



## BOARD OF REGENTS MINUTES

JUNE 28, 2024

A Regular Meeting of the Board of Regents of northern New Mexico College was held on Friday, June 28, 2024, In Person and Via Zoom in the Board Room of Northern New Mexico College, Espanola. Regents Present in person and Viz Zoom: Michael A. Martin, Casandra Batista Dauz, Regent Archuleta and Regent Velarde. Regent Swentzell and Regent Velarde were not in attendance.

Northern New Mexico College Staff Present: President Hector Balderas, JD, CFE, Larry Guerrero, EdD, Provost & Vice President for Academic Affairs, Theresa Storey, Chief Financial Officer/Compliance Officer, Matthew Baca, General Counsel, Scott Stokes, Chief Information Officer, Juan Gallegos, IT, Janice Baca, Registrar, Sandy Krolick, Creative Director, Communications & Marketing, Milam Shaw, Communications Coordinator, Arin McKenna, Staff Writer/Reporter, Dezbaá, Director of Tribal Relations, Sally Martinez, Executive Assistant to the Provost & Vice President for Academic Affairs, Deborah Trujillo, IT, Stephanie Segura, Interim Financial Aid Director, Henry Trujillo, Director of Security, Carmella Sanchez, Director of Institutional Research, Kristy Alton, Director, Title V, Sondra Adams, Financial Aid Director, Valentina Livingston, Veterans Resource Center Director, and Amy Peña, Executive Office Director.

Faculty Present: Scott Braley, Faculty Senate President

Others Present: Jake Arnold, Dolores Gurule, Student Senate President, Jasie Green, Student Senate, Michelle Martinez

### **I. CALL TO ORDER**

Board President Martin called the meeting to order at 9:09am.

### **II. APPROVAL OF AGENDA**

Board President Martin stated there will be one change, Dr. Montoya will not be joining us today so we will not be recognizing her. Item IV, A, 1 will be tabled. Board President Martin entertained a motion to approve the agenda as amended.

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

### III. PUBLIC INPUT

None.

### IV. COMMENTS FROM THE BOARD

#### A. Board of Regents Subcommittee Reports

##### 1. Recognition of Dr. Denise Montoya

This item was tabled.

##### 2. Governance Committee

Board President Martin would like to establish a Governance Committee to address the Succession Policy and update the Bylaws. Board President Martin would like to nominate himself and Regent Swentzell. They were very involved in the Presidential Selection.

**Regent Batista Daus moved to approve the appointment of the Governance Committee. Second – Regent Archuleta. A roll call vote was taken. Board President Martin – yes, Regent Archuleta – yes, Regent Batista Daus – yes. Motion passed unanimously.**

##### 3. Housing Committee

Regent Archuleta stated they are trying to look at dorms in El Rito for the meantime. We are trying to remodel some of the houses as well. Not very much going on other than that.

##### 4. Audit, Finance, Facilities Committee

Regent Archuleta stated there was a brief meeting and the items on the agenda will be presented later on in the meeting for approval. It was a very short meeting.

##### 5. Academic and Student Affairs Committee

The Committee met on Wednesday and what they talked about will be approved later in the meeting.

## V. APPROVAL OF MINUTES

Board President Martin entertained a motion to approve the minutes of May 23, 2024.

**Regent Batista Dauz move to approve the minutes of May 23, 2024. Second Regent Archuleta. A roll call vote was taken. Board President Martin – yes, Regent Archuleta – yes, Regent Batista Dauz – yes. Motion passed unanimously.**

## VI. PRESIDENT’S REPORT AND ANNOUNCEMENTS

### A. Celebrate Northern

President Balderas congratulated all our future leaders who made the Dean’s List this year and commend you for all your hard work and determination. Nearly 200 students completed a minimum of 12 graded credit hours and received a 3.5 GPA or better to earn this distinction. Always wonderful to celebrate our student excellence at Northern. We are all proud of you.

Our students who have been working on the Steady Hands project to develop a glove to alleviate symptoms of Parkinson’s Disease were featured in an editorial in The Santa Fe New Mexican July 18 titled “Young people are tackling world’s challenges.” I want to give a shout out to Anita DeAguero and Jafett Garcia for both their work on the glove and for helping to mentor Española Valley High School MESA students involved in the project, and to Dr. Steve Cox for initiating and directing it. You can see the amazing work they have done and also telling a great story about Northern in the community.

