

AGENDA
MEETING OF THE BOARD OF TRUSTEES
SOUTHEAST NEW MEXICO COLLEGE
MONDAY, FEBRUARY 12, 2024 AT 6:00 PM
SOUTHEAST NEW MEXICO COLLEGE, ROOM 153, 1500 UNIVERSITY DRIVE
CARLSBAD, NEW MEXICO 88220

The subjects and topics to be discussed, considered, and/or acted upon at the above-scheduled meeting are listed herein. Items listed as "Action Items" are anticipated to be acted and voted upon at the meeting. However, the Board may defer discussion, consideration, and/or action on any item listed. Items do not have to be discussed, considered, or acted upon in the order shown in this Agenda. Please be advised that there will be a pre-meeting reception with light refreshments. No public business will be discussed during the reception.

AGENDA ITEMS

- | | |
|--|--------------------|
| 1. CALL TO ORDER | BOARD CHAIR FRINTZ |
| 2. PLEDGE OF ALLEGIANCE | ALL |
| 3. ESTABLISH QUORUM | ROLL CALL |
| 4. APPROVE AGENDA | ACTION ITEM |
| 5. APPROVAL OF MINUTES FROM 1/8/2024 | ACTION ITEM |
| 6. PUBLIC COMMENTS | |
| Public Comments shall be limited to three minutes. The Board will not respond to public comments at or during Meeting. | |
| 7. STUDENT GOVERNMENT REPRESENTATIVE | DISCUSSION |
| 8. GENERAL COUNSEL UPDATES-ATTY. LANE MARTIN | DISCUSSION |
| 9. SENMC UPDATES -DR. KEVIN BEARDMORE | |
| A) HIGHER LEARNING COMMISSION ACCREDITATION UPDATE | DISCUSSION |
| B) UPDATE ON 2022-2025 STRATEGIC PLAN (<i>attachment</i>) | DISCUSSION |
| C) LIGHTCAST ECONOMIC IMPACT STUDY (<i>attachment</i>) | DISCUSSION |
| 10. OLD BUSINESS | |
| A) APPROVE DESIGN FOR SIGN ON 3500 SEVEN RIVERS PROPERTY | DISCUSSION/ACTION |
| B) APPROVE ADOPTION OF SENMC FOUNDATION ORGANIZATIONAL DOCUMENTS | DISCUSSION/ACTION |
| 11. NEW BUSINESS | |
| A) APPROVE SLATE OF SENMC FOUNDATION BOARD OF DIRECTORS | DISCUSSION/ACTION |
| B) APPROVE QUARTERLY FINANCIAL CERTIFICATION-DR. VOLPI (<i>attachments</i>) | DISCUSSION/ACTION |
| C) APPROVE POLICY UPDATES (<i>attachments</i>) | DISCUSSION/ACTION |
| D) CONSIDER SREB PARTNERSHIP FOR STRATEGIC PLAN SUPPORT (<i>attachment</i>) | DISCUSSION/ACTION |

12. EXECUTIVE ADMINISTRATION STAFF REPORTS OR COMMENTS
 - A) DR. KEVIN BEARDMORE *for* DR. MICKEY BEST, INTERIM VP-ACADEMIC AFFAIRS
 - B) DR. KARLA VOLPI, EXECUTIVE VP/VP-BUSINESS & FINANCE
 - C) JUANITA GARCIA, VP-STUDENT AFFAIRS
 - D) DR. MONTY HARRIS, VP-WORKFORCE DEVELOPMENT & COMMUNITY ENGAGEMENT
13. HR DIRECTOR'S UPDATE-STEVEN GONZALES (*attachment*)
14. EMPLOYEE REPRESENTATIVE COMMENTS (**OPTIONAL**)
 - A) FACULTY
 - B) ADMINISTRATIVE STAFF
 - C) CLASSIFIED STAFF
15. BOARD COMMENTS
16. ANNOUNCEMENT OF NEXT REGULAR BOARD MEETING (**3-11-2024**)
17. ADJOURNMENT

DISCUSSION

DISCUSSION

DISCUSSION

BOARD CHAIR FRINTZ

BOARD CHAIR FRINTZ

Board Packet should be available to the public upon request through Andrea Dodson at adodson@senmc.edu or 575-234-9211.

If you are an individual with a disability who is in need of a reader, amplifier, qualified sign language interpreter, or any other form of auxiliary aid or service to attend or participate in the hearing or meeting, please contact the Southeast New Mexico College in Carlsbad, New Mexico at 575-234-9200 at least one week prior to the meeting or as soon as possible. Public documents, including the agenda and minutes, can be provided in various accessible formats. Please contact the Office of Southeast New Mexico College if a summary of other type of accessible format is needed.

BOARD OF TRUSTEES MEETING MINUTES

Date: 1/8/24

Time: 6:00 pm

Session Location: SENMC RM 153

Board Members present:

- ☒ Chair, Tiffany Frintz
- ☒ Member, Bill Murrill
- ☒ Member, Mark Cage

Type of Meeting:

☒ Regular ☐ Work

☐ Special

☒ Secretary, Sarah Bowman

☒ Member, Ned Elkins

Board Members absent: None

1) **Call to Order**

Time: 6:00 pm

2) **Pledge of Allegiance**

3) **Establish Quorum – Roll Call**

4) **Approve Agenda**

Motion: **Mark Cage**

Second: **Sarah Bowman**

Nays: **0**

Abstain: **0**

Bowman, Cage, Frintz, Elkins, and Murrill voted to approve the agenda.

