

**NORTHERN NEW MEXICO COLLEGE  
BOARD OF REGENTS MEETING  
APRIL 29, 2019**

A Regular Meeting of the Board of Regents of Northern New Mexico College was held on Monday, April 29, 2019, in the Board Room of Northern New Mexico College, Espanola Campus. Regents Present (Roll Call was taken): Damian L. Martinez, Esq., Michael A. Martin, Porter Swentzell, Ph.D., Erica Rita Velarde and Tomás A. Rodriguez. The Board of Regents meeting was called to order at 1:05PM.

Northern New Mexico College Staff Present: President Richard J. Bailey, Jr., Ph.D.; Ricky Bejarano, Vice President for Finance & Administration; Vince Lithgow, Comptroller; Chris Trujillo, IT; Sandy Krolick, Creative Director Communications and Marketing; Jimi Montoya, Director, IT; Sally Martinez, Executive Assistant to the Provost and Vice President for Academic Affairs; Carmella Sanchez, Director, Institutional Research; Donna Castro, Director of Human Resources; Andy Romero, Director, Facilities; David Lindblom, Assistant Professor, FDMA, Creative Director of Canal Seis; Evette Abeyta, Budget Analyst and Amy Pena, Executive Assistant to the President/Board Secretary.

Faculty Present: Heather Winterer, Ph.D., Ajit Hira, Ph.D.; Victoria Erhart; and Simon Voz

Others Present: Bob Trapp, Rio Grande Sun; Joshua K. Jaio Martinez; and John Ussery

**I. CALL TO ORDER**

Board President Martin called the meeting to order at 1:05PM.

**II. APPROVAL OF AGENDA**

Regent Martin stated the first item on the Agenda is Approval of Agenda. Regent Martinez stated he would like to move a couple of items on the Agenda. Under VI, Staff Reports, he would like to move the finance portion above the academic portion for purposes of a staff member's schedule. Regent Martinez also stated he would like to move the Deep Dive, VII as the last thing before adjournment for purposes of his schedule.

Board President Martin asked if there were any other comments from the Board or any other additions. With none, Board President Martin entertained entertain a motion to approve the Agenda as amended.

**Regent Swentzell moved to approve the Agenda as amended. Second - Regent Velarde. Motion passed unanimously.**

Board President Martin stated the next item on the agenda is Comments from the Board.

**III. COMMENTS FROM THE BOARD**

A. Board of Regents Meeting Dates

President Bailey stated so the last time, there was a discussion about Tomás' schedule and Dr. Swentzell's schedule for meeting dates, and it was decided the Board of Regents decided that we

were going to shoot for the rest of the summer. The Board of Regents was going to try and do Friday meetings and then we were going to look and reevaluate the summer. Regent Swentzell stated starting August.

President Bailey asked if Amy had a schedule for commencement week. President Bailey stated it is tentative, but he thought there was a potential meeting on May 17th? Amy Pena stated this is correct. President Bailey stated he knew Regent Martinez is going to be gone for that one. Regent Martinez stated only because my son is graduating, so I can't miss it.

President Martin asked if this is doable for everyone. Regent Martinez stated he may be able to attend telephonically on that, whenever it is and asked Ms. Pena to send him a call-in number for the meeting. President Bailey asked if there is a time sent for this. Ms. Pena stated 10:00 o'clock. Board President Martin asked Regent Rodriguez, if this would work for him, the 17th at 10:00? Regent Rodriguez stated it would. President Bailey asked if a motion was needed for this. Ms. Pena stated we do need a motion. Board President Martin stated we are just setting the meeting. Regent Martinez stated the Board of Regents is taking action, so yes, they need a motion.

Regent Swentzell asked if the Board of Regents would like to set the meeting after that as well, just to get them on the schedule. Regent Martinez asked if the Board of Regents does the third Friday of the month. Ms. Pena stated it is the third or fourth Friday of the month and she believed President Bailey was going to let Mr. Bejarano drive this because of the Fiscal Watch Reports.

President Bailey stated because of Fiscal Watch Reports, it helps on the business side of the house for us to do any time after the 20th of the month is the goal. So, we would shoot for either the third or fourth Friday or Monday based on scheduling.

Regent Martinez stated he is fine with Friday and asked if Regent Swentzell is kind of hosed on Monday. Regent Swentzell stated when semester ends my schedule opens up a lot, but he is going on travel at the end of June, so I'll been in New Zealand so calling in will probably not work. It'll be 3:00 in the morning there. Regent Swentzell stated maybe earlier or later in July.

Regent Martinez stated during the winter break the Board of Regents generally collapses two meetings into one and maybe for purposes of the summer and travel maybe the Board of Regents could collapse June and July into one meeting. Because he was planning on taking some time off in June also.

Regent Velarde stated being that summer hearings are in July and the College might need approvals, things might change in the meantime. The Board of Regents might want to at least have the Board of Regents meetings right before summer hearings for HED Capital Outlay.

Regent Martinez asked when Summer Hearings take place. President Bailey stated July 29<sup>th</sup>. Regent Velarde agreed, July, 29<sup>th</sup>. Regent Martinez stated maybe the week before. President Bailey stated the Board of Regents was going to have the July meeting in El Rito and they were going to do a Board Retreat for all the new Board members as a part of that meeting. Regent Martinez stated possibly Friday, July 19th maybe? Regent Swentzell stated he is pretty sure he going to be on travel that date. Regent Swentzell stated he possibly could roll it the next week or the week before, like the 12th or the 26th?

President Bailey stated what the Board of Regents may up doing, because really to Regent Velarde is right, so the July 29th for summer hearings, we would have to have the packet in a month before that, which is end of June at the latest, so. The Board of Regents may need to do a, we may need to do a special or even if the Board of Regents

does it virtually just for the purpose of approving the Capital Outlay packet and that would be something that we just call in for and then maybe we shoot for the retreat and the Board Meeting on, it would have to be either Monday the 15th or Friday the 12th of July. President Bailey asked if this would work. Regent Velarde stated she believes this would work. Regent Martinez stated theoretically, at this point, he is available except, he has a trailing docket on a police shooting right in the middle of that, so depending on how Judge Martin feels, he might have a trial that week.

Regent Velarde stated she will be in DC from the 8<sup>th</sup> through the 12th. President Bailey asked if it would be Monday the 15<sup>th</sup>. Board President Martin stated they should try that. Regent Velarde stated she is clear on Monday the 15<sup>th</sup>. Board President Martin stated the idea is to have a retreat though, and asked President Bailey if it would be really good for the new Regents to be there. President Bailey stated yes.

President Bailey stated the Board of Regents will shoot for Monday, July 15th, and it will be in El Rito and the idea would be that we would have the actual Board Meeting probably starting at around 9:00AM followed by a lunch followed by a retreat in the afternoon. And would be done by early afternoon.

Board President Martin stated he would entertain a motion to both in July, July 15<sup>th</sup>. Ms. Pena stated this would be the week of the CUP Retreat. Regent Martinez stated this just put the kibosh on it. President Bailey stated for the audience, the Board of Regents will do a doodle pole in the future. Regent Martinez asked if everybody is good the 22<sup>nd</sup>. Regent Velarde stated she is good the 22<sup>nd</sup>. Regent Martinez stated hopefully this thing will go away but he doubts it.

**Regent Martinez moved to have the May Board of Regents Meeting on the 17th May, 10:00 a.m. and then have a meeting July 22nd with the retreat at 9:00 a.m. in El Rito and then if the Board of Regents needs a June special meeting they can attend by phone. Second – Regent Swentzell. Motion passed unanimously.**

Board President Martin stated the Board of Regents will move on to the Subcommittee Reports.

