

NORTHERN New Mexico College



NNMC BOARD OF REGENTS SPECIAL MEETING MAY 10, 2023

The Board of Regents of Northern New Mexico College held a Special Board Meeting on Wednesday, May 10, 2023. Board Members in attendance in person and Via Zoom were Board President Michael A. Martin, Regent Porter Swentzell, Regent Erica Velarde, Regent Ruben Archuleta, Regent Casandra Batista Dauz.

Staff Present in person and Via Zoom: Hector Balderas, JD, CFE, President, Ivan Lopez Hurtado, Provost & Vice President for Academic Affairs, Denise Montoya, Chief of Staff/Vice President for Finance, Theresa Storey, Chief Financial Officer, Scott Stokes, Chief Information Officer, Matthew Baca, General Counsel, Juan Gallegos, IT, Clarence Lithgow, Accountant III, Arin McKenna, Staff Writer/Reporter, Communications & Marketing, Nick Eckert, Grants Manager and Special Projects, Joshua Lopez, CAMP & HEP, Vince Lithgow, Accountant III, Sandy Krolick, Creative Director, Communications & Marketing, Jessica Archuleta, Associate Registrar, Kristy Alton, Title V CASSA Project Director; Analise Lopez, IT and Amy Peña, Executive Office Director

Faculty Present: Ashis Nandy,

Others Present: Tim Crone, Natalia Backhaus, Dolores Gurule, Student Senate President,

I. CALL TO ORDER

Board President Martin called the meeting to order at 1:02PM

II. APPROVAL OF AGENDA

Board President Martin entertained a motion to approve the agenda.

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

III. FY2024 PROPOSED OPERATING BUDGET

President Balderas stated before introduction of the professionals that are going to do the budget presentation, he wants to communicate to the Board and community that today is a day of celebration. As someone who has been in public service 18 years there are definitely some fiscal stormy seasons and this is not one of them and he would like to recognize the past incoming administration and leaders and our new administration that any budget that can involve salary increases, \$1.5M new investment in our college community and also no tuition increase, President Balderas would like to commend the Board as we are about to take action, he is grateful to be in this type of fiscal situation. President Balderas thanked Evette Abeyta, Stephanie Lovato and the entire Business Office, Human Resources and the unions. With this, he deferred to the finance team.

Dr. Denise Montoya, Chief of Staff and Vice President for Finance stated there are three items for the Board to review and there are action items on each one. The first, Theresa Storey, Chief Financial Officer will go through the proposed budget. Second, restricted and unrestricted final BARS. The third one, Dr. Montoya is excited to thank Tim Crone and the unions, we got some good news that they signed off on the MOUs. Dr. Montoya apologized that they were late, they are hot off the press about five minutes ago. Dr. Montoya introduced Theresa Storey for the first two items. Ms. Storey reviewed the FY2024 Budget (attached) and stood for questions. Regent Velarde – no questions. Regent Swentzell – no questions. Regent Archuleta – no questions. Regent Batista Daux – no questions.

Board President Martin entertained a motion to approve Fiscal Year 2024 Operating Budget.

Regent Velarde moved to approve Fiscal Year 2024 Operating Budget. Second – Regent Batista Daux. A roll call vote was taken. Board President Martin – yes, Regent Velarde – yes, Regent Swentzell – yes, Regent Archuleta – yes. Regent Batista Daux – yes. Motion passed unanimously.

IV. FY2023 NNMC RESTRICTED AND UNRESTRICTED FINAL BARS – Action Required

Dr. Montoya stated this will be presented by Ms. Storey. Ms. Storey reviewed the Restricted and Unrestricted Final Bars (attached) and stood for questions.

Board President Martin asked of there were questions from the Board. Regent Velarde – no questions. Regent Swentzell – no questions. Regent Archuleta – no questions. Regent Batista Daux – no questions. Board President Martin did not have questions.

