

NORTHERN NEW MEXICO COLLEGE



**NORTHERN NEW MEXICO COLLEGE
BOARD OF REGENTS**

JUNE 26, 2026

NORTHERN New Mexico College



NOTICE

The Board of Regents of Northern New Mexico College will hold a regular meeting on **Friday, June 26, 2026 at 9:00AM**, Via Zoom.

Join Zoom Meeting

<https://nnmc.zoom.us/j/93884181987>

FINAL AGENDA

- I. CALL TO ORDER**
- II. APPROVAL OF AGENDA**
- III. PUBLIC INPUT**
- IV. COMMENTS FROM THE BOARD**
 - A. Board of Regents Subcommittee Reports
 - 1. Housing Committee – Informational
 - 2. Audit, Finance, Facilities Committee – Informational
 - 3. Academic and Student Affairs Committee – Informational
 - 4. Governance Committee
 - a. Presidential Evaluation - Action Required
 - 5. HERC Committee - Informational
- V. APPROVAL OF MINUTES - Action Required**
- VI. PRESIDENT’S REPORT AND ANNOUNCEMENTS**
 - A. Celebrate Northern – Informational
 - B. CUP/NMICC Report – Informational
 - C. NNMC Foundation – Informational
 - D. Introduction of Staff and Faculty – Informational
- VII. FACULTY SENATE PRESIDENT REPORT**
- VIII. STUDENT SENATE PRESIDENT REPORT**
- IX. STAFF SENATE REPORT**
- X. STAFF REPORTS**
 - A. Provost & Vice President for Academic Affairs
 - 1. Nursing Department Request for New Course Fees - Action Required

XI. EXECUTIVE SESSION

- (1) Limited personnel matters related to the hiring, promotion, demotion, dismissal, assignment, resignation, or investigation or consideration of complaints or charges against an employee;
 - a. No items
- (2) Bargaining strategy preliminary to collective bargaining
 - a. No items
- (3) Threatened or pending litigation subject to the attorney-client privilege in which the College may be a participant; and
 - a. No Items
- (4) Real estate acquisition or disposal.
 - a. RAC Real Estate Transfer Agreement

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

XIII. ADJOURNMENT

In accordance with the Americans with Disabilities Act (ADA), physically challenged individuals who require special accommodations should contact the President's Office at 505-747-2140 at least one week prior to the meeting or as soon as possible.

Office of the President

NORTHERN New Mexico College



MEMORANDUM

To: Board of Regents
Northern New Mexico College

From: Hector Balderas, JD, CFE
President

Date: June 26, 2026

Re: Board of Regents Meeting Minutes

Issue

Northern New Mexico College (NNMC) provides, on a monthly basis, Board of Regents Minutes from the previous month for approval.

Recommendation

Staff recommends that the Board of Regents approve the attached Board of Regents Minutes for the regular meeting of May 29, 2026.

NORTHERN New Mexico College



BOARD OF REGENTS MINUTES MAY 29, 2026

A Regular Meeting of the Board of Regents of Northern New Mexico College was held on Friday, May 29, 2026, In Person and Via Zoom in the Board Room of Northern New Mexico College, Española. Campus. Regents Present in person and Viz Zoom: Michael A. Martin, Erica Velarde, Ruben Archuleta, and Dolores Gurule. Regent Lovato was not in attendance.

Northern New Mexico College Staff Present: President Hector Balderas, JD, CFE, Theresa Storey, Chief Financial Officer/Compliance Officer, Matthew Baca, General Counsel, Scott Stokes, Chief Information Officer, Juan Gallegos, Windows System/Information Security Administrator, Arin McKenna, Staff Writer/Reporter, Communications & Marketing, Judith Pepper, Major Gifts Officer, Ann-Marie Draeger, Grant Writer, Sally Martinez, Executive Assistant to the Provost & Vice President for Academic Affairs, Joshua Lopez, Dual Credit Outreach Specialist, Brenda Janot, Accessibility Services Coordinator, Evette Abeyta, Budget Coordinator, Sara McCormick, Career Services Specialist, Cindy Martinez, Human Resources Admin/Tech, Kristy Alton, Title V Director, Anjel Romero, Library Access Manager and Operations Manager, and Amy Peña, Executive Office Director/Board Secretary.

Faculty Present: Ana Vasilic, Sneha Chakradhar, Scott Braley, Melanie Colgan, Margaret Zak

I. CALL TO ORDER

Chairman Martin called the meeting to order at 9:06AM

II. APPROVAL OF AGENDA

Chairman Martin entertained a motion to approve the agenda. Chairman Martin stated the Governance Committee and the HERC Committee did not meet this past month, so we will strike these from the agenda. Chairman Martin entertained a motion to approve the agenda as amended.

Regent Velarde moved to approve the agenda. Second – Regent Archuleta. A roll call vote was taken. Chairman Martin – yes, Regent Velarde – yes, Regent Archuleta – yes, Regent Gurule – yes. Motion passed unanimously.

III. PUBLIC INPUT

None.

IV. COMMENTS FROM THE BOARD

A. Board of Regents Subcommittee Reports

1. Housing Committee

Regent Archuleta stated there is nothing to report.

2. Audit, Finance, Facilities Committee

Regent Velarde stated there is a good conversation coming up, so good, you know, good conversations about, about our negotiations with the unions.

3. Academic and Student Affairs Committee

Regent Gurule stated she met with Matt Baca, General Counsel regarding the, things that are going to be reported on today on Academic and Student Affairs and that will be discussed, in further detail later on in staff reports.

4. Governance Committee

None.

5. HERC Committee

None.

IV. APPROVAL OF MINUTES - Action Required

Chairman Martin entertained a motion to approve the minutes of April 24, 2026.

Regent Velarde moved to approve the minutes of April 24, 2026. Second – Regent Archuleta. A roll call vote was taken. Chairman Martin – yes, Regent Velarde – yes, Regent Archuleta – yes, Regent Gurule – yes. Motion passed unanimously.

V. PRESIDENT'S REPORT AND ANNOUNCEMENTS

A. Celebrate Northern

President Balderas called Margaret Zach and Melanie Colgan to the front of the meeting for a photo and recognition. President Balderas stated as you recall, we recently granted tenure to these outstanding faculty members in the nursing department and we would like to honor them with an awarding of two pens as recognition of outstanding personnel and professional achievement to our college. Two pens as recognition of outstanding personnel and professional achievement to our college. President Balderas asked the audience for a round of applause. President Balderas asked if they would like to say something. Margaret Zak thanked President Balderas and the Board of Regents and stated it is an honor to have worked in their department and she is really grateful to everyone who had to read through our, incredibly long packages. Melanie Colgan stated she would say ditto to that. Tenure was a group effort; they got a lot of support from their colleagues in nursing but also Sushmita Nandy was very kind to meet with them and guide them through the whole process as well. So, yes, they are very thankful to be here.

President Balderas thanked them for working at Northern and choosing this mission and we're all very grateful for them to continue to establish themselves as academic professionals.

