library Clerk

Barbara Heming is joining us as a Library Clerk. Barbara received her BA from Kalamazoo College, an MA in Spanish from The American University, and a Ph.D. in Hispanic Languages & Literature from SUNY Stony Brook. She brings years of teaching in both large university and small liberal arts college settings and spent more than a decade offering tours to visitors to Georgia O’Keeffe’s Home and Studio in Abiquiu.

Alma Rivera CAMP Advisor

I want to welcome Alma Rivera back to Northern as the Academic Advisor for the College Assistance Migrant Program (CAMP). She brings over 20 years of experience working in New Mexico with students and families, specializing in educational leadership and community engagement. She is a 5th generation Northern New Mexican born and raised in Santa Fe. Alma graduated from the University of New Mexico with a Bachelors in

University Studies. Her future educational goals include to one day pursue a doctorate at the University of Peace in Costa Rica.

E. Branch Community College Board Meeting.

President Balderas stated they had a wonderful time, not only preparing a phenomenal presentation to the Branch Community College. To our community leaders, we have two board organizations, our Board of Regents here, which is legally tasked to not only set policy and fiscal compliance, and they serve as our primary fiduciaries, and we get guidance from them on the policy direction of the institution and they're our primary oversight board and then we have an advisory board which provides guidance to what's called the Branch Community College, which not to be confused with Northern New Mexico College but they're one of the same. We have many high school locations, and we have the historic El Rito location and then we have an amazing trades program here as well. To that advisory board, we presented at the direction of President Martin, we had a great informational meeting with them. This story presented the latest fiscal watch report to the Branch Community College Board. Joe Padilla, Frank Loera and our Provost presented some amazing programmatic updates overall. The conclusions of those programmatic updates were that they were blown away with how much world class curriculum is being certified. The expansion of our new programming caught them by surprise, and also the expansion in resources as far as faculty. They have not seen the infrastructure expansion that the Board of Regents did today but they were already blown away that we're trending in the right direction. We did disclosure to them Mr. President, that the Branch Community College does have growing pains that we're going to have to address at some point. We're going to have to figure out that we need an investment in our fleet. We have some wonderful student leaders the other day, just this morning asks if we are going to rebuild housing in El Rito, are students going to have access to transportation. President Balderas believes we are going to have to modernize those fleet resources. Those are things that the institution has never really budgeted for but those are exciting issues to have and that's how we are bringing it all together. So, the Branch Community College Board, while they were excited that we are scaling up, they are also overwhelmed that they know we don't have enough Mill Levy money to provide transportation, fleet housing, security. So, it's a little bit overwhelming but President Balderas told them that a plan is coming and that there is potential revenue generation scaling of other resources, but that the most important thing is that we are going to govern and make sure we are growing sustainably, that we don't overspend but that we balance the growth.

President Balderas stated we also presented for this Board and he has for the community and the rest of the Board today a very extensive packet of the Branch Community College, and some of the vision and growth and it alludes also to maybe some of the opportunities and challenges of moving forward. President Balderas stated to Chair Martin he has this in his packet as well.

