

NORTHERN NEW MEXICO COLLEGE



**BOARD OF REGENTS
MEETING**

MARCH 24, 2022

NORTHERN New Mexico College



NOTICE

The Board of Regents of Northern New Mexico College will hold a regular meeting on **Thursday, March 24, 2022, at 9:00AM, Via Zoom** and in person at Northern New Mexico College, Espanola Campus, Espanola, New Mexico.

Join Zoom Meeting

<https://nmmc.zoom.us/j/93457359883>

Meeting ID: 934 5735 9883

One tap mobile

+16699006833,,93457359883# US (San Jose)

+12532158782,,93457359883# US (Tacoma)

Dial by your location

+1 669 900 6833 US (San Jose)

+1 253 215 8782 US (Tacoma)

+1 346 248 7799 US (Houston)

+1 929 205 6099 US (New York)

+1 301 715 8592 US (Washington DC)

+1 312 626 6799 US (Chicago)

Meeting ID: 934 5735 9883

Find your local number: <https://nmmc.zoom.us/u/ac7JLQkVL1>

FINAL AGENDA

I. CALL TO ORDER

II. APPROVAL OF AGENDA

III. PUBLIC INPUT

IV. COMMENTS FROM THE BOARD

A. Board of Regents Subcommittee Reports

1. Audit/Finance/Facilities Committee – Informational
2. Academic/Student Affairs Committee – Informational
3. President’s Evaluation Committee – Informational
4. Housing Committee - Informational
5. HERC – Informational
6. Presidential Search Committee – Informational
7. AGB Membership – Action Required

- V. APPROVAL OF MINUTES**
- VI. PRESIDENT’S REPORT AND ANNOUNCEMENTS**
 - A. Celebrate Northern – Informational
 - B. CUP/NMICC Report – Informational
 - C. NNMC Foundation – Informational
 - D. Eagle Corporation Update – Informational
 - E. Rio Arriba County Land Transfer – Informational
- VII. FACULTY SENATE PRESIDENT REPORT**
- VIII. STUDENT SENATE PRESIDENT REPORT**
- IX. STAFF REPORTS**
 - A. Provost & Vice President for Academic Affairs
 - 1. Honorary Degree Recommendation – Action Required
 - 2. Approval of Academic Calendar 2022-2023 – Action Required
 - 3. Approval of New Certificates:
 - a. Literary Editing and Publishing – Action Required
 - b. Data Science – Action Required
 - 4. Sunsetting of the Associate Degree Renewable Energy & Course Repurposing – Action Required
 - 5. Recommendations for Tenure for Dr. Sushmita Nandy, Dr. Rhiannon West, and Mr. David Lindblom – Action Required
 - B. Vice President for Finance & Administration
 - 1. Fiscal Watch Reports – Action Required
 - 2. Budget Adjustment Requests (BARs) – Action Required
 - 3. FY2021 Audit – Action Required
 - 4. Deletion of Capital Assets – Action Required
- X. DEEP DIVE**
 - 1. Philanthropic Activities Update
- XI. EXECUTIVE SESSION**
 - (1) Limited personnel matters related to the hiring, promotion, demotion, dismissal, assignment, resignation, or investigation or consideration of complaints or charges against an employee;
 - a. No items
 - (2) Bargaining strategy preliminary to collective bargaining
 - a. No items
 - (3) Threatened or pending litigation subject to the attorney-client privilege in which the College may be a participant; and
 - a. No items
 - (4) Real estate acquisition or disposal.
 - a. Discussion of El Vado disposition options
 - b. Discussion of real estate transaction with Rio Arriba County

XII. POSSIBLE ACTION ON EXECUTIVE SESSION

1. Possible action regarding real estate transaction with Rio Arriba County

XIII. ADJOURNMENT

If you have completed the COVID Vaccination Protocol and wish to attend in person, please contact Amy Peña (amy.pena@nnmc.edu). Proof of vaccination will be required prior to entering Board of Regents Meeting.

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



Amy F. Pena <amy.pena@nnmc.edu>

AGB Membership Information

Matt Stevens <MStevens@agb.org>
To: "amy.pena@nnmc.edu" <amy.pena@nnmc.edu>
Cc: Matt Stevens <MStevens@agb.org>

Fri, Mar 18, 2022 at 6:22 AM

Good morning, Amy I hope all is well with you and yours.

Thank you for reaching out regarding membership. NNMC was last a member from 2019-2021.

Under the membership offer, your first year dues would be \$2,876 (a 20% discount from \$3,595). The membership includes your senior membership team, 7 additional staff members, and your entire voting Board of Trustees.

If you and your team would like to review all membership benefits, I can give you a personal tour via Zoom. We can try to arrange a demonstration during your upcoming meeting if you wish.

Otherwise, I have attached an application and other information to get you started.

I hope you have a fantastic Friday and great weekend. Feel free to reach out to me with any questions.

Take good care and be well!

Matt

MATT STEVENS

DIRECTOR, MEMBER ACQUISITION

AGB | Govern with Confidence
202.296.8400 (main) x 830 | 202.776.0830 (direct)
AGB.org



Application—Institutions



We look forward to welcoming you as a member!

AGB Membership provides benefits and services to all voting members of your governing board and nine staff members of the institution. Two of the staff members must be the chief executive and the board professional or staff liaison to the board.

AGB provides additional services for individuals who serve as chairs or members of the following committees: academic affairs, audit, development, enrollment management, executive, facilities, finance, governance, investment/endowment, information technology, and student affairs/services.

Eligibility: Institutions must be accredited (or be candidates for accreditation) by a regional agency recognized by the Council for Higher Education Accreditation (CHEA). Institutional members of AGB are primarily the governing boards of degree-granting universities and colleges, professional schools, and seminaries and theological schools. More details can be found at AGB.org/Membership.

In addition to this completed form, please send:

- Annual dues payment for the dues rate appropriate to your institution’s enrollment (FTE). Please visit AGB.org/How-to-Join under the eligibility tab to identify your institution’s rate. Annual dues invoices for membership renewal will be sent to the chief executive’s office unless otherwise instructed.

For multi-campus or state systems, please provide:

- A complete list of campuses and their chief executives.

**AGB respects the privacy of all members. Information provided will be used to fulfill print and electronic member benefits and other membership-related communications only. Member data are not sold or rented to any outside organization.*

Governing Board

Institution or Organization Name _____

Mailing Address _____

City _____ State/Province _____

Zip/Postal Code _____ Country/Region _____

Telephone _____ Website _____

Please indicate the month of the year your board member transitions occur _____

Full-Time Students

Institution FTE _____

FTE equals full-time students for the most recent fall semester/quarter plus one-third part-time students.

Application (continued)

Membership Category

- Governing Board of College, University, or University System
- Nongoverning/Institution Advisory Board
- Statewide Planning or Coordinating Board
- Education Association or Other Nonprofit Organization

Check One in Each Group as Appropriate

- | | | |
|-------------------|-------------|-------------------------------|
| 2-Year | Public | Single-Campus Institution |
| 4-Year | Private | Multi-Campus Institution |
| 2-Year and 4-Year | Proprietary | State System |
| | | Single Campus of State System |

Chief Executive

Name _____ Title _____

Mailing Address _____

City _____ State/Province _____ Zip/Postal Code _____

Country/Region _____ Telephone _____

Email _____ Took office as of _____

Presiding Officer of the Board

Name _____ Title _____

Mailing Address _____

City _____ State/Province _____ Zip/Postal Code _____

Country/Region _____ Telephone _____

Email _____ Beginning of Term _____ End of Term _____

Board Professional/Staff Liaison to the Board

Name _____ Title _____

Mailing Address _____

City _____ State/Province _____ Zip/Postal Code _____

Country/Region _____ Telephone _____

Email _____

Please Submit Renewal Invoice to:

Name _____ Title _____

Mailing Address _____

City _____ State/Province _____ Zip/Postal Code _____

Country/Region _____ Telephone _____

Email _____

Application (continued)

Board Member 1

Name	Title	
Mailing Address		
City	State/Province	Zip/Postal Code
Country/Region	Telephone	Email
	Member Chair Vice Chair	Member Chair Vice Chair
Academic Affairs Committee		Facilities Committee
Audit Committee		Finance Committee
Compensation Committee		Governance Committee
Development Committee		Investment Committee
Enrollment Management Committee		IT Committee
Executive Committee		Student Affairs Committee

Board Member 2

Name	Title	
Mailing Address		
City	State/Province	Zip/Postal Code
Country/Region	Telephone	Email
	Member Chair Vice Chair	Member Chair Vice Chair
Academic Affairs Committee		Facilities Committee
Audit Committee		Finance Committee
Compensation Committee		Governance Committee
Development Committee		Investment Committee
Enrollment Management Committee		IT Committee
Executive Committee		Student Affairs Committee

Board Member 3

Name	Title	
Mailing Address		
City	State/Province	Zip/Postal Code
Country/Region	Telephone	Email
	Member Chair Vice Chair	Member Chair Vice Chair
Academic Affairs Committee		Facilities Committee
Audit Committee		Finance Committee
Compensation Committee		Governance Committee
Development Committee		Investment Committee
Enrollment Management Committee		IT Committee
Executive Committee		Student Affairs Committee

Application (continued)

Board Member 4

Name				Title			
Mailing Address							
City		State/Province		Zip/Postal Code			
Country/Region		Telephone		Email			
	Member	Chair	Vice Chair		Member	Chair	Vice Chair
Academic Affairs Committee				Facilities Committee			
Audit Committee				Finance Committee			
Compensation Committee				Governance Committee			
Development Committee				Investment Committee			
Enrollment Management Committee				IT Committee			
Executive Committee				Student Affairs Committee			

Board Member 5

Name				Title			
Mailing Address							
City		State/Province		Zip/Postal Code			
Country/Region		Telephone		Email			
	Member	Chair	Vice Chair		Member	Chair	Vice Chair
Academic Affairs Committee				Facilities Committee			
Audit Committee				Finance Committee			
Compensation Committee				Governance Committee			
Development Committee				Investment Committee			
Enrollment Management Committee				IT Committee			
Executive Committee				Student Affairs Committee			

Board Member 6

Name				Title			
Mailing Address							
City		State/Province		Zip/Postal Code			
Country/Region		Telephone		Email			
	Member	Chair	Vice Chair		Member	Chair	Vice Chair
Academic Affairs Committee				Facilities Committee			
Audit Committee				Finance Committee			
Compensation Committee				Governance Committee			
Development Committee				Investment Committee			
Enrollment Management Committee				IT Committee			
Executive Committee				Student Affairs Committee			

Application (continued)

Board Member 7

Name	Title	
Mailing Address		
City	State/Province	Zip/Postal Code
Country/Region	Telephone	Email
	Member Chair Vice Chair	Member Chair Vice Chair
Academic Affairs Committee		Facilities Committee
Audit Committee		Finance Committee
Compensation Committee		Governance Committee
Development Committee		Investment Committee
Enrollment Management Committee		IT Committee
Executive Committee		Student Affairs Committee

Board Member 8

Name	Title	
Mailing Address		
City	State/Province	Zip/Postal Code
Country/Region	Telephone	Email
	Member Chair Vice Chair	Member Chair Vice Chair
Academic Affairs Committee		Facilities Committee
Audit Committee		Finance Committee
Compensation Committee		Governance Committee
Development Committee		Investment Committee
Enrollment Management Committee		IT Committee
Executive Committee		Student Affairs Committee

Board Member 9

Name	Title	
Mailing Address		
City	State/Province	Zip/Postal Code
Country/Region	Telephone	Email
	Member Chair Vice Chair	Member Chair Vice Chair
Academic Affairs Committee		Facilities Committee
Audit Committee		Finance Committee
Compensation Committee		Governance Committee
Development Committee		Investment Committee
Enrollment Management Committee		IT Committee
Executive Committee		Student Affairs Committee

Application (continued)

Board Member 10

Name				Title			
Mailing Address							
City		State/Province		Zip/Postal Code			
Country/Region		Telephone		Email			
	Member	Chair	Vice Chair		Member	Chair	Vice Chair
Academic Affairs Committee				Facilities Committee			
Audit Committee				Finance Committee			
Compensation Committee				Governance Committee			
Development Committee				Investment Committee			
Enrollment Management Committee				IT Committee			
Executive Committee				Student Affairs Committee			

Board Member 11

Name				Title			
Mailing Address							
City		State/Province		Zip/Postal Code			
Country/Region		Telephone		Email			
	Member	Chair	Vice Chair		Member	Chair	Vice Chair
Academic Affairs Committee				Facilities Committee			
Audit Committee				Finance Committee			
Compensation Committee				Governance Committee			
Development Committee				Investment Committee			
Enrollment Management Committee				IT Committee			
Executive Committee				Student Affairs Committee			

Board Member 12

Name				Title			
Mailing Address							
City		State/Province		Zip/Postal Code			
Country/Region		Telephone		Email			
	Member	Chair	Vice Chair		Member	Chair	Vice Chair
Academic Affairs Committee				Facilities Committee			
Audit Committee				Finance Committee			
Compensation Committee				Governance Committee			
Development Committee				Investment Committee			
Enrollment Management Committee				IT Committee			
Executive Committee				Student Affairs Committee			

Application (continued)

Board Member 13

Name	Title	
Mailing Address		
City	State/Province	Zip/Postal Code
Country/Region	Telephone	Email
	Member Chair Vice Chair	
Academic Affairs Committee		Member Chair Vice Chair
Audit Committee		Facilities Committee
Compensation Committee		Finance Committee
Development Committee		Governance Committee
Enrollment Management Committee		Investment Committee
Executive Committee		IT Committee
		Student Affairs Committee

Board Member 14

Name	Title	
Mailing Address		
City	State/Province	Zip/Postal Code
Country/Region	Telephone	Email
	Member Chair Vice Chair	
Academic Affairs Committee		Member Chair Vice Chair
Audit Committee		Facilities Committee
Compensation Committee		Finance Committee
Development Committee		Governance Committee
Enrollment Management Committee		Investment Committee
Executive Committee		IT Committee
		Student Affairs Committee

Board Member 15

Name	Title	
Mailing Address		
City	State/Province	Zip/Postal Code
Country/Region	Telephone	Email
	Member Chair Vice Chair	
Academic Affairs Committee		Member Chair Vice Chair
Audit Committee		Facilities Committee
Compensation Committee		Finance Committee
Development Committee		Governance Committee
Enrollment Management Committee		Investment Committee
Executive Committee		IT Committee
		Student Affairs Committee

Application (continued)

Board Member 16

Name	Title	
Mailing Address		
City	State/Province	Zip/Postal Code
Country/Region	Telephone	Email
	Member Chair Vice Chair	Member Chair Vice Chair
Academic Affairs Committee		Facilities Committee
Audit Committee		Finance Committee
Compensation Committee		Governance Committee
Development Committee		Investment Committee
Enrollment Management Committee		IT Committee
Executive Committee		Student Affairs Committee

Board Member 17

Name	Title	
Mailing Address		
City	State/Province	Zip/Postal Code
Country/Region	Telephone	Email
	Member Chair Vice Chair	Member Chair Vice Chair
Academic Affairs Committee		Facilities Committee
Audit Committee		Finance Committee
Compensation Committee		Governance Committee
Development Committee		Investment Committee
Enrollment Management Committee		IT Committee
Executive Committee		Student Affairs Committee

Board Member 18

Name	Title	
Mailing Address		
City	State/Province	Zip/Postal Code
Country/Region	Telephone	Email
	Member Chair Vice Chair	Member Chair Vice Chair
Academic Affairs Committee		Facilities Committee
Audit Committee		Finance Committee
Compensation Committee		Governance Committee
Development Committee		Investment Committee
Enrollment Management Committee		IT Committee
Executive Committee		Student Affairs Committee

Application (continued)

Board Member 19

Name				Title			
Mailing Address							
City		State/Province		Zip/Postal Code			
Country/Region		Telephone		Email			
	Member	Chair	Vice Chair		Member	Chair	Vice Chair
Academic Affairs Committee				Facilities Committee			
Audit Committee				Finance Committee			
Compensation Committee				Governance Committee			
Development Committee				Investment Committee			
Enrollment Management Committee				IT Committee			
Executive Committee				Student Affairs Committee			

Board Member 20

Name				Title			
Mailing Address							
City		State/Province		Zip/Postal Code			
Country/Region		Telephone		Email			
	Member	Chair	Vice Chair		Member	Chair	Vice Chair
Academic Affairs Committee				Facilities Committee			
Audit Committee				Finance Committee			
Compensation Committee				Governance Committee			
Development Committee				Investment Committee			
Enrollment Management Committee				IT Committee			
Executive Committee				Student Affairs Committee			

Board Member 21

Name				Title			
Mailing Address							
City		State/Province		Zip/Postal Code			
Country/Region		Telephone		Email			
	Member	Chair	Vice Chair		Member	Chair	Vice Chair
Academic Affairs Committee				Facilities Committee			
Audit Committee				Finance Committee			
Compensation Committee				Governance Committee			
Development Committee				Investment Committee			
Enrollment Management Committee				IT Committee			
Executive Committee				Student Affairs Committee			

Application (continued)

Board Member 22

Name				Title			
Mailing Address							
City		State/Province		Zip/Postal Code			
Country/Region		Telephone		Email			
	Member	Chair	Vice Chair		Member	Chair	Vice Chair
Academic Affairs Committee				Facilities Committee			
Audit Committee				Finance Committee			
Compensation Committee				Governance Committee			
Development Committee				Investment Committee			
Enrollment Management Committee				IT Committee			
Executive Committee				Student Affairs Committee			

Board Member 23

Name				Title			
Mailing Address							
City		State/Province		Zip/Postal Code			
Country/Region		Telephone		Email			
	Member	Chair	Vice Chair		Member	Chair	Vice Chair
Academic Affairs Committee				Facilities Committee			
Audit Committee				Finance Committee			
Compensation Committee				Governance Committee			
Development Committee				Investment Committee			
Enrollment Management Committee				IT Committee			
Executive Committee				Student Affairs Committee			

Board Member 24

Name				Title			
Mailing Address							
City		State/Province		Zip/Postal Code			
Country/Region		Telephone		Email			
	Member	Chair	Vice Chair		Member	Chair	Vice Chair
Academic Affairs Committee				Facilities Committee			
Audit Committee				Finance Committee			
Compensation Committee				Governance Committee			
Development Committee				Investment Committee			
Enrollment Management Committee				IT Committee			
Executive Committee				Student Affairs Committee			

Application (continued)

Senior Administrator 1

Name _____ Title _____

Mailing Address _____

City _____ State/Province _____ Zip/Postal Code _____

Country/Region _____ Telephone _____

Email _____

Role (select from the following)

- | | | |
|------------------------------|---------------------------------|--------------------------------------|
| Chief Academic Officer | Chief of Institutional Research | Chief Information/Technology Officer |
| Chief Financial Officer | Chief of Student Services | Chief Development Officer |
| Chief Enrollment Officer | Chief Diversity Officer | Legal Counsel |
| Chief Administrative Officer | | |

Senior Administrator 2

Name _____ Title _____

Mailing Address _____

City _____ State/Province _____ Zip/Postal Code _____

Country/Region _____ Telephone _____

Email _____

Role (select from the following)

- | | | |
|------------------------------|---------------------------------|--------------------------------------|
| Chief Academic Officer | Chief of Institutional Research | Chief Information/Technology Officer |
| Chief Financial Officer | Chief of Student Services | Chief Development Officer |
| Chief Enrollment Officer | Chief Diversity Officer | Legal Counsel |
| Chief Administrative Officer | | |

Senior Administrator 3

Name _____ Title _____

Mailing Address _____

City _____ State/Province _____ Zip/Postal Code _____

Country/Region _____ Telephone _____

Email _____

Role (select from the following)

- | | | |
|------------------------------|---------------------------------|--------------------------------------|
| Chief Academic Officer | Chief of Institutional Research | Chief Information/Technology Officer |
| Chief Financial Officer | Chief of Student Services | Chief Development Officer |
| Chief Enrollment Officer | Chief Diversity Officer | Legal Counsel |
| Chief Administrative Officer | | |

Application (continued)

Senior Administrator 4

Name _____ Title _____

Mailing Address _____

City _____ State/Province _____ Zip/Postal Code _____

Country/Region _____ Telephone _____

Email _____

Role (select from the following)

- | | | |
|------------------------------|---------------------------------|--------------------------------------|
| Chief Academic Officer | Chief of Institutional Research | Chief Information/Technology Officer |
| Chief Financial Officer | Chief of Student Services | Chief Development Officer |
| Chief Enrollment Officer | Chief Diversity Officer | Legal Counsel |
| Chief Administrative Officer | | |

Senior Administrator 5

Name _____ Title _____

Mailing Address _____

City _____ State/Province _____ Zip/Postal Code _____

Country/Region _____ Telephone _____

Email _____

Role (select from the following)

- | | | |
|------------------------------|---------------------------------|--------------------------------------|
| Chief Academic Officer | Chief of Institutional Research | Chief Information/Technology Officer |
| Chief Financial Officer | Chief of Student Services | Chief Development Officer |
| Chief Enrollment Officer | Chief Diversity Officer | Legal Counsel |
| Chief Administrative Officer | | |

Senior Administrator 6

Name _____ Title _____

Mailing Address _____

City _____ State/Province _____ Zip/Postal Code _____

Country/Region _____ Telephone _____

Email _____

Role (select from the following)

- | | | |
|------------------------------|---------------------------------|--------------------------------------|
| Chief Academic Officer | Chief of Institutional Research | Chief Information/Technology Officer |
| Chief Financial Officer | Chief of Student Services | Chief Development Officer |
| Chief Enrollment Officer | Chief Diversity Officer | Legal Counsel |
| Chief Administrative Officer | | |

Application (continued)

Senior Administrator 7

Name _____ Title _____

Mailing Address _____

City _____ State/Province _____ Zip/Postal Code _____

Country/Region _____ Telephone _____

Email _____

Role (select from the following)

- | | | |
|------------------------------|---------------------------------|--------------------------------------|
| Chief Academic Officer | Chief of Institutional Research | Chief Information/Technology Officer |
| Chief Financial Officer | Chief of Student Services | Chief Development Officer |
| Chief Enrollment Officer | Chief Diversity Officer | Legal Counsel |
| Chief Administrative Officer | | |

Empower board effectiveness.

It's never been more important for higher education institutions to pull together as a community. We are facing an overwhelming tide of unprecedented challenges. The world is changing around us. And you can't keep pace when you're struggling to stay afloat. The only way we can adapt to all the new normals, deliver what students need now, and restart growth is by helping one another. AGB is where board and institution leaders find the community of experience, resources, thought leadership, and guidance they need to govern with confidence in tough times.

AGB Member Benefits

GOVERN EFFECTIVELY WITH MEMBER-EXCLUSIVE RESOURCES.

- **AGB Knowledge Center:** A vast library of insights and guidance on trending topics and board fundamentals, with resources curated for specific board roles, institution types, and committees.
- **Trusteeship magazine:** Receive the bimonthly print edition of this award-winning publication, with online access to all back issues.
- **FAQs:** Executive summaries on topics and leading practices board members, leaders, and board professionals need to know.
- **Digital books:** Download at no charge, with discounted pricing for print books.
- **AGB reports and statements:** AGB's current position, analysis, and recommendations on critical topics.
- **Policy alerts:** Breaking guidance to help you understand new and developing policy issues affecting your institution.
- **Digital membership badge:** Show your commitment on your website and in emails.
- **New Board Member Orientation:** Advance your understanding of governance, essential board responsibilities, fiduciary duties, and board culture. A great on-demand, online supplement to your onboarding program.

NAVIGATE THE CHALLENGES OF GOVERNANCE.

- **AGB Consulting:** AGB advisors are experts in building highly effective boards, navigating tough issues, and helping boards, leaders, and cabinets optimize governance and pursue strategic transformation for their institutions.
- **AGB Search:** Recruit a highly qualified president, CEO, or other executive for your institution or foundation.
- **AGB OnBoard:** Equip board members to operate smarter and faster and achieve more for the organizations they govern by utilizing this meeting management platform.
- **AGB Concierge Services:** Get fast answers to governance questions.
- **Governance Needs Review:** Assess your practices and identify areas for improvement.

LEARN FROM AND CONVENE WITH YOUR PEERS.

- **National Conference on Trusteeship and Board Professionals Conference:** Receive member pricing and join 1,000+ AGB members gathering to confront the latest issues, understand leading practices, exchange knowledge with peers, and learn from experts.
- **Peer-to-Peer Conversations:** Forums for connecting with counterparts at like institutions to discuss the latest challenges and issues confronting higher education.
- **Institutes for Board Leaders, Presidents, and CEOs:** Designed to strengthen the vital board leader and president/CEO partnership, enhance strategic thinking, and enable development of a solid action plan for the board's work.
- **Ask the Expert sessions:** Open Q&A forums centered on mission-critical topics, facilitated by subject matter experts.
- **AGB webinars:** Attend live or access a library of webinars on demand.

AGB AT A GLANCE



“ AGB membership is a tremendous resource for our board and trustees.

Our board regularly looks to AGB publications and staff for content expertise and to enhance effectiveness. ”

Nicole Washington

Trustee, Florida A&M University and Miami Dade College

Learn more.

Membership@AGB.org • AGB.org/Membership • 800-356-6317

INSTITUTIONAL AND SYSTEM GOVERNING BOARDS

Enrollment (FTE)

Up to 500	\$3,595
501 – 1,000	\$4,095
1,001 – 1,500	\$4,670
1,501 – 2,500	\$5,395
2,501 – 5,000	\$6,045
5,001 – 15,000	\$7,970
15,001 – 25,000	\$9,945
25,001 – 40,000	\$11,995
40,001 – 70,000	\$13,895
More than 70,001	\$14,095

Annual dues for institutional governing boards are based on total enrollment figures for the most recent fall term (full-time equivalent degree-credit students) as reported annually by the U.S. Department of Education. FTE = one-third the number of part-time students + the total number of full-time students (graduate and undergraduate).

Other Categories Dues

International, Two-Year, Campus Advisory Boards, Statewide Coordinating Boards, Theological Institutions & Seminaries, K-12	\$4,000
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INSTITUTIONALLY RELATED FOUNDATION BOARDS

Assets Managed

Up to \$25,000,000	\$3,075
\$25,000,001 – \$100,000,000	\$3,505
\$100,000,001 – \$250,000,000	\$4,100
\$250,000,001 or more	\$4,800

Annual dues for institutionally related foundation boards are based on assets under management at the end of the foundation's previous fiscal year.

Join AGB.

Membership@AGB.org • AGB.org/Membership • 800-356-6317

AGB Membership Payment Methods

We accept all major credit card (Visa, Mastercard, American Express) payments via phone.

Remit payments via mail to: (preferred)

Association of Governing Boards of Universities and Colleges
PO Box 418687
Boston, MA 02241-8687

Wire information

Bank of America
DC-701-01-08
730 15th Street, NW
Washington, DC 20005
Contact: Terry Beverly, Senior Vice President & Client Manager 888.852.5000
routing # 026009593
account #000002501325

The swift number is BOFAUS3N

Please use the following account numbers for your ACH deposit

#054001204 is the ABA#
#000002501325 account number
Contact: Danny Aberra (202) 471-3291



MEMORANDUM

To: Board of Regents,
Northern New Mexico College

From: Bárbara M. Medina, Ph.D.
President

Date: March 24, 2022

Re: Board of Regents Meeting Minutes

Issue

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

Recommendation

Staff recommends that the Board of Regents approve the attached Board of Regents Minutes for February 24, 2022 and March 11, 2022 as submitted or if applicable, as amended.

NORTHERN New Mexico College



NORTHERN NEW MEXICO COLLEGE BOARD OF REGENTS MEETING FEBRUARY 24, 2022

A Regular Meeting of the Board of Regents of Northern New Mexico College was held on Thursday, February 24, 2022, in the Board Room and Via Zoom from the Board Room of Northern New Mexico College, Espanola Campus. Regents Present Michael A. Martin, Erica Velarde, Porter Swentzell, Ruben Archuleta and Evelyn Juarez.

Northern New Mexico College Staff Present: President Bárbara M. Medina, Ph.D.; Vince Lithgow, Vice President for Finance & Administration; Ivan Lopez Hurtado, Ph.D., Provost & Vice President for Academic Affairs; Ivan Lopez Hurtado, Provost & Vice President for Academic Affairs; Kathy Levin, Director, Financial Aid, Sandy Krolick, Communications & Marketing; Judith Pepper, Major Gifts Officer; Don Appiarius, Assistant Provost of Student Affairs; John Ussery, El Rito Program Director; Sally Martinez, Executive Assistant to the Provost & Vice President for Academic Affairs; Rishi Pouydal, Institutional Research Analyst; and Amy Pena, Executive Office Director.

Faculty Present: Dr. Heather Winterer, Dr. Sandra Rodriguez, Rhiannon West, Henry Moon, Anna X. Gutierrez Sisneros

Others Present: Tim Crone, Jessica Terrazas, Ortiz & Zamora, Dolores Sanchez, Bob Trapp, Rio Grande Sun, Bruno Guedes

I. CALL TO ORDER

Board President Martin called the meeting to order at 9:00AM

II. APPROVAL OF AGENDA

Board President Martin entertained a motion to approve the agenda.

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

III. PUBLIC INPUT

None.

IV. COMMENTS FROM THE BOARD

A. Board of Regents Subcommittee Reports

1. Audit/Finance/Facilities Committee – Informational

Regent Velarde stated there was a very good meeting yesterday. Mr. Lithgow led them without a beat. We miss Ricky a lot but Vince did really an amazing job and we will talk about this later on in the meeting. Regent Archuleta thanked Mr. Lithgow for all the details, a very informative meeting.

2. Academic/Student Affairs Committee – Informational

Regent Swentzell stated they had a meeting yesterday and several items were discussed during the meeting, two of which are going to be covered by the Provost later in the meeting. Regent Juarez stated she agreed it was a great meeting and looks forward to hearing everyone's thoughts and questions on the items that will be discussed. As always huge kudos to Dr. Ivan Lopez presenting everything in a super organized and thorough manner as well as to Sally for sending all the supporting documents in a timely manner.

3. President's Evaluation Committee

Regent Velarde stated she had nothing to report. The Board needs to in March, Regent Velarde and Regent Juarez need to get on this again and start the process for next year.

4. Housing Committee – Informational

Regent Archuleta stated he had nothing at the moment but he did have a gentleman reach out to him but he told him will be reaching out in March to talk about a few ideas he has. Nothing concrete at the moment.

5. HERC – Informational

HERC will meet this evening and there were not meetings in the last month.

6. Presidential Search Committee

a. Presidential Search Firm Status and Possible Selection – Action Required

Board President Martin and Regent Swentzell stated they contacted eight firms or individuals. Two of them responded with proposals and they were posted on the website and they had six people respond to the request for recommendations. They had five people that suggested that we go with the Association of Governing Boards and one person that suggested that we could use either one of them and felt confident with either one of them. Regent Swentzell and Board President Martin had a meeting with President Medina and Mr. Lithgow to discuss the budget. When they first started the search, they thought they had about \$65,000 for the entire search and we have already spent \$10,000 on the advertising and we estimate we will spend about \$5,000 bringing in the five finalists on campus. President Medina was nice enough to reach out to AGB to Mr. Richard Weste who he believes was the President at Adams State when President Medina was there and asked

President Medina if this was correct. President Medina stated this was correct. President Medina was nice enough to set up a meeting with herself, Mr. Lithgow, Regent Swentzell and Board President Martin and they reduced their fee to \$45,000. This information was shared with the other three Regents but Board President Martin wanted to share that with everyone and turned it over to Regent Swentzell as far as what his thoughts are as far as which firm he would like to go with and then we will go Regent by Regent.

Regent Swentzell stated based on the work Board President Martin and he did in reaching out to search firms, search consultants and search facilitators we are in a little bit of a strange situation where most firms like to have control from the start to the finish of the process. They basically take over the process and do it their way and at their price. We are in an unusual situation in the sense that Board President Martin, Regent Swentzell and the search committee which invested significant amount of labor into the process. That we had had already completed a whole number of deliverables that a search firm would normally have done for us. Of course, Sandy, Human Resources Department and everybody has been doing a lot of work making sure the website looks great and we have the items posted. He is prefacing the comments with all the work done and the complications in getting a search firm join through the process half way through the process that is not normally their mode of operation. With that they did bring those concerns because we value the input of the community that was provided and every step of the way we have been interested in incorporating in a meaningful way the recommendation of constituents of Northern and surrounding communities. The feedback was overwhelmingly in favor of adopting AGB as the search firm. We wanted to ensure that they recognize the fact that we have completed a perhaps 30—40% of the normal search tasks. Including, he was very happy to see at 9:01AM receive an email in his email box from Tribal Colleges with Northern New Mexico College President right at the top of their advertisement. We have a robust advertising campaign reaching into all corners. In respect to the community feedback, he would be in favor of supporting that community feedback and going with AGB.

Regent Velarde stated she is in agreement and the community that commented as well. The six that commented. She appreciates all the work and she knows how hard it has been so if we can get somebody at this point after all the work, they have already put into it and get them to help us finish out and reach that goal, she thinks it would be great. She does love that we did have so much involvement in it because it does sort of put out mark on it as far as the community and all the people that were involved in the search committee. Thank you all for your work.

Regent Archuleta stated he is in agreement; it would be a good idea. It is a different situation late in the process but he is in agreement.

Regent Juarez would agree to go with AGB to continue the work that they have already done.

Board President Martin entertained a motion to accept the proposal from AGB and employee them as the search firm.

Regent Velarde moved to accept AGB's offer to be out search firm for the remaining of the Presidential Search. Second - Regent Archuleta. A roll call vote was taken. Board President Martin – yes, Regent Velarde – yes, Regent Swentzell – yes, Regent Archuleta – yes, Regent Juarez – yes. Motion passed unanimously.

7. Adoption of Annual Open Meetings Act Resolution

Board President Martin asked if there were any questions regarding the Open Meetings Act. Board President Martin entertained a motion to approve.

Regent Swentzell stated he would move to approve it, however, under now therefore it says be it resolved that now therefore this 24th day of January, he thinks because it was prepared for the last meeting, he would approve it with the amendment that it is be it resolved this 24th day of February, 2022. Second – Regent Juarez. A roll call vote was taken. Board President Martin – yes, Regent Velarde – yes, Regent Swentzell – yes, Regent Archuleta – yes, Regent Juarez – yes. Motion passed unanimously.