5) **Approval of minutes from the previous meeting – 12/11/2023**

Motion: **Ned Elkins**

Second: **Sarah Bowman**

Nays: **0**

Abstain: **Cage**

Bowman, Frintz, Elkins, and Murrill all voted in favor of the motion to approve the minutes. **Cage** abstained from voting.

6) **Public Comments: None**

7) **Student Government Representative: None**

8) **General Counsel: Lane Martin** – (via Zoom). Lane Martin said he did not have any updates but would speak under New Business.

9) **SENMC general status report: Dr. Kevin Beardmore** (*Attachment A*)

A) Updates on 2022-2025 Strategic Plan – Goal 1 (Diversity and Commitment) Held an Open Forum for campus on November 30, 2023; **Goal 2 (Enrollment, Retention, and Graduation/Completion)** Published most recent newspaper article, “Changing of the Guard”, announced the updated and realigned academic department list, received approval from the department chairs for a new, expanded responsibilities and compensation plan, and hired a Spanish professor to begin teaching online Spanish classes in the spring and in-person Spanish and Education classes in Fall 2024; **Goal 3 (Community Engagement and Economic Enrichment)** Attended the Legislative Finance Committee Higher Education hearing on December 13, met with Nicholas Arledge, CEO of Carlsbad Medical Center, regarding the potential for a new Radiography Technology program, attended the Mayor’s Lt. Governor Morales Meet and Greet Breakfast, and attended the Carlsbad Hall of Fame induction for John and Julia Heaton; **Goal 4 (Building, Facilities, and College Foundation)** met with a representative from a sign design company; and **Goal 5 (Independence of SENMC)** notified the Higher Learning Commission (HLC) of the termination of the Memorandum of Understanding (MOU) between SENMC and New Mexico State University (NMSU), scheduled the HLC Focused Visit for April 29-30, 2024, reviewed the draft HLC report and submitted corrections to errors of fact, and hosted the signing of the final Settlement and Release from NMSU by Dr. Ned Z. Elkins, Board of

Trustees Chair, on December 18.

Dr. Beardmore then shared information from the Legislative Finance Committee (LFC). The first report ([Attachment B](#)) which included information about “Other Revenue” (not Tuition and Fees) explained that two-year colleges receive 47 percent of their I&G (Instruction and General) revenue through local property taxes. In FY23 (fiscal year) SENMC received \$45 million or \$79,000 per student. The statewide average is \$5,400 per student. Dr. Beardmore noted that the difference is a result of oil and gas revenues.

The next section of the report includes the LFC’s recommendation for a graduation rate goal of 35 percent for two-year colleges. Dr. Beardmore said that requiring a First-Year Experience course would likely help boost a college’s graduation rate because a school can auto graduate students who have passed this course-they won’t have to apply for graduation. Page 106 ([Attachment C](#)) of the LFC’s report is a graph showing a 10-year history of Tuition and Fee Increases. The following page ([Attachment D](#)) lists tuition and fees for the 2023-2024 academic year. Southeast New Mexico College is the lowest in the state. The next graph ([Attachment E](#)) displays Local Mill Levies. The totals include Residential, Non-Residential, and Oil & Gas revenues. For SENMC oil and gas revenues make up about 80-90 percent of the total. The graph on LFC report page 108 ([Attachment F](#)) shows Institutional Balances for 2022-2023. SENMC’s balance is \$116,762,898 compared to New Mexico Junior College’s \$223,688,213. Dr. Beardmore reminded the Trustees that NMJC’s millage is from all of Lea County whereas SENMC’s comes only from Carlsbad. The next graph, page 109 ([Attachment G](#)) of the LFC report lists Full-Time Equivalent Student Enrollment. For purposes of the report full-time equals 15 credit-hours. Southeast New Mexico College’s enrollment dropped as expected when it separated from NMSU. The enrollment figure for Fall 2023 is SENMC’s new baseline. The chart ([Attachment H](#)) showing Certificates and Degrees Awarded indicates a decline for the most recent period; however, the College’s graduation rate improved to 29 percent. The final chart ([Attachment I](#)) lists the FY25 Higher Education I&G Funding formula. Dr. Beardmore commented that the LFC recommendation is more equitable than the HED recommendation across all schools.

10) Old Business:

A) Election of Board of Trustees Secretary

Mark Cage nominated Sarah Bowman for Secretary of the Board of Trustees. **Bill Murrill** seconded the nomination. **Bowman, Cage, Elkins, Frintz, and Murrill** voted in favor of the nomination.

11) New Business

A) SENMC Foundation Organizational Documents - Dr. K Beardmore

Dr. Beardmore thanked Lane Martin for his work in drafting the Articles of Incorporation and Bylaws of the Southeast New Mexico College Foundation, Inc., and the Agreement between the Board of Trustees of Southeast New Mexico College and Southeast New Mexico College Foundation. Dr. Beardmore highlighted the powers given to the Board of Trustees in the Articles of Incorporation and discussed the selection of directors for the Foundation Board as outlined in the Bylaws. The Bylaws specify that the President of the College will be an *ex-officio*, non-voting member of the Foundation Board. The Bylaws also provide directions for regular Board meetings and give authority to the Board of Trustees of SENMC to dissolve the Foundation Board. Dr. Beardmore then reviewed the Agreement between the Board of Trustees of SENMC and the Southeast New Mexico College Foundation, noting that any changes to the Foundation’s Bylaws must be approved by SENMC’s Board of Trustees.

