

**NORTHERN NEW MEXICO COLLEGE
BOARD OF REGENTS MEETING
APRIL 24, 2018**

I. CALL TO ORDER

A Regular Meeting of the Board of Regents of Northern New Mexico College was held on Thursday, April 24, 2018, in the Boardroom of Northern New Mexico College, Espanola Campus. Regents present: Kevin F. Powers, D. Chris Ortega, and Joshua Martinez. Board President Powers called the meeting to order at 8:11AM.

Northern New Mexico College staff present: President Richard J. Bailey, Jr.; Ricky Bejarano, Vice President for Finance & Administration; Ivan Lopez Hurtado, Ph.D., Provost and Vice President for Academic Affairs; Alexandra Williams, Business Office, Senior Financial Analyst; Evette Abeyta, Budget Analyst, Ryan Cordova, Athletic Director, Men's Basketball Coach, Donna Castro, Human Resources Director; Mohammad Ali Musawi, Staff Writer/Reporter; Carmella Sanchez, Director, Institutional Research; Jimi Montoya, Director, IT; Gabriel Martinez, Assistant Director of Athletics; Zeke Parra, Grant Writer; Sandy Krolick, Creative Director, Communications & Marketing; Chris Trujillo, IT; and Amy Pena, Executive Assistant to the President and Board Secretary.

Faculty Present: Dr. Ulises Ricoy; Dr. David Torres; Joaquin Gallegos; and Dr. Rhiannon West.

Others present: Bob Trapp, Rio Grande Sun; Ariadne Bito, Student Senate President; Jake Arnold and Tim Crone

II. APPROVAL OF AGENDA

Board President Powers asked if there were any changes to the Agenda. He then entertained a motion to approve the Agenda as published.

Regent Ortega moved to approve the Agenda as published. Second – Regent Joshua Martinez. Motion passed unanimously.

III. COMMENTS FROM THE BOARD

A. HERC Update

Board President Powers stated HERC had a Board Meeting in Albuquerque and discussed a number of items. The most important thing to come out of the meeting was HERC will conduct a Regent Education Session in mid-July and all Regents in the State will be invited and it will be primarily an educational program to help Regents of all levels, Regents that are new, Regents that have been around a while and the curriculum is being worked on now by a group of highly capable individuals. There will be news about it in the next couple of weeks. It will be in mid-July and will occur in Albuquerque. One of HERC's main objectives is to provide education for Regents around the state. Board President Powers stated it will be about two thirds of a day and HERC is looking forward to this and details will be sent out as soon as possible.

B. May Board of Regents Meeting

Board President Powers stated there is a Board of Regents Meeting scheduled for May 10th. At this point in time there is also a trial scheduled that may in fact go into that date and at this point in time Board President Powers stated the meeting should be kept for the 10th since it coincides with Commencement and other activities. If it appears that the trial will in fact interfere with the meeting, the meeting will have to be moved and the Board of Regents should know that certainly 10 days in advance. So, everyone knows, there is a possibility that the meeting may need to be rescheduled.

Regent Ortega stated he will not be in town for the May 10th Board of Regents Meeting. Board President Powers stated this meeting was scheduled for El Rito and the Board of Regents needs to be in contact with people in El Rito that there may potentially be a problem. The College will not know for another 10 days or so.

IV. APPROVAL OF MINUTES

Regent Ortega moved to approve the minutes as presented. Second, Regent Joshua Martinez. Motion passed unanimously.

V. STUDENT SENATE PRESIDENT REPORT

Student Senate President Ariadne Bito stated Student Senate has done many things:

1. Ambassadors were organized again this year and Student Senate has been sponsoring Student Ambassadors. They are used in every way the Student Senate needs help.
2. The Barbecue is currently being organized by Student Senate.
3. Student Senate has been involved in the Lottery legislation

It has been a very busy year for Student Senate and Student Life has grown a lot because the Office of Equity and Diversity, Clubs, Student Life and Ambassadors are all doing work together. Student Life has doubled in the last year and Ms. Bito thanked the Board of Regents for all their help and she hopes to see the Board of Regents at all the Student Activities.

President Bailey thanked Ariadne Bito for her work with Student Senate. Student Senate is more robust and the meetings are fuller than they used to be. It is really heartening to see all the people there and it is a testament to Ms. Bito and her leadership. President Bailey also thanked Richard Sedillo and Amy Ortiz who are very active with Student Senate.

VI. FACULTY SENATE PRESIDENT REPORT

Faculty Senate President David Torres reported the following:

1. Undergraduate Curriculum Committee – Drone Technician Training Certificate has been passed. This will prepare students for the unmanned aircraft system field.
2. A new course was passed - Psychology 286 Introduction to post traumatic stress disorder, diagnosis and treatment.