President Balderas stated they also talked about how this college and the Branch College can do more to partner with our high schools because if there are legal pitfalls that are unknown to the general community, this community has been so historically damaged by the old fight of El Rito versus Espanola or Mill Levy versus no Mill Levy, those are the old fights. There new fights are why don't we service all our high schools and rebuild both our campuses and we have not really united around that proposition, but that is what we owe a duty to our students. That is where all the growth is to be able to take high school students in Espanola or Mesa Vista and make sure we have a world class campus here and in El Rito, but also partner better with high schools. It will be an ongoing discussion we will have with counselors, superintendents and principals. It will be one of those things we will track data to see how many students by eight grade who take dual credit. It is a scary situation but we don't have any data. It is going to be something we have to track. But many people don't know that right now. If a high school switches principal, Dr. Loera can go to Chama and all of the sudden his phone call or his appointment can be cancelled at the drop of a wand and so whose responsibility is that to change the legal framework that is not just us. We're so we're going now doing mobile classrooms and we're getting funding and we're building up our curriculum and we're getting sleep for our instructors. But we have a system right now that we are. Nobody is paying for dual credit. High school students, or no one is ensuring that there's cooperative accountability between the high schools and the colleges so we think Northern is going to be a leader but those legal things need to be changed. President Balderas stated to Chair Martin, at the legislative level, and those are kind of conversations we're having with the Branch College and the high school leaders, and then finally, President Balderas stated he will close with we continue to reach out to Chair Serrano and the board to ensure they're driving the direction of the branch college campus and studying a funding formula. What is the right share to share the mill levy? What is the right investment level? What should be the priority? Should we invest the first welder on this campus, the Espanola campus or a more rural campus. Those are the decisions we never had the opportunity to address. That's a good problem to have but we still need to build out the policies and the framework for that. So, those are the things we're going to be working on with the Branch Community College in the next week

Chair Martin stated he watched the Zoom meeting and one of the points Board Member Velasquez made was his question about spending capital money for their construction at Pojoaque. He was asking if we could have a deep dive in January about this and how we are going to go forward. Also, he understands Dual Credit to graduate from high school is dropped from the legislature. He also understands from the HERC meeting that the requirement has changed. That might change some of our demand for dual credit if that is no longer a requirement. Mr. Guerrero we are certainly looking at that and so where it is going to affect us, where it really is going to take effect is that the 8th graders, moving up through their classifications up to the 12th graders. That's who it truly affects. So, the 9th and 12, still, in that certain area where it is certainly offered as a requirement. We are

also going to track in that same sense, the dual credit students will now have options to take AP credit courses. Those type of classes, or they can take an extracurricular course if they want. But more times than not, a lot of these students will actually trend back to dual credit, because some of these students are actually looking to gain more credits in college. And so, it would behoove them and their parents to continue to take psychology, sociology, technical trades, those types of courses, if they're trying to get a license, certificate or degree. So, it would be an ongoing discussion that we are going to have with counselors, principals, and superintendents, because where it's really going to start is with this 8th grade, these 8th graders that are due by the time they're seniors. So, it's going to have to be one of those things where it's going to be data. We're going to have to track the data to see how many of these 8th graders, by the time they get to their senior year, are actually taking dual credit classes. But you are absolutely right, it is a new law. It's our new policy that they're no longer going to be required to take your credit as they are right now. It's a scary situation but at the same time we also, we don't have any data to kind of reference it. You know, as far as what the results are anymore. I know, probably anecdotal, just type of evidence. Or just, if I had a child, I would probably want him or her to take some dual credit classes to get ahead in their college transfer curriculum versus not taking any college credit. So, it's just going to be one of those things that we're just going to have to track.

Chair Martin stated he is concerned that the five school districts are going to approach us and say, we want to have offer these classes at our campus, and we want you to pay for it. Board Member Velasquez mentioned the possibility of getting Congressional directed funding to find that, could we, do you think that is something appropriate to discuss next year as to the decision, as to the direction the board would like to go and the President wants to go.

President Balderas stated yes, he thinks that this Board has been very clear and the Branch Board has been very clear that they want to expand and offer those students additional opportunities in CTE and so you can see that we're meeting those mandates, the enrollment growth to a credit. The staffing levels are going. What President Balderas is concerned about is the Presidents across the State but we'll lead in our own region and the Superintendents have to come up with a more predictable framework about who invests in the equipment. Dr. Loera and our instructors are trying to use and make sure that we don't undermine the paying college students on this campus, especially when they're the ones paying for credit and they're the ones that are job ready to speak, you know, and so these are good issues to have but the legislature has not weighed in and so it's the wild wild west and Dr. Loera has stories where like Pojoaque, for instance. The board member was asking, can you start investing some of the mill levy that could go here or any other sites in this classroom. But we currently right now, they're not taking advantage of the trade student pathway. Those are the conversations President Balderas has to have with the Superintendent of Pojoaque. You're going to another college for dual credit trades so I can't put a welder in your classroom until we service the other