Board President Martin entertained a motion to approve the Restricted and Unrestricted Final Bars for Fiscal Year 2023 as presented.

Regent Swentzell moved to approve the Restricted and Unrestricted BARS for Fiscal Year 2023. Second - Regent Archuleta. A roll call vote was taken. Board President Martin – yes, Regent Velarde – yes, Regent Swentzell – yes, Regent Archuleta – yes. Regent Batista Daux – yes. Motion passed unanimously.

V. MEMORANDUM OF UNDERSTANDING COLLECTIVE BARGAINING AGREEMENT

Dr. Montoya stated there are three MOUs that the Union and the Human Resources have been working with and the union membership has ratified. The first one is or the Northern Federation of Educational Employees AFT New Mexico AFLCIO for the non-exempt employees. We have agreed to changing the employer employee share for NMSIA covered individuals, per House Bill 533. It increased the premiums that the employer pays and reduces the premiums that the employer share covers. The next item on this MOU provides the 6% across the board for unit members and it also clarifies apparently there was an agreement last year that employees at their four-year anniversary would receive a 45 cent per hour increase but for some reason it was indicated as a .045 instead of a .45. That change has been made to clarify the original. Only one employee has been affected and they did do a 45 cent per hour increase for that employee because of that intent and this clarifies the language. The second MOU before the Board of Regents is for full time

faculty members. What that provides is a 6% increase for eligible faculty. It also updates the salary matrix by 6% and the overload by 2% to align with what adjunct faculty are paid per credit hour. In addition to that, because full time faculty are also benefits eligible, it changes their premium for the employee and employer share per House Bill 333. The third MOU that is in front of the Board of Regents. Although the legislature wasn't able to provide increases for adjunct faculty, we did find it within our budget to increase their per hour course by 2%. With that the Union has agreed and its membership has agreed to these changes and we formalized the agreements pending the Board of Regents approval for the three unions.

Board President Martin entertained a motion to approve the MOUs. Prior to the motion Board President Martin asked Mr. Crone if he would like to make a comment.

Mr. Crone stated he would like to thank everyone. The benefits and salary package actually exceeds the 6% through the longevity and in the faculty (inaudible). Given the restraints of striking the word average it was a success. (inaudible). Mr. Crone does want to point out with the adjunct faculty, there has long been. He started as adjunct with UNM-Northern Branch in 1973 and then returned to adjunct status in 2015 and department chair in the 1990's. In that period of time there has only been 3-4 salary increases for the adjuncts. As a department chair, it was extremely difficult, they had more students and more adjunct instructors, to find someone to teach (inaudible) class at the salary we paid was extremely difficult (inaudible), couldn't find anyone. Both President Balderas and Dr. Lopez have committed to focusing on this (inaudible), they do, as pointed in email, thank you, the (inaudible), they have been (inaudible) and so they do teach more than half the classes. They are a vital part of the college community and more students interact with them than anyone. Thank you.

Regent Swentzell stated he would like to thank Mr. Crone for his comments. This is something, he was very happy a couple of years now, we were able to have one of those handful of increases for adjunct faculty but also as a former Northern student and former Adjunct Faculty himself, Regent Swentzell stated these adjunct faculty, some of them, some of these adjunct faculty are some of the most of the outstanding faculty among the ranks here. Not to say anything about the full-time faculty, excellent faculty as well. As Mr. Crone mentioned, these faculty are carrying a lot of the workload. Some of them are long time specialists in their field, maybe retired, so this is sort of a fun thing they can do. Also, some of them are still working hard in their field or even incoming new faculty who are just trying to get their foot in the door. They are doing some heavy lifting on that. Considering the amount of education that is required to cover this and the knowledge and expertise for some of the kinds of classes that are taught. Regent Swentzell stated he does not think there is any way to put it except that the compensation packet is atrocious. He would like to put that on the record, it is atrocious. He will continue to always mention that, that it is good that it is this increase but also when you look at the trends in higher education, the offloading of courses onto adjunct faculty, the elimination of tenure, the assault on faculty tenure, the assault on the institutions that allow the schools to be where we are at today is something that we as Northern, we have our own little concerns here, right, but also to look at those national trends and the sort of assault on some of these honored institutions and also the shifting away from tenure track faculty full time. They have worked hard to be in those positions and stripping them away, reducing those positions to nothing relying on faculty, part time faculty, paying them peanuts. That is the model that is out there but that shouldn't be the model that Northern extends. We have incredible professionals in our region that give their time and effort to give our students the best education that we could see. It is shameful to pay that low. Regent Swentzell stated he would get off his soap box because he wants to make the motion but he also wants to make sure he has his two cents in there and he has mentioned these things previously as well but we have new administration here.

