

BOARD OF TRUSTEES MEETING MINUTES

Date: 10/14/24

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 (via Zoom)

☒ Member, Ned Elkins

Board Member(s) absent: Bill Murrill

1) Call to Order

Time: 6:00 pm

2) Pledge of Allegiance

3) Establish Quorum – Roll Call

4) Approve Agenda

Motion: **Ned Elkins**

Second: **Mark Cage**

Nays: 0

Abstain: 0

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

5) Approval of minutes from the previous meeting – 9/9/2024

Motion: **Mark Cage**

Second: **Ned Elkins**

Nays: 0

Abstain: 1

Cage, Frintz, and Elkins voted to approve the minutes. **Bowman** abstained from voting.

6) Public Comments: None

7) **Student Government Representative:** Ciara Gillard, president of the SENMC chapter of Phi Theta Kappa (PTK) and also a regional PTK officer shared news of the club's recent activities. Southeast New Mexico College hosted the Regional Conference on September 20-21. Speakers at the conference included Drs. Kevin Beardmore, Raven Anderson, David McIntosh, and Jonathan Wilson. The conference focused on facilitating clubs with planning their projects.

The club held an emergency donation drive for Ruidoso victims and collected enough for seven truckloads. Their summer project was to paint the walls in the SENMC Health Clinic. Their Honors in Action project is centered around storytelling. The research showed that food insecurity is a concern for many community college students, and they are studying the impact this has on students' academic success. Dr. Beardmore put them in touch with a local group, Packs for Hunger, and from October 15-31, PTK will collect non-perishable food and donate it to Packs of Hunger. Members of PTK will also donate time each month and around holidays to build food packs.

The chapter has received a \$1,000 grant from the Mellon Foundation. They will use the funds to purchase reusable bags that will be branded with PTK on one side and SENMC on the other.

8) **General Counsel: Lane Martin (via Zoom)**– Nothing to report.

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

A) **Updates on 2022-2025 Strategic Plan – Goal 1 (Diversity and Commitment)** attended the Hispanic Heritage Month Talent Show event on September 12 and held an Open Forum for campus on September 25; **Goal 2 (Enrollment, Retention, and Graduation/Completion)** on September 21 provided a welcome activity at the Phi Theta Kappa Regional Conference hosted at SENMC and signed a transfer agreement and partnership with Western Governors University (WGU); led a discussion on leadership with the SENMC Honors Seminar on September 30; and met, along with Dr.

Mickey Best, with WGU about their Skills Library on October 1; **Goal 3 (Community Engagement and Economic Enrichment)** attended Carlsbad Rotary, September 11 & 25 (Dr. Seitaridou was inducted on Sept. 11) & October 9; met with current students in and immediate past graduates of Surgical Technology to celebrate the graduates passing the national exam, September 11; met with the Ripken Foundation about hosting their STEM Summit in June 2025, September 12; attended MSHA refresher training presented by the Colorado School of Mines - Energy, Mining and Construction Industry Safety (EMCIS) program on September 17; met, along with Jerry Brian, Faculty member in Oil & Gas Technologies, with Dr. Jonathan Brant, Director of the Center of Excellence in Produced Water Management, University of Wyoming on September 19; attended the SIMCO Grant Awards event at NCKRI on September 24; attended the Carlsbad Community Foundation Annual Banquet, September 26; published newspaper/website article: "Vote on Bond 3," September 30 (there are yard signs available for anybody that wants to take some); hosted Dr. Mahyar Amouzegar, President of NM Tech, and his team, and attended the Mayor's Luncheon Welcome of NCKRI Director Dr. Ben Tobin on October 2; on October 3 attended the Carlsbad Department of Development Board meeting and attended the 40 under 40 Dinner with recipient Steven Gonzales and family; attended NMOGA Annual Meeting in Santa Fe, October 7; and met with Mike Sommers, President of the American Petroleum Institute (Coterra event) on October 8; **Goal 4 (Building, Facilities, and College Foundation)** met with Jonny Heins, Permian Resources, about the Trades x Technologies Building on September 13; met with Dr. Missi Currier, NMOGA President, about T-squared on September 20; met with Nine Degrees to review near-final changes to blueprints for the Trades x Technologies Building on September 24; and on September 26 presented the Trades x Technologies Building to the Permian Strategic Partnership (initial meeting), and presented on Bond 3, KCCC 930 AM Community Forum with Johnny Chandler; and **Goal 5 (Independence of SENMC)** on September 13 joined Chair Frintz for a virtual meeting with the college's auditors, Carr, Riggs & Ingram. At the conclusion of this update Dr. Beardmore invited the Trustees to lunch on campus on November 7 to meet with representatives from SREB to discuss the strategic plan.