Foundation Board meetings are not subject to the Open Meetings Act.

Lane Martin recommended that the Trustees review the documents, then at a later meeting elect the

initial Foundation Board and send the Articles of Incorporation to be filed with the Secretary of State. The Trustees agreed to review the Foundation documents and decided they would vote on them at the next regular Board of Trustees meeting in February. Dr. Beardmore is authorized to invite people to be directors on the Foundation Board for consideration by the Trustees.

Motion to table the adoption of the Foundation Board Bylaws until the February meeting of the Board of Trustees.

Motion: **Sarah Bowman** Second: **Ned Elkins** Nays: **0** Abstain: **0**

Bowman, Cage, Frintz, Elkins, and Murrill all voted in favor of the motion.

- B) SENMC Sign Design – K. Beardmore** Dr. Beardmore explained that he and Marketing Director Sky Soto had reviewed a recently submitted design for a sign to go on the land located at 3500 Seven Rivers Highway but have asked for new drawings. He said that for consistency he would like to use elements of the Trades x Technologies Building design in the sign.

- C) Trades x Technologies Building Elevation Design – K. Beardmore**

Michael Bluth of Nine Degrees Architecture + Design, Inc. gave a PowerPoint presentation of the updated building design that included site analysis, a site plan, colored floor plans of the upper and lower levels, and exterior perspectives. Mr. Bluth explained the updated design was created with ties back to the campus's Main Building through the use of color matching, leaning walls, and horizontal lines. The building will include labs with indoor and outdoor work areas and an outdoor area on the second level that had been requested by WIPP (Waste Isolation Pilot Plant). The design also includes contingencies for an eventual Phase 2 expansion.

Motion: **Ned Elkins** Second: **Mark Cage** Nays: **0** Abstain: **0**

Bowman, Cage, Elkins, Frintz, and Murrill voted in favor of the motion to approve the design presented by Michael Bluth.

With the approval of the Trustees, Dr. Beardmore has a single page, double-sided document that describes the Capital Outlay Request General Obligation Bond to fund the Trades x Technologies (T²) Building. It provides details and photos of the proposed building and information about program and curriculum opportunities associated with the Trades x Technologies Building. This document will be useful when approaching people about funding this project. Disbursement of funds is anticipated in FY25. ([Attachment J](#))

- D) Schedule Annual Board of Trustees Training – K Beardmore**

When the New Mexico Higher Education Department (NMHED) made its visit to SENMC in September one of the representatives offered to conduct the annual training for the Board of Trustees. Dr. Beardmore asked the Trustees for available dates so the training could be scheduled. They agreed to an April training date, before the HLC visit scheduled for April 29-30. Dr. Beardmore will contact NMHED to schedule the training.

12) Executive administration staff reports or comments - Representatives reported on the following:

- A) Dr. Mickey Best, Interim VP of Academic Affairs:** ([Attachment K](#)) Dr. Best reported that he will be attending the HLC annual conference in April. He plans to attend sessions detailing the updates to Substantive Change (changes that may need prior HLC approval) guidelines. The Spring term will start on January 17. The schedule currently has 291 course sections with a near 60/40 Full-time faculty/adjunct teaching ratio. The faculty-to-student ratio is undetermined pending census day enrollment reporting.
- B) Dr. Karla Volpi, EVP, VP of Business and Finance:** Dr. Volpi reported that in February she hopes to provide an example of the "budget report" (an internal report) that is given to budget managers. She will also have the regular quarterly financial certification. She confirmed that the funds expected from NMSU as a final settlement had been received. Dr. Volpi explained that because both the 2022

and 2023 audits are late the institution is on Enhanced Fiscal Oversight and the HED is allowed to withhold 10 percent of the College's state allocation. She added that the auditors said they would contact her next week to set up a meeting to discuss the audit. Dr. Ned Elkins offered to contact the auditors' supervisor to try to speed up the work process. Dr. Beardmore added that the HLC draft report cites the lack of an audit.

Candace Byers, a Nurse Practitioner, has been hired as the Director of the campus health clinic. She will start on April 1.

Gary Martinez will start working on January 16 as the Director of Construction and Special Projects. Dr. Volpi said the parking lot looks good despite missing the deadline of being finished by the start of spring classes. She does not have an estimated open date, yet.

- C) **Juanita Garcia, VP of Student Affairs:** Ms. Garcia said they are registering students for spring classes that start on January 17. Orientation will be on January 10 and 11. They are also planning Welcome Week activities and developing resources both on-campus and in the community to assist students. They are also updating and customizing the website and Admissions Director Joshua Adamowich is working with various departments for presentations. She acknowledged the work the Financial Aid office has been doing to learn the new system. She said the manual process has been intensive but has assisted in the staff's understanding of the automated system. Ms. Garcia added that Annette Garcia (Financial Aid) was instrumental in figuring out the manual process and the Financial Aid office awarded more than \$113,000 for Fall 2023.
- D) **Dr. Monty Harris, VP of Workforce Development and Community Engagement:** Dr. Harris reported that the Human Resources office is conducting final reference checks for a Grant Director, and he is working with them to develop a full-time Instructor position. The position of Director of Workforce Development will be reopened.