#### B. Board of Regents Subcommittee Reports

##### Academic and Student Affairs:

Board President Martin asked Regent Swentzell to fill the Board of Regents in on what is new. Regent Swentzell Stated first, the Business Certificate Program, the Board of Regents reviewed the documents at the last Board meeting. That's an item here for action (6A). The Board of Regents will be taking action on that so we reviewed those business certificate program forms and then also as sort of a heads-up for, this is pre-informational informational section, there will be the annual program review has occurred, the initial meeting was this past Friday for annual program review and so down the pipeline the Board of Regents will be getting more information because the Bachelor's and Business Administration and the Pueblo Indian Studies Programs were reviewed or are in the process of being reviewed I should say accurately. Regent Swentzell stated he feels like there's one other item. President Bailey stated Plumbing Program. Regent Swentzell stated of course, that's pretty informational as well. The Trades Program and Plumbing and possible other programs as well. That's even pre-informational. So, expect at the next Board of Regents meeting that we will get that more detailed information about that program.

Board President Martin asked Regent Rodriguez if he had anything to add. Regent Rodriguez stated he got it all. Board President Martin thanked Regent Rodriguez.

## Audit/Finance/Facilities Committee

Regent Martin asked who wanted to speak for Audit/Finance/Facilities. Regent Martinez stated the Committee had their meeting in lovely Santa Fe on Amy's Birthday. The Board of Regents will be going through the budget for next year and we'll talk about such exciting things as estimated actuals and the budget looks good for next year as Mr. Bejarano will tell the Board of Regents, it's essentially flat other than there is some raises that will be included in the budget for everyone except this guy who chose not to take his raise, which is probably the only President of any school in New Mexico who chose not to take the raise and I've been working with Rick for like 10 years, but Rick has gone above and beyond and is Regent Martinez believes the lowest paid President of any higher education outfit in the State of New Mexico. President Bailey stated but not struggling by the way. Regent Martinez stated but it goes to show you what he's done in putting together a team to bring us out of that valley the College was in and he still chooses not to take raises. So that's great.

Board President Martin asked Regent Velarde any additional comments. Regent Velarde stated she did not but actually the Vice Presidents also had declined it as well, but you know, Rick put him in a headlock and made them take it so. Board President Martin thanked Regent Velarde and stated the next item on the agenda is approval of minutes

### **IV. APPROVAL OF THE MINUTES**

Regent Martin asked if anyone had any corrections, additions, deletions to the minutes from the last meeting. Regent Velarde stated just the corrections that came out. Board President Martin stated if there are not any, he would entertain a motion to approve them as presented.

**Regent Velarde moved to approve the minutes. Second – Regent Rodriguez. Motion passed unanimously.**

### **V. PRESIDENT'S REPORT**

#### A. Celebrate Northern

##### 1. Recognition of Board Service

President Bailey thanked Board President Martin and stated he going to make this pretty short, because I know there is a lot on the agenda, but he did want to start out with stating the Board of Regents is a thankless job and he doesn't know personally, but just knowing what they sacrifice in terms of time and energy and really not for a lot of resources for it. They do it because they love this institution and we have one of our Regent Emeriti who is in the audience and he served faithfully as the College's student regent and so the Board of Regents wanted to take a moment to recognize his service to the Board. The Board of Regents and the College is very grateful to Joshua, for everything that he did and President Bailey stated he would like to present Joshua Martinez with a small token that the Board would like to present. It's a certificate of appreciation for his service to this institution. President Bailey asked Mr. Martinez if he would like to say anything, any words of wisdom for the Board of Regents.

Mr. Martinez stated it was really good serving with the Board Members and the support Dr. Bailey gave him and he appreciates all that the Board of Regents does for the benefit of the College and keep up the good work.

## B. CUP/NMICC Report

President Bailey stated there are a couple other things I want to mention. I'm going to skip the CUP and NMICC. We are going to have our retreat this summer. Both institutions the Council of University Presidents and the New Mexico Independent Community Colleges are looking at the 60-day session, what went well, what didn't go well, and personally one of the things President Bailey thinks they are going to work on is institutions is making sure that they are as supportive of each other as we can. He thinks in the past there have been challenges where in this culture of scarcity where if the community colleges have a proposal that they're trying to put forward and it doesn't exactly help the four-year institutions that they are not supporting them and visa-versa. So, they need to work together at all of higher ed with one voice at the legislature and he thinks that's our goal for next year. The other thing that they going to look at in the interim period between now and the next legislative session is to look at public awareness campaign for higher education. They are going to look at the potential tweaks to the funding formula, the higher education performance funding formula, which is important for Northern to have that dialogue and maybe a few other issues, but those are the big muscle movements that we're going to have.

Regent Martinez asked kind of tweaks they are looking at

President Bailey stated he could tell the Board of Regents one that we're interested in is that he thinks and not to get on the soap box, but he thinks that there is a fundamental assumption in the funding formula that's flawed and that is that an incoming student at Northern and an incoming student at UNM and an incoming student at Western are all at the same place. That's a flawed assumption because Northern is an open enrollment school and is going to stay an open enrollment school. The College is proud of the fact that it an open enrollment school, but when the College is judged the same way as a school that says here's SAT requirements, here's ACT requirements, here's GPA requirements, then that assumption is flawed. Meaning, Northern invests more time and resources often on students and the College has faculty members who will attest to this, the Colleges invests in that because we know it's important to give students a pathway no matter where they are, as long as they're willing to work their tails off for it, so the College has to give them the tools to succeed. And what President Bailey would like to do and Dr. Lopez and President Bailey are trying to figure a way to do this, but to add a proxy variable in the funding formula that captures the average incoming student level capacity, not just for college readiness. The College commit to developmental programming. The College commit to co-requisite education. All of these things that are important and our students are succeeding with it, but it's an investment in the college. And so, what we want is for schools who are committed to helping pathways for a larger group of students. The College thinks that the formula should reflect that effort and do something in the formula that rewards schools for doing that. So, President Bailey does not have the answer yet, but that's what we're trying to figure out. Regent Velarde stated this makes sense.

## C. NMMC Foundation

President Bailey stated on the Foundation, the Foundation board had a meeting in the last two weeks and it was a very productive meeting. President Bailey stated he can't speak to resolutions that the Board had said; however, we discussed the audit and the \$251,000 payment that the college put forward in order to pay for scholarships the last two years and there was an interest in the foundation in transmitting that funding to the College. The College also shared with them, and it's in this budget, the College is stepping up to provide scholarships in the form of really accepting less tuition to the student and it's a scholarship for this year while we allow the Foundation to be analyzed for its specific accounts and to let the corpus grow in the interim. And so, President

Bailey wants to give thanks to the group of professionals here at the college who have volunteered basically to be that scholarship committee for the college and we're really grateful for their time and effort.

Regent Martinez asked if he could ask a question. President Bailey stated he could. Regent Martinez stated it is going to be a question for Ricky. With the ding we took on the audit because of the Foundation issue, will we still take a hit in the audit with the Foundation if they do not repay the full amount by the next audit? Mr. Bejarano stated Mr. President, Regent Martinez, the only way we would take a ding is if we don't address the issue so we'll come up with some type of plan for them to pay back or have them pay back. (inaudible). We're hoping when the audit starts we'll have it paid back.