V. APPROVAL OF MINUTES

Board President Martin entertained a motion to approve the minutes of the November 29, 2021 meeting.

Regent Swentzell moved to approve the minutes for November 29, 2021. Second – Regent Archuleta. A roll call vote was taken. Board President Martin – yes, Regent Velarde – yes, Regent Swentzell – yes, Regent Archuleta – yes, Regent Juarez – yes. Motion passed unanimously.

Board President Martin entertained a motion to approve the minutes of December 7, 2021.

Regent Swentzell moved to approve the minutes for December 7, 2021. Second – Regent Velarde. A roll call vote was taken. Board President Martin – yes, Regent Velarde – yes, Regent Swentzell – yes, Regent Archuleta – yes, Regent Juarez – yes. Motion passed unanimously.

Regent Martin entertained a motion to approve the minutes of December 8, 2021.

Regent Swentzell moved to approve the minutes from December 8, 2021. Second – Regent Archuleta. A roll call vote was taken. Board President Martin – yes, Regent Velarde – yes, Regent Swentzell – yes, Regent Archuleta – yes, Regent Juarez – yes. Motion passed unanimously.

Regent Martin entertained a motion to approve the minutes of December 10, 2021.

Regent Swentzell stated coming up for air, he wants to appreciate all the work Amy did in preparing all the minutes for all of these meetings. Thank you, Amy. Regent Swentzell moved to approve the December 10, 2021. Second – Regent Juarez. A roll call vote was taken. Board President Martin – yes, Regent Velarde – yes, Regent Swentzell – yes, Regent Archuleta – yes, Regent Juarez – yes. Motion passed unanimously.

Regent Martin entertained a motion to approve the minutes of December 15, 2021.

Regent Velarde moved to approve the minutes for December 15, 2021. Second – Regent Archuleta. A roll call vote was taken. Board President Martin – yes, Regent Velarde – yes, Regent Swentzell – yes, Regent Archuleta – yes, Regent Juarez – yes. Motion passed unanimously.

Regent Martin entertained a motion to approve the minutes of January 20, 2022.

Regent Juarez moved to approve the minutes for January 20, 2022. Second – Regent Velarde. A roll call vote was taken. Board President Martin – yes, Regent Velarde – yes, Regent Swentzell – yes, Regent Archuleta – yes, Regent Juarez – yes. Motion passed unanimously.

Regent Martin moved to approve the minutes of February 14, 2022.

Regent Velarde moved to approve the minutes for February 14, 2022. Second – Regent Juarez. A roll call vote was taken. Board President Martin – yes, Regent Velarde – yes, Regent Swentzell – yes, Regent Archuleta – yes, Regent Juarez – yes. Motion passed unanimously.

V. PRESIDENT’S REPORT AND ANNOUNCEMENTS

President Medina stated she would like to take a moment to think about peace. She knows that our students are entering a world that we as adults sometimes can't predict and she knows it troubles them and us. We hope that education is the way people learn to communicate, to understand one another and to respect one another. President Medina stated she would like to take a moment to think about the situation in Ukraine and all those in harm’s way.

President Medina thanked everyone for that indulgence. She would like to preface her comments this morning with just a deep and overflowing appreciation. Whomever follows her in these steps and picks up where Dr. Bailey has worked so diligently for the last few years. She has been telling folks and she means it sincerely all the President's come and go, college presidents, the average tenure is six years. What we have at Northern and what you have built, the camaraderie, the expertness of your staff and faculty, that is the true treasure here. They are the ones that hold up the institution and of course the students in her mind are here and why we do what we do. President Medina is grateful for the continued warm welcome and the continued cooperation. She was waiting for someone to tell her they have always done something some way and did not want her to make a change or do anything and she has not yet heard the way we always do it or the way it is always done. It tells her that the organization is very healthy. There is a culture of appreciation and respect across the lines from staff and faculty. We do have our bumps in the road, we miscommunicate some times and she would like to take a moment to thank the Regents for their support and ask that when you have student concerns, it would make her life and the life of her staff really flow smoothly if you connect with her first. That just helps us get to the matters in a timely manner.

President Medina stated we just finished the legislative session and she spent six years working at the legislature in another state and she had never experienced anything like the 30-day session. We are so fortunate to have CUP as well NMICC. She thinks she got to know her colleagues better both Dr. Lopez and Mr. Lithgow. They have the best sense of dry humor that they have ever met. We think we did an admiral job. We are not ready today to disclose all of the funding sources. Just last night, President Medina got a call from a budget analyst about the letter of the law so they are still crunching to see what happened. It is really not official until the Governor signs and she has veto with that mighty pen. President Medina does not want to put people's hopes up and say we got this and got that. We had quite a bit of an ask. We had several community partners that were counting on us and unfortunately, we did not get our Senators and our Representatives as much as she had hoped from Junior Appropriations but we will be asking and articulating what our needs are. President Medina had conversations with NMICC and they went line by line through HB2. Probably the biggest implications for Northern will be the opportunity scholarship that passed, thank you all for your support. President Medina was able to testify on the panel for the House Finance Committee for that and she thinks it went well and thinks it is a game changer for New Mexico for the future. We are not quite sure how it works. As you all know when the Governor signs it will then go to rule making and we will all get a better idea of what those implications for the opportunity scholarship are. President Medina does think it is in Northern's best interest to continue to monitor that bill and see how it shakes out.

President Medina stated we got some support for nursing and teacher education. As everyone knows those are high demand areas so we are excited about those opportunities. We were discussing this morning what we are going to be able to do about the 7% for state employees. President Medina believes we will probably be doing a distribution of a certain percent this April and another percent July 1 so it is spread over the next fiscal year. She things the biggest disappointment was the \$15.00 hourly rate. We will see what we can do on campus but we are pretty close. We need to reexamine our equity and our salaries equity along the lines and we will do the best we can to reconcile what the budget has recommended for us. Northern's direction in working with CUP and NMICC is the right way to go. It is like you have your own legislative lobbyists and bill trackers fly across the screen two or three times a day. Other than losing some sleep and listing to some boring filibusters, President Medina thinks we had a great session and Northern came out well.

Dr. Medina mentioned she will be sending some work the Foundation has been doing. We are in a healthy position. She is so thankful Judith Pepper is on board, she is a go getter. Of course, Dr. Bailey was also instrumental in building up those funds. She will be sending a more in-depth report for the March meeting.

- A. Celebrate Northern
- B. CUP/NMICC Report
- C. NNMC Foundation
- D. Eagle Corporation Update

President Medina stated she thinks it is important to say we have the train on the tracks. That we are still moving forward, that we have not lost sight of our mission in all these transitions. The other big celebration is CHESS. We have this comprehensive management system that we are moving towards and boy purchasing, HR and finance, she is not going to say they don't grumble. President Medina has heard it. We kind of have CHESS fatigue. She thinks in two or

three years, unfortunately that is how long it is going to take to get that collaboration off the ground and have the systems working as efficiently as people had hoped. It has been a nightmare so if you see anyone in finance, purchasing or human resources, just give them a pat on the back or tell them you appreciate all their effort because it is a heavy lift for the college. We have an HR department that has two people and President Medina works with community colleges that have forty people in their HR so we are a mighty mouse in this enterprise. We do great things with a limited staff and President Medina thinks the Board of Regents all knows this. They deserve all our appreciation.

We have good news around graduation rates. For perspective, in 2015, this is Dr. Lopez show but she will steal it for a while. The graduation rate at Northern was a dismal 15%, we received notification yesterday that we are at 36% graduation rate. That is incredible progress to be made and we are not giving up. That is still not good enough. President Medina is assembling all her recruiters and admissions folks and letting them know again that it is about students first and letting them know again that it is about students first and assuring that students have a pathway to success. We have the tutoring resources, computer labs, faculty that are amazing. President Medina has been a professor for 20 years and she has been talking to students when she can find them and everyone has a specific professor that they mention and that tells her that there are healthy relationships going on in the teaching profession. Faculty, keep up the great work, keep mentoring, keep encouraging. It might take some of our students a little longer than four years but they will get there and what matters is that they will get there.

President Medina stated we have four students from Upward Bound that received notification that they received the Davis Scholarship. That is amazing. That is a full ride to many prestigious colleges that they would choose to select. That department and that work, Toby Bott Lyons, that is great work.

President Medina stated she would like to commend the nursing staff, we are not done, she does not want to say too many things preliminary, but we have had two site visits for accreditation. One in Teacher Education for the State and one in Nursing. We are hoping for great outcomes. We believe we had good meetings and we believe we put a positive face to our work here. It is really not hard to brag about these programs. It is really not hard to let folks know the good work that is going on in nursing and education, they do it themselves. They have great respect in the community and among schools.

President Medina stated another celebration is Dr. Lopez and President Medina have been visiting with all the superintendents that we serve, just touching base, introducing themselves, asking how we can work together and collaborate. We have been received so warmly and we look forward to continued collaborations.

President Medina stated lastly but not lastly, we do have the athletic program, Go Eagles. They are in conference play in Iowa. President Medina worried all day yesterday about their safe travel. She is going to do whatever she can to find the resources to make sure they need to be successful. Northern borrowed the NMHU busses for two events and she told them don't get used to it, don't get used to that style and she told them they were Cowboy Eagles for those two trips. We sent out the Zoom to the Regents and hope for support for the teams. This pandemic has worn on all of us, the isolation, the lack of gathering with our family. To have some small joy, to play basketball and have nothing attached to it. Our kids and students really need to get out there, they need to socialize, we need to worry about their mental health with this pandemic and we will be

talking to the Board of Regents more about that and the kinds of resources to support our students and the community. As we try to continue through the pandemic.

President Medina stated she is deeply honored to be at Northern and if you need to reach out to her, she is busy. President Medina stated Amy is the President really. She does a super job in getting folks to President Medina. President Medina is going to get T-Shirt that says on the front, I am not Rick Bailey and, on the back, it is going to say I have been zoomed. Dr. Bailey has been so gracious with President Medina. They still talk every weekend and she asks him what the heck is this and he answers so kindly and politely. We are on a good journey; transition is going well. Other than being busier than a tired old professor would want to be, she tells the students she is 100 years old and they don't blink, they just keep going. President Medina was so proud of the students, the Student Senate provided some opportunities for Black History Month. As she told the staff, she was not feeling like it was a good move to hire a Director of Equity & Diversity. She reminds everyone constantly that at Northern, we are the Office of Equity and Diversity. Those behaviors and values around equity and diversity come from every staff, student and faculty member. We are upholding that part of the bargain and we will be looking at some opportunities later this spring that will give more robust training should they need it in equity.

President Medina thanked everyone for their time and entertained questions. Board President Martin asked if there were any questions and thanked President Medina for a very thorough report and appreciates her leaderships. Regent Velarde stated she would like to thank President Medina. She really fits in quite well and it warms her heart and gives her a great big smile because it means the Regents did their job well. She is high fiving all her fellow regents because she is a superstar and thank you for taking the reins and guiding us. President Velarde appreciates President Medina. President Medina stated it is her pleasure and honor to serve as the President and she is sure she hasn't finished making her mistakes but her team will keep her in order. Regent Swentzell stated he would echo what Regent Velarde said and appreciates the hard work President Medina is putting in to keep the college going. He knows she had to hit the ground running and they were trying to warn her. Nothing quite like getting into the mix of things. We appreciate you and the work she is doing. Regent Archuleta thanked Dr. Medina for all the hard work and it is appreciated. President Medina thanked Regent Archuleta and stated he is too kind. Regent Juarez stated she would like to thank President Medina for all the love and the passion that she brings to this position, she can feel it through the computer screen and in every single word that she says and in everything that she updates the Board on and she appreciates President Medina and we are so blessed to have her here and you are awesome. President Medina thanked Regent Juarez and stated she thinks she is the next President. Regent Velarde stated she is going to be the next President of the United States ladies, she is a superstar. President Medina stated she is a superstar.

VI. FACULTY SENATE PRESIDENT REPORT

Dr. X stated Faculty Senate has been discussing the CBA and the aspirational salary matrix and getting ready for negotiations in May. She is also a faculty advisor with Joaquin Gallegos on the Sostenga Farm. They have 35 different vegetables harvested around Labor Day. They have applied for NMHED for \$150,000 to continue the work. There is a Hunger Task Force meeting will be on March 21st from 12:00PM-1:00PM.

VII. STUDENT SENATE PRESIDENT REPORT

Student Senate President Guedes stated Student Senate has been doing an amazing job not only helping with events but keeping the energy going. They disbursed funds for a student in need, he had a COVID issue. They used the Eagle Fund and hosted Speaker Series V with Dr. Medina and it was amazing and they learned a lot. The sessions will be posted on YouTube. We have been hosting Black History Month events this month and they screened a movie called 13 a Netflix documentary. Today there is a concert at 7:00PM to honor Black History. We also started recruiting students for Student Senate for the next academic year as they will all be graduating. They also started to plan a series of events for Women's History month and have a concert, open mic and social media campaign for it. They have been trying to continue the hard work and continue to encourage students to participate and continue student life and engagement, especially through Zoom. The team is in Iowa and they hope they can bring the trophy back. Go Eagles! Regent Velarde wished President Guedes good luck and safe travels home. Board President Martin wished President Guedes good luck.

VIII. STAFF REPORTS

A. Provost & Vice President for Academic Affairs

1. Approval of Conferral of Honorary Degree Policy

Dr. Lopez stated the first item is a new policy on how to confer honorary degrees. Because the Board had voted in the past for Northern to confer honorary degrees at the commencement ceremony which is a practice that has been in effect for several years. When Regent Martinez was part of the Board and at the time we had the last graduation ceremony, he brought to our attention that the process was pretty informal that we didn't have a process that was real. We approved these through the faculty senate, Provost and President but did not have a policy. Back then, Provost Lopez asked the Faculty Senate through their committees to develop a policy and they did so last year, because we didn't have commencement ceremonies recently the policy draft remained on the shelf. Finally, now that we are expecting to have a ceremony it came to his attention that we had to move this through the different channels of approval. It was reviewed by the President, the Vice President for Finance & Administration, the Provost, Faculty Senate and legal review by Ortiz & Zamora. There are no major concerns and the policy is in the package on page 50 (attached). It is simple policy that gives the detail on how the institution confers honorary degrees. Especially the nomination process. There is a little caveat he is asking the regents to approve for action. However, when President Medina was reviewing this policy, she had a suggestion. Right now, it only calls for a BA degree at the honorary degree and she suggested and he agrees we need to include also an associate honorary degree. This part is not in the policy because we wanted the policy to be approved since nominations will come to the Board at the March Board Meeting. The Faculty Senate and their committees are working on this change. If it passed, Dr. Lopez will bring this to the Board's attention at a later meeting. We would like to have this approved so the changes may come to the March meeting. Dr. X is here to represent the Senate and supports the policy.

Board President Martin asked if there were questions for Dr. Lopez and asked Dr. X if she would like to add anything. Dr. X stated she thinks it is a great idea to offer two degrees instead of just one and she is all for it and it is a great idea.

Board President Martin entertained a motion to approve the policy.

Regent Velarde moved to approve the nomination policy for honorary degrees. Second – Regent Juarez. A roll call vote was taken. Board President Martin – yes, Regent Velarde – yes, Regent Swentzell – yes, Regent Archuleta – yes, Regent Juarez – yes. Motion passed unanimously.

2. Approval of Changes to the Faculty Constitution (By-laws) Action Required

Dr. Lopez stated in 2019 we came with a new organizational chart for Academic Affairs. Particularly in the way the academic departments were organized. In the old days we had four colleges and then we combined these into two schools. We have the School of STEM and Health Sciences and then we have the School of Education, Business and Liberal Arts. All of our academic departments fall under these two schools. This happened in the summer of 2019. By the fall of 2019 when we started the new school year, we had this new organizational structure for Academic Affairs. However, with time, we realized that the Faculty Senate was still organized under the old structure. The Senators and the number of Senators per academic department were a reflection of the old structure. Months ago, Dr. Lopez requested the Faculty Senate to update the way they were organized to reflect the current structure. That has been in place for over two years. The Faculty Senate worked on the By-Laws (page 54), By-Law II that discusses governance section. The senate is changing this bylaw with similar language but reflects the current structure. Anything that happens in the faculty constitution and handbook needs approval of the Board of Regents because it gives validity and legal protection to the action the Faculty Senate do. He is bringing this for approval. There is nothing of concern, it is just a reflection of the new academic structure since 2019. Dr. X. stated she requests approval of this policy.

Board President Martin entertained a motion to approve changes to the Faculty Constitution (By-Laws).

Regent Swentzell moved to approve the recommended changes to the faculty handbook. Second – Regent Archuleta. A roll call vote was taken. Board President Martin – yes, Regent Velarde – yes, Regent Swentzell – yes, Regent Archuleta – yes, Regent Juarez – yes. Motion passed unanimously.

B. Vice President for Finance & Administration

1. Fiscal Watch Reports – Action Required

Mr. Lithgow reviewed the Fiscal Watch Report for the month of November 2021 for the Board of Regents (attached). Mr. Lithgow will have December, January and possibly February done by the March meeting.

Mr. Lithgow stated as a side note, the audit report became public late last week. We received a modified opinion and this is the second year in a row that we received an opinion, we had four years of disclaimers. Staff has worked hard to turn the ship around and we want that unmodified opinion. The modified has to do with buildings that were constructed in the 1980's and 1990's, we do not have enough information to provide to the auditors so they were satisfied the amounts listed were accurate so they could opine on those. Mr. Lithgow stood for questions.

Board President Martin entertained a motion to approve the Fiscal Watch Reports.

Regent Velarde wanted to thank Vince for all his work he has done an amazing job and thank you and thank you for your time at the legislature as well, she knows that can be torture. It is quite a circus and can be fun but can be frustrating. Thank you, Vince, Dr. Lopez and Dr. Medina as well.

Regent Swentzell thanked Mr. Lithgow for his work and his teams work to keep things going. He has a quick question looking at the documents presented in regards to expenditures on the auxiliary, enterprises and also in the decrease, expected decrease in sales and services. His question centers on the bookstore and some of those auxiliaries' services and some of the changes and he doesn't know where we are going in terms of COVID, in terms some of the amounts for auxiliary services and picking up some of those sales, what is the direction we are looking at these days in those areas.

Mr. Lithgow stated we have been looking at this over the last couple of years like other colleges going to an online model or third-party vendor. We are not big enough to really run it ourselves anymore so to speak. It is more efficient to have a couple of staff to work three-quarter time to get students their books. We have spent about \$128,000 for auxiliaries but collected about \$150,000 worth of commission. We are in the black there. The budget is kind of eschewed and in the future, we will request a decrease in that area through HED when we do our submission because it skews the budget up, especially in auxiliaries because they are supposed to be self-supporting. Hats off to Dalene for turning this around for her foresight. We will have to start looking at that in the future. Maybe it will be \$200,000 in the future or \$175,000 versus \$900,000.

Regent Archuleta had no questions

Regent Juarez had no questions.

Board President Martin entertained a motion to approve the Fiscal Watch Report.

Regent Velarde moved. Second – Regent Archuleta. A roll call vote was taken. Board President Martin – yes, Regent Velarde – yes, Regent Swentzell – yes, Regent Archuleta – yes, Regent Juarez – yes. Motion passed unanimously.

3. Budget Adjustment Requests (BARs)

Mr. Lithgow stated there are no BARs for this month. We should have some for the March meeting. We will also have some Budget increases and that will be for some of the new round of awards that we have increased.

IX. DEEP DIVE

1. GoEducate

President Medina stated we are going to present GoEducate. Mr. Freeman asked if Dr. Lopez would like to make an introduction. Dr. Lopez introduced Mr. Gordon Freeman who has been a great partner with NNMC since 2019. He is a member with the national laboratory for education transformation and he is also a collaborator for GoEducate. Two years ago, when the pandemic was probably in the first six months, Gordon approached us with this idea to become partners with GoEducate which connects students from high school to employers at the end of a program. We are

the only partners in New Mexico and we have accomplished some good things he will describe. There was a press release about this that was captured by newspapers two to three weeks ago. Mr. Freeman presented to the board of Regents (attached).

Board President Martin thanked Mr. Freedman and asked the Board if they had any questions or comments.

Regent Velarde stated she had no questions this is an amazing tool. Mr. Freedman stated it is so necessary. He lives in two worlds. He lives in the nonprofit world that wants to see this as a mission but we are pretty much aware that if you don't have a company committed to build something. As you know grants come and go so, we have worked effectively with them and helped them. He is in touch across the country and has been for the last fifteen years with colleges, community colleges, employment programs and they are basically fractional technologies out there. There is really nothing systematic. He has to say if this didn't make sense to Dr. Lopez and the College, they would have bailed out a while ago.

Dr. Lopez stated he would like to make some comments about this. Dr. Lopez stated first of all, he would like to say something Gordon did not mention. This partnership has provided Northern with this platform at no cost. We have not paid a dime on this. Our team, Sara McCormick, Sandy Krolick and several students participated in this effort. We are just beginning. We piloted this with the College of Business. We just had a presentation with all chairs. The next step is to put all programs there. It is also a recruitment strategy because when you go to the platform, you can see with videos what the different career pathways offer to students and what are the type of jobs and skillsets that are needed to be successful in a particular field. The other thing Dr. Lopez would like to mention is in 2019 when we were having our co-curricular assessment retreat, we discovered through the data that the number one need that our students expressed was that Northern did not have Career Services. We didn't even have an office, we responded, we now have a Career Services Office and now we have this platform that is going to allow us to have robust services to connect students with employers. Dr. Lopez is very happy with this collaboration and very glad that Gordon has and the GoEducate team selected Northern, that they trusted us, they have put in a lot of time and effort for no compensation. Dr. Lopez thanked Gordon for this partnership. Mr. Freeman stated he would like to mention this will become a primary marketing tool. He knows most of the other colleges of higher education in the State. CNM saw the press announcement and called them and he wanted the Board of Regents to know that. On the other hand, he knows how slow they are to operate, he knows that SFCC has taken years to jump on this but the college can reach out from Northern, there is no reason what is going on with LANL, you can't be changing project managers with Sandia. Same thing with Intel. There is no reason to stop this effort and what is really fascinating and he has to congratulate the Board of Regents that they are willing to look at innovation. Most colleges are pretty conservative. They will speak about innovation and they will do things but won't commit beyond a certain point. It is not an accident they are at Northern, there is a reason for this. They also have Odessa College in Midland Texas coming on board and they are similarly good to work with because they don't have those blinders about well, we haven't done that in the past. We all know New Mexico, something new comes up and you scratch your head and think about it but he is really proud of Northern jumping on this and the staff has been amazing. He hopes they can report out again as they get more successful and in the interactions with the college, if there are employers who should be part of this, please let them know. The boundaries on the online stuff are global. Board President Martin thanked Mr. Freeman. Board President Martin asked if there would be a chance that would also work with SBDC. Mr. Freeman stated absolutely and they would very much like to work with that group. They have really tried to

work with the regional economic group but they really need to come in through Northern or others. Absolutely, if they sat down with that group and mapped out the available jobs in the area, those would go in the system. They would backfill those and sit down with the college and say what programs are most likely for this. The beauty of Northern is it has so many kinds of offerings so certifications of certain things are important. That is what this is meant for, this is meant to do that mapping and they would love to do that as soon as the college wants to. This should become a regional tool. They have divided the world because of the way we work in organizations into education here, employers here, service groups here, nonprofits. In his mind it is kind of BS at this point because again when you go shopping at Amazon or do something else, they are not making you stop at each organization and figure it out. They are putting you on a pathway. The short answer is yes and as soon as you like. Board President Martin stated this is very exciting news and he is looking forward to working with him in the future.

We now have a career services office and now have this platform to allow us to have robust services to connect students with employers. He is very happy with this collaboration. He is happy GoEducate has selected Northern and trust us because they have put a lot of time and effort with no compensation. Thank you, Gordon, for this partnership. Mr. Freedman stated there is no reason to stop this effort. The College is willing to look at innovation and do things but will not commit at a certain point. It is not an accident they are at Northern. They also have a college in Odessa. He would like to report our again as it becomes more successful. If there are employers that should be part of this, the College should let them know. The boundaries online are global.

X. EXECUTIVE SESSION

None.

XII. ADJOURNMENT

Board President Martin asked Dr. Medina if she had anything prior to adjournment. President Medina stated she doesn't have anything other than to tell everyone to be safe, travel wisely and we will talk too you next month. Call and email as your time permits, she is here to serve and so is the rest of the team. Go Eagles!

Board President Martin entertained a motion to adjourn.

Regent Velarde moved to adjourn and Go Eagles. Second – Regent Archuleta. A roll call vote was taken. Board President Martin – yes, Regent Velarde – yes, Regent Swentzell – yes, Regent Archuleta – yes, Regent Juarez – yes. Motion passed unanimously.

The Board of Regents adjourned at 10:20AM.

APPROVED:

Michael A. Martin
President

Date

Erica Velarde
Vice President

Date

NORTHERN New Mexico College



NORTHERN NEW MEXICO COLLEGE BOARD OF REGENTS SPECIAL MEETING MARCH 11, 2022

A Special Meeting of the Board of Regents of Northern New Mexico College was held on Friday, March 11, 2022 Via Zoom. Regents present: Erica Velarde, Porter Swentzell, and Evelyn Juarez. Board President Martin and Regent Archuleta were not able to attend.

Northern New Mexico College Staff Present: President Bárbara M. Medina, Ph.D.; Vince Lithgow, Vice President for Finance & Administration; Ivan Lopez Hurtado, Ph.D., Provost & Vice President for Academic Affairs; Don Appiarius, Assistant Provost of Student Affairs; and Amy Pena, Executive Office Director.

Faculty Present: Dr. Rhiannon West

Others Present: Tim Crone

I. CALL TO ORDER

Board Vice President Velarde called to order at 10:00AM.

II. APPROVAL OF AGENDA

Board Vice President Velarde entertained a motion to approve the agenda.

Regent Swentzell moved to approve the agenda as presented. Second – Regent Juarez. A roll call vote was taken. Vice President Velarde – yes, Regent Swentzell – yes, Regent Juarez – yes. Motion passed unanimously.

III. COLLECTIVE BARGAINING AGREEMENT FOR ADJUNCT FACULTY

Vice President Velarde asked who was presenting. Dr. Lopez stated it is probably both.

Dr. Lopez stated negotiations have been completed with the adjuncts. There is a big difference between this CBA and the one of the full-timers. This CBA, only a few articles were negotiated because it is a three-year CBA that started in 2019 and will be fully negotiated starting in 2022. This was not the case for the full-time faculty where the full CBA was negotiated. Very soon negotiations will start with everything on the table. This one it was very few articles and they were ratified by the adjunct faculty as he understands from Tim Crone and asked Mr. Crone if he is correct. Mr. Crone stated he is correct. Dr. Lopez stated all they need is the ratification from the Regents.

Regent Velarde asked Mr. Crone if he would like to comment.

Mr. Crone stated he would like to thank the Regents for conducting so many special to ratify these Collective Bargaining Agreements. He knows that like himself, all of them are volunteers and they do a lot of really hard work in running this college and he appreciates them and the work they do. They did have a ratification meeting with the adjunct faculty and they voted unanimously to approve the agreement. The primary change is that the adjunct faculty will have access to special training which they will be provided a stipend of \$300.00. Mr. Crone believes HR Director, Kenneth Lucero or perhaps the Provost will be announcing the availability of those meetings for adjunct faculty. As Dr. Lopez mentioned they have begun to stagger the three CBAs so this current year they ratified and the Board ratified the Full Time Faculty Agreement and Non-Exempt Staff Agreement. The adjunct CBA was fully for the purposes of compensation. It was stated in the negotiations that there is no budget for adjunct faculty but of course up to two-thirds of all credit hours are taught by adjunct faculty and he believes the current rate for an adjunct professor for a three-credit hour class is a little over \$2,000. You can do the math and adjunct professors are not allowed to teach a full load. There can be exceptions made but for the most part they limited to less than 12 credits per semester and less than 6 during the summer, perhaps they can teach 6 in the summer. Just like more colleges and universities in the United States and the world, the institutions are completely dependent on the adjunct faculty. Mr. Crone was department chair in the 1990's. There was always money to hire all the adjuncts they needed and even though there is not a line item in the budget the Governor signed Wednesday, we always offer a lot of credits taught by adjuncts. Mr. Crone stated there is an old Arabic thing that a half truth is a whole lie. He wanted to share that and he knows that Dr. Swentzell is a dean at IAIA and he is aware of the situation he is talking about. Mr. Crone started his career at the UNM Northern Branch that became the academic portion of NNMCC Community College in the 190's and he continued as an adjunct professor under NNMCC until he was hired full time and he was among the first class of professors in the academic portion to earn tenure. As an adjunct with UNM and Northern, he taught in Espanola, Los Alamos, Penasco, Questa, Dulce Taos, Tierra Amarilla and ultimately Santa Fe. When he retired from NNMCC he taught adjunct at SFCC and thanks to Dr. Swentzell at IAIA. The legislature, the educators in the legislature are aware of this situation and are taking steps to remedy the situation, for many of the adjuncts this is their primary employment. He wanted to make everyone aware and appreciates the ratification of this CBA and are opening the entire contract and hope they can do it a lot better for the faculty that teaches the majority of the classes.

Vice President Velarde thanked Mr. Crone and stated if it wasn't for the adjunct faculty we would be in a mess of trouble. We love and appreciate them. If we could have it our way, we (inaudible) provide free school and tons of raises to everyone so with the money that is coming she is not too sure how it is worded but if there is a way to do as we have done in the past by giving people raises to be able to bring them up to a higher rate, she doesn't remember what it was called per se exactly but being able to bring them up and not giving them an across the board raise but being able to, Vice President Velarde asked Regent Swentzell what the term is for it. Dr. Lopez stated it has to do the average. Regent Velarde stated it depends on the language but we strive to bring everybody up to that level to help people. We appreciate all the full time as well. Regent Velarde asked if Dr. Rhiannon had anything to add as well before we close on it.

Dr. West stated she is proxying for Dr. X. and she would like to say absolutely the adjuncts teach the majority of the courses and they are the connection to our student's and bear a heavy load and she hopes that understanding this helps us move in a way that supports some of our underserved members of our community and appreciates the recognition of the hard work of the Regents.

Vice President Velarde entertained a motion to approve the CBA.

Regent Swentzell stated in echoing the words spoken that this is incredibly important to recognize the efforts of adjunct faculty and he will not wax more on to that because he feels pretty passionately about it himself.

Regent Swentzell – moved to approve. Second – Regent Juarez. A roll call vote was taken. Vice President Velarde – yes, Regent Swentzell – yes, Regent Juarez – yes. Motion passed unanimously.

IV. ADJOURN

Vice President Velarde entertained a motion to adjourn.

Regent Juarez moved to adjourn. Second – Regent Swentzell. A roll call vote was taken. Vice President Velarde – yes, Regent Swentzell – yes, Regent Juarez – yes. Motion passed unanimously.

The Board of Regents adjourned at 10:14AM.

APPROVED:

Michael A. Martin
President

Date

Erica Velarde
Vice President

Date

Office of the Provost

NORTHERN New Mexico College

**MEMORANDUM**

To: Board of Regents
Northern New Mexico College

From: Dr. Ivan Lopez, Provost, and VP for Academic Affairs

Date: March 24, 2022

Re: Honorary Degree

Issue

The Faculty Senate recommends that Ms. Socorro Herrera be bestowed with an honorary baccalaureate degree from Northern New Mexico College (NNMC) at the Spring 2022 graduation ceremony.

Overview

An honorary degree is an academic degree for which a degree-awarding institution waives the usual requirements, such as matriculation, residence, thesis, dissertation, and the passing of examinations. The policy for honorary degrees was approved at the last regular meeting of the Regents.

Professor Dr. Annabelle X Sisneros recommended to the Faculty Senate that Northern New Mexico business owner Ms. Socorro Herrera, receive an honorary baccalaureate degree from NNMC at the May 2022 graduation ceremony.

Mrs. Socorro Herrera was born, raised, and lives in Hernández, NM, a community formerly known as San José de Chama. While leading the restaurant “Socorro’s”, she has also conducted a band “Socorro y Los Sueños.” Socorro has worked at NNMC, in the past, twenty years ago, in the cafeteria, where she catered many events.

Attached to this memorandum you will find the nomination form that was approved by the Faculty Senate.

Recommendation

I recommend that the Board of Regents approve the baccalaureate honorary degree for Ms. Socorro Herrera



NNMC HONORARY DEGREE NOMINEE FORM

NORTHERN NEW MEXICO COLLEGE

INFORMATION ABOUT THE NOMINATOR *Fields marked with asterisk are required.*

LAST NAME*

FIRST NAME*

M.I.

EMAIL*

MAILING ADDRESS*

CITY & STATE*

ZIP*

____/____/____/____-____/____/____/____/
PHONE*

NOMINATORS RELATIONSHIP TO NOMINEE, INCLUDING POTENTIAL OR PERCEIVED CONFLICTS OF INTEREST*:

NOMINATION PACKAGE SHOULD INCLUDE:

1. This form.
2. A letter from the nominator and supporting documentation detailing why the candidate is worthy of an honorary degree from NNMC.
3. The candidates curriculum vitae or a biographical statement.
4. Three (3) letters of recommendation.

Please send the Nomination Package to **honors@nnmc.edu**

*Approved by the Honors Committee
on September 22, 2020*

*Approved by the Faculty Senate
on October 2, 2020*

Faculty Senate
NORTHERN New Mexico College



October 25, 2021

To Whom it May Concern;

Re: Honorary Degree Nomination package (please send to honors@nnmc.edu)

Nomination Package

1. Nomination form.
2. A letter from the nominator and supporting documentation detailing why the candidate is worthy of an honorary degree from NNM, herein.
3. The candidates curriculum vitae or a biographical statement, herein.
4. Three (3) letters of recommendation (in progress)

I am writing on behalf of Mrs. Socorro Herrera (García was her father's last name, and Salazar was her mother's last name), a local business owner in Northern New Mexico, who was born, raised, and lives in Hernández, NM, a community formerly known as San José de Chama. This is a nomination for an honorary degree, and with this letter I want to convey my support for her receiving this positive nomination recommendation, for the May, 2022 graduation cycle.

