

**NORTHERN NEW MEXICO COLLEGE  
BOARD OF REGENTS MEETING  
APRIL 24, 2014 AND APRIL 26, 2014  
(APRIL 24, 2014 MEETING WAS RECONVENED ON APRIL 26, 2014)**

**I. CALL TO ORDER**

A regular meeting of the Board of Regents of Northern New Mexico College was held on Thursday, April 24, 2014 and reconvened on Saturday, April 26, 2014 in the Boardroom of the Montoya Administration Building on the Espanola Campus. Regents present for the April 24, 2014 Meeting: Rosario (Chayo) Garcia, Alfred Herrera, Kevin F. Powers, Donald Martinez, Jr. and Michael Branch. Board President Michael Branch called the April 24, 2014 meeting to order at 1:05p.m.

Northern New Mexico College staff present: Nancy "Rusty" Barceló, President; Ricky Serna, VP for Institutional Advancement; Anthony Sena, Provost/Dean, College of Arts & Sciences; Bernie Padilla, Director of Human Resources; Domingo Sanchez, VP for Finance and Administration; Brian Salter, Director, IT; Kathleen Sena, Registrar; Alex Williams, Senior Financial Analyst and Brandi Cordova, Executive Assistant to the Vice President for Finance and Administration, Chris Trujillo, IT, Ryan Cordova, Athletic Director and Men's Head Basketball Coach, Sandy Krolick, Marketing and Communications, Stephanie Montoya, Marketing and Communications, Melissa Velasquez Director of Continuing Education, Connie Manzanares, Financial Aid Assistant Director, Nicole Fresquez, Human Resources Analyst, Antoinette Jiron, Human Resources Generalist, Faculty Present: Dr. Patricia Perea, Faculty Member and Secretary of Faculty Senate, Annette Rodriguez, Faculty Member, James Biggs, Director of Environmental Science, Ivan Lopez, Chair, Engineering Department, Matthew Martinez; Director, NPI and Assistant Professor of Pueblo Indian Studies, Tim Crone, Associate Professor, Sociology and Anthropology and Vice President of the State Union, President of Local Union, Senator and President of the Association and Faculty Senate, Lori Franklin, Chairperson for Humanities, Social Sciences, Language and Letters, Gilbert Sena, President, Faculty Senate, Dr. Patricia Perea, Ellen Trabka, Dean, College of Nursing, Dr. Ulises Ricoy, Assistant Professor, Biology, Dr. Claudia Aprea, Assistant Professor, Mathematics, Donna Winchell, Chairperson of Fine Arts. Others Present: Rio Grande Sun, Santa Fe New Mexican, Albuquerque Journal, Sam Montoya, Student, Joe Romero, Student, Lionel Chacon, President of Northern New Mexico Chapter of the Blind, Clarissa Duran, Student, Lynn Weigel, student, Phillip Charros, student, Nathana Byrd, Kyle Chee, student, Carlos Martin, Alumni Member, James Bustos Resident of Espanola, Nicholas Collin, Student, Stephanie Amadeau Marcus, Community Member and Faculty Member, Elizabeth Greer, Director of Radiologic Sciences at UNM School of Medicine, Edgar Perea, Student, Reynaldo Roybal, Student Arturo Baca, Student Senate Recorder, Pedro Valdez, Mayor Pro-Tem, Derick Gutierrez, Student, Juan Diaz, Student, Don Crum, Student, Jamie Salazar, Student, Eric Casados, Student, Gabriel Martinez, Student, Quincy Hester, Student, Chanel Chacon, Student, Samuel LeDoux, Student and Vice President of Student Senate, Amber Jessica, Student, Savannah, Student, Miguel Cabildo, Student, Councilor Peggy Martinez, Jeffrey Wilbourn, Student, and Amy Pena, Recording Secretary.

**II. APPROVAL OF AGENDA**

**Regent Herrera moved for approval of the Agenda as presented. Motion passed.**

Co-Student Representative Khalsa stated on behalf of the student body, he would like to request public input be placed prior to Executive Session as a request on behalf of the student body. Regent Garcia stated she needs to meet with the Regents prior to the public input to strategize and work with the Board of Regents.

### **III. INTRODUCTIONS**

President Barceló introduced:

Toby Bott-Lyons Start Date: 4/16/14 First Year Experience/Summer Bridge Program Coordinator

Dr. Patricia Trujillo stated the College has been working on an advertising plan utilizing the College's recruitment staff in outreach to get them out to high school councilor's, using the radio show and other areas to get more involved. Regent Branch stated this is a positive thing and should bring an interesting program to the College.

Isaiah Maestas Start Date: 4/16/14 Groundskeeper

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

**Regent Branch moved for approval of the minutes as presented. Motion passed unanimously.**

Regent Herrera requested the change of GEO Bond to General Obligation Bond in the Minutes.

### **V. EXECUTIVE SESSION**

**Regent Herrera moved the Board of Regents entered into Executive Session pursuant to Sections 10-15-1(H)(2), 10-15(H)(7) and 10-15-(H)(5) of the Open Meetings Act to discuss limited personnel matters, legal matters, and collective bargaining issues. Any action taken by the Board will be made in open session. A roll call vote was taken and all Regents were in Agreement. The Board of Regents entered into Executive Session at 1:15p.m. and reconvened at 2:45p.m.**

### **VI. PUBLIC INPUT**

Regent Garcia stated responses to public input will not be provided during the Board of Regents Meeting but it will be done at a future date. Regent Branch stated he would like the public to understand the Board of Regents will listen to the public but no responses will be made because it is not an Agenda item for a response to be made. However, responses will be made at a future date. Regent Branch stated the Board of Regents would like factual comments. If any aspersions are made, individuals will be asked to leave the room. Regent Branch stated the Board of Regents would not entertain any outcries or outbursts. The Board of Regents would respect public input and the Board of Regents expects respect for the Board of Regents and the process. The Board of Regents would like to get down to the core of the public's input and would like to separate fact from fiction and perception from reality. Regent Branch requested the public input be made with the truth of what is known. The Board of Regents will sit and listen to the comments made, but ask if there is a group with a consensus, one person should speak for the group. The Board of Regents will take everyone's comments to heart.

Regent Garcia stated the Board of Regents may go back into Executive Session after the Faculty Report.

Sam Montoya, Music Major, stated he feels this is intimidating and some of the feelings and actions against the students and faculty is a form of bullying. Mr. Montoya has seen some of the stuff said about the Student Government Vice President and he does not appreciate it. This is a community and they are part of the community and they feel intimidated. He feels if someone wants to speak for them, they have every right

to. Mr. Montoya stated these are his friends in the programs, these are his friends who want to join the programs and his buddies and his community that wants to be part of the school. This is not working out and he will not be intimidated and wait for the programs to be cut and then it makes it to his program. Mr. Montoya does not want anything to do with it. Mr. Montoya is here to be a good student, to get his degree and to represent the best he can for the school. Mr. Montoya stated "We are NNMC."

Regent Branch stated this meeting is not a town hall meeting and he would appreciate any comments be held to themselves and people should speak for themselves.

Joe Romero stated he is at the Board meeting because he is worried about classes getting cut. NNMC was a vocational college and he would like to know what the Board of Regents plans and which classes they are considering getting rid of and how it would benefit the community and college.

Regent Garcia stated the Board will not respond but will respond at a later time. Co-Representative Khalsa stated he is not clear why the Board of Regents is not able to comment on the input. Regent Garcia stated the Board of Regents would like to work as a team and gather all the information together and go from there. Regent Branch stated the Board of Regents will consolidate all the information before getting back together again and addressing every single issue. Regent Garcia stated it will be addressed.

Lionel Chacon stated he has been a student at the College for approximately four years. He is currently the President of the Northern New Mexico Chapter of the Blind. He is at the Board of Regents Meeting to ask what Northern New Mexico College has to offer the blind and visually impaired individuals. As many programs are going to be cut, Mr. Chacon asked if there is going to be so many cut and increases that will prevent the blind community from getting their education. Another question Mr. Chacon stated there are many students (9) who are blind or visually impaired. Has asked why we want to push them to a different school where they have accessibility. Mr. Chacon's goal is to ask the Board of Regents to support the blind community to bring all Northern New Mexico together.

Clarissa Duran stated she was born and raised in the community and her parents have been an active part of the community all their lives. Ms. Duran has raised two children who have both come to the school. Ms. Duran was a student at the College and worked at the College. Ms. Duran loves Northern and her family loves Northern. Ms. Duran stated it is very important for the Board of Regents to maintain all of the programs as the heart of Northern New Mexico. When Ms. Duran was at the College she really saw our young people in the STEM programs needing to be at home still and get that support from their families. Ms. Duran's work was in the human services program and it is a stackable program. When Ms. Duran was listening to Domingo Sanchez and Ricky Serna, they said these programs are not stackable programs and it is not true. Out of the people who go to the human services program, those people become social workers most of them go on so it is a stackable program it is important and there would not be social workers in this community where there is a great need if there were not a human services program. Please do not cut them.

Lynn Weigel stated she is a basketball player and engineering major. On the opposite side and the no confidence side a lot of comments have been made to cut the money from athletics. Mr. Weigel stated athletics brings youth and diversity to the school which helps educates people and expands the community. Also, in order to get recruits, majors are a necessity, the more majors the College has, the more options for players the College has. For example, a player has been recruited who is studying criminal justice, which has been said to have an issue here. Ms. Weigel stated she feels there are some ways to save some of the programs such as with automotive; the College could connect with bigger companies such as Ford, Honda

or Toyota to set up career paths. The same is true for radiography which coincides with a lot of nursing classes. So removing that major would make less people in some of these nursing classes.

Phillip Charros stated he has been a student at the College for four years. He is in the massage program and taking his education slow but is coming back every semester. Mr. Charros is in support of the programs not being cut because the College needs the vocational for the community for the people.

Nathana Byrd - did not respond.

Kyle Chee stated he feels it is wrong to cut the automotive program considering where we live. This is a trade school; this is what Northern was built upon and feels it is wrong that the program is being cut. Mr. Chee stated he only has two more semesters to go. This is what is really bothering him.

Regent Herrera requested students not use their Banner ID number when commenting.

Carlos Martin stated he graduated from the College last year and is currently attending the St. John's College for the graduate program. Mr. Martin has two concerns, one is about the 5% tuition increase, if this is enacted the College will be looking at approximately 121% increase over the last four years. Mr. Martin stated he does not feel that the students should pay for budget shortfalls that the business department and other revenue streams are able to keep up. As far as the programs which are being proposed to be cut, Mr. Martin has an issue because he does not feel there was a longitudinal study prepared that compares the budget that Mr. Sanchez has prepared and reflects it to what the department chairs have. Mr. Martin stated he believes this should be done before any decisions are made. Lastly, Mr. Martin stated there were two votes of no confidence placed on this group and Mr. Martin believes these things should be taken into consideration. Whether or not it happens Mr. Martin believes the Board of Regents is here to serve the larger community and Rio Arriba County and Mr. Martin believes the students and the faculty has both spoken. Whether it was conducted correctly or not, according to what Mr. Martin read is another matter and if it wasn't then Mr. Martin believes that both Senates should be allowed to recast votes and Mr. Martin does not believe it will change much.

James Bustos thanked the Board of Regents for allowing him to speak. Mr. Bustos is a resident of Espanola and has been attending the College since 2011. When he started the school seemed like it had a lot of opportunity, it didn't cost very much and it was going very well. Mr. Bustos was majoring in Environmental Science. Over time tuition has increased very rapidly for Mr. Bustos and financial aid does not cover the same amount. This semester Mr. Bustos had to get money out of his pocket to pay for school and the lack of quality in the school has driven Mr. Bustos that he is going to leave and a lot of his peers are saying a lot of the same thing. Mr. Bustos sees the school going down and see a lot of people leaving and he does not see it benefiting this area and this economy.

Nicholas Collin has been a student at the College since he left a college in Vermont. This College was like a family to him, especially his department, Automotive. His teachers are his best friends and everyone in his department is like his family. He has learned more in the program than he believes he has learned in his 16 years of construction and landscaping. Mr. Collin finds that the Northern Automotive Program is not only essential to the people of Espanola, the people of Northern New Mexico but it is essential to the community because we are not appreciated for what we do. We are not appreciated for the skills that we have, for the teachers we have, for the factor that we are probably one of the greatest programs on this campus. It is really sad for Mr. Collin as an individual to have so much love for a school where a school has no love for what we do. Mr. Collin stated he is an extremely accomplished individual. He is about to graduate and he has four

classes left and the college is about to sweep the rug out from under him. Mr. Collin loves this college and loves this school but he loves his program more and will stand by it until the end.