- B) **Response to N Rempe:** at the September 9 Board of Trustees meeting Mr. Rempe had distributed a list of questions that he wanted to be answered publicly. Dr. Beardmore shared the letter he wrote to Mr. Rempe and explained that SENMC had hired a medical professional to lead the clinic. That professional has been entrusted with providing the best care for the Health Clinic's patients, in accordance with college policies and state and federal regulations and laws. The answer to Mr. Rempe's question "Does SENMC use taxpayer funds to facilitate, accommodate, refer to, or perform abortions?" is "No." Dr. Beardmore also said that the college does not plan to prescribe or dispense abortion pills. He added that his written response is consistent with Dr. Elkins response at the end of the July 2024 meeting, the minutes of which did include reference to Mr. Rempe's comments made during the public comments portion of the meeting. However, the website link erroneously pointed to the July 2023 meeting minutes rather than July 2024. This error has been corrected.
- C) **Chronicle of Higher Education Survey:** Dr. Beardmore shared the results of a national survey conducted by the Chronicle of Higher Education. He noted that the 38% score on the statement "Colleges do a very good job developing a skilled work force" is one of the reasons Dr. Mickey Best was hired and why he pushed for a skills library.
- D) **GO Bond 3:** Dr. Beardmore provided a copy of the resolution signed by Artesia Public Schools in support of Eastern New Mexico University-Roswell and Southeast New Mexico College capital outlay proposals listed on the general obligation bond. He added that Loving also approved a similar resolution and Carlsbad schools are expected to lend their support as well. Dr. Beardmore offered a preview of the projects he will present in November, specifically separating the building of a dining hall and a residence hall into two projects.
- E) **Property Appraisal:** Dr. Beardmore presented a map that indicates a piece of land on campus that needs to be valued. He is waiting for the completed appraisal to come back.

10) Old Business:

- A) **Ferrilli Contract – Dr. K Volpi (via Zoom):** Dr. Volpi said she was glad the college had decided to partner with Ferrilli and said the progress made has been amazing. After providing some additional background information Dr. Volpi turned the presentation to Glenn Trammel of Ferrilli. Mr. Trammel

described SENMC as an entrepreneurial start-up and stated that Ferrilli is well aware of the college's strategic goals and mission. He said the contract started in May 2021 and there is a little more than \$1MM left to spend on the contract through July of 2025. He said the Applications and Operational contracts will run out in December 2024. The network refresh is done and moving forward they will address how to build a modern, strategic connected campus and how to help SENMC innovate and grow. He spoke about an IT Service Management Maturity Model and asked if IT runs like a business. The maturity model is on a scale of Level 0-Level 4; SENMC is probably somewhere between levels 1 and 2. Glenn asked if IT is responding proactively when things break. Glenn said there are three options for moving forward – option (A) is remote support provided by Ferrilli (currently in place), with the addition of a 24-hour help desk; option (B), if the college cannot find a Vice President of IT that has the ability to do strategic planning and governance-Ferrilli could take this on and help facilitate those planning exercises and governance, and option (C), described as “holistic”, would include an on-site Ferrilli CIO and either a higher functional business analyst or another IT technician. The on-site Ferrilli CIO would oversee the SENMC IT staff. Option A would cost \$3.7MM over three years (\$1.23MM annually); option B would cost \$4.2MM over three years and \$1.4MM annually; and option C would cost \$4.7MM over three years and \$1.57 annually. Mr. Trammel added that the per year costs of option C would be \$1.8MM in Year 1, \$1.55MM in Year 2, and \$1.35MM in Year 3, explaining that the cost drops over time as the system optimizes. The cost per year for option A plus a VP of IT and two other positions would be \$2.1MM, \$2MM, and \$1.8MM. Dan Mincheff, another Ferrilli representative, pointed out that having a Ferrilli CIO gives the college access to many resources. It is important to have a senior leader in IT on campus.

Dr. Elkins wondered about the loyalty of a Ferrilli CIO, would it be to Ferrilli, or to the president of the College? Glenn Trammel said their CIO would do what the college wants-even if they don't agree. Southeast New Mexico College would have the opportunity to vet the candidates and decide who is the best fit. Ferrilli would pay to relocate this individual to Carlsbad. Dr. Beardmore said the goal is to build a team that will see this institution into the future; they would be held to the same standard as all SENMC employees. Mr. Trammel said they are about building a custom solution that helps SENMC be successful and hopes the college sees the value of the partnership.

Trustee Mark Cage said he is completely opposed to adding another vice president and asked what is wrong with a director directing the IT Department. He is concerned about someone at the level of vice president not working directly for Dr. Beardmore. He wants to understand why a person over IT needs to be a vice president and described the situation as “Too many bosses, not enough workers.” He referred to empty “worker” positions and said filling those positions seems like the solution that is needed more than the college needs another vice president.