3. Program Changes in Associate of Applied Science and Allied Health to include HSCI 147.
4. Program Change in AA Criminal Justice to include Math 145 - Introduction to Statistics to better prepare students for the field.

Regarding General Education Committee and the new General Education Requirements which may be implemented as soon as fall 2019. The College is moving to five areas instead of six areas. There has been a reduction from 36 hours to 31 hours and many of the courses are those that are currently existing and there is also the flexible nine hours where each institution is allowed to choose those hours. With regards to those hours, a proposal was passed which includes a STEM and Non-STEM track and both include a speech course, a civics course and for the non-STEM tracking there are a number of literature courses students can take. For STEM it also includes critical thinking in science. Each institution is allowed to choose those flexible nine hours.

President Bailey stated he heard that there is a term limit issue in the Faculty Senate and at some point Dr. Torres would be completing his term. Dr. Torres stated elections will be held in May and in the constitution he can only serve for two terms. President Bailey stated as a testament to Dr. Torres, he heard faculty members rumbling to see if there was a way to waive the two-term limit. This shows the commitment to Dr. Torres and his services.

Board President Bailey thanked Dr. Torres for his service and the Board of Regents appreciates everything he has done.

VII. PRESIDENT'S REPORT AND ANNOUNCEMENTS

A. Celebrate Northern

President Bailey stated:

1. In late March the College hosted a roundtable dialogue and this was a partnership with the College, NASA and the Ohkay Owingeh Pueblo. There were Native American Pueblos represented from all over the state, NASA, community activists, community leaders and the College and it was a very wonderful three-day session. President Bailey gave a special thanks to Dr. Ulises Ricoy as he was instrumental in making this happen. A foundation was created to look at how western science and native American traditional science can coexist and build on each other.
2. President Bailey went to Chicago for the Higher Learning Commission Conference and this is the organization that gives the College accreditation. The College made it very clear to the HLC regarding the audit and all the things it is doing to improve on the processes and institutionalize those improvements. The HLC was happy with this and President Bailey was glad the College made this investment.

President Bailey stated for the first time in modern history, even though the return on investment in higher education is without question, there is no question the data shows that when individuals go through a college program, their earning potential over a lifetime is remarkable and it is so remarkable that the investment in what they paid for their higher education is worth it. There is a growing number of Americans now that feel it is not worth it and we need to be serious about that. Even though they are wrong, that attitude is growing, meaning nationwide we need to make sure we are getting the word out exactly what higher education can do for someone. One of the things Dr. Lopez is doing is looking at data that will make it so very clear, even here in our community, what Northern

students have been able to do. The College is going to feed it into marketing and public announcements because we need to turn the tide on that mindset.

Board President Powers stated in addition to that at the Higher Education Summit there were statistics mentioned in that that there has been \$11.6M jobs created since the great recession and \$11.5M required some sort of higher education, further education to quality. Board President Powers stated he does not know how accurate that is that newly created modern-day jobs certainly require some furtherance of education beyond a high school diploma so that was an interesting statistic.

3. Karen Peterson will have two of her poems published in well-respected periodicals in May.
4. Last weekend the College hosted the Second Annual Renewable Energy Festival. There was an amazing art show and over 500 people attended. There was a day of hands on demonstrations and seminars and the College would like to repeat this event next year.
5. The College hosted students from the UNM School of Architecture and they spent their semester working on public spaces in Espanola. This was very timely since Espanola came up with their comprehensive plan. The students looked at how to reimagine some of our public spaces. All of this work was on display in the Rotunda and was very well attended. Special thanks to UNM School of Architecture. The students have two weeks to finish their work and the College will get copies of all of their designs. These are designs that if the College had to pay someone for this work, it would have cost the College a lot of money.
6. The College hosted US Congressman Ben Ray Lujan in the Center for the Arts and all were looking at easement issues in the local area. When the event started there were 16 people in the Theatre and at start time it was at capacity. The College was honored to have Congressman Lujan at the College.

B. CUP Report

President Bailey stated CUP met and one of the issues that came up is the Funding Formula. The College needs to have a stronger voice on how the Funding Formula works and President Bailey echoed this yesterday with three things that will make it more equitable and more reasonable:

1. Input - because we are an open enrollment campus it means we take students in wherever they are and we are happy and proud of that and it sometimes means, and 76% of the time it means students need some time of developmental coursework to get them to freshman level. The College has to invest in that but the College also knows it is worth it to do it. The challenge is that Colleges that are not open enrollment, those students because they are already setting the BAR are less likely to require developmental programs. The question for the State is, why is an incoming at Northern being judged the same way as an incoming student at UNM. This does not make sense. This is one of the things the College is jumping up and down and saying let's make this reasonable. The State is serious about the Route to 66, meaning that the goal of getting 66% of our New Mexico citizens of age with some type of higher education attainment, the Route to 66 is a good goal and the State should be doing this. If we are serious about attaining that goal as a State, we need to make sure there are pathways for everyone here in New Mexico and Northern fulfills a very important role in that.