Stephanie Amadeau Marcus stated she is at the Board of Regents meeting at the request of the students. Ms. Marcus stated she would like to emphasize to the Board of Regents she is from Northern New Mexico, her father was a state psychologist, she went to Santa Fe High, and she has cousins who live in Fairview. Ms. Marcus is a member of the Northern New Mexico community. This is important because Ms. Marcus believes the decisions are being made to cut the programs are not based in knowledge of students and knowledge of the community. The contention being made is some kinds of program like CJ and auto trades and the students don't continue. Ms. Marcus believes the Board of Regents has a lack of solid data. Ms. Marcus believes the Board of Regents needs longitudinal data. When Ms. Marcus began teach four years ago, she had an auto trade person, a CJ person, a human services person, all over the map as far majors. As of today, Ms. Marcus has 15 psychology majors who are going to present research projects in psychology - May 8th and she is very proud of her particular capstone. Ms. Marcus believes she has many students, perhaps more than any other program in graduate school. Ms. Marcus stated she is here to say people do not come to Northern from high school thinking they are getting a four year Engineering Degree, that was not Ms. Marcus, this is not her students and this is not anybody she knows. Ms. Marcus asked that the Board think very carefully.

Elizabeth Greer stated she is the Director of the Radiologic Sciences Program at UNM School of Medicine. She stated she brought information and asked for the impact statement of the changes the Board of Regents are about to make to the program. Currently and since 2001 UNM has had about 20 students that have matriculated from Northern's Radiologic Program to UNM. There are examples such as Cheryl Pechee who has graduated from their program, Joe Joe Valdez who is the manager at Espanola Hospital who has graduated from this program and is currently in UNM's program. She has been told they have over 22 employees currently working at Espanola Hospital from this program. She has also heard from Michael Lucero at Holy Cross Hospital that half of their staff has graduated from the program. There are jobs out there. There are currently two MRI positions that are unfilled in Northern New Mexico because there is nobody who will fill those positions that will stay in the community. Ms. Greer's concern is also she is a homeowner in Rio Arriba County and would like to know what the College is going to do to continue to grow those people that will stay in the community of these programs are closed.

Edgar Perea stated and he is a Military Police Soldier and raised in the community of Espanola. With this being said, Espanola, what do you think when you hear about it? We are in museums about it, we are in newspapers about it, and we are in magazines about it. So the College is trying to cut the automotive program. The College is not doing away with a program, a class; the College is doing away with our culture and our tradition. Something we have been. It is something we have grew up on. It is something we have been working over the years with, it is something we have been working with our parents; we have been putting in all our money and devoting our time to. It is not a hobby, it is so much more, it is a culture, a tradition it is what this area of New Mexico is known for. All Northern New Mexico, this is a hands on community and the College is trying to do away with the trades. This is not fair because everybody from here is farming, agriculture, cattle work. We are hands on. You are trying to do away with the program; you are trying do away with perfect instructors. Mr. Dean Mora has not come across one question he cannot answer. Mr. Perea stated he believes it is unfair what the College is trying to do away with auto body. Mr. Perea asked the Board, with these decisions they are going to make, they are going to affect the students' lives in the future so why could they not answer in front of the public and why could they not come up with the Board's decision in the public. Everything the Board of Regents has to say affects everyone at the College. Regent Garcia thanked Mr. Perea for his comments and stated she will be answering but not at this

time. Mr. Perea stated there is a lack of respect to be seated the way the President is and he hates to do it because she is the President but requested the President sit up.

Reynaldo Roybal asked as the administration who truly and passionately cares about the College would the administration be willing to make sacrifices in salary and travel and improvement in the current academic programs in question by reallocating funds from overly funded programs such as athletics to continue this schools legacy in the community. Mr. Roybal asked if the Board of Regents is going to answer.

Regent Branch stated the statement was made that the Board of Regents expected the public be respectful of the statement by the Board that the Board will be forthcoming with responses with the questions answered and the questions will not be answered today. Insisting is not going to change it. Regent Branch thanked Mr. Roybal for his presentation.

Lori Franklin stated she cares a lot about the school. Ms. Franklin stated it occurs to her that it is very unfair for the Board of Regents is being asked to make a decision on these programs. In her opinion, the Board of Regents has not been given adequate information or accurate information, or an analysis of the information. Programs do not exist in isolation; the students in the programs are taking other class at this college. Ms. Franklin stated she did not see in Domingo Sanchez' presentation any kind of analysis, if we lose those students or if in the future the students who might come here for those degrees, of what that will cost the college. We were also not given any kind of data of what revenue we get from other courses they take here. Ms. Franklin also knows many students who come to the College and have not yet declared those degrees but that is their intention, which is why they are here. If we lose those programs, we will lose those students. Also, nobody has talked about it but part of this proposal includes losing full time faculty members and these are faculty members who have dedicated years of service to this college. Many of them are dear friends, they don't just teach in these programs, they serve our community and they serve on committees, they advise students and they care about students and they deserve not to be cut without adequate proof that cutting their programs would be a benefit. Ms. Franklin stated that she did not see any proof that cutting their programs would actually be a financial benefit and yet all these lives and all these people are being affected.

Arturo Baca stated he is he is the recorder for the student senate. Mr. Baca grew up in Northern New Mexico and has a disability comes to the College because he cares for the school and he knows the tuition is okay. He has noticed the College going down since his first semester. Mr. Baca stated he does not believe this is going to work.

Ryan Cordova, Athletic Director and Men's Basketball coach stated he would like to bring to everyone's attention the article in the Rio Grande Sun which stated "No Confidence in Northern." When they are talking about this they are talking about everyone (students, staff and faculty). The College is not going to get anywhere by pointing fingers. Mr. Cordova stated there was a comment made by Mr. Tim Crone about the administration abandoning the youth of this community by adding dorms. Mr. Cordova stated he has headed this committee and it is not the intent of the administration or the Board of Regents to abandon the youth. What the College is trying to do is open the doors of this community to outside areas so they can have an opportunity to enjoy this institution. Mr. Cordova stated that this administration brought forward the writing center, the new student senate chambers, the new bookstore for students, and the new dorms generating over \$3M for the Espanola Valley, a new game room, a new tuition formula trying to save students over \$200 per year. Everyone can work to solve things in a peaceful and better demonstration than this.

Pedro Valdez, Mayor Pro-Tem stated on behalf of the City of Espanola and Mayor Alice Lucero these programs are what make Northern succeed in training for jobs and for what we need in Espanola. They know it is a hard decision to make but the Board of Regents has to make it.

Derick Gutierrez stated he is a music major at the College and he is one of the few students who does not have to worry about paying for his education. Mr. Gutierrez stated he chose to come to Northern because community is very important to him, Espanola is his home and he values the school. It is really unfortunate for Mr. Gutierrez to see the College in this position and unfortunate to look at these reports. He has a history in accounting and he has an understanding of some of the decisions the executive body has to make but seeing some of the compensations and how they were dispensed were really disheartening for Mr. Gutierrez to see. Mr. Gutierrez feels if cuts are to be made, it should begin with the executive body because it is there responsibility not give themselves 20%, 30% and in some cases 100% wage increases when the finances of the College are in such poor standing. Cutting programs limits options, limits creativity and students like Mr. Gutierrez do not want to be at a school where those resources are not available. If the College wants to show solidarity and if cuts have to be made, it should start with executive body, they should volunteer 10% pay cut as a sign of solidarity and then what cuts that need to be made should radiate from there.

Juan Diaz stated picking up on Madam President's remark that was asked and President Garcia stated because we work as a team. There should not be a Board of Regents Team here; there should not be a Barceló's team here. It should be one team called Northern New Mexico College, everybody working towards the same goal to make this place a better place for the students and the ones for the near future. Based on perception, Mr. Branch was saying, perception is not allowed here and picking up on previous remarks two days ago as to why the budget, when all these cuts are going to be made or are considered to be made is brought to the Board two days prior to it being approved. What is happening there? The Board of Regents does not have the information they need to make the reasonable decision. There is the man right here - a group of people who brings to the Board of Regents the information needed and what is happening? The Board of Regents does not know what is going to be in the plan. This is the group of people who about three years ago came up with a solution and what happened? Student enrollment declined and tuition went up, came up with the same solution again, enrollment declined and tuition went up. We are going to lose more students again and what is going to happen?

Regent Herrera appreciated the level of enthusiasm of the public and requested the attendees dispense with the clapping and the roaring in the room because it is disrespectful of what the Board of Regents is trying to conduct.

Don Crum stated he is retired and living in Taos, New Mexico. Mr. Crum stated he is probably one of the oldest students of the College and is a student in the automotive program. A couple of years ago Mr. Crum decided to learn how to restore cars but had no automotive background. Mr. Crum did extensive research and he found the best schools in the country - Cleveland Tech and McPearson College. He visited both schools and they have excellent programs. Although he lives in Taos of never heard of Northern and was referred to by a friend. He came to Northern and was impressed by the facilities and the program plus he did not have to go to Cleveland to go to school. Mr. Crum cannot believe the Board would consider weakening one of the best programs in the country and does not believe anyone realizes what they have. In four classes, Mr. Crum has already started rebuilding an engine, a transmission and doing extensive body work on a car he found in a field. Mr. Crum would hope the Board would improve the program rather than weaken it.

Susan Meredith - not in attendance.

Jamie Salazar stated what the College is doing is tearing apart a community and many people are not listening. Just by standing outside, she noticed several people are on their phones and the fact that the Board cannot answer a single question is kind of hurtful and sad that the Board cannot give an answer back. So if the Board cannot give an answer, don't be quick with a judgment.

Eric Casados stated this is going to be the end of his third year at Northern and he is pursuing a Bachelors in Environmental Sciences, an Associates in Forestry and an Associates in Wild Land Fire Science. When Mr. Casados came to the College three years ago he was very happy and had a lot of respect for the College because it felt like a community. Once the discussion about the tuition raise happened he saw the population drop, a lot of them were his friends and a lot of them had to go to Santa Fe. Ever since this happened, Mr. Casados loses respect by the semester because this is not about students anymore, this is about administration, and this is how Mr. Casados feels in his heart. Mr. Casados does not understand why there are tuition raises and the classes are being cancelled. Mr. Casados pays to come to school, it comes out of his pocket and the only thing he gets is lottery. Mr. Casados stated he pays for everyone to be here and all of the students pay for everyone to be here. Ever since the tuition got raised, Mr. Casados stated every semester he has more classes being cancelled and he does not understand why he is paying more to go to school here when he can't get the classes. This semester alone, Mr. Casados stated he had three classes cancelled on him, he was only able to pick up two more that counted towards his degree. Mr. Casados had to take an art class to fill in the credit to keep his lottery.

Gabriel Martinez (Quincy Hester spoke on behalf of Mr. Martinez'). Mr. Hester stated he is an athlete at the College but first off he is a student. When Mr. Hester arrived at the College his first thought of being at the College was very positive, he was brought in from another city and the faculty and administration gave him a positive vibe. They helped Mr. Hester with a lot of things. With them being here and having people on the other side boo, clap and being very disrespectful is not right. Mr. Hester stated he believes they should be as a team and getting this place running better than they feel it is not. Mr. Hester feels it has been very positive for him and does not see any negative sides, there will be some negative but this is why we have these meetings to help out. Mr. Hester thanked the Board of Regents for being here and thanked the Board of Regents for being very respectful.

Chanel Chacon stated she is a business major and is going on her fifth year of college. Ms. Chacon feels raising tuition and cutting programs is supposed to better the College, it is supposed to better our College, and it is only going to make things worse. How are the students to better their lives due to these matters and the Board of Regents wonders why there is a decrease in students. Ms. Chacon feels the upper up only cares about themselves. Ms. Chacon gave a shout out to all the students that are trying to make something of their lives and all the teachers that try their best to help the students.

Samuel LeDoux stated he is the Vice President of Student Senate and he feels the way students have been treated by administration has just been wrong. When the Vice President of Advancement comes to a Student Senate meeting and tells the students "if you have nothing nice to say about the College, don't say anything at all" that is wrong. The students were promised tuition wouldn't be messed with for another four years, yet the next semester, fees are added in. That is wrong. Students are not respected and are left in the dark about a lot of things and that is wrong.

Edgar Perea thanked the Board of Regents for their time and stated the confidence thing comes from all the secrecy.