Biographical Statement

This support is strongly based on the fact that Doña Socorro is a lifelong local community member, born inside the circa 1800's home that later became her restaurant, "Socorro's," some 83 years ago. She has run this business for 24 years, and her Dad, had *Efrén's Cash and Carry and Liquor Store* there before that. Since age 5, Socorro learned to be a musician (singer) and she had a band called "*Socorro y Los Sueños.*" Playing every Sunday night at

the Taos Inn, for 14 years (see picture). Having not completed high school, at the age 16, she got married, which was in 1954, and they moved to California. She became a teen mom at age 17. Her husband of 67 years is in hospice, in their home near the restaurant, weighing heavy on this lovely soul who cared for her mother and father in their home (now the restaurant), until they died. The couple raised four children – 3 boys and 1 girl, her daughter having died from cancer four years ago. Her telling me this brought tears to the interviewee, who said, “The death of my daughter was my downfall,” so I gently moved on to another topic, and she asked her son who was working in the restaurant if he could help her to create a resume - she does not have one. She remarked about how New Mexico Magazine did a story on her in the 90’s, and she asked me to return in a few days so she can give me copies of all the publicity she has had about her and her career. I took a few pictures of the photos posted on the restaurant walls, to illustrate this biographical insight into this pillar of our community (we took photos of her pictures on the restaurant wall with actor John Travolta and his late wife, Kelly Preston, who died of breast cancer in July, 2020; and boxer Johnny Tapia, who died in 2012).

Why Candidate is Worthy of an Honorary Degree

Socorro has worked at NNMC, in the past, twenty years ago, she stated, in the café, where she catered many events. I first met her when she was catering a meal for Rio Arriba County, and when she opened up the huge roaster her workers had brought in, the most beautiful spaghetti appeared there. The secret is in the sauce, she says, to which she adds red chili. After that, I became a customer of hers, always being sure to go there for *Semana Santa* (Holy Week), when her traditional vegetarian dishes of Northern New Mexico are the menu fare. These foods, in this restaurant, offer a cultural stronghold, and

remind many of us of our grandmothers and mothers – salmon patties, beans with spinach and onions, mashed potatoes and red chile (“Chicano gravy,” we say), bread pudding with cheese, cinnamon, *y pasas* (raisins), and the staple called *panocha* – cracked wheat pudding - which is one of Socorro’s specialties.

It is not only that these foods bring comfort, but it is that she maintains traditional culture through her cuisine, and when she is in the restaurant, she comes out to every table to say hello to the customers. This has had to be curtailed due to the illness of her husband of 67 years, Lorenzo Herrera. We are praying for his well-being...

Lovely Soul

Socorro’s outgoing personality has made a mark on this world, and she shares it freely with others. Her wisdom is sought by members of the community, and she recently stated to me that “Music gave me joy, I liked singing to kids and to the *viejitos* (elders).” Her talent for singing brought her fame, across the county, the region, the State, and the Nation, I would say, as she is known as an “*Entriegista*,” which is a style of music that is performed to honor, for example, newlyweds. She wrote the *versos* and performed “*la entriega de los novios*” for many, many *familias*. Her talent has been written about in the New Mexico magazine, and many other publications, which she is looking for to share with me. *Entriegas* are done at baptisms, weddings, and at funerals, but they all have the same purpose – to honor families going through life’s rites of passage. This is a dis-appearing art where verses are made for the families by giving the invitation list to the singers (the more invitees, the longer the *entriega!*). At the wedding, a guitar case is placed in front of the singers, and people add money to it. Note that *entregar* means to give, deliver, to hand over, which is what the bride’s family is doing, giving their

daughter, entrusting her to her new life with the man she has chosen (a very poignant moment in the wedding is when the *enrtiega* ends, and the newlyweds kneel for the blessings of their parents, and relatives. Any money donated in the guitar case is counted, and half to the newlyweds, and half to the *entriegistas* (guitar, accordion players, & singer, usually).

Role Model. I find the nominee to be a lovely soul, and what she and I have in common is that we were both teen moms at 17, we are both musicians. Her success is something that provides a role model for me - for her generosity, her personality, and her kind soul. She is a lovely woman with a lot of strengths. She knows a lot of people, who support and love her. I am one of them.

Requested Honors

I have observed Socorro, in the 20 or so years that I have known her as a community member, to be accepting of all people, to be a lover of life, a positive presence in our *pueblo* who is community minded and caring, a role model for the younger generation.

I wholeheartedly support and recommend Mrs. Herrera for

1. An honorary GED (she never finished high school);
2. An honorary Business Department degree.

I think you will realize from this letter, and the others being presented, that she is an asset to our region, and to the world. Her chosen career trajectory has benefited the people of Northern New Mexico, via her chosen profession in the business world, a profession in which she excels, and via her music, which has healed many hearts.

Please call or email me with any questions you may have regarding this nomination.

Healthy regards,

Ana Malinalli X Gutiérrez Sisneros, PhD, MALAS, APRN, PMHCNS-BC, AHN-BC
NORTHERN New Mexico College Faculty Senate President, 2020 - 2022
ADN Program & RN to BSN Holistic Nursing Program Associate Professor and
Clinical Coordinator, Department of Nursing and Health Sciences
Seledón Martínez VE Building, 103-A
Phone: 505-747-2296 or 505-690-0213 E-mail: malinallix@nmmc.edu



Michelle Lujan Grisham, Governor
Stephanie M. Rodriguez, Cabinet Secretary
Patricia Trujillo, Deputy Secretary

October 20, 2021

Honorary Degree Committee
 Northern New Mexico College
 921 Paseo de Oñate
 Española, NM 87532

Esteemed Colleagues:

It is with great enthusiasm that I write this letter in support of Mrs. Socorro Herrera's nomination for an honorary degree at Northern New Mexico College. To my understanding, an honorary degree recognizes individuals who have contributed significantly to the development of the greater community that the institution serves and stands as role models for students of the college and citizens of the community. Ms. Herrera fits these criteria, as I will describe below, and is the ideal candidate for such an award.

As the owner and proprietor of Socorro's Restaurant in Hernandez, NM, Ms. Herrera has created a community-centered kitchen where you can find locals and travelers alike breaking bread. The restaurant has become a staple in the community and demonstrates that a Hispanic woman-owned business can thrive in northern New Mexico. I offer that she provides a great deal of inspiration to other rural entrepreneurs, especially the young business students who can see her café as a model for rural success.

Her business is also a reminder of the needs of serving rural New Mexico – for many people who live north of Española, her restaurant is the only spot to grab a hot meal for miles around. This means that she is more than a restaurateur, she is a community caregiver who stays open to provide meals for people in need. This is most prominently demonstrated on any given night when you can see half a dozen police and sheriff's vehicles outside – she offers highly discounted meals to all the first responders in the area, and she's done this since before the pandemic. She recognizes that the hardworking women and men who serve our community need a home-cooked meal, and she and her staff provide it.

Additionally, Ms. Herrera is a figure in many of our family's most intimate celebrations and ceremonies as a caterer. As a local to Hernandez, and a norteña through and through, she is keenly aware of the cultural needs of her community and can serve the gastronomic needs of traditional Hispano and Native American services by offering traditional foods not commonly offered by other catering services. Though it might go unrecognized, it is a critical service that the greater community needs and that Socorro provides. Many of our NNMC events have been graced by her meals.

So far, I have only discussed her role as a restaurant owner, but that is only part of her storied life. Ms. Herrera began her life knowing her true passion, singing. She started performing at five and toured with her band for decades. She is known throughout the Southwest for her powerful voice, enigmatic storytelling, and her *carilla* (humor). Her role as an artist and a culture bearer for northern New Mexico is cause for recognizing her contributions, as described in an article from the *Santa Fe New Mexican*,

“With the help from family members, she’d turned the small café into a uniquely personal public space that serves travelers and community members with equal grace” (2018 Jun 1). With humility and grace, she is an ambassador and cultural emissary for northern New Mexico, and has been recognized as such in many publications such as the *Santa Fe New Mexican; Land, Water, People, Time*; and even has a cameo in a recent book chapter of my own, “Understanding Literary Gentrification In New Mexico” published in Dr. Robert Beshara’s anthology *Critical Psychology Praxis* (2020).

I have taken students out to lunch at Socorro’s, have eaten meals with student’s and their families alongside mine, and during the pandemic, I met students in her parking lot to give them reading materials for class. It is a location that they all knew and was accessible to them. For someone who inspires the community, gives us a place to enjoy “grandmother food,” and maintains our greater sense of belonging, I whole heartedly endorse Socorro Herrera receiving an honorary degree from Northern New Mexico College. ¡Enbuenahora!

Respectfully,

A handwritten signature in black ink, appearing to read 'Patricia Trujillo', written in a cursive style.

Patricia Trujillo, Ph.D.
Deputy Cabinet Secretary

Northern New Mexico College

October 28, 2021

NNMC Honors Committee,

I learned that Socorro Herrera has been nominated for the prestigious Honorary Degree from Northern New Mexico College and would like to add my words of enthusiastic support. I am a Cultural Anthropologist who has worked with studying and teaching New Mexico music and culture for more than 25 years and I am now Education and Outreach Coordinator for the New Mexico Acequia Association.

I first became aware of the music of Socorro Herrera when I was in high school in Española in the 1990s. In the midst of hip hop, country and American pop music it was amazing and culturally reaffirming to hear a local artist sing songs in New Mexico Spanish. Herrera along with her family band "Los Suenos" directed what I call the lively "Hernandez" sound of northern New Mexico with trumpets and electric guitars, a musical heritage that we, as northern New Mexicans are definitely proud to say she is our "Consentida del Norte", our beloved musical poet. Herrera performs canciones, corridos, música ranchera, boleros and música moderna. Her musical legacy is not just include songs of popular fare but she is a master of improvised and composed poetic verses that honor local culture and history.

At the university (UNM and UT Austin I studied Spanish and Latin American literature, culture, and folklore. I came to understand that the roots of our own Spanish *canciones* and *corridos* –songs and ballads– have deep roots in Mexico and Spain. The corridos come from a tradition of narrative poetry as old as the Spanish language itself, just over a thousand years old.

The importance of Socorro Herrera as a tradition bearer can not be underestimated. She is a master "Entregadora", who has performed a musical ritual for countless wedding couples during her career. The role of an Entregadora within the context of is both that of community historian and kinship, family and community chronicler. Is she recognized in this role by many elders and community leaders throughout northern New Mexican communities. These traditions play a critical role in building community and maintaining community cohesion and health through the literary and musical arts.

The tradition she is particularly known for is called the *Entrega de Los Novios*, it is part of an important marriage ritual that is unique to New Mexico. The Entrega de los Novios is a musical marriage ritual in which an Entregadora (or community poet) improvises and or composes poetic couplets on the spot. The verses serve culturally and socially to: 1) to comment on sacred religious texts of the marriage ceremony, 2) to give marriage *consejos* or guidance of a community elder, 3) to strengthen kinship ties by recognizing important family members and friends that make up the wedding party and finally facilitating a community blessing of the newlyweds. This ritual reintegrates the newlyweds into the local community as recognized new status. The Entrega de los Novios happens after the wedding ceremony and is usually made up of the Entregadora singing, sometimes more than 100 improvised verses that are tailored biographically to each

person in attendance and it takes nearly an hour to perform. It is a ritual that is important to the affirmation of kinship ties and general community health. This is the tradition that Socorro Herrera is known for regionally. She was a featured Entregadora in the ethnographic 1986 film *Celebración de Matrimonio*¹ by Barbara Hixton accompanied by Dr. Enrique Lamadrid and Jack Parsons.

Socorro Herrera is the matriarch of an extended family of extraordinary musicians who have been an important part of the Hispanic cultural landscape in New Mexico. In recent years she opened a popular New Mexican restaurant in Hernandez where she and her family share their family recipes with the greater community. In addition, her restaurant serves as an important gathering place for locals to meet. Her work and service in the literary, musical and culinary arts make Herrera a important candidate for recognition.

Maestra Socorro Herrera is fully deserving of this honor, as I am honored to recommend her. Do not hesitate to contact me if you need any additional information.

Sinceramente,



David F. García, Ph.D.

Education and Outreach

New Mexico Acequia Association

Santa Fe, New Mexico.

davidfgarcia@lasacequias.org

505-395-0741

¹ <https://www.folkstreams.net/films/celebracion-del-matrimonio>



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October 27, 2021

Letter of Reference for: Mrs. Socorro Herrera of Hernandez, NM.

This serves as recommendation in support of Mrs. Herrera obtaining an Honorary Degree from Northern NM College in 2022.

My personal witness of her lifelong character was in my parents' recollection of Socorro at Hernandez school with Ms. Selena Devargas as Principal until the 8th grade graduation. Socorro always won for her singing at the annual Chile Queen Carnival in the early 1950's. She has always been in demand since then for her music locally with her husband, Lorenzo who plays a great trumpet, and their children involved.

Her continued service in cooking at her own restaurant where her father, Efen Garcia, owned a store previously and yet going out to perform and/or cater at countless parties has been rewarding for everyone especially for famous visitors who have heard of her food that stop to eat and sign autographs or take photos together.

Throughout my own lifetime, I have always known her family and have never come across anyone with anything negative to say about Socorro. I am very happy to see her become acknowledged with longevity.

Socorro has worked very hard to care for many and has shown herself to be naturally legendary. She is a living example of great cultural stature.

Thank you for recognizing her many achievements.

Sincerely,

Isabel W. Trujillo
Cultural Center Director

October 27, 2021

I am a lifelong resident of Hernández, New Mexico, and I am writing in support of the NNMC honorary degree nomination for Socorro Herrera. She was a good friend of my Mom, Dora Gonzales, and I knew her daughter Lorie. Lorie was my same age and we went to school together, and Socorro's niece was a good friend of mine, too, and she still is.

Socorro's Restaurant is near my home, and it / Socorro were featured in a Santa Fe New Mexican article entitled "The Personal Touch: Socorro's Restaurant," by West-Barker (2018) (see

https://www.santafenewmexican.com/pasatiempo/restaurants/reviews/the-personal-touch-socorro-s-restaurant/article_24853baf-b8ee-555e-830e-38d68bffd40.html).



I have observed Socorro, having known her all my life, to be a strong community member who cares deeply and positively for the people she meets both at her place of business, and through her long musical career, with her husband and son having been members of her band. As a social worker, who works to improve the human condition, I find these qualities in this nominee to be very advantageous. Socorro is always kind, showing interest in all her clients.

I wholeheartedly support and recommend Mrs. Herrera for an honorary degree.

Please call or email me with any questions you may have regarding this nomination.

Sincerely,

Edna Gonzales Anzaldua, LCSW, LADAC

PO Box 109, Hernandez, NM
505-929-0783
anzalduaedna@yahoo.com

Honorary Degree Committee
Northern New Mexico College
921 Paseo de Oate
Española, New Mexico 87532

Dear Committee:

As a community member of the Espanola Valley I am writing to strongly recommend Socorro Herrera be a recipient of an Honorary Degree from Northern New Mexico College. I have known Socorro Herrera all my life. She is a person who has proven her self to be a qualified candidate for this honor.

She has lived in the Espanola Valley all her life, she has demonstrated an admirable commitment to her community, church, the public schools as well as Northern New Mexico College. Socorro Herrera has shown her commitment to Espanola and the surrounding rural areas as a popular singer in her earlier years and a restaurant and catering entrepreneur in the present. Now in her eighties she is still very committed to her work. What a beautiful example for our youth in the valley!

Our local youth need this type of business modeling from someone in their community to prove that anything is possible if you work hard. Socorro Herrera is an inspiration to our community. Her restaurant is quite popular for the local cuisine and more. Her big smile makes you welcome as you walk into the restaurant. It is like eating a home cooked meal!

Her business also employs several persons which is an asset to our economy. Who would have predicted that this little girl who attended our public school here in the valley would grow up to be recognized as a popular Spanish singer who would some day sell records and CD's. Not stopping there, Socorro Herrera also has gone beyond her retirement years to serving delicious meals for those in her community and outsiders who visit Espanola. I am sure many tourists leave her restaurant with a good memory of the experience of eating in that small home like atmosphere! Leaving with a sense of wonder with the delicious taste of the New Mexican food they probably experienced for the first time.

Socorro Herrera is a tremendous asset to the Espanola Valley and Northern New Mexico College and I recommend her to you without reservation. If you have any questions don't hesitate to contact me.

Elaine Trujillo

505-670-0711

dorisdia@gmail.com

Office of the Provost

NORTHERN New Mexico College



MEMORANDUM

To: Board of Regents
Northern New Mexico College

From: Ivan Lopez, Provost, and VPAA

Date: March 24, 2022

Re: Academic Calendar

Issue

The latest approved Academic Calendar ends in Summer 2022. The Board of Regents approves the Academic Calendar for the college.

Overview

The proposed Academic Calendar for AY 2022-2023 is attached to this memorandum. The academic affairs division reviewed and recommended the proposed calendar and provided it to the Northern Federation of Educational Employees, AFT-NM, AFL-CIO (Faculty Bargaining Unit), which did not comment.

Recommendation

I recommend the Board of Regents approve the proposed Academic Calendar for AY 2022-2023

SUMMER & FALL 2022 Academic Calendar

SPRING & SUMMER 2023 Academic Calendar

SUMMER 2022

Deadline to Submit Degree/Certificate Application for Summer	Fri, May 27
First day to use financial aid for bookstore charges.	Mon, May 30
Last day to use financial aid for bookstore charges.	?
Deadline to Apply to Graduate in Summer 2022	Fri, June 3
CLASSES BEGIN	Mon, June 6
PAYMENT DEADLINE: pay in full, or 5% + plan	Fri, June 10
Disenrollment–Students who have missed the payment deadline	Fri, June 10
REGISTRATION.	Mon, April 11-Fri, June 10
Last Day to Change Full-term Course Schedule (Drops/Adds only)	Fri, June 10
Last Day to Change Grade Option from CR-AU/AU-CR	Fri, June 10
Last Day to Drop a Full-Term Course with 100% Refund without record.	Fri, June 10
Last Day to Receive a Refund for Texts through the Bookstore	Mon, June 13
Last Day for Final Payment.	Fri, June 17
Holiday (Independence Day)	Mon, July 4
Last Day to Withdraw from a Full-Term Course	Fri, July 15
Last Day of Term	Fri, July 29
Final Grades Due.	Mon, Aug 1
Deadline to Apply to Graduate in Fall 2022	Fri, Nov 4

FALL 2022 FULL-TERM CALENDAR (including 16-Week Courses)

First day to use financial aid for bookstore charges.	Mon, Aug 1
Deadline for Degree & Certificate Students to Submit an Application for Fall 2022.	Fri, Aug 5
Convocation Week	Mon, Aug 8-11
REGISTRATION FOR FALL.	April 11-Aug 14
CLASSES BEGIN	Mon, Aug 15
Late Registration (late fee required)	Mon, Aug 15
PAYMENT DEADLINE: pay in full, or 5% down + plan	Fri, Aug 19
Disenrollment –Students who have missed the payment deadline	Fri, Aug 19
Last Day for Final Payment.	Fri, Aug 26
Last Day to Change Full-term Course Schedule (Drops/Adds only)	Fri, Aug 26
Last Day to Change Grade Option from CR-AU/AU-CR	Fri, Aug 26
Last Day to Drop a Full-Term Course with 100% Refund without Record	Fri, Aug 26
Last day to use financial aid for bookstore charges.	Fri, Aug 26
Last Day to Receive a Refund for Texts through the Bookstore	Mon, Aug 29
Holiday (Labor Day)	Mon, Sept. 5
Mid-Term Week	Mon, Oct 3 - Fri, Oct 7
Fall Break (16-week courses, no classes)	Mon-Wed, Oct 10-12
Mid-Term Grades Due (16-week courses)	Tue, Oct 11
Faculty and Staff Development Day (no classes)	Wed, Oct 12
REGISTRATION FOR SPRING 2023 BEGINS.	Mon, Oct 17
Last Day for Instructors to Initiate a Withdrawal	Fri, Oct 21
Last Day to Withdraw from a Full-Term Course	Fri, Nov 4

Deadline to apply to Graduate in Fall 2022	Fri, Nov 4
Holiday (Veterans Day) No Classes	Fri, Nov. 11
Thanksgiving Break	Wed-Sun , Nov 23-27
Final Exams (16-week courses)*	Mon.-Fri, Dec 5-9
*Exam make-up days in case of bad weather.	Fri-Sat, Dec 9-10
Last Day of Term	Fri, Dec 9
Final Grades Due	Mon, Dec 12
Winter Break (College Closed)	Sat-Mon, Dec 17-Jan 2, 2023

FALL 2022 8-WEEK TERM DATES

FIRST 8-WEEK TERM

CLASSES BEGIN	Mon, Aug 15
Last Day to Add a Course with 100% Refund without Record	Tues, Aug 16
Last Day to Drop a Course with 100% Refund without Record	Thur, Aug 18
Last Day to Drop a Course with 50% Refund without Record	Fri, Aug 26
Holiday (Labor Day)	Mon, Sept. 5
Last Day for Instructors to Initiate a Withdrawal	Sun, Sep 18
Last Day to Withdraw from a Course	Sun, Sep 25
Last Day of Classes	Wed, Oct 5
Final Exam Days*	Oct 6 - Oct 7
Final Grades Due	Tues, Oct 11

SECOND 8-WEEK TERM

CLASSES BEGIN	Mon, Oct 17
Last Day to Add a Course with 100% Refund without Record	Tues, Oct 18
Last Day to Drop a Course with 100% Refund without Record	Thur, Oct 20
Last Day to Drop a Course with 50% Refund without Record	Fri, Oct 28
Last Day for Instructors to Initiate a Withdrawal	Fri, Nov 18
Last Day to Withdraw from a Course	Fri, Nov 25
Last Day of Classes	Wed, Dec 7
Final Exams Days*	Dec 8 - Dec 9
Final Grades Due	Mon, Dec 12

SPRING 2023 FULL-TERM CALENDAR (including 16-Week Courses)

First day to use financial aid for bookstore charges	Tues, Jan 3
Deadline for Degree & Certificate Students to Submit an Application for Spring 2023.	Fri, Jan 6
CONVOCATION	Mon, Jan 9-12
REGISTRATION FOR SPRING 2023	Mon, Oct 17-Fri, Jan 20
HOLIDAY (Martin Luther King Jr's . Birthday)	Mon, Jan 16
CLASSES BEGIN	Tues, Jan 17
Late Registration (late fee required)	Tues, Jan 18-Fri, Jan 20
PAYMENT DEADLINE: pay in full, or 5% down + plan	Fri, Jan 20

Disenrollment—Students who have missed the payment deadline	Fri, Jan 20
Last Day to Change Full-term Course Schedule (Drops/Adds only)	Fri, Jan 27
Last Day to Change Grade Option from CR-AU/AU-CR	Fri, Jan 27
Last Day to Drop a Full-Term Course with 100% Refund without Record	Fri, Jan 27
Last day to use financial aid for bookstore charges	Fri, Aug 26
Last Day to Receive a Refund for Texts through the Bookstore	Mon, Jan 30
Curriculum Assessment Day	Fri, Feb 17
Mid-Term Week	Mon, March 6-Fri, March 10
Mid-Term Grades Due	Web, March 15
SPRING BREAK.....	Mon, March 13-Sun, March 19
Last Day for Instructors to Initiate a Withdrawal	Fri, March 24
Deadline to apply to Graduate in Spring 2023	Thu, April 6
Holiday (Good Friday) No Classes	Fri, April 7
REGISTRATION FOR SUMMER AND FALL 2023 BEGINS.....	Mon, April 10
Last Day to Withdraw from a Full-Term Course	Fri, April 14
Final Exams*	Mon, May 8-Fri, May 12
Commencement Rehearsal	Thurs, May 11
Last Day of Term	Fri, May 12
Final Exams make-up day in case of bad weather	Sun, May 14
Final Grades Due.....	Mon, May 15
Deadline to Apply to Graduate in Fall 2023	Fri, Nov 3

SPRING 2023 8-WEEK TERMS

FIRST SPRING 2023 8-WEEK TERM

CLASSES BEGIN	Tues, Jan 17
Last Day to Add a Course with 100% Refund without Record.....	Wed, Jan 18
Last Day to Drop a Course with 100% Refund without Record.....	Fri, Jan 20
Last Day to Drop a Course with 50% Refund without Record.....	Sun, Jan 29
Last Day for Instructors to Initiate a Withdrawal	Fri, Feb 17
Last Day to Withdraw from a Course	Fri, Feb 24
Last Day of Classes	Wed, March 8
Final Exams Days*.....	March 9 - March 10
Final Grades Due.....	Tues, March 14

SECOND SPRING 2023 8-WEEK TERM

CLASSES BEGIN	Mon, March 20
Last Day to Add a Course with 100% Refund without Record.....	Tues, March 21
Last Day to Drop a Course with 100% Refund without Record.....	Thur, March 23
Last Day to Drop a Course with 50% Refund without Record.....	Sun, April 2
Last Day for Instructors to Initiate a Withdrawal	Fri, April 21
Last Day to Withdraw from a Course	Fri, April 28
Last Day of Classes.....	Wed, May 10
Final Exams Days*.....	May 11 - May 12
Final Grades Due.....	Mon, May 15

SUMMER 2023

Deadline to Submit Degree/Certificate Application for Summer 2023	Fri, May 26
First day to use financial aid for bookstore charges.....	Mon, May 29
Deadline to Apply to Graduate in Summer 2023	Fri, June 2
CLASSES BEGIN	Mon, June 5
PAYMENT DEADLINE: pay in full, or 5% + plan	Fri, June 9
Disenrollment—Students who have missed the payment deadline	Fri, June 9
REGISTRATION.....	Mon, April 10-Fri, June 9
Last Day to Change Full-term Course Schedule (Drops/Adds only)	Fri, June 9
Last Day to Change Grade Option from CR-AU/AU-CR	Fri, June 9
Last Day to Drop a Full-Term Course with 100% Refund without record.....	Fri, June 9
Last Day to Receive a Refund for Texts through the Bookstore	Mon, June 12
Last Day for Final Payment.....	Fri, June 16
Holiday (Independence Day)	Tues, July 4
Last Day to Withdraw from a Full-Term Course	Fri, July 14
Last Day of Term	Fri, July 28
Final Grades Due.....	Mon, July 31
Deadline to Apply to Graduate in Fall 2023	Fri, Nov 3

*Office of the Provost***NORTHERN New Mexico College****MEMORANDUM**

To: Board of Regents - Northern New Mexico College
From: Ivan Lopez, Provost, and VP for Academic Affairs
Date: March 24, 2022
Re: Approval of Certificates in Literary Editing and Publishing and Data Science

Issue

The Department of Language and Letters is proposing a certificate in Literary Editing and Publishing. The Department of Math and Physical Sciences offers a diploma in Data Science.

Overview

The Department of Language and Letters is proposing a new certificate that responds to students' needs participating in the Literary Journal, Trickster, produced yearly by NNMC with the involvement of students, faculty, and staff. The students, through their work in Trickster, would gain college credit from the courses in the certificate. The proposed certificate allows students to complete a credential that will enhance their opportunities for future opportunities in the world of literary editing and publishing. We predict that more students may be interested in learning about creative writing through this certificate which also serves as a milestone as it is articulated with the current Associate Degree in Liberal Arts.

The Department of Mathematics is responding to the increase of demand on technicians and experts that understand data analysis in an age where big data is a norm and when businesses, agencies, and institutions rely more on data to inform decisions. The certificate is an essential step for NNMC to respond to this demand. This certificate may become the foundation for other stackable credentials as enrollment grows.

The full proposals for these certificates are attached to this memorandum.

Recommendation

I recommend that the Board of Regents approve: 1) Certificate in Editing and Publishing; 2) Certificate in Data Science.

NORTHERN NEW MEXICO COLLEGE



DEGREE SHEET / 2022-2023 CATALOG

Student name:

Eagle ID:

Eagle Email:

Phone:

Certificate of Literary Editing and Publishing

GENERAL EDUCATION REQUIREMENTS (6 Credits)	SEMESTER	GRADE
ENGL 1410 Introduction to Literature (3) <i>Prerequisite: ENGL 1110</i>		
ENGL 2310 Introduction to Creative Writing (3)		
PROGRAM REQUIREMENTS (9 credits)		
BUSA 3330 Principles of Project Management (3)		
ENGL 3320 Creative Writing Editing Forum (3)		
ENGL 4420. Creative Writing Editing and Publishing Forum (3)		
TOTAL CREDITS 15		
ADVISOR APPROVAL	DATE	

SUGGESTED SEQUENCE OF COURSES – AA LIBERAL ARTS**FIRST SEMESTER (15 Credits)**

COMM 1130 Public Speaking (3)
ENGL 1110 Composition I (3)
MATH 1220 College Algebra (3)
AREA IV Course (3)
AREA V Course (3)

SECOND SEMESTER (14 Credits)

ENGL 1120/1210 Composition II/Technical Communications (3)
AREA III Course (with Lab) (4)
LLLA 1101 Foundations in Liberal Arts (3)
Elective in CAS (3)
Elective in any discipline (1)

THIRD SEMESTER (15 Credits)

Language Course (3)
ENG 1410 Introduction to Literature (3) (or a general education literature course)
CIVICS course (3)
Elective in CAS (3)
Elective in CAS (3)

FOURTH SEMESTER (16 Credits)

ENG 1410 Introduction to Literature (3) (or a 200 level literature course)
ENG 2310 Creative Writing (3) (or a 200 level literature course)
AREA VI Course (3)
Elective in CAS (3)
Elective in any Discipline (3)
Elective in any Discipline (1)

Northern New Mexico College New Degree Program Approval Form

Type in the designated areas. Please do not alter any element of the form.			
1	Initiator:	Lori Franklin	Date: 10/27/21
2	Subject area:	English – Editing and Publishing	
3	Academic division:	Language and Letters	
4	Proposed title for New Curriculum Program: Certificate of Literary Editing and Publishing		
5	To begin:	Semester: FALL	Academic Year: 22/23
6	Degree or certificate to be offered: Certificate of Literary Editing and Publishing		
7	Provide the Program Catalog Description: This program introduces students to the world of literary journals and editing and publishing skills. The students will apply this knowledge to the production of NNMC's literary journal, <i>Trickster</i>, and other literary and creative works.		
8	Please provide a tentative timeline for program implementation (including a Gantt Chart) The program would be implemented in Fall 2022. Students can complete the program in two semesters and graduate in Spring 2023.		
NEED			
9	Describe and provide evidence that the program is needed by the local and regional community (including job availability data) and provide evidence that there is student demand for the program. Respond to what are opportunities, external to the College, that support the new program (e.g., employer data, demographics, numbers of prospective students, market trends for the field, etc.)? Current and past Trickster student editors have expressed a need for the program. With the emphasis on communication, creative expression, project management, editing, and publishing this program would be an asset desired by employers in diverse fields. According to Data from Gray Associates, related CIP codes score cards indicated the following percentages: Publishing 10% for AA or below; Writing 21% for AA or below, and Literature 37% for AA or below. While these numbers are relatively low, the program is not expensive and can capitalize on local popularity of our journal and area interest in creative writing and expression. The External Advisory Group also supported the program and emphasized that the certificate could support employability in diverse fields such as business, teaching, project management, etc. The EAC noted that students who have obtained the certificate can bolster their resume and employability in diverse fields. The EAC also recommended collaboration with a new journalism program at EVHS and a need to support a newsletter for Upward Bound. These factors would not be evident in data from Gray Associates, but they do justify the benefit of the program.		
10	Provide evidence and explain how the degree/credential proposed (bachelor vs associate vs certificate) is the correct fit for the program proposed. The program includes courses that will prepare students to appreciate literature and creative writing and gain the skills needed to plan, edit, and publish our literary journal. Data from Gray's Associate indicated the same percentile ranking for degrees AA and below as BA and below. Given this data, the certificate program with its low costs is the right choice at this time. If the program generates interest among students, an AA program could be developed from the existing Certificate program.		
11	What are the College's strengths that would support offering the program (e.g., trained staff, facilities, adequate budget, sustainability, etc.)? The college produces a literary journal with a student editorial board and a faculty advisor. This program would support the continued development of that process. Language and Letters would like to promote other literary and artistic works, such as departmental newsletter, student led blog, English Composition essay contest which can be supported by this certificate program.		
12	What are the College's weaknesses that must be overcome to offer the program? The college needs to continue budget funding (secured in FY 21/22) of \$5,000 to fund		

	the production of the journal and travel opportunities for the editorial staff.
14	What are the threats external to the College that would need to be dealt with (e.g., demographic shifts, new regulations, new infrastructure, etc.)? We do not anticipate any threats to the program.
15	Describe how the program fits with College's mission, strategic goals, and strategic initiatives. The program with its emphasis on the production of <i>Trickster</i> and other NNMC literary and artistic publications helps with communication and team spirit. For example, <i>Trickster</i> is a celebration of student and community members' talent in fiction, poetry, nonfiction, and art.
CURRICULUM	
16	Program mission Certificate of Literary Editing and Publishing supports student's learning editing and publishing skills to apply to the production of literary and artistic works, such as NNMC's literary journal, <i>Trickster</i>, Departmental Newsletter, or NNMC student blog.
17	Program objectives Certificate of Literary Editing and Publishing strives to develop skills in organization, communication, and creative expression that are needed to design, edit, and publish literary and artistic works and that are applicable to diverse fields and projects.
18	Program-level Student Learning Outcomes SLO 1: Plan and design literary and artistic works. SLO 2: Edit and publish literary and artistic works.
19	Curriculum matrix (outcomes by courses in the major) ENGL 1410: Introduced to SLO 1 ENGL 2310: Introduced to SLO 2 BUSA 3330: Practice SLO 1 and 2 ENGL 3320: Assess SLO 1 ENGL 4420: Assess SLO 2 See Appendix A for Complete Assessment Plan
20	Coordination with other College programs Program includes a business course with the approval of the Chair of Business. All courses in the certificate will be accepted by all Business programs and as general education or electives of other programs.
21	Explain the articulation agreements that the program will have with programs offered by other institutions Certificate will demonstrate student's ability to manage and execute the project of planning and publishing literary and artistic works. The general education courses are common courses and have been approved for general education by NM HED.
22	What plans is the plan for the delivery of courses modalities (e.g., distance education, face to face, hybrid, others)? Please provide an analysis of the competition that the program will have based on the selected delivery modality. This is considered an online program with nine out of the fifteen credits in the program offered as WEB courses. The ENGL 3399 and ENGL 4499 are currently offered as live courses, but within two years we strive to offer online sections of these courses as well. With many courses available online, this should facilitate completion of the program.
23	Describe the standards and practices that will be implemented for Prior Learning Assessment (PLA) within this program. Students may submit a portfolio for prior credit learning for ENGL 2310 or for BUSA 3330.
24	Describe the membership of the External Advisory Committee and the role that they have played in the development of Curriculum and Program-Level Student Learning Outcomes.