classrooms that we are delivering trades. So, President Balderas is going to defer a lot to our trades instructors but those formulas really need to be set at the superintendent level not necessarily the board level. The Board level is already giving good direction. President Balderas thinks the legislature needs to make certain law in around funding formulas the way they restrict our, some of our funding. There's restricted and non-restricted. He thinks they need to weigh in on the dual credit and on the capital outlay investment infrastructure. President Balderas will be coming to the board soon with at least a framework that the Board can weigh in on. For instance, what would be the priority of capital investment for Mill Levy? Once we lay out all our priority sites for the year or two- or three-year plan. What do you think is equitable? Again, those are good problems to have, because President Balderas thinks the old problems where the community is asking. When are we going to see more classes, or what are you doing with our money? Now that we're ready to scale up, we need to make sure that we're scaling into the right investments that deliver the most bang for our buck

Chair Martin stated he would like to share with everyone at the meeting they discussed that carpentry had already been approved by the HLC and you're going to talk to Higher Ed next week and you also have HVAC and Welding in the pipeline and getting permission from the HLC and the Higher Education Department. Chair Martin asked when we would get that approval. Interim Provost Guerrero stated it starts today with approval from the Board of Regents and then once we receive the approval, then we submit it to the HLC. Pretty much effective immediately. We'll receive a response back from the HLC in about two weeks and then after that we send it to HED, probably another two weeks, so this will allow us to perhaps start classes as soon as spring semester. Chair Martin stated he was getting ahead of himself on the agenda. President Balderas stated he would like to add because that is a great point. In addition to the campus locations and the great curriculum growth and offerings, we also have a working group that is, looking at expansion of CTE in healthcare and cosmetology. Those are coming under the auspices of CTE, so that's where President Balderas thinks the sustainability and the planning question is very exciting.

Chair Martin is concerned high schools are going to ask us to have those classes at their schools. Is this a discussion of where the board would like to go and the President would like to go. President Balderas stated this board and the branch board ... who invests in the equipment Dr. Loera and instructors are trying to use and make sure we don't undermine the paying students on campus especially because they are paying. These are good issues to have but the legislature has not weighed in. The Board member of Pojoaque was asking if we could spend Mill Levy for their school but Pojoaque is currently not using the trades. President Balderas will defer to the trades instructors and it will be done at the superintendent level and not the board level. The legislature needs to weigh in on the dual credit and capital outlay infrastructure. President Balderas will come to the board with a framework. Now that we are ready to scale, we need to make sure we are scaling to the right investments.

Chair Martin stated at the meeting we discussed carpentry was approved at the HLC and have HVAC and Welding. When will this permission get approved. Mr. Guerrero stated it starts today with approval from the Board and it will then go to the HLC. Best case HLC will respond in a couple of weeks and HED a couple of weeks after that.

Dr. Loera stated he met with HED and they fully support the carpentry program.

Chair Martin asked if there were questions from the Board. No questions from the Board.

VII. ADVISORY REPORTS

A. Faculty Senate President Report

Faculty Senate Braley stated his only action is what Dr. Guerrero is going to brief the Board on.

B. Student Senate President Report

Jasie Green, Student Senate President stated they finished their leadership training. It was very informational. The toy drive will be done and they will officially vote on it. They are also working on coats for kids and they are working with athletics, the first 100 people will get in to the games free with a coat.

VIII. STAFF REPORTS

A. Provost & Vice President for Academic Affairs

1. Certificate in Technical Trades (HVAC)

Dr. Guerrero presented the certificate in Technical Trades (HVAC) to the Board of Regents (attached). Regent Guerrero stood for questions.

Chair Martin asked for questions from the Board.