We had a wonderful Juneteenth Celebration, thanks to the State Director of Juneteenth New Mexico State Director Willie Williams. Nearly 100 students, faculty, staff and community members attended, our largest crowd ever! Deantre Curtis gave the invocation, and our own Director of Safety & Security Geno Trujillo sang the National Anthem. Representatives from the offices of Senator Ben Ray Lujan and Congresswoman Teresa Ledger Fernandez shared their thoughts on Juneteenth, and Senator Martin Heinrich pre-recorded a message. Our Keynote Speaker Hakim Bellamy who is also a New Mexico law student and President Balderas has known him for many years. He read two pieces of his remarkable poetry and shared an essay he wrote on Juneteenth. We also got to enjoy great barbeque from Hot Mess Barbeque, music from DJ Dave and a lowrider community who came in an put on a show for us. It was our largest crowd ever at a Juneteenth event.

I want to congratulate Steve Cox on another successful Northern Stewards presentation yesterday. Five teachers and 10 students from all walks of life used digital mapping skills they learned during a four-week fellowship to celebrate their cultural and environmental heritage and advocate for continued stewardship of these vital resources. This is one of Steve's numerous community outreach initiatives, and we really appreciate all the effort he puts into this.

I want to congratulate our Upward Bound students for their presentation of "She Kills Monsters," a play by Qui Nguyen. The students worked months to bring us this lovely production, which is a celebration of empowerment and identity.

We want to thank Student Life and the Counseling and Student Support Center for coordinating Pride Month activities on and off campus. On Wednesday we had Crafts & Snacks in the Event Center, where participants created Pride Month posters. And there will also be a Pride Parade in Santa Fe tomorrow.

President Balderas stated he would also like to thank some of our student leaders and student volunteers. They were painting and helping in remodeling effort of the El Rito Campus. It might be small but it was very important. They were painting a garage and this garage is part of a project. We are trying to finalize some of the options for student and faculty housing. This will benefit a very excited Coach Stukes and her children who are excited to have something like a garage and a basketball court. We want to congratulate Coach Stukes and her family who will be the homesteaders on the El Rito Campus. We would also like to thank Finn Webster for coordinating those volunteers.

#### B. CUP/NMICC Report

President Balderas stated there is nothing to report on CUP at this time.

#### C. NNMC Foundation

We have surpassed \$261,000 raised and on our \$60,000 campaign we are at \$75,124.00 as of today. We are working on the capital campaign and it is moving forward.

#### D. Introduction of Staff and Faculty

President Balderas introduced the following:

##### **Brenda Janot**

##### **Accessibility Services Coordinator**

Brenda Janot is the new Accessibility Resource Coordinator for our Student Advisement Center. She holds a Master of Education Technology, Adult Online Teaching Certification,

as well as Assistive Technology Applications Certification from California State University, Northridge.

Brenda was the Coordinator of Classroom Technology for the New Mexico State Personnel Office, where she facilitated the Civil Rights online mandatory course and contributed to the Daniels Fund Ethics in State Government Initiative, Sexual Harassment Course and ADA Reasonable Accommodation Process trainings. She went on to work for the University of Idaho/Idaho Assistive Technology Project, where she performed school-based and vocational rehabilitation consultations. She was an AT Consultant for the Idaho Special Education Support Technical Assistance program and member of the Idaho Digital Accessibility Consortium. Her specialty is in AgriAbility assessments for farmers.

Ms. Jenot stated she is excited to be at NNMCC. She has been working with students and it has been a joy to work with faculty and students.

**Ruben Olguin, MFA**  
**Assistant Professor of Art**

Ruben Olguin, who joins us as an Assistant Professor of Art, is a New Mexico based artist working in ceramics, adobe, sound, video, and electronic media. He has exhibited internationally in the U.S., Spain and Germany. He graduated with an MFA from The University of New Mexico Department of Fine Arts in Electronic Arts and holds a B.A. in Media Art from The University of New Mexico. He has worked in schools throughout the Southwest engaging STEAM based learning with earthen and electronic media. In 2019 – 2020 he received a Fulcrum Grant where he implemented a community-based art project in the Barela’s neighborhood with students from Working Classroom and exhibited at the Barela’s Community Center. He has been an Adjunct Faculty at UNM, Assistant Professor at NMSU Carlsbad and Professor of Digital Art at Florida Southwestern State College.

**German Rojo Madrid**  
**UB Program Coordinator**

German Rojo is our new College Access Fellow for Upward Bound. German is a recent first-generation graduate of the University of Denver, where he double majored in Computer Science and Psychology and minored in Mathematics. His diverse skill set is valuable for enhancing student success and providing support from a diverse perspective.