President Balderas stated he also, we get an opportunity to award tenure sometimes but he also wants to call the next person up, just to extend a gratitude and a thank you. She's department our college for a much more important mission in the mountain. Mission on a mountainside. President Balderas stated when he got to Northern, he studies a lot of the history here. Not just socially but fiscally and there was a quiet sustaining force that happened kind of under Provost Lopez and the tenure of our leadership here, where Northern really used federal grants as a way to stabilize this entity, and there were times when I think have there not been some special infusions of federal funding? This institution might have fared much worse in some of those earlier storms, and a lot of people won't know that or won't see that, but he has studied a lot of those federal grant trend lines. So, one of the individuals that was here under Title V, quietly did her job really well, and quietly held those grants in very high compliance. But more importantly, really there were times that he... he's not going to exaggerate, that federal grants in the middle levy potentially saved this institution and the least we could do is thank her if she could maybe come up, Kristy, and President Balderas stated he will let her share her personal business of why she is leaving us. For the record, she has an open invitation to come back. Ms. Alton stated she is expecting in a few weeks. Ms. Alton stated she is

grateful for having been able to work here. She really does think that Northern is a family and with all of her hormones, she doesn't want start crying but she is only leaving because she has got this new adventure going on and it's a sad time to, to be leaving here but an exciting time in her life, but she is grateful to everybody and she has really loved working here.

President Balderas stated there is a lot to celebrate and thank you Kristy. It is bittersweet but she can always come back and if she needs us, we are family and she can always come back.

Our biggest news this month is that the Higher Learning Commission (HLC) affirmed our accreditation for the next ten years. We proudly met all 5 criteria without interim reporting, reflecting our dedication to excellence and continuous improvement. This was a collective effort over the past year and a half, and I want to thank everyone who contributed to our effort. I want acknowledge the Board of Regents for their invaluable support in our accreditation reaffirmation success, and I want to acknowledge the entire college community for your dedication and contributions to this collective achievement. Special thanks go to the Facilities Department and staff, who made our campus shine during the accreditation visit and who organized the meeting rooms and logistics, and to the Accreditation Steering Committee for their efforts in leading and completing the Assurance Argument and the Federal Compliance Report.

We had a very successful Commencement week. 398 students walked in our two main ceremonies, with separate ceremonies for 30 Tech Trades graduates, and 48 High School Equivalency graduates. Many of those 435 students earned multiple credentials, bringing the total number of degrees or certificates to 473. Twenty-one graduates participated in the Nurse Pinning Ceremony. Our graduation barbeque gave students a more informal way to celebrate. I want to recognize the recipient of our Honorary Degree, Don Bustos, who has contributed so much to ¡Sostenga! farm. We are already doing autopsies on how to make our ceremonies better and President Balderas continues everyone to provide feedback. We have a good set of problem and he challenges our faculty, staff and community members, these are good social problems that we are smashing. It is an amazing experience. We don't necessarily know what the solution is, we are getting great advice and input and we don't want to limit family members in terms of graduation, that is out the door. We have never had the facilities built out to potentially staff 2,000 students. He wants to continue the momentum.

With so many ceremonies and President Balderas doesn't have time to thank everyone personally, but he is grateful to everyone who participated to make these ceremonies memorable, from the keynote, invocation and student speakers to the singers, dancers and musicians. We owe a big thank you to all the staff who organized the ceremony, created the programs and got word out to the community; the facilities and security staff who set up and tore down and kept us safe; and all the staff and faculty who participated

in the ceremonies. To the invocation speakers to staff, security, parking, but yeah, he believes those are good problems to show that Northern is growing. Small anecdote, the year before he received complaints about handicap families, from the families, that told him, you know, there was nothing up front. We had four spots before, so we set out on an ambition to get a parking lot done and then we accidentally miscommunicated, and we did 24, all 24 spots in handicap parking. So, we were like quadruple compliant this year. So, this is kind of the Northern way. We trip forward, and as long as it's forward, we'll keep trying. But we had no complaints, with the handicap because we had an abundance of handicapped staff on parking spaces. So, anyway, congratulations to everyone who made the commencement happen, and to our faculty and staff, because you're the ones that get the graduates there and that's not lost on us as well.

We showcased the talent and hard work of our students at the 21st Annual Academic Research Symposium & Student Art Show. The thesis projects reflected a year or more of research and dedication. This was the first year to hold the Student Art Show alongside the symposium to recognize the research and experimentation behind artistic practice. The award winners were:

- Jade Madrid, 1st place for STEM
- Nicholas Lopez, 2ND place, STEM
- Erica Montano, 1st place, Human Sciences
- Shaela Carrillo, 2nd place, Human Sciences
- Marissa Padilla, 1st place, Arts
- Jolietoile Campos, 2nd place, Arts, and also the Audience Choice Award.

We had a lot of fun participating in the Great New Mexico Clean-up with Governor Michelle Lujan Grisham and Luis and Daniel Moncada from *Breaking Bad*. President Balderas stated he wants to give a shout out to all the students and staff who participated. Please watch one episode, at least, so you'll know how huge this was. This came off spontaneous communication that we had, that they were struggling to create awareness from the city and the county and so Northern stepped up as a community partner. President Balderas stated he also wants to recognize another viral moment where he believes Luis Moncada was talking to one of our students and it wasn't us that went viral, it was a student. He thinks he titled it Conversation with a Homie. It was the actor from Breaking Bad talking to one of our Espanola students about overcoming obstacles and what he went through when he was in jail and in prison and he forgot how many thousands of views but that one also went viral. So, some of our most spontaneous, little eagle and our own students are the ones that are driving our message, and he can't thank the Governor enough for trusting us to lead a whole lowrider procession through the community, but to see some of our students picking up trash in their vests and our student-athletes, it was really amazing to see them being leaders in our community.

President Balderas stated he also wanted to recognize Staff Writer/Reporter Arin McKenna has won three 1st Place awards in the 2026 New Mexico Press Women Communications Contest. Her winning entries were her press release, *Northern New Mexico College Interns Explore Career Opportunities in the Community*, her web copy for the ¡Sostenga! webpage and her story *The Native Eye: Photographers Reflecting Their World*, published in the 2025 SWAIA Indian Market Magazine.

Students from the Upward Bound Española Cup of Noodles Improv Troupe took the stage alongside performers from Santa Fe Improv for *Friday Night Live! — A Night to Remember*. The performance highlighted the skills the students have developed through this collaboration with Santa Fe Improv.

We celebrated our outstanding scholar-athletes at the 3rd Annual Scholar Athlete Honors Banquet.

We hosted a screening of *Redemption Time / Poetry. Music. Healing. Second Chances*, a film directed by David Gonzalez that featured acclaimed poet Jimmy Santiago Baca and violinist Christian Howes. The evening included poetry by our own Adam Baca and music from Grupo Divino. Jimmy Santiago Baca would like to teach NNMC students screenwriting. Regent Velarde stated he gave her son a scholarship to the writer's retreat when he was 13. Currently, now, he is verbalizing one of his new screenplays. To have this in our community would be awesome. He connects with the people, with that movie, if you read his autobiography and to be a now a leader in the community. President Balderas stated he would put him in Blood In Blood Out II as a gangster or lawyer. He did offer as well to keynote one of our graduations. We will follow up with all of this.

Our El Rito Greenhouse held a hands-on Seed Starting Workshop led by Ashley Haywood. Our Greenhouse Manager Lina Alegría organized the event and generously sent participants home with fresh leafy greens.

Our thanks to Heather Pierce for presenting Spring Constellations at the Planetarium, giving us some help in locating the constellations in the night sky and some of the mythology behind them.

