

# NORTHERN New Mexico College



## **BOARD OF REGENTS MINUTES**

**JULY 23, 2025**

A Regular Meeting of the Board of Regents of northern New Mexico College was held on Wednesday, July 23, 2025, In Person and Via Zoom in the Board Room at Northern New Mexico College, Espanola Campus. Regents Present in person and Via Zoom: Michael A. Martin, Regent Ruben Archuleta, Ron Lovat, Regent Erica Velarde and Dolores Gurule.

Northern New Mexico College Staff Present: President Hector Balderas, JD, CFE, Larry Guerrero, EdD, Interim Provost & Vice President for Academic Affairs, Theresa Storey, Chief Financial Officer/Compliance Officer, Matthew Baca, General Counsel, Scott Stokes, Chief Information Officer, Alejandra Jaramillo, HEP Director, Kristy Alton, Director, Title V, Kimberly Martinez, Administrative Assistant, Department of Business Administration, Joshua Lopez, Dual Credit Outreach Specialist, Sandy Krolick, Creative Director, Communications & Marketing, Deborah Trujillo, IT, Ambrosia Tuero, Director, Advisement, Higinia Padilla, Administrative Coordinator, Title V, Arin McKenna, Staff Writer/Reporter, Brenda Janot, Accessibility Services Coordinator, Sally Martinez, Executive Assistant to the Provost & Vice President for Academic Affairs, Ashley Duemmler, STEM Career Transfer Internships Coordinator, Patrice Trujillo, Safety Manager, Milam Shah, Communications Coordinator, Michelle Martinez, Data Coordinator/Admin, Admissions, Vince Lithgow, Accountant III,

Faculty Present: Lori Baca,

Others Present:

### **I. CALL TO ORDER**

Chairman Martin called the meeting to order.

Under comments from the Board, number 2, 3 and 4 will be struck. Those committees did not meet since last meeting. Under Staff Reports, under A, the Faculty Bargaining unit will be struck, it is not ready for today.

### **II. APPROVAL OF AGENDA**

Chairman Martin entertained a motion to approve the agenda as amended.

Regent Archuleta moved to approve the agenda. Second, Regent Gurule. Chair 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 that El Rito is almost finished. He is very impressed with what is going on and how fast they are working so hopefully it will be done in the next couple of weeks.

##### **2. Audit, Finance, Facilities Committee**

Tabled

##### **3. Academic and Student Affairs Committee**

Tabled

##### **4. Governance Committee**

Tabled

##### **5. HERC Committee**

Chairman Martin stated they held a meeting two weeks ago and Chairman Martin stated he was elected the new President of HERC and they are in the process of reorganizing and they will send out invitations for a meeting here within the next month and he will keep the board informed.

### **V. APPROVAL OF MINUTES**

Chairman Martin entertained a motion to approve the minutes of May 3, 2025.

**Regent Velarde moved to approve the minutes of May 3, 2025. Second – Regent Gurule. Chairman Martin – yes, Regent Velarde – yes, Regent Archuleta – yes, Regent Gurule – yes.**

## **VI. PRESIDENT’S REPORT AND ANNOUNCEMENTS**

Chairman Martin turned the meeting over to President Balderas for his reports and announcements.

### **A. Celebrate Northern**

President Balderas stated he would like to welcome back four of our trades students just completed the first Trades Culture Bootcamp on the Western Colorado University campus. They gained experience in carpentry, electrical work and solar panel installation by building a solar powered gazebo so WCU students can study outside in comfort. Our thanks to Butch Clark for setting up this collaboration between Northern and WCU. Discussions about a 2026 Boot Camp have already begun.