Regent Velarde stated she understands it is a certificate program and asked if we are going to need equipment to train on. Dr. Guerrero stated yes and deferred to Frank Loera and Joseph Padilla who are the experts. Joseph Padilla stated we currently do not have equipment. We are in talks with an individual right now that we want to start some camps up, some HVAC Camps this summer with AGB funding. A lot is testing equipment which will be needed. They sell kits that come HVAC that you can turn on. You can create a troubleshooting scenario with those systems and then, you know, with our plumbing and

pipefitting, we do have the equipment. Electrical we have equipment. The HVAC system is what we would need.

Regent Velarde asked what our plans and if we already have a plan in place to get funding, what is the plan. The HVAC equipment is not cheap. In all the trade programs, this is the one thing that is expensive, the equipment we will be training on. She wants to make sure we thought out that plan as well. Dr. Guerrero stated the committee has written a grant for the HED workforce grant and it was approved and we were able to pick up \$367,000 from this grant. We have used some but will continue to use some of those funds. We will continue to use some of the equipment in our electrical but as time goes by, we will determine what equipment we need.

Regent Velarde stated \$300,000 does not go far for this type of equipment. When that funding runs out do you have a backup plan. Do we have a plan to seek from the legislature these funds on a permanent basis. When you have these amazing teachers teaching HVAC, they can make three times the money on the hill. Being able to make an argument to the legislature that not only do we need equipment, we need support for that because they're the ones also ringing the bell of, we need trades so we need that support. CNM has had an HVAC program open for the last two semesters and they have had to cancel the program because they could not find an instructor. She does not want us to start a program where we can be with the labs trying to get teachers and we don't pay them as much. That is the problem. This is thinking in advance of maybe we can get together with other institutions who have trades and ask them how they are doing and are they having the same issues that CNM is having and can go together in a concerted effort to the legislature to say we need support, fiscal support to launch and sustain the programs.

President Balderas thanked Regent Velarde for her concern and also, he hears her urgency and tone. You can see the historical critique and trades is very expensive in terms of programming. We will have a couple of planning opportunities where regents can weigh in. You hear President Balderas message early about fiscal sustainability and formulas and legal frameworks, because it is very easy to blow through a budget. One of the things we are addressing first is before we address fiscal sustainability and planning, and those are already in development. So, we will have options for you now in the spring. But the first one is our infrastructure crisis could not even sustain upgrading our old welders and we have buildings right now that have inadequate HVAC systems to heat and cool for our faculty. We are taking baby steps but as soon as we remediate the infrastructure in the buildings, in the spring we are measuring the bandwidth of how quickly we can expand the programs. They actually were not being delivered any services. The initial evil was that we were collecting tax revenue from a community and saying we're a trade school and we didn't even have the buildings for the trade school and so we stood those up this year. The second thing we are trying to remedy before the fiscal sustainability is we have high school and trade students that we need to get classrooms

today. We think we have enough funding for that very basic emergency expansion. Regent Velarde, you are raising a very good question that while we are remediating the crisis on our campus and delivering dual credit, we already have at our doorstep very tough financial decisions that we need to make one of them being how many students and how many locations. Two questions President Balderas has and hopes to answer with the Boards leadership. The first is what is the actual cost and who is going to contribute into those costs? We already have philanthropy partnerships. We have a company here today. This is part of President Balderas ask, is you want to help us invest? You have to do an equipment donation; the plumbers and pipefitters has agreed to donate hundreds of thousands of dollars of one year old equipment. The embarrassing thing is, we have nowhere else. We had no place to put that equipment, and, thanks to Joe Padilla and them, they literally are cleaning out warehouses that we can put some of these antiquated welders, and then, finally, besides, the fiscal sustainability question. What is the appropriate level of trade school and academic programming that we want to market, and Dr. Guerrero and other faculty are now starting to have that conversation, which is, how do we want to recruit? Retain students? And what kind of programming do we want to offer? Is it teaching nursing trades? President Balderas stated he believes that will answer a lot of Regent Velarde's and President Balderas would expect that the Regents would help lead that conversation because we can never go backwards again and not only blow our budget, but we have to have the right classrooms, the amount of faculty and the right level of equipment. There are some other funding sources that are unknown to this Board and to Dr. Guerrero that we are working on and those vehicles are related to legislative proposal requests. Regent Velarde we are already having those channels develop. One of them that I will disclose right now is a \$1M ask. That's an anti-violence reduction program due to the recent shooting of a young man about three or four years ago. President Balderas is working with a mother but we are going to use that funding for equipment. We are going to use that for counseling and run it through some of our current programs. President Balderas really appreciates Regent Velarde's passion about the potential pitfalls of the growth and how expensive these programs are. He applauds the Regents because they have seen these issues. But we are barely scratching the surface of how much this equipment is going to cost. So, we are going to absolutely have to lean on public private partnerships and we are going to actually have to get nasty with the legislature and get into the inequity argument. President Balderas really believes that's what Regent Velarde is kind of getting to is that we are not quite at the real fist fight yet that we are going to have to get into to make sure that we can adequately deliver these programs without going bankrupt because the mill will not be enough. The \$3M will go the minute we start going paying for payroll, travel and buying, we just left the trades building with \$2M in HVAC by itself. Regent Velarde's questions are definitely well positioned.