- 13) **HR Report: Steven Gonzales, HR Director - (Attachment L)** The SENMC employee count is at 258 since the last report. There are currently 3 faculty vacancies and 3 staff vacancies. The Anthology HR and Payroll programs will be active this week. The applicant tracking system should be operational at the end of January. The Employee of the Month for January 2024 is Ms. Annette Garcia, Financial Aid Advisor.

14) **Employee representative comments (optional)**

- A) **Faculty: Zane Biebelle** - Nothing to report.
B) **Administrative Staff:** None
C) **Classified Staff:** None

15) **Board comments:**

Tiffany Frintz welcomed everybody back and thanked them for attending the meeting. Sarah Bowman said it is a privilege to have been elected Secretary of the Board of Trustees.

16) **Announcement of next regular board meeting:**

Date: February 12, 2024 **Time:** 6:00 pm **Place:** SENMC Room 153

- 17) **Adjournment – Chair Tiffany Frintz** adjourned the meeting at 7:28 pm.

Approved

Sarah Bowman, Secretary

Date

**SENMCM Higher Learning Commission Ten-Year Reaffirmation of Accreditation Site Visit
October 29-30, 2023
Report Highlights**

Three criteria were met with concerns:

4.B. The institution engages in ongoing assessment of student learning as part of its commitment to the educational outcomes of its students. - The HLC peer review team recommends an interim monitoring report on a systematic and integrated assessment process that "closes the loop" for program, general education, and cocurricular student learning outcome assessment to be submitted no later than July 1, 2026.

5.B. The institution's resource base supports its educational offerings and its plans for maintaining and strengthening their quality in the future. - The peer review team recommends a focused visit on Core Component 5.B within six months of its separation from NMSU (scheduled for April 29-30, 2024)

5.C. The institution engages in systematic and integrated planning and improvement. - Based on the review of the Assurance Argument and on-campus meetings with employees, the peer review team recommends a two-year monitoring report to be submitted no later than July 1, 2026, to show: 1) A systematic plan to link the assessment of student learning and program reviews to the planning and budgeting process, 2) A systematic plan to link the evaluation of operations to the planning and budgeting processes, and 3) Documentation of the updated SENMC strategic plan with resources alignment.

All other criteria were met (no follow-up required).

Conclusion

Southeast New Mexico College (SENMCM) meets the Criteria for Accreditation. The on-site review validated a strong commitment to the College and its new mission from employees, students, and community members who collectively worked to determine the College's direction and ultimate separation from New Mexico State University (NMSU). Evidence through communications with all constituents verified that the decision to become an independent college was to support student success and the needs of the College's community. The establishment of a systematic and integrated planning and improvement process related to the assessment of student learning and budgeting would strengthen SENMC's operations and commitment to continuous improvement.

The College has had its share of challenges in the last six years including the COVID-19 pandemic and the removal of a branch president; however, through all this, community leaders and College employees collaboratively explored possibilities that would best support the needs of the students and local business and industry. As a result, a mayor's task force was created, met weekly, and determined that having an independent college was needed to support student success and the community. This resulted in legislation to create SENMC, the creation of a Board of Trustees, the hiring of new leadership (CEO, CAO, VP of Workforce Development and Community Engagement), and many actions to adopt technologies, policies, and procedures to create an effective independent college. While many things still need to be accomplished, the peer review team acknowledges the work that has been done until

this point and the plans to keep improving.

Stakeholder feedback was positive. Community members were invigorated by the opportunity to partner with SENMC to fulfill workforce needs. Students felt appreciated and articulated that they were well supported and that SENMC cared about them. Students did comment that they would like to understand SENMC's future vision. Employee feedback relayed an overwhelming sense of commitment and ownership to being a successful independent college.

The faculty are dedicated to teaching and learning and the contribution of shared governance at SENMC. Multiple examples were shared about their passion in and out of the classroom including the development of a new curriculum (EMT), the alignment of curriculum to local needs (gas), the continued success of nursing students, and their contribution to making policy changes. However, a more intentional assessment process for program and general education learning outcomes would strengthen the assessment program. The documentation of specific goals, regular review of data, implementation of strategies to try and improve student outcomes, and the analysis of data after changes are implemented would strengthen the curriculum and "outputs" of teaching and learning.

Given that systems are currently in development or are completely new, the peer review team is recommending one combined monitoring report that should be readily addressed by the College related to the assessment of student learning, specifically Core Component 4.B, and systematic and integrated planning and improvement through the budget process, specifically Core Component 5.C. In addition, due to the transition from NMSU, the peer review team is recommending a focused visit within six months to show the College's ongoing compliance with the Criteria for Accreditation and other applicable HLC requirements in light of the Change of Control, Structure, or Organization, with specific focus on Core Component 5.B.

Finally, the peer review team believes that SENMC has the appropriate leaders in place to fulfill its mission and the support of internal and external stakeholders to continue to move the College forward supporting students and the needs of business and industry in the community.