President Balderas thanked Willie Williams for once again organizing a great Juneteenth Observance. Two of our student veterans, Douglas Olmstead and Cipriano Marquez, presided over the flag raising ceremony. President Balderas also thanked State Senator Harold Pope gave a moving address and Senator Ben Ray Luján sent a video message and AJ Pacheco relayed Congresswoman Teresa Leger Fernández’ thoughts on Juneteenth. Jerome Williams passed NNMC’s Drum Major Award to Dr Cedric Hamilton. President Balderas stated he also wanted to thank to Café Cultura’s Melissa and Molly De La Cruz for providing a delicious lunch.

Northern once again turned out to support our LGBTQIA+ community at the Santa Fe Pride Parade. Our thanks to Tammy Winston from Student Life for organizing that and everyone who participated. It was a fantastic event.

President Balderas thanked Congresswoman Teresa Leger Fernandez for a Town Hall in June. About 50 people attended, with many more streaming online. 13-year-old Waylan and seven-year-old Kinsleigh Valdez led the gathering in the Pledge of Allegiance and the Salute to the New Mexico Flag.

President Balderas thanked the many people who were part of the Rural CTE (Career & Technical Education) Alliance for our future workforce held a think tank event here in June. Former Secretary of the New Mexico Public Education Department Dr. Kurt Steinhaus served as master of ceremonies and speakers included LANL Foundation President and CEO Dr. Gwen Perea Warniment, Director of the New Mexico Public Education Department College and Career Readiness Bureau Breezy Gutierrez and Marco Martinez, Deputy Director of New Mexico Department of Workforce Solutions. Several

elected officials or their representatives attended. The event included CTE success stories and innovative solutions for CTE delivery.

President Balderas congratulated to our new Student Senators, President BranDee DeAgüero, Vice President Izaiah Martinez, Sentinel Cipriano Marquez, Secretary Denise Arevalo and Senator Lauren Dunbarr. We had the highest voter turnout in a decade and President Balderas is really proud of their work. There are openings for three more senators, and students are encouraged to apply at Student Life or on the Student Senate page. President Balderas met with Ms. DeAgüero.

President Balderas stated he wanted to recognize our coaches as they are doing some great community outreach. Coach Mandy Montoya hosted a Youth Basketball Camp the last two days for ages 5 through 17. Coach Mike Dominguez's will host a Skills Camp for grades 2 – 8 next Monday through Wednesday. President Balderas also attended the camp and spoke with many of the students.

President Balderas stated Coach Montoya also hosted the 2025 Lady Eagles Team Camp for girls' basketball high school students in June. The camp focused on player development and recruitment. It included a series of matchups, with Mesa Vista High School winning the competition. Plans are already underway for the 2026 Lady Eagles Team Camp, with an expanded roster of teams and additional development opportunities on the horizon.

President Balderas stated we are very grateful to the Dr. Karen M Trujillo Memorial Foundation for donating \$50,000 to create a new endowed scholarship, which will be open to students seeking a BA in education. The Foundation donated an additional \$1,000 so the first scholarship can be awarded in Fall 2025, without the need for interest to accrue on the endowment for the first award. They have a phenomenal legacy and continue to raise money on her behalf.

The President thanked Longenecker & Associates for renewing their scholarship support for students interested in pursuing careers supporting the U.S. Department of Energy at sites like Los Alamos National Laboratory and Sandia National Laboratories.

President Balderas congratulated all our students who made the Spring 2025 Dean's List. All of them distinguished themselves by completing a minimum of 12 graded credit hours with a 3.5 GPA or better.

Congratulations to our Staff Writer/Reporter Arin McKenna, who was awarded 1st place in the National Federation of Press Women Communication Contest for her press release on the work of Steve Cox and our engineering students to develop a glove to ease the symptoms of Parkinson's disease. She also received an Honorable Mention for her management of Anne Hillerman's Facebook page.

Tomorrow the New Mexico Early Childhood Education and Care Department (ECECD) will celebrate its 5<sup>th</sup> birthday with a Family Resource Fair from 10 a.m. – 2 p.m. in the Rotunda, hosted in conjunction with the LANL Foundation's Early Childhood Team and the Grandparents/Kin Raising Children Council. This event is a unique opportunity for families to learn about the valuable services available to support children and parents across New Mexico, and will include many fun activities.