	<p>External Advisory Committee Membership: Karissa Kilgore: Training Specialist, LANL Pauline Laumbach: College and Career Readiness Counselor, Penasco High School Connie Martinez: Previous student editor, <i>Trickster</i>. Tobe Bott Lyons: Director Upward Bound, Espanola Valley High School Nathana Bird: Associate Director, Tewa Women United Amber Leichtle: Director of Clinical Services Rio Arriba County Aspen Coriz: Alumna, AA Liberal Arts Sandy Krolick: Creative Director of Communication and Marketing</p> <p>The external advisory committee has contributed to the mission of the program, as well as the student learning outcomes and curriculum.</p>
25	<p>Please indicate if this program falls within the umbrella of another program currently offered (for example, if the new program is an associate degree that consists of a subset of courses already offered by one or more bachelor programs, of whether the program is the result of a combination of courses already offered by the institution through other programs)</p> <p>The certificate program falls under the umbrella of the AA Liberal Arts Program. All 15 credits of the certificate program are courses currently being offered and are either required courses or electives within the program: ENGL 1410 Introduction to Literature (Program requirement AA Liberal Arts) ENGL 2310 Introduction to Creative Writing (Program requirement AA Liberal Arts) BUSA 3330 Principles of Project Management (Elective AA Liberal Arts) ENGL 3320 Creative Writing Editing Forum (Program requirement or Elective AA Liberal Arts) ENGL 4420 Creative Writing Editing and Publishing Forum (Elective AA Liberal Arts)</p>
ASSESSMENT	
26	<p>Plan for program assessment and evaluation of program-level student learning outcomes ENGL 3320 will be used to assess SLO 1 in the Fall semester. ENGL 4420 will be used to assess SLO 2 in the Spring semester. See Appendix A for complete Assessment Plan.</p>
SUPPORT AND SUSTAINABILITY	
27	<p>Describe the faculty and facility needs (including, but not limited to office space for full-time faculty, adjunct faculty, administrative assistants, classrooms, labs, and instrumentation): Additional faculty are not needed to implement this program. Faculty will use ADM classrooms and Blackboard LMS for courses as needed. Language and Letters Conference room will be used for Trickster Staff. Editorial staff will continue to collaborate with Communications and Marketing for the design of the journal.</p>
28	<p>Describe the annual budget for this program for the first three years (including spreadsheets and explaining clearly the assumptions) All of the courses in the program are currently being offered and the Trickster budget is already part of the Language and Letters budget, so the program will not require any additional funding.</p> <p>The following annual budget for the certificate program will not change during the first three years of implementation: Trickster budget: \$1,500 for Project Activities \$3,500 for Out of state travel. Full-time Faculty: \$13,000 (.25% of annual teaching load) Adjunct Faculty: \$7,800 (remaining courses) Total: \$25,800 (Note: This funding is already incorporated into the annual budget and the courses have been offered for over 3 years. See appendix B for 5-year budget projections.</p>

29	Describe the plans for sustainability (including a five-year enrollment projection with revenue and cost projections) The program is sustainable as it does not require additional funding and will result in additional revenue through Language and Letters graduates and increased enrollment in courses we are already offering. See Appendix B for Five-year enrollment projections.
30	Describe the strategic enrollment plan for the program We will promote the program through the AA Liberal Arts newsletter, Trickster editorial staff, and dual credit out reach. We will continue working with Penasco and Upward Bound to schedule courses that work with high school student schedules, and will work with the Dual Credit Coordinator to plan an event for high school counselors and students to promote the program. We will continue to recruit students from the Creative Writing classes. We will meet with advisement team and Communications and Marketing Director to create resources to promote the program through advisement and social media.
31	Explain what external agencies (other than the Higher Education Department, the Higher Learning Commission, the U.S. Department of Education) need to approve (or must be notified) before the implementation of the program. Approval is not needed from any other external agency.

CONCURRENCES		
Office of the Provost 1st Review <i>K. P. M. D.</i>	/ / Approval to Implement / / Denial /x/ Approval Pending Additional Planning	Date 10/27/2021
Justification		
External Advisory Committee Chair	/x/ Yes / / No	Date 10/28/21
Justification <i>Connie M. Martinez</i>		
Educational Policy Committee Chair	/ / Yes / / No	Date
Justification		
Curriculum Committee Chair	/ / Yes / / No	Date
Justification		
Faculty Senate President	/ / Yes / / No	Date
Justification		
Office of the Provost 2nd Review	/ / Approval to Implement / / Denial / / Approval Pending Additional Planning	Date
Justification		
Librarian	/ / Yes / / No	Date
Justification		
Assessment Office	/ / Yes / / No	Date

Justification		
Registrar	/ / Yes / / No	Date
Justification		
Financial Aid	/ / Yes / / No	Date
Justification		
Distance Ed Directors	/ / Yes / / No	Date
Justification		
Facilities Director	/ / Yes / / No	Date
Justification		
Institutional Research	/ / Yes / / No	Date
Justification		
Human Resources	/ / Yes / / No	Date
Justification		
VP for Finance and Administration	/ / Yes / / No	Date
Justification		
Office of the Provost	/ / Yes / / No	Date
Justification		

APPROVALS		
Office of the President	/ / Approval to Implement / / Denial / / Approval Pending Additional Planning	Date
Justification for approval or denial		
Board of Regents	/ / Approval / / Denial / / Approval Pending Additional Planning	Date
Justification for approval or denial		
Mandatory Meeting: Office of the Provost, HLC ALO, Registrar, Institutional Effectiveness, Financial Aid, and Initiator of the Program Proposal		Date
Feedback to Institution		

Appendix A

Certificate of Literary Editing and Publishing Plan for Assessment and Evaluation of Student Outcomes

Assessment Processes

The high-level process for defining, assessing, and evaluating student outcomes is shown in Figure 1. The assessment and evaluation processes are described below in some detail.

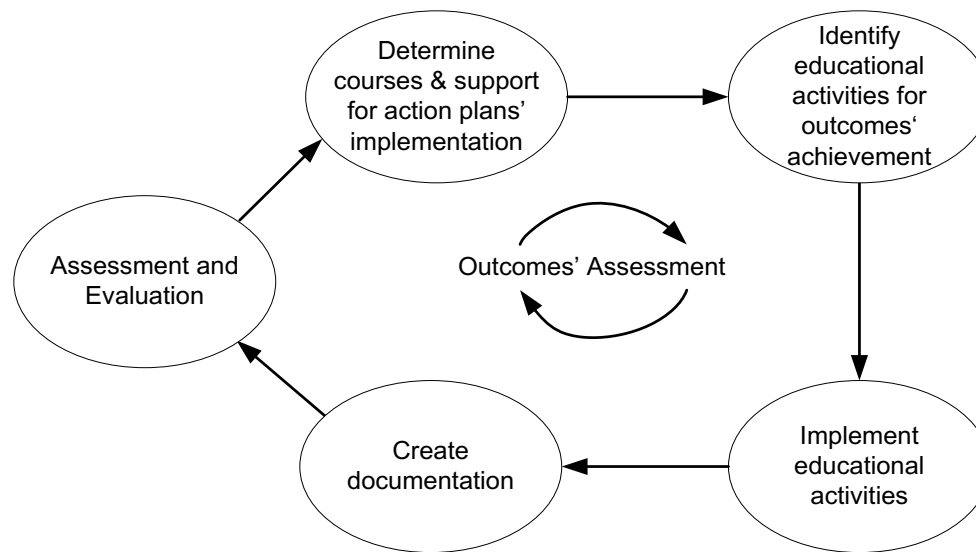


Figure 1. The process for defining, evaluating, and assessing program outcomes.

Assessment Reports

Assessment reports must include the following information:

Appendix A

- Assessment tools: assignment and rubric used to measure student learning for each student learning outcome.
- Methodology: description of the assignment and explanation of how the assignment engages students in the learning outcomes.
- Target: the expected level of performance of a student in a given activity. Since the activity is mapped to a student outcome, the target represents the expected level of attainment of the corresponding student outcome.
- Results: analysis of the results for the instruments used for assessment and evaluation purposes;
- Conclusion and action plans: the instructor provides concluding remarks based on the analysis of the results of the activities. The instructor may highlight those activities that were successfully implemented and that might be worth repeating or strengthened. Action plans are recommendations (justified on evaluations of results) to be implemented in future offerings of the course and are intended to correct identified issues/deficiencies/problems to improve student learning and attainment of program outcomes. Recommendations are then presented during the assessment and evaluation meetings and confirmed/changed/denied by faculty members.

The Certificate of Literary Editing and Publishing program courses assessment will be coordinated by the Chair and full-time Faculty members.

Instructors and the assessment coordinator identify educational activities such as laboratory development and rubrics to measure and judge performance, exams, quizzes, educational materials, and hands-on activities. If educational activities are changed or added to a course, then these activities may require a modification of specific knowledge, techniques, and skills that are subsequently mapped to student outcomes.

Guidelines for the Assessment Cycle Fall 2022 – Spring 2023

Student Learning Outcomes

- Student learning outcome One and Two will be measured in an identified during the one-year cycle.
- Table I provides the above information.
- Monthly departmental meeting will provide time for discussion and updates on assessment and measurement instruments.

Data Sampling

- Data will be collected only from students enrolled in the class for credit.
- Since current classes are typically less than 20 students, there is no sampling for assessment. This will be revisited if the size of the classes increases.
- Dropouts are not considered to evaluate the achievement of the outcome if the measurement is taken after the drop.

Definitions of Performance

Appendix A

- Assessment instruments, including rubrics, will be reviewed by the Director of Assessment before using them.
- Data will be presented in histograms/table or any other means that provides useful information.
- Target Met: 75% of all students achieve target.
- Target Not Met: less than 75% of all students achieve target.

Action Plan Development:

- A meeting at the end of the assessment cycle will be held and the actions plans will be developed after analyzing all the data collected.

Curriculum Map for Technical Trades - Plumbing

(Student Learning Outcomes)

The following curriculum map shows where each student learning outcome is introduced (I); practiced (P); and assessed (A).

Program Courses	1	2
ENGL 1410 Intro to Literature	I	
ENGL 2310 Intro to Creative Writing		I
BUSA 3330 Principles of Project Management	P	P
ENGL 3320 Creative Writing Editing Forum	A	
ENGL 4420 Creative Writing Editing and Publishing Forum		A

Student Learning Outcomes:

SLO 1: Plan and design a literary work.

SLO 2: Edit and publish a literary work.

Appendix A

Student Learning Outcomes Assessment Plan Fall 2022- Spring 2023

Fall 2022

ENGL 3320 Creative Writing Editing Forum: SLO 1 Plan and design a literary work.

Spring 2023

ENGL 4420 Creative Writing Editing and Publishing Forum: SLO 2 Edit and publish a literary work.

Appendix B

The analysis of a five-year projected enrollment in the program is in Table 1.

Table 1: Projected Student Enrollment					
Year	1	2	3	4	5
New Students, Part-time	2	3	3	5	6
Returning Students, Part-time	0	1	2	2	2
New Students Full-time	3	4	5	7	8
Returning Students, Full-time	0	0	1	2	3
Total Headcount	5	8	11	16	19
Graduates with an Associate Full-time	2	3	4	6	8
Graduates with an Associate Part-time	1	2	3	4	4
Total Graduates	3	5	7	10	12

Enrollment in Table 1 begins with the three students currently serving as editors of *Trickster*, and perhaps a few more students. We project that at least 3 of those students can complete the requirements and graduate in the first year.

We hope to increase our number of editors in the 22/23 cohort to 4 or 5 students involved with *Trickster* and a few students involved in other projects. We are hoping that at least 60% of these students will be able to complete the one-year certificate and graduate.

In year three, we plan to increase our efforts to incorporate other literary projects into the curriculum, such as a student led blog. We will pilot a topics course, continue developing the curriculum and then request course changes through the Undergraduate Curriculum Committee to broaden the scope of the current ENGL 3320 and 4420, which focus on the design and production of *Trickster*. This would enable us to add students outside of the smaller group of students working as editors of *Trickster*.

In year four, we would continue developing additional literary projects for increased student appeal and to recruit students in the program. We are currently exploring partnerships with a journalism program at EVHS and a newsletter project for the Upward Bound students. As we develop these efforts, we hope to see an increase in our enrollment and graduates come to fruition in years 4 and 5.

Appendix B

Expected Expenditures

Table 2 represents the projected expenditures for this program. The current resources allocated for personnel and facilities are sufficient to support the projected student enrollment in year one of table 1. There may be slight increases in years 3, 4 and 5, if we need to add sections of ENGL 3320 and 4420 to meet student needs. Additionally, we may need additional funding to cover production costs of diverse literary projects.

Budget Projections

Year	1	2	3	4	5
Full-time Faculty Member (associated 0.25 FTE to this program)	\$13,000	\$13,260	\$13,252	\$13,520	\$13,790
Adjunct Faculty	\$7,800	\$7,800	\$9,750	\$9,750	\$9,750
Project Activities	\$1,500	\$1,500	\$2,500	\$2,500	\$3,000
Out of state travel	\$3,500	\$3,500	\$3,500	\$3,500	\$3,500
Total Expenditures	\$25,800	\$26,060	\$29,002	\$29,270	\$30,220

Revenue Analysis

The analysis assumes that full-time students will take 24 credit hours per academic year and part-time students will take 12 student credit-hours (SCH) per academic year.

For a full-time student, let us assume a tuition/fees rate of \$4,752 per full-time student (12 credit hours/semester) and \$2,367 per part-time student (6 credit hours/semester) per year.

Revenues from the state funding formula are not considered because they are negligible.

These revenues are summarized in Table 3 and are just simple calculations from Table 1 and the revenue sources explained above. For the sake of simplicity, the revenues do not include any potential increase to tuition/fees during the five years.

Appendix B

Year	1	2	3	4	5
Tuition – Part Time Students	4,752	9,504	11,880	16,632	19,008
Tuition – Full Time Students	14,256	19,008	28,512	42,768	52,272
Total - Revenue	19,008	28,512	40,392	59,400	71,280

Assumed Shared Cost

Table 2 in this Appendix B identifies the expenditures projections.

Year	1	2	3	4	5
Total – Annual Revenue from Tuition/Fees	\$19,008	\$28,512	\$40,392	\$59,400	\$71,280
Total - Annual Expenditures (From Table 2)	\$25,800	\$26,060	\$29,002	\$29,270	\$30,220
Annual Program Deficit/Revenue from Tuition/Fees	(\$6,792)	(\$2,452)	(\$11,390)	(\$30,130)	(\$41,060)

Although the program will begin at a deficit, as we recruit and develop new projects, we anticipate increased enrollment which results in revenue in years two through five. With the projected enrollment and only slightly increased projections in costs, this program can prove to be quite profitable in a short time.

Additionally, the monies used for this program and already part of our current budget and many of the courses in the program also serve as general education courses and program requirements for the AA Liberal Arts program, such as ENGL 1410 Intro to Literature and ENGL 2310 Intro to Creative Writing. ENGL 1410 Intro to Literature and ENGL 2310 were added to our catalog in the Fall 2019 semester as part of the new New Mexico General Education requirements. Since that time, the courses have shown steady enrollment. Here is a summary of the average enrollment for ENGL 1410 and ENGL 2310 since the courses were created:

- FY 19/20: ENGL 1410 average enrollment of 17 with 2 sections offered.
ENGL 2130 average enrollment of 16 students with 3 sections offered.
- FY 20/21: ENGL 1410 average enrollment of 14 students with 3 sections offered.
ENGL 2310 average enrollment of 13 students with 3 sections offered.
- FALL 21: ENGL 1410 average enrollment of 13 students with 2 sections offered.
ENGL 2310 average enrollment of 14 students with 2 sections offered.

Appendix B

This steady enrollment is projected to continue and will help to offset the deficit costs of this program in the first few years.

CIP: 09.1001 Publishing Market: NNMC 100 Total Score: -12 Percentile: 10

Student Demand
Score: 0 Percentile: 10

Category	Pctl	Criterion	Value	Score
Size	0	Inquiry Volume (12 Months)	0	0
	0	Int'l Page Views (12 Months)	0	NS
		Google Search Volume (3 Months)*	NA	NS
	0	On-ground Completions at In-Market Institutions	0	NS
	0	Online Completions by In-Market Students	0	NS
	0	Sum of On-ground and Online Completions	0	0
Growth	94	Inquiry Volume YoY Change (Units)	0	0
		Google Search YoY Change (Units)*	NA	NS
	92	Completion Volume YoY Change (Units)	0	0
		Inquiry Volume YoY Change (%)	NA	NS
		Google Search YoY Change (%)*	NA	NS
		Completion Volume YoY Change (%)	NA	NS

Competitive Intensity
Score: 7 Percentile: 50

Category	Pctl	Criterion	Value	Score
Volume of Competition	0	Campuses with Graduates**	0	8
	74	National Online Institutions (Units)**	1	NS
	0	Institutions with Online In-Market Students**	0	NS
	98	Institutions YoY Change (Units)**	0	-1
		Average Completions by Local Institution	NA	NS
		Median Completions by Local Institution	NA	NS
		YoY Median Program Change (Units)	NA	NS
		YoY Median Program Change (%)	NA	NS
		Natl' Online % of Institutions	33%	0
		Natl' Online % of Completions	15%	0
Market Saturation		Average Cost per Inquiry**	NA	NS
		Google Search * Cost per Click**	NA	NS
		Google Competition Index**	NA	NS

Employment*
Score: -9 Percentile: 4

Category	Pctl	Criterion	Value	Score
Size (Direct Prep)	11	Job Postings Total (12 Months)*	0	-2
	13	BLS Current Employment*	0	-2
	13	BLS Annual Job Openings*	0	0
Size (Generalist)		BLS Share of Generalist Employment*	NA	NS
		BLS Share of Generalist Openings*	NA	NS
Growth (Direct Prep)	38	BLS 1-Year Historical Growth*	-5%	0
	39	BLS 3-Year Historic Growth (CAGR)*	-2%	0
	2	BLS 10-Year Future Growth (CAGR)*	-0.9%	NS
Saturation (Direct Prep)		Job Postings per Graduate*	NA	NS
		BLS Job Openings per Graduate*	NA	NS
Wages (Direct Prep)	17	BLS 10th-Percentile Wages*	\$26,565	-5
	39	BLS Mean Wages*	\$53,635	NS
National American Community Survey	62	Natl' ACS Wages (Age < 30)	\$45,335	0
	44	Natl' ACS Wages (Age 30-60)	\$63,718	0
	14	Natl' ACS % with Any Graduate Degree	19%	NS
	12	Natl' ACS % with Masters	15%	NS
	24	Natl' ACS % with Doct/Prof Degree	4%	NS
	24	Natl' ACS % Unemp. (Age <30)**	2%	0
	84	Natl' ACS % Unemp. (Age 30-60)**	3%	0
	38	Natl' ACS % in Direct Prep Jobs	0%	NS

CIP Description:
A program that focuses on the process of managing the creation, publication, and distribution of print and electronic books and other text products and prepares individuals to manage the editorial, technical, and business aspects of publishing operations. Includes instruction in product planning and design, editing, author relations, business and copyright law, publishing industry operations, contracting and purchasing, product marketing, electronic publishing and commerce, history of publishing, and professional standards and ethics.

Degree Fit:
Score: -10 Percentile: 16

Category	Pctl	Criterion	Value	Score
NHEBI Natl 2 Year		Cost Index**	NA	NS
		Student: Faculty Index	NA	NS

National Completions by Level
Score: -10

Award Level	Completions (National)	Completions (Market)	Inquiries (Market)
Certificate	9%	NA	NA
Associates	0%	NA	NA
Bachelors	12%	NA	NA
Postbaccalaureate Certificate	1%	NA	NA
Masters	77%	NA	NA
Post-masters Certificate	0%	NA	NA
Doctoral	0%	NA	NA
Unknown	0%	NA	NA

National Workforce Ed. Attainment
Score: 0

Award Level	BLS Educational Attainment
No College	5%
Some College	9%
Associates	4%
Bachelors	55%
Masters	22%
Doctoral	5%

* - Google search, employment data and Jobs Per Grad Ratio do not filter by award level.
 ** - Color scale in reverse.
 NA - No data available/not currently tracked.
 NS - Not Scored in Rubrics (values = 0).
 2-yr - Associates & certificate programs only.
 PCTL - Percentile

Total Percentile	0	20+	40+	70+	90+	95+	98+	100
Total Score	-37	-4	5	11	18	23	29	44

** Color Scale in Reverse

Percentile (Reverse)	<40	40+	70+	90+	95+	98+
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CIP: 23.1301 Writing, General

Market: NMMC 100

Modality: All

Award Level: Bachelors and Below

Select Program

Page 79 of 172

CIP: 23.1301 Writing, General

Market: NMMC 100

Total Score: -3

Percentile: 21

Student Demand

Score: 0 Percentile: 50

Category	Pctl	Criterion	Value	Score
Size	0	Inquiry Volume (12 Months)	0	0
	0	Int'l Page Views (12 Months)	0	NS
		Google Search Volume (3 Months)*	NA	NS
	0	On-ground Completions at In-Market Institutions	0	NS
	0	Online Completions by In-Market Students	0	NS
	0	Sum of On-ground and Online Completions	0	0
Growth	93	Inquiry Volume YoY Change (Units)	0	0
		Google Search YoY Change (Units)*	NA	NS
	89	Completion Volume YoY Change (Units)	0	0
		Inquiry Volume YoY Change (%)	NA	NS
		Google Search YoY Change (%)*	NA	NS
		Completion Volume YoY Change (%)	NA	NS

Competitive Intensity

Score: 7 Percentile: 50

Category	Pctl	Criterion	Value	Score
Volume of Competition	0	Campuses with Graduates**	0	8
	72	National Online Institutions (Units)**	2	NS
	0	Institutions with Online In-Market Students**	0	NS
	98	Institutions YoY Change (Units)**	0	-1
		Average Completions by Local Institution	NA	NS
		Median Completions by Local Institution	NA	NS
		YoY Median Program Change (Units)	NA	NS
		YoY Median Program Change (%)	NA	NS
	55	Nat'l Online % of Institutions	2%	0
	53	Nat'l Online % of Completions	1%	0
Market Saturation		Average Cost per Inquiry**	NA	NS
		Google Search * Cost per Click**	NA	NS
		Google Competition Index**	NA	NS

Employment*

Score: -10 Percentile: 4

Category	Pctl	Criterion	Value	Score
Size (Direct Prep)	41	Job Postings Total (12 Months)*	1	-2
	47	BLS Current Employment*	21	-2
	48	BLS Annual Job Openings*	2	0
Size (Generalist)	69	BLS Share of Generalist Employment*	6	NS
	69	BLS Share of Generalist Openings*	1	NS
Growth (Direct Prep)	60	BLS 1-Year Historical Growth*	1%	0
	83	BLS 3-Year Historic Growth (CAGR)*	11%	1
	40	BLS 10-Year Future Growth (CAGR)*	0.3%	NS
Saturation (Direct Prep)		Job Postings per Graduate*	NA	NS
		BLS Job Openings per Graduate*	NA	NS
Wages (Direct Prep)	55	BLS 10th-Percentile Wages*	\$38,605	1
	50	BLS Mean Wages*	\$8,688	NS
National Outcomes	0	Nat'l ACS Wages (Age < 30)	\$30,052	-1
	13	Nat'l ACS Wages (Age 30-60)	65,807	-1
	48	Nat'l ACS % with Any Graduate Degree	35%	NS
	58	Nat'l ACS % with Masters	29%	NS
	38	Nat'l ACS % with Doct/Prof Degree	6%	NS
Degree Outcomes	98	Nat'l ACS % Unemp. (Age <30)**	7%	-4
	95	Nat'l ACS % Unemp. (Age 30-60)**	3%	-2
	75	Nat'l ACS % in Direct Prep Jobs	11%	NS

CIP Description:

A program that focuses on writing for applied and liberal arts purposes. Includes instruction in writing and document design in multiple genres, modes, and media; writing technologies; research, evaluation, and use of information; editing and publishing; theories and processes of composing; rhetorical theories, traditions, and analysis; communication across audiences, contexts, and cultures; and practical applications for professional, technical, organizational, academic, and public settings.

** Color Scale in Reverse

Percentile (Reverse) <40 40+ 70+ 90+ 95+ 98+

Degree Fit:

Score: 0 Percentile: 50

Category	Pctl	Criterion	Value	Score
NHEBI Nat'l 2 Year	46	Cost Index**	0.96	NS
	90	Student: Faculty Index	1.27	NS

National Completions by Level

Score: 0

Award Level	Completions (National)	Completions (Market)	Inquiries (Market)
Certificate	7%	NA	NA
Associates	3%	NA	NA
Bachelors	71%	NA	NA
Postbaccalaureate Certificate	10%	NA	NA
Masters	8%	NA	NA
Post-masters Certificate	0%	NA	NA
Doctoral	0%	NA	NA
Unknown	0%	NA	NA

National Workforce Ed. Attainment

Score: 0

Award Level	BLS Educational Attainment
No College	6%
Some College	9%
Associates	5%
Bachelors	50%
Masters	23%
Doctoral	9%

* - Google search, employment data and Jobs Per Grad Ratio do not filter by award level.

** - Color scale in reverse.

NA - No data available/not currently tracked.

NS - Not Scored in Rubrics (values = 0).

2-Yr - Associates & certificate programs only.

PCTL - Percentile

Total Percentile	0	20+	40+	70+	90+	95+	98+	100
Total Score	-37	-4	5	11	17	22	28	44

NORTHERN NEW MEXICO COLLEGE



DEGREE SHEET		
Student name:		
Eagle ID:		
Eagle Email:		
Phone:		
<p>Data Science Certificate</p> <p>The Data Science Certificate provides students with the introductory skills required to begin work in the data science field.</p>		
PROGRAM REQUIREMENTS (15 Credits)		
MATH 1350 Introduction to Statistics (3) <i>Pre-requisite: MATH 1215</i>		
ENGR 1147 T: Python Programming I (3)		
MATH 2710 Machine Learning (3) <i>Pre-requisite or Corequisite: MATH 2420</i>		
MATH 2720 Data Analysis using R (2) <i>Pre-requisite: MATH 1350</i>		
MATH 2420 Applied Linear Algebra (3) <i>Pre-requisite: MATH 1510</i>		
MATH 1147 T: Final Capstone Project (1)		
ADVISOR APPROVAL	DATE	

SUGGESTED SEQUENCE OF COURSES

First Semester (16 crs)

ENG 1110 English Composition I (3)
MATH 1220 College Algebra (3)
MATH 1350 Introduction to Statistics (3)
MATH 1250 Trigonometry and Precalculus (4)
ENVS 2130 Critical Thinking in Science (3)

Second Semester (17 crs)

COMM 1130 Public Speaking (3)
CHEM 1215/L or GEOL 1110/L or ASTR 1115/L or PHYS 1230/L or BIOL 1110/L (4)
MATH 1510 Calculus I (4)
HUM/ART/SOC/Civics (3)
HUM/SOC/ART/Civics (3)

Third Semester (14 crs)

ENG 1120 or ENG 1210 (3)
MATH 1520 Calculus II (4)
HUM/SOC/ART/Civics (3)
HUM/SOC/ART/Civics (3)
Elective (1)

Fourth Semester (13 crs)

MATH 2530 Calculus III (4)
MATH 2140 Introduction to Numerical Computing (3)
MATH 2410 Introduction to Differential Equations (3)
MATH 2420 Introduction to Linear Algebra with Applications (3)

Northern New Mexico College New Degree Program Approval Form

Type in the designated areas. Please do not alter any element of the form.			
1	Initiator:	David Torres	Date: 9/3/2021
2	Subject area:	Mathematics	
3	Academic division:	College of Science, Technology, Engineering, Math & Health Sciences, Department of Mathematics and Physical Science	
4	Proposed title for New Curriculum Program: Certificate of Data Science		
5	To begin:	Semester: Fall	Academic Year: 2022
6	Degree or certificate to be offered: Certificate of Data Science		
7	Provide the Program Catalog Description: The Certificate of Data Science provides students with the introductory skills required to begin work in the data science field.		
8	<p>Please provide a tentative timeline for program implementation (including a Gantt Chart)</p> <p>Collaboration meeting with Department of Engineering and Technology: September 2020</p> <p>Presenting data science initiative to External Review Committee: February 2021</p> <p>Submission of certificate to Educational Policy Committee: September 2021</p> <p>Submission of program and courses to Undergraduate Curriculum Committee: October 2021</p> <p>Submission of certificate and courses to Faculty Senate: November 2021</p> <p>Submission of certificate to Office of the Provost and the Office of the President: December 2021</p> <p>Submission of certificate to Board of Regents: Spring 2022</p> <p>Development of data science courses: Spring 2022</p> <p>Begin offering courses: Fall 2022</p>		
NEED			
9	Describe and provide evidence that the program is needed by the local and regional community (including job availability data) and provide evidence that there is student demand for the program. Respond to what are opportunities, external to the College, that support the new program (e.g., employer data, demographics, numbers of prospective students, market trends for the field, etc.)? The Bureau of Labor Statistics projects data science jobs to grow 16% from 2018 to 2028 which is much faster than the average for all occupations. LANL offered a 10-week Applied Machine Learning Research Internship in Summer 2021 through the Information Science and Technology Institute, which demonstrates that LANL has an interest in employees with data science skills. In November 2021 on the indeed.com job website, there are 980 data science entry level remote jobs listed and 27 data science entry level jobs in New Mexico. The CIP code for Data Science is 30.7001 https://community.amstat.org/blogs/steve-pierson/2019/09/18/departments-of-education-adds-new but the code was not included in the Gray Associates site. Therefore I retrieved Scorecards on related degrees in Management Science (CIP 52.1301, Percentile 88%, 86%), Computer and Information Sciences (CIP 11.0101, 98%, 89%), Informatics (CIP 11.0104, Percentile 81%, 79%), Business Statistics (CIP 52.1302, Percentile 37%, 35%), Statistics (CIP 27.0599, Percentile 83%, 82%) in New Mexico for Certificate degrees.		
10	Provide evidence and explain how the degree/credential proposed (bachelor vs associate vs certificate) is the correct fit for the program proposed. We believe the certificate is the best option since it will allow a student to complete the degree requirements quickly as a certificate does not require a student to complete the General Education requirements at the college. In order to be competitive, we believe the certificate is the best option since many private certificates exist (Coursera, Google (\$78-\$117), Amazon Web Services, Dataquest (\$588, \$294 six months), IBM (\$369 ten months), Microsoft (\$495), and		

Harvard/EdX (\$441, 17 months)). Certificates are also offered by universities but are more expensive (Cornell \$3,600; Duke \$2,995, UC Berkeley \$5,100; Harvard \$11,600).

When the Business Statistics CIP code is selected on the Gray Associates site, the following rankings were listed for different Award Levels:

Certificate: 35%

Associates: 35%

Bachelors: 63%

Thus the Bachelors degree ranks higher than the Associates or Certificate degrees. However, we believe it would be best to start with the Certificate degree with the current faculty we have. We are also not requesting any additional I&G funds.

11 What are the College's strengths that would support offering the program (e.g., trained staff, facilities, adequate budget, sustainability, etc.)? NNMC currently offers an AS and BS degree in Mathematics. Courses in these programs (Introduction to Statistics, Linear Algebra) would also be used in the Data Science Certificate. Four full-time PhD faculty currently reside within the Department of Mathematics and Physical Science and can help teach courses required by the certificate. The Department of Mathematics and Statistics also has a computer lab which has been furnished with new computers in HT 101.

12 What are the College's weaknesses that must be overcome to offer the program? The program would benefit from advertising and recruitment efforts to attract students to the certificate program.

14 What are the threats external to the College that would need to be dealt with (e.g., demographic shifts, new regulations, new infrastructure, etc.)? New Mexico Highlands University, UNM-LA, and Santa Fe Community College don't offer a similar or related degree. The closest degrees offered include the BS in the Mathematics of Computation at UNM and a Master's Degree in Computational Data Analytics at NMSU. An Advanced Research Computing center exists at UNM and a Data Mining Lab exists at NMSU. Eastern University just recently offered a MS in Data Science degree.

15 Describe how the program fits with College's mission, strategic goals, and strategic initiatives. The new certificate program does align with the College's mission which "is to ensure student success by providing access to affordable, community-based learning opportunities that meet the educational, cultural, and economic needs of the region" since it will meet the economic need of the region.

CURRICULUM

16 Program mission: The mission of the program is to provide students with the introductory skills needed for entry into the data science field.

17 Program objectives: Students will acquire fundamental knowledge in statistics and linear algebra, develop programming skills, and gain familiarity with algorithms and software used in data science.

Program-level Student Learning Outcomes

18 Student learning outcomes (SLO): Students enrolled in the Certificate of Data Science will:

1. Acquire fundamental knowledge in statistics and linear algebra and apply the skills and knowledge in data science applications.
2. Develop programming skills in Python and R which are the two primary languages used in data science.
3. Apply algorithms in data science to solve relevant problems in the field.