Tim Crone stated he is the Vice President of the State Union, President of the Local Union, Senator and President of the Association and Faculty Senate. He has been at the College since 1973 when the College began as an academic institution under UNM. The College was strictly academic students. In the late 70's the College became Northern New Mexico Community College and began to integrate academic with career tech programs. Initially the academic portion was very small, very weak and was totally dependent on the career tech programs to support it and keep it going. Mr. Crone does not believe this situation has changed dramatically at this point. Mr. Crone's favorite teacher Margaret Frankie had a saying "text out of context is no text." Mr. Crone stated what the Board of Regents has been presented in terms of these programs is text out of context. Things have been picked out and the Board of Regents is not looking at the holistic picture if they are isolating these programs to be eliminated. It is integral that we support one another.

Amber Jessica - Not in attendance.

Savannah - Not in attendance.

Miguel Cabildo stated he has been attending the College for the last four years and has dyslexia - meaning he cannot read so good. Mr. Cabildo stated he knows a lot of students who have learning disabilities that go to the automotive program. Mr. Cabildo also knows a lot of students who work with his mother who is part of the special needs department who helped them get through that program. Mr. Cabildo knows a lot of people who need that program and he was going around town today and sees that Espanola, this whole areas backbone is cars and automobiles. He knows his mom does not have a job here anymore, shortly after she wrote an essay on how the automotive program is one of the most popular programs of this college. Mr. Cabildo stated he feels insulted the Board of Regents is not going to answer questions now.

Councilor Peggy Martinez stated she is a person that attended Northern and got her vocational training at the College as a barber and a business person in the community. Ms. Martinez stated the fact is that the College needs to keep in mind with every tuition increase that has happened at Northern, there has been a drastic decline in the enrollment process. Ms. Martinez stated to remember this college was created so that the people from this community could have access and affordability to education. Ms. Martinez stated she would hope and pray the Board of Regents would keep it in their mind when making the decisions.

Jeffrey Wilbourn stated most of the people in attendance do not know who he is. He is a freshman this year and is at the meeting to speak to future freshman. With these cuts and changes, the Board of Regents is doing one thing, decreasing enrollment. How does he know that? He is a freshman and this is intimidating. Mr. Wilbourn stated there are two possibilities, the Board of Regents can fix this or they can leave.

Regent Garcia stated the Board of Regents has had all the same concerns that the public brought up to the Board of Regents. The Board and the Administration have been working on these issues. Regent Garcia stated she hopes, however, that we can work together to enhance Northern into a strong educational institution. An institution that we call can be proud of. Regent Garcia stated she will suggest one thing, for every concern, complaint, problem that you might see; please attach a positive workable solution or recommendation on how we can resolve them. We all may see the problem but we may not all see the solution. We need to work together as a team to grow into a strong and viable college. Always keep in mind the reason we are all here. We are all here for the same reasons. For the students of Northern New Mexico here, now and for the future generations to come and for our community. Thank you all for your input, we are listening and we do have Northern New Mexico's best interests in mind.

## VII. STUDENT SENATE PRESIDENT REPORT

Joel Martinez, President Student Senate stated his organization Student Senate have been elected to be the voice of the students. His based his report on all public reports that are available to everybody. Mr. Martinez stated for reference so the Board of Regents can make a final decision of what is happening. Mr. Martinez provided the Board of Regents with a packet of information and reviewed that packet (provided). Mr. Martinez began by stating the Mission and Vision Statements of the College. Mr. Joel stated there has been a drastic change in tuition rates. In 2010 when this administration first took office tuition was at \$41.00 per credit hour in lower division and \$95.00 per credit hour in the upper division and non-New Mexico residents. In 2010-2011 it went up to \$44.00 and \$97.00. There was then a drastic increase from \$44.00 and \$97.00 to \$105.00 and \$425.00 for non-residential students. There was then another drastic increase - \$114.00 and \$425.00 for non-residential. Mr. Martinez stated since Dr. Barceló has been the President of NNMC, the tuition has gone up twice, first more than doubled and then it became a flat tuition rate for upper and lower division courses. Second, it increased by nearly 14%. Now Northern New Mexico College administration is proposing another 5% increase. During the tuition increases we have lost a substantial amount of students since our enrollment in 2010. The bundle plan being proposed is a dangerous idea. We will not know where money is going or how it will be divided among departments. How will tuition increase affect non-residential New Mexicans and some financial aid requires tuition and fees remain separate even though it may be a small margin, those students still need to be taken into consideration. Also, where are our fees going now? Mr. Martinez stated there are a lot of questions of where our actual fees are going, where it is being spent. It is also the intention of the current Northern New Mexico Administration to increases offered in degree programs. How can we increase the amount of classes offered when enrollment is low and we cannot fill these additional classes? Mr. Martinez stated he has no idea how this is planned. If the Administration plans on increasing tuition by a proposed 5% and projects that we will lose 5% of current enrollment, how does the Administration plan on filling these courses again, especially when our current enrollment is approximately 875 students at this point.

Other reason students are upset (table attached) is the lack of services of current amount of tuition and fees. As Mr. Martinez compared the College to the amount of tuition they are paying, which is highly close to other universities. The College offerings are extremely low. The College only offers 29 certificates, UNM offers 9, NMSU offers none. Associate Degrees offer 48, UNM offers 1 and NMSU offers 9. Bachelor Degrees: NNMC offers 10, UNM offers 90, NMSU offers 92. Master's Degrees: NNMC offers none, UNM offers 75, NMSU offers 62. Ph.D.: NNMC offers none, UNM offers 40, NMSU offers 26. Doctoral: NNMC offers none; UNM offers 5 and NMSU none. Dual Joint Degree Programs: NNMC offers none, UNM offers none, NMSU offers 11. Graduate Certificates: NNMC offers none, UNM offers 11 and NMSU offers 8. For the amount of money the students are paying, Mr. Martinez does not agree with what is going here. We shouldn't be planning on cutting any programs. We should try an advance our Associate Degrees to Bachelor Degrees and where our Master's Degrees are, Mr. Martinez does not know because we plan on being a University by 2015. Mr. Martinez does not see it happening. We are only a four year institution and cannot be classified as a University until we offer post-baccalaureate programs. Mr. Martinez question for the Board of Regents is why we are paying this amount and we are not getting the bang for our buck as students? The areas affected by the loss of these tuition hikes and services programs, the community and college have all suffered. Services that have been misrepresented under the current NNMC Administration are developmental studies department, comprehensive tutoring which was funded by I&G which was our internal source of income, we lost SOL, we lost our Integrated Health Studies Program which was a Bachelor's Degree which was focused on alternative medicine, we also lost our Spanish Colonial Furniture Making which is huge part of the cultural in this area. Mr. Martinez stated the Board of Regents sits at the table making decisions from tables made from this program. Diversity programs from Title V were lost, graduate level programs through Title V were lost,

the Bilingual programs are suffering, Sostenga is suffering, the commercial kitchen is not being used anymore, the Hazmat training has not been advertised from the El Rito Program.

Mr. Martinez stated programs being cut automotive, construction trades, cosmetology (rumored), radiologic technology and the daycare program which is NEYCS certified. Student Senate asked that the Board of Regents take a long term, knowing they are crunched for a decision by May 1st to approve this. Mr. Martinez went to the places and spoke with the departments themselves and these numbers are being misrepresented by the Administration. Mr. Martinez suggested somebody take a walk down there and talk to these people personally and actually see what is going on and see these types of numbers.

Mr. Martinez stated auto mechanics is part of the culture in Espanola. Not everyone can do philosophy they want to work with their hands and that is where they make art from. Espanola is the low-rider capital of the world, they make art with their hands and we should not get rid of this program. This goes directly against the mission statement, getting rid of the cultural part of the College. In construction trades, people work art with their hands again. The College has a lot of joint people who come here in the electrical area. Mr. Martinez knows people from Kit Carson and Jemez Coop to actually get their degrees here and go on to participate in those facilities. It would be very hazardous to chop those types of programs. People also like to go into plumbing to make their own business. The College also has adobe making, another huge part of the culture in Espanola. They are doing a lot of restoration at the pueblos and they are building new houses because it is green and efficient and that program needs to stay. Regarding cosmetology, Mr. Martinez stated he spoke with them and they can only sustain 30 students within their program at one time. There can only be 20 students with one instructor. The reason for this is because they have a small facility. They have been asking for a bigger facility since 2006, they have yet to get one and thus hindering the progress of cosmetology. Mr. Martinez knows this was not on the chopping block but it very important to consider. Regarding Radiological Technology - Dean Trabka stated it was a springboard for other opportunities. Regarding the Daycare Center, most students would not be able to come to class without the daycare center. A majority of our population is single mothers and they need a place to take their children in order to come to college.

Mr. Martinez stated per the Rio Grande Sun and the College's website, with the increases in fees and the decreases in student services, the VP of Finance, Domingo Sanchez stated we are digging our way out of a deficit. Mr. Martinez presented a table of top administrators and stated it outlines those who have received multiple raises while many faculty and staff are still working at poverty level wages. Mr. Martinez presented a table of everyone's salaries and reviewed salaries and salary increases. Mr. Martinez stated if we are in a financial crunch, why are we paying these people that much money and we are not offered the services and the degrees to go along with it. Many of the complaints from the students include accessibility to programs is limited and some programs needed to graduate students are not being offered. Mr. Martinez stated he is one of them. He is currently trying to finish his second Bachelors in IHS and because of budget cuts, they are taking away his IHS classes and he does not see how he will be able to finish his second Bachelors. With tuition and fees always rising affordable is not corresponding with the NNMC Mission Statement. We are a community based institution in rural Northern New Mexico, which is the population we serve. Not all the members of the committee want a degree. The technical vocational trade programs are there for them to become successful business people in this community by getting their operation licenses and opening up business for themselves. Some of these programs are already accredited which are the ones we are trying to cut and should be offered to students because of these programs. Radiology not only opens doors not just in the hospitals but at LANL and government agencies in radiation protection programs, etc.

Mr. Martinez stated there is no transparency of the operations of this administration to the students. There is no trust in the administration from the students and the faculty. The salary matrix for administration and staff are uncomprehensive. State, community, faculty and student confidence has been lost. If this is not a factor, Mr. Martinez does not know what is.

Mr. Martinez stated by cutting these programs the institution is limiting the community and students to a successful career of their choice. The institution is taking away the mission statement that has been followed successfully throughout the years and the last four years of the school has been directed away from its own mission. Mr. Martinez presented the Board of Regents with newspaper articles for review. Mr. Martinez stated the Rio Grande Sun took a poll and there are 9 votes for confidence in the institution and 65 votes for no confidence in administration.

Mr. Martinez stated the administration is directly responsible for our outlook to the community and right now it is failing. Mr. Martinez is worried for the future of the institution, especially if the programs are cut and he would like to say for the record: "I Joel A. Martinez, President of the Student Senate here by the power that the students have voted into me to represent them, not only as that but I am also a community member, a taxpayer and an alumni that has received his Bachelors from this institution, I declare no confidence in this administration and I humbly ask that you guys find a different route to represent us to save us from what is going on. Thank you."

#### **VIII. FACULTY SENATE REPORT**

Gilbert Sena presented the Board of Regents with a statement on behalf of the Senate and the Faculty Association of Northern New Mexico College (attached). Mr. Sena presented the envelope with ballots from voting for No-Confidence. Dr. Patricia Perea, Faculty Member and Faculty Senate Recording Secretary continued with the presentation from Faculty Senate. Regent Garcia requested Dr. Perea introduce herself. Dr. Perea stated she is an alum of UNM, received her Ph.D. in 2010. Dr. Perea has been teaching on the East Coast at Brown for three years and came back to serve Northern New Mexico College in 2013, teaches humanities, history of the United States, Northern New Mexico History and Culture, English, Race, Ethnicity and Native American Studies and she is the Faculty Senate Secretary. Dr. Perea and Mr. Sena distributed a list of demands from Faculty Senate (attached).

Regent Branch asked for clarification regarding rules for running of meetings and if they are the same as any other public meeting. Mr. Sena stated the makeup of the Faculty Senate is very limited and it is not a decision making body, it is an advisory body in nature. However, the Faculty Senate does follow the Board approved constitution as passed in 2008 and it is done in here in the constitution to Roberts Rules of Order. Regent Branch stated Mr. Sena stated agenda items that are action items that are brought to their meetings at the time of the meeting and not broadcast, for example going into executive session, creating a vote and doing things that have not been advertised but the Faculty Senate can. Mr. Sena stated according to the constitution itself it does not identify an executive session within what is written in the constitution and because of this the Faculty Senate must defer to the rules of Robert's Rules of Order and the constitution. The constitution clearly states that any faculty member, not just voting members may add an agenda item to the agenda. Robert's Rules of Order clearly states that the Agenda prior to approval may be edited. So they have to fit within both rules. Dr. Perea stated the agendas are made public five days in advance, at least. So the agendas come out on Monday and the Faculty Senate meetings are the first Friday of every month. Mr. Sena stated within the constitution itself it clearly states what items are on the agenda so it is pretty much a cookie cutter agenda. Mr. Sena prints the same items, when he receives a request from the administration for

additional times, they are always put within the President's report area as Mr. Sena can donate the time to as he sees fit.