#### B. CUP/NMICC Report

President Balderas stated most everything CUP/NMICC related at this time revolves around the interim legislative session; here are some of the highlights of where we are there:

- The State Auditor reported back through the CUP regarding recent inquiries into University/College Foundations.
  - The State Auditor noted that the OSA considers Foundations to be component units of their respective institutions. This was a point of discussion for some, as opinions had previously differed.
  - The State Auditor also reported that across all institutions, only one finding was identified in FY24, and that the OSA will not pursue any further action or inquiry regarding Foundations.
  - Northern already treats its Foundation as a component unit, as you know, and the Foundation is included in our annual audit as a component unit
- The CUP and HED are collaborating to further define and refine reporting data related to targeted funding, such as GRO retention funding. Some institutions expressed concern over allocations as a result of lagging data.
- Higher Education Funding Study
  - Report to be released soon, likely August. President Balderas stated for him the critical point is they do not include deferred maintenance. He is hoping there is some opportunities to make the funding formula more equitable.
  - All institutions curious to see the results and we will have more information for the Board when we have them
- Both CUP/NMICC continue to work with HED and the legislature to strengthen relationships and represent all our institutions' interests

#### C. NNMCC Foundation

President Balderas presented the following:

**FY25 Philanthropic Donations – Total - \$658,232.00**

1. FY25 Philanthropic Donations July 1, 2024 to June 30, 2025 - \$584,927.00  
President's Eagle \$1,000,000 Campaign - \$447,897  
Pass Thru Grants and Other Funds - \$137,030
2. FY25 In Kind Donations: July 1, 2024 to June 30, 2025 - \$73,305.00

President Balderas stated this is amazing work because we don't have a Foundation.

**D. Introduction of Staff and Faculty**

President Balderas introduced the following:

**Stephen Miera**  
**Assistant Basketball Coach**

Coach Stephen Miera brings 15 years of basketball coaching experience, including over 8 years in the college field. Miera most recently served as Men's and Women's Assistant Coach here at NNMC and before that as the Director of Greyhound Properties at Eastern New Mexico University. His basketball background includes stops at Bakersfield College, New Mexico Highlands University, Robert F. Kennedy High School and Highland High School. Coach Miera has ventured into the international market as a recruiting specialist and professional trainer working with collegiate and pro athletes in Mexico.

Miera has won at multiple levels, including the 2018 RMAC Championship at NMHU, the first in the school's history. As the Head Coach at Robert F. Kennedy High School, he led them to a perfect 18-0 record and an Albuquerque Charter School Athletic league title in 2016-17, the school's first and only title. Miera's recruiting and development abilities have led to multiple DII All-Conference players, professional contracts and college scholarships during his time at the high school level.

Coach Miera received his bachelor's degree from the University of New Mexico and an M.A. in Human Performance and Sport from NMHU.

President Balderas stated the coaches are also an enterprise. Entering into what he calls as an enterprise phase. For years they played basketball and then wonder where the heck is housing and no one seemed to be able to give student athletes more options than either private sector, go try to get an apartment on your own or the institution. So, it's saying that we're just not in the housing business. So, we want to really credit the athletic department and some of the leaders like Coach Miera because as the President fixes the dorms, we don't have a housing department so we are caught between. He knows there are chuckles with our staff because you all know as talented staff, that is very risky but we are also in a housing crisis that he would rather take our chances that there will be