At the end of the CUP meeting the Secretary of Higher Education spoke with President Bailey and said she understands it and knows this is important and tweaks need to be made. The Director of the LFC also said he understands it and he understands what the College is trying to do, we need to have that conversation. President Bailey thinks now there is a genuine appetite to make those tweaks because otherwise if we continue to do what we do and continue institutionally to and we continue institutionally to

be disadvantaged where every year in the funding formula we are going to be the perennial losers and that is not acceptable because what the College is doing matters and it should be rewarded.

Board President Powers stated the HERC is in support, everybody believes the system needs to reward institutions for performance but the way you measure that performance is extremely important. One of the beauties of our higher education system in the state is that we do have very distinct institutions who have distinct roles and missions and those distinctive roles and missions need to be taken into account when devising a performance funding mechanism. Board President Powers believes there is probably a little better handle on things than we did three, four, five years ago in terms of what measurements need to be put into place to accurately reflect that. The Provost has done a lot of work on metrics and trying to understand some of these things as well as trying to get our arms around some of these flaws in the formula right now that are causing some erroneous results. We are well prepared moving forward to try to help fashion some tweaks to that formula to make it more equitable for the College.

President Bailey stated the goal is to have the CUP Retreat later in the summer in Albuquerque and it is on the Agenda. The College cannot just go in and complain about, the College better come in with the plan that says here are the tweaks that are reasonable going forward. Those tweaks are:

1. Open Enrollment and Input Question
2. The fact that right now in the Funding Formula there is nothing about the quality of the program.
3. There is no incentive in the Funding Formula for collaboration.

C. Energy Audit Contract

President Bailey reviewed the Energy Audit Contract (attached - page 14). At the last Board Meeting, the Board approved a Dual Campus energy audit that will look at all of the ways in which the College uses energy. Ameresco is a service company already vetted by the State and approved by Energy Mineral and Natural Resources Department (EMNRD) at the State. The College is signing a contract to do an investment grade audit. Even though the Board of Regents approved this, President Bailey wanted to give the Board of Regent a look at the contract. This has already been through legal review and President Bailey does not need action by the Board of Regents but he wanted him to have it for reference. Ameresco has already started the work and they are already finding ways to save in terms of the utility usage. President Bailey stated we need to think as a College at how the College does things like recycling. What are the things the College can do to optimize this?

Board President Powers stated this Contract has been vetted and there has been assistance provided by New Mexico EMNR as well as the College's legal counsel so Board President Powers feels comfortable there is a lot of expertise involved in vetting the contract.

Regent Ortega stated he has not had time to read this but asked how long it would take before there is a preliminary report. President Bailey stated they expect it to take 6-8 months, they are going into every single building on both campuses. At the completion of the IGA, they are going to come to the College with a menu of options, of things the College can decide to do infrastructure wise, all of them come with a price. The College does not pay a dime for this, what they do is guarantee a savings in utility bills and that gap over time pays for the infrastructure improvements. The College may even see some immediate savings month to

month in terms of what they do. President Bailey's goal is to bring those options to the Board of Regents by the end of the year so they can start some shovel ready work at the beginning of 2019.

Board President Powers stated any type of infrastructure improvements that are identified and determined to be beneficial would be made using funding from a source that would be repaid through the guaranteed savings. The College does not have to borrow any money, it is all done through a time proven process that has been used around the State for other projects. Some may not be infrastructure, some may be behavioral modifications.

President Bailey stated the College will put some common sense into this when making changes. This College spends on average, in a given year, about \$800,000 in utilities. The idea of infrastructure improvements that could save 20%, 30% or 40% is staggering. If you think about what it can do for this College long term where we are making the infrastructure and behavioral modifications, it would put the College in a much stronger fiscal position going forward.

D. Employee Classification Policy

President Bailey asked Donna Castro, Director of Human Resources to address the Board of Regents. Ms. Castro stated the College is working on the CBA for staff and also in the process of revising all of the personnel policies and procedures. Ms. Castro felt this was the best place to start by defining all the employee classifications so it is clear for all the employees and for the College where all the groups fall. The College added four classifications, the at will classification, the interim student and term employee. One of the reasons for adding the student classification in the staff handbook is to clarify the student status. Historically, the College has classified student employees as part time employees and they have been paid taxes they were not responsible for and the College had been paying benefits it did not need to pay. Interim status will allow the College to hire on an emergency basis without going through the recruiting process. That classification would have to be approved by the President. The at will, directors and employees who report to the President and the Vice President will now be at will employees and this allows both sides to terminate the contracts at any time for reason or no reason. Keep in mind, termination has to be legal, you cannot terminate someone for a discriminatory reason because they would then have recourse. The term appointment is especially important for the grant funded employees. The College did not have this classification and the College needed the employees that were hired under grants or in a terms position to understand that when their funding goes away their position goes way. This was important to clarify, they are not eligible to be on a layoff roster and they are not eligible to grieve their employment at the end of the grant period when the funding is over.