Regent Branch stated he is not clear because for the meeting, the Board of Regents was challenged regarding whether or not the Board of Regents made a response either individually or as a group to the questions brought today. This was a fair question. Although, the Board of Regents cannot make a decision individually or collectively by the Board's own rules because the Board of Regents has to have an agenda item that is proposed in advance and the public is notified. The Board of Regents cannot go into a meeting and add an action item from anyone at any time except that it has been advertised and it has been distributed among the public. Regent Branch questioned why the Faculty Senate can do it without notifying their people in advance. The Faculty Senate is creating an agenda, approving the agenda and then adds to the agenda with action items, not information items, and acts on it without the rest of the population knowing about it. Regent Branch stated this seems to be different than what the Board of Regents is doing. Mr. Sena stated it is. The Faculty Senate does not need to abide by the Open Meetings Law. The Faculty Senate is not regulated the same, but they try to ensure they follow the rules and they do publish the agenda. Again, they publish the agenda based on what the constitution, what the Board approved and said they could do and then they go to Robert's Rules of Order. Mr. Sena does not notice a Robert's Rules of Order within any of the Board of Regents Meeting. Mr. Sena questioned who the parliamentarian is. Mr. Sena has attended a lot of Board of Regents Meetings Mr. Branch has presided over and he has seen items that should have been called as a point of order and a violation of Robert's Rules of Order brought forth by the Board. Mr. Sena stated he has held himself quiet to those. Mr. Sena stated he is not at the Board of Regents Meeting to argue about the procedure. Mr. Sena stated the Faculty Senate is not answerable to the same law that the Board of Regents is. Mr. Sena stated the Board of Regents is not limited by their makeup. The Faculty Senate is limited to its makeup by a .5 FTE, full time faculty members in their association bylaws. Regent Branch stated this answered his question.

Regent Herrera requested clarification regarding the statement made in their report that makes reference to wanting to meet with the Board of Regents, etc., and wanting to meet in Executive Session, etc. to guarantee confidentiality to ensure non-retaliation. The last sentence states "to put it bluntly, the faculty is scared to death." Regent Herrera stated this statement is a very bold and certainly concerning to Regent Herrera. Regent Herrera asked for clarification of the percentage of the faculty which is included in this. Mr. Sena stated as the Regents can see by the numbers and by the participation, they had 53% of the faculty vote. The remaining 47% of the faculty, it was their choice not to vote. Mr. Sena stated he cannot tell Regent Herrera what their state of mind is. Of the 53% of the faculty that voted, over 80% of the faculty voted no confidence and asked that the vote be done in confidentiality along with in the minutes when they are produced for the regular meeting will state that the Faculty Senate also included confidentiality in the vote in fear of retaliation.

Dr. Perea requested adding something to Mr. Sena's explanation. Regent Herrera stated it is fine, if it will answer his question. Dr. Perea stated she would try to answer the question. Dr. Perea stated the faculty is scared to death, Dr. Perea has only been at the College since June, she got to the College to teach Summer Bridge and has only been Faculty Senate Secretary since September. Dr. Perea has gotten to know her colleagues across the board, she knows almost every faculty member on campus. Dr. Perea stated what she does know as Student Senate Secretary is that over the past six weeks she has been inundated with information that has been slid under her door, that has been sent to her mail, her Gmail, etc. asking for coverage of these issues. People are scared because they have been not renewed, contracts have not been renewed. They are terrified of losing their jobs. Dr. Perea has been asked to meet off campus, nobody wants

to be seen. It is a very scary situation. Dr. Perea stated of the faculty she knows at least 70% are terrified of not being rehired, that includes adjuncts and that includes faculty.

Mr. Sena stated as he came into the meeting, one of the first messages he got from a faculty member is what is going on? We understand that Ricky is reviewing the camera footage of the election to identify all faculty that voted. This is the fear, rumors and innuendo will come up in a minute because the faculty is afraid of everything that might occur or can possibly occur. When the faculty goes to Mr. Sena's building, they ask if they can go into a classroom without a camera in it. Mr. Sena's building is totally covered with cameras. The expense of the equipment and the size of the equipment mandate that Mr. Sena has a quality security system in the building. But when his faculty goes over and he has to find a classroom that does not have camera coverage for them to talk to him, there is a problem.

Regent Herrera stated his question is very simple, he understands 50% versus 100% versus 47%. When a statement is made as bold as the faculty is scared to death, Regent Herrera would like to just know what percentage, he does not want to know names, because when he hears the phrase "the faculty is scared to death" he immediately goes to his limited knowledge of math and says that has to be 100%. Regent Herrera's question is what is the percentage? Regent Herrera is not disputing their feelings or anything like that. Dr. Perea stated at least 25 faculty members have spoken with her separately. Mr. Sena stated he cannot give the Regents that answer either. He would suggest if the Regents want to find out, walk around the campus. Mr. Sena has been with the College since November 1, 2001 and with the exception of Dr. Griego, he does not believe an administrator, Domingo Sanchez is an example, he went to see his building because he asked him to go over and see the building. Have the Regents ever been in his building and observed his classes? Have the Regents ever been in the high tech building and observed Mr. Sena's drafting classes? Have the Regents seen the new electrical training laboratory in High Tech 100. It is nice what they have done over there with limited money.

Regent Herrera stated his question was still not answered. Mr. Sena stated "ask the faculty." Regent Herrera stated he has received enough information to conclude that it is not what he thought and that is what he was after. It is not 100% of the faculty. Dr. Perea stated Regent Herrera is right, it is 1 in 2 and that is enough. Regent Herrera stated it is 50%. Dr. Perea stated that is enough, 1 in 2.

Mr. Sena stated so the Board and administration will know, last year at this same time, there is a resolution in the Board of Regents Policies that states that faculty or staff members may meet and confer with the Board of Regents. It was passed and is still in existence. It is so that these instances are addressed, not just one side of an issue is looked at. At this time last year, Mr. Sena went to Regent Herrera's house and they discussed a very urgent issue, the faculty was contemplating a vote of no confidence, I need some advice. At that time Regent Herrera told Mr. Sena with the situation with Higher Education a vote of no confidence was very ill advised at that time that we could get taken over. Mr. Sena did block it. Mr. Sena stated he has blocked vote of no confidence on the Provost and on the Board of Regents. It has gotten to the point to where the faculty demanded this and the vote in the Faculty Senate - 10 in favor, 0 in opposition and 4 abstentions voices that. Mr. Sena stated he only does what the faculty asks. Mr. Sena stated he has memos and minutes and they do have alternatives and solutions for the Board of Regents. Ms. Perea stated she would like to thank the Board of Regents for allowing her to sit in on this and appreciates the Board of Regents listening.

**Regent Herrera stated pursuant to the Open Meetings Act, the Board of Regents return to Executive Session pursuant to Sections 10-15-1(H) (2) of the Open Meetings Act to discuss limited personnel matter around the areas presented to the Board of Regents. The Motion passed unanimously.**

**The Board of Regents entered into Executive Session at 4:30PM.**

**The Board of Regents returned from Executive Session at 5:30 PM. Roll Call vote to exit from Executive Session was made. All members voted unanimously. Regent Herrera added for the record that no decisions were made in Executive Session.**

Regent Garcia stated the Board of Regents has come out of Executive Session; they had a roll call vote and Regent Garcia read a statement the Board of Regents wrote up.

Regent Powers read the following statement on behalf of the Board of Regents:

The Northern New Mexico College Board of Regents dedicated the majority of its April 24th meeting to listening to the concerns of students, faculty and community members regarding NNMC's programs and administration. The Regents remain confident that the College's administrators are focused on the best interests of the College. The current administration began its tenure under very dire financial circumstances, and it has competently guided the College through a very difficult period. The Regents believe that the College has turned the corner and is ready to build on that progress.

While faculty and community participated in an open process of creating the current budget proposal, the Regents and Administration heard the serious concerns expressed today. Prior to submitting its budget to the State, the Regents and Administration will give substantive review to the materials, statements, and concerns submitted.

Regent Powers also added as Chairman of the Audit, Finance and Facilities Committee, the Committee worked with the staff a good part of the day the day before the Board of Regents Meeting and came up with some changes to the Budget proposal submitted to the Committee on Tuesday. The Committee will submit the budget with amendments to the full Board, along with potentially some others, based on this review. Regent Powers stated he is happy to report that they have come up with a proposal that will allow them to hold tuition and fees at 2013 levels. There will be no tuition or fee increase if that budget proposal is approved by the Board of Regents.

Regent Garcia requested a motion due to the length of the meeting that the Board of Regents reconvene the meeting of April 24, 2014 to Saturday, April 26, 2014 at 8:00AM in the Board Room. The Board of Regents will post this information at the College and on the Website.

**Regent Herrera moved to reconvene the Board of Regents Meeting on Saturday, April 26, 2014 at 8:00AM. Motion passed unanimously.**

**Meeting adjourned at 7:35PM.**

**The Board of Regents Meeting reconvened on April 26, 2014 at 8:00AM.**

Regent Powers moved to reconvene the meeting from April 24, 2014. Motion passed unanimously. A quorum for the Meeting was present. Regent Martinez contacted Regent Garcia to state he had other priorities and he would not be in attendance.

## **IX. STAFF REPORTS**

### **A. Provost and Vice President Report by Dr. Anthony Sena**

#### **1. Enrollment Management**

Kathleen Sena stated as the Board of Regents knows, President Barceló requested the College put together a committee on campus in regards to enrollment, opportunities and strategies in order for the College to increase enrollment, management recruitment, work to retain students, and work closely with academic advising. Ms. Sena provided the Board of Regents an Enrollment Management Report (attached). Regarding recruitment, Ms. Sena stated the College is working on an enrollment plan and there will be several strategy meetings over the next few weeks. The Committee will report back to the Board of Regents and meet with the new Provost to ensure they are in line with the direction he is familiar with or the opportunities that he has had at his previous institutions in order to assist the college with enrollment. Ms. Sena stated before the end of the semester the college will complete calling campaigns to contact three groups of students (1) students who were here in fall 2013 and not back in spring 2014; (2) students who were here in spring of 2013 and not back in fall 13/spring 14; and students currently attending who have not yet registered.

Ms. Sena stated the college is keeping a close eye on student registration for the current students to either register for summer or fall. The college is encouraging through academic advisement for students to come in and register before they leave for the semester in order to be able to have everything taken care of. Ms. Sena stated in her previous institutions they worked on these kinds of things in order for them to know when classes will make, making sure classes are not cancelled because of low enrollment because they were waiting for students to enroll. The college wants to make sure the students are taking advantage of every opportunity to enroll before the end of the term.

Ms. Sena stated the college is continuing high school visits. Frank Orona, Tony Gallegos and Christina Quintana continue to be out in the schools encouraging admissions, enrollment and dual credit enrollment. There are several exciting opportunities for the dual credit program. Mesa Vista will be providing transportation to their students this summer to be able to take classes at the college. Penasco High School received approval for their Gear-Up program and the way they would like to manage it through their school board. Penasco will be on campus two days a week next fall semester taking at least six credit hours of dual credit work. The college has worked with them to set up an area and they will have a councilor of their own while they are on campus. They will also have a study period time at the college before they transport the students back to the high school. President Barceló stated this is a result of the meeting the college with the Superintendents earlier in the spring. The college is also exploring other partnerships with Superintendents as well. Regent Garcia asked if the college was working with the Espanola Schools to coincide with the Penasco Schools. Ms. Sena stated the college is working to establish and maintain those relationships. Because of what is going on currently, the recruiter was put in an uncomfortable situation but he was able to identify to them that the college is on target to continue working with the community and making sure the programs offered and the courses offered that would be applicable for the students in dual credit will continue to be a part of the curriculum. Mesa Vista has also made transportation available to their students and the college is working with Santa Fe with their dual credit students. Santa Fe Indian School is also on board and the college will be working with McCurdy to bring their students to the college for dual credit.



Ms. Sena stated the college is hosting a Senior Summit and the college has invited all local area schools. The request to the administrators was for those students who have potentially had not applied to go to college yet allow us the opportunity to visit with them and discuss why me, why college, what are the expectations and how do I finance it.