leaders that step in and help me develop a policy for discipline and behavior or a contract or we step in and we figure out how is it we're going to provide food and security. So, it's exciting because Coach Miera is going to be our first coaching resident that lives at the dorms. There's a great little apartment he has, so he's going to serve, as part RA and then part coach and then get on the road. But that kind of innovative leadership and model is more around enterprise and so President Balderas wanted to welcome him back but we wouldn't be able to pull that off if someone wasn't willing to live in El Rito. Coach Miera is really stepping up. President Balderas has approved that he could bring a service dog so we are going to have canines out there. President Balderas stated he wanted to congratulate Coach Miera for really taking on to try to be a steward for the male athletes that are in the dorm in the evenings and then President Balderas knew Coach Montoya is already recruiting a coach and kind of an RA leader that will help provide support and services for the kids, for instance, if they need daily transportation or if they need to go to a grocery store. We want to make sure that staff is living out there and that we have vehicles for them. This is an exciting enterprise that President Balderas wanted to share with the board.

Chairman Martin asked if there were questions from the Board.

Regent Velarde stated no questions but thanked the President for the update. Really good stuff.

Regent Archuleta – no questions.

Regent Gurule – no questions.

## **VII. FACULTY SENATE PRESIDENT REPORT**

Chairman Martin requested Dr. Brailey join the meeting.

President Brailey stated he has nothing to report.

## **VIII. RECOGNITION OF JASIE GREEN - STUDENT SENATE PRESIDENT**

Chairman Martin stated he would like to have Ms. Jasie Green come up and join the board so they can recognize her for all her hard work.

Chairman Martin welcomed Ms. Green and asked her how her summer was. Ms. Green stated she is still here taking her one class. Chairman Martin stated the end is in sight. Ms. Green stated yes and this week is the last week so it is actually nice.

Chairman Martin stated the board wanted to get together to thank her for all her hard work and Chairman Martin knows with the rest of the board also would like to thank her.



Regent Velarde welcomed Ms. Green and stated we are excited to have such great leaders with us and it is so great to hear, it's like the largest voter turnout in a long time. She was in the Student Senate 20 years ago, maybe 22 years ago so that is pretty awesome.

Regent Archuleta congratulated Ms. Green and welcomed her.

Regent Gurule stated she would like to thank Jasie for her service and all that she did for the Student Senate during her term. Regent Gurule is very impressed and very proud of the succession plan that she also had with all of the students in that took over when Ms. Green was done. It's very inspiring and amazing to see that we have such a full Senate this year and Regent Gurule knows that is a compliment to all the work Ms. Green did during her term as well. Regent Gurule thanked Ms. Green for all the mentoring Ms. Green did for those students.

President Balderas stated we pride ourselves on really partnering with all our presidents and we want to thank you, and we got you a fancy gift.

## **IX. STUDENT SENATE PRESIDENT REPORT**

Chairman Martin asked the new Student Senate President Brandee DeAguiro join the Board. Chairman asked Ms. DeAguiro to introduce the senators. Chairman Martin congratulated the elected senators who were present and stated he is looking forward to working with them this coming year and anything they can do, please let the Board know.

Ms. DeAguiro stated she is excited to be here and excited to work with everyone.

President Balderas stated it is like a pattern, the leaders that they put up. President Balderas stated he was very impressed with Ms. DeAguiro's personal background. They're already very highly competent and high achievers so they kick out credits and GPAs and all that but every one of these Presidents that President Balderas has gotten to work with has a backstory and Ms. DeAguiro in terms of overcoming some of this, the barriers and struggles she really is a role model for so many others that are that don't have an easy path so President Balderas is very impressed with kind of who Ms. DeAguiro is and he is excited about what she is going to do. President Balderas thanked Ms. DeAguiro for sharing some of that information with him yesterday.

Chairman Martin asked if there were any other comments and stated he looks forward to seeing Ms. DeAguiro next month.

## **X. STAFF REPORTS**

### **A. Vice President for Finance & Administration**



Chairman Martin asked Mr. Tim Crone to join the Board as they will discuss the non-exempt staff bargaining unit CBA

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

This item was tabled for this meeting.

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

Matt Baca, General Counsel stated he is happy to give a brief overview. He asked Chairman Martin if he would like to hear any sort of color commentary from the President and Mr. Crone prior to him getting into the details. Chairman Martin stated yes.