Regent Ortega stated he remembered something from his past classifying permanent position, the word permanent versus regular full time. Regent Ortega asked Ms. Castro to comment on this. Ms. Castro stated, permanent, classified and non-classified are very old terms that they used to use and now the classification is regular status. Now the employee will go to regular status when their probationary period is over. That is what this defines. One of the things that will need to be discussed later is employees on regular status. Right now, those employees are still subject to the annual renewal of the contract. As the policies are revised, we will have to keep this in mind if we decide to make any changes.

Regent Ortega asked when this would take effect for the at will employees. Ms. Castro stated that she would recommend this be effective July 1 when the College issues the new contracts. This was another basis for having this done before July 1 because now every contract will have to be written or each classification will have to be written specifically.

Board President Powers stated he assumes this is similar to other institutions of higher education operating in the State of New Mexico and asked if this is correct. Ms. Castro stated Eastern and Highlands is almost identical to this policy. UNM and NM Tech are a little bit different to where the at will status, they are at will employees but the contract has to be renewed July 1. They have that time during the year, pretty much what the College's other employees have now. Regarding Western, the College tried talking to their Human Resources Director and they are very confused right now, they are going through transition so they are not sure what their employees are. It is different as the College looked at employees throughout the entire nation. UNM and Tech write their contracts on an annual basis so they are subject to renewal every year. Board President Powers stated they have a lot of grant money because of all the research they do. Ms. Castro stated this is true and one of the reasons why the College decided to mimic Highlands and Eastern is because if you look at some of the bigger schools they have many employees in every department, here at Northern we have so few, we do not have people that can carry on. If we needed to not renew a contract there are not people who can step in until the beginning of the next fiscal year. Board President Powers stated this makes sense and asked if there was any further discussion.

Regent Ortega moved to approve Employee Classification Policy. Second – Joshua Martinez. Motion passed unanimously.

VIII. STAFF REPORTS

A. Vice President for Finance & Administration

1. Audit Update

Ricky Bejarano, Vice President for Finance & Administration stated with the regular audit, the College will go out to RFP and the audit required substantially more work than had been bid and the College was fortunate to get actually a very cost-effective rate this year which was not sustainable for the firm. REDW will be rebidding but it will be open to bid. This will be out and published by the end of the week.

Mr. Bejarano stated with other audits there is a tiny bit of work the McCard Firm has to do on certain transactions. There were different types of transactions and they will be reviewing those. So far, they have not let Mr. Bejarano know there is anything to worry about, at least they have not let him know there is anything to worry about. Hopefully with the end of that, the forensic reviews will be done.

Mr. Bejarano stated with regard to the regular audit issued in March, the College had 48 findings, some duplicated because they were reported on the federal side and on the regular audit side. If you go to the State Auditor's website it shows 66 but about 20 are duplicates.

2. Fiscal Watch Report

Mr. Bejarano stated the Fiscal Watch Reports were reviewed in the Finance Committee. Regent Powers stated it was reviewed and the College is now three quarters complete for the fiscal year and the College is in a good fiscal position to end the year and to move into next year. The College will see how it looks. Mr. Bejarano asked the Board of Regents to approve the financials for the month of March. Board President Powers asked for a motion to approve the Fiscal Watch Report.

Regent Joshua Martinez moved to approve Fiscal Watch Report as presented. Second – Regent Ortega. Motion passed unanimously.

3. BARs

Mr. Bejarano stated at this point the College is down about 100 BARs from last year which is much due to Alexandra Williams and Evette Abeyta's work. Mr. Bejarano thanked Ms. Williams and Ms. Abeyta. The BARs are primarily realignment, moving from one object code to another. Mr. Bejarano asked the Board of Regents approval of the BARs. Regent Powers stated it was reviewed and nothing rose to a level of concern. This is a living document and they start out in one form and by the time you get to the end of the year they could be considerably different. Board President Powers stated there have been continual declines in the number of BARs so that means the living document we are starting with is a better document than previous years. Board President Powers stated he would entertain a motion to approve the BARs.

Regent Ortega moved to approve the BARs. Second – Regent Joshua Martinez. Motion passed unanimously.