Overall Recommendations

Criteria For Accreditation

Met With Concerns

Sanctions Recommendation

No Sanction

Pathways Recommendation

Limited to Standard

Federal Compliance

Met

SENNC STRATEGIC PLAN (2022-2025)

Updates for February 2024 in [blue](#)

Goal 1: Diversity and Commitment

Attended the MLK Scholarship Banquet, January 12
Attended the MLK Service at Carlsbad First Presbyterian, January 14
Walked in the MLK March and attended the presentations in MLK Park, January 15
Held an Open Forum for campus, January 24

Goal 2: Enrollment, Retention, and Graduation/Completion

Provided Orientation welcomes to new spring semester students, January 10 & 11
Attended the Dual Credit Workgroup meeting, January 12
Participated in the Carlsbad Municipal Schools Teacher Education Pathway kickoff, January 22

Goal 3: Community Engagement and Economic Enrichment

Attended the Carlsbad Department of Development Board meetings, January 4 & February 8
Attended Carlsbad Rotary, January 10 & 24, February 7
Met with Chad Ingram, CEO, Carlsbad Chamber of Commerce, January 16
Met with Adriene Gallegos Associate State Director at New Mexico Small Business Development Center Network, January 16
Joined Jason Shirley in meeting with Representative Cathrynn Brown, Representative Jim Townsend, Representative Larry Scott, Senator Steve McCutcheon, and Senator Ron Griggs, January 17
Attended the Carlsbad Open MRI & Imaging Center Open House, January 18
Attended the House Appropriations & Finance Committee Higher Education hearing (introduced and recognized), January 23
Met with the Educational Partnership of the Permian Basin (Energy Pathway team), January 24
Attended the Senate Finance Committee Higher Education hearing (introduced and recognized), January 25
Met with Representative Jimmy Mason, January 26
Met with Martina C'de Baca, Director of Operations, NM Lt. Governor's Office, January 26
Met with Lt. Governor Howie Morales, January 26
Attended the Carlsbad Dept. of Development Eddy County Legislative Update, January 29
Attended the Eddy County Legislative Reception in Santa Fe, January 30
Attended the WIPP Legislative Breakfast in Santa Fe, January 31
Met with Senator David Gallegos, January 31
Met with Becca Myers, External Affairs Specialist, and William desRosiers, External Affairs Manager, Coterra Energy, February 1
Met with Katie Gomez, CEO, The Sunnyside Academy, February 2
Met with City Council, Ward 4 member Anthony Foreman, February 6

Goal 4: Building, Facilities, and College Foundation

Finalized slate of six candidates for the SENNC Foundation, January 30

Goal 5: Independence of SENNC

Received report from the HLC October 30 & 31, 2023 Site Visit, January 11
Received confirmation of the HLC April 29 & 30, 2024 Site Visit team membership, February 2

The Economic Value of Southeast New Mexico College

Southeast New Mexico College (SEMMC) creates a significant positive impact on the business community and generates a return on investment to its major stakeholder groups—students, taxpayers, and society. Using a two-pronged approach that involves an economic impact analysis and an investment analysis, this study calculates the benefits received by each of these groups. Results of the analysis reflect fiscal year (FY) 2021-22.

Economic impact analysis

In FY 2021-22, SENMC added **\$60.3 million** in income to the Carlsbad Region* economy, a value approximately equal to **0.8%** of the region's total gross regional product (GRP). Expressed in terms of jobs, SENMC's impact supported **600 jobs**. For perspective, the activities of SENMC and its students support **one out of every 63 jobs** in the Carlsbad Region.

Operations spending impact

- SEMMC employed 168 full-time and part-time faculty and staff. Payroll amounted to \$8.1 million, much of which was spent in the region for groceries, mortgage and rent payments, dining out, and other household expenses. The college spent another \$21.3 million on day-to-day expenses related to facilities, supplies, and professional services.
- The net impact of the college's operations spending added **\$4.3 million** in income to the regional economy in FY 2021-22.

Student spending impact

- Around 2% of credit students attending SENMC originated from outside the region. Some of these students relocated to the Carlsbad Region. In addition, some in-region students, referred to as retained students, would have left the

Impacts created by SEMMC in FY 2021-22



Operations spending impact

\$4.3 million

+



Student spending impact

\$1.7 million

+



Alumni impact

\$54.3 million



Total economic impact

\$60.3 million

OR

Jobs supported

600

* For the purposes of this analysis, the Carlsbad Region is defined as Eddy County.

Carlsbad Region for other educational opportunities if not for SENMC. These retained students spent money on groceries, mortgage and rent payments, and other living expenses at regional businesses.

- The expenditures of retained students in FY 2021-22 added **\$1.7 million** in income to the Carlsbad Region economy.

Alumni impact

- Over the years, students have studied at SENMC and entered or re-entered the workforce with newly acquired knowledge and skills. Today, thousands of these former students are employed in the Carlsbad Region.
- The net impact of SENMC's former students currently employed in the regional workforce amounted to **\$54.3 million** in added income in FY 2021-22.

Investment analysis

Student perspective

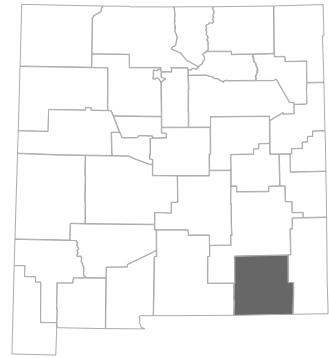
- SENMC's FY 2021-22 students paid a present value of **\$2 million** to cover the cost of tuition, fees, supplies, and interest on student loans. They also forwent a value of **\$6.8 million** in time and money had they been working instead of attending college.
- In return for their investment, students will receive a cumulative present value of **\$50.6 million** in increased earnings over their working lives. This translates to a return of **\$5.70** in higher future earnings for every dollar students invest in their education. Students' average annual rate of return is **20.9%**.