Regent Velarde thanked President Balderas for his answers and would like to keep the pay on the horizon. We have two great champions for the trades programs and we are lucky to have them and they are doing a lot for us. The thing is that if we start these trades programs, and we cannot get a teacher in there, and we cannot get a professor in there, and we cannot get a champion in there because of pay reasons. That's the conversations. Regent Velarde thinks we need to start having with legislators as far as these trades' programs go. She is afraid like she mentioned before, CNM, they had to cancel an HVAC program two semesters in a row. That's two semesters that they discourage students. You know, they lost students and it's something that Regent Velarde wants to make sure that we don't end up doing because she knows the trades are really important to rule New Mexico and so, being able to have the conversations of, I know that we got, and I don't know if it was an increase of an RPSP or PSP or, she doesn't remember the acronym right now because her mind is a little clouded by medication but for nursing, because the nursing program is so vital and the pay equities and then being able to keep our own faculty in the nursing program we got, we're able to give them more of an increase, she wonders if there is the same argument for trades, just wondering and putting that on your horizon so that we can, you know, maybe start lobbying and start having those conversations and maybe even speaking to Tracy at CNM. There's a lady, she's the Assistant Vice President for trades and her name is Amar Deep. We could even have a conversation with her and know the other frustrating things that the other institutions are having as well.

Regent Swentzell stated the concerns Regent Velarde brought up are important concerns, but also that this institution has a history of being sort of audacious and being a little bit risky to do some of these things, these, these trades were one of the things that really caused a rift in the community in terms of their removal some decade plus years ago, right and prior to that they served that incredibly valuable service and programs here to, not just Espanola, but the larger community bringing them back has been, you know, a pipe dream and just because this, just because it's difficult and that there are pitfalls and that there will be fights. Regent Swentzell thinks the fight should be had, you know, and he thinks, he thinks we have a good President here and good leadership team to go bat to battle on that. Regent Swentzell stated he encourages that those fights still happen, because as Regent Velarde brought up in comparing with nursing, he thinks, about these trades a lot of in similar way as nursing. How many times have we had to increase the fees or make different changes because nursing is also one of those programs, incredibly expensive, incredibly difficult to find instructors, because if we just look at pay alone, here are not great incentives for you to stop being in that field and come and teach, unless that's what you really want to do. Same challenges with the trades. So, we have to look at it in the same way. But because the past is challenging doesn't mean that it should be done. So, Regent Swentzell just wants to encourage that, and with that he would go ahead and make a motion to approve the certificate.

Regent Swentzell moved to approve the Certificate in Technical Trades (HVAC). Second – Regen Velarde. A roll call vote was taken. Chair Martin – yes, Regent Velarde – yes, Regent Swentzell – yes, Regent Archuleta – yes, Regent Batista Daus – yes. Motion passed unanimously.