4. FY19 Operating Budget

Mr. Bejarano stated he would like to go over some items, the Budget is 119 pages long, the format is required by the Higher Education Department and the College is required to do an estimate of actuals. These are conservative estimates meaning revenues were projected low and expenditures were projected high. The College took a very conservative approach hoping in the end the actuals for expenditures will come in low and revenue will come in high. The College estimated for the FY19 budget a flat enrollment, which is also conservative as well as for the summer. There are no tuition increases which was one of the goals in developing the budget. Departments were asked to submit flat budgets. Mr. Bejarano thanked the Provost because he held the line with his departments. That does not mean they wound up flat because there were some things Mr. Bejarano will discuss later that the College had to do an infusion of money for but the submissions were all flat. There was a 2% cost of living by the Legislature, the College was funded about \$148,000 for that comp package but it was not enough so the College will be a little short and it will be made up somewhere else. The budget also anticipates a 3.5% vacancy rate. The College has been holding a higher vacancy rate but it has to start filling positions. The budget was written with a plan to maintain a healthy reserve. At this point, the goal this year was the required 3% fund balance reserve and next year 5%, and then incrementally adding so the College can get to 7% and 10% as a status quo. There are a number one-time expenditures that should be pointed projected for FY19 as well actual for FY18: Forensic Audit - \$100,000-\$130,000, Banner 9 – the College budgeted money but will need to spend what it needs to spend for implementation, leadership and communications training for \$30,000, temporary staffing a good portion went for the Foundation - \$53,900, Banner Security Analysis - \$28,000, IT firewall and secure Wi-Fi - \$70,000, Banner training for staff - \$50,000, Implementation of Banner budget module training - \$30,000, assessment of understatement of capital assets – \$25,000.

Regent Powers stated the majority of this are things the College is doing to address some of the deficiencies in accounting reports the College has had over the last year. Mr. Bejarano stated hopefully these are one time but there are other things that will come up.

Mr. Bejarano stated some of the major budget challenges need to be brought up. Risk premiums increased \$40,100 and the College anticipate another increase in FY19, a 7.4% in medical premiums and 5% in dental premiums. The College added \$180,000 for accreditation and library data bases, software, etc. It was

important to address academic needs that were not done in the past. Regent Powers asked all in all, the additional funding the College is putting into Academics is what. Mr. Bejarano stated approximately \$180,000 was added to academics. Mr. Lopez stated the College is adding 2 full time faculty positions, this was a requirement because of full time faculty to student ratios. The College is expanding summer capability in terms courses because students are no going to be able to use their Pell Grant for the summer courses. The College also needs to expand the number of courses in the developmental courses. Others are inflationary items. Regent Powers stated this is great and this is where the money should be spent – academically. This is nice to hear the College is expanding in the Academic side.

Mr. Bejarano stated Athletics did receive \$100,000 in RPSP money. Mr. Bejarano is happy to report the College has all but eliminated the I&G transfer. The \$100,000 went towards replacing that and the College is moving scholarships into financial aid and bringing them into the Athletic Budget. Overall, the Athletic budget was reduced by \$51,187 projected for this year. Regent Powers stated most people are probably aware of the stories that have been published about UNM athletic budget. Unfortunately, all the focus on that has bled out into some of the other institutions. The College does not have that kind of issue but were doing some things in budgeting and financing that HED and the LFC found to be questionable or unacceptable in their eyes. There have been a number of meetings with both agencies that oversee the College and the College has structured this year's budget to comply with their wishes completely and we believe this is important going forward. The College has contacted other institutions regarding what they are doing to make sure we are consistent and they are doing the same. Mr. Bejarano stated this is an area where Northern is leading. We will see much more in the future but he does not think Northern will be there with the list of institutions.

Mr. Bejarano stated there is an announcement for a Comptroller and this is a higher level accountant who will start June 1. The College took existing positions and converted them to create these two positions. Obviously, you have to increase in pay for that caliber and because of our current situation. The College is adding \$89,000 to the budget for salary and benefits.

Mr. Bejarano stated the College is also adding Ellucian Mobile at \$12,700. Regent Ortega asked what this was. Dr. Lopez stated this is the company that developed Banner but at this point they have a mobile application that will allow the College to have student records, student services on the phone and student services on the phone. The College can send early alerts and it will move the College to new technologies.

Mr. Bejarano stated the External Audits need to be budgeted for what the increases are going to be and this years and it has been beefed up to \$38,000 for the external audit and it will go up most likely from the Foundation. Board President Powers stated this was put in the budget one time because the Board of Regents hopes that in the future as the College gets this system tightened up, the audit costs will decline back to more normal levels. Mr. Bejarano stated this is the College's hope.

Mr. Bejarano stated that basically moves the Board of Regents to the budget itself and there are some tweaks, there are more editorial things that need to be done but overall the budget is obviously a long boring document. The tweaks that will come are the numbers that did not carry over in the system but didn't affect the bottom line where there were not certain totals total out yet the carry-over was correct. There were some weird things like that.