Taxpayer perspective

- Taxpayers provided SENMC with **\$35.1 million** of funding in FY 2021-22. In return, they will benefit from added tax revenue, stemming from students' higher lifetime earnings and increased business output, amounting to **\$15.5 million**. A reduced demand for government-funded services in New Mexico will add another **\$1.8 million** in benefits to taxpayers.
- Total taxpayer benefits amount to **\$17.3 million**, the present value sum of the added tax revenue and public sector savings.

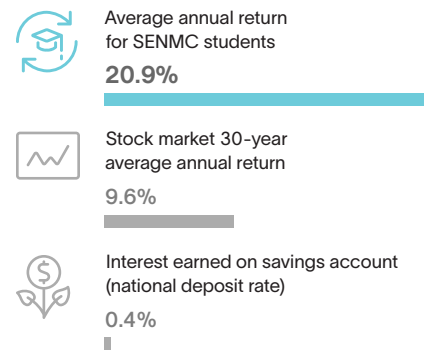
Social perspective

- In FY 2021-22, New Mexico invested **\$37.4 million** to support SENMC. In turn, the New Mexico economy will grow by **\$166.2 million**, over the course of students' working lives. Society will also benefit from **\$3.5 million** of public and private sector savings.
- For every dollar invested in SENMC in FY 2021-22, people in New Mexico will receive **\$4.50** in return, for as long as SENMC's FY 2021-22 students remain active in the state workforce.

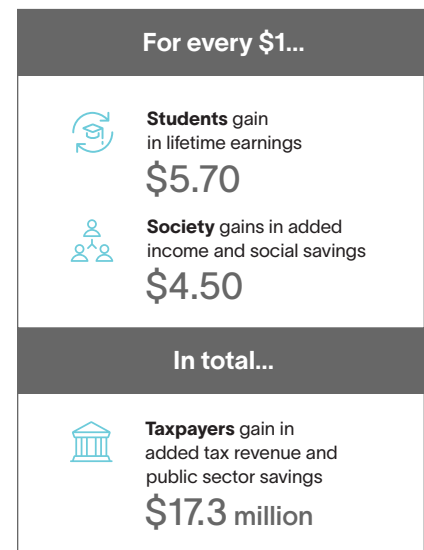


The Carlsbad Region, New Mexico

Students see a high rate of return for their investment in SENMC




Source: Forbes' S&P 500, 1992-2021. FDIC.gov, 2-2022.




The Economic Value of Southeast New Mexico College

About SENMC




2,123

Credit students



931

Non-credit students




168


Employees

The Carlsbad Region
New Mexico

Economic impact analysis



Alumni impact
Impact of the increased earnings of SENMC alumni and the businesses they work for




8x
An economic boost similar to hosting the World Series

OR


\$54.3 million
Added income

453 Jobs supported

1 out of every **63**
jobs in the Carlsbad Region is supported by the activities of SENMC and its students.





Operations spending impact
Impact of annual payroll and other spending




\$4.3 million
Added income
Enough to buy **90** new cars


OR

119
Jobs supported




SENMC total annual impact
\$60.3 million
Added income
OR **600** Jobs supported





Student spending impact
Impact of the daily spending of SENMC students attracted to or retained in the county



Enough to buy **139** families* a year's worth of groceries

OR


\$1.7 million
Added income

27 Jobs supported


● = 50 jobs * = family of four


Investment analysis

For every \$1...




Students gain **\$5.70** in lifetime earnings






Society gains **\$4.50** in added income and social savings



In total...




Taxpayers gain **\$17.3 million** in added tax revenue and public sector savings

The average associate degree graduate from SENMC will see an increase in earnings of **\$11,600** each year compared to someone with a high school diploma working in New Mexico.

< High school	\$31,800
High school	\$40,500
Certificate	\$44,900
Associate	\$52,100
Bachelor's	\$67,900

Sources: Lightcast Economic Impact Study; <https://www.bizjournals.com/washington/news/2019/10/16/nats-could-face-yankees-or-astros-in-world-series.html>; <https://www.caranddriver.com/news/a38748092/new-car-average-sale-prices-47100/>; <https://fns-prod.azureedge.us/sites/default/files/media/file/CostofFoodAug2022LowModLib.pdf>

Lightcast



ARTWORK APPROVAL

APPROVED BY

DATE

CLIENT APPROVAL By signing this proof I approve the size, spelling, color(s) and overall design of my order. I understand that I am 100% responsible for any additional changes made to my order after the date indicated on my approval.

USE OF THIS PROOF The designs, details and plans represented herein are the property of Electro-Matic Visual; specifically developed for your personal use in connection with the project being planned for you by Electro-Matic Visual. It is not to be shown to anyone outside of your organization, nor are they to be used, reproduced, exhibited or copied in any fashion. All or part of this design (excepting registered trademarks) remains the property of Electro-Matic Visual.