President Bailey stated if he may to add on to that, the other way he thinks the College would have been dinged is if we hadn't acted on the College's expenses and what the College is funding. Actually, there is a very, and he is not just saying this because Mr. Trapp is at the Board of Regents meeting, but there was a good article in the Sun about this and it's why the College took the action we did before June 30th because it needed to be able to show the auditors that as of June 30th the College is not now spending on Foundation operation spending.

#### D. Residence Halls

President Bailey stated there was a discussion at the Audit/Finance/Facilities Committee regarding residence halls. There are some challenges to, and even if someone came to the College right now with \$20 million dollars and said they wanted to build a residence hall on the campus, there is a committee that the Higher Education Department chairs with a multi-agency team that still has the right to tell us whether or not we can do it. And there is a real concern about square footage and so there are some challenges that the College is going to have to address; however, the College is not going to give up on it. The College going to meet with former Regent President, Kevin Powers has offered to serve as an advisor for the College on this. The College will be planning on going down to Albuquerque to meet with him in the coming weeks and we are going to look at public/private partnerships to allow us to do this. As ambitious as it is every month counts in this effort. The College want to get an RFP out as soon as we can. The question for us is going to be whether or not the College can either give part of our land in a sale to do this to a private investor or whether or not private investors would have to purchase property adjacent to the College and then build on that. There is still a lot of good will and President Bailey thinks there are investors who are interested in doing this and the College has a lot of students who I know would benefit from having residences here. Regent Martinez stated President Bailey needs to keep in mind long-term ground leases.

President Bailey stated, yes, absolutely. The issue we're going to have with that committee is the long-term maintenance plan and so the College either needs to partner with an agency so that they own it, operate it, maintain it long-term, well that might be the only way.

Regent Velarde stated she believes that is the only way and the College we can discuss it further with Gerald Hoehne of HED, but that's really going to come down to it.

Regent Martinez stated he does not want people to think that we're trying to get dorms just because we're trying to get dorms. It's a real safety issue for our student athletes. A couple years ago one of the females, he believes it was basketball player, because they rent from people in the local economy, the place was substandard. Most people wouldn't live there, but we're putting our

athletes in these places and there was someone in her apartment and it's a safety issue for our students so people can be parents can understand that when they send somebody to Northern, we're not going to put them in an area of town where there's no oversight of their 18-year-old kid and I never want to be on the phone call or get the phone call that says something happened to one of our students because they're living off campus in a place that's probably not as safe as a dorm facility. Not that things don't happen in dorms, but it's a safety issue and people entrust us with their kids, not just their education but their safety, and that's how Regent Martinez thinks is one way that the College can address it with the powers that be who will tell us no, one or two times before it gets where we need to go.

Regent Velarde stated this has been discussed at HED for a few years now she thinks. She thinks every time Dr. Burke gets a little perturbed by it because he said no and when he says no, so that's why we need to really discuss with Gerald how we can find a way to still complete what we're looking for so that we can provide that for our students and still abide by their guidelines.

Regent Martinez stated Dr. Burke won't always be there and if he doesn't want to do it well then we'll go to the press and say he's the one that doesn't want your kid safe and then he can deal with the press. Regent Martinez stated he understands how politics works, he's not a politician. Regent Martinez only care about this school, not Dr. Burk's ego.

Regent Martin asked President Bailey if he has anything else. President Bailey stated he did not and that covers it. For everyone, clearly the College is going into this eyes open, they understand the need. The College will work to make this happen and this is all President Bailey has.

Board President Martin asked if there were any comments from the Board of Regents, if not, they would move on to the Staff Reports.

## **VI. STAFF REPORTS**

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

Mr. Bejarano thanked Board President Martin and members of the Board. Essentially the first item of business is the budget that the Board of Regents received by email last Thursday. For all intents and purposes, the budget is flat with the exception of the compensation package, which was approximately \$392,000, which allows for a 4% increase for regular employees, that would be full time and part time and other appropriations that he will bring up in a minute. With regard to the adjunct faculty, currently the CBA is in negotiation but the College anticipate and the College from other sources going to be utilizing other sources to get them up to a more acceptable level. The Adjuncts are some of the most underpaid in the whole state so that's a critical need. The other thing is we anticipate it will be at a least a 4% if not more.

Board President Martin asked if this was for the adjuncts. Mr. Bejarano stated that is correct. Mr. Bejarano stated with the adjuncts because they are not full time, they are not teaching all the time, and it's basically we pay as we go so that allows us a little bit of flexibility and so the College thins it in a good step there. Mr. Bejarano pointed out there is no tuition increase for students, so he does not know how long the College will be able to sustain that, but for the current period of time the College scrubbed the budget every which way they can to, unlike a lot of our brother and sister universities and colleges, I think we are the only one that's not increasing of the four year is that correct? Regent Martin stated that is great. Mr. Bejarano stated the College are the only ones that are not seeing the tuition increase.



Regent Velarde thanked the College for this and congratulated the College. She knows it was a sort of a curved ball and the College had kind of already had come up with all the different numbers and she thought okay we have it and then all of a sudden it came up differently. Regent Velarde thanked the College for this and for not having to increase tuition for our students because that is super important.

Mr. Bejarano stated the College will be maintaining the mandatory 3% fund balance. This year we're going to wind up at about 4%, but he did want to mention that the College used fund balance every year. That's just a reality that the College has been in, but this year the College be using \$200,000 less in fund balance. Each year the College has gone down in the amount that it had to use. Last year the College used \$840,000 in fund balance. This year what the College is projecting is \$640,000. So, the estimate was high for last year intentionally, so this way the College could come back and tell the Board of Regents that the College didn't spend it all, or the College does not intend to spend it all. With that Mr. Bejarano had Evette talk about the special appropriations

Ms. Abeyta stated this year and in the Board Packets, she just want to mention that this is the first year, on page 45, where Mr. Bejarano actually submitted a memo to the State Budget Division and for the first time the College were asked to submit allotment forms for those special appropriations and basically the reason for these allotment forms is just indicating that to this date, Budget Division that the College will not be spending one of the items, which is for the Anna Age Eight that was budgeted for multi-years starting in FY19 and through FY20 and so they just basically wanted to know why they College wouldn't be spending it starting 19 and so Mr. Bejarano is giving us justification there and there are different variables for not budgeting it right now.

Mr. Bejarano stated this is anomalous but we think it's going to become an ongoing thing. He does not know of any agency or institutions that have had to justify on a multi-year appropriation not spending right away. So, the College needs to keep track of them and also, it's a good bellwether for the future that when the College requests certain appropriations that it makes sure that it is not going to start until July 1 that it asks the sponsor please don't put an emergency clause in it because now the College going to have to justify not using it. So essentially with an emergency clause, which this had, once the Governor signs the bill it can be spent right then, which is in this current fiscal year; whereas most other appropriations push out into 20 in this case, into the 20th fiscal year. This is the first year evidently that the College has been requested a justification. Agencies have had to that in the past but outside institutions have not.

President Bailey stated just for everyone else's edification, so the Anna Age Eight Institute is the initiative that Northern did this year with the legislature because the College wanted to create an institute for the study and prevention of childhood trauma, well that institute was always planned to start July 1st. The whole purpose of it was to use the spring and the summer to look at how we were going to initiate this and how they were going to implement the three pilot programs in Socorro County, Dona Ana and Rio Arriba and so now because of the way that DFA scored it, there was a question about okay well are you going to have to spend some of that money in FYE19 like right now. What the College does not want to do is rush into spending money just to spend money and not do strategically what it needs to do invest that money. It's a little over \$1 million dollars, which is great and it's more than they started with, but they want to be very thoughtful about how we spend that money and so part of what this is doing is telling the State that hey, with this institute they are planning to start in July and so it is going to be an FY20 spend plan. Regent Martin stated this is great.