Ms. Sena stated the college continues to work with CNM, Santa Fe Community College and UNM-Taos with recruitment of their students that will be graduating into programs or looking to go at a four year institution in their area and encouraging that Northern is an opportunity for them to do that.

Ms. Sena stated the college has developed an opportunity with the high school councilors to be able to release the students seventh semester transcripts so that the college can begin to conditionally admit those students to the college pending their final eighth semester transcript with their graduation date posted on it. This provides the college the ability to begin communicating, making sure those students are filling out their FAFSA, scholarship opportunities and following a trend of many other schools who admit student in the fall semester of their senior year in order for them to know they have a college.

Ms. Sena stated Jacob Pacheco spent time at HED with other financial aid directors where they spoke about legislation recently passed, the wording of the statute and to make sure everyone is on track as the statute is intended. Several institutions were granting more exceptions to students to be able to regain their lottery scholarship than the statute allows for. There was a consensus among the group that it was inappropriate and everyone is now on the same page. The final implementation process for the lottery is being prepared and the college will have the final word from HED.

Ms. Sena stated the college is on a project to review applicants and FASFA application submissions. There will be a campaign to connect with students to ensure applications and FASFA have been completed.

Regent Garcia requested clarification whether or not the students who have applied but have not filled out FASFA are receiving assistance. Ms. Sena stated as the college is going out to the high schools, the college is taking laptops and setting them up for those working with them can go online and work with the students. Jacob Pacheco, Director of Financial Aid and his team are going to go out and conduct workshops (as they have throughout the spring) for FAFSA. The college will develop a strategy in June, July and August to get the students to finish.

Regent Garcia asked if there is any way the College can create a mentorship for the students who are not sure if even going to college to further their education with students and alumni to assist them in making the decision to keep their education going. Ms. Sena stated the academic advising summit is the first step to this and the college will be bringing in a speaker for recruitment and what college can bring to an individual's self-worth, personal development and professional growth. He will also assist the college in developing additional strategies. Ms. Sena will ensure this is included in the enrollment plan.

Ms. Sena stated Degree Works is the online automated degree audit system that the institution purchased and the college has encoded, scribed, and coded into the computer the degree requirements for each of the degrees offered at the institution. This program gives the students the opportunity to know real time where they are on track with their degree. They will have access to this 24/7 and it gives them an idea of what they have taken and where it fills in the requirements that they need. It identifies the courses they still need to take in order to complete their degree. For the academic departments it will offer them an opportunity to know where their students are, to develop and build their cohorts so they would be able to do a better job for themselves in scheduling the types of courses that students need based on their degree programs. Dr. Sena

and Ms. Sena have done a lot of work looking on the class schedule which was a request of the Board of Regents and they are continuing to make end-roads to this analysis.

Regent Herrera stated the more he hears about Degree Works the more excited he gets about it because it is a valuable tool and it will really help out the students. Regent Herrera stated Degree Works is a tool the students can use to determine what kinds of classes they need to take in their degree path. Regent Herrera stated sometimes the college does not offer all the classes, while they may be in the catalog, they are still not offered, and how it would relate to the kinds of resources that are out there for students, i.e., something online or another institution. Regent Herrera asked: What is the relationship between Degree Works and the ability to decipher some of that information in terms of what the students' needs are? Ms. Sena stated there is a great correlation with it. One of the pieces the College will need assistance with is actually the reporting piece in Degree Works. The other opportunity for students is to build their degree and what classes they might be able to take each semester. This gives the college the opportunity of the type of courses the students are taking and also to be able to identify a pattern so the college can begin to offer the courses.

Ms. Sena stated the college has restrictions about offering courses online based on the Higher Learning Commission. They have not yet approved the college at this time to offer a completely online degree so the college utilizes the online courses to the best it can. The college has a program called Sun Online to where the college looks and works with students that if they need a particular course and the college is not offering it, Ken Dvorak and Peter Snyder will work with other schools in the state to see if they are offering it. If so, they assign seats for other institutions to be able to have their students take those courses. Those students pay the College's tuition but may be taking the course through another college. Regent Herrera asked if this program has the opportunity to deal with, in a timely manner, classes that are cancelled. Ms. Sena stated they do and the one concern with the tool is the reporting tool that goes along with it, the college does not have so the college will have to develop a reporting tool internally.

Ms. Sena stated staff training has been taking place throughout the college so everyone is aware of each department's responsibilities. These workshops will be continually offered and included in convocation and special programs will also be added to these workshops.

## **2. Approval of Tenure Recommendations**

Dr. Sena stated last month in accord with policy and processes, Dr. Sena forwarded positive recommendation on four colleagues to the President to move towards the Board of Regents for consideration. Dr. Sena presented the individuals to the Board of Regents. Those include: Dr. Matthew Martinez, Dr. Ulises Ricoy, Dr. Claudia Aprea and Dr. Pedro Martinez. Dr. Sena stated it is a privilege to honor our colleagues and Dr. Sena thanked President Barceló for the process to move these people forward. Dr. Ulises Ricoy stated he does not attend the Board of Regents Meeting often and he is glad to be at the College and his work speaks for itself. Dr. Ricoy thanked the Board of Regents for allowing him to be of service. Dr. Matthew Martinez stated he appreciates the opportunity to be in front of friends and colleagues and the Board of Regents. Dr. Martinez was born and raised at Ohkay Owingeh and he encouraged the Board of Regents to look at his packet. Dr. Claudia Aprea was not present.

President Barceló recommended the acceptance of all three tenure recommendations and President Barceló believes each of them will make many contributions to the College in addition to the contributions they have already made. President Barceló has reviewed all of their files and she is very impressed with each one.

**Regent Branch moved for approval of tenure for the four tenure recommendations. Motion passed unanimously.**

Regent Branch stated he is familiar with Dr. Ricoy and some of the other people in attendance. Regent Branch stated regarding Dr. Martinez, there has been comments and letters received by the Board of Regents. Regent Branch has been at the College 11 years and he has seen the interaction which has occurred and he has seen more participation and cooperation and increase in student enrollment during a period of time that he has been here than in the entire 18 years that Regent Branch has been here. Regent Branch stated with the involvement and participation from the various pueblos, the student count, the activities that Regent Branch is invited to, Regent Branch believes Dr. Martinez is an outstanding individually and he personally, from his interaction be it from afar has been the most positive of any individual who has been brought to the school for tenure before besides the President.

### **3. Approval of College of Nursing and Health Sciences Courses**

Dr. Sena stated Ms. Ellen Trabka, Dean, College of Nursing has forwarded the recommendations (attached). Ms. Trabka stated she is at the Board of Regents Meeting to request approval of course specific fees for courses in the College of Nursing and Health Sciences. The list provided is a comprehensive list of course fees with changes in bold (attached). Ms. Trabka stated this is annual presentation to the Board of Regents for approvals. Most of the fees are mandated by the clinical agencies and will go to effect for the fall schedule and then will be added to the course fee. This has also been presented through the budget committee and incorporated into the budget pending the Board of Regents approval.

Regent Branch stated there have been concerns in Ms. Trabka's department regarding fees and the billing of students to be able to pay these fees. Ms. Trabka was looking at taking exams, etc. as to how the College might be able to help some of these students because they do amount to more than any other department. Ms. Trabka stated when the College institutes a new product it is usually covered under a grant. The College will do a trial run of a computerized system that is more efficient. A lot of times the cost will be covered initially but at some point it is a sustainability issue. It is the true cost of the education and at some point it is passed on to the student. Ms. Trabka stated some of the fees were decreased so they are mindful of the increase in student fees. The costs are direct costs and the college is not making any profit.

Co-Student Representative Montes stated she is a student in Education Department and her advisors have spoken with her about scholarships. Co-Student Representative Montes asked if grants in Nursing would be placed into scholarships students could apply for or is the grant split among the students. Ms. Trabka stated the grant funds have at times been used for student scholarships and there is also a considerable scholarship available for nursing students. The other thing being done with the grants is the Nursing Department has purchased an additional testing program to help them pass their licensure exam and the department is covering the cost for this in addition to what the department has already done. Last year, the department used grant funds to actually pay students to take their licensure exam early. Over the years different things have been done. Ms. Trabka does not know that these funds are sustainable for scholarships.

**Regent Powers moved for approval of College of Nursing and Health Sciences Course Fees as presented. Motion passed unanimously.**

## **B. Vice President of Finance and Administration**

### **1. Approval of Fiscal Watch Report**

Domingo Sanchez, Vice President for Finance and Administration presented the Fiscal Watch Reports for approval. The report was reviewed in detail in the Finance Committee Meeting and all the same individuals are present at the Board of Regents Meeting. The fiscal watch report brought forward each month is a constant update of all the funds within the college. This particular report needs to be approved for submission to HED. The college submits on a quarterly basis. In the past, the college was required, when under fiscal watch, to report on a monthly basis and the college is no longer required to do that. However, the Board of Regents is provided a monthly report. Regent Powers stated he does not have any additional questions and the college is doing a good job on staying on top of things and managing.

### **2. Approval of Budget Adjustment Reports (BARs)**

Mr. Sanchez presented the Board of Regents the BARs (pg. 37-64 of the Board of Regents packet). The BARs were also reviewed in the Finance Committee Meeting. The College is at approximately 325 BARs for the year, historically the college had done 1 or 2 for the year. The Board of Regents instructed the College to put a process in place which has worked very well with participation from the departments. Departments have embraced the need to oversee the budgets and everyone has done a really good job helping out in this area. There are 14 BARs Mr. Sanchez requested for Board approval, 12 are unrestricted funds, 11 are transfers, 1 is an increase and 2 additional which are restricted funds. In the restricted funds, 1 is an increase and 1 is a transfer.

### **3. Capital Projects Update**

Mr. Sanchez stated in terms of capital outlay projects; there are some last minute punch list items that were completed on the Library. The College had been in discussion for a few months with Franken Construction, the entity who built the Library addition. Those items have been completed and the College will be doing the final payout of this project.

Mr. Sanchez stated the infrastructure funds received for IT are essentially going to be spent by the end of the year. The College received an appropriation for approximately \$145,000 last legislative session and it has gone a significant way to help the College enhance and build the IT infrastructure at the College. Mr. Sanchez stated he received this from reauthorization from Representative Salazar.

Mr. Sanchez stated the College had two other appropriations, one was for a security bond approved by the voters and this particular appropriation is also near the end. Most of the cameras and lighting are complete and the College is moving people up to El Rito in terms of the work that is being done. By the end of the fiscal year, the College will have most of the money expended but there will still be some that the College has pulled back on because the College still wants to do a few things. The College wants to ensure the lighting (El Rito) is in place and the College asked people for feedback in terms of areas they might have missed or could have lit up better. The College has also asked people for input on areas where additional cameras are needed. A number of cameras are already operational and this is helpful for the College to monitor activities around the campus.

Ms. Sanchez stated the College has one more appropriation for the Montoya Building and it is about halfway spent. The College is going to do some enhancements on the south side of the hallways in the summer. The

College will be pulling back a little on the major heating and cooling work that is going to need to be done until they see the bond.

President Barceló stated that the security efforts that have taken place was a result of a school wide AQIP Committee that made these recommendations. This was not done in isolation and there was broad College support.

Regent Branch stated he and Regent Martinez spoke about difficulty with renovation that had taken place in El Rito regarding the grounds itself with a grant the College received regarding the waste water disposal system. Regent Branch stated the College is going to be limited it what it can do if the College does get the infrastructure needs passed through the bond itself. Regent Branch requested the Finance Committee initiate an initial look at the condition of the waste water at El Rito. Regent Branch spoke with Andy Romero, Director of Facilities and they had to remove roots from the old systems at the same time because the system is so old it is deteriorating. The College will run into a major problem once it is looked at. Regent Branch and Regent Herrera met regarding infrastructure at a statewide conference held in Albuquerque. There appears to be some grant money to look at programs and restoration money for these systems. Regent Branch stated if this initiated, the College might save itself a lot of grief down the road particularly regarding this.

Regent Branch asked for clarification regarding the lighting system and the older style lighting that were heated and whether or not they would be replaced. Mr. Sanchez stated they would not because the focus of lighting in this appropriation was primarily for security, outside lighting, pathways that needed enhancement and existing lighting attached to buildings. Regent Branch stated the T12 system is a very inefficient system because it uses a lot of old ballasts, generates a lot of heat and utilizes a lot of electricity. It is an easy conversion and there are credits that are available through PNM. The college would not need capital outlay because the system itself, in a little over a year would pay for itself. A lot of time it is initiating someone to look at these inefficiencies and where they will pay for themselves. This is something the College needs to look at. Regent Branch is suggesting this because the College has an enormous amount of lighting and the College is spending a lot of money it does not need to. Regent Branch proposed several years ago that the College hire someone within the College that does nothing but look at efficiencies. Regent Branch stated the City of Santa Fe did this and within the first few weeks savings was found in the City of Santa Fe which carried forward the salary for more than a year within the first few weeks.