Coming up, our Math & Data Science Department will be hosting a Math Summer Camp called Math in Mosaic for 5th and 6th grade students and our Athletics Department will host a Basketball Camp for 2nd – 8th grades.

B. CUP/NMICC Report

President Balderas stated he does not have CUP/NMICC update for this month's meeting; both associations are beginning to track interim legislative activity, and I will report more to the Board as issues develop

C. NNMC Foundation

President Balderas reported the following:

I. President's Eagle \$1,000,000 Campaign - \$1,089,908

April 1, 2025 to May 28, 2026

II. FY26 Philanthropic Donations - \$541,031

July 1, 2025 to May 28, 2026

III. Foundation Managed Scholarship Funds for FY27 Awarding

A. Endowed Scholarship Funds - \$75,000 available for 60 awardees

B. Maley Nursing Scholarship Fund - \$50,000 available for 10 awardees

C. Corporate Partner Scholarships - \$18,000 available for 9 awardees

1. Longnecker & Associates - \$10,000 (2, \$5000 scholarships)

2. Del Norte Credit Union Vanessa Valerio Memorial Nursing Scholarship
\$1000 (1, \$1000 scholarship)

3. Del Norte Credit Union Trades Scholarships (a newly founded
scholarship)
\$7000 (1, \$2000 scholarship; 5, \$1000 scholarships)

D. Northern Scholarship Fund - \$100,000

\$100,000 – (100, \$1000 scholarships)

A list of these funds has been provided to NNMC Financial Aid, which manages the application and awarding process.

D. Introduction of Staff and Faculty

President Balderas introduced our newest groundskeeper, Dennis Garcia.

VI. FACULTY SENATE PRESIDENT REPORT

Scott Braley, Faculty Senate Report stated he has nothing to report today.

VII. STUDENT SENATE PRESIDENT REPORT

None.

VIII. STAFF SENATE REPORT

Anjel Romero presented the following to the Board of Regents:

The Staff Senate continues to focus on strengthening communication and collaboration across all departments within the institution. Our goal is to help ensure that staff voices are heard, information is shared openly, and connections between departments remain strong and productive.

Our committees remain actively engaged in supporting the campus community through the work of:

- Health, Safety, and Climate- is working with CASCC on the campus climate survey
- Personnel Policies and Procedures- is working through the staff handbook and have our first meeting with legal and he next week
- Space, Infrastructure, and Beautification- met with Dalene and the president and have some ideas for moving forward
- President's Staff Advisory Committee- has been meeting regularly with the president.

These committees continue to work together to address staff concerns, improve workplace culture, and support initiatives that benefit both employees and the institution as a whole.

We appreciate the continued support of the administration and the Board as we work to maintain open lines of communication and foster a positive and collaborative environment across campus.

Mr. Romero thanked the Board of Regents.

X. STAFF REPORTS

A. Vice President for Finance & Administration

1. Northern Federation of Educational Employees, AFT-NM, AFL-CIO Non-Exempt Staff Unit Collective Bargaining Agreement

Matt Baca, General Counsel stated the next three items are action items on the three CBAs. But before we go into each of them, President Balderas would like to give some sort of top-line remarks about the entire process that addressed all three units, then we can maybe get into each one. President Balderas stated it is an honor to give an update about the transactional activity but also to just share just a little bit of context. We shifted in the last three and a half years, during the union negotiations process from

hiring a law firm, outside law firm, that used to literally litigate with faculty and staff and he took a change with our backgrounds to really absorb that responsibility. And so, it's definitely bittersweet, because what it also does is it takes your general counsel away from maybe looking at your staff report, you know, your policies and procedures, or it takes your president away from, potentially the graduation ceremony committee. Because we start union negotiations roughly around February all the way to May, and we literally were... were on the clock during graduation commencement, so he... he gets grumpy because he... he likes to spend that graduation week with the students and the families, but the reason, he shares that context is those consequences do produce impact, and they're sometimes often not necessarily recognized, or... whereas Teresa, Matt, and Hector? Well, we're in a union negotiation with three bodies, but we do that because it was very important for us to really get to know those constituencies. Be very transparent with them, and then somehow collectively connect what's going on in union negotiation issues with what also is going out externally, strategic planning, revenue generation, academic, planning, all those things connect. But it does have a drain and a cost, and he just wanted to say that he still believes it's paying dividends. The first is that the tone of those negotiations went from litigating about commas and periods to really aggressively, not always happy. But having really honest conversations with the union, and I want to tell you that he thinks, between the rumors he hears statewide. We have one of the most dynamic, healthy relationships, management, and AFT than any other institution in New Mexico, and my goal was to try to keep that constructive dialogue, and he is pleased to report to you that, yes, we're still all very good friends, there's a lot of respect and we're getting to know each other even better and we're getting into the real nitty-gritty of some of the issues. So, he wants to congratulate all our bargaining teams. The whining that he just gave you about his time, they also deserve a lot of kudos. They commit as faculty, staff all the time that we committed since February, and so we continue to congratulate the bargaining units that appoint those leaders as well. You're well represented, and you deserve a lot of, support for the collegial and collaborative negotiations as well. He also truly believes we're building on past negotiations, which for him, it's been a three-and-a-half-year roll-up. Very proud of the movement of... and our chairman and our regents were the ones that gave me the mandate. How do we better treat our adjuncts? And exponential support we are gaining in terms of comparing ourselves as a peer set on how we compensate adjuncts and how we treat them, because they're a valuable piece of our college community. Overall, supporting our employees is very important, so that they could support students, and he is really pleased that another year of positive negotiations. We were not able to get exact consensus on everything, but our dialogue was open and honest. And, we don't have to pay an outside law firm to piss each other off, and so we're going to continue that practice into next year. President Balderas stated he also wants to congratulate Dr. West, on assuming the role of union president and thank her for leadership across the bargaining units. In addition to negotiation actual terms of our agreements, which he will defer to Matt Baca, General Counsel. One of the highlights that came out of our discussion in the unions is that there's a real craving for alignment. So, when we talk about a pay raise, we are not