Mr. Bejarano stated even though the legislation might have stated recurring, all our specials came out of the Junior Bill, is what it's referred to, are nonrecurring. So DFA has the authority to come back and score them as nonrecurring based on the economic outlook or the probability that the level of revenue statewide will remain the same. So, I Mr. Bejarano thinks that there was some talk about everything being recurring initially, they are nonrecurring and he thinks the Board of Regents needs to be aware of that. So, what that means is the College will have to go back next year and ask for these amounts. Mr. Bejarano asked if there were any questions on the budget and stated he thinks he needs an action to allow College to submit it to HED and DFA?

Regent Martinez asked if Mr. Bejarano wanted the action on the special allotment first. Mr. Bejarano stated yes.

**Regent Martinez stated he would move that the Board of Regents the letters written on page 45 to send to DFA for the purposes of spending money allocated in 19 and 2020. Second – Regent Velarde. Motion passed unanimously.**

Board President Martin asked for a a motion on the budget.

**Regent Martinez moved to approve the 2020 fiscal year budget as provided in these reports. Second – Regent Swentzell.**

Mr. Bejarano stated the College needs on more motion on the on the final budget adjustment request that has to be submitted as a part of the budget.

**Regent Martinez moved to approve the final budget requests, BARs that need to be submitted with the budget. Second – Regent Rodriguez. Motion passed unanimously.**

## 2. Monthly Budget Adjustment Requests (BARs)

Mr. Bejarano stated the next item is regular budget adjustment requests. Mr. Bejarano stated this did not need to be done because they are already in the final requests.

## 3. Final Budget Adjustment Requests (BARs)

This was covered in the final requests

## 4. President's Discretionary Account for FY20

Mr. Bejarano stated the next thing we need is the President of the college, not the President of the Board of Regents, we clarified that, but the President of the College has a discretionary fund and the fund is essentially for everything from unanticipated travel, promoting the College, so essentially it gives the President the discretion to spend this fund as essentially as he sees fit to promote Northern to the rest of the world. So, the actual resolution is a paragraph giving him the authority, but there's an attachment to that, that basically states what the president can spend that on and what he cannot.

Mr. Bejarano stated a new one was passed out and the Regents at the Finance Committee recommended that the College make it very clear that it's the College President not the Board of

Regents President that is spending this money. The also added that disbursements from the College president's discretionary funds are reviewed and subject to final approval by the Board of Regents President or Board of Regents Vice President.

Regent Martinez stated he would like to point out that this is the second year that Dr. Bailey has been given a discretionary fund. Before last year, he was paying out of his pocket for all the stuff he was doing on behalf of Northern from taking people out to business lunches, to all the stuff that he does. If you read his Saturday and Sunday email you guys understand (inaudible). So that's the reason because Dr. Bailey shouldn't have to be spending his own money to promote the school and do stuff that's required of him. So that's why that's there and Regent Martinez just wanted to point it out because he knows everyone wasn't on the Board when this first came up.

Regent Swentzell thanked Regent Martinez for clarifying and asked in this regard, he was curious since this is the second year that this has come up, how does this compare to the previous discretionary amount. Regent Martinez stated last year we gave him \$75, I think in a sock. I believe it's the same amount. Regent Swentzell stated that may be a question for you President was that sufficient or how did that work? President Bailey stated he would will say that Vince Lithgow and Amy Pena pulled their hair out this morning trying to figure out. So, the College will come to the Board of Regents with a report. Mr. Bejarano the amount is really low, especially compared to other presidents, is very low and probably does not cover everything, but it's what we have that we can spare. Regent Martinez stated we did get him off his requirement of last year that he have a private jet always available. He dug his heels in on that one.

Mr. Bejarano stated the allowable items are meals, for example with donors, with politicians with everything under the sun. For hotels, what the College would like the Board to approve is currently it follow the procurement protocol the rest of us do, but for the president's discretionary fund it would like to not limit him to that he has to rather than stay in downtown Santa Fe, stay on the edges of south Santa Fe in order to meet the 35-mile requirement. The College would like to have that in writing and the rates, basically hotel rates it does not want our President meeting somebody at Motel 6 because it's what is allowable under the per diem. Especially sophisticated donors and what not probably expect to meet at La Fonda or at Red Roof. Regent Martinez asked if on the 35 miles, is that 35 miles from Espanola or 35 miles from El Rito. Mr. Bejarano stated it is from Espanola, post of duty. Regent Martinez stated he lives in El Rito. Mr. Bejarano stated it is not from your place of residence.

Regent Velarde asked if it is not. Mr. Bejarano stated it is from your post of duty. Regent Martinez stated he works one day a week in El Rito. Mr. Bejarano stated because he only works one day out of El Rito, would have been a tough sale. Regent Martinez asked if this will allow him to go to dinner with him and not have to take an Uber to Cerrillos Road. Mr. Bejarano stated and allow him to pay instead of making you pay. Regent Martinez stated that is only because there is stuff on here that he can't pay for. Mr. Bejarano stated and also gifts and gift cards, mileage, same thing with the 35-mile requirement and any fees incurred for public events. For example, if the College wants him to attend a certain event and there is a certain fee or any costs associated, the College would like for those to be able to come out of the discretionary fund. Regent Martinez stated it has alcohol and it can't pay for his tickets. Mr. Bejarano stated this is correct. The College will not pay for bail, speeding tickets, parking tickets. Actually, parking tickets are the most common and alcohol. Regent Martinez stated the alcohol thing, he has gotten to go to several president things at different universities throughout the state and there is alcohol. Mr. Bejarano stated he believes this is the only President who is not allowed to spend money on alcohol from the discretionary fund. Regent Martinez stated if we wanted to have something for Northern, homecoming or alumni

are coming together, and we wanted to have some wine and Coor's lite since it's the best beer out there. Mr. Bejarano stated you can do nonalcoholic.

Regent Martinez asked if there a way for the College to do that without requiring out of his own pocket. I mean because you go to every College President's coffee during homecoming and there's no coffee there, there is booze. Mr. Bejarano stated there is not, under this plan. The Board has the authority to throw alcohol in, but in light of what's happening with every other university and college, we felt it was better to do this. Board President Martin asked for a motion on this.

**Regent Swentzell moved to approve the President's Discretionary Account. Second – Regent Velarde. Motion passed unanimously.**

#### 5. Fiscal Watch Reports

Mr. Bejarano asked Mr. Litghow to briefly go over the Fiscal Watch Reports. Mr. Lithgow stated on page 200, which begins the Fiscal Watch Reports. Mr. Bejarano stated he would like to ask the Board not to get too excited over the \$5 million cash balance. Mr. Lithgow stated on page 200 is a statement of net position, so as Mr. Bejarano alluded to, cash as of March 31st the College had \$5 million dollars in cash. The College also had a nominal amount of \$1.3 million dollars of receivables as it went on. So, the College was doing pretty well, but then it also has our liabilities, which significantly reduced that. Most of that is (inaudible) and financial statements he thinks the two last month were liabilities that we paid into pensions and other expenditures. And so, at the bottom of the page our unrestricted is about \$1.9 just over \$1.9 million, which is about 4.5%. So, the College is well above the 3% balance that we need to maintain. Going on to page 201, one is the summary of the current expenditures. Total revenues as of March collecting stuff are 75.6%, so the College is three-quarters of the way through the fiscal year and has collected 75.6% already, which is good. Expenses on the other hand are 67%. So that means the College has been towing the line, but as Mr. Bejarano eluded it has a whole flood of year-end purchasing that is going to askew that back up. Right now, the College is looking pretty good. The College has met our internal deadlines for budget adjustments and for our procurements so we're busy processing them right now.