19 Curriculum matrix (outcomes by courses in the major)

	<p>The Data Science Certificate would require students to complete 15 credit hours.</p> <p>Capstone 1 CR (MATH 1147): SLO 3 Introduction to Statistics 3 CR (MATH 1350): SLO 1 Machine Learning 3 CR (MATH 2710): SLO 3 Data Analysis using R 2 CR (MATH 2720): SLO 2 Applied Linear Algebra 3 CR (MATH 2420): SLO 1 Python Programming I 3 CR (ENGR 1147): SLO 2</p> <p>See attachment.</p>
20	<p>Coordination with other College programs. We will rely on the Department of Engineering and Technology to teach the Python Programming I course.</p>
21	<p>Explain the articulation agreements that the program will have with programs offered by other institutions We currently do not have any plans for articulating the program with other institutions.</p>
22	<p>What plans is the plan for the delivery of courses modalities (e.g., distance education, face to face, hybrid, others)? Please provide an analysis of the competition that the program will have based on the selected delivery modality. MATH 1350 has already been approved as an online course. MATH 3314 (the equivalent of MATH 2420) has been approved to be developed into an online and an 8-week course under Title III course redesign. We plan to also develop MATH 2710 Machine Learning, MATH 2720 Data Analysis using R, and MATH 1147 Capstone into web-based courses in subsequent years of the Title III grant.</p>
23	<p>Describe the standards and practices that will be implemented for Prior Learning Assessment (PLA) within this program. In the "Credit for Prior Learning NNMC Criteria" document, students can submit a portfolio to receive credit for MATH 3314.</p>
24	<p>Describe the membership of the External Advisory Committee and the role that they have played in the development of Curriculum and Program-Level Student Learning Outcomes. The External Advisory Committee is composed of the following members: Dr. Markus Berndt (Los Alamos National Laboratory), Dr. Brian Pasco (Chair of Mathematical Sciences, Eastern New Mexico University), Nancy Suazo (Espanola Valley High School Math Department Chair), Arrick Gonzales (Pojoaque Valley High School teacher and recent BS Mathematics graduate from NNMC). The data science initiative was discussed in the External Advisory Committee meeting in February 2021.</p>
25	<p>Please indicate if this program falls within the umbrella of another program currently offered (for example, if the new program is an associate degree that consists of a subset of courses already offered by one or more bachelor programs, of whether the program is the result of a combination of courses already offered by the institution through other programs) The Data Science Certificate would fall under the umbrella of the AS and BS Mathematics degree. The ENGR 1147 Python Programming course is offered by the Engineering and Technology department.</p>
ASSESSMENT	
26	<p>Plan for program assessment and evaluation of program-level student learning outcomes. We would use a revolving three-year assessment plan to assess every course in the data science certificate. Currently, we assess MATH 2420 (2000 level equivalent of MATH 3314) Applied Linear Algebra under our Program Specific Learning Outcomes. Statistics MATH 1350 is also regularly assessed under our College-wide Student Learning Outcomes.</p> <p>See attachment.</p>
SUPPORT AND SUSTAINABILITY	
27	<p>Describe the faculty and facility needs (including, but not limited to office space for full-time faculty, adjunct faculty, administrative assistants, classrooms, labs, and instrumentation): We have five faculty in the department: Dr. Claudia Aprea, Dr. Ajit Hira, Dr. David Torres, Dr. Ana Vasilic, and lecturer Dr. Katya Backhaus. Dr. Backhaus is in the</p>

process of completing her post graduate studies in Data Science/Machine Learning in the UT Austin Business School. We would use our existing classrooms and computer labs. We have a lab of 22 computers in HT 101. Engineering and Technology would use the HT 123 computer lab to teach Python.

Describe the annual budget for this program for the first three years (including spreadsheets and explaining clearly the assumptions) The certificate would not need additional funding outside of the current I&G budget for the Department of Mathematics and Physical Science if our budget is preserved. The adjunct faculty/overload costs are based on paying for instructors (PhD) to teach three online classes each semester and include the \$450 online stipend. We anticipate that the advertising costs will be an additional cost of \$500/year. Title III funds would be used for the development of the online courses. The software programs, Python and R, can be downloaded for free.

Budget Projections

28

Year	1	2	3	4	5
Advertising costs	\$500	\$500	\$500	\$500	\$500
Adjunct Faculty/ Overloads	\$8,244	\$8,244	\$8,244	\$8,244	\$8,244
Total Expenditures	\$8,744	\$8,744	\$8,744	\$8,744	\$8,744

Describe the plans for sustainability (including a five-year enrollment projection with revenue and cost projections) Sustaining the program will depend on adequate enrollment. We anticipate that within five years, we could have 18 students in the certificate program.

29

	Year 1	Year 2	Year 3	Year 4	Year 5
New Students	6	6	6	6	6
Graduating students		3	3	3	3
Current yearly enrollment = Cumulative New students - Cumulative Graduating students	6	9	12	15	18

30

Describe the strategic enrollment plan for the program. The program would be advertised on the NNMC webpage and social media webpages, and during NNMC New Student Orientations, College Fairs, local high school events, and the NNMC EXPO.

	<p>Summer 2022: Advertise program Fall 2022: Recruit 3 students and begin offering classes Spring 2023: Recruit 3 students – discuss program objectives with External Advisory Committee. Ask an additional relevant job employer in the field to participate in the External Advisory Committee. Continue to advertise the program. Fall 2023: Recruit 3 students. Identify job opportunities for students. Spring 2024: Recruit 3 students</p> <p>In the years following Spring 2024, we would hope to recruit 6 students per year.</p>
31	<p>Explain what external agencies (other than the Higher Education Department, the Higher Learning Commission, the U.S. Department of Education) need to approve (or must be notified) before the implementation of the program. The certificate will need HLC approval. Courtney Bruch has contacted HLC.</p>

CONCURRENCES		
Office of the Provost	/ / Approval to Implement / / Denial	Date
1st Review	/ / Approval Pending Additional Planning	
Justification		
External Advisory Committee Chair	/ / Yes / / No	Date
Justification		
Educational Policy Committee Chair	/ / Yes / / No	Date
Justification		
Curriculum Committee Chair	/ / Yes / / No	Date
Justification		
Faculty Senate President	/ / Yes / / No	Date
Justification		
Office of the Provost	/ / Approval to Implement / / Denial	Date
2nd Review	/ / Approval Pending Additional Planning	
Justification		
Librarian	/ / Yes / / No	Date
Justification		
Assessment Office	/ / Yes / / No	Date
Justification		
Registrar	/ / Yes / / No	Date
Justification		

Financial Aid	/	/ Yes	/	/ No	Date
Justification					
Distance Ed Directors	/	/ Yes	/	/ No	Date
Justification					
Facilities Director	/	/ Yes	/	/ No	Date
Justification					
Institutional Research	/	/ Yes	/	/ No	Date
Justification					
Human Resources	/	/ Yes	/	/ No	Date
Justification					
VP for Finance and Administration	/	/ Yes	/	/ No	Date
Justification					
Office of the Provost	/	/ Yes	/	/ No	Date
Justification					

APPROVALS

Office of the President	/	/ Approval to Implement	/	/ Denial	Date
	/	/ Approval Pending Additional Planning			
Justification for approval or denial					
Board of Regents	/	/ Approval	/	/ Denial	Date
	/	/ Approval Pending Additional Planning			
Justification for approval or denial					
Mandatory Meeting: Office of the Provost, HLC ALO, Registrar, Institutional Effectiveness, Financial Aid, and Initiator of the Program Proposal					Date
Feedback to Institution					

Data Science Certificate

Assessment and Evaluation of Student Learning Outcomes

Assessment Processes

The flow chart shown in Figure 1 illustrates our plan for assessment.

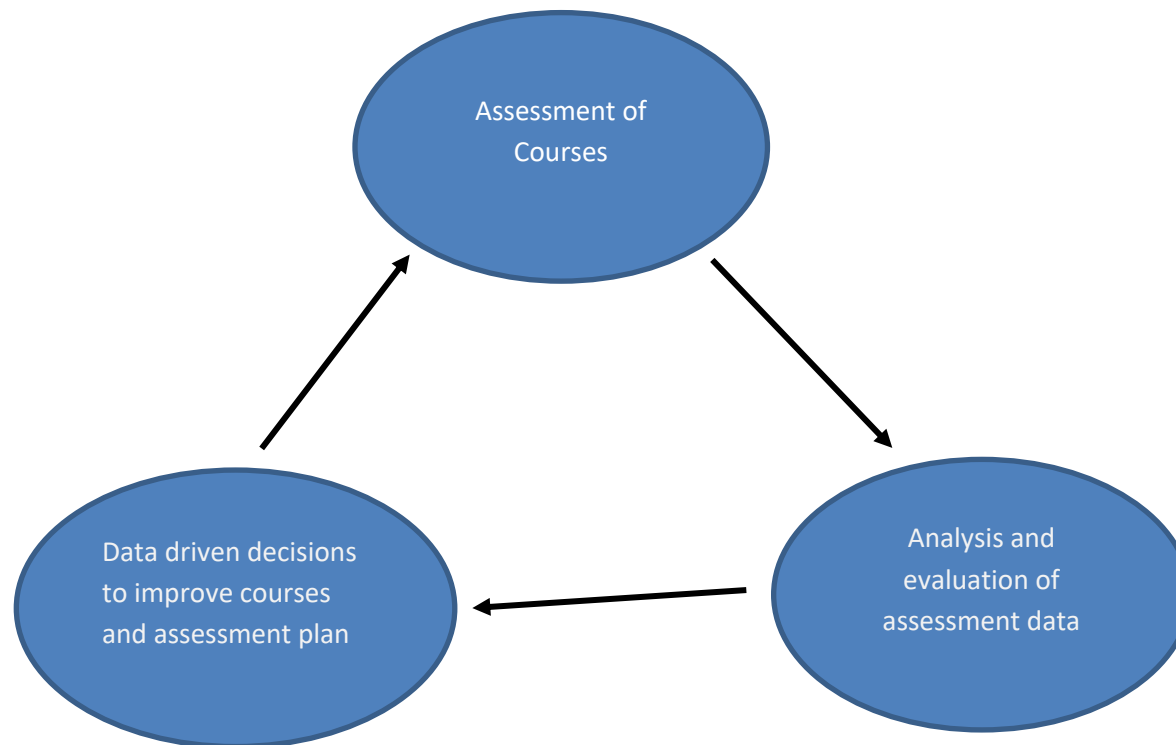


Figure 1. The process for defining, evaluating, and assessing program outcomes

Assessment Reports

Assessment reports will include the following information:

- Description of assessment used: A description of how the student learning outcomes will be assessed will be provided. Assessments could include projects, tests, assignments, or the final exam.
- Target: the expected level of performance on the assessment (normally 70%). Since the activity is mapped to a student outcome, the target represents the expected level of attainment of the corresponding student outcome.
- Scores on assessment: The scores of students on the assessment will be provided.
- Conclusion and action plans: The instructor provides concluding remarks based on the analysis of the results of the activities. The instructor will comment on whether the target was met by 70% of the students and will comment on whether the target was met and if improvements could be made. The instructor will suggest recommendations to be implemented in future offerings of the course to correct identified issues/deficiencies/problems. These will be discussed during departmental meetings.

The departmental chair will serve as the assessment coordinator.

Our plan for assessment would use a revolving three-year assessment plan. The table below describes the plan. MATH 1350 is assessed regularly every year through the College-wide Student Learning Outcomes. We would need to coordinate with the Engineering and Technology Department for the assessment of ENGR 1147.

	Year 1	Year 2	Year 3
MATH 1147			SLO 3
MATH 1350	SLO 1	SLO 1	SLO 1
MATH 2710	SLO 2		
MATH 2720		SLO 2	

MATH 2420	SLO 1		
ENGR 1147			SLO 2

Assessment Cycle

Every course in the curriculum map will be assessed when it is offered. The results of the assessment in each course will be stored in a shared Google Drive Form and shared with all faculty members. Assessment results will be discussed in departmental meetings at least once per semester.

Student Learning Outcomes (SLO)

1. Acquire fundamental knowledge in statistics and linear algebra and apply the skills and knowledge in data science applications.
2. Develop programming skills in Python and R which are the two primary languages used in data science.
3. Apply algorithms in data science to solve relevant problems in the field.

Courses (15 credit hours)

MATH 1147: Capstone, 1 credit hour

MATH 1350: Introduction to Statistics, 3 credit hours

MATH 2710: Machine Learning, 3 credit hours

MATH 2720: Data Analysis using R, 2 credit hours

MATH 2420: Applied Linear Algebra, 3 credit hours

ENGR 1147: Python Programming I, 3 credit hours

Appendix B

The five-year projected enrollment in the program is in Table 1.

Table 1: Projected enrollment in data science

	Year 1	Year 2	Year 3	Year 4	Year 5
New Students	6	6	6	6	6
Graduating students		3	3	3	3
Current yearly enrollment= Cumulative New students – Cumulative Graduating students	6	9	12	15	18

We hope to design a flyer with the help of Sandy Krolick and advertise the program prior to Year 1. Enrollment in Table 1 begins the recruitment of 6 students in Year 1. In Year 2, we anticipate adding three students to the program and graduating 3 students. This two-year pattern will be repeated in subsequent years.

Summer 2022: Advertise program

Fall 2022: Recruit 3 students and begin offering classes

Spring 2023: Recruit 3 students – discuss program objectives with External Advisory Committee. Ask an additional relevant job employer in the field to participate in the External Advisory Committee. Continue to advertise the program.

Fall 2023: Recruit 3 students. Identify job opportunities for students.

Spring 2024: Recruit 3 students

Appendix B

Expected Expenditures

Table 2 represents the projected expenditures for this program. The adjunct faculty/overload costs are based on paying for instructors (PhD) to teach three online classes each semester and include the \$450 online stipend.

Budget Projections

Table 2 Projected Direct Expenditures					
Year	1	2	3	4	5
Advertising costs	\$500	\$500	\$500	\$500	\$500
Adjunct Faculty/ Overloads	\$8,244	\$8,244	\$8,244	\$8,244	\$8,244
Total Expenditures -	\$8,744	\$8,744	\$8,744	\$8,744	\$8,744

CIP: 27.0501 Statistics, General Market: New Mexico Total Score: 15 Percentile: 82

Student Demand
Score: 0 Percentile: 50

Category	Pctil	Criterion	Value	Score
Size	0	Inquiry Volume (12 Months)	0	0
	97	Incl Page Views (12 Months)	8,887	NS
	40	Google Search Volume (3 Months)*	490	0
	0	On-ground Completions at In-Market Institutions	0	NS
	0	Online Completions by In-Market Students	0	NS
Growth	0	Sum of On-ground and Online Completions	0	0
	94	Inquiry Volume YoY Change (Units)	0	0
	48	Google Search YoY Change (Units)*	15	0
	94	Completion Volume YoY Change (Units)	0	0
	45	Inquiry Volume YoY Change (%)	NA	NS

Competitive Intensity
Score: 12 Percentile: 97

Category	Pctil	Criterion	Value	Score
Volume of Competition	0	Campuses with Graduates**	0	8
	0	National Online Institutions (Units)**	0	NS
	0	Institutions with Online In-Market Students**	0	NS
	97	Institutions YoY Change (Units)**	0	0
		Average Completions by Local Institution	NA	NS
		Median Completions by Local Institution	NA	NS
		YoY Median Program Change (Units)	NA	NS
		YoY Median Program Change (%)	NA	NS
		Natl Online % of Institutions	0	2
		Natl Online % of Completions	0	2
Market Saturation	20	Average Cost per Inquiry**	NA	NS
	42	Google Search * Cost per Click**	\$1	0

Employment*
Score: 3 Percentile: 67

Category	Pctil	Criterion	Value	Score
Size (Direct Prep)	58	Job Postings Total (12 Months)*	15	0
	58	BLS Current Employment*	55	0
	58	BLS Annual Job Openings*	5	0
Size (Generalist)	90	BLS Share of Generalist Employment*	72	NS
	90	BLS Share of Generalist Openings*	6	NS
Growth (Direct Prep)	63	BLS 1-Year Historical Growth*	2%	0
	56	BLS 3-Year Historic Growth (CAGR)*	4%	0
	82	BLS 10-Year Future Growth (CAGR)*	1.1%	NS
Saturation (Direct Prep)	29	Job Postings per Graduate*	0.6	-2
	25	BLS Job Openings per Graduate*	0.2	-3
Wages (Direct Prep)	70	BLS 10th-Percentile Wages*	\$44,541	3
	74	BLS Mean Wages*	\$75,978	NS
National Outcomes	80	Natl ACS Wages (Age < 30)	\$65,744	3
	87	Natl ACS Wages (Age 30-60)	\$120,320	2
	75	Natl ACS % with Any Graduate Degree	51%	NS
	87	Natl ACS % with Masters	37%	NS
	67	Natl ACS % with Doct/Prof Degree	14%	NS
Bachelors Degrees	45	Natl ACS % Unemp. (Age <30)**	3%	0
	58	Natl ACS % Unemp. (Age 30-50)**	2%	0
63	Natl ACS % in Direct Prep Jobs	6%	NS	

CIP Description:
A general program that focuses on the relationships between groups of measurements, and similarities and differences, using probability theory and techniques derived from it. Includes instruction in the principles in probability theory, binomial distribution, regression analysis, standard deviation, stochastic processes, Monte Carlo method, Bayesian statistics, non-parametric statistics, sampling theory, and statistical techniques.

Degree Fit:
Score: 0 Percentile: 50

Category	Pctil	Criterion	Value	Score
Natl 2 Year	1	Cost Index**	0.48	NS
	99	Student Faculty Index	1.51	NS

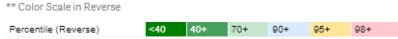
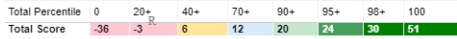
National Completions by Level
Score: 0

Award Level	Completions (National)	Completions (Market)	Inquiries (Market)
Certificate	0%	0%	NA
Associates	0%	0%	NA
Bachelors	49%	42%	NA
Postbaccalaureate Certificate	1%	0%	NA
Masters	43%	58%	NA
Postmasters Certificate	0%	0%	NA
Doctoral	6%	0%	NA
Unknown	0%	0%	NA

National Workforce Ed. Attainment
Score: 0

Award Level	BLS Educational Attainment
No College	3%
Some College	8%
Associates	3%
Bachelors	37%
Masters	35%
Doctoral	14%

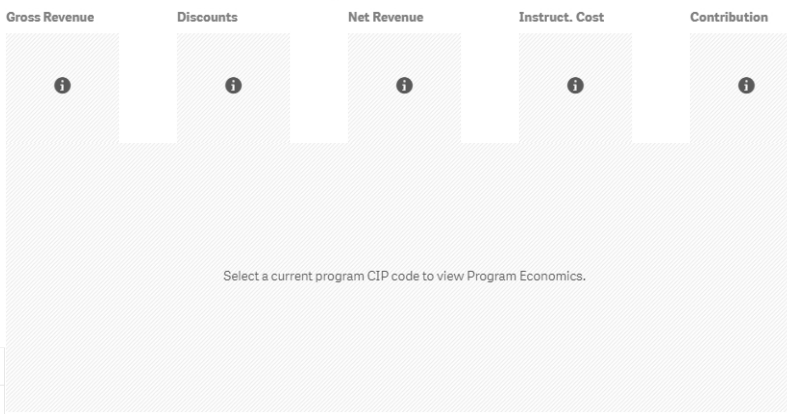
* - Google search, employment data and Jobs Per Grad Ratio do not filter by award level.
 ** - Color scale in reverse.
 NA - No data available/not currently tracked.
 NS - Not Scored in Rubrics (values = 0).
 2-yr - Associates & certificate programs only.
 PCTL - Percentile



Share of Market Completions by Award Level

Award Level	R	Q	Institution	Share of Total
Totals			0	NA
Certificate			0	NA

Program Economics



Students by Year

Program: [] Year: []

-	0
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Internal Program Metrics

Metric: [] Program: [] Period: []

-	0
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CIP: 52.1302 Business Statistics Market: New Mexico Total Score: 4 Percentile: 35

Student Demand
Score: 0 Percentile: 10

Category	Pctl	Criterion	Value	Score
Size	0	Inquiry Volume (12 Months)	0	0
	0	Int'l Page Views (12 Months)	0	NS
		Google Search Volume (3 Months)*	NA	NS
	0	On-ground Completions at In-Market Institutions	0	NS
	0	Online Completions by In-Market Students	0	NS
	0	Sum of On-ground and Online Completions	0	0
Growth	94	Inquiry Volume YoY Change (Units)	0	0
		Google Search YoY Change (Units)*	NA	NS
		Completion Volume YoY Change (Units)	0	0
		Inquiry Volume YoY Change (%)	NA	NS
		Google Search YoY Change (%)*	NA	NS
		Completion Volume YoY Change (%)	NA	NS

Competitive Intensity
Score: 8 Percentile: 50

Category	Pctl	Criterion	Value	Score
Volume of Competition	0	Campuses with Graduates**	0	8
	83	National Online Institutions (Units)**	1	NS
	0	Institutions with Online In-Market Students**	0	NS
	97	Institutions YoY Change (Units)**	0	0
		Average Completions by Local Institution	NA	NS
		Median Completions by Local Institution	NA	NS
		YoY Median Program Change (Units)	NA	NS
		YoY Median Program Change (%)	NA	NS
	95	Nat'l Online % of Institutions	25%	0
	74	Nat'l Online % of Completions	8%	0
Market Saturation		Average Cost per Inquiry**	NA	NS
		Google Search * Cost per Click**	NA	NS
		Google Competition Index**	NA	NS

Employment*
Score: 6 Percentile: 79

Category	Pctl	Criterion	Value	Score
Size (Direct Prep)	47	Job Postings Total (12 Months)*	8	-2
	38	BLS Current Employment*	14	-2
	40	BLS Annual Job Openings*	1	0
Size (Generalist)	65	BLS Share of Generalist Employment*	6	NS
	65	BLS Share of Generalist Openings*	1	NS
Growth (Direct Prep)	68	BLS 1-Year Historical Growth*	4%	0
	12	BLS 3-Year Historic Growth (CAGR)*	-9%	0
	82	BLS 10-Year Future Growth (CAGR)*	1.1%	NS
Saturation (Direct Prep)	80	Job Postings per Graduate*	13.7	1
	71	BLS Job Openings per Graduate*	2.8	0
Wages (Direct Prep)	71	BLS 10th-Percentile Wages*	\$45,255	3
	75	BLS Mean Wages*	\$76,675	NS
National American Community Survey Bachelor's Degree Outcomes	91	Nat'l ACS Wages (Age < 30)	\$58,944	2
	81	Nat'l ACS Wages (Age 30-60)	\$106,875	2
	23	Nat'l ACS % with Any Graduate Degree	24%	NS
	35	Nat'l ACS % with Masters	22%	NS
	9	Nat'l ACS % with Doct/Prof Degree	2%	NS
	33	Nat'l ACS % Unemp. (Age <30)**	3%	0
	46	Nat'l ACS % Unemp. (Age 30-60)**	2%	2
	70	Nat'l ACS % in Direct Prep Jobs	8%	NS

CIP Description:
A program that focuses on the application of mathematical statistics to the description, analysis, and forecasting of business data. Includes instruction in statistical theory and methods, computer applications, data analysis and display, long- and short-term forecasting methods, and market performance analysis.

Degree Fit:
Score: -10 Percentile: 16

Category	Pctl	Criterion	Value	Score
NHEBI Nat'l 2 Year		Cost Index**	NA	NS
		Student: Faculty Index	NA	NS

National Completions by Level
Score: -10

Award Level	Completions (National)	Completions (Market)	Inquiries (Market)
Certificate	1%	0%	0%
Associates	0%	0%	0%
Bachelors	21%	0%	52%
Postbaccalaureate Certificate	12%	0%	0%
Masters	64%	100%	38%
Post-masters Certificate	2%	0%	0%
Doctoral	0%	0%	0%
Unknown	0%	0%	11%

National Workforce Ed. Attainment
Score: 0

Award Level	BLS Educational Attainment
No College	3%
Some College	8%
Associates	3%
Bachelors	35%
Masters	36%
Doctoral	15%

Total Percentile	0	20+	40+	70+	90+	95+	98+	100
Total Score	-36	-3	6	12	20	24	30	51

** Color Scale in Reverse

Percentile (Reverse) <40 40+ 70+ 90+ 95+ 98+

* - Google search, employment data and Jobs Per Grad Ratio do not filter by award level.
 ** - Color scale in reverse.
 NA - No data available/not currently tracked.
 NS - Not Scored in Rubrics (values = 0).
 2-Yr - Associates & certificate programs only.
 PCTL - Percentile

CIP: 11.0101 Computer and Info. Sciences, Gen'l Market: New Mexico Modality: All Award Level: Certificate Select Program

CIP: 11.0101 Computer and Info. Sciences, Gen'l Market: New Mexico Total Score: 19 Percentile: 89

Student Demand
Score: 6 Percentile: 92

Category	Pctil	Criterion	Value	Score
Size	0	Inquiry Volume (12 Months)	0	0
	0	Incl Page Views (12 Months)	0	NS
	88	Google Search Volume (3 Months)*	1,713	0
	95	On-ground Completions at In-Market Institutions	15	NS
	99	Online Completions by In-Market Students	14	NS
Growth	98	Sum of On-ground and Online Completions	29	6
	94	Inquiry Volume YoY Change (Units)	0	0
	89	Google Search YoY Change (Units)*	226	0
	4	Completion Volume YoY Change (Units)	-4	0
		Inquiry Volume YoY Change (%)	NA	NS
	74	Google Search YoY Change (%)**	16%	0
	49	Completion Volume YoY Change (%)	-12%	0

Competitive Intensity
Score: -5 Percentile: 0

Category	Pctil	Criterion	Value	Score
Volume of Competition	98	Campuses with Graduates**	3	-4
	99	National Online Institutions (Units)**	42	NS
	99	Institutions with Online In-Market Students**	1	NS
	97	Institutions YoY Change (Units)**	0	0
	38	Average Completions by Local Institution	5	0
	48	Median Completions by Local Institution	6	0
	82	YoY Median Program Change (Units)	3	0
	88	YoY Median Program Change (%)	1	-1
	88	Natl Online % of Institutions	15%	0
	93	Natl Online % of Completions	27%	0
Market Saturation		Average Cost per Inquiry**	NA	NS
	85	Google Search * Cost per Click**	\$17	0
	41	Google Competition Index**	0.32	0

Employment*
Score: 18 Percentile: 97

Category	Pctil	Criterion	Value	Score
Size (Direct Prep)	99	Job Postings Total (12 Months)*	2,032	6
	97	BLS Current Employment*	4,701	7
	95	BLS Annual Job Openings*	353	2
Size (Generalist)	97	BLS Share of Generalist Employment*	493	NS
	97	BLS Share of Generalist Openings*	44	NS
Growth (Direct Prep)	58	BLS 1-Year Historical Growth*	0	0
	59	BLS 3-Year Historic Growth (CAGR)*	4%	0
	74	BLS 10-Year Future Growth (CAGR)*	0.7%	NS
Saturation (Direct Prep)	67	Job Postings per Graduate*	6.0	0
	52	BLS Job Openings per Graduate*	1.0	0
Wages (Direct Prep)	62	BLS 10th-Percentile Wages*	\$41,737	2
	61	BLS Mean Wages*	\$55,557	NS
National American Community Survey	79	Natl ACS Wages (Age < 30)	\$50,758	1
	58	Natl ACS Wages (Age 30-60)	\$92,377	0
Bachelors Degrees Outcomes	16	Natl ACS % with Any Graduate Degree	22%	NS
	33	Natl ACS % with Masters	20%	NS
Bachelors Degrees Outcomes	8	Natl ACS % with Doct/Prof Degree	2%	NS
	82	Natl ACS % Unemp. (Age <30)**	4%	0
	65	Natl ACS % Unemp. (Age 30-50)**	2%	0
	97	Natl ACS % in Direct Prep Jobs	52%	NS

CIP Description:
A general program that focuses on computing, computer science, and information science and systems. Such programs are undifferentiated as to title and content and are not to be confused with specific programs in computer science, information science, or related support services.

Degree Fit:
Score: 0 Percentile: 50

Category	Pctil	Criterion	Value	Score
Natl 2 Year	15	Cost Index**	0.89	NS
	65	Student Faculty Index	1.08	NS

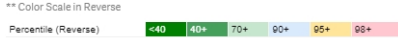
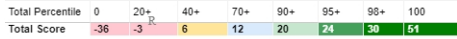
National Completions by Level
Score: 0

Award Level	Completions (National)	Completions (Market)	Inquiries (Market)
Certificate	16%	9%	0%
Associates	12%	35%	20%
Bachelors	51%	34%	17%
Postbaccalaureate Certificate	0%	0%	0%
Masters	20%	18%	37%
Postmasters Certificate	0%	0%	0%
Doctoral	1%	4%	17%
Unknown	0%	0%	8%

National Workforce Ed. Attainment
Score: 0

Award Level	BLS Educational Attainment
No College	7%
Some College	18%
Associates	12%
Bachelors	43%
Masters	18%
Doctoral	3%

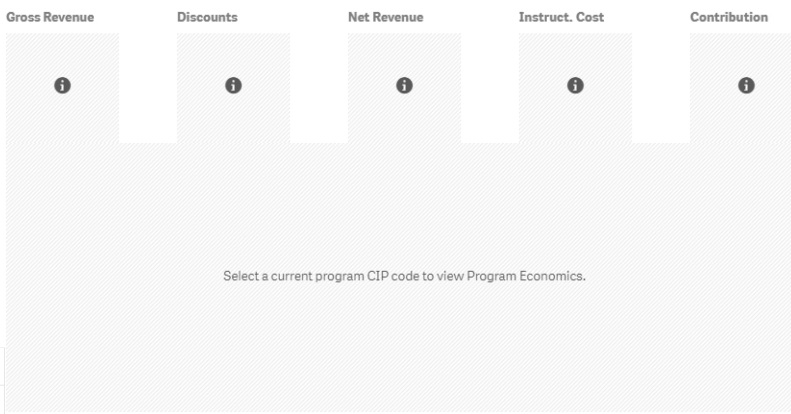
* - Google search, employment data and Jobs Per Grad Ratio do not filter by award level.
 ** - Color scale in reverse.
 NA - No data available/not currently tracked.
 NS - Not Scored in Rubrics (values = 0).
 2-yr - Associates & certificate programs only.
 PCTL - Percentile



Share of Market Completions by Award Level

Award Level	R	Q	Institution	Share of Total
Totals			0	0.00%
Certificate			0	0.00%

Program Economics



Students by Year

Program	Year	Students
-	-	0

Internal Program Metrics

Metric	Program	Period	Value
-	-	-	0

Office of the Provost

NORTHERN New Mexico College



MEMORANDUM

To: Board of Regents
Northern New Mexico College

From: Ivan Lopez, Provost & VP for Academic Affairs

Date: March 24, 2022

Re: Termination of the AAS in Renewable Energy and Course Re-purposing

Issue

The Associate of Applied Science (AAS) in Renewable Energy has shown no enrollment in recent years. Still, some of the courses may be repurposed as electives for the Electrician Program and Continuing Education.

Overview

With the approval of the Faculty Senate, the Department of Engineering and Technology is requesting the termination of the AAS in Renewable Energy due to the overhead required to maintain a program while the enrollment has been zero for the last two years. The program had only *one* student from Fall 2017 to Fall 2019. The termination of this program will not result in any reduction of force.

Recommendation

I recommend that the Board of Regents approves that the AAS in Renewable Energy is terminated as a stand-alone associate degree. However, I recommend that the courses in the program remain in the catalog to be offered as part of other electives and continuing education programs.

Office of the Provost

NORTHERN New Mexico College



MEMORANDUM

To: Board of Regents
Northern New Mexico College
From: Ivan Lopez, Provost and VP Academic Affairs
Date: March 24, 2022
Re: Tenure Recommendation

Issue

Dr. Sushmita Nandy, a faculty member with the Department of Biology, Chemistry, and Environmental Sciences, has completed the tenure application process and has been positively recommended by the Tenure and Promotion Council of the Faculty Senate for tenure.

Dr. Rhiannon West, a faculty member with the Department of Biology, Chemistry, and Environmental Sciences, has completed the tenure application process and has been positively recommended by the Tenure and Promotion Council of the Faculty Senate for tenure.

Dr. David Lindblom, a faculty member with the Department of Arts and Human Sciences, has completed the tenure application process and has been positively recommended by the Tenure and Promotion Council of the Faculty Senate for tenure.

Overview

The three candidates' dossiers have been evaluated according to the NNMC general guidelines by the tenured faculty from the academic departments, the Tenure and Promotion Council, the Provost, and the President.

Tenure is granted to full-time faculty members who have demonstrated excellence in the four areas of evaluation: a) Teaching Effectiveness, b) Advisement, c) College Service, and d) Scholarly activities.

A summary of the achievements in the four areas for each of the three faculty is attached to this memorandum. The CV documents for the three faculty members are also linked to this memorandum.

Recommendation

I recommend the Board of Regents grants tenure to 1) Dr. Sushmita Nandy; 2) Dr. Rhiannon West; and 3) Mr. David Lindblom.

Summary of Achievements

Tenure Candidate: Dr. Sushmita Nandy

All deliberations have been completed following the tenure process, as delineated in the Collective Bargaining Agreement (CBA). Dr. Nandy has submitted a thorough dossier of evidence that, in my opinion, accomplished all criteria for tenure at Northern. Below is a summary of her achievements.

(1) Teaching - Dr. Nandy has consistently obtained high scores in the student evaluations that attest to her effectiveness in teaching. She has taught more than thirteen different courses and developed five new upper-division courses. Her contributions to Undergraduate Research Experiences courses and Capstone courses are outstanding. She has been the most reliable faculty member in our summer research efforts during the summer program sponsored by NM-INBRE.

(2) Advisement - Dr. Nandy has been the advisor of more than 60 different students at NNMC and has kept an open-door policy toward students. Students valued her care, commitment, and contributions regarding her assistance to degree audits, letters of recommendation, petitions to graduate, and course scheduling.

(3) Service – Dr. Nandy has served in multiple committees, including the Center for Learning Assessment, the Academic Standards Committee, the Institutional Research Board, and co-chairs the Institutional Animal Care and Use Committee. She has served as a Senator for her department and has participated in the Sharing Governance Group. Dr. Nandy has supported the vaccination efforts of the college by developing instructional videos about the vaccines and has also supported other initiatives, including the Upward Bound Grant

(4) Scholarly Activities - Dr. Nandy holds a terminal Ph.D. degree in Biomedical Sciences-Stem Cells Biology from the *All India Institute of Medical Sciences*. She has outstanding scholarly activity, and she is one of the most productive faculty members in terms of publications and conferences with more than 26 journals and 53 abstracts. She has served as the PI, Co-PI, or participant on several federal grants, including NSF, NIH, and INBRE. Her students have won awards in different state conferences in their poster presentations.

Summary of Achievements

Tenure Candidate: Dr. Rhiannon West

All deliberations have been completed following the tenure process, as delineated in the Collective Bargaining Agreement (CBA). Dr. West has submitted a thorough dossier of evidence that, in my opinion, accomplished all criteria for tenure at Northern. Below is a summary of her achievements.

(1) Teaching - Dr. West has consistently obtained high scores in the student evaluations that attest to her effectiveness in teaching. She has developed several new courses, including General Biology, Animal Behavior, and Evolution and Ecology. Her contributions towards Undergraduate Research Experiences courses and Capstone courses are outstanding. She has been a contributor to the adoption of Open Educational Resources, which lowers the educational cost for our students.