**Regent Branch moved for approval of the Fiscal Watch Report and the BARs as presented. Motion passed unanimously.**

#### **4. FY15 (2014-2015) Budget Approval**

Mr. Sanchez stated in terms of the operating budget, the College had a working group and were directed to sit down with members of the Finance Committee to go in detail over the different the options the College might be able to consider in terms of the feedback received on the proposed operating budget or the initial discussions the Finance Committee had. The committee spent a significant amount of time discussing different items because there were concerns about the College implementing a tuition increase. With the same makeup of participants from the Board of Regents, come up with a way to take the increase out. The budget proposal presented by Mr. Sanchez takes out the increase in tuition (5%).

Mr. Sanchez also shared information looked at in terms of the enrollments and workload and the graduate numbers for the programs identified and to the extent it is passed, Mr. Sanchez provided the Board with the

thought process that the committee was trying to follow in terms of affording the College some options. Mr. Sanchez presented the Board of Regents the budget (attached).

Mr. Sanchez stated the College was on fiscal watch and the primary reason for the College was on fiscal watch was because of the College's inability to complete audits timely and the inability to provide financial reporting to HED. Mr. Sanchez stated when he began at the College in February of 2011, he was asked to meet with members of the College staff, DFA, HED, LFC, Auditor and Lieutenant Governor's Office. Mr. Sanchez stated the parties discussed what was necessary in order to satisfy many of the regulatory authorities in the meeting as the College was moving forward and how the College would address some of the issues. From this discussion the College developed an audit work plan to complete the FY10 Audit which was one of the issues that resulted in this meeting. The College was also questioned about how it was going to deal with the revenue shortfall and over expenditure concern Legislators had. When the College spoke with Legislators, it indicated it would deal with the problem at Northern and the College would do what it took to live within the dollars it had and the College did so. The College cut back on expenditures with four months left in the year, had a furlough and in order to honor the statement made to Legislators that the College was not going to ask for a handout, the College was going to deal with the problem, this had to be done.

Mr. Sanchez stated the other item that needed to be done in terms of the expenditure reduction plan was to report to the Legislature, DFA and HED on a bi-weekly basis. Not only did the College put the plan together, it also had to report to everyone.

Mr. Sanchez stated the College also had to put an administrative infrastructure plan together. This was done at the direction of the Board of Regents but this was something Legislators and Regulators had a high interest in seeing. Everyone felt one of the issue of the College that needed to be addresses was to have an administrative structure that allowed for the proper oversight of higher education institution that transitioned from a two year to a four year institution. Reporting for this also had to be done bi-weekly.

Mr. Sanchez stated both plans were completed before the end of 2011 and by the end of 2011 the College completed all of the work necessary not only for the FY10 audit that was still outstanding but the FY11 audit as well. The College completed the FY10 audit around April and the FY11 audit around August and the College then completed the FY12 audit on November 15. It was with all this work and cleanup that the College had done that the College was told by the auditors it would need to open its FY09 because the numbers had significantly changed and under their guidelines, they had to restate the 2009 audit and this was done as well in August and September.

Mr. Sanchez stated the College spoke about approvals of the operating budget. When Mr. Sanchez began at the College was still without an approved operating budget. This was one of the biggest concerns raised by DFA as this was unprecedented to be providing or giving state appropriation to an entity that did not have an approved operating budget.

Mr. Sanchez stated the College had approval of the FY12 operating budget and in the FY12 operating budget the paperwork never went forward. The College then went a third year without an approved operating budget. For FY14, the College did obtain approvals from HED in the December timeframe. At that time, the College was told it would be taken off fiscal watch but not off close monitoring. Mr. Sanchez stated the College was happy for the monitoring to continue. Mr. Sanchez stated he does not see anything wrong with anyone asking the College for information any more than reporting fiscal watch to the Board of Regents on a monthly basis.

Mr. Sanchez stated in terms of the FY14 budget, the College had HED staff come to the College to review internal controls, sit down and monitor the tools the College uses to develop the operating budget, to see what the processes are like, speak to staff and the College did speak with DFA and LFC in the process. They were also very interested but did not participate in the reviews because HED felt this was an executive and responsibility. The LFC was closely monitoring and involved in those discussions as was DFA. The College received thumbs up and it was with this successful review that the College received operating budget approval by HED in December.

Mr. Sanchez stated the FY15 operating budget is due on May 1, 2014. Operating budgets by statute are due on May 1st, the issue of submitting it late is not something Mr. Sanchez would like to have the College in a position to do but if it had to, in the past the College may have received extensions from HED. Budgets are submitted to HED, HED distributes to DFA who reviews the submissions.

Mr. Sanchez stated when the College left the session and in House Bill 2 was substituted for a Senate Bill, the College received over \$10M in I&G funding, an increase in athletic funding from \$199,000 to \$263,000, compensation from athletic personnel and I&G personnel amounted to \$136,300, Nursing Enhancement Funding was at \$253,800, STEM funding was at \$149,600 and the College received Veteran's funding of \$124,700. All these were included in House Bill 2 so when the College submits the operating budget, HED will look through the documentation the College submits to ensure all those have been included and if additional information is needed, they will ask the College for it and it will be provided.

Mr. Sanchez stated the College is trying to reduce its overall operating expenses by 5%, trying to re-purpose existing positions to reduce costs, planning on a fall enrollment reduction of 5% in terms of the dollars, although the College believes it may be higher. In terms of the operating budget, the College went with 5%. The College is trying to reduce the reliance on the I&G funding in the auxiliary programs so the College curtailed the spending in those areas. The College also tightened a lot of the procedures for the operation of the auxiliaries and that was helpful in the College trying to minimize, to the extent possible, the College's I&G transfers or supplements to the auxiliary programs. The other thing the College did was assess the academic programs for their viability and looked at the numbers to see what programs the College might need to consider in terms of reductions. Mr. Sanchez stated the College is recommending the discontinuance of the Construction Trades Program, the Automotive Program, Radiography Program and Child Care Centers along with additional staff positions. Mr. Sanchez presented a three year history of what the numbers were and why the departments were identified (attached). The numbers are what drove a lot of the discussion and why the College proposed these recommendations. The overall numbers in terms of bodies that are affected by this, the College would eliminate 7 faculty positions, 1 position would be a retirement, 1 position is vacant and 5 occupied. There are 9 additional positions which are staff related 2 are part time positions, 3 are currently vacant, and 4 are occupied. Mr. Sanchez stated this is the effect of these recommendations and the additional staff positions the College would be affecting in terms of the recommendation.

Mr. Sanchez stated the Finance Committee reviewed the numbers for tuition and fees and were able to do some shifting. Tuition and fees for the upcoming year in the operating budget will remain unchanged. The College is not recommending any changes to fees or a tuition increase.

Mr. Sanchez stated the overall operating budget with additional changes results in an operating budget of \$32,269,254. This is combined revenues and transfers. On the operating budget sheet (signature sheet) after Board approval reflects an amount on the front without transfers. The reason for this is transfers are net in and net out. The transfers are not included in the overall operating budget. Mr. Sanchez reviewed the break out of the operating budget (attached).

Regent Branch requested clarification on how the FTE's compared to last year and regarding the federal programs, last year the College had to retain a lot of positions in which it was not clear on their contracts as to how long those contracts extend. As a consequence the College ended with a number of people who were hired for a term period and had to continue on because their contracts were not clear. Mr. Sanchez stated in the current operating year after last year's budget, the College redid the contracts and wanted to make sure it was really clear if an employee was on a grant, it was characterized as a term position. Term implying that there was a finite funding source and once that funding source expired there were two options. One is, as an institution let it die on the vine and the funding is over or absorb it through the I&G funding. The difficulty the year before and this year is there is some shifting of positions depending on the importance of them, that the College can bring into the I&G but the College cannot bring a lot into the I&G. To the extent the College can push out the federal funding to a later year, the College worked with Ricky Serna on those positions. The year before the College had to absorb \$250,000. There were some departments, Nursing and Engineering where the College increased the contribution of I&G funding because the College wanted to make sure that those positions are transitioned so the College does not take a hit all in one year. There are other issues in terms of FTE that the College has to consider. In some cases it is not what the College is replacing with funding that is going away but there are some positions that are needed. These also come into the mix in the budgeting process. Mr. Sanchez stated last year the FTE was 284 and this year it is 260.

Regent Branch stated there has been some concern and he has received some questions and emails. Regent Branch stated there has been a lot of criticism regarding the addition of new positions, the administrative positions, and the hiring of professionals within those positions at competitive rates. Regent Branch stated this information came from the Board of Regents primarily because the Board of Regents did not feel that the College had administratively the staff needed in order to operate the College. Regent Branch requested Mr. Sanchez address those positions in particular if he has the information available. Regent Branch stated he would like to know what the College is paying in equivalence, although every university in the state not only has a particular position but they will have staff below them which the College does not have. Regent Branch has asked if anyone has looked at this information as the College compares with the numbers of administrative staff. Regent Branch stated this should be discussed so people can understand and the reason behind it.

President Barceló stated with the recent Provost search, this is one of the first things the College did. The College surveyed Provosts among the comprehensive institutions. This is something the HR Director has been directed to do. President Barceló stated in comparison to the College's sister institutions the comprehensives, especially Western which is the most comparable; the College is very bare boned in terms of administrative structure. Also, the Board of Regents as well the State required the College to develop a finance office which was almost nonexistent when Mr. Sanchez came aboard. By the same token, the College was required to develop an HR Office which would be in compliance with Title IX and other Federal and State guidelines. President Barceló stated the question raised is a very important question and the individuals that the College has brought on board, came on primarily at their salary levels based on where they were coming from. People came to the College with an idea to provide a service.

Regent Branch stated another issue that comes up is the College took reserves and eliminated the reserves and there is no reference to fund balances. Mr. Sanchez stated when President Barceló came in, there was a comment made by people that there was a reserve of \$5M. When Mr. Sanchez looked at the balance sheet one of the things that became apparent of that overall amount \$2.3M was the state permanent land fund which was included in terms of cash but it is restricted and cannot be touched. The College gets the interest income off it but to the extent it provides the College a resource of available reserves, it is as good as nothing because it cannot be spent. Regent Branch stated this is a permanent fund. Mr. Sanchez stated it is a



permanent fund and generates some revenue for the College but in speaking to the question about reserves, it was almost half the reserves which were perceived as available when President Barceló came in but it was not the case. The other issue that was essentially taking the perceived reserves off the table was the College had so many negative funds and as the College started looking at them and cleaning up the negative funds; they had to be written off against I&G. Mr. Sanchez stated the College erred on the side of caution, for the last three years it has been money in, money out. If fund balance is positive it accrues to the College's benefit, if it is negative the College hopes it does not spend more money than brought in and can cover up some of the negative. The College lived by this and it has not been since this most recent audit that the College had an appreciation for what the negative amount would be. As the College goes into this audit, there will be some additional write offs but they are not material in terms of the huge amount. The College still has auxiliaries in the 12 funds that are in the negative \$200,000 plus. At this time, the College does not yet know but will give the Board of Regents a better sense in the May or June report. This is an ongoing process which requires the College to be careful about how it moves forward with finance.

Mr. Sanchez stated when the College started FY14 which started July 1, 2013, after the audit, the College was at a negative \$954,000 so the College pulled back and at the direction of the Board of Regents, the College set aside some things and also did some things administratively and covered a significant amount of this deficit as the actuals for year-end are estimated. The number that the College is looking at today is approximately \$150,000 and fluctuates depending of what invoices come in that the College was not aware of. Mr. Sanchez stated had none of this been done, the issue of how much more to cut would still be ongoing and would have been a lot worse because the only way to cover it is to live within the expenditures and revenues.

Regent Branch stated he would like to as the Board of Regents goes forward address the fund reserves.