The thing Mr. Bejarano would like to point out that based on the auditor's recommendation, he does not recall the College receiving a finding for this but this Board is required to approve expenditures the College pays on behalf the Foundation. The College would like a separate approval specifically for the Foundation so the College is in good standing with the audit this year. Board President Powers stated just for clarification

the Foundation is a unit of the College, their existence is to benefit the College and the Board of Regents had to do this and Board President Powers had to sit in on the exit conference for the audit as well. The new auditors have added some requirements that are probably overdue. Mr. Bejarano stated the requirements were there all along, they were in the audit but were not being caught by the auditors. Mr. Bejarano stated with this, he stands for questions.

Board President Powers stated he would like to thank Mr. Bejarano and Ms. Abeyta for doing such a great job. The Board of Regents is seeing it today but this did not just happen overnight. It is a lot of work to get to this point and there are some major shifts of how the College is doing things going forward in FY 19 versus how the College has done it in previous years. Board President Powers thinks they are healthy changes and is very excited about the new budget and very excited it could be done without having an increase in tuition and fees. When saying tuition and fees, there needs to be a caveat that there may be some fees that are those passthrough fees that the College is passing through costs (ex., Nursing), some fees may be adjusted but the ones that are the Colleges fees, they will not be changing as well.

President Bailey stated he would like to echo Regent Powers appreciation to Mr. Bejarano, Ms. Abeyta and Ms. Williams for their work. This is still a work in progress. Several years ago, the budget was done in a vacuum and it did not serve the College well. Last year, Provost Lopez on the Academic side hosted a forum with the faculty and academic staff and really worked on creating priorities together. This year the College did the same this between faculty and staff dialogues. It was better than last year but there is more that can be done better, especially on the nonacademic side. This will continue to be refined. The other thing President Bailey would like to do next year, early in the Process, President Bailey stated he would like to invite the public for input. This is being refined but the College is working in an era to have these dialogues more openly.

Mr. Bejarano stated he has one more item Ms. Abeyta pointed out. The Governor vetoed \$1.25M of Capital Outlay, this will have impact but Andy Romero, Facilities Director and staff are doing their best to keep things going. The President and Provost will be going before HED for Capital Outlay meetings to get it back and get things moving forward from the end of FY19.

Regent Ortega thanked Mr. Bejarano and he knows how difficult this is to do. He appreciates the effort and it is pretty impressive because there is so much that goes into these. Trying to maintain costs and hold the line is difficult thing.

Regent Powers asked for further questions, comments, discussion from the Board of Regents.

Regent Powers stated this budget is due to HED on May 1 and from there they have to give the College an approval. Ms. Abeyta stated last year the College received the approval in late June. Regent Power stated expenditures would then start on July 1 as intended. Mr. Bejarano stated there will be two approvals needed and the BARs that accompanies it.

Mr. Bejarano stated the following approvals are needed:

1. BAR that goes to HED
2. Overall Budget
3. Expenditures specific to the Foundation

Regent Joshua Martinez moved to approve the BAR that goes to HED that aligns the 2018 budget to estimated actuals that will be submitted to them. Second – Regent Ortega. Motion passed unanimously - 3-0.

Regent Ortega moved to approve the General Operating Budget for FY19. Second Regent Joshua Martinez. Motion passed unanimously - 3-0.

Regent Joshua Martinez moved to approve expenditures specific to Foundation. Second Regent Ortega. Motion passed unanimously – 3-0.

Board President Powers asked if the Board of Regents would like to take a quick break before the Provost's presentations. The Board of Regents agreed. **The Board of Regents recessed at 9:24AM and reconvened at 9:35AM.**

B. Provost and Vice President for Academic Affairs

1. Update on HLC Interim Report

Dr. Lopez reviewed the report provided to the Board of Regents (attached). Two years ago, around this time in April of 2016 the College had a reaccreditation visit by the Higher Learning Commission. The outcome was that the College was reaccredited for ten more years but required to submit an interim report in December of 2017 to address four concerns. The College submitted the report which the Board of Regents reviewed and Dr. Lopez highlighted the main points. Page four - findings - the first core component or criteria where they wanted the College to report was Component 3.A pertaining to scholarship institutional learning goals. The outcome of that one is evidence demonstrated adequate progress in the area. This is the best possible rating. The other ones received the same rating. This is Core Component 3.6 pertaining to sufficiency of faculty members. In this one evidence demonstrates that further organizational attention is required in the area of focus. This is really important in what the Board of Regents did in passing the budget because through the budget this is addressing the concerns of the HLC. The College will need as it continues moving forward to make sure if any program is added the faculty resources are there. That has to be an institutional commitment. The next Core Component is 4.B pertaining to co-curricular assessment and the last one is Title IV standards regarding student default rates. In both of these you will see if you go to the conclusions (page 7), it is evident that NNMC has undertaken solid efforts to resolve issues described in the 2016 team report. The College has made progress in all areas. Dr. Lopez stated what is important is page 8, the HLC will not require additional reporting on these topics, however, the institution must give continued attention to faculty hiring, co-curricular assessment and student default rate. It is likely that the HLC review team conducting the 2019-2020 assurance review will examine these matters further. It is really important the College continues doing what it is doing right now in terms of faculty retention. The fact that the new CBA has been passed brings much more certainty to the faculty position. The salary increases approved through the CBA will help the College retain faculty members. Student default rate, the department of financial aid