(2) Advisement - Dr. West has been the advisor of more than 15 different students per year at NNMC and has kept an open-door policy toward students. She maintains the student departmental distribution list that provides students with internships, scholarships, graduate opportunities, jobs, etc. Students acknowledge the commitment, and significant contributions to degree audits, letters of recommendation, petitions to graduate, and course scheduling.

(3) Service – Dr. West chairs the Educational Policy Committee, created the Institutional Animal Care and Use Committee, and co-chairs it. She was instrumental in getting our animal lab approved by OLAW, making us the only comprehensive higher ed institution in NM to have such recognition. She has also served at the Undergraduate Curriculum Committee and participated in Sharing Governance group. Finally, she collaborated actively at the ad-hoc 8-week course committee and was an ad-hoc academic restructure committee member.

(4) Scholarly Activities - Dr. West holds a terminal Ph.D. degree in Biology from the University of New Mexico. Dr. West has received grants, including a 5-year \$162K from INBRE. In 2018, she took two students to the Bahamas, one of the foundational steps to initiate a fish lab at NNMC. Recently, she has been invited to a Summer Program for Faculty at LANL to do research in data science which will contribute to our curriculum development in the field. She has over thirteen poster presentations and four manuscripts published in journals.

Summary of Achievements

Tenure Candidate: Dr. David Lindblom

All deliberations have been completed following the tenure process, as delineated in the Collective Bargaining Agreement (CBA). Mr. Lindblom has submitted a thorough dossier of evidence that, in my opinion, accomplished all criteria for tenure at Northern. Below is a summary of her achievements.

(1) Teaching – Mr. Lindblom has consistently obtained high scores in the student evaluations that attest to her effectiveness in teaching. He has taught almost all courses in the film program, including Digital Media Production, Documentary, Non-linear editing, History of Cinema, and Screenwriting, among others.

(2) Advisement - Mr. Lindblom has been a promoter, among the faculty, of intrusive advisors and has become an advocate for students who struggle so that they can be retained. He has developed processes and systems shared with other faculty members to reach out to students during the summer. During the summer of 2021, he was the intellectual author of a summer retention effort implemented to mitigate the effects of Covid on our students.

(3) Service – Mr. Lindblom has served in multiple committees, including the General Education Committee, the Undergraduate Curriculum Committee, and the Sharing Governance Group. Mr. Lindblom has also been the Senator for his department at the Faculty Senate and has supported the video recording and live stream efforts of NNMC, through the former Canal Seis TV Station, in multiple events, including commencement, basketball games, concerts, etc. among many others.

(4) Scholarly Activities – Mr. Lindblom holds a terminal degree in Fine Arts from the Institute of American Indian Arts; he has developed multiple documentaries and films that have received relevant awards, including working with Martin Scorsese. Some of his productions, such as the multimedia theatrical project Divining Bernhardt which was displayed on Theater Row, NYC, were filmed by his students.

Sushmita B Nandy, Ph.D.
Assistant Professor
Northern New Mexico College, Espanola
Department of Biology, Chemistry and Environmental Sciences
Email: sushmita.nandy@nmmc.edu

EDUCATION

- Doctor of Philosophy (Ph.D.)** All India Institute of Medical Sciences (AIIMS)
New Delhi, India
Biomedical Sciences-Stem Cell Biology
2006-2011
- Master of Science (MS)** School of Life Sciences, DAVV
Indore, India
Life Sciences
2003-2005
- Bachelor of Science (BS)** Kurukshetra University, India
Industrial Microbiology
1999-2002

RESEARCH TRAINING

- Senior Research Scientist** Center of Emphasis for Cancer Research
Texas Tech University Health Sciences Center (TTUHSC)
Paul L Foster School of Medicine,
El Paso, Texas, USA
Apr 2016-Aug 2017
- Post-Doctoral Research Associate** Center of Emphasis for Cancer Research
Texas Tech University Health Sciences Center (TTUHSC)
Paul L Foster School of Medicine,
El Paso, Texas, USA
Apr 2012-Apr 2016
- Post-Doctoral Research Associate** The Jackson Laboratory
NCI Center for Cancer Research
Bar Harbor, Maine, USA
Nov 2011- Apr 2012

EMPLOYMENT

Assistant Professor of Biology	Department of Biology, Chemistry and Environmental Science Northern New Mexico College (NNMC), Espanola, NM <i>Aug 2017-Present</i>
Research Officer	Stem Cell Facility All India Institute of Medical Sciences, New Delhi, India (funded by Department of Biotechnology, Govt. of India) <i>Feb - July 2011</i>
Senior Research Fellow	Stem Cell Facility All India Institute of Medical Sciences, New Delhi, India (funded by Indian Council of Medical Research, Govt. of India) <i>Jan 2009 - Jan 2011</i>
Junior Research Fellow	Stem Cell Facility All India Institute of Medical Sciences, New Delhi, India (funded by Department of Biotechnology, Govt. of India) <i>Jan 2007- Dec 2008</i>
Project Assistant	Stem Cell Facility All India Institute of Medical Sciences, New Delhi, India (funded by Department of Biotechnology, Govt. of India) <i>Aug 2006- Dec 2006</i>

TEACHING AND MENTORING

Courses Taught (Fall 2017-Present)

- Human Anatomy and Physiology
- Principles of Biology: Cellular and Molecular Biology
- Principles of Biology: Genetics
- Current topics in Biology
- Immunology
- Cancer Cell Biology
- Stem Cell Biology
- Molecular Cell Biology
- Genes and human diseases
- Undergraduate Research Experience
- Undergraduate Teaching Experience
- Senior Capstone

Online/Hybrid courses developed and offered (Fall 2017-Present)

- Human Anatomy and Physiology I
- Principles of Biology: Cellular and Molecular Biology
- Principles of Biology: Genetics
- Immunology
- Cancer Cell Biology
- Stem Cell Biology
- Molecular Cell Biology
- Genes and human diseases

Student mentoring (Fall 2012-Present)

<i>Student</i>	<i>Program/Institution</i>	<i>Research project</i>
Evelyn Juarez	Senior Capstone Project/ NNMC	Leptin receptor expression in breast tumors and chromatin modulators: a comparative study
Shae Madrid	New Mexico Alliance of Minority Participation (NM-AMP), New Mexico IDeA Network for Biomedical Research (NM-INBRE)-NISE/ NNMC	Metabolism and Cancer stem cells-A Review Impact of hyperglycemia on <i>C. elegans</i> germline stem cells
Roxanne Lopez	NM-INBRE-NISE/ NNMC	Standardization of BrDU assay for <i>C. elegans</i> germline stem cells Comparative study of Breast tumors with differential expression of intracellular energy sensor, AMPK
Alexandria Vasquez	Senior Capstone Project/ NNMC	Impact of hyperglycemia on germline stem cell apoptosis
Erika Quezada	NM-AMP /Undergraduate Research Experience/ NNMC	Impact of hyperglycemia on germline stem cell proliferation
Erika Santiago	Senior Capstone Project/ NNMC	Impact of hyperglycemia on <i>C. elegans</i> germline stem cells
Sara Pacheco	Undergraduate Research Experience/ NNMC	Hyperglycemia and epigenomic landscape of germline stem cells
		Leptin receptor expression in breast tumors and chromatin modulators: a comparative study

Dorothy Dean	Undergraduate Research Experience/ NNMC	Hyperglycemia and epigenomic landscape of germline stem cells
Sara Tuzel	Senior Capstone Project/ NNMC	Comparative study of Breast tumors with differential expression of intracellular energy sensor, AMPK
Patrick Sanchez	NM-INBRE-NISE/ NNMC	Cancer and Metabolism
Catherine Davis	NM-AMP/ NNMC	Establishment of <i>C. elegans</i> culture for two different strains
Sparks		Establishment of <i>C. elegans</i> culture for two different strains
Phil Duran	NM-AMP/ NNMC	Feeding behavior of <i>C. elegans</i> under hyperglycemic condition
Amar Bhatt	Summer Accelerated Research Program (SARP) for Medical students/ TTUHSC	To identify key microRNAs differentially regulated in parous compared to virgin mammary gland
Jennifer West	SARP/TTUHSC	Investigating microRNAs contributing towards breast cancer risk reduction in short term estrogen treated mammary glands
Viktoria Stewart	SARP/TTUHSC	Role of miR-424 in inducing chemoresistance in cancer cells under hyperglycemia
Gautham Prabhakar	Medical student/TTUHSC	Role of miR-424 in enhanced migratory rates of cancer cells under hyperglycemic conditions
Diego Pedroza	MS student/TTUHSC	To dissect the mechanism of miR- 125a mediated alterations in breast cancer stem cell pool
John Saathoff	MS student/TTUHSC	To identify microRNAs differentially regulated in breast cancer cells under hyperglycemic conditions
Stephanie Jones	MS student/TTUHSC	Role of miR-424 in enhanced migratory rates of cancer cells under hyperglycemic conditions
Alexis Orozco	MS student/TTUHSC	Role of miR-424 in enhanced migratory rates of cancer cells under hyperglycemic conditions
Elizabeth Penner	SABR (Summer Accelerated Biomedical Research) program/TTUHSC	Exosomal miRNAs: key paracrine mediators of breast cancer stem cell expansion

Paloma Munoz

MS student/TTUHSC

Exosomal miRNAs: key paracrine mediators of breast cancer stem cell expansion

RESEARCH PUBLICATIONS*Published Articles (Google scholar citations: 1259)***NCBI URL-** <https://www.ncbi.nlm.nih.gov/myncbi/1vKbBqzBoexQx/bibliography/public/>

- 1) Kakkar A, **Nandy SB**, Gupta S, Bharagava B, Airan B, Mohanty S. **Adipose tissue derived mesenchymal stem cells are better respondents to TGFβ1 for in vitro generation of cardiomyocyte-like cells.** Mol Cell Biochem. 2019 Oct;460(1-2):53-66. doi: 10.1007/s11010-019-03570-3. Epub 2019 Jun 21. PubMed PMID: 31227975.
- 2) Arumugam A, Subramani R, **Nandy SB**, Terreros D, Dwivedi AK, Saltzstein E, Lakshmanaswamy R. **Silencing growth hormone receptor inhibits estrogen receptor negative breast cancer through ATP-binding cassette sub-family G member 2.** Exp Mol Med. 2019 Jan 7;51(1):1-13. doi: 10.1038/s12276-018-0197-8. PubMed PMID: 30617282; PubMed Central PMCID: PMC6323053.
- 3) Mohanty S, Jain KG, **Nandy SB**, Kakkar A, Kumar M, Dinda AK, Singh H, Ray A. **Iron oxide labeling does not affect differentiation potential of human bone marrow mesenchymal stem cells exhibited by their differentiation into cardiac and neuronal cells.** Mol Cell Biochem. 2018 Nov;448(1-2):17-26. doi: 10.1007/s11010-018-3309-9. Epub 2018 Feb 15. PubMed PMID: 29450799.
- 4) **Nandy SB**, Orozco A, Lopez-Valdez R, Roberts R, Subramani R, Arumugam A, Dwivedi AK, Stewart V, Prabhakar G, Jones S, Lakshmanaswamy R. **Glucose insult elicits hyperactivation of cancer stem cells through miR-424-cdc42-prdm14 signalling axis.** Br J Cancer. 2017 Nov 21;117(11):1665-1675. doi: 10.1038/bjc.2017.335. Epub 2017 Oct 12. PubMed PMID: 29024936; PubMed Central PMCID: PMC5729435.
- 5) **Nandy SB**, Lakshmanaswamy R. **Cancer Stem Cells and Metastasis.** Prog Mol Biol Transl Sci. 2017;151:137-176. doi: 10.1016/bs.pmbts.2017.07.007. Epub 2017 Sep 11. Review. PubMed PMID: 29096892.
- 6) Subramani R, **Nandy SB**, Pedroza DA, Lakshmanaswamy R. **Role of Growth Hormone in Breast Cancer.** Endocrinology. 2017 Jun 1;158(6):1543-1555. doi: 10.1210/en.2016-1928. Review. PubMed PMID: 28379395.
- 7) Subramani R, Gonzalez E, **Nandy SB**, Arumugam A, Camacho F, Medel J, Alabi D, Lakshmanaswamy R. **Gedunin inhibits pancreatic cancer by altering sonic hedgehog signaling pathway.** Oncotarget. 2017 Feb 14;8(7):10891-10904. doi: 10.18632/oncotarget.8055. PubMed PMID: 26988754; PubMed Central PMCID: PMC5355232.

- 8) Bracamontes CG, Lopez-Valdez R, Subramani R, Arumugam A, **Nandy S**, Rajamanickam V, Ravichandran V, Lakshmanaswamy R. **The serum protein profile of early parity which induces protection against breast cancer**. *Oncotarget*. 2016 Dec 13;7(50):82538-82553. doi: 10.18632/oncotarget.12757. PubMed PMID: 27769065; PubMed Central PMCID: PMC5347712.
- 9) Arumugam A, Subramani R, **Nandy S**, Powell S, Velazquez M, Orozco A, Galvez A, Lakshmanaswamy R. **Desacetyl nimbinene inhibits breast cancer growth and metastasis through reactive oxygen species mediated mechanisms**. *Tumour Biol*. 2016 May;37(5):6527-37. doi: 10.1007/s13277-015-4468-x. Epub 2015 Dec 4. PubMed PMID: 26637227.
- 10) Kumar A, Mohanty S, **Nandy SB**, Gupta S, Khaitan BK, Sharma S, Bhargava B, Airan B. **Hair & skin derived progenitor cells: In search of a candidate cell for regenerative medicine**. *Indian J Med Res*. 2016 Feb;143(2):175-83. doi: 10.4103/0971-5916.180205. PubMed PMID: 27121515; PubMed Central PMCID: PMC4859126.
- 11) Subramani R, Gonzalez E, Arumugam A, **Nandy S**, Gonzalez V, Medel J, Camacho F, Ortega A, Bonkougou S, Narayan M, Dwivedi Ak, Lakshmanaswamy R. **Nimbolide inhibits pancreatic cancer growth and metastasis through ROS-mediated apoptosis and inhibition of epithelial-to-mesenchymal transition**. *Sci Rep*. 2016 Jan 25;6:19819. doi: 10.1038/srep19819. PubMed PMID: 26804739; PubMed Central PMCID: PMC4726267.
- 12) Gutierrez CM, Lopez-Valdez R, Subramani R, Arumugam A, **Nandy S**, Rajamanickam V, Ravichandran V, Lakshmanaswamy R. **A Breast Tissue Protein Expression Profile Contributing to Early Parity-Induced Protection Against Breast Cancer**. *Cell Physiol Biochem*. 2015;37(5):1671-85. doi: 10.1159/000438533. Epub 2015 Nov 5. PubMed PMID: 26536102.
- 13) Subramani R, Gangwani L, **Nandy SB**, Arumugam A, Chattopadhyay M, Lakshmanaswamy R. **Emerging roles of microRNAs in pancreatic cancer diagnosis, therapy and prognosis (Review)**. *Int J Oncol*. 2015 Oct;47(4):1203-10. doi: 10.3892/ijo.2015.3129. Epub 2015 Aug 21. Review. PubMed PMID: 26314882; PubMed Central PMCID: PMC4583517.
- 14) **Nandy SB**, Arumugam A, Subramani R, Pedroza D, Hernandez K, Saltzstein E, Lakshmanaswamy R. **MicroRNA-125a influences breast cancer stem cells by targeting leukemia inhibitory factor receptor which regulates the Hippo signaling pathway**. *Oncotarget*. 2015 Jul 10;6(19):17366-78. doi: 10.18632/oncotarget.3953. PubMed PMID: 25962054; PubMed Central PMCID: PMC4627314.
- 15) **Nandy SB**, Gangwani L, Nahleh Z, Subramani R, Arumugam A, de la Rosa JM, Lakshmanaswamy R. **Recurrence and metastasis of breast cancer is influenced by**

- ovarian hormone's effect on breast cancer stem cells.** *Future Oncol.* 2015;11(6):983-95. doi: 10.2217/fon.14.301. Review. PubMed PMID: 25760978.
- 16) Subramani R, Lopez-Valdez R, Salcido A, Boopalan T, Arumugam A, **Nandy S**, Lakshmanaswamy R. **Growth hormone receptor inhibition decreases the growth and metastasis of pancreatic ductal adenocarcinoma.** *Exp Mol Med.* 2014 Oct 10;46:e117. doi: 10.1038/emm.2014.61. PubMed PMID: 25301264; PubMed Central PMCID: PMC4221692.
- 17) **Nandy SB**, Mohanty S, Singh M, Behari M, Airan B. **Fibroblast Growth Factor-2 alone as an efficient inducer for differentiation of human bone marrow mesenchymal stem cells into dopaminergic neurons.** *J Biomed Sci.* 2014 Sep 24;21:83. doi: 10.1186/s12929-014-0083-1. PubMed PMID: 25248378; PubMed Central PMCID: PMC4190371.
- 18) **Nandy SB**, Subramani R, Rajamanickam V, Lopez-Valdez R, Arumugam A, Boopalan T, Lakshmanaswamy R. **microRNA alterations in ALDH positive mammary epithelial cells: a crucial contributing factor towards breast cancer risk reduction in case of early pregnancy.** *BMC Cancer.* 2014 Aug 31;14:644. doi: 10.1186/1471-2407-14-644. PubMed PMID: 25176219; PubMed Central PMCID: PMC4167510.
- 19) Arumugam A, Subramani R, **Nandy S**, Lopez R, Boopalan T, Lakshmanaswamy R. **Parity and short-term estradiol treatment utilizes similar cellular mechanisms to confer protection against breast cancer.** *Cell Physiol Biochem.* 2014;34(2):491-505. doi: 10.1159/000363017. Epub 2014 Aug 8. PubMed PMID: 25116349.
- 20) Subramani R, Lopez-Valdez R, Arumugam A, **Nandy S**, Boopalan T, Lakshmanaswamy R. **Targeting insulin-like growth factor 1 receptor inhibits pancreatic cancer growth and metastasis.** *PLoS One.* 2014;9(5): e97016. doi:10.1371/journal.pone.0097016. eCollection 2014. PubMed PMID: 24809702; PubMed Central PMCID: PMC4014591.
- 21) Arumugam A, Agullo P, Boopalan T, **Nandy S**, Lopez R, Gutierrez C, Narayan M, Rajkumar L. **Neem leaf extract inhibits mammary carcinogenesis by altering cell proliferation, apoptosis, and angiogenesis.** *Cancer Biol Ther.* 2014 Jan;15(1):26-34. doi: 10.4161/cbt.26604. Epub 2013 Oct 21. PubMed PMID: 24146019; PubMed Central PMCID: PMC3938520.
- 22) Lopez R, Arumugam A, Joseph R, Monga K, Boopalan T, Agullo P, Gutierrez C, **Nandy S**, Subramani R, de la Rosa JM, Lakshmanaswamy R. **Hyperglycemia enhances the proliferation of non-tumorigenic and malignant mammary epithelial cells through increased leptin/IGF1R signaling and activation of AKT/mTOR.** *PLoS One.* 2013;8(11):e79708. doi: 10.1371/journal.pone.0079708. eCollection 2013. PubMed PMID: 24260287; PubMed Central PMCID: PMC3832533.

- 23) Bhasin A, Srivastava MV, Mohanty S, Bhatia R, Kumaran SS, **Bose S. Stem cell therapy: a clinical trial of stroke.** Clin Neurol Neurosurg. 2013 Jul;115(7):1003-8. doi: 10.1016/j.clineuro.2012.10.015. Epub 2012 Nov 24. PubMed PMID: 23183251.
- 24) **Bose S***, Mohanty S* , Jain KG, Bhargava B, Airan B. **TGFβ1 contributes to cardiomyogenic-like differentiation of human bone marrow mesenchymal stem cells.** Int J Cardiol. 2013 Feb 10;163(1):93-9. doi: 10.1016/j.ijcard.2011.08.003. Epub 2011 Sep 7. PubMed PMID: 21903280 (* Co-first authorship).
- 25) Bhasin A, Srivastava M, Bhatia R, Mohanty S, Kumaran S, **Bose S. Autologous intravenous mononuclear stem cell therapy in chronic ischemic stroke.** J Stem Cells Regen Med. 2012;8(3):181-9. eCollection 2012. PubMed PMID: 24693196; PubMed Central PMCID: PMC3908296.
- 26) Bhasin A, Srivastava MV, Kumaran SS, Mohanty S, Bhatia R, **Bose S**, Gaikwad S, Garg A, Airan B. **Autologous mesenchymal stem cells in chronic stroke.** Cerebrovasc Dis Extra. 2011 Jan-Dec;1(1):93-104. doi: 10.1159/000333381. Epub 2011 Dec 3. PubMed PMID: 22566987; PubMed Central PMCID: PMC3343764.

Published Abstracts

- 1) Lopez R, Dean D, **Nandy S** Comparative study of Breast tumors with differential expression of intracellular energy sensor, AMPK. **San Antonio Breast Cancer Symposium (AACR), Dec 8-11, 2020, Virtual Symposium.**
- 2) Pacheco S, Juarez E, **Nandy S** Leptin receptor expression in breast tumors and chromatin modulators: a comparative study. **San Antonio Breast Cancer Symposium (AACR), Dec 8-11, 2020, Virtual Symposium.**
- 3) Impact of hyperglycemia on germline stem cells. Madrid S and **Nandy S.** **NM INBRE Annual Research Symposium, Las Cruces, July 2019**
- 4) Imaging the *Caenorhabditis elegans* Germline. Shae Madrid, Patrick Sanchez, Phil Duran, Catherine Davis-Sparks, Ulises M. Ricoy, and **Sushmita Nandy.** Department of Biology, Northern New Mexico College. 921 North Paseo de Oñate, Española, NM 87532. **Annual Research and Creativity Symposium, NNMC 2019**
- 5) Impact of abnormal glyceic levels on feeding behavior of *Caenorhabditis elegans*. Phil Duran, Andres Romero, Patrick Sanchez, Catherine Davis-Sparks, Shae Madrid, Ulises M. Ricoy (Ph.D), and **Sushmita Nandy (Ph.D).** Department of Biology, Northern New Mexico College. 921 North Paseo de Oñate, Española, NM 87532. **New Mexico Alliance of Minority Participation Symposium, Las Cruces, 2019**

- 6) Modeling Drug Reward with Invertebrates. Y. Vigil, **S. Nandy** and U. M. Ricoy, Department of Biology, Northern New Mexico College. 921 North Paseo de Oñate, Española, NM 87532. **Society for Neuroscience, 2019.**
- 7) Modeling Drug Reward with Invertebrates. Y. Vigil, S. Nandy and U. M. Ricoy, Department of Biology, Northern New Mexico College. 921 North Paseo de Oñate, Española, NM 87532. **NHSN 2019.**
- 8) **Sushmita B Nandy**, Orozco Alexis, Viktoria Stewart, Stephanie Jones, Gautham Prabhakar, John Saathoff, Arunkumar Arumugam, Ramadevi Reddy, Rajkumar Lakshmanaswamy Decreased miR-424 under hyperglycemia enhances cellular migration. **7th Annual Cancer Symposium. October 2nd, 2015, TTUHSC PLFSOM, El Paso, Texas, USA.**
- 9) **Sushmita B Nandy**, Rene Roberts, Rebecca Lopez-Valdez, Viktoria Steward, Arunkumar Arumugam, Ramadevi Subramani, Rajkumar Lakshmanaswamy Hyperglycemia induced Leptin signaling contributes towards chemoresistance in breast cancer cells. **9th Annual Research colloquium. May 11-14th, 2015, TTUHSC PLFSOM, El Paso, Texas, USA** (Oral presentation).
- 10) Arunkumar Arumugam, **Sushmita Nandy**, Subramani Ramadevi, Rebecca Lopez, Rajkumar Lakshmanaswamy Nimbolide inhibits triple negative breast cancer cell migration and invasion by inhibiting focal adhesion kinase pathway **9th Annual Research colloquium. May 11-14th, 2015, TTUHSC PLFSOM, El Paso, Texas, USA.**
- 11) Arunkumar Arumugam, Danei Romero, **Sushmita Nandy**, Ramadevi Subramani, and Rajkumar Lakshmanaswamy. Nimbolide alters integrin-FAK interaction and actin polymerization to inhibit triple negative breast cancer migration. **9th Annual Research Colloquium May 11-14th, 2015, TTUHSC PLFSOM, El Paso, Texas, USA.**
- 12) Arunkumar Arumugam, Ramadevi Subramani, **Sushmita Nandy**, Sara Powell, Marissa Velazquez, Alexis Orozco, Adriana Galvez and Rajkumar Lakshmanaswamy. Desacetyl nimbinene inhibits growth and metastasis of breast cancer cells through reactive oxygen species mediated mechanisms. **Annual Cancer Prevention Research Institute of Texas Symposium, 2015.**
- 13) Arunkumar Arumugam, Subramani Ramadevi, **Sushmita Nandy**, Rebecca Lopez, Rajkumar L Involvement of ABC family proteins in growth hormone receptor induced chemoresistance in estrogen receptor α negative breast cancer cells. **9th Annual Research colloquium. May 11-14, 2015, TTUHSC PLFSOM, El Paso, Texas, USA.**
- 14) Arunkumar Arumugam, Ramadevi Subramani, **Sushmita Nandy**, Duy Do, Rajkumar Lakshmanaswamy. Parity and short-term estradiol treatment confers protection against breast cancer by suppressing cell survival and migration. **AACR Annual Meeting Apr 18- 22, 2015 Philadelphia, USA.**
- 15) Diego A. Pedroza, Arunkumar Arumugam, **Sushmita Nandy**, Ramadevi Subramani, Thiyagarajan Boopalan, Rajkumar Lakshmanaswamy. Progesterone promotes estrogen

induced mammary tumorigenesis through the activation of nodal and notch signaling. **AACR Annual Meeting Apr 18-22nd, 2015 Philadelphia, USA.**

- 16) Ramadevi Subramani, Arunkumar Arumugam, **Sushmita Bose Nandy**, Elizabeth Gonzalez, Viviana Gonzalez, Sandrine Bonkougou, Andrew Ortega, Rajkumar Lakshmanaswamy. Role of insulin-like growth factor 1 receptor in pancreatic cancer pathogenesis. **Cancer Research 75 (15 Supl): 5055-5055 (AACR Annual Meeting Apr 18- 22nd, 2015, Philadelphia, USA).**
- 17) Ramadevi Subramani, Elizabeth Gonzalez, Viviana Gonzalez, Arunkumar Arumugam, **Sushmita Bose Nandy**, Andrew Ortega, Sandrine Bonkougou, Rajkumar Lakshmanaswamy. Nimbolide-inhibits pancreatic cancer growth and metastasis by ROS mediated apoptosis. **9th Annual Research colloquium. May 11-14th, 2015, TTUHSC PLFSOM, El Paso, Texas, USA.**
- 18) Elizabeth Gonzalez, Ramadevi Subramani, Viviana Gonzalez, Arunkumar Arumugam, **Sushmita Bose Nandy**, Andrew Ortega, Sandrine Bonkougou, Rajkumar Lakshmanaswamy. Nimbolide as an Effective Therapeutic Agent for Pancreatic Cancer. **9th Annual Research colloquium. May 11-14th, 2015, TTUHSC PLFSOM, El Paso, Texas, USA.**
- 19) **Sushmita Nandy**, Arunkumar Arumugam, Rebecca Lopez, Subramani Ramadevi, Hernandez Keziah, Rajkumar Lakshmanaswamy miR-125a-5p modulation impacts breast cancer stem cells partly through LIFR-Hippo signaling. **Annual Breast cancer symposium. October, 2014, TTUHSC PLFSOM, El Paso, Texas, USA (Oral presentation).**
- 20) Rebecca Lopez, Rene Roberts, **Sushmita Nandy**, Ramadevi Subramani, Arunkumar, Arumugam, Harish Kalyani, Rajkumar Lakshmanaswamy, Ph.D. Hyperglycemia-Induced Leptin Signaling Enhances Expression of Oncogenic microRNAs and microRNAs Governing Stem Cell Self-Renewal in Normal and Malignant Breast Epithelial Cells. Oral Presentation. **8th Annual Research colloquium. May 5-8th, 2014, TTUHSC PLFSOM, El Paso, Texas, USA.**
- 21) Arunkumar, Arumugam, Ramadevi Subramani, **Sushmita Nandy**, Rebecca Lopez, Rajkumar Lakshmanaswamy. Involvement of ABC family proteins in growth hormone receptor induced chemoresistance in estrogen receptor α negative breast cancer cells. **8th Annual Research colloquium. May 5-8th, 2014, TTUHSC PLFSOM, El Paso, Texas, USA.**
- 22) Arunkumar Arumugam, Ramadevi Subramani, **Sushmita Nandy**, Rebecca Lopez-Valdez, and Rajkumar Lakshmanaswamy. Growth hormone receptor silencing sensitizes triple negative breast cancer cells to chemotherapy **Breast Cancer Symposium, 2014, San Antonio, Texas, USA.**
- 23) Arunkumar, Arumugam, Ramadevi Subramani, **Sushmita Nandy**, Rebecca Lopez, Thiyagarajan Boopalan, Rajkumar Lakshmanaswamy. Growth Hormone Receptor Silencing Enhances the Sensitivity of Breast cancer cells to chemotherapy by inhibiting MDR1 and BCRP. **Endo 2014, Chicago, USA.**
- 24) Ramadevi Subramani, Rebecca Lopez, Arunkumar Arumugam, **Sushmita Nandy**, Thiyagarajan Boopalan, and Rajkumar Lakshmanaswamy. Pancreatic ductal adenocarcinoma

growth and metastasis is inhibited by silencing Growth hormone receptor. **8th Annual Research colloquium. May 5-8th, 2014, TTUHSC PLFSOM, El Paso, Texas, USA.**

- 25) Ramadevi Subramani, Rebecca Lopez, Arunkumar Arumugam, **Sushmita Nandy**, Thiyagarajan Boopalan, and Rajkumar Lakshmanaswamy. Dynamic role of insulin-like growth factor 1 receptor in pancreatic cancer growth and metastasis. **8th Annual Research colloquium. May 5-8th, 2014, TTUHSC PLFSOM, El Paso, Texas, USA.**
- 26) Rebecca Lopez, Rene Roberts, **Sushmita B Nandy**, Ramadevi Subramani Reddy, Arun Kumar Arumugam, Thiyagarajan Boopalan, Rajkumar Lakshmanaswamy Hyperglycemia-Induced Leptin Signaling Enhances Expression of Oncogenic microRNAs and microRNAs Governing Stem Cell Self-Renewal in Normal and Malignant Breast Epithelial Cells **Endo 2014, Chicago, USA. (Awarded the Presidential Award)**
- 27) Arunkumar Arumugam, Ramadevi Subramani Reddy, **Sushmita B Nandy**, Rebecca Lopez, Thiyagarajan Boopalan, Rajkumar Lakshmanaswamy Growth Hormone Receptor Silencing Enhances the Sensitivity of Breast Cancer Cells to Chemotherapy By Inhibiting MDR1 and BCRP **Endo 2014, Chicago, USA.**
- 28) Ramadevi Subramani, Rebecca Lopez, Thiyagarajan Boopalan, Arunkumar Arumugam, **Sushmita Nandy**, and Lakshmanaswamy Rajkumar Growth hormone receptor: An oncotarget for pancreatic ductal adenocarcinoma **Endo 2014, Chicago, USA.**
- 29) Ramadevi Subramani, Rebecca Lopez, Arunkumar Arumugam, **Sushmita Nandy**, Thiyagarajan Boopalan and Lakshmanaswamy Rajkumar Targeting insulin-like growth factor 1 receptor inhibits pancreatic cancer growth and metastasis **Endo 2014, Chicago, USA.**
- 30) Jennifer West, **Sushmita Nandy**, Rajkumar Lakshmanaswamy Profiling microRNA: Unlocking the Secret of Breast Cancer Protection **8th Annual Research colloquium. May 5-8th, 2014, TTUHSC PLFSOM, El Paso, Texas, USA.**
- 31) Kakkar, Anupama, Mohanty, Sujata, **B Nandy Sushmita**, Bhargava, Balram, Airan, Balram Role of cardiac Biopsy derived conditioned media in modulating bone marrow derived Mesenchymal stem cells towards cardiomyocytes like cells **International Society for Stem Cell Research, 2014.**
- 32) Mohanty Sujata, Singh Manisha, **B Nandy Sushmita** FGF2: An independent and efficient inducer of Dopaminergic Neurons derived from Human Bone Marrow Mesenchymal stem cells **International Society for Stem Cell Research, 2014.**
- 33) **Sushmita Nandy**, Arunkumar Arumugam, Jacqueline Parada, Thiyagarajan Boopalan, Rebecca Lopez, Christina Gutierrez, Pamela Agullo and Rajkumar Lakshmanaswamy Molecular alterations in the mammary stem cells in response to pregnancy or short-term estradiol treatment lead to reduced risk of breast cancer **AACR, April 6-10th, 2013, Washington, DC, USA.**
- 34) **Sushmita Nandy**, Arunkumar Arumugam, Jacqueline Parada, Thiyagarajan Boopalan, Rebecca Lopez, Christina Gutierrez, Pamela Agullo and Rajkumar Lakshmanaswamy Possible

regulation of mammary epithelial stem cell behavior in nulliparous and parous glands by microRNAs: a global microRNA transcriptome analysis **7th Annual Research colloquium. April 29th- May 1st, 2013, TTUHSC PLFSOM, El Paso, Texas, USA.**