Mr. Bejarano stated the purchase requests were due now for the rest of the year on Friday. Any others are going to be done by exception and the reason the College did that is has got to be able to close out the year timely this year. This helps control spending immensely. Board President Martin thanked Mr. Bejarano.

Mr. Lithgow stated the processed 107 bars this year as compared to the member (inaudible) over 600 budget adjustment requests so the staff over the last years have been consistently been groomed and enlightened how to budget, what are budgets, so the College has as few as adjustments as necessary. That has also helped us go through this process. Board President Martin asked if there were any questions of the Comptroller. If not, he would entertain a motion to approve the Fiscal Watch Reports.

**Regent Velarde moved to approve the Fiscal Watch Reports as presented. Second – Regent Martinez. Motion passed unanimously.**

## 6. Energy Audit.

Mr. Bejarano called on President Bailey to present this section of the presentation. President Bailey stated he loves that the College has Regent Velarde on the Board, who is the preeminent state expert on energy audit and so very, very briefly, the College is still in the middle of an energy audit with Ameresco for both campuses. The College is exploring options with them on how to utilize green energy initiatives on both campuses. The College plans to come to the summer outlay with very a specific package looking specifically in El Rito too because he thinks we have an opportunity there to utilize some renewable energy, infrastructure alternatives that are going to dramatically reduce the cost of business there and this is in line with one of the budget promises that the College made to everyone else is that retail and the expenses that the College is making in our retail we have got to find a way to make that self-sustaining and one of the ways to do that is to offer some programming there and do it in a way that minimizes our costs. And the biggest cost every year with that campus is heat and propane. And so, President Bailey is excited about what the College is going to be bringing to them. The College is are hosting the summer outlay sessions here in Espanola, which is great and it shows he thinks is really good will with that committee, but the College want to have all its ducks in a row by then, President Bailey thinks and Andy Romero is at the Board Meeting, so they know that they have to have that summer outlay package put together here in the next several weeks so the College is planning on sometime early June to have a special meeting probably telephonically with the Board to do it. Mr. Romero stated it is due the first week of June. Like right at the beginning of June.

President Bailey asked Regent Velarde anything you want to add to that?

Regent Velarde stated they are just working on it. She has a meeting with them, a telephone meeting, this week to touch base on where they are at. She knows that they are getting some numbers regarding some solar potential here and it looked really good. And they had also met with somebody from Jemez Electric.

## 7. El Rito Plumbing Project

Mr. Bejarano stated the final item is the El Rito Plumbing Project and that's water to the dorms so the College so we can do some special projects. The Board of Regents received the description of it in their packet and then today they should all have this breakdown.

Regent Martinez asked if this was going to be more formalized. Mr. Bejarano stated it is. Regent Martinez asked if is just a firm, no one is coming back with change orders saying they need another \$20,000. Mr. Romero stated no. What it is this is what the College could get right now so that it can get it approved. It has to go up to HED and it has to go through CES, so if the College has to get all of the persons the CES requires for us to put into it, so it's going to be really more dignified than what this is. This is for the College to be able to move forward and to be able to get a signature and approval so that it can send it to HED so it can get that approval from them. So, it's more of a packet that has to come out, this is just more of us getting the approval from the Board saying that it can move forward and go to HED now and that's for that approval because there are still more approvals to go before we can actually start this project.

Regent Velarde asked if there is a reason why the College is using CES. Why we are going to them because that costs. Mr. Romero stated because that's the one that our contractor is under. They are not under the State but they are under CES. Regent Velarde asked if the College can use a contractor that's under a state price agreement so it is not paying the percent. Because CES is a

contracting agency throughout the state, but they charge a percent on the project that they put in their pocket and so it adds costs to us. She knows the College needs to do this right away, but isn't there another person who is maybe on a state price agreement that we could utilize without a 1% fee?

Mr. Romero stated he does not know of here in Northern New Mexico unless Regent Velarde does do, but he does know the other part we want to do is try to keep it local to our companies that here at Northern New Mexico because if the College start going out of state, then those are the big ones in Albuquerque and further down south, and he would really like to keep it all localized as well.

Regent Velarde asked when Mr. Romero looks at starting. Mr. Romero stated whenever he gets approval. Regent Velarde asked if he is going to the May meeting for HED for Capital Outlay to get approval. Mr. Romero stated yes.

Mr. Romero stated he would submit it right away because this is under the \$300,000 so the College does not have to present it to HED, the College just has to submit to them. The College has to send the packet to Gerald and Gerald will be the one that will look it over and give the approval for it or not. Once the College gets the approval then it can start construction at that point.

Regent Velarde asked if the Board of Regents minds, she work with GSD. GSD runs the state purchasing department so she can look up price agreements. She would like to at least see if she can find a provider in Northern New Mexico on a state price agreement where the College is not paying a 1% extra fee just for utilizing the contract. Because what CES does is you're paying 1% of the overall project cost just to utilize their contract.

Regent Martinez stated he agrees we shouldn't spend more money than what we have to, but in order, and correct him if he is wrong, if we were to do that and he has no issue with it, the Board of Regents would then need a special meeting to approve if you find something new or if you don't find something new, the Board of Regents is going to need a special meeting to approve that, which can be telephonic. Regent Velarde stated Regent Martinez is right.

Mr. Romero stated the College needs the Board's approval prior to what's going further.

Regent Velarde asked if from now on for maybe for the future here on out before we just go straight to CES, because every time we use CES we're just spending unnecessary money, and she would like to utilize statewide price agreements because they're free.

Regent Martinez stated he thinks in the past the College has not just used CES.

Mr. Romero stated that is that is what the College normally uses.

Regent Velarde stated this is what the College normally does, so it is paying 1% for no reason on every contract we have. She would like to try and not.

Regent Martinez asked Mr. Romero to get the, just so they know for the future, let the Board of Regents know who would be on the contracts so they can have not only a package but a database so next time something comes up

Regent Velarde stated yes, it's a statewide price agreement, so if she could get a link and send it out to everybody on an email, so that you can just go to the statewide price agreements and look up plumbing or whatever and who is on the statewide price agreement and you can call them up so that we're not paying more.

Regent Martin stated with no further questions he would ask for a motion to approve the El Rito Plumbing Project.

**Regent Martinez stated he would approve the El Rito Plumbing Project. Second - Regent Swentzell. Motion passed unanimously.**

Regent Velarde stated the Board of Regents is going to need to add a cost on to here because if they are just going to approve an amount, this is what they're quoting us but the College is going to also pay a 1% fee on this. So, if the Board of Regents is going to approve an amount it needs to add a 1% fee onto this because that's what it is actually paying.

Regent Martinez stated he could do that. He thought it was already included in the price.

Mr. Romero stated it is included, from my understanding it's already included in the quote. They're working through the CES, so in order to do this it is in the price.