President Balderas stated we have to engage in three union negotiations during the summer. It is something we don't mind doing. We're very honored to hear out some of the priorities but Mr. Crone is not only former faculty he prides himself on being a really tough guy, and President Balderas really prides himself on that we get along great with the unions and one of the principals of our engagement is that we don't mind. We welcome people's differing opinions. We welcome criticism but a signature goal of our leadership was to really show you that we could get into union negotiations and not have a breakdown and Mr. Crone's always a good resource to offer context and perspective that he shares that there were times he almost got into fist fights and you know, but we're making a very productive progress. We have two more unions to go but we're here to talk about some good news in an agreement with one of our unions. So, with that, President Balderas deferred to Chairman Martin. Chairman Martin asked Mr. Crone if he had any comments.

Mr. Crone stated he agrees with what President Balderas said, just as an aside, he is glad that we call you Chair, because there are a number of Presidents, President Balderas, President of the Senate President of the Union so to go back to calling the chair it was very productive. Mr. Crone was thinking and he knows that in fact we talked a great deal about governance, shared governance and everybody in these units are sharing governance and collective bargaining is essentially that. Mr. Crone thinks that in the colleges, in the institutions where you have collective bargaining, that the collective bargaining is the heart of the shared governance and so the sharing it leads to workplace democracy and this unit, the nonsense stab in many ways has been left out of the government of the institution and that certainly gets changed. Mr. Crone stated he has a good friend Kathryn Chavez who is the president of the staff for the Albuquerque Department schools at the ATF and she points out that everyone that works in the institutions is an advocate and we know that to be a fact, we've had, first of all families, obviously the workers in the institution. We also have virtually everybody who works

here as a recruit working in this community to recruit students and keep the institution healthy. The other thing Mr. Crone would like to add is that this was very cordial and comfortable. It was very professional. It wasn't negotiations, it wasn't a chess match, it wasn't seeing who could sneak something in or do something under the table. There was no acrimony. There were some disagreements, they were very friendly and never heeded and this is the atmosphere he has been doing this since 1993. This is really the first time that this has been a comfortable, enjoyable experience and he thanked everyone for helping create the atmosphere.

Chairman Martin turned it over to Mr. Baca.

Mr. Baca thanked Chairman Martin, President Balderas and stated in the packet there is a memo that describes the top line of the changes. One thing he will point out is that for this particular unit, the college bargaining agreement did the full three-year agreement did run June 30<sup>th</sup> so the entire agreement was open to negotiation. The agreement that the board will vote on today and presumably approved will set up the next three years with the caveat that every single year the compensation article is open to negotiation. So just some context, for why there's changes across articles in the entire document, not just compensation very quickly. The change in Article 4 were really just to mirror the language in the full-time faculty CBA that discusses the college's nondiscrimination policy which is added to the actual agreement. It was really just some cleanup language. There were really no substantive changes really. Just make consistency across the CBA's and bring some clarity to that article, Article 16. The work week is defined in that article and as the union pointed out, there was a discrepancy between what was previously the definition of the work week and how the work week is now defined since we moved into the workday system. So that term has been updated to reflect the definition of work week and workday system.

Mr. Baca stated in Article 18, we updated the language in the wellness policy. It currently says that the wellness policy referred to in the staff Handbook shall be in effect for the unit members. We do anticipate some future change to the staff handbook. Not necessarily the wellness policy, but union brought up that we might want to make clearer that we are referring to a specific document. So, there's a minor change there to refer to the specific existing staff handbook and wellness policy that's in there.