has done an enormous strategic effort to bring the default rate. You can see that every year, the College has gone down. Co-curricular assessment has not been done before but the College has a very energetic team working on these issues and this summer there will be a second retreat on this and Dr. Lopez feels very comfortable when the visit takes place in 2019-2020 the concerns will be covered.

Board President Powers stated he has a question not so much on the report but on the open pathway assurance, the open pathway process the College is in, are other institutions in the State in the same position

do all use it or some not? Dr. Lopez stated the College was the only four-year institution in a different area, AQIP and that is why the College insisted in Academic Affairs that it move towards open pathways which is a more traditional pathway for four-year institutions. AQIP is really for community colleges.

President Bailey stated, in giving credit to Carmella Sanchez, Director of Institutional Research. The opportunity to move into open pathways is a direct result of how strongly the College performed during this last visit. The fact that they gave us an opportunity to choose between open, standard and AQIP showed their level of confidence in the College. The open pathways track puts the College in a position where it is self-motivating and self-assessing. We are going to have this four-year assurance argument we are going to put together; the wheels are already in motion for this and the College has joined their fellow members in the CUP.

Dr. Lopez stated he wanted to make one last comment because there were some mistakes in some public forums months ago where people thought that the accreditation was in jeopardy. Accreditation has never been in jeopardy, the fact that the College was allowed to choose its accreditation pathway is testimony to the fact the College is doing a great job in terms of academic quality. The College has never been under the threat of losing accreditation.

Board President Powers stated the way he reads it the College is on solid footing and there are areas the College needs to devote a little bit of attention to and he is comfortable that the College is doing so. Dr. Lopez stated accreditation is a continuous improvement process. This is good and the College wants to know.

Regent Ortega stated this looks good.

2. Out of State Travel

Dr. Lopez stated this is a request to approve Out of Country travel for Assistant Professor Dr. Rianan West. Dr. Lopez asked Dr. West to join the Board of Regents Meeting and give a brief description of her travel to the Bahamas. Dr. West stated this research is following up on her previous established work and she has funding for fellowship for two students through New Mexico INBRE that pays their salary. That opportunity is made available to them to encourage retention in STEM fields. These are young students, early on in their career and research indicates that involving students in research in the field early will increase retention. They will be doing ecological research at a field station run by the University of the Bahamas on San Salvador Island. They will be looking at fish on an interior lake and when the return they will be presenting their research at the New Mexico INBRE forum. Board President Powers asked that the students come to the Board of Regents Meeting to present directly what they did. President Bailey stated this College has gone through a transformation in the last ten years, the amount of, if you look at summer undergraduate research opportunities, it has gone up 1700% and it shows the value in undergraduate research opportunities. Regent Ortega asked Dr. West how long she would be there. Dr. West stated she is proposing 21 days, there is some variance depending on how much flights cost and to maximize the money they have.

Regent Powers asked if this was in the Budget. Dr. Lopez stated it was in Grants and it would be out of Grants and not I&G. Regent Powers entertained a motion to approve out of country travel. Dr. Lopez recommended approval by the Board of Regents.

Regent Ortega moved to approve Dr. West's travel to San Salvador Island to perform ecological field research. Second – Regent Joshua Martinez. Motion passed unanimously – 3-0.

IX. PUBLIC INPUT

Regent Powers asked Ryan Cordova, Athletic Director to address the Board of Regents. Mr. Cordova thanked the Board of Regents for allowing him to address them. Mr. Cordova stated he wanted to visit in regards to the budget that was just passed. While he is glad to help Northern New Mexico College and Athletics is happy to help Northern New Mexico College, he was very proud they were able to lobby at the State and obtain an additional \$100,000 for Athletics as that was the goal when they started out going in asking for nothing and came out with \$100,000 and he is really proud of that. The College is also trying to build on the strategic plan of enrollment, student success, communication and team spirit and in his opinion, Athletics is one program on this campus that really meets all four criteria as far as trying to build the enrollment, bringing team spirit to the campus, to be able to communicate both regionally, nationally and even within the campus and then the student success with graduation rates at around 40%, 53% on the men's basketball side, which he is extremely proud of as well as maintaining at least 75% of the student athletes being New Mexico students. Mr. Cordova can guarantee not one other institution in the State cannot say that.