After being recognized by the Chair, Dr. Beardmore responded to Sheriff Cage's concerns. The two open (tech) positions have been filled and those employees will assume their duties this week. The college is considering a mid-level position (not a director) to take on some of the database management tasks.

Why does the college need a VP of IT when the current structure reports to Dr. Volpi? Dr. Beardmore explained that one reason for doing this is to meet the salary demands. He added that his motivation is to have a market salary, singular leadership (in IT), and succession management.

Sheriff Cage still had concerns about the chain of command because it appears that each person has just one employee they are supervising. Dr. Beardmore responded and explained that a VP of IT would supervise a Director of ICT and also a Director of Web and Marketing Services and the Director of the Learning Technology Center (currently reporting to Academic Affairs) who supervises two employees, and possibly another person who would be an Anthology lead.

Mr. Trammel said the Ferrilli CIO option (Option C) is more palatable. The CIO would answer to Ferrilli, and if that person leaves Ferrilli has to provide a new one. But the college can still build a succession management plan.

Dr. Beardmore said this college has a great team. He is pleased with the expertise (Ferrilli) has brought to the table and agrees with Ferrilli that having that network is critical. He wants to have something that gives the college the flexibility to try to build its own teams and control its destiny. The Trustees asked the vice presidents for their opinions. They acknowledged that SENMC would not be where it is without Ferrilli, and the college should go with something it knows rather than gamble with the unknown. Dr. Volpi agreed that growing the IT staff is a great idea, but the college doesn't have a finished product yet and doesn't have time to build IT.

Dr. Elkins said he would like the Administration to work on some language in the contract and Lane Martin said 30 days would be sufficient time to do this. The contract will need to be presented to the Board of Trustees in November for final approval.

Motion: **Mark Cage** Second: **Sarah Bowman** Nays: **0** Abstain: **0**

Frintz, Cage, Elkins, and Bowman voted in favor of the motion to accept Option C and give Dr. Beardmore and Lane Martin the opportunity to hash out the language using the President's best judgement on things such as solicitation and have it ready to present to the Board.

- B) **Create VP of IT position:** Dr. Beardmore withdrew this item which had been tabled at the September meeting.

11) New Business

- A) **Proposal for Lobbying Services – Cliff Pirtle:** Former senator Cliff Pirtle contacted Trustee Mark Cage with a proposal to provide lobbying services to the college. Sheriff Cage said he thinks this is a good thing to have whether Mr. Pirtle performs the service, or the college engages a different lobbyist. Mr. Pirtle said the colleges and universities that have representation in the legislature have been able to take more (money) back to their schools. The company for which he is a consultant, Minority Strategies, LLC, is based out of Truth or Consequences and owned by McKenzie Luna. He said it is a young business so the college would be taking some risk. He said they would be able to organize projects for the college and be present in the Roundhouse during the legislative sessions. Ned Elkins wondered if the college is required to go through an RFP process. Dr. Volpi said she thinks this qualifies under professional services and if that is the case she believes the Procurement Code requires an RFQ (Request for Qualifications).

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

Frintz, Cage, Elkins, and Bowman voted in favor of the motion to move forward in procurement of lobbying services at the President's discretion.

- B) **Monthly Financial Report – Dr. K Volpi (via Zoom)** Dr. Volpi reviewed the financial reports for August 2024. She has included a new graph that provides a month-to-month comparison. Dr. Volpi also provided an income statement and balance sheet using test data. She asked the Trustees to review the format and determine if that is something that they would like, and if so, she will continue to develop them. Sheriff Cage and Dr. Elkins asked when they can see reports with actual numbers. Dr. Volpi responded that she will try to have that for the January meeting. Sarah Bowman requested a status update between now and January to make sure they are on track to get what they need.

- C) **Recommendation of FY2024 Auditor – Dr. K Volpi:** They have done the RFP for the new auditor for 2024. They have selected Jaramillo out of Albuquerque. They are waiting for the contract from the state and then the engagement letter. This company was selected because their presentation was more professional and detail oriented. Dr. Beardmore added that this company had done the audit for Mesalands, indicating they are not afraid to take on special cases.

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

Frintz, Cage, Elkins, and Bowman voted in favor of the motion to table this until next time.

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

- A) **Dr. Effrosyni “Frosso” Seitaridou, VP of Academic Affairs:** Dr. Seitaridou presented a report with updates from two areas: Dr. Sandra Florez (Allied Health) reported that SENMC is an official test site for the Headmaster, state Certified Nurse Aide (CNA) exam and the first exam took place on October 9. SENMC is also a National Center for Competency Testing (NCCT) site for Surgical Technology. Five students successfully completed the exam in August, four of whom were from the first SENMC Surgical Technology graduating class of 2024.