Board President Martin stated he appreciates the 2% for the adjuncts because the legislature has increased the full time about 10% over the last two years but they haven't made a corresponding increase for the adjunct. So, we are saddled with the problem with saying we need to come up with the money in our budget that is not being provided by the legislature. He knows we have the expertise to address that and he thinks that will be in the strategic plan to be one of our first goals and the Board had asked President Balderas, we need to find outside funding to solve some of our problems and this might be one of those areas we could explore.

President Balderas stated we are very concerned because we think the Board is being very kind in how they are describing the structural deficiency. For one, on fairness, they described honorable Regent that we are underpaying a professional service that isn't getting valued properly. President Balderas also goes back and we have already began studying these issues. President Balderas stated he thinks the State is also underfunding an inequitable formula and there could be legal, more aggressive legal posture with the State's mandate to basically fully supplement or fund basically we are getting propped up on one leg, our entire operation through adjunct. But not just in equity, President Balderas does not think they are potentially funding the full operational investment that they owe. There are some interesting ideas. President Balderas has either aggressively valuing a supplemental request, just getting a one time and then backing them into the legislature into a permanent funding strategy later. There are all kinds of different ways. Another way, President Balderas doesn't think that higher education is properly at the oil and gas investment rates. There are arguments there that we are one of the wealthiest states in the nation in oil and gas revenues. The legislature had so much money this year but part of the intent of those oil and gas revenues was a land grant institutional permanent funding of schools and so he thinks there is equitable arguments we could make with standing of El Rito going back to 1911 that we just want to get in on a little bit of the oil and gas revenue. We are planning on taking the Board's direction that they want this to be a top priority to potentially fully fund equity in terms of the adjunct. We could not survive without them our students would not get equal protection providing adequate education. There are ways to expand what has been good in public education, in high school education up to equitable arguments to higher education. We took direction and are on it and will come up with some ideas for the summer. Board President Martin asked Regent Velarde if she wanted to weigh in on this. Regent Velarde stated she did not, she appreciates Regent Swentzell's comments. Regent Archuleta - no comment. Regent Batista Daus - no comment.

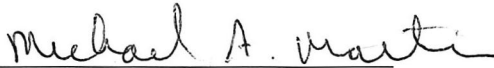
Regent Swentzell moved to approve the Northern Federation of Educational Employees AFTNM AFLCIO Non-Exempt Memorandum of Understanding and the Northern Federation of Educational Employees AFTNM AFLCIO Faculty Bargaining Unit Memorandum of Understanding and the Northern Federation of Federal Employees AFTNM AFLCIO Adjunct Faculty Bargaining Unit Memorandum of Understanding. Second – Regent Velarde. A roll call vote was taken. Board President Martin - yes, Regent Velarde - yes, Regent Swentzell - yes, Regent Archuleta - yes, Regent Batista Daus - yes. Motion passed unanimously.

VI. ADJOURN

Board President Martin entertained a motion to adjourn.

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

The Board of Regents adjourned at 1:33PM.



Michael A. Martin
Board President



Erica Rita Velarde (May 26, 2023 17:22 MDT)

Erica Velarde
Board Vice President







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Final Audit Report

2023-05-26

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