talking about it in a vacuum anymore. We start to talk about how do we create revenue, and then how do we share revenue 3 and 5 years out, and he gets a better understanding of what the needs are for faculty and staff, and so there was some interesting discussion about how the strategic plan could be very helpful, or some other arrangements to produce efficiencies, and he thinks ultimately, it's basically, instead of waiting for Trump to cut us more, it's really taking advantage of our own destiny, provided that we're all working together and we share one plan and one set of goals, and how to...what is healthy revenue generation. Our conversations were meaningful. He truly believes that working together will allow us to define who we want to be, and the best way we can serve our students to sustainably grow as an institution. We went from 1,000 students to 1,600. But so what? If we get to \$2,000, what are the investments that we're planning for to invest back into faculty, staff, and administration? Management came here with just a few...collogues and some duct tape. The...if he is being honest, management here requires an auxiliary support staff, professional support that our faculty and staff have never had. So, for instance, we don't have right now a foundation director. Judith and President Balderas kind of plug and play that. That's not the healthiest for the president to be the foundation director chair. We currently don't have, there's a lot of professional development physicians that I'm going to be engaging the board and our community that, faculty and staff need a professional services department. We don't have a chemical safety officer that I know keeps Dr. Braley up at night. So, what we do is we rob Peter to pay Paul, and so we make Matt Baca something that he's not, like a support chief of staff, and so we're looking at ways to really sustainably plan. So that faculty and staff can have professionally developed support services that keep us compliant, keep us out of the newspapers, and keep us focused on students, and selling credits, and inspiring kids through your classes that this is coming... this type of discussions are coming out of these union discussions where other colleges fight over 1% or 2%, so I'm very proud of where those conversations are going. Finally, in addition to our collaborative negotiations, President Balderas thinks that we'll be working, earlier this coming spring on the CBA. How do we better educate our entire community on what the CBA is and what the changes are and we're hoping to enhance some of the support, during Convocation. Finally, we negotiated several positions that Matt will address. President Balderas stated he just wanted to highlight one potential complexity of... of our relationship. And this is good... these are good problems to have. We were able to take a short-term projection and also a little bit of all the hard work we've done up until the three and a half years, to not spend like drunken sailors and we were able to...self-fund, he will call it self-fund, or we were able to dig into our own pockets and compensate above the state level. Now, he wants to forewarn everybody here, the first question would be is, how did you... how could you do that? Well, we've been doing it together. We've... we've been very, smart about how we spend money. President Balderas doesn't have a lobbyist team. So, Highlands spend \$200,000 on lobbyists, that's him and Matt and Teresa. They are the lobbying team, and we don't charge for that, and he thinks it's ridiculous. We also don't have fancy \$250,000 proposals for capital infrastructure, we... we duct tape that. So, that is where some of that, comes from cost efficiencies that he... you might not have in the

future, because you might not have a Matt Baca who's willing to staff and be legal counsel, or you might not have a president that knows where the Santa Fe legislature is, and can with... nobody lobbies better than me in a \$12 cheeseburger. That's all it costs, is \$12, and he doesn't even need it. Usually it's a gift, so... we went above the compensation line where the state was. And he wants, the union and on ourselves to really share that, that shows that our fiscal strategies are working, but it was short-term forecasting projection. So, the next conversations will be more long-term, but, 27% growth under this administration for adjunct pay, and we're now competitive among more institutions, and we funded, where the legislature was giving you 1%, we were able to at least double that for some of our employees, and then also continue to invest in some of our faculty and our tenured faculty. So, but he just wants to forewarn you that it shows you that we can do it but he wants to forewarn that that's, that's, we need... we need a partnership with faculty and staff to answer the next question, which is how do we continue to grow revenue? And that's the exciting...what we're going to be focused on over the next couple years. So, with that, President Balderas asked Matt Baca, General Counsel, if he would give the Board a few details.

Mr. Baca stated the first CBA up for action is the non-exempt staff. He stated he will just go briefly through. The Board has the memo in the packet and the full, the document that indicates the changes. This CBA was not completely open for negotiation this year, but every year the parties can agree to open any article, so you'll see beyond compensation that there are some other substantive changes to the agreement. In terms of Federation rights, we work to make clear that the staff are allowed to attend union meetings during, work... work hours. The President Balderas, was very, very open to this idea, and is also excited about seeing how we can support union meetings at both fall and spring convocations, and really encourage, unit participation. The union also asked that they be able to have a presence on the Northern's web... on Northern's website, so we'll work with Communications and Marketing to develop a union page for the Northern website. Made a small change to the grievance...actually, not so small, but a good change to the grievance procedure. Right now, a grievance has a 10-day filing requirement of filing agreements from either when an event occurred or when they became aware of an event. We amended that to provide more flexibility so that if exigent circumstances and a medical emergency, personal emergency or something like that would prevent an agreement from being able to meet the deadline, and they can demonstrate that those circumstances exist, then they'll be granted an extension to file their grievance. A change to sick leave. The current CBA allows a non-exempt staff member to bank up to 200 days of sick leave. We've extended that to 300 days. An added benefit to the staff member is that they can bank it while they work here, and have, extra sick leave in the event that they experience some of a huge medical emergency or something like that, but it also allows an ERB member to purchase retirement time in the future, which is a function of ERB that allows an ERB member to use sick leave to purchase a year of service credit under that pension plan. We updated the health and safety article, just to...reflect the faculty CBAs. Thanks to Dr. Braley, over the last two years, we've really enhanced, the

commitments under the health and safety article, so this is just catching the staff CBA up to, the faculty CBAs. The compensation article, which is sort of the meat of the negotiation for this unit this year. We were pleased to be able to accept a salary matrix for staff positions that gives them a predictable wage increase over three years. So, the negotiation resulted in everybody in that unit will get a 3% compensation increase this year across the board. So, as President Balderas mentioned, that's above the 1% from the legislature. And then, their steps in the 3-year progressions will, provide a 4% increase per step. The steps are based on, satisfactory performance, which is outlined in the new article. So that, that will include, you know, their, their directors, engaging in performance evaluations with them, setting professional goals, and seeing how they're meeting them. And then, in the event that they, an evaluation doesn't take place, but there is no negative comment on the staff member. They will still actually get the increase, so an added benefit to them. We are also adding a, speaking of professional development, a professional development article into the non-exempt staff CBA. This is laying the groundwork for career path and career progression, which we'll negotiate with them in the future, but it dedicates a funding source for professional development opportunities for non-exempt staff, and creates a joint committee between the union and the college to identify what those professional development opportunities are, and ensure that there's equitable access to the funding, and that staff that want to grow themselves professionally have access to that. So those are the, main substantive changes to the non-exempt staff CBA. Mr. Baca stated he is pleased to answer any questions. Otherwise, it's the college's recommendation that the board do approve these changes.

Chairman Martin thanked Mr. Baca and asked if anyone from the union would like to speak.

Mr. Brailey stated he was only peripherally involved in the non-exempt staff, but he thinks the...President Balderas, this is already much more eloquently said. Being able to sit down and do a wholesale restructuring of a salary structure, is not something you're going to do in a hostile environment. So being able to sit down constructively and think, How can we develop our staff? How can we give them more opportunities are terrific.

Chairman Martin asked Mr. Crone if he would like to give some comments.

Mr. Crone stated yeah, he will just make this general for all three of the CBA's. He sat in on the ratification meetings and he will use one his hillbilly details. He is just tickled pink, he is so pleased with the, the, solidarity that's been demonstrated by the three units, and as he has said to them. They accomplished things that he has been working toward for 30 years, so he is greatly appreciative to the great work they're doing.

Chairman Martin stated he would like to commend everyone. This is really moving the needle. We have never in the past been able to give a raise higher than the legislature has. We have changed things here; we are more efficient. He was really concerned we were only going to get a 1% raise from the legislature. For somebody making \$30,000 that is only \$300 and that's hardly pay for a...can't go to gas anymore, huh? So, he looks forward to...this is...something that he never would have dreamed we could have done. Regent Velarde and he remembers when they came to us in 2021 and said, we're going to either cut programs or you have to raise tuition, and... and we're entering a whole new era now that we... we have some independence from... from relying strictly on the legislature for our funding, so...that's his comments.

Chairman Martin asked Regent Velarde if she has any comments.