Rocio Espinoza (Grant Services) is coordinating with many departments and faculty to create HSI events and community outreach activities including Math, Movement & STEM: In collaboration with the Library, the Math department, and Dr. Bobby Huang, Grant Services offers the community sensory time for children, tutoring and assistance with math homework, and chemistry workshops; ESL Voices: There are 53 students enrolled, their ages ranging from 9 -17 years old. A second teacher has been hired and ESL Voices will be collaborating with a children's psychologist from New Jersey who will be providing mental health sessions to Spanish speakers. All Grant Services staff will tutor ESL students and provide homework assistance after their English classes twice a week; Movie night: There will be movie night in November to honor women in STEM; and Day of the Dead: Grant Services will collaborate with Dr. David McIntosh for the celebration and with Kat Davis to provide an educational flyer for the event.

Additionally, the student lounge is being renovated with funds provided by Grant Services. Saul Navarrete Martinez has been hired as the Transfer Pathway Coordinator and will focus on articulation agreements and MOUs.

Finally, the Grant Services STEM Supplemental Proposal has been awarded an additional \$40,000 to our Title III Centro grant. The money will be used to hire more Math Peer Mentors to start a Math Lab using construction funds from our current Title III proposal.

- B) **Dr. Karla Volpi, VP of Business and Finance:** Nothing to report.

- C) **Juanita Garcia, VP of Student Affairs:** Ms. Garcia reported that since they have had their stabilization meetings they have been moving away from manual processes and have completed some tasks using automation. She says it takes time, but it has provided the opportunity to review and analyze processes and streamline services. As each issue is corrected, they are looking at existing processes and changing them based on the way the system was running.

Student Services staff recently attended College Fairs in the area (Hobbs, Lovington, Roswell, to name a few); some Dual Credit staff are attending a conference; other staff will be attending the New Mexico Association of Registrars and Admissions conference in Albuquerque in November; Early College advising conferences for the spring will start on November 4; they are working collaboratively with a dual credit work group with area high schools and SENMC staff to streamline services for dual credit admissions and registration for spring; Financial Aid has distributed \$545,625 in Pell Grant, Direct Loan and federal SEOG funds as of October 14. The total amount of state aid awarded was \$108,398.

- D) **Dr. Monty Harris, VP of Workforce Development and Community Engagement:** Dr. Harris reported that the Community Education program has had a strong turnout so far. They are midway through the Monday Kids Camp with approximately 20 students participating. Adult classes including podcasting, Zumba, yoga and various one-day workshops have attracted approximately 50

attendees. As they develop the spring schedule they are actively seeking new ideas to keep growing participation and showcase all the great opportunities on campus.

Workforce recently took delivery of the first simulator components, and they have received the first shipment of equipment for the Radiological Control technician program (virtual reality headsets).

These will be used for the WIPP program and for the campus program they are developing.

Dr. Harris and Fernando Santana will be traveling to Reno next week for an MSHA conference. They will be joined by instructor Dennis Blood for a trip to Gillette, Wyoming to see what else is out there for MSHA training and do some industry networking.

The Railroad 101 Awareness Event took place on October 8, 9, and 10. These were one-day trainings taking place on three consecutive days. They had 159 attendees. Experts from the railroad industry demonstrated how railroad emergencies are handled. There was nothing but positive feedback and the fire departments requested that next year the event be expanded to six days so all their shifts could attend. The event was sponsored by BNSF Railway, Union Pacific, and Graymar Environmental, a division of Transcaer. Dr. Harris also thanked C&G Barbeque and Curbside Cravings for bringing their food trailers and making lunch available.

- 13) **HR Report: Steven Gonzales, HR Director:** The SENMC employee count is at 253 as of October 9, 2024.

There were eight new hires. There are currently three faculty vacancies and six staff vacancies. October 2024's Employee of the Month is Dr. Eduardo Chappa, Professor of Mathematics.

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

- A) **Faculty:** None.
- B) **Administrative Staff:** None
- C) **Classified Staff:** None

- 15) **Board comments:**

Ned Elkins said he hoped Ferrilli doesn't leave here too beat down; you heard strong endorsement from this administration and we're proud to have you staying with us. Board Chair Tiffany Frintz thanked everyone for attending.

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

Date: November 11, 2024 **Time:** 6:00 pm **Place:** SENMC Room 153

- 17) **Adjournment** – Board Chair Tiffany Frintz adjourned the meeting at 8:41 pm.

Approved



Sarah Bowman, Secretary

11/11/2024

Date