2. Certificate in Technical Trades (Welding)

Dr. Guerrero brought this forward to the Board of Regents (attached) the Certificate in Technical Trades (Welding). This is a 24-hour certificate program offered in two semesters offered at Espanola and El Rito Campus.

Chair Martin asked for questions from the Board.

Regent Velarde stated same concerns but she supports it. No other questions from the Board.

Chair Martin entertained a motion to approve.

Regent Batista Daus moved to approve the Certificate in Technical Trades (Welding). Second – Regent Archuleta. A roll call vote was taken. Chair Martin – yes, Regent Velarde – yes, Regent Swentzell – yes, Regent Archuleta – yes, Regent Batista Daus – yes. Motion passed unanimously.

3. Program Elimination Exemption (Post Baccalaureate Certificate in Information Technology)

Dr. Guerrero stated the department chair in Engineering has recommended the elimination for the Post Baccalaureate Certificate in Information Technology (attached). According to our academic program elimination policy, our department chair in engineering has requested that we go through an elimination, program elimination exemption for the post baccalaureate certification in information technology and this is due primarily to low enrollment. This has been in our catalogs in our programs for at least 8 years and we have had very little to no enrollment over the last 8 years, and so, therefore, Interim Provost Guerrero is requesting that we go to the program elimination exemption. It first went through our Educational Policy Committee, and it was approved through that committee. Interim Provost Guerrero was able to approve it and he eventually submitted it to the President's Office and he approved it so it is now on the Board of Regents for questions.

Chair Martin asked if there were questions from the Board.

No questions from the Board.

Regent Batista Dauz moved to approve the Program Elimination Exemption (Post Baccalaureate Certificate in Information Technology). Regent Swentzell – Second. A roll call vote was taken. Chair Martin – yes, Regent Velarde – yes, Regent Swentzell – yes, Regent Archuleta – yes, Regent Batista Dauz – yes. Motion passed unanimously.

IX. DEEP DIVE

A. Safety and Possible Law Enforcement

President Balderas introduced Geno Trujillo, Security Director and Matt Baca, General Counsel to present the Safety and Possible Law Enforcement topic. Mr. Baca and Mr. Trujillo gave the Board a view of what that would look like.

Chair Martin asked when the dorms are fixed in El Rito, is the goal to have 24-hour security. Mr. Trujillo stated that is the goal and when we get to level two it is not going to be that much harder to go to level three. There is still a lot of things that have to happen like our legal counsel stated, to be able to cover us. Chair Martin asked if we have had a very good response from our supporting agencies. Mr. Trujillo stated we have a very good response from our supporting police agencies and Mr. Trujillo stated he believes that the Sheriff is in discussion with our President to see if maybe there's something they can work out, an MOU or something to be able to, maybe house one of the deputies up there full time, which would certainly enhance the visibility and serve as a deterrent by having that unit up there and then they live there. So, things like that really help us. The other thing that we could consider eventually down the road is maybe doing an MOU with the police department or sheriff's department to get a school resource officer, or maybe we pay half of their salary. They pay half a salary, and then we have a school resource officer here full time. That's another option. We can fix it.

Chair Martin asked if there were questions from the Board.

Regent Velarde thanked Mr. Baca and Trujillo for the presentation and she is glad we were able to get the grant. She is hesitant about having police on campus, our own police force. At this point, she thinks it is really jumping the gun and she thinks we need to have a working group meeting to talk about how we put it in our permanent budget after this one year. Mr. Trujillo is not headed about getting a Level III officer or anything like that. She stated the expiration of the grant. Mr. Trujillo stated it is a LERF grant and it is we three-year grant and we have exhausted one year of that. Regent Velarde stated we need to plan it and want to make sure our students are safe and we don't want to be putting a whole lot of money that is going to students, we need to do this in a purposeful manner and at the same time ensuring we are keeping our campus and students safe and she knows it will be a dynamic issue especially as we start to get student housing in the equation. She is glad we are one of the safest campuses and not seeing any of these things. She would like to see a deep dive manner as a board and with the leadership of

the fiscal team to tell and show us what we will be looking at in terms of costs in the next years, what are we going to be look at in terms of cost.