Regent Velarde stated she wanted to say thank you to everybody involved. She stated, it's awesome. Being on this board earlier on when we had outside, counsel, and... and it was very adversary, enemy, kind of going into it, and... and, you know, and, you know, we had a... an attorney who was puffed up and known for taking out unions, and...and we didn't know that until after the fact, because she supports unions, you know, she thinks unions make all of our jobs and all of our wages better if we know the history of, you know, why we work 5-day weeks, you know, and all of that. It's awesome to see that we're going in as...partners, because that's what we are. We're partners. We're not here to...to hurt each other, in a sense, and so it's really nice to be able to see that we're going into it as partners, and understanding that we're all here for one goal, and that's to advance students, and we want to support you as much as we can, and so she loves that.

President Balderas stated so, it's addictive when we start to work together and go, oh, wow, we could afford this, or... Another policy concept that came out of this particular staff and the facilities guys, he's really proud of, they're open to what's called a service level agreement. We've never had... so everyone complains about the ticketing, and he, you know, he pulled three weeds this morning in front of his parking spot, he doesn't mind. We step up. But we've never had a professional service level agreement where we start now... stop fighting about the weeds and the pay, but we now start to go, okay, well. How many times should we throw the trash in a bathroom? He doesn't know. Let's come up with a performance service level agreement, or when did we fix the lawnmower when it breaks? And so, other things, to your point, Regent, are... there are...we're starting to use other tools that maybe we were, you know, we were fighting about years ago, but now we're starting to use tools that benefit both students, management, and our teams, and so that came out the other day, and Matt rolled his eyes, because we wanted to finish the agreement. And we're already working on another product, the service levels I get excited about, because that's how he measures like, he wants Brailey to know...how many times should we throw a trash in the bathroom? You guys are scientists, let's... let's shoot high. Our guys will do that if we have communication, and those other tools are something that we've never had, and he was researching service level agreements, and

he is like, yeah, corporations and high-sophisticated organizations use those tools. And Carmella's smiling, she he will probably have her measure. How low are we doing our service? So, but the facilities guys deserve that kind of conversation, and the union was supportive of us having, like, let's test our guys, let's see what the customer service performance should look like and so anyway, he just wanted to add that as another antidote to your point.

Chairman Martin asked Regent Archuleta and Regent Gurule for comments.

Regent Archuleta – no comments but thank you for all your hard work.

Regent Gurule stated sincere gratitude and thank you to everyone who worked on this.

Chairman Martin entertained a motion to approve the Non-Exempt Staff Unit Collective Bargaining Agreement.

Regent Velarde moved to approve the Non-Exempt Staff Unit Collective Bargaining Agreement. Second – Regent Gurule. A roll call vote was taken. Chairman Martin – yes, Regent Velarde – yes, Regent Archuleta – yes. Regent Gurule – yes. Motion passed unanimously.

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

Matt Baca, General Counsel stated the adjunct CBA was, completely open for negotiation this year, so that's why you'll see more, changes to that document compared to the others. Again, I'll just briefly run through what those changes were, and stand for any of the comments or questions. So, the first change was a change to the definition of contact hour, in the definition section. That has just been changed to reflect the same language that is in the full-time CBA. Article 4 Discrimination, was also updated to reflect the same language and attached, addendum to the discrimination policy that attaches the college's anti-discrimination policy to the CPA makes clear that it applies. Academic freedom, we've made some very good, substantive changes to this. As I'm sure you all see in the news, there are, a lot of faculty across the nation, and in particular adjunct faculty, who have been getting fired from their jobs for speaking publicly about the things that are either happening in their institutions or in the political sphere as a whole. And so, we worked with the union to create some additional protections for academic freedom and free speech in this article. In particular, we added sections that allow an extra layer of review in both our progressive discipline and grievance procedures. That if an adjunct is subject to discipline or has a grievance that involves an issue of academic freedom, we've created an additional layer of review where their peers, the colleagues on the tenure committee, will review the matter and opine themselves on whether or not academic freedom was either violated. Or, that they should be free from discipline because the

issue involved academic freedom, so... in those structures belaboring the process. There are layers of review, and so the tenure committee is now inserted before the president or the final review happens, so that the faculty can weigh in on the matter of academic freedom, which is really their, domain in the color. We made just a very small update to the grievance procedure that just makes clear that at the provost level of the grievance procedure, that the provost will have a meeting with the grievance to talk about the grievance. That was not clear prior to this iteration of the CBA. Again, a very small update to the faculty responsibilities and duties section. There is an existing provision that makes adjunct faculty responsible for college property, but it was not abundantly clear that it is college property that is in their care. So, we worked to clarify that. Academic calendar and work year, very small changes, just to more clearly define what the start and ends of each of the semesters are in the academic calendar, and then updated the list of holidays to order them correctly, and...make some grammatical errors, President's Day, the comma, or possessive, I should say, or lack thereof. Article 16, faculty evaluation. There's an existing evaluation structure for adjunct faculty, but it did not have any sort of criteria or articulate that it should be based on an established criterion, so we worked to enhance that article to say that shares will work to establish the evaluation framework and criteria, and that'll be public, and so then the adjunct faculty know what their evaluation is based on. Vacancies and job placement. We, have...looked for ways to support adjuncts in addition to be able to raise their level of compensation. Because we do rely on adjuncts, we have, established relationships with a lot of them, and so, in the vacancies and Job Placement article, what we work to do is create a hiring preference structure that recognizes that if you're an adjunct who's been teaching at Northern and, with satisfactory performance, that in future opportunities for adjunct roles, that you'll be considered, there'll be a preference structure that will allow for you to be considered before hiring somebody else for the position last, and also very, certainly not least, is compensation. So, as you'll notice, the compensation structure for adjuncts essentially breaks down by their credential, and then into the types of courses that they teach, either a theory course, a lab course, or what we have been considering a special course. The compensation increase for the adjuncts this year was focused on the theory line, which is where most of our adjunct faculty are compensated out of. We were able to provide an 8% increase to that line, as President Balderas articulated earlier, so that was the meat of the compensation increase there. There's also an existing provision that allows that if you teach courses with more than 20 students, you can get a bonus per student, over 20 that will increase your compensation. Historically, that has only applied for online courses. We have now broadened that to allow for that same bonus structure to apply to any course, irrespective of the modality, in-person, online, or otherwise. And then we made one small change to the compensation article. We provide the adjunct faculty members who serve as faculty senators, are paid a stipend for their service. There was not clarity on where that budget, source comes from, and so we clarified the thoughts. The provost budget will pay for that. Those were the changes to the adjunct CBA, Chair Martin, and Regents. Mr. Baca stood for questions or to explain anything else that needs to be explained.