**Louise Yakey**  
**HEP Instructor**

Louise Yakey is a new Instructor in our High School Equivalency Program. As she marks her 28th year as an educator, she brings experience as a master's-prepared science teacher, licensed school administrator and nonprofit organization leader. She is a certified science teacher in New Mexico as well as New York State. Recently, she was a health careers teacher at Santa Fe Public Schools and Santa Fe Indian School, along with teaching a variety of science courses.

I'd also like to welcome **Holly Spellman** to our **Continuing Education** program, our new **Safety & Security Officer Jessica Romero** and **Saul Perez** and **Leonor Martinez**, who join our **Custodial staff**.

President Balderas introduced Sondra Adams, Financial Aid Director. President Balderas stated she is like a swiss army knife. She has teacher education background, technology director, federal programs director and for five years she has been leading Pojoaque Schools. Ms. Adams stated she is excited to be at NNMC. She has spent 35 years watching babies to 18 and she is excited to take this next step and help them with their career.

President Martin asked if there was anyone else present that was in the report.

Brenda Janot stated (inaudible) it has been a pleasure to work with faculty and students so far.

President Balderas stated this concludes his report. Board President Martin asked if there were any questions for the President. Regent Archuleta and Regent Batista Daus had no questions.

**VII. FACULTY SENATE PRESIDENT REPORT**

Faculty Senate President Braley stated Senate is off for the summer so pretty happy to not have anything to report.

**VIII. STUDENT SENATE PRESIDENT REPORT**

Board President Martin stated he is excited to recognize the new Student Senate President, Jasie Green. Jasie Green stated she is super excited to start this journey and make a difference. Board President Martin thanked Ms. Green and all the students on the Senate, they do so much for the College. Board President Martin asked if there were questions for Ms. Green. Regent Archuleta congratulated Ms. Green. Regent Batista Green stated Ms. Green will do great, she is an inspiration and she will be happy to work with her this semester. She is going to do great.

## IX. STAFF REPORTS

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

#### 1. Student Services and Academic Affairs Updates – Informational

Dr. Guerrero stated he is excited to report to the Board of Regent an update on Student Services to the Board of Regents. He presented the following:

#### HLC Initiatives/Preparation

1. Strategic Plan (Design/Implementation phase)
2. Program Reviews, Quality Initiative, Student Success Academy
3. Assurance Argument/Federal Compliance Report (Nov 17, 2025)

#### Academic Affairs

1. New Department Chair Technical Trades-Joe Padilla.
2. New Career and Technical Education Director-Dr. Frank Loera
3. Cosmetology-Renovations to JCI
4. New Cybersecurity Degree. Dr. Ashis and LANL are working collaboratively on this and LANL has donated \$377K for this project.
5. Northern Global 100% Online (USIM)-Business, Nursing, Teacher Ed. We are trying to look to see how we increase our enrollment by offering 100% online programs. We would like to have this in New Mexico and all over the country. This is a goal we are working on.
6. President's Leadership Academy (10 students). President Balderas will be teaching a course in this academy. Students will learn more from him, presentations from the outside and it will be a great benefit for our students. We are hoping to launch this in the fall.

#### Student Services

1. Challenge Tomorrow Event-Sara/LANL 9/11/24. We will be working with Junior High and High School Students. LANL will be bringing trailers for students and Sara has done a wonderful job with Rebecca Estrada with LANL in coordinating this.
2. College Signing Day (EVHS/McCurdy). We have signed approximately 25 students from EVHS and from McCurdy we signed another 25 students. These students will start in the fall semester.
3. Sum 2024 Kick-Off! - We ended up with 444 students with 18,000 plus credits.
4. Fall enrollment (2024) 771 students and 7,414 credit hours. The campaign we have going on is 1400 students and 1,400 credits.

5. EVHS/Dual Credit meeting – the principal at EVHS asked to see how we can increase our Dual Credit offerings. They met and in the first 30 minutes they were able to offer four new courses. We are also trying to engage more social or student activities with their students and our students.
6. New NNMC Collegiate Sign (city limits). NNMC would like to put a new sign at city limits so students coming in and going out of Espanola are able to see a brand of NNMC.
7. New car “give away” for student spring 2025 (Criteria). President Balderas is working with CEOs and owners of car dealerships are working on giving a car to a student. This would be a great retention effort for students. President Balderas stated he would like to point out it is a new Porsche. We are in discussions to try to give a reliable driven car. We will keep the students posted on what we will be giving.
8. New Student Lounge – As soon as the one stop shot is completed, he hopes to convert this room into a student lounge. Create a career center, a pool table, couches, charging stations. It would be a beehive for students to come and relax in between classes.
9. New Student Senate President Jasie Green
10. New Accessibility Resource Counselor-Brenda Janot
11. New Financial Aid Director-Sondra Adams
12. New Student Orientation 8/15/24. It will be a full day event for Faculty and Staff. This is our time to show off what we have to our students.
13. Homecoming (Oct./Nov.)