Regent Swentzell thanked Mr. Trujillo and Mr. Baca and he is glad we have been able to increase security services. He agrees with Regent Velarde that this has to be a sober and judicious approach to this issue because as was brought up, those costs can multiply and just knowing about some of the local police departments, it is a continuous turnover once stop, because, as mentioned, they're cherry picking. Regent Swentzell stated he doesn't even bother to learn the officers name at their local department because he doesn't know if he will ever see them again. No, it is that fast. They're just snatching them now, the clock every day, so if you look at employee turnover, the cost on that is usually marked at one and a half times their salary, because you've already invested all of this in their equipment, uniform and any kind of training is specialized to your organization. Regent Swentzell doesn't really in the current climate where the officers are getting snatched up incessantly. He doesn't think there's any reasonable, you know, as fiduciary responsible individuals that we've been put by the governor's office in this position. It doesn't really make any sense, especially if we can find other ways to support a secure school environment without going down that much more expense track and we're not even talking about the liability that police forces tend to also connect with right. So, Regent Swentzell thinks having a security force scaling it up in a way that's reasonable, that matches funding sources right to continue to look at ways to mitigate, you know those through cameras, through fences, things of that. That's the way to go. You know that a lot of times you're just looking at what does it take to dissuade somebody. A desperate person, right, who is trained to commit these sorts of crimes, what are the ways, techniques that can start to mitigate that and some of those are just having a person there. Having a police force, that is many years down the road and a very different situation and more relevant if there are student residence halls.

Regent Archuleta – no questions.

Regent Batista Daus stated she does not have questions but she does appreciate everything they are doing on campus for safety. She sees all the marker, like the, this is what you in a lockdown, this is what you do in a shelter in place and she does appreciate that as a student, having such a clear example of ok, there's a shelter in place, this is what I need to do and then the fire drills and it just seems like they are actually really concerned about our safety. Thank you.

Chair Martin stated he would like to commend Mr. Trujillo at the basketball games the security force is very well organized. They're very easily identified and they weren't in the past. Chair Martin commended Mr. Trujillo on all his efforts for getting the Blue Towers going back again here and in El Rito. That was a huge liability to us if somebody hit the blue power and it didn't work right. Mr. Trujillo stated we did get them repaired a few months back and three of the four down here are down again. He assured the

Board this is one of the priorities because coming from a law enforcement background, people or a victim in some type of traumatic situation should be able to push that button and it work. They need to be reassured of that and it is one of Mr. Trujillo's priorities and we have APEC coming back out to help us resolve that. He is trying to be totally transparent and not tell the board something that is not true. He is going to get it fixed again.

President Balderas stated Mr. Trujillo is also the first responder at 3:00AM and 4:00AM in the morning when he's determining whether employees take that hour to commute so he doesn't know if the guy sleeps, but we should thank him for that as well. Chair Martin thanked Mr. Trujillo for that.

X. EXECUTIVE SESSION

None.

XI. VOTE TO REOPEN MEETING - Certification that only those matters described in the Executive Session Agenda were discussed in the closed session; if necessary, final action with regard to certain matters will be taken in Open Session

None.

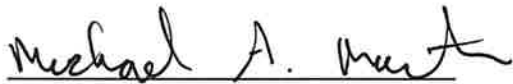
XI. ADJOURNMENT

Chair Martin entertained a motion to adjourn.

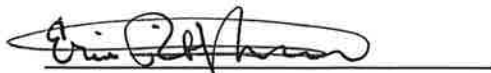
Regent Batista Daus moved to adjourn. Second – Regent Archuleta. A roll call vote was taken. Chair Martin – yes, Regent Velarde – yes, Regent Swentzell – yes, Regent Archuleta – yes, Regent Batista Daus – yes. Motion passed unanimously.

The Board of Regents adjourned at 12:35PM.

Approved:



Michael A. Martin
Chairman



Erica Velarde
Vice President