President Balderas stated the other thing he wanted to remind folks is the Regents kind of had said, you know, said they don't favor any particular bargaining unit over the others. But we were all very aware, and faculty had also challenged everyone that the adjuncts were probably the most harmed group over...over the time period, and to see if we could focus on them. He will say that the bar...all bargaining units care about equity, so even though the numbers look different statistically, we tried to split the pots fairly evenly, but we try to make different impact and different... depending on the bargaining unit's priorities. The adjuncts, though, do get no compensation from the state, so Northern New Mexico College does not receive a 1% or a supplement and that's something that I think's a public policy failure at the governor and legislative level. So, not only did we... were we presented with a problem that the adjuncts were way behind other peer institutions. At 1,000 students, and already other priorities, like, deferred maintenance, we probably have over \$100 million in liabilities that we still need to fix. It was like, how are we going to still collectively address that problem? Northern Rising is all about trying to find innovative ways to say, okay, well, we've got to fix the roof, but we cannot ignore the adjunct...and his biggest concern as a risk manager, as somebody who likes to indict people and see prison riot analysis and all that world he came from. We lose our adjuncts, we lose Northern. There is no way that we could offer classes, so it would be a civil rights violation to the region, for that... for that service model to go dark. Tenured faculty will be taken care of... will be taken care of, but in terms of equity of risk, adjuncts are out there alone, and the State of New Mexico with our rich oil and gas resources, chooses not to put in the funding formula investment for adjunct pays. So, just like he thinks we are leading, Northern was the first institution to do baby bonds. Nobody's doing baby bonds. Well, he thinks Regent Velarde's daughter is even on one of the first baby bond recipients. We were doing amazingly doing public policy initiatives. The other one he thinks, is going to be a model to study is how the hell is Northern taking care of their adjuncts when the rest of the state cannot take care of adjuncts, and it's not even built into the funding formula budget. So, he just wants to highlight the regents, because they were... and the tenured faculty...collectively said, you know, we... we're worried about this particular group, and so the...the 8% accomplishment is also because we all funded it, not the state of New Mexico, and not the rich oil and gas reserves. So, if he comes around and he says, hey, he thinks we can make a little money, it's not because he is speaking to, like, a capitalist, it's because he is saying we need to make sure we take care of the adjuncts off our own revenue source and it would become financially sustainable. So, kudos to all the bargainers, but he just wanted to kind of highlight that public policy gap at the state level. That 8% came from Northern students and the operations that you guys produce.

Regent Velarde stated she would like to say thank you for being a family and understanding that, right? And being, you know, understanding what the adjunct, you know, faculty goes through as well, because yeah, we're all just trying to live our lives and pay our bills, and none of us are out there buying, you know, million-dollar yachts, so thank you for being understanding.

Chairman Martin asked if we have anyone from the union. Regent Velarde stated Tim, said he incorporated his comments for all three.

Regent Archuleta – no comments.

Regent Gurule – no comments.

Chairman Martin stated he would just like to share with everyone, when Regent Velarde and Regent Swentzell and he came on board in 2019, we'd get to this point where we were giving raises, and they'd say, well, there's no money from the legislature to fund raises for the adjuncts. And Regent Swentzell would say, every year, you know, you're still paying us what you paid me 15 years ago when I was an adjunct. And... and so...in our...we never did raise adjuncts until President Balderas and his team came along, and so we've made great strides, but we could still continue to look at making them because I know we, we...compete with you and UNM-LA, and they're still quite a bit above us, right, sir? President Balderas stated UNM Taos, we... the unions discussed this. We said, look, that's... he doesn't think that's a fair benchmark by itself comparing us to Taos and Los Alamos. But we came to consensus and say, okay, well, how do we compare to them? Like, he wants to set a high standard, let's catch them. But let's also compare ourselves to the comprehensives, like Highlands, Western, and Eastern. Chairman Martin asked if we are doing much better there now, right? President Balderas stated we're on their... we're on their heels, yes. Great, great, because we were always way behind everybody up until 3 years ago. And my disclosure, too, was also that, we can... we can pool money, but that's not a good... that's not...good for also, like you said, where there were times, we struggled to make payroll. So, we are balancing, but we are starting to talk about how can we keep growing revenue so that our raises consistently grow, but not do the dangerous cash flow and draw money from your cash. He thinks, he referenced to so many of your leaders that, that, that was a painful mistake for the charter school that was on the Santa Fe Community College campus they're now broke, and... and they're having to shut down or cut. He wants to avoid, as much as he can. Any type of cuts, and usually that comes from, like you said continuing the spending, but not forecasting and not creating enough revenue is something he thinks that that charter school's learning the hard way. And then there's other institutions, like the ones in Oregon now, he thinks are cutting up to 20% of faculty and staff, and so...we want to continue to... we have the challenge that we want to continue to...have wage growth for our professionals. But we have to find innovative ways to either, find efficiencies, and the revenue's not a bad word if we're all sharing it.

Regent Velarde stated not to talk papas about UNM and other institutions, but she thinks every year, consistently, they were raising tuition, and we weren't, and we didn't, because we didn't want to affect the ability of our students to be able to get an education, and she thinks that sometimes puts us in a place where we were struggling for, revenue, but now we have...we're lucky enough to have free college, you know, the Opportunity Scholarship in our state but we also are capped now. So, you know, it's now our...we're challenged to try and find those new revenue sources because we so much wanted to make it equitable for everybody, so...

President Balderas stated knock on wood we have not raised tuition under this administration. We're going to continue that, although people whispered in her ear about tuition increase, but he continues to at least fight that and Chairman Martin has shared the story with us that they have had to make those tough decisions on raising tuition.

Chairman Martin stated yes, yes, President Bailey came to us in 2021 and said, we either raised tuition 5% or we kept programming. And it put the board in a very bad position because, neither of those options were very good, but... so we went ahead and raised tuition 5% in 2021. Up until that day, President Bailey had never raised tuition, and that was one of his points when he went to Southern Oregon is he'd never raised tuition at Northern, but...but he did. Anyway, he's having his own battles, poor gentleman, so...

Chairman Entertained a Motion to approve the Northern Federation of Educational Employees, AFT-NM, AFL-CIO Adjunct Faculty Bargaining Unit Collective Bargaining Agreement.

Regent Velarde moved to approve the Northern Federation of Educational Employees, AFT-NM, AFL-CIO Adjunct Faculty Bargaining Unit Collective Bargaining Agreement Second – Regent Archuleta. A roll call vote was taken. Chairman Martin – yes, Regent Velarde – yes, Regent Archuleta – yes, Regent Gurule – yes. Motion passed unanimously.

3. Northern Federation of Educational Employees, AFT-NM, AFL-CIO Full-time Faculty Bargaining Unit Collective Bargaining Agreement

Mr. Baca stated this bargaining, or this CBA was not open completely this year, but there were some additional articles that we agreed to open beyond compensation. Others, I'll go to them briefly and stand for any question. We updated the academic calendar and work here for the same purposes we did in the adjunct CPA, mostly administrative. We updated the workload article to make clear that the college does not attempt to enforce an in-person requirement beyond office hours or full-time faculty and unit, and also created a professional development day for full-time faculty that will take place at convocation. Updated the tenure article. You heard some of the newly tenured

professors discuss the hundreds and hundreds of pages, so the faculty and the college have been negotiating updates to the tenure process to include moving from a literal physical binder to a digital presentation of the tenure portfolio and then also putting parameters around what the actual dossier looks like. So, I'm happy to hear, from those most impacted what that process can look like and how it can get better. So, that is the attempt in that article. Made a very administrative updates to the fringe benefits article, just, highlighting what fringe benefits are already existing. Did not expand those benefits at this time, but just made clear that that's what's available. In the compensation article for the full-time faculty, we were able to provide a 2% across the board for the existing full-time faculty. As the board is really well aware, for a couple years now, we've been working on the creation of the full professor position. We just had our full professor, Professor Brenda Linnell raised to that rank. This year, we were able to put compensation into that column, so, that will look like...an associate professor who has 10 years or so of service and is eligible to go from an associate professor up to a full professor, they would see a compensation increase of 8% from that jump. We also updated the compensation article, to, to address overload compensation. Overload compensation is based on adjunct compensation ... the same rate as adjuncts are paid, so when a full-time faculty member teaches beyond their, their workload, they are compensated at the adjunct rate, so that was updated to reflect the table adjustments that are going into the adjunct CBA. And then the same update was made to the bonus for more than 20 students, making clear that that bonus is eligible to a full-time faculty member teaching a course in any modality, whereas previously it was just for online courses. Those were the changes to the full-time CBA and Mr. Baca stood for questions.