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

##### 1. College of Business Certificate Program.

President Bailey thanked Board President Martin and stated he is sitting in for the Provost today, just so everyone knows, Dr. Lopez is doing a site visit for the Higher Learning Commission (HLC), he was selected as a peer reviewer, which is a really high honor, meaning he goes now to do accreditation visits at other colleges. It just so happens that today he is at President Bailey's alma mater at the US Air Force Academy so I told him to take it easy. The College is really proud of him. I'd also like to recognize, so we did an informal reading, page 29 in your packets, the Board of Regents is looking at two approvals today that the College is asking for. The Board of Regents had a chance to read these informally for the last reading. The two programs are a certificate in Project Management, which starts on page 30 and a certificate in a Microsoft Office Suite, which starts on page 37. The Board of Regents went through this for the last meeting, at the end the Board of Regents will see the required approvals from all of the different committees to include the Faculty Senate, on page 34. President Bailey stated also present are Professor Erhart and Professor Voz, who are affectionately known as the odd couple, President Bailey does not know how they got that moniker and doesn't know which one is the Jack Lemmon and which one is the other, but they are both fantastic educators and the College is really proud of them. So, if there are specific questions they're here to answer any questions about the curriculum design. As President Bailey understand it, these are, once the Board approves these certificates are basically good to go. There is a notification that the College gives to HED and to the Higher Learning Commission, but it's just notification. This is the actual approval point.

Regent Martinez asked what the costs of these are.

President Bailey stated the cost as he understands it are negligent because these are already courses that the College is offering. Regent Martinez stated he apologizes, he meant the cost to the student. President Bailey stated it is just within the College's regular tuition. It's just within our regular tuition.

Professor Erhart stated these are just pullout courses for certificate courses we already offer, so there's no special fees or anything associated with them. No new equipment is necessary for these. It's basically a fast-track to employability at the lab.

Regent Martinez asked if the students could get the certificate and continue on. Professor Erhart stated absolutely. Regent Martinez stated so the student do not have to have to go back and take the class again. President Bailey stated no and actually Regent Rodriguez brought up a really good point in the committee in that one of the goals in doing this is so as Professor Earhart said the idea that the certificate could open doors to direct employment. The other is that there is an inspirational second order affect here for students that once they have these courses, even if they're working toward an Associate Degree, that once they have the courses complete for their certificate it's a way for us to acknowledge their progress.

Professor Voz stated if you look at the courses for Project Management, the classes are only 300 and 400 level classes, they're not 100 and 200. He already has people lined up who want this, who have Bachelor Degrees from other places who work at a lab. In fact, last week he had two or three people that were in his office going over this with them because they needed for promotional reasons at work. Regent Velarde stated even just at the State that would be helpful as well.

President Bailey stated he promised this is not the driver for this, but the other net benefit is that the college in terms of the higher education funding formula, the College gets credit for completed degrees and certificates, so this is actually a good move from a higher ed performance standpoint too.

Regent Martinez asked if there are there any other schools in the state that offer this certificate program. Professor Erhart stated there are no other schools that offer a certificate, or Mesalands offers she believe an Associates in Office Administration, but does not think there are any other entities in the state that offers a certificate. Santa Fe Community College does not nor does UNM Los Alamos.

Regent Martinez asked if this is the type of program that's going to be able to be taught remotely so if other people from across the state want to take the certificate program you can have somebody doing it. Professor Erhart stated yes. Regent Velarde stated this is great.

Professor Erhart stated people who are learning Microsoft Office special skills need to have computer skills so they will be able to take these courses on line as well.

Professor Voz stated in the case of the project management classes, some of them are online, but the College piloted this semester in one of his classes. He teaches mainly only project management, where he had a student zooming in to class that is doing very well. In the case of certificates with project management, there's UNM Albuquerque and CNM have two, but they are only through their continuing ed, they're not really credit based, so they are the only competition the College has for certificate and since it is pulled from the Bachelors and the College is the only school in New Mexico that has a Bachelors in business that has an emphasis in project management. President Bailey stated it is the only accredited project management program in the state.



Board President Martin thanked everyone. President Bailey stated the College is asking for approval of these two certificate programs, Certificate in Project Management and Certificate in Microsoft Office Suite.

**Regent Swentzell moved to approve the Certificates in Microsoft Office Suite and Project Management. Second – Regent Velarde. Motion passed unanimously.**

Board President Martin thanked everyone and stated the Board of Regents is on Public Input. Regent Velarde stated the Board of Regents had to go back up to the Provost & Vice President for Academic Affairs. She then stated the Board of Regents had already done it.

## **VII. PUBLIC INPUT**

Board President Martin asked who would be addressing the Board of Regents. President Bailey asked if Professor Erhart and Professor Voz had anything else for the Board of Regents for Public Input. Professor Erhart stated she will be beginning the Microsoft Office specialization with a boot camp to offer Word and Excel in concentrated two-week of courses in order to jumpstart the first cohort for the Microsoft Office specialist training.

Professor Voz stated this is going to start in the fall with the regular classes. We don't have any of these classes for the summer, but it starts in the fall.

President Bailey stated he would also like to brag about these two helping out with our expo and job fair and Simon in addition to that made a very nice speech stew that was pretty much everybody. Because she walked in, President Bailey also want to recognize Carmella Sanchez, so the College was talking about the scholarship committee and Ms. Sanchez is the one who basically has taken on the role of doing the survey and the scholarship application for students and so she's been working really well with that committee.

President Bailey last on the Public Input is Mr. John Ussery.

Mr. Ussery stated he knows the Board of Regents guys get tired of him talking about biomass, but they had a great meeting in El Rito for the community talking about the future of the community college in El Rito and the energy options and there's been a lot of things going on. The College had the Renewable Energy Festival over the weekend and in the past month he has been talking to a number of organizations in the country about the opportunities for combined heat and power demonstration and he thinks there may be a potential for some taking a leading edge in matching forest restoration with biomass heat and generation of power to backup that solar rate during times when the sun doesn't shine so much. I was talking to Carl Kinopsis and they are doing the micro grid project for Santa Fe Community College and it looks like there's a real option for micro grid when the College has the solar array and he was just asking well how interested the college is in general. Mr. Ussery told him he would bring it up at the Board of Regents Meeting so he thought he would keep the Board of Regents informed. He is getting a lot of feedback from the unfunded proposal that we made to New Mexico EPSCOR to do a conference to bring together some of the leaders in biomass and forest restoration and energy and it is supposed to be between 8 and 12 participants in an innovation working group and Mr. Ussery sent out some invitations for who might be interested and like 30 said yes and so out there, there is a lot of support for these ideas among the community. But as noted, this is unproven. The previous experience with biomass in Northern Mexico is dismal and Mr. Ussery thinks a whole different approach is needed and our biochar project may be the leading edge of that. So, Mr. Ussery stated he would like to say that he