- 35) **Sushmita Nandy**, Arunkumar Arumugam, Thiyagarajan Boopalan, Rebecca Lopez, Christina Gutierrez and Rajkumar Lakshmanaswamy Persistent alteration of microRNA expression in hypothalamo-pituitary axis results in the reduction of breast cancer risk **Endo, 2013, USA (Nominated for the Presidential Award)**
- 36) Thiyagarajan Boopalan, Arunkumar Arumugam, **Sushmita Nandy**, Rebecca Lopez, Ramadevi Subramani, Keziah Hernandez and Rajkumar Lakshmanaswamy. Progesterone activates Gli-1 through USF-1 in estrogen induced mammary carcinogenesis. **BioMed symposium 2013, El Paso, Texas, USA.**
- 37) Thiyagarajan Boopalan, Arunkumar Arumugam, Rebecca Lopez, **Sushmita Nandy**, Ramadevi Subramani, Keziah Hernandez and Rajkumar Lakshmanaswamy. Gedunin inhibit pancreatic cancer cell lines through induction of autophagy and inhibition of mTOR pathway. **BioMed symposium 2013, El Paso, Texas, USA.**
- 38) Rebecca Lopez, Pamela Agullo, Arunkumar Arumugam, **Sushmita Nandy**, Thiyagarajan Boopalan, Ramadevi Subramani, Keziah Hernandez, and Rajkumar Lakshmanaswamy. Diabetic” and “obese” in vitro conditions enhance proliferation of both non-tumorigenic and malignant breast epithelial cells through increased leptin signaling and activation of PI3K and AKT/mTOR signaling pathways. **BioMed symposium 2013, El Paso, Texas, USA.**
- 39) Arunkumar Arumugam, Thiyagarajan Boopalan, **Sushmita Nandy**, Rebecca Lopez, Ramadevi Subramani, Keziah Hernandez and Rajkumar Lakshmanaswamy. Targeting Growth Hormone Receptor Reduces HER2 Positive Breast Cancer. **BioMed symposium 2013, El Paso, Texas, USA.**
- 40) Arunkumar Arumugam, **Sushmita Nandy**, Rebecca Lopez, Thiyagarajan Boopalan, Ramadevi Subramani, Keziah Hernandez and Rajkumar Lakshmanaswamy. Delaying Promotion and Progression of Breast Cancer Using Short-term Treatment with Pregnancy Levels of Estradiol. **BioMed symposium 2013, El Paso, Texas, USA.**
- 41) Rebecca Lopez, Pamela Agullo, Arunkumar Arumugam, **Sushmita Nandy**, Thiyagarajan Boopalan, Ramadevi Subramani, Keziah Hernandez, and Rajkumar Lakshmanaswamy. Hyperglycemia enhances the proliferation of normal and malignant breast epithelial cells via increased leptin signaling and activation of mTOR. **BioMed symposium 2013, El Paso, Texas, USA.**
- 42) Ramadevi Subramani, Rebecca Lopez, Arunkumar Arumugam, **Sushmita Nandy**, Thiyagarajan Boopalan, Keziah Hernandez and Rajkumar Lakshmanaswamy. Targeting insulin-like growth factor 1 receptor inhibits pancreatic cancer growth and metastasis. **BioMed symposium 2013, El Paso, Texas, USA.**

- 43) Arunkumar Arumugam, Maricarmen Stout, Cathy Tsin, Amar Bhat, Taylor Yong, Christina Gutierrez, **Sushmita Nandy**, Rebecca Lopez Thiyagarajan Boopalan and Rajkumar Lakshmanaswamy. Short-term treatment with pregnancy levels of estradiol prevents breast cancer by delaying promotion and progression. **Proceedings of the 104th Annual Meeting of the American Association for Cancer Research; 2013, Apr 6-10; Washington DC.**
- 44) Sujata Mohanty, **Sushmita Bose**, Balram Bhargava, Balram Airan Evaluation of transcription factors and chromatin remodeling complex responsible for contraction in cardiomyocytes derived from human bone marrow mesenchymal stem cells **International Society for Stem Cell Research, 2012.**
- 45) Krishan Gopal Jain, Sujata Mohanty, **Sushmita Bose**, Himi Singh, Alok R Ray, Balram Airan. Culture and Differentiation of Mesenchymal Stem Cells into Osteoblasts over Chitosan Based Biocomposite Scaffold For Bone Tissue Engineering. **Keystone Symposia (Regenerative Tissue Engineering and Transplantation), 2012.**
- 46) Sujata Mohanty, Krishan Gopal Jain, **Sushmita Bose**, Himi Singh, Manoj Kumar, Harpal Singh, AK Dinda, Gurpreet Gulati, HemlataVerma, T K Das, Balram Bhargava, Balram Airan. Efficient Labeling of Human Mesenchymal Stem Cell with Iron Oxide Nano particles for in vivo tracking. **International Society for Stem Cell Research, 2011.**
- 47) Sujata Mohanty, **Sushmita Bose**, Pooja Teotia, Balram Bhargava, Balram Airan. Generation of Dopaminergic Neurons from Bone Marrow derived Adult Human Mesenchymal Stem Cells: possible role of pax6. **International Society for Stem Cell Research, 2009.**
- 48) Mohanty Sujata, **Bose Sushmita**, Kumar Anil, Kanthaiyah Y V, Sharma Shweta, Jain K G, Airan Balram, Venugopal P. Surface Marker Profiling of Human Bone Marrow Derived Mesenchymal Stem Cells (MSC) during in vitro Expansion **International Society for Stem Cell Research, 2008.**
- 49) KG Jain, Sujata Mohanty, Alok R Ray, **Sushmita Bose** Differentiation of bone marrow derived mesenchymal stem cells into osteoblast and formation of calcified extracellular matrix nodule. **Indo-US Workshop on Ceramics for Medical Applications, Indian Institute of Technology, Chennai, India 2007.**
- 50) Sujata Mohanty, **Sushmita Bose**, Shweta Sharma, KG Jain et al. Establishment & expansion of Human Mesenchymal Stem Cells (hMSC) culture without the use of growth factors. **Annual meeting of SCRFI and International conference on stem cells, Bangalore, India 2007.**
- 51) Sujata Mohanty, KG Jain, **Sushmita Bose**, Anil Kumar et al. Hematopoietic stem cell banking: AIIMS experience. **Annual meeting of SCRFI and International conference on stem cells, Bangalore, India 2007.**
- 52) Sujata Mohanty, **Sushmita Bose**, KG Jain, P Venugopal et al. Short term cryopreservation of stem cells: Search for cost effective and optimum cryoprotectant cocktail. **Asia Pacific Association of the Surgical Tissue Banks, Mumbai, India 2006.**

53) P Sharma, L Kumar, S Mohanty, **S Bose**, V Kochupillai Does BCR-ABL transcript type predict cytogenetic response to imatinib mesylate in chronic phase, chronic myeloid leukemia patients? **ASCO Annual Meeting Proceedings 25(18_Suppl); 7043.**

INVITED TALKS

- Snapshot of my research: Cancer stem cells and metabolism. NNMC Faculty Senate, March 05, 2021
- Cancer stem cells: the force behind cancer peril. Dept. of BCES, Northern New Mexico College, Espanola, NM, 26th Feb, 2016
- Stem cells and cancer. Graduate School of Biomedical Sciences, TTUHSC, El Paso, 26th August, 2015.
- Hyperglycemia induced leptin signaling contributes towards chemoresistance in breast cancer cells. 9th Annual Research Colloquium, TTUHSC, El Paso, 14th May, 2015.
- Targeting breast cancer stem cells. 8th Annual Breast Cancer symposium, TTUHSC, El Paso, 24th Oct, 2014.

CONFERENCES/WORKSHOP ATTENDED

- Team Spirit Workshop, April 5, 2020
- Shifting Attitudes and Finding Allies: An Interpersonal Approach to Ending Prejudice, April 16, 2021
- NIH workshop: Childhood obesity, April 29-30, 2021
- Accelerated Learning Conference, Amarillo College, April 26-28, 2021
- Epigenetics in Cancer Symposium, Feb 15-17, 2021
- UTEP Building Scholar Annual Symposium, September 2020
- HSI Grantsmanship Workshop, Summer 2020
- Online Teaching course, CNM, Summer 2020
- NISBRE, 2020 (Cancelled)
- cBioportal Instructional Webinar series, April 30-May 28 (Thursdays), 2020
- AACR Virtual Conference, April 27-28, 2020
- Professional Proposal Writing Comprehensive Online Course- Grant Training Center; Sept -Dec 2019
- NNMC Annual Research Symposium, 2019
- Classroom Management, March 29, 2019
- 3rd Annual Single Cell Genomics Workshop-Satija Lab; Mar 22, 2019
- Forecasting the future: Setting yourself up with trustworthy data- conducted by ASBMB
- Developing the NIH-Wide Strategic Plan for Fiscal Years 2021-2025 (March 9)

- NIH Building Scholar Annual Consortium Meeting at UTEP (Sept 27-28, 2019)
 - a. Poster session judge for undergraduate/ graduate students research presentations
- NSF CAREER Webinar (May 2019)
- TTUHSC, Research Colloquium, El Paso, 2014
- ENDO, San Diego, 2013
- AACR, Washington D.C, 2013
- TTUHSC, Research Colloquium, El Paso, 2013
- Basics of Biostatistics, AIIMS, N. Delhi, India, 2008
- Flow Cytometry Workshop, BD Biosciences, Gurgaon, India, 2007
- CME On Stem Cell Therapy, AIIMS, N. Delhi, India, 2005

WORKSHOP CONDUCTED

- Summer STEM workshop for Middle/High School Students- “Virus to Vaccines and everything in between”; in collaboration with NNMC Upward Bound Program; Summer 2021

HONORS AND AWARDS

- Awarded Faculty summer sabbatical by NIH-UTEP BUILDing Scholar, 2019
- Poster presentation at ENDO, 2014 awarded the Presidential Award (co-author)
- TTUHSC Colloquium, 2014, Honorable Mention for Poster Presentation
- Manuscript (Intl J Cardiology), 2013 nominated for “AIIMS Best Scientific Paper: Basic”, 2013
- Poster presentation at ENDO, 2013 nominated for Presidential Award
- Indian Council of Medical Research, India funded Senior Research Fellow, 2009
- Department of Biotechnology, India funded Junior Research fellow, 2007

PROFESSIONAL MEMBERSHIPS

- Member, American Association for Advancement of Science (AAAS)
- Member, American Society for Biochemistry and Molecular Biology (ASBMB)
- Associate member, American Association for Cancer Research (AACR)
- Associate member, Endocrine Society (ENDO)

COMMITTEE SERVICES

- BCES Departmental Senator; NNMC Faculty Senate; Fall 2018- Summer 2021
- Vice-Chair, NNMC Institutional Animal Care and Use Committee (IACUC); 2019-Present
- Member, NNMC Academic Standard Committee; 2017-Present

- Member, Shared Governance, *Fall 2020-Present*
- Member, Faculty Search Committee, Department of Sociology, NNMC; *Summer 2020*
- Member, Faculty Search Committee, Radiation Protection Program, NNMC; *Fall 2019*
- Member, Distance Education Committee, NNMC; *Fall 2019*
- Member, Institutional Research Board (IRB); *Fall 2018-Summer 2019*
- Member, CLAS Committee; *Fall 2017*

EDITORIAL/REVIEWER SERVICES

- Topic Editor, *Life (MDPI Journal)*; *Feb 2021-Present*
- Grant Reviewer, Health Research Council (HRC), New Zealand
- SACNAS, 2020
- AHSIE, 2021 13th Annual Best Practices Conference proposal reviewer
- Reviewer, *Cancer*
- Reviewer, *Biology*
- Reviewer, *Cancer Cell International*
- Reviewer, *Breast Cancer: Targets and Therapy*
- Reviewer, *PLOS One*
- Reviewer, *Cancer Letters*
- Reviewer, *Pharmacological Reports*

GRANTS

Current Support

<i>Grant/ Role/Time period</i>	<i>Funding Agency/ Grant Identifier #</i>	<i>Budget</i>
Biology and Environmental Science Training/ Principal Investigator (since Fall 2019)/ <i>2016-2021</i>	National Science Foundation/ 1562008	\$999,999
Analysis of T-cell movement within various tissues/ Collaborator/ <i>2019-2023</i>	NIH through NM-INBRE/Parent Grant #8P20GM103451	\$124,100
NM-INBRE/ Principal Investigator/ 1 year/ 2021	NIH through NM-INBRE	\$22,000

Pending Support

<i>Grant/ Role</i>	<i>Funding Agency/ Grant #</i>	<i>Budget</i>
USDA/ Collaborative/ Lead Collaborator (NNMC)/ 5 years	USDA	\$ 100,000

Previous Support

<i>Grant/ Role</i>	<i>Funding Agency/ Grant #</i>	<i>Budget</i>
Equipment Award/2019 (in collaboration with NNMC Liaison)	NIH-NM-INBRE	\$ 25,000
Equipment Award/ 2020 (in collaboration with NNMC Liaison)	NIH-NM-INBRE	\$ 25,000
Confocal Microscopy training grant	NIH-NM-INBRE	\$11,00
Course release	NIH-NM-INBRE	\$6,000
UTEP Building Scholar-Faculty Summer Sabbatical	NIH-UTEP Building Scholar	\$14,000
R15/ Principal Investigator/2019/ “Study of germline epigenome and the role of SET domain genes in response to a deviated metabolic state”	NIH/ AN:4322209	\$300,000 (not funded)

EDUCATION

Ph.D. in Biology, 2013, University of New Mexico, Albuquerque, NM

Thesis advisor: Astrid Kodric–Brown, Ph.D.

Dissertation: Sympatric speciation is reinforced by predation, parasite load, reproductive character displacement, and sexual selection in two species flocks of pupfish (*Cyprinodon spp*)

B.S. in Psychology, 2006, University of New Mexico, Albuquerque, NM

POSITIONS

Northern New Mexico College, Espanola, NM, Assistant Professor, tenure–track Aug 2017 – **Present**

Los Alamos National Laboratory, Los Alamos, NM, Guest Scientist Mar 2019 – **Present**

University of New Mexico, Albuquerque, Adjunct Research Assistant Professor Aug 2013 – **Present**

University of Maryland, University College, Germany, Italy, Assistant Professor, Aug 2015 – Aug 2017

University of Nebraska, Lincoln, Lincoln, Nebraska, Postdoctoral Researcher Jan 2014 – July 2014

University of New Mexico, Albuquerque, NM, Graduate Teaching Assistant Aug 2007 – Aug 2013

MAJOR ACCOMPLISHMENTS

- **Mentored** multiple NNMC students who have successfully entered post–graduate programs such as B.A.–M.D. at UNM, D.V.M. at Oregon State University, and M.S. at either Indiana University, Bloomington or Oklahoma State University and have received highly–competitive summer research programs with 10 slots available for 1,000s of applicants
- **Started and chair** the Institutional Animal Care and Use Committee (IACUC) at Northern New Mexico College, which includes recruiting a Doctor of Veterinarian Medicine, an external community member, and internal members to serve on our committee.
- **Received Federal Assurance** through the Public Health Service which is required to receive any federal grant money for research on vertebrate animal. UNM, NMSU, and NM–Tech are currently the only higher educational institutions who hold federal assurances in NM.
- **Received \$\$162,500** for up to 5 years (\$25,000 per year plus \$7,500 in indirect costs to the college = \$32,500/year) through NM–INBRE to conduct research in my lab
- **Sent 3 students to internships** at Los Alamos National Laboratory to work on our collaborative research project examining the gut microbiome of fish
- Started an NNMC’s **first** fish research laboratory.
- Took 2 NNMC undergraduates to the Bahamas on **NNMC’s first international research and collection trip**

TEACHING EXPERIENCE

August 2017 – present: Assistant Professor, tenure–track, Northern New Mexico College
Designed, planned, and executed curriculum, lectures, activities, and assessments.

- Introduction to Biology, Biol 1110/L
- Evolution, Biol 3301
- Evolution and Ecology lecture and lab, Biol 2203/L
- Plant and Animal Form and Function lecture and lab, Biol 2204/L
- Environmental Science lecture and lab, ES 1110/L
- Biopsychology, Biol 3399
- Animal Nutrition, Biol 3399
- Animal Behavior, Biol 4405
- Evolution, Ecology, and Behavior of Fishes Seminar, Biol 4499
- Evolution and Sexual Selection Seminar, Biol 4499
- Evolution and Life History Seminar, Biol 4499
- Speciation Seminar, Biol 4499

August 2015 – Aug 2017 – Assistant Professor, University of Maryland, University College–Europe
Designed, planned, and executed curriculum, lectures, activities, and assessments.

- General Biology, Biol 101 and 102
- Introduction to Environmental Science, ES 211 and 212
- Biological Basis of Human Behavior, Psych 301
- Psychology of Human Sexuality, Psych 332
- Nutrition, Nutr 100

Summer 2015 – Central NM Community College, Albuquerque, NM

Designed, planned, and executed curriculum, lectures, activities, and assessments.

- Anatomy and Physiology and Laboratory Component, (Biol 2110 and 2111)

Aug 2007 – Aug 2013: Graduate Teaching Assistant, Department of Biology, University of New Mexico, Albuquerque, NM.

Designed and planned curriculum, designed lectures and activities, lectured, graded assignments and designed quizzes and final exams in:

- Ethology, Biol 455
- Evolution of Human Sexuality, Biol 365

Designed course curriculum, set up labs, lectured, created and graded assignments and tests, conducted field trips, and graded final projects in:

- Cellular Biology, Biol 201L
- Genetics, Biol 202L
- Evolution and Ecology, Biol 203
- Plant and Animal Physiology, Biol 204

Graded assignments, tutored students in:

- Evolutionary Genetics, Biol 437

TEACHING PHILOSOPHY

In my lecture and laboratory courses I employ **active learning methodologies** to lead students to ask and answer their own questions. I accomplish this by utilizing the following scientifically validated steps:

- **facilitate contact** between students and teachers by being approachable, friendly, interesting and excited about the subject at hand
- **develop reciprocity and cooperation** among students by encouraging teamwork, leading group activities, praising self-forming groups, allowing each student to contribute what they have learned to the group
- **encourage active learning** by using examples and leading the students in coursework where they create and develop questions that they then use to test hypotheses
- **lecture, test, discuss, and retest.** Student learning and retention is significantly increased when students are presented with knowledge, immediately tested on the material, given time to then discuss their answers with their peers and then retested. I implement this strategy in my courses by introducing material, giving clicker quizzes, showing the class the results of the quiz, allowing 5 minutes of discussion and then retesting the class with the clicker quiz. The material learned in this manner is retained better than traditional lecture format and students perform better on course evaluations, such as quizzes and tests.
- **journaling and reflecting.** Revisiting materials and then mentally manipulating the information allows for higher information retention rates. My students keep a journal in which they summarize the topics discussed in the class that day, summarize the weekly readings, discuss how the material is applicable to them, and answer open ended questions posed to them during lecture

My student evaluations reflect my teaching philosophy, I am consistently ranked highly on measures such as “Leads me to answer my own questions,” “Expects excellence,” and “Stimulates Interest”. My average course evaluations at NNMC are 4.65 out 5.

ACTIVE LEARNING

I have participated in the following active learning courses where I have learned techniques on how to incorporate active learning in the classroom:

- A Conversation for Future Faculty About Teaching, Instructed by William Wood, MCD Biology, University of Colorado
- Changing the Way We Teach: Why We Should & How We Can, Instructed by William Wood, MCD Biology, University of Colorado
- Active Learning, Student-Centered Teaching, & Departmental Change, Instructed by William Wood, MCD Biology, University of Colorado
- Learner Centered Classroom, University of New Mexico Active Learning Center

MENTORING

Beyond teaching, I actively mentor and supervise undergraduates. My mentees perform research in my laboratory and with my collaborators at LANL where they learn about the scientific method by actively participating in and designing research, have been. My students have presented a series of posters and talks on the work they have done at both region and international scientific meetings. I have written up collaborative projects with undergraduate mentees, which are under review for publication.

My mentoring style includes: **enthusiasm** about the questions my mentees are addressing; **sensitivity** to mentees' desires and goals; **appreciation** of individual differences, **respect** of my mentees, their time, energy and knowledge; **balancing** direction and self-direction by allowing mentees to develop their own interests while maintaining an encouraging force that assists mentees in finishing their tasks and addressing their learning goals; **supporting** mentees as they find their own goals, interests and desires.

PROFESSIONAL SERVICE & ORGANIZATIONS

2020 – present	Committee Member, 8–week Course Implementation Committee, NNMC
2019 – present	Chair , Educational Policy Committee, NNMC
2019 – present	Attendee, Sharing Governance Group, NNMC
2019 – present	Union CBA Negotiator , AFT-NFEE, NNMC
2019 – 2018	Presenter at NM EXPO fair, NNMC
2018 – present	Chair , Institutional Animal Care and Use Committee, NNMC
2018 – 2019	Faculty Mentor, High school student through Upward Bound, NNMC
2018 – 2018	Committee Member, Academic Structure Adhoc Committee, NNMC
2018 – summer	Faculty mentor, Upward Bound Summer Ant STEM Camp, NNMC
2018 – 2019	Faculty Mentor, STEM Mentor Collective, NNMC
2017 – 2018	Committee Member, Education Policy Committee, NNMC
2017 – present	Committee Member, Undergraduate Curriculum Committee, NNMC
2017 – present	recruit external, professional speakers to BCES Seminar Series, NNMC
2017–present	Peer reviewer: Current Zoology
2014–present	Peer reviewer: Journal of Evolutionary Biology
2014–present	Peer reviewer: Biological Journal of the Linnean Society
2012–present	Peer reviewer: Evolutionary Biology
June 2012	Conference organization: Animal Behavior Society, Albuquerque, NM
June 2012	Conference organization: Human Behav. & Evol. Society, Albuquerque, NM
June 2012	Symposium organization: Brown2fest, Albuquerque, NM
2012	UNM Pre–Graduate Mentoring Program mentor
April 2011	Research Day, University of New Mexico undergrad poster organization
2010–2012	Mentor, Undergraduate Opportunities (NSF–DEB 0731350)
2007–2012	Reviewer, Graduate Resource Allocation Committee (GRAC) grant

FELLOWSHIPS, GRANTS & AWARDS

- 2022 Submitted: **\$131,407** to NNMC across 4 years as a multi-institutional collaboration titled: National Science Foundation: Collaborative Research: EDGE CMT: Predicting the evolution of disease resistance across heterogeneous landscapes.
- 2021 **Received: \$162,500** across 5 years (\$25,000 per year plus \$7,500 in indirect costs to the college = \$32,500/year) NM-INBRE Developmental Research Project Program (DRPP) to examine the role of Major Histocompatibility Complex (MHC), microbiota, and behavior in sympatric speciation of pupfishes
- 2021 **Received: \$10,000** NM-INBRE Sequencing and Bioinformatics Core (SBC) to perform analytics on microbiome and MHC data derived from above research
- 2021 Submitted **\$100,000**: 5-year collaboration plan with Dr. Sushmita Nandy, NNMC and Bowie State University to United States Department of Agriculture Sustainable, Agricultural Systems
- 2021 Resubmitted with improvements made from reviewer comments: **\$960,000** to NSF 18-586 in collaboration with Los Alamos National Laboratory and the NM Consortium to examine the role of MHC, microbiota, and behavior in sympatric speciation of pupfishes
- 2019 Submitted: **\$960,000** to National Science Foundation F 18-586 in collaboration with Los Alamos National Laboratory and the NM Consortium to examine the role of MHC, microbiota, and behavior in sympatric speciation of pupfishes
- 2018 Travel grant, BCES, Northern New Mexico College; \$6,000
- 2013 Office of Graduate Students Research Allocations, University of New Mexico; The role of salinity in female mate choice in a sympatric species of Bahamian pupfish; \$400
- 2013 Biology Graduate Student Association, Graduate Research Allocations Committee, University of New Mexico. Parasite load and female mate choice in sympatric; \$400
- 2012 Office of Graduate Students Research, Project, Travel award, University of New Mexico: The role of salinity in female mate choice in a sympatric species of Bahamian pupfish; \$750
- 2011 Gerace Research Center research award, Gerace Research Center, The Bahamas: The role of frequency-dependent predator-prey interactions in a sympatric species of Bahamian pupfish; \$800
- 2011 Office of Graduate Students Research, Project, Travel award, University of New Mexico: The role of frequency-dependent predator-prey interactions in a sympatric species of Bahamian pupfish; \$750
- 2010 Student Conference Award Program Scholarship, University of New Mexico: Travel to present evolution of bird brain research at Animal Behavior conference; \$600
- 2009 Grove Research Scholarship, University of New Mexico: Mate choice of pupfish; \$1000
- 2009 Student Conference Award Program Scholarship, University of New Mexico: travel to attend conference; \$600
- 2008 Grove Research Scholarship, Uni. of NM: MHC regulation of mate choice; \$750

RESEARCH INTERESTS

I have broad evolutionary interests and use both ultimate and proximate approaches across taxa and levels of organization to address both my and my mentees' questions. I am keenly interested in the role of life histories, sexual selection, character evolution and their interactions across and within taxa. I am also interested in the behavioral mechanisms that underlie speciation. In collaboration with Los Alamos National Laboratories (LANL), I am currently working on the interactions between gut microbiota, immune system genetics, bioinformatics, and organismal behavior of fishes.

I use different methods to address my questions. I use careful experimental design to examine behavioral mechanisms and quantitative approaches to examine important selective pressures in a system. When behavioral tools are not available, I use quantitative methods such as comparative phylogenetic analysis, geometric morphometrics, categorical and regression trees, and other statistical tools.

RESEARCH EXPERIENCE

Design, run, collect and analyze data for the purpose of exploring the relationship between ecology, behavior, evolutionary history, and life histories of pupfish (*Cyprinodon* spp). Additionally, I examine the relationship between life history strategies and brain size evolution in birds. My projects include:

- The gut microbiome of various populations of pupfishes and how that relates to the maintenance and formation of species
- The evolution of brain size in birds using principal component analysis, phylogenetic packages in R, and regression trees.
- The role of predator frequency on sympatric speciation in pupfish using standard binary mate choice behavioral trials,
- The relationship between microbiota, MHC, and behavior in reproductive isolation in sympatric pupfishes
- Female mate choice and parasite load in pupfish using histopathological techniques,
- Geometric morphometrics in sympatric pupfish,
- The effects of salinity on growth, osmoregulation ($\text{Na}^+/\text{K}^+-\text{ATPase}$), reproductive investment, and swimming performance in pupfish;
- The relationship between environment, genotype, phenotype and behavior in green swordtail (*Xiphophorus helleri*)

PUBLICATIONS

*denotes undergraduate author, ** denotes high school author

SELECTED POSTERS

- Gutierrez, J.^{1,2*}, Gonzalez, E.^{1,2,3*} Martinez, S.^{1,4}, Hovde, B.¹, Dichosa, A.¹, **West, RJD**^{2,3}, (2020) Differences in the Gut Microbiome Diversity Between Sympatric Sister Species of Pupfish. ¹Los Alamos National Laboratory; ²Northern New Mexico College, ³University of New Mexico, ⁴NM State University. Animal Behavior Society Conference.
- Gutierrez, J.^{1,2*}, Gonzalez, E.^{1,2*} Martinez, S.¹, Hovde, B.¹, Dichosa, A.¹, **West, RJD**² (2020) Differences in the Gut Microbiome Diversity Between Sympatric Sister Species of Pupfish. ¹Los Alamos National Laboratory; ²Northern New Mexico College, LANL Student Symposium.
- Madrid, J.*Herrera, R.*, Justus, M.*, Osmus, M.*, West, RJD (2019). Social Preference of *Cyprinodon desquamator* from Crescent Lake. NM Alliance for Minority Participation Student Conference (NM-AMP).
- Gutierrez, J.^{2*}, Gonzalez, E.^{1,2*}, Madrid, J.* Justus, M.*, Robinson, S.***, Hovde, B.¹, Dichosa, A.¹, **West, RJD**² (2019) Linking evolutionary speciation and behavioral traits in *Cyprinodon spp.* utilizing next gen sequencing of the gut microbiome. ¹Los Alamos National Laboratory; ²Northern New Mexico College, NM-INBRE Student Research Symposium.
- Gonzalez, E.^{1,2*}, Gutierrez, J.^{2*}, Martinez, S.^{1*}, Kumar, A.¹, **West, RJD**², Hovde, B.¹, Dichosa, A.¹ (2019) Linking evolutionary speciation and behavioral traits in *Cyprinodon spp.* utilizing next gen sequencing of the gut microbiome. ¹Los Alamos National Laboratory; ²Northern New Mexico College, LANL Student Symposium.
- **West, RJD**, Kodric-Brown, & Reade, A* (2017) Both reproductive and ecological character displacement involved in sympatric speciation in three pupfish species (*Cyprinodon*). February 2017 **Gordon Research Conferences on Speciation**.
- Madrid, J.*, Herrera, R.*, Justus, M.*, Osmus, M.*, **West, RJD**. (2019) Social preferences of *Cyprinodon desquamator* from Crescent lake. NM-AMP, Undergraduate Research Conference, Los Cruces, NM.
- Gonzalez E*, Madrid J*, **West RJD** (2018) Microbiota and mate choice in pupfishes from Reckley Pond. NM-INBRE Symposium, Albuquerque, NM.
- Madrid J*, Gonzalez E*, **West RJD** (2018) Microbiota and mate choice in pupfishes. NM-AMP, Undergraduate Research Conference, Los Cruces, NM.
- **West, RJD**, LaPatra, S, and Salinas, I (2013) The effect of parasite load on female mate choice in a sympatric flock of pupfish Annual meeting for the Animal Behavior Society Conference.
- Reade, A*, **West, RJD**, Kodric-Brown, A (2012) Differences in body shape in a sympatric species flock of pupfish Poster Annual meeting for the Animal Behavior Society Conference.
- Reade, A*, **West, RJD**, Kodric-Brown, A (2012) Differences in body shape in a sympatric species flock of pupfish Poster Research Day, Biology, University of New Mexico.

ORAL PRESENTATIONS

- **West, RJD**, Gutierrez J*, Gonzalez E*, Martinez SA*, Hovde B, Dichosa AEK (2021) Differences in the Gut Microbiome Diversity Between Sister Species of Pupfish. *NM-INBRE Research Symposium, Bernalillo, NM.*
- Gutierrez J*, Gonzalez E*, Martinez SA*, Hovde B, Dichosa AEK, & **West, RJD** (2020) Differences in the Gut Microbiome Diversity Between Sympatric Sister Species of Pupfish. *Annual meeting for the Animal Behavior Society, virtual.*
- **West, RJD** (2017), Sympatric Speciation in Pupfish, *pre-Veterinarian Club Symposium, NNM.*
- **West, RJD** (2018), Social but not genetic monogamy is important in the evolution of large brain size in birds. *Biology, Chemistry, and Environmental Science Seminar, NNM.*
- **West, RJD** & Reade, A* (2013) Sexual dimorphism and speciation in three pupfish species (*Cyprinodon*) *Joint Meeting of Ichthyologists and Herpetologists, Albuquerque, NM.*
- **West, RJD** & Kodric-Brown, A (2012) Frequency-dependent predator-prey interactions maintain reproductive isolation in rapidly evolved, sympatric pupfish species flocks *Annual meeting for the Animal Behavior Society, Albuquerque, NM.*
- **West, RJD** & Kodric-Brown, A (2012) Frequency-dependent predator-prey interactions maintain reproductive isolation in rapidly evolved, sympatric pupfish species flocks *Brown2fest, Albuquerque, NM.*
- **West, RJD** (2010) Bird brains: a positive correlation between social monogamy and brain size *Annual meeting for the Animal Behavior Society Conference, Williamsburg, VA.*
- **West, RJD** (2010) Bird brains: a positive correlation between social monogamy and brain size *Biology Brown Bag, University of New Mexico.*

MANUSCRIPTS

- **West RJD**, Hovde B, Gonzalez E*, Gutierrez J*, Martinez SA*, Madrid JE*, Kumar A, Dichosa AEK. (*in review*) Should we be using laboratory specimens to answer questions about the microbiome? Differences in the Gut Microbiome of Laboratory and Wild Pupfishes (*Cyprinodon* spp.). *Microbial Ecology.*
- **West RJD** and Kodric-Brown A (2015) Mate choice by both sexes maintains reproductive isolation in a species flock of pupfish (*Cyprinodon* spp) in the Bahamas. *Ethology. Cited by 26, 0 self-citations.*
- **West, RJD** (2014) The evolution of large brain size in birds is related to social monogamy. *Biological Journal of the Linnean Society, 111: 668–678 Cited by 36, 0 self-citations.*
- Kodric-Brown A and **West RJD** (2014) Asymmetries in premating isolating mechanisms in a sympatric species flock of pupfish (*Cyprinodon*). *Behavioral Ecology, 25(1), 69–75. Cited by 10, 1 self-citation.*

MANUSCRIPTS IN PROCESS

- **West RJD**, Gonzalez E*, Madrid J* Sympatric versus allopatric mate choice in pupfishes (data collected).
- **West, RJD**, Gutierrez J*, Gonzalez E*, Martinez SA*, Hovde B, & Dichosa AEK. Differences in the Gut Microbiome Diversity Between Sympatric Sister Species of Pupfish. (data collected).

BOOK REVIEWS

- **West RJD** (2007) Waking sleep: The struggle of science and dreaming. *Journal of Social Evolutionary & Cultural Psychology* 1(3), 114–117.

ANALYTIC SKILLS

R, MrBayes, Mesquite, tps, MorphoJ, PAST, CART, HMTL, Javascript, Java, Matlab, and knowledge of the difference between green and red chile and the appropriate time to order xmas.

RELEVANT WORK EXPERIENCE

Sandia National Laboratory, Research Fellow 11/2007 – 06/2010

Created and disseminated technical documents on Biosafety Level controls and prevention of proliferation of Biological Weapons of Mass Destruction to general, worldwide audiences, stakeholders, special interest groups, governmental agencies, contractors and the public.

Los Alamos National Laboratory, Research Fellow, Bioinformatics 05/2007 – 08/2007

Used Java to program a web interface to access bioinformatics data created by the Joint Genome Institute

U.S. Department of Energy, Information and Records Manager 06/2004 – 06/2006

Managed Department of Energy Records for the Sandia Site Office in compliance with the Federal Records Act of 1950 in an economical, efficient, and effective manner.

U.S. Department of Energy, Financial Services Officer 08/2003 – 06/2004

Supported accounting policies, principles, and applicable legal requirements of the Department of Energy.

Los Alamos National Laboratory, Computer Scientist 06/1999 – 05/2003

Developed and maintained web applications designed to promote Los Alamos National Laboratory. Applied usability testing and international World Wide Web Consortium (W3C) standards to interactive media.