Regent Velarde – no questions.

Scott Braley stated just the same generality that, you know, being able to rework the whole professor thing has been a great accomplishment in the past few years, and couldn't have been done to the (inaudible)

President Balderas stated congratulations to the bargaining units. This comes on the heels of us try...we are saving multiple employees from the Trump grant cuts. We are taking a \$700,000 hit to that corpus, but just want to congratulate the entire unit that we didn't...we kind of held steady, and...dealt with all those issues, so much kudos to everyone.

Regent Archuleta – no questions.

Regent Gurule – no questions.

Chairman Martin entertained a motion to approve the Northern Federation of Educational Employees, AFT-NM, AFL-CIO Full-time Faculty Bargaining Unit Collective Bargaining Agreement

Regent Velarde moved to approve Northern Federation of Educational Employees, AFT-NM, AFL-CIO Full-time Faculty Bargaining Unit Collective Bargaining Agreement. Second – Regent Gurule. A roll call vote was taken. Chairman Martin – yes, Regent Velarde – yes, Regent Archuleta – yes, Regent Gurule – yes. Motion passed unanimously.

B. Provost & Vice President for Academic Affairs

1. Updates to Faculty Handbook

Mr. Baca stated he is presenting on behalf of faculty,

the updates to the faculty handbook. I will make an admission to my colleagues that I was eavesdropping on their conversation before the meeting today about the process for updating the faculty handbook. What you'll see today before you are really changes that follow the CBA. So, the faculty handbook, which is also guides the employment relationship between all faculty members. And the college, is updated regularly to reflect the changes to the CBA. The changes here today are really updating from last year's negotiations, so you're approving a new CBA and also proving old terms, so he thinks we'll work with our faculty colleagues to figure out, perhaps, a new way to address updates to the faculty handbook so that they're a little more contemporary. His apologies for eavesdropping on their conversation. The changes that are before you for consideration for update this year, as with the tenure article last year, we started that negotiation, actually signed an MOU. It was not actually a change to the CBA, but just included changes that allowed for provision of the electronic submission for a tenure portfolio, as opposed to a binder. We also signed an MOU last year. There was a provision in the CBA that required faculty to take attendance and then submit that attendance data to Student Services. It wasn't clear at the time the data was actually being used, so we entered into an MOU to just pause that requirement. I think with the migration to the new banner platform and a lot of the exciting work that is happening in Student Services, we'll sort of see that come back to life, and we'll...revisit that conversation in the future. And then compensation was updated, in the faculty handbook, again, to reflect the compensation, that it currently exists and then will soon be outdated, but again, we'll revisit the process for how we do that. So, those are the changes that are, proposed to the board, for the board's approval. I guess I should have given a little bit of context, in case you don't remember, the board does approve the fact books, so that's why it's. Mr. Baca stood for questions.

Chairman Martin asked Dr. Brailey if there were comments on the faculty handbook. Dr. Brailey stated we will think about process. With the negotiations, the CBA negotiations start in the, you know, February-ish timeframe and that's also...just when the committees are working on updating the handbooks, and it just...we get the CBAs approved, then it's summer, so nobody on the faculty is working on handbooks for three months. It's...it's...we need a better web. He thinks they will work on it.

Chairman Martin asked if there were questions from the Board and entertained a motion to approve.

Regent Velarde moved to approve the updates to the Faculty Handbook. Second – Regent Archuleta. A roll call vote was taken. Chairman Martin – yes, Regent Velarde – yes, Regent Archuleta – yes, Regent Gurule – yes. Motion passed unanimously.

2. Reinstatement of AA Substance Abuse Counseling

Mr. Baca stated he will sort of set the scene and I believe we have, Dr. Chakradhar from Arts and Human Sciences, who can speak to the substance of the request. But this is a very exciting development for Northern. As you'll recall, in the December of 2023 board meeting, the board was asked to suspend the Associate of Arts in Substance Abuse Counseling. The program had undergone review pursuant to our program elimination policy at that time, and it was recommended not that the program be eliminated but that it be placed on suspension. The faculty, in the Arts and Human Sciences Department is...unanimously of the opinion now that they are in a much better position to administer the program and wants to reinstate it and revive it. So, with Chairman Martin's permission, Mr. Baca would like to turn it over to Dr. Chakradhar. Chairman Martin asked Dr. Chakradhar to join the Board of Regents and give her input.

Dr. Chakradhar stated as Matt mentioned, we had to freeze our substance abuse counseling, AA degree, in 2023. Having said that. It was never completely gone. We stopped, taking new students in, but we had a teach-out plan for the students that were enrolled then, and you might remember, in the graduation ceremony recently, we had one student, Chris Ortiz, that President Balderas had a special mention for in his address as well. He graduated with his Substance Abuse Counseling AA degree. So, we have continued to teach the courses that were required for students who were still graduating. It did not ever really go away, but we were working in the background on empowering the program. The main deficiencies that we felt were with the program were mostly to do with lack of resources and budgeting. We did not have a budget in our I&G, to create another faculty line dedicated to the program. So, not only instruction, but other things related to the success of the program were impacted by that. We didn't have anyone looking into advisement. For those students, we did not have a dedicated faculty helping with recruitment, retention, and then finding workforce pathways for graduating students. I took over as chair two years ago, and this has become my passion project,

working to bring it back. Fortunately, last year, I took over as the PI on the Perkins grant. which we were receiving for our film, digital media, and arts program, and allied health programs. Both those programs are very well equipped right now. So, then I started to work towards getting money to re-establish substance abuse counseling, and I'm very happy to share with you all that, I have submitted my application for next year, 2026-27. As, substance abuse counseling, as the program of study and we will be receiving close to \$120,000 to reestablish this program. With this money, I will be hiring a program coordinator dedicated to, you know, recruiting, retaining students, and finding internship opportunities for them. And we will also be making sure that our students graduate with the basic LSAA license and which they can get after completing 4 substance abuse counseling courses. So, we will really bring this back with a lot of intent and a lot of, you know, planning, not like it was being offered previously. It's a very specialized field of knowledge, and currently our faculty, comes from different backgrounds, so having this new program coordinator will be very helpful. So, we feel we're ready. To bring it back, the process of bringing it back was not easy, because the Elimination Review Committee was formed under Dr. Ivan Lopez in 2023, but they didn't talk about if we were to bring the program back, how would we proceed with that process? So, I had to create the process, and I apologize for coming to you all very late in the game, because I've already, actually advertised, the coming back of substance abuse counseling, and you'd be happy to know, with just one email broadcast going out, we already have about 6 to 7 students enrolled in the program. So, there is a great...demand for it, and I don't need to say this, we all know that. I was watching last night, on the news, the local news, there was a very disturbing report on teen addiction, and we really need more professionals in the field helping the community. So, I'm sure you understand the need for this program. The other thing that I'd like to mention, the Elimination Review Committee, back in 2023, recommended that, first of all, we freeze the program. And secondly, we work towards bringing it back as a drug and alcohol abuse counseling program. So, change it. This recommendation was based on our department's own misconception. We thought we were out of compliance in the way we were offering the course, but I did a deep study in the last couple of years, and we are completely in compliance. I have not changed the curriculum, I have not changed, anything in the program, except that I'm making it more buffered with people dedicated to, working on the program with students. So, we're bringing it back as it is. If things go well in the future, we look at making it a... into a bigger program. With that, Dr. Chakradhar stated she rests her case and hopes the Board would approve.