Board President Martin asked if there were questions from the Board.

B. Vice President for Finance & Administration

1. Windstream Easement

Ms. Storey reviewed the Windstream Easement (attached).

Board President Martin entertained a motion to approve the Windstream Easement.

Board President Martin asked if there is financial enumeration for this. Ms. Storey stated no.

**Regent Archuleta moved to approve the Windstream Easement. Second – Regent Batista Daux. A roll call vote was taken. Board President Martin – yes, Regent Archuleta – yes, Regent Batista Daux – yes. Motion passed unanimously.**



2. The Northern Federation of Educational Employees, AFT-NM, AFL-CIO  
Adjunct Faculty Bargaining Unit Collective Bargaining Agreement  
Amendments

Matt Baca, General Counsel stated as we hinted when they came before the board as they asked for ratification of the Full Time Faculty CBA, we had two other units that we were negotiated with. This was a year in which compensation was really the only article on the table with the CBA and there was good dialogue with the adjuncts and we agreed to approve the other items. Karen Baker Jepsen provided a detailed memo for this and Mr. Baca was open to going further if the Board had questions.

Board President Martin asked if there were questions of the Board. No questions from the Board. Board President Martin stated he understands we are giving them a 10% raise coupled with the 2% last year. Mr. Baca stated this is correct. The legislature with all their wisdom does not grant raises, the raises are a direct result of the President and his team finding the money in the budget. Board President Martin stated he would hope Mr. Crone would help us in the next legislative session to get a raise for the adjuncts. Board President Martin asked Mr. Crone to join the Board.

Mr. Baca apologized; he should have asked the President if he had any sort of global remarks about the negotiation. President Balderas stated he could follow up.

President Balderas stated the proper context is that the community should be aware in providing access to opportunity for students. We couldn't open the doors without utilization to adjunct faculty. He believes this is the real dirty secret in that it has never been structurally acknowledged by the State of New Mexico. To properly invest a scale of revenue into all our institutions, nearly 40% of our classes are taught by adjunct faculty. So, imagine all the classes we would loose and student opportunity and yet there is no checkbook that comes with that function. To Board President Martins leadership, we noticed adjuncts were receiving smaller raises than other personnel and there is an inequity in that system. Northern is not looking to keep up with the norms of other higher education institutions, we are going to lead that civil rights discussion and that access to equity for our students to begin a more funding formula argument. We are one of the wealthiest states in the nation when it comes to natural resources investment. Yet, we have never line itemed adequate pay for adjuncts and Espanola would not survive without adjunct courses. President Balderas stated for him it is a funding formula violation that this is a public institution and our students our students are the trustees of all those oil and gas revenues. New Mexico is saving 50% of the revenue our students are generating, record highs and adjuncts are not compensated or those courses are not compensated. Northern is going to lead the argument of all the institutions that legislators should give us some investment back. What ends up happening in that 10% is we have to take it from somewhere else and luckily, we are in an enrollment growth and have cost savings in

other places. President Balderas deferred to Tim and asked him to speak of what the 10% means and to speak to the decade of lack of investment.

Mr. Crone stated it is many decades. There was a shift in the 1960's to a reliance on a contingent faculty and erosion of tenure track full time teaching positions. It is not just a NM problem it is nation problem. The average is about 2/3 of all credit hours are instructed by adjunct faculty. He would also like to state when the Full Time Faculty CBA was ratified that Northern was the first state institution to organize faculty. Northern was also the first state institution to organize faculty and staff. The adjuncts have always been an afterthought. He could share some rather colorful language that a form adjunct (inaudible) that Mike Martin remembers, he will share with the Board after the meeting, he referred to a common produce that, an analogy of the way adjuncts was treated. He does think this is a forward-looking move that President Balderas has done. He brought attention to the legislature; we the unions have attempted to do this for a long time. To have one of their own to present this, they also had a lot of help from Representative Susan Herrera, she stated the foundation at the College and has been a valuable support of these kinds of efforts. Mr. Crone would like to mention the team, Anthony Ballas was the lead negotiator, Aspen Ballas and Kelvin Rodriguez did a great job and he would like to credit them for this effort, they really took the lead. Mr. Crone was really a spectator.