Proposed SENMC Policy Changes

February 2024

Approved by Lane Martin: 2-5-2024

Approved by College Council: 2-7-2024

Proposed policy changes

Note: Additions in **bold**, deletions in ~~strike through~~, elements not yet reviewed by Counsel highlighted in gray

Section A – General Provisions - Policy Number 400 – Board of Trustees and Meetings of Board

II. Composition:

- a. Size: Pursuant to NMSA 1978 21-13-8, as amended, the Board shall consist of five (5) members elected from single-member Members shall be required to reside in the districts from which elected. Any member removing his/her residence from the district from which he/she was elected shall be deemed to have resigned his/her position, and the vacancy created by such resignation shall be filled in the manner provided by law and in this policy for the filling of vacancies on the board of a community College district (see Section 21-13-8 NMSA 1978).
- b. Term: The Board members shall be elected for a term of six years. The term shall begin on January 1 following their election. New Board members shall take the oath of office before entering upon their duties. Terms of Board members are staggered. ~~To enable the staggering of the term of Board members starting with the first Board election on November 2021, 1 member will serve a 2-year term, 2 members will serve a 4-year term, and 2 members will serve a 6-year term. The term of each Board member will be decided after the November election by random drawing.~~
- c. Elections: Elections of Board members shall be held according to the New Mexico Local Election Act.
- d. Vacancies: Vacancies in the membership of the Board, other than by expiration of term of office, shall be filled by appointment determined by a majority vote of the remaining Board members for the remainder of the unexpired term of the position vacated. In the event a vote of the remaining Board members results in a tie between potential appointees, the vote of the Chair of the Board, as hereinafter described, shall be the deciding **vote**. The individual appointed by the Board must reside within the district of the vacancy. An individual appointed by the remaining members of the Board to fill a vacancy in office shall serve until the next community College board election, at which time candidates shall file for and be elected to fill the vacant position to serve the remainder of the unexpired term. (See Section 21-13-8 NMSA (1978)).

III. Organization

a. **Board Officers:** Following every regular election, a special meeting, as described in Section V.B.3. below, shall be held by the Board on the first day the College returns from its winter break for the purposes of swearing in any newly elected Board members and the Board selecting from its members a Chair and Secretary who shall serve in these offices until the next regular Board election. After each regular election, Board members shall reorganize in this manner. In order to provide every Board Member the opportunity to serve in various roles, Board members shall rotate officer positions, with the Chair becoming a member, the Secretary becoming Chair and a member, excluding the immediate past chair, being elected Secretary, unless four members of the Board determine otherwise, or that member declines to serve as Chair or Secretary. If a vacancy occurs in any office (see Article II.D. above) the Board shall select any member at the next regular Board meeting to serve out the remainder of that officer's term in rotation as described above.

i. Chair: The duties of the Chair of the Board shall be:

1. To regularly preside at Board meetings;
2. To call special or emergency meetings as required or to change the time of a regular meeting;
3. Serve as a liaison between the Board and the President;
4. To organize, concurrent with consultation with the President, annual board training to ensure members of the Board are properly oriented to their roles, responsibilities, and relationship to the College and communities represented;
5. To perform such other duties as may be prescribed by law or by action of the Board; and
6. Sign documents and contracts as required or needed, **including designating the Secretary or another trustee to sign in the absence of the Chair.**

ii. Secretary: The duties of the Secretary of the Board shall be:

1. To preside over Board meetings in the absence of the Chair;
2. To perform such other duties of the Chair as necessary in the absence of the Chair;
3. Sign officially approved minutes and other legal documents; and
4. To perform such other duties as the Board may prescribe.

Proposed SENMC Policy Addition

February 2024

Approved by Lane Martin: 2-5-2024

Approved by College Council: 2-7-2024

Proposed policy addition

Note: Additions in **bold**, deletions in ~~strike through~~, elements not yet reviewed by Counsel highlighted in gray

Section C – Human Resources - Policy Number 2300 – Benefits

Part 9: BEREAVEMENT LEAVE

Up to five (5) working days for attending to funeral related matters in the case of the death of a parent, spouse, brother, sister, child (includes steps or halves of the same relationship), grandparent, grandchild, parent-in-law, brother-in-law, sister-in-law, domestic partner, step-parent, daughter or son of the employee's spouse or domestic partner, and any other person who resides in the employee's household. Upon request, the supervisor may authorize up to an additional two days of bereavement leave with pay for extenuating circumstances, such as extended travel. Total bereavement leave with pay, including additional leave for extenuating circumstances, shall not exceed seven (7) working days.

Up to two (2) working days in the case of the death of an aunt, uncle (to include the aunt or uncle of a spouse or domestic partner), niece, and nephew. Upon request, the supervisor may authorize up to an additional two days of bereavement leave with pay for extenuating circumstances, such as extended travel. Total bereavement leave with pay, including additional leave for extenuating circumstances, shall not exceed four (4) working days.

At the discretion of an employee's supervisor, an employee may be granted bereavement leave with pay up to one-half of a working day to attend the funeral service of other relatives, associates, or close friends.

**Re: VPAA Board Report items
Feb. 12, 2024**

Dr. Karima Mourhat

- The Criminal Justice Lab was established in Fall 2023 and enrollment in the Criminal Justice Investigation course, which was introduced in Spring 2024, is at its enrollment capacity.
- The Criminal Justice Department and SENMC Grant Services are collaborating on an initiative to establish Internships for Criminal Justice students. The Eddy County Sheriff's Office and Corrections department have expressed interest in supporting a start-up of the Internship program in Fall 2024.
- As part of fostering community engagement in the Criminal Justice program, professionals from the law enforcement community of Carlsbad and Eddy County have been invited to join the American Criminal Justice Association Chapter of SENMC.