started working on it and he has energy options for the El Rito campus where they're going to update, but it's on the legislation that's passed that can really affect it. The HB266 of Forest and Watershed Restoration Act funded \$1 million dollars to work on projects, so he thinks that if the College approaches them it would have a fair degree of success. Buck Sanchez who is a Region III USDA Biomass utilization coordinator has been pushing for a distributed energy smaller scale proposal to them and that's up to \$300,000 that can buy equipment. There is a couple other opportunities (inaudible) who are interested in a tribal connection, they're doing an awful lot of restoration up here in the Southwest (inaudible) and he was talking to Terry Connelly who is running their Pelican or their other harvest operations up there. So, this is going on and Mr. Ussery thinks the College can really participate and be useful in training and all of that. One of the things that the College has been planning to do for a long time, since September, is having a continuing ed class for the installers of solar array. So, the College is going to try to pull that together before the array happens and work on a continuing ed approach where we can and Zeke been great helping and Steve Clarks (phonetic sp.) as well in submitting proposals. The College is hoping that the GEO science pathways proposal comes, which will help coordinate a very interesting technical level with a SIM table and the forest service and the soil and water concentration and the archeology program that's happening where the College is using all the geographical information and using students as the pathway to bring these skills into those who have actually (inaudible) so Mr. Ussery thinks the College be holding a conference sometime this summer even without that funding. It was really only going to pay for us staying at the dorms which are probably not ready. Mr. Ussery stated he is going to send somehow a post this big a power point that he gave on the weekend about writing nature cycles towards renewable energy future and the other one, the campus energy options. So just keep in mind that there are some pathways that are sort of unexplored but may be very beneficial developing the work force and a set of skills in a unique position within a state that could be useful. Mr. Ussery added about the Energy Transition Act, in the first draft it says that renewable energy portfolio excluded biomass and just crossed it off and it came back in the one that passed referring to weight by mass under 8-inch diameter tied to forest restoration used locally so it's almost written in the law that this is how it has to be done, and the College may be the only ones who could do something soon especially with the opportunity we have in El Rito. There are a lot of things converging on this so Mr. Ussery just wanted to keep you informed.

Board President Martin and Regent Velarde thanked Mr. Ussery. Okay, thank you Mr. Ussery. Board President Martin asked if this was it for Public Input. President Bailey stated it is.

#### **VIII. EXECUTIVE SESSION**

Board President Martin stated the Board of Regents would then go into Executive Session. Regent Martinez asked if the Board of Regents could take a break. If they could move into Executive Session and then take a break. Board President stated this would be fine and asked Regent Martinez to make the motion.

Regent Martinez moved to go into Executive Session to discuss items listed on Roman Numeral IX, which would include collective bargaining and law suits involving the Velasquez and Martinez. Second – Regent Swentzell. **A roll call vote was taken: Regent Swentzell - yes, Regent Velarde - yes, Regent Rodriguez - yes, Regent Martinez - yes, Board President Martin - yes. The Board of Regents entered into Executive Session at 2:15PM.**

President Bailey stated Executive Session should be pretty fast and then the Board of Regents will come back and would be a really exciting Deep Dive discussion on strategic Direction.

Board President Martin asked if the Board of Regents should reconvene and asked for a motion.

**Regent Martinez moved to return from Executive Session and affirmatively stated no items were discussed other than what was on the Agenda. Second - Regent Swentzell. A roll call vote was taken: Regent Swentzell - yes, Regent Velarde - yes, Regent Rodriguez - yes, Regent Martinez - yes, Board President Martin - yes.**

At this time, Regent Martinez left the meeting.

## **VII. DEEP DIVE**

President Bailey stated he what he wanted to do is make it, just to give everyone kind of an idea of how we came to the strategic direction. The Board of Regents talked about it a little bit when they first met. Because all of the decisions that the College makes in terms of resource allocation as it builds the budget all of the things that the College is doing in terms of resource allocation as it builds the budget, all of the things that it is doing are tied to this, everything it does is tied to this and President Bailey want to talk about how the College got to it. President Bailey stated this is how the College started. President Bailey asked everyone to identify the current environment. What are the things that you like about what the college is doing? What are the things that you don't like? What are the challenges that we have? What are the opportunities, and then he asked everyone to just completely let go of any kind of anchor and just say what in a perfect world what does this college look like in 2022? President Bailey had only been here a couple weeks when the College started this project. When the College did that, they looked at the difference between current environment and desired environment and all of the differences started to find a way into one of these four big categories, enrollment student services, student success, communication and team spirit and so really those became the four big lines of effort. President Bailey stated it wasn't just, and he has said this publicly, it wasn't just him and the vice presidents and a couple of directors coming together, we asked everybody. We asked facilities staff members, the College asked custodial staff, security folks, faculty members, adjuncts, everyone had a say in this. The thing President

Bailey stated he should have done better is that he should have brought students into this and if he had thought better about it the College would have done that. The College had some student voice in it, but he should have done a better job with that. So, bottom line is this was all of our decision. This was a huge college-wide initiative. President Bailey gave the Board of Regents a very quick and dirty on each of these four lines and the objectives.

With the enrollment line of effort, the goal was to increase enrollment, head count and credit hour and credit hour really applies in a way to our revenue streams as well, but the vision for 2022 is a headcount of 1400 and credit hours at 14,000. Right now, headcount is about 1100 and he doesn't want to over promise it, but if the College gets this plumbing project off the ground, it going to give the College 198 students so it will to be very close within a day if we get to that. President Bailey wanted to give the Board of Regents an idea and noted another failure on his part, he started going down the line of okay for every one of these objections, these were identified by the whole college, let's now divide that into tasks and the College is going to have milestones and so they really started going down that road. The problem is that they started having some serious fatigue and President Bailey didn't want this thing to become a bigger pain in the neck than it would serve. So, the College has already identified the objectives and the challenge for all of us is, he stated let's

look at the objectives and start doing some things that are in line with the objectives, rather than over analyzing it and making it too granular. And so what President Bailey wanted to do and as he prepared this, he hasn't changed any of this by the way since it started, but he wanted to give just a couple of examples of work that they doing already that are in line with these objectives. So, in terms of strengthening affective partnerships with local schools, articulation agreements, the College just went, Dr. Lopez and President Bailey just went with our Dean of our College of Business and the Chair of our Engineering and Technology to Mesalands Community College and you probably saw that in the report in Tucumcari. There is now a plan where their business students are going to look and do some of the College's project management bachelor's programs and they have a real interesting wind energy facility there and those associate's degree graduates are really interested now in our electromechanical engineering program and so we're actually going to be able to provide zoom classes in Tucumcari for those students, but they will register as Northern students. So that just gives you an idea. When the College talks about expand affective compelling marketing and recruitment strategies, President Bailey gave credit to Sandy Krolick, one of the things that the College did and the Board approved a couple of months ago, is the College now has a tuition promotion for community members who are 55 or older so that the very first class every semester that they take is \$150, tuition and fees, everything included. And the idea is that the more of them the College brings into the system the more they're telling their grandkids and their nephews and nieces and everyone else that Northern is a good place for them. So, the College is thinking outside the box on that. Determine and implement appropriate program offerings to prepare for students. The College just signed a radiological control technician contract with Los Alamos, that's \$1M project to provide a pipeline to the lab. President Bailey just talked about the plumbing and pipefitting program, so the College is clearly doing some things that are solving job needs here in Northern New Mexico. Establish and maintain affordable tuition and fees, with this news with ECMC that the College just talked about they are doing that market analysis, which is going to help us with our program evaluation and the College is doing the cost analysis, which is going to help the College with its program evaluation and it is doing the cost analysis so that it brings a very thoughtful tuition structure to all of you. Establish student resident options, the Board of Regents already talked about that. The College is going to be working hard on developing the RFP and making sure that it doesn't piss off Dr. Burke, but at the same time make sure that they are moving forward and doing the things that it needs to do to try and take care of our students. And then increase in Northern Foundation Scholarship and Grant giving capacity. One of the things talked about with the change in the Foundation makeup the College is doing some things on the college side, it is doing that \$100,000 for student scholarships. The College is also going to be hiring an interim major gifts officer on the college side so that it still in line with the anti-donation rules, but now that person will help President Bailey going out to find money for things like endowed chairs and other things that will benefit the college specifically. Regarding student success, it is not just important that we bring students in and increase enrollment, it's important that we make sure that they have a pathway to succeed while they are with us. The 2022 vision is retention rates at or above 65% and graduation rates at or above 30%. President Bailey talked about graduation rate and right now it is sitting around 25% and retention rates are probably in the upper 60s, but, with what the College did this convocation he thinks the College is looking at swinging for the fences. Because he does don't think the College should ever be happy with a graduation rate of 30%. He thinks the College should be looking at 70%, 80% and the way to do that is to implement some innovative strategies with complete College America and some other things, so President Bailey is confident that not only is the College going to hit this mark, but it will surpass it. In the student success objectives, you can take a second to read all these, the has a Title V Grant that we just got, \$2.75 million dollars. The lion's share of that is in that first line. The College are doing everything it can to improve every touch point in student services. The College is flooding the markets with mentors and advisors and mental health counseling and all these other things that are going to help them. The College is looking at eight-week terms instead of full semesters, because that can help