Regent Herrera stated in terms of institutional fiscal accountability, Regent Herrera complimented all involved on the work they have done in prior year and current year. In accounting, much of what happens is an accumulation of things that have happened for years. The fact is, just looking at last year to this year, what Regent Herrera looks at as a Board Member and it is part of the Fiscal Watch Report that is presented to the Board of Regents every month, is the I&G because that is where a lot of the tuition, fees and the state appropriation reside. Last year to this year, on the revenue side, there was an increase of revenue of 8% so when Regent Herrera looks at this he wants to make sure either the revenue is flat or there is an increase. In this case, there is an increase, but it does not mean anything because you couple it with expenditures and from last year to this year, the College did not hold the line flat. There was a decrease in expenditures. Regent Herrera looks at big pictures with this kind of information. The fund balance continues to be an issue in an area that the Board of Regents is going to have to deal with well into the future. When speaking about flat or zero fund balance or anything of the sort, that raises major concerns for the Institution, State and the credit rating for the institution. This will play into the financial stability of the institution very heavily. The fund balance, the Board of Regents and the College needs to pay particular attention to. Regent Herrera stated a negative deficit in terms of the fund balance from last year to this year and hopefully going into next year where that has substantially been decreased. Regent Herrera stated he understands this is a moving target. The College will have better numbers when this year is closed and the College is able to reflect on this as well.

Regent Herrera stated the notion of the \$1.7M plays into the overall financial ability of the institution to be able to do the things everyone would like done and the Board of Regents wants to do. This \$1.7M comes out of I&G. Regent Herrera requested clarification on the projected transfer out, the financial records show \$2.3 and the document Mr. Sanchez presented is showing \$1.7. Mr. Sanchez stated when looking at the overall transfers, there are more than \$1.7M, the \$2.3M going out of I&G going out to everyone. Looking at the

revenue that is \$1.8M and expenditures were only \$1.4M, Mr. Sanchez is not allowing them to build a pot because the College is not in a position to afford that luxury at this point in time. If there is any residual amount, the College is going to live within the budget of \$1.4M and taking the rest back. The College goes through the process, makes the transfers, there are other fees (IT fees) that go in there and so long as the expenditures are covered, the College is taking the rest back as it is needed for operating purposes. When you net the difference, the lion's share of the difference between the \$2.3M and the \$1.7M is almost all internal services.

Regent Herrera stated he would like to expand on Regent Branch's comment. In terms of comparison, because comparisons, particularly on a statewide basis with other like institutions in the State, the Finance Committee in discussion with staff felt this was an important activity to undertake. To the point where in the future, the Finance Committee will be working to bring the comparisons forward through finance and on to the full Board. The importance of this is when the Legislature and the respective governing entities at the State level are trying to assess what to do from their end and their responsibility. They, the same as the College, have to have a point of reference. The College has internal operation as a point of reference and they have the entire State as a point of reference. They are doing precisely what the College aspires to do, to compare the College with other institutions. It is unfair for the College not to do this because it is a disservice to the College collectively. As many are walking the Legislative Halls, sometimes the College is blindsided with this kind of information they are receiving from the respective state agencies. The College needs to stay ahead of the curve so the College can be well informed as to what is going on. Any anomalies need to come out and the College needs to be on time of this type of information.

Regent Herrera stated as Mr. Sanchez was presenting, in terms of the budget guidelines, Regent Herrera requested an idea as to how the Nursing Enhancement Funding will be used or could be used. Mr. Sanchez stated what the College had originally done, when the operating budget was prepared, a position was shifted to the Nursing Enhancement dollars. The College placed the residual amount in a particular line item. In the process the College went through in terms of trying to eliminate the 5%, the College needed to shift a portion of a position to this so the College could live without the 5% increase in tuition. The other thing the College did was to take into consideration the estimated fund balance in Nursing Enhancement which is received late in the year. Based on this, the College wanted to be sure both amounts were weighed to ensure the money was available for whatever those purposes were going to be. During the budgeting process, the College did not speak specifically to what the monies might be used for. Ellen Trabka, Dean of Nursing was going to think about how she was going to use it.

Regent Herrera stated part of the institutions recommendation is to discontinue the Radiographic Program and asked for clarification if these funds could be used for this purpose or are the funds appropriated by the Legislature and signed by the Governor restricted. Mr. Sanchez stated the funds are for Nursing Enhancement and they need to be used within the Nursing Program.

Regent Herrera stated the institution was anticipating a reduction in fall enrollment by 5%. If history is any indication, this seems to be a low number in terms of the decrease in enrollment. Regent Herrera requested an explanation of the rationale of using the 5%. Mr. Sanchez stated he would have preferred to be conservative in terms of the revenue projections for the upcoming year. Mr. Sanchez would have preferred to build a budget on a 10% reduction, 5% was a compromise in terms that it was close enough to 10% that the institution could still reach it through administrative actions like freezing positions, eliminating travel, other issues administratively that the college could lean on (Grants if allowable under the Grant). Mr. Sanchez stated regardless of whether he wants to or not he is going to have to do so in the upcoming fiscal year because building on 5%, he is not comfortable, the institution needed to be at 10% in his view. Mr. Sanchez

does not know what it will be at the end of the day. Mr. Sanchez will have a good picture in August and will know any type of administrative actions that will need to be taken can either be relaxed or not. Mr. Sanchez stated there is a lot of numbers that the Registrar or Provost might be looking at and Mr. Sanchez follows those numbers closely but cannot rely on those numbers. He needs to see what the real dollar is in the August time frame. This practice was followed this year early in the year and it resulted in the College needing to pull back even more than the items the Board had asked the College to pull back on.

Regent Herrera stated it is safe to say that some people can applaud the institution for not going along with Mr. Sanchez' recommendation of the 10% reduction and depending on where you stand that is how you form your opinion. It would be safe to say that had it gone to 10%; there would be additional reductions or cuts because the revenue would not be materializing. Without a fund balance you do not have anything to fall back on. There is nothing there. Mr. Sanchez stated absent a fund balance, it really limits the options the institution has and the Board of Regents has to address some of the issues.

Regent Herrera requested clarification if the reduction of the overall expenditures and whether it is already built into the budget. Mr. Sanchez stated what he is going to try to do is make the savings up starting at the beginning of the year. Until Mr. Sanchez sees the real numbers in the August time frame, he does not know what is going to happen. The 5% is built in.

Regent Herrera asked Mr. Sanchez if he has given any thought or if he could give thought to the notion of the College continuing to be as transparent as possible in the work that is done in the financial area. Regent Herrera asked what discussion has taken place or could taking place in terms of providing the budget on the web. Regent Herrera would like to provide as much information as possible so the public could decipher some of this information. Mr. Sanchez stated in terms of putting information on the web or being more transparent, the fiscal watch reports could be put on the web and the operating budget on the web so the public can view it. Mr. Sanchez' concern is if the interest of the Board or of the public is that the institution give an ongoing update (weekly) it would be more difficult to achieve because of the constant dialogue and discussions. When speaking of personnel issues or cutting a position, it will open up other legal issues and they are not necessarily for public consumption. In the process, through ERUC, Executive and Cabinet, a lot of information is discussed and to the extent those managers are pushing the information down, everyone will know and will have a sense of what the College is talking about at the management level. There are many topics brought up during a lot of these meetings that if pushed down the hallway, then faculty and staff will be better informed.

Regent Herrera stated at the next Finance Committee meeting a discussion should be held regarding what could and should be presented to the public.

Regent Herrera stated the fiduciary responsibility of the Board is such that it requires the Board to have a balanced budget, adhere to deadlines, etc. Regent Herrera asked Mr. Sanchez if the Board of Regents is being presented with a balanced, responsible, reasonable budget to fulfill the Board's fiduciary responsibility should the Board of Regents approve the budget. Mr. Sanchez stated he believes they are.

Regent Garcia asked Mr. Sanchez to clarify when stating "discontinue the Automotive Program" if it is moving from a degree program to a continuing education program. Mr. Sanchez stated the institution would be eliminating the programs but to the extent that in a continuing education format, the interest is there by the public, those classes could continue. In the continuing education format to the extent there is interest and the classes make, it is also less expensive for people who want to participate in those types of classes. This has proved out to be a good move in terms of the woodworking participants. Regent Garcia stated it is obvious

students are not graduating but they are signing up for the class. President Barceló stated the institution would make sure they could graduate; there would be a teach-out.

Regent Garcia asked if the institution would continue to teach out the students in the Radiography Program. Mr. Sanchez stated the College has an obligation to do so.

Regent Garcia asked if the Nursing Enhancement Funding would be left to Dean Trabka's prerogative as to where she would spend it. Mr. Sanchez stated in talking to Dean Trabka, the position was shifted and to the extent she had an interest in using it, it was plugged in a line item. The ultimate decision of using those funds should be discussed with Dean Trabka and the College is doing so in order to achieve the no tuition increase, the College did have to shift a portion to the salary but again Mr. Sanchez was trying to be mindful of the fact the College wanted to leave money there. These issues will be discussed as to where the residual dollars will be spent.

Regent Garcia stated if Dean Trabka wanted to put the money into the Radiology Program to hold it for another year, would it be her prerogative. Mr. Sanchez stated this is an issue that is being discussed. The numbers the College has presented are for the decision making process. The decision is not Mr. Sanchez and it is a decision to be made by the Board. President Barceló stated the funds are earmarked specifically for nursing and they cannot be applied to the Radiology. It would be a violation under which they were allocated.

Regent Garcia stated suggested that the freezing of positions begin immediately instead of waiting and limit travel immediately. The College is in dire straits and needs to start tightening up the belts everywhere.

Regent Powers stated Mr. Sanchez stated he had struggles on whether to use, in computing the budget whether to use a 5% or 10% decline in enrollment. It is important to look at the sources of revenue the College has and the dependability of some of the sources. Some of the sources are very dependable, guaranteed to come in and other sources are very much variable. The variation to some degrees is controllable and to other degrees is not controllable. The College has some level of influence over enrollment and it is incumbent upon everyone to take every step possible to ensure the enrollment numbers come in as positively as possible. Regent Powers believes there is a big effort to do so but to the extent the Board of Regents, Administration, Staff, Community Members and students can do something to help recruit or retain students, it is imperative. In all of the work that has been done on the budget, one of the numbers that Mr. Sanchez mentioned was the ratio in the budget of state funding to tuition funding and how much more dependent the College is on state funding. When looking at other peer institutions, the College is dramatically out of line. The only way to fix this problem is to get the enrollment back in line with the College's peers. Until this is done, the College will have the same pain and suffering every budget time. The number one priority has to be to work with those working on enrollment and do what everyone can to help.

President Barceló stated it is important to understand based on Regent Powers statement, the College is bound in terms of the State to the credit hours generated. Mr. Serna stated the funding formula is a function of HED in terms of an executive recommendation to the Legislature. For the past consecutive years, the HED running of that formula has shown the College at a decrease in funding for an item called workload. Workload is the increase of student credit hours on an average of one year to the next. The HED formula as presented this year and last has shown the College at a decrease in funding. The LFC run on that formula, which is typically what is adopted by the Legislature shows an increase. This is because the LFC makes modifications typically in favor of not reducing funding for any single one of the institutions. As far as HED is concerned, the decrease in student credit hours is resulting in a decrease in revenue for the institution.

Regent Powers stated not only when the College has enrollment declines is the College getting hurt by a lack of revenue directly but is also getting hurt by the formula as well. This is compounding the problem. Regent Powers stated to avoid these difficult discussions next year; the one way to get it turned around quickly is to get a bounce back in the enrollment number. There are plans and processes to do this, unfortunately, a lot of these things do not take place immediately, and they will take time.

Regent Branch stated he will no longer need additional time to make an amendment to the budget. It has been anticipated how next year's budget will be handled in terms of reduction and looking at it.

Regent Branch stated he has heard a lot of comments of how open the budgetary process is and he believes one of the areas the College is failing in is even though the departments are interacting in the last couple of years for the first time at the College regarding their own particular budget rather than being from the top down budget. There is interaction that is occurring with the budgetary committees. Mr. Branch stated he is not sure that those who are representatives are taking it down to all levels, that it is understood by students, faculty or people understand what is happening in the process. There has been comments made that it is a secretive thing and no one is involved. This is not the case, it is open hearing, it is being done continuously and it is open. If people who are responsible within those departments are irresponsible in not submitting that information out, that is a lack of communication that the College needs to make sure that it is communicated. Everyone should be made aware of how and why the College develops a budget.

Regent Branch stated upon review of the dollars (I&G) and looking at the total dollars received at the College, part of the area is superficially looked at by the Board of Regents. A lot of is a grant application is made and it comes it. Regent Branch would like to know what happens during the year regarding changes. Regent Branch would like more communication with the Finance Committee. This is large dollars and the effect of this is going to affect the College the following year if the College does not receive it.