Professor Gina Zuniga

- Was selected to write questions for the National Council of State Boards of Nursing. Professor Zuniga traveled to Chicago, IL and met with the writers at the NCSBN.

Dr. Jonathan Wilson

- Will be representing SENMC and presenting at and chairing a panel – "Diversity and Inclusion at the Crossroads of State Intervention in Higher Education" at the annual conference of the Society for Applied Anthropology taking place in Santa Fe, NM in March 2024.

Dr. John Fry

- Published a long lyric essay titled "Forms of Weather" in the online literary journal, *Last Syllable*
- Five poems have been accepted for publication in upcoming, Spring editions of these literary journals:
 - *Waxwing*: "Ockham's razor suggests" & "worldling / (forecast ashes)"
 - *Puerto del Sol*: "Desert Mothers reconsider edges of the problem" & "worldling / in situ"
 - *La Revista de Embarcadero*: "Desert Mothers wonder what I'm doing here"

Director Luz Moreno

- **Develop and Provide Training for EMT Students.** The Learning Technology Center developed two training sessions on studying for and taking the EMT test.
- **Round Table Learning:** The Learning Technology Center is partnering with a number of faculty members to intertwine their classes with the technical services the LTC provides to students.
- **Faculty Resources:** "Be the Ace of Canvas Videos" is a series of Canvas Videos for faculty training, which will become a repository available on the LTC webpage.

Preliminary Income Statement
November 30, 2023

	<u>Actual</u>	<u>Budget</u>	<u>Variance</u>
Revenues			
Tuition & Fees	276,435	1,060,361	783,926
State Appropriations	2,358,764	5,475,200	3,116,436
Local Appropriations	9,976,113	15,000,000	5,023,887
Capital Outlay Funding	-	3,757,521	3,757,521
Grants	419,698	7,415,330	6,995,632
Book Store Sales	196,374	260,000	63,626
Interest	184,154	175,000	(9,154)
Other Revenues	97,161	38,300	(58,861)
Total Revenues	<u>13,508,699</u>	<u>33,181,712</u>	<u>19,673,013</u>
Expenses and Current Year Capital Items			
Expenses			
Payroll & Fringe			
Faculty Salaries	1,545,383	3,812,460	2,267,077
Administrative Salaries	1,362,419	3,666,329	2,303,910
Classified Salaries	878,485	2,252,060	1,373,575
Student Salaries	59,585	109,175	49,590
Other Salaries	366,462	1,066,585	700,123
Fringe	2,337,629	4,058,572	1,720,943
Total Salaries & Fringe	<u>6,549,963</u>	<u>14,965,181</u>	<u>8,415,218</u>
Travel	169,810	349,700	179,890
Utilities	131,883	329,200	197,317
Large Pool Expenses	2,820,936	7,607,731	4,786,795
Total Expenses	<u>9,672,592</u>	<u>23,251,812</u>	<u>13,579,220</u>
Current Year Capital Items			
Equipment	33,962	800,000	766,038
Construction	1,319,968	6,387,520	5,067,552
Land Purchase	750,000	-	-750,000
Total Current Year Capital	<u>2,103,930</u>	<u>7,187,520</u>	<u>5,083,590</u>
Total Expenses & Current Year Capital Items	<u>11,776,522</u>	<u>30,439,332</u>	<u>18,662,810</u>
Net Revenues in Excess of Expenses	<u>1,732,177</u>	<u>2,742,380</u>	<u>1,010,203</u>
Net Operating Revenues in Excess of Expenses	<u>3,836,107</u>	<u>9,929,900</u>	<u>6,093,793</u>
Less Capital Expenditures	<u>2,103,930</u>	<u>7,187,520</u>	<u>5,083,590</u>
Net Revenues in Excess of Expenses	<u>1,732,177</u>	<u>2,742,380</u>	<u>1,010,203</u>

Human Resources Report - February 2024

Report Generated: February 6, 2024

Submitted by: Steven Gonzales, HR Director

Employee Count

*Includes Full-Time, Part-Time, Temporary and Student

Total: 265 (+7)

New Hires

Name
Al-Sharaabi, Waheeb
Anchondo, Luis
Davidson, Karen
Haugen, Ronald
Jones, Rebecca
Martinez, Gary
Nelson, Serina
Olivas, Antonia
Ongaga, Anna
Silva, Stephanie
Shull, Randy

Job Title
Assistant Professor, Computer Science
Assistant Professor, Education
Adjunct, Allied Health
Adjunct, Allied Health
Instructor, Nursing
Director of Construction and Special Projects
Adjunct, Criminal Justice
Admissions Coordinator
Adjunct, Nursing
Administrative Assistant, HR
Adjunct, MSDP
Total: 11

Departures

Name

Job Title

Total: 0

Currently in Interview Process

Job Title

Administrative Assistant, Admissions
Total: 1

Current Vacancies

Job Title

Faculty:

Adjunct Instructor - EMT
Adjunct Nursing Program Clinical Instructor
Instructor or Assistant Professor of Business
Instructor or Assistant Professor of Nursing

Total: 4

Staff:

Administrative Assistant, Registrar
Tutors, Math - PT/FT
Vice President of Academic Affairs
Workforce and Community Education Director

Total: 4