Mr. Baca stated Article 32 is the compensation article. So, that was updated to reflect the 4% legislative appropriation across the positions that are articulated in that article. So, the base rate of pay that are articulated there were increased by 4% consistent with that legislative enactment and then there's also a provision that essentially provides a retention bonus to folks who have worked at the college every four years. They work here. In the previous agreement they were entitled to a 45-cent increase on their hourly wage and we have agreed to double that and make that a 90-cent increase so every time

one of those folks is up for retention bonus every four years. They're now eligible for 90 cents as opposed to 45 cents and then we added an article which creates a sick leave donation program. There's a little bit of a longer explanation but in both, in the staff full time faculty CBA there was historically a sick leave bank program and then in the staff handbook there was a similar but albeit not exactly the same sick leave bank program through negotiations with both units. We have developed a new sick leave donation program which would allow a staff member who had experienced a catastrophic health event and is running out of leave to basically apply for sick leave donation so that the HR Department will broadcast an email across the college. Of course, without identifying information or anything like that, but to alert the eligible employees across both the faculty and the staff, that that someone, one of their colleagues, is in need of donated sick leave to cover their time while they're out with this catastrophic incident, and so the HR can collect those donations and then pass them on to the affected employee, and that employee can then apply those sick leaves hours as they still take home their pay while they're out so that covers the changes that were actually made to the document. So, the recommendation of the Administration Chair, Martin and Regents is that you all approve those amendments from your side. From there we will update the full document and then have Mr. Crone and you all sign that document. So, with that explanation Chair Martin. Mr. Baca stood for any questions about the changes or any other questions.

Chairman Martin asked if there were questions from the Board.

Regent Velarde stated she does not have questions, she would actually like to thank Mr. Baca and President Balderas for their work because she actually had this conversation with President Balderas a couple of weeks ago on how union negotiations use to be one of the top things, we'd hear of one of our top worries, one of the top issues that was brought to us. She remembers a time when we unknowingly hired a union buster attorney and didn't know until after the fact and so being that number one, she is a fan of Tim. He was her professor for a few classes. She liked him so much she took more than one class. She thinks she took three classes with him. My family blames him for all her conspiracy theory she loves because he taught her so much about our history. So, Regent Velarde just wants to thank everyone involved because it is so much nicer to know she personally supports union and she thinks they're very important and to know that we are doing justice and the right thing for our faculty is really important. So, thank you, all of you.

Regent Archuleta – no questions. Thank you, guys.

Regent Gurule thanked everyone that invested work and time into this ratification and had no questions.

Chairman Martin entertained a motion to agree to update the terms as described and authorize entering into the new full, collective bargaining agreement.

**Regent Velarde moved to agree to update the terms as described and authorize entering into the new full, collective bargaining agreement. Second – Regent Archuleta. Chairman Martin – yes, Regent Archuleta – yes, Regent Velarde – yes, Regent Gurule – yes. Motion passed unanimously.**

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

Tabled.

#### **XI. EXECUTIVE SESSION**

Chairman Martin stated the Board will now enter into Executive Session and will entertain a motion that the Board convene in closed session to, as authorized by the limited personnel matters exception to the Open Meetings Act to discuss President Balderas Evaluation.

**Regent Gurule moved that the Board convene in closed session to, as authorized by the limited personnel matters exception to the Open Meetings Act to discuss President Balderas Evaluation. Second – Regent Velarde. Chairman Martin – yes, Regent Velarde – yes, Regent Archuleta – yes, Regent Gurule – yes. Motion passed unanimously.**

Chairman Martin thanked everyone and stated the Board will now convene in closed session to consider only the items covered by the motion.

- #### **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

Chair Martin stated the matters discussed in the closed meeting were limited to those stated in the motion to close as recorded in the minutes. Chairman Martin stated he would entertain a motion to reopen the meeting.

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

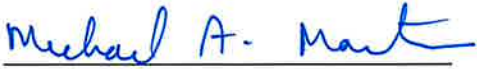
#### **XIII. ADJOURNMENT**

Chairman Martin entertained a motion to adjourn.

**Regent Velarde moved to adjourn. Second – Regent Gurule. 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 at 4:39PM.

Approved:



Michael A. Martin  
Chairman



Erica Velarde  
Vice Chair