Regent Velarde – no questions, just thank you so much. When we paused this program, it did give her some grief, because she understands how important it is. But, so, thank you for doing all this due diligence and all this, other work to get a grant, and to...to be you know, understanding of...of where we're at. So, thank you so much, and I'm all about, forgiveness instead of permission, so she understands.

Regent Gurule – thank you for your passion and dedication to get this reinstated, it is vital to our communities and it is going to make a very lasting impact. So, she hopes Dr. Chakradhar realizes and understands that her work is also going to be impacting generations to come in our communities, and she really appreciates Dr. Chakradhar. Thank you.

President Balderas stated much gratitude for the supplemental investment, that's hugely strategic, but also just thanks for going through all the headaches, you're being very kind. You're being very professional, but the headaches and the will to sometimes give up, you overcame a lot more obstacles to get this, and so it's one of those moments that you went above and beyond your job description, and we want to thank you for that, because it's, seismic in terms of... or I should say it's a black eye for us not to have these type of...programs. And the other thing, just interestingly, don't be surprised if I invite you to Santa Fe. There's going to be a huge infusion of behavioral health funding, a lot of providers, and so it would be great for you to be a thought leader on some of the workforce development issues, on how to design the workforce that really, we need that was guided a decade ago in terms of the behavioral health support. So, there's going to be other opportunities that I...and very proudly, you'll be showcasing your leadership, so we're glad to have you here at the helm, and thank you for putting up with all the bureaucracy to get it to where you're asking the Regents for an amazing procedural request. Thank you.

Dr. Chakradhar thanked President Balderas.

Chairman Martin entertained a motion to approve the Reinstatement of AA Substance Abuse Counseling

Regent Velarde moved to approve the Reinstatement of AA Substance Abuse Counseling. Second – Regent Gurule. A roll call vote was taken. Chairman Martin – yes, Regent Velarde – yes, Regent Archuleta – yes, Regent Gurule – yes. Motion passed unanimously.

XI. EXECUTIVE SESSION

None

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

None.

XIII. ADJOURNMENT

Chairman Martin entertained a motion to adjourn.

Regent Velarde moved to adjourn. Second – Regent Archuleta. A roll call vote was taken. Chairman Martin – yes, Regent Velarde – yes, Regent Archuleta – yes, Regent Gurule – yes. Motion passed unanimously.

The Board of Regents adjourned – 10:26AM.

Approved:

Michael A. Martin
Chair

Erica Rita Velarde
Vice Chair

Office of the Provost

NORTHERN New Mexico College

**MEMORANDUM**

To: Board of Regents - Northern New Mexico College
From: Matt Baca, General Counsel *MB*
Date: June 26, 2026
Re: Increase to Nursing Course Specific Fee

Issue

The Nursing program is proposing a course fee change in NURS 1119: LPN Role Transition. (see attached).

Overview

NURS 1119 is offered during the third semester of the associate degree Nursing (ADN) program and is designed to prepare eligible students to sit for the NCLEX-PN licensure examination. Although this course is optional, student interest has grown significantly, and we continue to see an increasing number of students electing to enroll.

Successfully passing the NCLEX-PN allows students to obtain licensure as a Licensed Practical Nurse (LPN) before completing the final semester of the ADN program. This provides students with the opportunity to pursue higher-paying employment while they finish their nursing education, helping to reduce financial barriers and support their academic persistence.

In addition to preparing students for PN licensure, the course strengthens their overall test-taking skills and reinforces key nursing concepts, providing valuable preparation for the NCLEX-RN examination upon graduation.

Fee Justification

The proposed \$242 course fee will cover the cost of specialized assessment and review resources provided through ATI, including:

- ATI Board Vitals
- ATI Practice Comprehensive Predictor Examination
- ATI Proctored Comprehensive Predictor Examination

These resources provide students with targeted practice questions, individualized remediation, and standardized assessments that measure readiness for licensure examinations. They are integral components of the course and directly support student success on both the NCLEX-PN and future NCLEX-RN examinations.

Recommendation

I recommend the Board of Regents approve the proposed \$242 course fee for NURS 1119: LPN Role Transition effective Fall of 2026.

Proposal to Approve a Course Fee for NURS 1119: LPN Role Transition

Proposal

The Department of Nursing and Health Sciences requests approval of a course fee of \$242 for NURS 1119: LPN Role Transition.

Rationale

NURS 1119 is offered during the third semester of the Associate Degree Nursing (ADN) program and is designed to prepare eligible students to sit for the NCLEX-PN licensure examination. Although this course is optional, student interest has grown significantly, and we continue to see an increasing number of students electing to enroll.

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In addition to preparing students for PN licensure, the course strengthens their overall test-taking skills and reinforces key nursing concepts, providing valuable preparation for the NCLEX-RN examination upon graduation.

Fee Justification

The proposed \$242 course fee will cover the cost of specialized assessment and review resources provided through ATI, including:

- ATI Board Vitals
- ATI Practice Comprehensive Predictor Examination
- ATI Proctored Comprehensive Predictor Examination

These resources provide students with targeted practice questions, individualized remediation, and standardized assessments that measure readiness for licensure examinations. They are integral components of the course and directly support student success on both the NCLEX-PN and future NCLEX-RN examinations.

Recommendation

The Department of Nursing and Health Sciences respectfully requests that the Board of Regents approve a \$242 course fee for NURS 1119: LPN Role Transition to ensure continued access to these essential preparation resources and to support student success in achieving early licensure and workforce readiness.

Revised June 2026

**Northern New Mexico College
Department of Nursing & Health Sciences
Course fees: Comprehensive list
Effective Fall 2026**

The following is a comprehensive list of nursing student's fees. **Fees that are in red are either new or changed.**

HLED 1115	\$7 CPR cards and \$16 for textbook for total of \$21
HSCI 109	\$27 CPR Cards and \$23 textbook for total of \$50
HSCI 160L	\$15 Malpractice liability insurance. \$50 Materials and Certification for EMT-Basic for a total of \$65
NURS 1100L	\$15 Student malpractice liability insurance
NURS 1113	\$971 ATI Resources
NURS1113L	\$15 Student malpractice liability insurance; \$50 drug screening; \$100 student uniform; \$70 for student lab supply tote; for a total of \$235
NURS 1119 (new number 2205 Professional Issues in Practical Nursing)	\$242 for ATI Resources
NURS 1125	\$971 ATI Resources
NURS 1125L	No additional fees for ATI
NURS 2225	\$971 ATI Resources
NURS 2225L	\$15 Student malpractice liability insurance and \$50 urine drug screen; for a total of \$65 No additional fees for ATI
NURS 2235	\$971 ATI Resources
NURS 2235L	\$45 Capital Challenge. No additional fees for ATI
NURS 4430	\$15 Student malpractice liability insurance
NURS 4451	\$15 Malpractice liability insurance
PHLB 1104L	\$15 Malpractice liability insurance. \$50 Drug screen