students with their own scheduling challenges. The College has students that are going to be operating a food pantry for the first time where now you have students helping other students and helping them with basic needs and securities. The College is going to a full-time position rather than a part time position for the office of equity and diversity, meaning that it is actually going to have someone full time who is focused on making sure that the College is celebrating the cultural diversity that makes this place so important. Student Senate and Student Life offices have really kicked into overdrive in terms of enhancing campus and student life experiences.

President Bailey stated regarding communication, the College's 2022 vision is that everyone feels they have the information they need to support the College's mission and that everyone has an opportunity to have their voices heard and they can contribute to the overall mission. Sandy Krolick and President Bailey are working on a communication strategy. This is still in progress in order to kind of institutionalize that. Optimize college communication resources, they have everything from the biweekly radio show that Ms. Krolick produces and the College has a team of volunteers who help out with that including Ryan Cordova and some others. The College also just recently has a couple of students that opened up a Snap Chat site and students are running it, which is fantastic and actually its student athletes who are running it. President Bailey stated he does not think he could have bragged about this until recently because when you look at things that the Anna Eight Institute, where we're looking at combatting childhood and family trauma, that's Northern. The College is the ones leading the statewide initiative and he loves that. Up\$tart will be the other one that he thinks the College is going to be able to triumph on. Institutionalize effective communication channels; the Board of Regents has seen just in the last couple of years the almost seismic shift in terms of the Rio Grande Sun and the type of coverage that the College is getting with them and there are more good news stories than there are anything else, this is something that the Board President pointed out. This is good, it's a litmus test for us. Ms. Krolick's press releases, the op-eds that the College does, President Bailey thinks all of that is starting to hit home and it's creating a good will affect with the state. And the venues for suggestions and concerns, one of the things that Mr. Krolick created last year was an "ask the President" platform so that students could ask any question they wanted to that goes directly to President Bailey and then he answers that and the answers go online so that all the students have access to those answers and they can do it completely anonymously. Mr. Bejarano did this with requirements so that there are hotlines directly to the office of the state auditor if there is any thought that there is fraud happening or anything. The College is doing everything it can so that everyone has a voice and a stake in the institution.

President Bailey stated regarding Team Spirit, the vision here is that everyone in the Northern community knows, not just feels, knows that they are valued and respected. The College has done a team spirit retreat where it had a lot of our team members go out to El Rito and this was part of a two-day session, they ran discussion groups, they had a big survey, they had classes on managing conflict that have been mandatory. The College has had dialogues on effective communication. The College has given sabbaticals now for the first time the last couple of years for faculty. The College hadn't done that in many years. The College implemented a salary matrix, the one it talked about for the first time. That is a tool to help the College start to solve inequities so that it has that salary structure consistent. The College is looking at interdepartmental collaboration in ways. A good example is that Mesalands trip. The College now has Dr. Baca and Dr. Ahmed who are working on a project management program in IT or project management in electro mechanicals and now you're combining programs that President Bailey thinks is going to be really important. Develop functional and welcoming learning working community spaces, President Bailey recognized the strategic enrollment management group, this is a group of volunteers, Mr. Krolick included and actually Amy Pena and Sally Martinez included too, who on their own they formed to try and look at how we think about hitting our enrollment goals and so one of the things they

really pushed for is to create kind of a welcome center right when you walk in so that students for the very first time when they walk in day one and they're scared to death, that there is someone, almost like at the hospital, there is someone there who is there to welcome them and no matter what question they have they are going to hand walk them to where they need to go and show them that they are really cared for, green energy, walking pass, all these other initiatives that we're looking at are going to focus on making sure that people know how valued they are and the two years in a row with raises for 98% of our faculty and staff that doesn't hurt. So all of that is good, but President Bailey stated this and he thinks Ms. Krolick would agree with him, he feels so confident in the leaps that the College has made in enrollment and student success and he knows the pieces are in place and he thinks communication, the College is knocking it out of the park, but it still have to work on how we communicate internally as a team and we still need to work on team spirit. This institution still needs a lot of healing and it has endured a lot and you can't do that overnight, but President Bailey thinks those are the things that we really want to focus on and those last two objectives are really important for us.

President Bailey stated the strategic directing guides, the resource decisions, when the College had its Christmas list its wish list for all the things that it was going to do before it had its hands tied, this is what will prioritize that list. This is the thing that will help the College prioritize those issues and it had a list of 14 or 15 things, but the stronger they were tied to these objectives, the higher they were going to go on the list. The College needs to do that. Second, it's a living document, this isn't perfect and so as it moves closer and closer to 2022, if there are tweaks that need to be made to this, then the College is going to do that and lastly the purpose isn't to create extra work. It's really to make just the opposite, make the College more efficient in the decision making that we make here. President Bailey asked if there were any questions or thoughts.

Regent Velarde stated she has one, she went to that community forum, it was a forum in Albuquerque about bringing back the trades and she met a lady by the name of Alicia Morales who's from Escalante High School, she graduated from there, and she asked if we go out into our communities and discuss Northern and the different programs and she just asked if maybe the College could have more of a presence at Escalante High School, because she says her community is really starting to wither away and if it wasn't for somebody going to her school in high school and talking about business she would have just never even thought about going to college she said, and so Regent Velarde has an email that I would love to forward to President Bailey and Ms. Pena and doing that.

President Bailey stated he is so lucky that you asked that question today because tomorrow I will be at Escalante High School at 4:00. Regent Velarde stated this is great. President Bailey stated he is going up there because Chama is one of the school districts that we are considering including in the community college branch district so President Bailey is meeting with the Chama school district facilities and finance committee of their school board to talk about Senate Bill 431 state here's what we're going to be doing and here are the programs we're going to have at El Rito and part of this budget if you partner with us is that we will make sure that there is a transportation network to bring your students here and dual credit and so all of that we will discuss.

Board President Martin asked if there are any other questions. Regent Swentzell stated he thinks that this is a great example of strategies or planning in action. Regent Swentzell likes that there's concrete steps being taken, the direction going in and so he appreciates the work that not just President Bailey, but everybody who was involved put into this. It's an incredible journey. President Bailey thanked Regent Swentzell.

Board President Martin asked Regent Rodriguez if he had any thoughts. Board President Martin thanked President Bailey. Board President Martin stated we've come to my favorite item on the agenda – adjournment and asked for a Motion to Adjourn

### **ADJOURNMENT**

Board President Martin stated he would entertain a Motion to Adjourn.

Regent Swentzell moved to adjourn. Second - Regent Rodriguez. The Board of Regents adjourned at 3:40PM.

APPROVED:



Michael A. Martin, Board President



Erica Velarde, Vice President