Board President Martin entertained a motion to approve the recommendation.

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

3. The Northern Federation of Educational Employees, AFT-NM, AFL-CIO Non-Exempt Staff Bargaining Unit Collective Bargaining Agreement Amendments – Action Required

Mr. Baca deferred to President Balderas for opening remarks.

President Balderas stated just like we identified an equity and rallied around the adjuncts, he thinks the same dialogue and discourse is occurring with non-exempts. Around really looking at career paths, growths in pay, we are structurally looking at having conversations of professional development. We want all our staff to feel there is a professional career path and also that they are as valuable as any other faculty member. We believe there are improvements in this agreement to lay the groundwork never having to have an employee say I have been in a position for 20 years and there is no movement. We don't want employees to feel there is no opportunity. There is also a movement in all of our reconstruction of the facilities, landscape design. This nonexempt staffing will be leading with the us and we do not consider them support staff but

colleagues who will lead in this. There is a real spirit around these initiatives and President Balderas deferred to Mr. Crone.

Mr. Crone stated when ratifying the full-time agreement. We always wanted to be part of the team and weren't allowed on the team; they didn't get to sit on the bench or the bleachers. This was the most progressive period they have had in this 30-year relationship between AFT New Mexico and this College. In AFT, the reason we chose our name, Educational Employees, the full federation and everyone on this campus as an employee is an educator. A large number of our students are recruited by exempt and non-exempt staff. One of the things highlighted, in 2019 there was an agreement to do a study of what employees make nationally, because we do loose employees regularly to LANL, to other school districts, etc. Because of COVID this study was never done, we got an agreement in the CBA to complete the study. As Dr. West mentioned in terms of Northern competing with the richest county in the Country, Los Alamos, Santa Fe and Taos and this impacts this college's ability to keep these educators employed and contributing to our institution. This group is also regularly, regularly takes classes to improve their own skills, particularly when we have a full curriculum. We have made progress. You may or may not be aware that AFT has now joined forces with the American Association of University Professors. AFT has traditionally supported Pre-K-12 and AFE has been a traditional association. AAUP was asked to organize and so they turned to AFT because of AFT's success. We are now one of the largest labor forces in the entire US in combination with NEA. All the organized college units are cohesive under AFT. Highlands – AFT, UNM – AFT and AAUP, Northern is AFT. There is a statewide to organize more colleges and universities and he believes Northern can take pride it has been first in all these numbers. Mr. Crone thanked the Board

Board President Martin entertained a motion to approve the Non-Except Staff Bargaining Agreement.

**Regent Archuleta moved to approve. Second Regent Batista Daux. A roll call vote was taken. Board President Martin – yes, Regent Archuleta – yes, Regent Batista Daux. Motion passed unanimously.**

## **X. EXECUTIVE SESSION**

Board President Martin entertained a motion to close the meeting and to go into Executive to discuss President Balderas Contract pursuant to limited personnel matters exception to the Open Meetings Act.

**Regent Archuleta moved to enter. Second – Regent Batista Daux. A roll call vote was taken. Board President Martin – yes, Regent Archuleta – yes, Regent Batista Daux. Motion passed unanimously.**

**The Board of Regents entered into Executive Session at 9:51AM.**

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

Board President Martin stated the Board of Regents concluded their discussion in Executive Session and only the items discussed in executive session were X.I.A the President's contract were discussed in Executive Session and entertained a motion to return from Executive Session.

**Regent Archuleta moved to Return from Executive Session – Second. Regent Batista Daux. A roll call vote was taken. Board President Martin – yes, Regent Archuleta – yes, Regent Batista Daux – yes. Motion passed unanimously.**

The Board of Regents returned from Executive Session at 10:12AM.

Board President Martin entertained motion to approve the amendment to the President's Contract.

**Regent Archuleta moved to the amendment to the President's Contract. Second - Regent Batista Daux. A roll call vote was taken. Board President Martin – yes, Regent Archuleta – yes, Regent Batista Daux – yes. Motion passed unanimously.**

**XII. ADJOURNMENT**

Board President Martin entertained a motion to adjourn.

**Regent Archuleta moved to adjourn. Second - Regent Batista Daux. A roll call vote was taken. Board President Martin – yes, Regent Archuleta – yes, Regent Batista Daux – yes. Motion passed unanimously.**

**The Board of Regents adjourned at 10:12AM.**

Approved:



Michael A. Martin  
Board President



Erica Velarde (Sep 25, 2024 10:53 MDT)

Erica Velarde  
Vice President









# 0614\_001

Final Audit Report

2024-09-25

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