Mr. Cordova stated the only thing he wanted to address, he knows they got the \$100,000 and they are going to be cut just about \$51,000 this year, so this will be \$151,000 again which he is really proud of. \$151,000 that the College will not be putting into Athletics as they have in the past. That equals about 22% of the budget. However, on the positive side, what they are able to do with that money is to be able to put it into the academic side and for them to meet some of the criteria with HLC and the requirements they have for us. Mr. Cordova stated in Athletics we call that an assist, especially in basketball. Mr. Cordova stated it is his professional duty, just to caution the Board of Regents and the President and the Administration, one of the areas we are having to cut is the Athletic Trainer position. The College's Athletic Trainer has resigned and Athletics has discussed making this a position that would be season and what Athletics could probably get with this is it wouldn't be able to be at practices, it wouldn't be able to be at a lot of things like weight lifting and individual workouts. Mr. Cordova stated he wanted to caution the Board of Regents in regards to the liability that it puts back on the College. Mr. Cordova stated if he didn't bring that to the Board of Regents attention he would be doing an injustice. He is sure he could make it work although he has tried, he has had this discussion with the Vice President and he informed Mr. Cordova and if we make an adjustment it is going to have to come out of the Athletic budget which Mr. Cordova stated he could reasonably understand. There is just no more to take out of the Athletic budget. Mr. Cordova stated he wanted to caution the Board of Regents that that is one of the areas that saves us quite a bit of money and they will do what it takes to work but he does want to caution the Board of Regents with the liability that it will put back on us.

Mr. Cordova thanked the Board of Regents for the opportunity.

Board President Powers stated Mr. Cordova might want to introduce his assistant. Mr. Cordova introduced Gabriel Martinez, his assistant. He is a graduate with a Business Degree and has served as Student Senate President for a year at which time it was really frightening as far as the Student Senate. He graduated with honors at the College and a New Mexico Honors Scholar at the Legislature. Mr. Cordova stated he is very proud to have Gabriel as an Assistant Coach and an Assistant AD.

Board President Powers called Mr. Tim Crone for public input. Mr. Crone stated he would like to thank the Board of Regents for approving the CBA and Mr. Crone thanked Dr. Lopez, Donna Castro, Geno Zamora and Dr. Lori Baca. Shane Yutz was their attorney as well as a national representative, Tim Crone and Jee Yung, Veronica Martinez and Pam Lepcevic. We first organized NFEE, Northern Federation of Education Employees, we lost collective bargaining briefly in 1999 and was restored in 2004. We held representative elections for full time faculty, staff and adjunct faculty. They essentially represent every employee that can be represented

under the CBA. There were some rough times in their relationship with the institution. Mr. Crone stated he is very gratified toward the end of his career here at the College that we finally have a really effective CBA. The beauty of collective bargaining is that it is a very democratic process and we become full partners in seeing that this institution improves, grows, becomes what it can be. We reached a high point as a community college in 2008 and we are headed in the right path. Mr. Crone just wanted this opportunity to express his appreciation to the Board of Regents.

X. EXECUTIVE SESSION

Board President Powers stated that he would entertained a motion to enter into Executive Session.

Regent Ortega moved to enter into Executive Session for limited personnel matter matters related to hiring, promotion, demotion, dismissal, assignment, resignation, investigation or consideration of complaints or charges against an employee pursuant to pursuant to NMSA 1978 Section 10-15-1(h) to discuss the matters listed on the Agenda. Regent Powers stated it would be specifically to discuss the President's Contract. Second – Regent Joshua. Roll call vote was taken: Board President Powers – yes, Regent Ortega – yes, Regent Joshua Martinez – yes. Regent Powers stated this is approved 3-0 and hope to finish expeditiously. The Board of Regents entered into Executive Session at 11:10AM.

XI. POSSIBLE ACTION ON EXECUTIVE SESSION

Regent Ortega moved to return from Executive Session and back into regular session and limited discussion to those items listed on the Agenda and no decisions were reached. Second – Joshua Martinez. Roll Call vote - Board President Powers – yes, Regent Ortega – yes, Regent Joshua Martinez – yes. Motion passed unanimously – 3-0.

XII. ADJOURNMENT

Regent Powers stated he would entertain a motion to adjourn.

Regent Joshua Martinez moved to adjourn. Second – Regent Ortega. Motion carried unanimously. The Board of Regents Meeting adjourned at 11:12AM.

APPROVED:



Kevin F. Powers, Board President



Dr. Robert Rhodes, Vice President