Regent Branch stated there are many comments made regarding how many grants the College has failed to continue. Regent Branch requested Mr. Serna update the status of the Grants for the College. Mr. Serna stated when he joined the institution; one of the major challenges of the College was record keeping. Mr. Serna spent the entire first year making requests to the funding agencies of copies of proposals the College had submitted. In some instances, the College would have to make requests not only for the proposals but the final and interim performance reports that had been submitted. There was never any documentation or records kept. There was also a major concern regarding the centralization of the funding. At the time, a single office was responsible for managing, distributing and signing off on all funds that were associated with the sponsored projects. The goal was to decentralize these. Currently, the College has a process for the largest grants where the College decentralizes the funding and actually appropriate the grant dollars into the departments. The difficulty is a significant amount of these dollars are not used on an annual basis. Consistently, the College rolls over from 45%-55% of the awards because they are underused. This is funding for first year retention, faculty development and most of the travel that is done is funded by federal grant dollars. Once of the hardships is prior to Mr. Serna's arrival the College had a black mark with some of the funding agencies. Prior to this administration, the College lost a CAMP Grant mid-cycle and a Trio Grant mid-cycle (08-09).

Mr. Serna stated one of the challenges the College has overcome is that prior to this administration that committed the institution to sustaining a significant dollar amount with regards to full time positions. These grants phase in these positions to approximately \$250,000 annually, three consecutive years in a row while these grants phase out. This creates a difficulty for the institution. The College has moved these positions to term positions consistent with what the State of New Mexico does in that if funding fails to exist, the position

might also fail to exist. The College has challenged the directors on academic and support services side is to evaluate the positions in a way that shows there is value added to the College that warrants sustaining these positions for the future. The College manages about \$7.2M in federal grants, most of which stays in the institution. Part of the grants go out to partners as part of cooperatives and one of the issues that has always risen is with the federal grant audits. All repeat finds for federal grant awards in the audits have been eliminated. There is an unqualified opinion on the federal grant side. The other three years show a reduction in findings but those were the years where the College had exactly 10 months to correct findings for all three audits. When the College was given an entire year working on the findings, the College was able to make tremendous improvements on the grants.

President Barceló stated when the Nursing funds ran out from LANL; the College absorbed those funds through I&G dollars at great cost to the institution. The College believed it was important to the programmatic direction of Nursing. The College is now in the process of doing this for Engineering as part of the budgeting process. Mr. Sanchez has worked out a plan where it is going to be 25%, 50% so that the Engineering Faculty are on I&G dollars because of the important role they play.

Mr. Sanchez stated when the College received the appropriation for \$253,000, when you start absorbing this into salaries; it puts the College into high risk because Mr. Sanchez does not know if the College will get any of this money next year. If the College does not get this money next year, \$200,000 will be needed to address the needs and it will have a significant impact on the operating budget.

Regent Branch stated he is on the Board of Regents to contribute his time to help the institution and everyone. The idea that anyone is on the Board of Regents with any particular idea of trying to hurt the College, the students, etc. is ridiculous. Regent Branch believes the process developed as a lack of communication with everyone. Communication needs to improve. Regent Branch stated he will serve as the Chair of the Student Affairs and Academic Affairs Committee. Regent Branch stated he and Regent Martinez will be the voting members along with faculty members and students who will participate in the process. Regent Branch asked everyone to look at how the entire process over the last few days affects the students and the institution and the reputation of the College. Regent Branch stated he goes home and thinks about this and how everyone who made statements has a reason for it. One is there may be something to it or two maybe someone has not communicated to the Board and perhaps the Board has been ignorant of the fact the Board should know more of what is being talked about. However, the reaction of how this is done affects the institution and the institution is important to everyone. Regent Branch stated now people are reluctant to deal with the institution. Regent Branch stated there has been an open process for people to speak and asked where everyone has been. What everyone does affects the institution. All that went on for the last few days brought on a lot of attention and negativity. Regent Branch stated he is going to continue for the time he will be on the Board to be open and asked that everyone communicate and the fear of retaliation is ridiculous.

**Regent Powers moved for approval of the budget as submitted with the changes that have been made since the budget was originally presented to the Finance Committee. The main change being the restoration of the fees and tuition rates from last year. There will be no increase in tuition or fees. The programmatic changes in the original budget proposal would remain and would be as submitted. Motion passed unanimously.**

### **C. Vice President for Institutional Advancement**

Mr. Serna stated he has already asked the Communications and Marketing Office to place the approved budgets, last three years audits and fiscal watch reports on the public records web page.

Mr. Serna stated the College is working with the Council of University Presidents (CUP) to initiate the bond election campaign as were done a couple of years ago. They have elected that Gerald Burke assist in running the statewide campaign. The College will work with the Foundation office to fund the initiative for Rio Arriba County. Last year it was very successful and the College was the second highest approval margin in the State of New Mexico.

Mr. Serna stated now that the new tuition rates are available, the College will begin working on an enrollment campaign for the upcoming fall semester as was done in the past. The Communication and Marketing office received level budget as was done last year, they will initiate an enrollment campaign at increasing enrollments and certainly the goal now is set to be no more than a 5% reduction in student credit hours.

Mr. Serna stated approximately 1 1/2 years ago one of the federal grant programs funded a cohort of graduate students at NMSU educational leadership program. The partnership allows for the students to take all their courses at the College as part of the College's approved post-baccalaureate courses in the College of Education. All of the recipients are Alumni to Northern New Mexico College and New Mexico Highland's University. They will be included in Commencement because they are local. This grant has earned the College 8 Master's Degrees local and the College is going to start a second cohort in June for another 12 local students to receive their Master's at NMSU.

Regent Branch stated when speaking about initiating some of the Master's Degree Programs and Baccalaureate Programs, the College received a lot of criticism because the state was talking about too many universities, colleges and too many duplicate programs. The College is one of the few working towards listening towards what they did by providing these programs and working with other institutions instead of duplicating. Regent Branch stated this is a good effort in accomplishing what was a criticism of different facilities throughout the State.

Mr. Serna stated prior his arrival one of the largest grants written was to develop three Master's Programs at the institution. The grant was submitted before the State of New Mexico HED ever authorized the College to offer graduate degrees. The College received the grant but never received approval from HED to grant Master level degrees. This would have been one of the steps necessary for this institution; the second would have been to appeal to the Higher Learning Commission. The institution was nowhere near being able to offer graduate programs, yet the College submitted a federal grant to develop them. When Mr. Serna arrived at the institution, one of the first trips he took was to the U.S. Department of Education. With regards to this grant, the College gave them two options: one, the College can return the funding; or two, they could allow the College to develop an alternative that would try to stay in alignment with scope as proposed. They gave the College an opportunity to propose an alternative and that is when the College developed the plan for increasing the College's plan for increasing the post-baccalaureate work in the College of Education with alternative licensures, cohort with NMSU and the College now has a partnership with UNM for the Engineering students.

Dr. Sena stated it does include the College has a limited number of graduate level courses it can offer under approval from the Higher Learning Commission.

Regent Herrera stated he was surprised with Mr. Serna's comment mentioning there was grant money that was not spent, most of which will affect students in one way or another. Regent Herrera stated he would like Mr. Serna to bring to the Finance Committee a report of the Grants, balances and what the purposes of the grants are. Mr. Serna stated he will bring this information on a monthly basis for the Finance Committee Meetings.

Regent Herrera stated there is a banner by Angelina's regarding Highland's University. Mr. Serna stated New Mexico Highlands has been in Espanola for a number of years. Currently, they are offering classes through Interactive Television and Distance Learning out of the site in Espanola. New Mexico Highland's University has also been approved to offer two of their entire programs exclusively online. Northern New Mexico College has not yet been authorized to offer classes online. The College does not have the ability to do this, the College does, however, have the ability to offer them through Interactive Television.

Regent Powers requested clarification on the percentage of grants and how it compares to other institution. Mr. Serna stated it would not be published anywhere but he can imagine how it looks to funding agencies. To the funding agencies it is not ideal but what the College must do each year is develop carry over plans for whatever funding the College does roll over showing that the College has the capacity to spend the money otherwise it rolls back. Regent Powers asked Mr. Serna why this is occurring. Mr. Serna stated a lot of the Title III and IV grants are institutional wide projects that span over multiple departments. They have to be thought of this way and cannot be done in isolation. Mr. Serna suspects it goes back to how inclusive the grant writing process was at that time and if it was reflective of what the institution might want to do over five years. The College has the ability to make changes. Mr. Serna thought the reason was the centralization of the funds and when it was decentralized to the departments it would rectify the problem but it has not and this is a concern. Mr. Serna stated the percentage has improved because the issue on the spending side was forced and the College petitioned for large institutional wide purchases. It is very hard to get a grant that will subsidize your current activity. The grants are aimed at improving the College's capacity to do certain things. Mr. Serna stated if there is not a strong core and you start piling up things will start toppling over. It is important to have infrastructure and programmatic strength that these things can grow on.

#### **X. PRESIDENT'S REPORT AND ANNOUNCEMENTS**

President Barceló stated that Dr. Ivan Lopez was invited by the Israel Faculty Fellowship Summer Institute to participate in a conference on solar. It will be a paid for trip by the institute but requires Board approval. This is testimony to his contributions locally and internationally. Dr. Sena stated part of this trip will be for Dr. Lopez to tour facilities and talk to colleagues about solar implementation.

**Regent Powers moved for approval of Dr. Lopez to attend the Israel Faculty Fellowship Summer Institute. Motion passed unanimously.**

President Barceló stated the Board of Regents is invited to all events for the end of year at the College. There are going to be 150 graduates, 84 will be participating in the Commencement Ceremony. Representative Salazar will be receiving an honorary degree.

President Barceló stated the College received recognition with three advancement awards from the CASE Association which is a professional association serving educational institutions. The institutional office received a Gold Award, the film and digital media arts professor and Canal Seis Director; David Lindblom won the top award in the diversity program category. David Lindblom has received three such awards over the last



three years. The Communication and Marketing Department received an honorable mention in the integrated marketing campaign category for their fall 2013 recruitment campaign at Northern.

President Barceló stated there will be a reception for Dr. Pedro Martinez, Provost on Tuesday, May 6, 2014. It will be campus wide as well as federal, state and business leaders.

Dr. Sena invited the Board of Regents to the 10th Annual Academic Research, Creativity and Scholarship Symposium on May 9th. This effort was initiated in 2005 with support from the National Science Foundation and LANL. The opening of the EDAC will be coordinated with this event.

#### **XI. COMMENTS FROM THE BOARD OF REGENTS**

Regent Branch stated he would like all of the administration to know what a professional team they are, how well they have done over the past few years. Regent Branch stated the College does need to do a better job of communicating but could not look to a more professional group at the College and what they have done and where they are going. Regent Branch feels he carries part of the burden when he cannot respond that is why he responds to comments and questions that are made that are very hurtful. Regent Branch thanked the administration for hanging in there with the Board of Regents and he is honored to work with them.

Regent Powers stated he seconds the remarks of Regent Branch and Regent Branch was involved heavily in the budget process and in order to look forward to doing a budget you have to look backward and know where you are today. Regent Powers has a high degree of confidence in the information provided and the fact that he felt comfortable about the representation of the current financial position, that the numbers they were getting were accurate and timely, which makes putting a budget together for next year much better and much easier. It would have been nicer had the Board known where the College is and had more to work with and hopefully in the very near future, they will have this. The College knows where it is, it may not like where it is and Regent Powers thanked the financial staff and administration for everything. Regent Powers stated he wishes the College could have spared some of the programs and there were in depth discussions about options for cuts and everything that was looked at, the consequences was much worse.

Regent Herrera stated "ditto" on his colleagues' comments.

Regent Garcia stated this week was hard, the College has a problem, and it was heard loud and clear through the faculty and the students and the administration. We need to hear them; we need to listen to them. Regent Garcia was very impressed with the student's presentation. Regent Garcia suggested the faculty change the List of Demands to the List of Suggestions. The College could do most of them and Regent Garcia stated they should be addressed as a Board. Communication is apparently lacking. There is no trust within the administration, the faculty, the staff, the Board. We have a problem, we made a lot of mistakes but hopefully we will learn from them. Regent Garcia stated she loves the college and loves the community. Regent Garcia stated she is afraid we started an avalanche that we are not going to be able to control what we did today.

**XII. ADJOURNMENT**

**Regent Herrera moved to adjourn.**

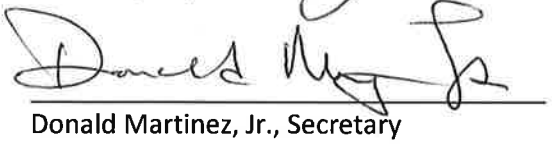
**Meeting adjourned at 11:20a.m.**

Amy Pena, Recording Secretary

APPROVED:



Rosario (Chayo) Garcia, Board President



Donald Martinez, Jr., Secretary