CURRICULUM VITAE**David Lindblom, MFA**

September 2021

EDUCATION

- 2015-2016 Institute of American Indian Arts, MFA
Major: Creative Writing-Screenwriting
Advisor: Jon Davis, Ph.D.
- 1966-1970 Grinnell College, B.A.
Major: English Literature
- 1968 LeMoyne College (HBCU exchange student)
- 1966 Graduate Los Alamos High School

ACADEMIC EMPLOYMENT

- August 2010 -present Northern New Mexico College: staff, adjunct, fulltime professor. Also operated the college's TV station, Canal Seis, and managed the Nick Salazar Theater in the CFA.
- 2008 Instructor, College of Santa Fe Documentary Institute,
Director, Don Usner
- 1998 Film Editing Instructor, New York University, Director, Thierry Pathe
- 1980 Welding Teacher, Airco Technical Institute

GRANTS, FELLOWSHIPS, RESIDENCIES, PROFESSIONAL DEVELOPMENT

- 2021 Enrolled in NNMC Geniusis PD 102 class on Quality Matters Rubric
- 2021 Secured \$6,000 film internship for Northern FDMA student at the Northern Rio Grande National Heritage Area.
- 2021 American Screen Cinematographers Master Class
- 2021 Santa Fe Art Institute Labor Residency. Developed a stage play about early New Mexico silent filmmaker Romaine Fielding, who made a 1913 film based on Jack London's labor epic "The Iron Heel."
- 2021 American Screen Cinematographers
- 2020 Completed TLOL 1010 Blackboard class at CNM

- 2017-2021 Secured \$106,052.82 from New Mexico Film Office Give Back Program.
- 2018 Secured \$2,000 grant from Los Angeles news anchor Ginger Casey for FDMA students.
- 2018 MFA IAIA Alumni poetry workshop with Sherwin Bitsui.
- 2019 Secured small grant from radio station KSWV for a Northern student
- 2017 Santa Fe Art Institute Water Rights Residency. Selected artists, writers and scholars from around the world gathered to create works on the theme of water rights. My work was an experimental documentary about an ancient road at the center of the Aamodt water dispute.
- 2017 Title III grant collaboration with a UTEP STEM initiative
- 2017 UTEP Seed Funding Program applicant to develop a new course, *Filmmaking in Science*
- 2014 Kindle Solutions Lab Cohort. Awarded a \$3,000 grant to explore impact of energy storage technology breakthroughs in the Española Valley.
- 2014 & 2015 Title V EXITO Fellowship for MFA program, IAIA
- 2005 From the Heart Productions documentary grant.

RELEVANT NON-ACADEMIC TEACHING

Taught non-linear editing to the Editors Union at CBS Black Rock Headquarters in New York City, 1994

HONORS AND AWARDS

2019 Enlace National Society of Leadership Success Excellence in Teaching Award

CURRICULUM DEVELOPMENT

Created:

FDMA 2823 Filmmaking in Science

FDMA 2996 Screenwriting I,

FDMA 3996 Screenwriting II

FDMA 4996 Screenwriting III

Applied Multimedia Studio Lab Biology and Film with Dr. Rhiannon West

PROFESSIONAL AFFILIATIONS

New Mexico Women in Film
Board Member, Española Public Library (Currently in hiatus.)
American Federation of Teachers
American Association of University Professors
American Cinema Editors, Editfest Global
Friends of American Screen Cinematographers
Lightworks Forum
Panasonic DVX200 Users Group
International Documentary Association

VENUES WHERE MY WORKS HAVE PLAYED

The Tate Modern
Museum of Modern Art
PBS
NBC
ABC
BET
MTV
Shea Stadium
Museum of Jewish Heritage, New York
New Mexico Farm and Ranch Museum
International Uranium Film Festival
Cannes Film Festival
Santa Fe Film Festival
South African Townships
Navajo Reservation Chapter Houses

ACTING

Senior scientist in *Manhattan* television series

FILMOGRAPHY

- 2021 Re-release by National Parks Service and Northern Rio Grande National Heritage Area of *Land Water People Time*, Producer, Cinematographer, Editor, Winner 2012 NM Filmmakers Showcase and the Las Vegas Film Festival.
- 2021 With students, created *Holistic, Accredited, Fully Online* a promotional video for our nursing program.
- 2021 *1 in 7, Men's Stories*, a video in progress about men suffering domestic abuse made in collaboration with Newman Taylor Baker, a washboard percussionist who is the grandson of Thomas Nelson Baker Sr., the only former slave to receive a PhD from Yale University.
- 2020 Research consultant for the Oscar nominated motion picture *Judas and the Black Messiah*.
- 2019 Executive Producer, cinematographer, editor video section for off-Broadway play *Divining Bernhardt*. Won Best Multimedia United Solo Festival.
- 2018 National Science Foundation INCLUDES video *A Growing Field: Reflections of Budding STEM Mentors*
- 2017 National Science Foundation INCLUDES video *Paving STEM Pathways with Natural STEM Mentors* featuring US Senator Ben Ray Lujan.
- 2011 to 2016 Annual videos for Northern New Mexico Foundation Galas.
- 2012- 2015 Council for the Advancement and Support of Education (CASE) Awards, Producer, Director, Editor
- 2012, Gold Award, *Las Conchas Fire Aftermath in Santa Clara Canyon*
Office of Institutional Advancement, Category: Governmental Relations
- 2013, Gold Award, *Dear Mom and Dad*
Office of Institutional Advancement, Category: Diversity Program
- 2014, Gold Award, *The Staff of (Academic Life) @Northern*
Office of Institutional Advancement, Category: Diversity Program
- 2015, Silver Award, *It Takes a Valley*
Office of Institutional Advancement, Category: Video-Student Produced
- 2012-2016 *Healing Voices*, Producer, JoAnne Tucker
Ongoing series of short films about survivors of domestic abuse.
- Barbara's Story*, 2017, selected for New Mexico Women in Film Festival
Peggy's Story, Phoenix Film Festival, 2013, New York Public Library

- Cheyenne's Story*, New Mexico School Board Association, 2016
Bolder Life Film Festival, Denver 2014
- Francesca's Story*, New Mexico School Board Association, 2016
NM Domestic Violence Program, Raton high school
- Jessica's Story*, Best LGBT Film, Golden Door Film Festival, 2012
- 2015-2016 *Big Enough Dreams*, student driven video for submission in Michelle Obama's student video competition.
- 2013-2016 Cinematographer and editor on *Without a Tribe*, a documentary about New Mexico's Genízaro, detribalized native people in the 1800's who formed communities such as Abiquiú.
- 2013-2016 Cinematographer and editor on *Cut From Capulin*, a documentary about Elmo Williams a legendary Hollywood editor and producer who grew up in Capulin, New Mexico.
- 2013 Cinematographer and editor of behind-the-scenes videos about the making of *Blaze You Out*, a feature film produced in Española.
- 2010 *Four Stories About Water*, Cinematographer, Editor
The film traveled worldwide with the International Uranium Film Festival
- 2009 Producer of *HAZMAT Science Applications*, a video promoting Northern's hazmat training resources.
- 2009 Producer of *On Location and Online* a video about Northern's distant education offerings in partnership with Microsoft.
- 2009 *STEM Española*, a short presentation about STEM programs in the Española Valley.
- 2009-10 Director, cinematographer, editor, *Land Water People Time*, a documentary about Northern New Mexico. Official selection in 2009 Santa Fe Film Festival.
- 2009 Additional cinematography on *Torcida*, a short dramatic narrative produced in the Española Valley.
- 2008 Director, short documentary about the Latino Producers Academy of NALIP.
- 2007 Editor, *Beyond Wiseguys, Italian Americans & The Movies*
Produced by Pacific Street Films. Executive Producer: John Turturro.
Broadcast, PBS 2007.
- 2005 Editor, *Road Kings*, a feature film, "Easy Rider" for the hip-hop generation, starring Glenn Plummer. Soundtrack by Snoop Dogg. Lions Gate.
First prize, The Other Venice Film Festival.
"Wrenching and vital," Kevin Thomas, LA Times
- 2004 Director, editor, *No Star for Romaine*. A work in progress about early American film pioneer, Romaine Fielding, Santa Fe Film Festival, 2004.

- 2004 Editor, *City of Refuge*. Documentary about Eastern European Jews emigrating to New York City. Produced by Steve Fischler and Joe Sucher, Pacific Street Films.
- 2002 Post production consultant, *Gangs of New York*. Directed by Martin Scorsese.
- 2002-2004 Editor, IBM's Linux portal videos. Superbowl viewers were directed to these videos by halftime ads.
- 2002 Creative consultant, *Justifiable Homicide*, Documentary of a South Bronx police killing of three young Puerto Rican men. Produced by Jon Osman and Jonathan Stack.
- 1999 25 PSAs on police brutality for BET, MTV, VH1 featuring parents of children killed by police. Participating celebrities included Wyclef Jean, Chuck D., Ozomatli, Lord Jamar, Reg E. Gaines, Danny Hoch, Joie Lee, The Goodie Mob and more. Played at the Dallas International Film Festival.
- 2001 Co-editor, *Ten-13*, a feature film about a troubled friendship between two police officers, starring Bill Sage.
- 2000 Editor, *Code Blue*, series for New York Times Television.
- 1999 Additional editing, *A Life Beyond Words*, Documentary about dancer and choreographer José Limón. Produced by Antidote Films. Montage Award, Montreal International Festival of Films on Art. 1999
- 1999 Editor, *City Arts* weekly series for PBS.
- 1999 Additional editing, *Sleep In a Nest of Flames*. Documentary about surrealist writer and artist Charles Henri Ford. Exhibited at the Tate Modern. Produced by Symbiosis Films.
- 1997 Editor, *Brooklyn Sym-phony Band* for Jackie Robinson 50th Anniversary Celebration, Shea Stadium. President Clinton in attendance.
- 1996 Editor with Thelma Schoonmaker, *A Personal Journey With Martin Scorsese Through American Movies*. Directed by Martin Scorsese. A 1996 British Film Institute production celebrating the centennial of the motion pictures. Seminal film history scholarship, 3 hour film and book.
- Besides Martin Scorsese for the American section I edited, the following directors in other countries collaborated on this international effort of the British Film Institute: Jean-Luc Godard, Stephen Frears, Nagisa Ōshima, Jean-Pierre Bekolo, Sam Neil, and many more.
- 1994 Editor, *Freedom of Expression*, a one-hour documentary for PBS series *Declarations*.
- 1992 Editor, ABC's soap opera, *One Life To Live*. Worked on 3 historic episodes: The Aids Quilt; Midsummer's Night Dream and episodes co-starring Wallace Shawn.

- Executive Producer, Linda Gottlieb (“Dirty Dancing”).
- 1992 *NBC Nightly News* and the *Today Show* during the first days of Katie Couric's career.
- 1990 Editor on TV show, *Esquire: about Men for Women*, hosted by Matt Lauer early in his career.
- 1989 Interactive kiosk for President Richard M. Nixon’s library based on David Frost’s and Frank Gannon’s interviews and post Berlin Wall interview with Nixon.
- 1989 *Biko Lives!*, about a festival in the South Bronx celebrating South African activist Steven Biko.
- 1988 Editor, *Aids, The Facts of Life*, a documentary hosted by Susan Sarandon, James Taylor and Iman.
First Place Billboard Magazine/American Film Institute Video Conference,
Five-Star rating ABC-CLIO
- 1985 Associate Editor, *Dim Sum*, a 35mm feature directed by Wayne Wang.
Featured in the Director’s Fortnight at the Cannes International Film Festival and
nominated for an Academy Award in England.

TEACHING EXPERIENCE

Instructor of Record, Northern New Mexico College

- Fall 2021 Intro to Non Linear Video (FDMA 2540)
Documentary Film Production I (FDMA 2315)
Digital Media Production II (FDMA 2265)
Documentary Film Production I (FDMA 2315C)
Introduction to Digital Media (FDMA 1520)
- Spring 2021 Digital Video Production I (FDMA 1210)
T: Screenwriting (FDMA 2996)
Digital Media Literacy (FDMA 1265)
Digital Video Production I (FDMA 1210C)
T: Screenwriting II (FDMA 3399)
- Fall 2020 Intro to Non Linear Video (FDMA 2540)
Documentary Film Production I (FDMA 2315)
Portfolio Design & Development (FDMA 2994)
T:Applied Multimedia Studio Lab (FDMA 3399)
Digital Media I (ARTS 1520)
Digital Media Production II (FDMA 2265)
T:Applied Multimedia Studio Lab (FDMA 3399)
T:Applied Multimedia Studio Lab (FDMA 3399)

- Digital Media I (ARTS 1520C)
Documentary Film Production I (FDMA 2315C)
- Spring 2020 Digital Video Production I (FDMA 1210)
Intro to Television Production (FDMA 1310)
T: Screenwriting (FDMA 2996)
TV Production II (FDMA 2415)
T: Film in Biology (BIOL 3399)
T: Independent Film Study (FDMA 1147)
- Fall 2019 Intro to Non Linear Video (FDMA 2540)
Documentary Film Production I (FDMA 2315)
Intro to Television Production (FDMA 1310)
Intermediate Television Production (COMM 2220)
Portfolio Design & Development (FDMA 2994)
T: Applied Multimedia Studio Lab (FDMA 1147)
T: Applied Multimedia Studio Lab (FDMA 1147)
T: Applied Multimedia Studio Lab (FDMA 1147)
- Summer 2019 Intro to Digital Video Prod (FDMA 101)
- Spring 2019 T: Screenwriting (FDMA 247)
TV Production I (FDMA 130)
Digital Media Production I (FDMA 111)
TV Production II (FDMA 230)
Digital Media Portfolio (FDMA 295)
- Fall 2018 TV Production II (FDMA 230)
Digital Media Portfolio (FDMA 295)
TV Production I (FDMA 130)
Non-Linear Editing (FDMA 110)
Intro to Documentary Filmmaking (FDMA 115)
- Spring 2018 T: Screenwriting (FDMA 247)
T: Screenwriting (FDMA 247C)
Intro to Digital Video Prod (FDMA 101)
Intro to Digital Video Prod (FDMA 101C)
TV Production I (FDMA 130)
TV Production I (FDMA 130C)
ADV Digital Video Production (FDMA 201)
ADV Digital Video Production (FDMA 201C)
- Fall 2017 History of Cinema (FDMA 280)
History of Cinema (FDMA 280C)

- Digital Media Production II (FDMA 211)
 TV Production II (FDMA 230)
 Intro to Digital Video Production (FDMA 101)
 Intro to Digital Video Production (FDMA 101C)
 Digital Media Portfolio (FDMA 295)
 TV Production I (FDMA 130)
 TV Production (FDMA 130C)
 Screenwriting (FDMA 247)
 IS: Advanced Screenwriting (FDMA 248)
 IS: Advanced History of Cinema (FDMA 248)
 IS: Advanced Camera (FDMA 248)
- Spring 2017 TV Production I and II (FDMA 147 and 247)
 History of Cinema (FDMA 280)
 Screenwriting (FDMA 247)
 Filmmaking in Science (BIOL 399 and FDMA 247)
- Fall 2016 Digital Video Production (FDMA 101 and 101C)
 TV Production (FDMA 130 and 130C)
 Digital Animation I:Motion Graphics (FDMA 155)
 Digital Media Production II (FDMA 211)
 TV Production II (FDMA 230)
 History of Cinema (FDMA 280)
 Digital Media Portfolio (FDMA 295)
- Spring 2016 TV Production (FDMA 147 and 147C)
 Digital Animation I:Motion Graphics (FDMA 155)
 TV Production II (FDMA 247 and 247C)
- Fall 2015 TV Production I (FDMA 130)
 TV Production II (FDMA 230)
- Summer 2015 Digital Video Production (FDMA 101)
- Spring 2014 Digital Video Production (FDMA 101)
 TV Production I (FDMA 147)
 TV Production II (FDMA 247)
- Fall 2013 Digital Video Production (FDMA 101)
 TV Production I (FDMA 147)
 TV Production II (FDMA 247)
- Summer 2013 Digital Video Production (FDMA 101)

- Fall 2013 Non-Linear Editing (FDMA 110)
 TV Production (FDMA 130 and 130C)
- Spring 2013 Digital Video Production (FDMA 101 and 101C)
 TV Production I (FDMA 147)
- Fall 2012 Digital Video Production (FDMA 101)
 TV Production I (FDMA 147)
- Summer 2012 Intro to Documentary Filmmaking (FDMA 115)
- Spring 2012 Digital Video Production (FDMA 101)
- Fall 2011 Digital Video Production (FDMA 101)
- Summer 2011 Digital Video Production (FDMA 101)
- Spring 2011 Digital Video Production (FDMA 101)
- Fall 2010 Digital Video Production (FDMA 101)

RESEARCH

“Equity is Everything” and “Sense of Belonging”

Most of us are aware of the many forms of inequality our students face. The conversation has intensified in recent years as colleges and universities reckon with race, gender and class. Some of my research and scholarship has turned in this direction.

As a professor, I have begun to research and study scholarship on pedagogy.

One powerful idea that emerges is that students need to feel they belong in college, and feeling that one belongs is more than feeling that one is welcome.

New Mexico History

Closer to my specific subject matter expertise, I have an interest in film history, especially as it has played out in New Mexico. I am researching and developing several films along these lines.

No Star for Romaine. I have acquired the archives of deceased film scholar Linda Kowall to support work on a documentary about Romaine Fielding. Fielding was an early American filmmaker who created remarkable films in New Mexico in the 1910s. He made an epic motion picture in Las Vegas, New Mexico titled *The Golden God*. It was based on Jack London’s novel *Iron Heel* and might have been deemed the first great American film, rather than DW Griffith’s *Birth of a Nation*, had it not been destroyed in a fire only weeks after it was completed.

Cut From Capulin. Elmo Williams was from a dryland dirt farm family in Capulin, New Mexico, not far from my mother’s hometown, Clayton. Somehow Williams made his way to Hollywood where he

edited *High Noon* and became a film industry force, also producing *The French Connection* and *The Vikings*.

Without a Tribe explores the story of New Mexico's Genízaro, detribalized native people from various tribes often sold or traded into slavery. Once freed, they formed communities around New Mexico, Abiquiú being one of them. I am working on the project with scholar and filmmaker Cynthia Jeannette Gomez, herself from Genízaro roots.

Old Bones in the Valley. A few decades ago, professors and staff at Northern discovered a tortoise fossil in the Española Valley east of the Ohkay Owingeh airport. The New Mexico Natural History Museum is helping Northern care for and curate this significant specimen and we are developing a video about the holding.

County Road 84. Splitting the Pojoaque Valley is an old byway, now named County Road 84. The fate of this road is caught in a dispute over water between the San Ildefonso Pueblo and Santa Fe County. Jennifer Manzanares, Congressman Lujan's field rep, mentioned to me one day that a video about the road might go a long way in opening dialogue. The history of County Road 84 goes back to the formation of the pueblos and villages of the Valley, and also was the road to Los Alamos during the Manhattan Project.

A Personal Project, *My Family*

Martin Scorsese made a small film about his parents, *italianamerican*. He writes that it is his favorite of all his films. He has explained to me that it is essential for an artist to make personal art. I am taking this to heart and am working on my own my version of a film about family, my mom and her art.

ADDITIONAL INTERESTS FOR FURTHER RESEARCH

Early Film as Inspiration for Modern Art.

Scholar Bernice Rose discovered through a close study of Picasso's iconic cubist paintings that they were pictures of movie projectors and figures of projectionists cranking the projectors. The geometric plates forming the structure of the cubist paintings are representations of what it felt like to be in a Barcelona Cafe, smoking, drinking and experiencing the first days of cinema. Using mirrors, flickering projectors and smoke, I want to explore if it would be possible to reverse engineer such a scene to bring to life the birth of film and the birth of modern art.

The 3 Act Structure of plays and movies.

Why is this structure so enduring and universal? The structure is in many narrative forms but it is hidden behind genre, plot, characters. Aristotle writes that it is simply: beginning, middle, end. Others write that the structure is dialectical: thesis, anti-thesis, synthesis.

Noam Chomsky posits that the language structure is wired into the human brain. Could dramatic structure be as well?



MEMORANDUM

To: Board of Regents
Northern New Mexico College

From: Vince Lithgow, CGFM, MBA
Vice President for Finance & Administration

Date: March 24, 2022

Re: Fiscal Watch Report

Issue

On a monthly basis, Northern New Mexico College (NNMC) provides an institutional financial report for Board of Regent (BOR) review and approval.

Overview

The NNMC Business Office, on a monthly basis, prepares a Fiscal Watch Report for review and discussion at the monthly Audit, Finance and Facilities Committee (AF&F) meeting. The financial report provides an overview of the institution's financial condition for all unrestricted and restricted operational funds and grants throughout the College.

The fiscal watch reports are presented in the format prescribed by the New Mexico Higher Education Department (NMHED) with titles are located at the top of the page. An additional fiscal watch report is included to provide an updated budget status report for all Budget Adjustment Requests processed through the time of the monthly AF&F meeting.

In addition, the BOR is also provided individual reports for the following financial areas summarized in the monthly institution-wide fiscal watch report:

- Unrestricted funds (11)
- Auxiliary Programs (12)
- Institutional Grants (41)
- Student Aid (42)
- Plant Funds (91)
- Capital Projects (92)

Although the NMHED requires all higher education institutions to submit fiscal watch reports on a quarterly basis, NNMC produces fiscal watch reports on a monthly basis to insure that the BOR is regularly informed about the current financial condition of the institution.

Recommendation

Staff recommends that the Board of Regents approve the Fiscal Watch Report for the periods ending December 31, 2021 and January 31, 2022.

Northern New Mexico College

Statement of Net Position

(Unaudited and Unadjusted)

December 31, 2021

Assets	
Current Assets:	
Cash and Cash Equivalents	5,635,340
Short-Term Investments	-
AR - Student	2,292,106
AR - Other than student	308,883
Inventories	80,336
Prepaid Expenses	15,079
Loans Receivable, net	437,029
Total Current Assets	8,768,774
Non-Current Assets	
Restricted Cash and Cash Equivalents	-
Restricted Short Term Investments	-
Investments Held by Others	-
Other Long-Term Investments	-
Prepaid Expenses	-
Capital Assets, net	35,349,463
Total Non-Current Assets	35,349,463
Total Assets	44,118,237
Deferred Outflows of Resources	
Pension Related (6/30/21 balances)	29,819,379
Total Deferred Outflows of Resources	29,819,379
Liabilities	
Current Liabilities	
Accounts Payable	27,419
Other Accrued Liabilities	309,969
Deferred Income	1,542,468
LT Liabilities - Current Portion	-
Total Current Liabilities	1,879,856
Non-Current Liabilities	
Accrued Interest Payable	-
Accrued Benefit Reserves	-
Other LT Liabilities	117,805
OPED Liability	7,972,467
Net Pension Liability	58,513,704
Total Non-Current Liabilities	66,603,976
Total Liabilities	68,483,832
Deferred Inflows of Resources	
Pension Related (6/30/21 balances)	3,316,510
Total Deferred Inflows of Resources	3,316,510
Net Position	
Invested in Capital Assets, net of Related Debt	35,349,463
Restricted for:	
Nonexpendable:	
Endowments	-
Expendable:	
General Activities	45,405
Federal Student Loans	-
Term Endowments	-
Capital Projects	(35,094)
Debt Service	-
Related Entity Activities	(634,890)
Unrestricted	
Unrestricted without NFP	993,752
Net Fiduciary Position	-
Total Unrestricted (includes 6/30/20 NFP)	993,752
Total Net Position	35,718,635

Northern New Mexico College
Summary of Operating and Plant Funds
(Unadjusted and Unaudited)
Fiscal Year 2022

Operating Funds	FY 2022 Original Budget	FY 2022 Adjusted Budget	FY 2022 Actuals as of December 31, 2021	Percentage Earned/Spent
REVENUES				
Tuition & Misc Fees	\$ 4,075,814	\$ 4,075,814	\$ 2,807,144	68.9%
Federal Appropriations		-	-	-
State Appropriations	11,551,600	11,551,600	5,670,200	49.1%
Local Appropriations	3,618,941	3,618,941	188,601	5.2%
Gifts, Grants & Contracts	9,859,688	9,859,688	5,063,836	51.4%
Endowment/Land & Perm Inc	222,957	222,957	104,997	47.1%
Sales & Services	665,793	665,793	185,468	27.9%
Other	139,334	139,334	98,536	70.7%
Total Revenue	30,134,127	30,134,127	14,118,782	46.9%
BEGINNING BALANCE	7,254,447	7,254,447	7,254,447	100.00%
TOTAL AVAILABLE	37,388,574	37,388,574	21,373,229	57.2%
EXPENDITURES				
Instruction & General	21,562,484	21,562,484	8,085,182	37.5%
Student Social & Cultural	113,266	113,266	6,877	6.1%
Research	84,444	84,444	36,141	42.8%
Public Service	502,429	502,429	170,760	34.0%
Internal Services	880,574	880,574	440,287	50.0%
Student Aid	4,866,352	4,866,352	3,644,627	74.9%
Auxiliary Enterprises	910,037	910,037	148,624	16.3%
Intercollegiate Athletics	567,340	567,340	246,949	43.5%
Independent Operations (NMDA)	-	-	-	-
Total Expenditures	29,486,926	29,486,926	12,779,448	43.3%
NET TRANSFERS OUT / (IN)	230,000	230,000	78,969	34.3%
TOTAL EXPENDITURES & TRANSFERS	29,716,926	29,716,926	12,858,417	43.3%
ENDING FUND BALANCE	\$ 7,671,648	\$ 7,671,648	\$ 8,514,812	

Plant Funds	FY 2022 Original Budget	FY 2022 Adjusted Budget	FY 2022 Actuals as of December 31, 2021	Percentage Earned/Spent
REVENUES AND TRANSFERS				
Required Student Fees				
Bond Proceeds				
Gifts, Grants and Contracts				
Interest Income				
State Appropriation	\$ 2,635,000	\$ 2,635,000	-	0.0%
Debt Service Transfers				
Other				
Total Revenues and Transfers	2,635,000	2,635,000	-	0.0%
BEGINNING BALANCE	-	-	-	
TOTAL AVAILABLE	2,635,000	2,635,000	-	0.0%
EXPENDITURES				
Capital Projects	2,405,000	2,405,000	-	0.0%
Building Renewal	230,000	230,000	35,094	15.3%
Internal Service Renewal/Replacement				
Auxiliary Renewal/Replacement				
Debt Retirement				
Total Expenditures	2,635,000	2,635,000	35,094	1.3%
NET TRANSFERS OUT / (IN)	(230,000)	(230,000)	(78,969)	34.3%
TOTAL EXPENDITURES & TRANSFERS	2,405,000	2,405,000	(43,875)	-1.8%
ENDING FUND BALANCE	\$ 230,000	\$ 230,000	\$ 43,875	19.1%

Northern New Mexico College
Comparison of Operating and Plant Funds
(Unadjusted and Unaudited)
Fiscal Year's 2022 and 2021

Operating Funds	FY 2022 Actuals as of December 31, 2021	FY 2021 Actuals as of December 31, 2020	Percentage Increase (Decrease)
REVENUES			
Tuition & Misc Fees	\$ 2,807,144	\$ 3,625,374	-22.6%
Federal Appropriations	-	-	
State Appropriations	5,670,200	5,545,491	2.2%
Local Appropriations	188,601	2,400,000	-92.1%
Gifts, Grants & Contracts	5,063,836	3,338,196	51.7%
Endowment/Land & Perm Inc	104,997	90,000	16.7%
Sales & Services	185,468	196,357	-5.5%
Other	98,536	70,311	40.1%
Total Revenue	14,118,782	15,265,729	-7.5%
BEGINNING BALANCE	1,791,221	1,791,221	0.0%
TOTAL AVAILABLE	15,910,003	17,056,950	-6.7%
EXPENDITURES			
Instruction & General	8,085,182	7,635,186	5.9%
Student Social & Cultural	6,877	2,199	212.7%
Research	36,141	20,343	77.7%
Public Service	170,760	156,741	8.9%
Internal Services	440,287	80,188	449.1%
Student Aid	3,644,627	2,104,266	73.2%
Auxiliary Enterprises	148,624	161,530	-8.0%
Intercollegiate Athletics	246,949	240,544	2.7%
Independent Operations (NMDA)	-	-	
Total Expenditures	12,779,448	10,400,997	22.9%
NET TRANSFERS OUT / (IN)	78,969	51,934	52.1%
TOTAL EXPENDITURES & TRANSFERS	12,858,417	10,452,931	23.0%
ENDING FUND BALANCE	\$ 3,051,586	\$ 6,604,019	-53.8%

Plant Funds	FY 2022 Actuals as of December 31, 2021	FY 2021 Actuals as of December 31, 2020	Percentage Increase (Decrease)
REVENUES AND TRANSFERS			
Required Student Fees	\$ -	\$ -	0.0%
Bond Proceeds	-	-	0.0%
Gifts, Grants and Contracts	-	-	0.0%
Interest Income	-	-	0.0%
State Appropriation	-	-	
Debt Service Transfers	-	-	0.0%
Other	-	-	0.0%
Total Revenues and Transfers	-	-	
BEGINNING BALANCE	-	-	
TOTAL AVAILABLE	-	-	
EXPENDITURES			
Capital Projects	-	-	
Building Renewal	35,094	99,353	-64.7%
Internal Service Renewal/Replacement	-	47,269	0.0%
Auxiliary Renewal/Replacement	-	-	0.0%
Debt Retirement	-	-	0.0%
Total Expenditures	35,094	146,622	-76.1%
NET TRANSFERS OUT / (IN)	(78,969)	(51,934)	52.1%
TOTAL EXPENDITURES AND TRANSFERS	(43,875)	94,688	-146.3%
ENDING FUND BALANCE	\$ 43,875	\$ (94,688)	-146.3%

Some revenues are reported on a seasonal basis or by semester and therefore may affect the Increase/(Decrease) to Fund Balance

Northern New Mexico College

Statement of Cash Flows

(Unaudited and Unadjusted)

December 31, 2021

Cash Flows from Operating Activities	
Receipts from student tuition and fees	\$ 2,807,144
Receipts from grants and contracts	5,063,836
Other receipts	-
Payments to or on behalf of employees	(6,733,330)
Payment to suppliers for goods and services	(5,324,837)
Receipts from Sales and Services	185,468
Payments for scholarships	(3,644,627)
Other Operating Revenue	98,536
Net cash (used) by operating activities	<u>(7,547,811)</u>
Cash Flows from Non-Capital Financing Activities	
State Appropriations	5,670,200
Mill Levy Distributions	188,601
Gifts for other than Capital Purposes	-
Private Gifts for Endowment	-
Other Non-operating Expense	-
Net Cash provided (used) for non-capital financing activities	<u>5,858,801</u>
Cash Flows from Capital and Related Financing Activities	
Proceeds from Capital Debt	-
Capital Gifts, Grants and contracts	-
Purchase/Construction/Renovation of Capital Assets	(35,094)
Principal Received/Paid on Capital Debt and Leases	-
Interest and Fees Paid on Capital Debt and Leases	-
Building Fees Received from Students	-
Net Cash provided (used) for capital financing activities	<u>(35,094)</u>
Cash Flows from Investing Activities	
Investment Earnings	104,997
Net Cash provided by Investing Activities	<u>104,997</u>
Increase (Decrease) in Cash and Cash Equivalents	(1,619,107)
Cash and Cash Equivalents- beginning of year	7,254,447
Cash and Cash Equivalents- end of reporting period	<u>\$ 5,635,340</u>

Northern New Mexico College

Statement of Net Position

(Unaudited and Unadjusted)

January 31, 2022

Assets

Current Assets:

Cash and Cash Equivalents	6,059,424
Short-Term Investments	-
AR - Student	2,646,883
AR - Other than student	292,098
Inventories	80,336
Prepaid Expenses	15,079
Loans Receivable, net	437,029

Total Current Assets	9,530,849
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Non-Current Assets

Restricted Cash and Cash Equivalents	-
Restricted Short Term Investments	-
Investments Held by Others	-
Other Long-Term Investments	-
Prepaid Expenses	-
Capital Assets, net	35,349,463

Total Non-Current Assets	35,349,463
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Total Assets	44,880,312
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Deferred Outflows of Resources

Pension Related (6/30/21 balances)	29,819,379
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Total Deferred Outflows of Resources	29,819,379
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Liabilities

Current Liabilities

Accounts Payable	53,366
Other Accrued Liabilities	36,345
Deferred Income	1,542,468
LT Liabilities - Current Portion	-

Total Current Liabilities	1,632,180
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Non-Current Liabilities

Accrued Interest Payable	-
Accrued Benefit Reserves	-
Other LT Liabilities	117,805
OPED Liability	7,972,467
Net Pension Liability	1,528,611

Total Non-Current Liabilities	9,618,883
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Total Liabilities	11,251,063
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Deferred Inflows of Resources

Pension Related (6/30/21 balances)	3,316,510
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Total Deferred Inflows of Resources	3,316,510
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Net Position

Invested in Capital Assets, net of Related Debt	35,349,463
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Restricted for:

Nonexpendable:

Endowments	-
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Expendable:

General Activities	(26,729)
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Federal Student Loans	-
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Term Endowments	-
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Capital Projects	(135,935)
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Debt Service	-
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Related Entity Activities	(1,618,941)
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Unrestricted

Unrestricted without NFP	949,233
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Net Fiduciary Position	-
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Total Unrestricted (includes 6/30/20 NFP)	949,233
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Total Net Position	34,517,091
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Northern New Mexico College
Summary of Operating and Plant Funds
(Unadjusted and Unaudited)
Fiscal Year 2022

Operating Funds	FY 2022 Original Budget	FY 2022 Adjusted Budget	FY 2022 Actuals as of January 31, 2022	Percentage Earned/Spent
REVENUES				
Tuition & Misc Fees	\$ 4,075,814	\$ 4,075,814	\$ 3,318,367	81.4%
Federal Appropriations		-	-	-
State Appropriations	11,551,600	11,551,600	7,326,433	63.4%
Local Appropriations	3,618,941	3,618,941	735,122	20.3%
Gifts, Grants & Contracts	9,859,688	9,859,688	5,332,132	54.1%
Endowment/Land & Perm Inc	222,957	222,957	120,437	54.0%
Sales & Services	665,793	665,793	177,431	26.6%
Other	139,334	139,334	118,212	84.8%
Total Revenue	30,134,127	30,134,127	17,128,136	56.8%
BEGINNING BALANCE	7,254,447	7,254,447	7,254,447	100.00%
TOTAL AVAILABLE	37,388,574	37,388,574	24,382,583	65.2%
EXPENDITURES				
Instruction & General	21,562,484	21,562,484	9,639,852	44.7%
Student Social & Cultural	113,266	113,266	7,673	6.8%
Research	84,444	84,444	54,759	64.8%
Public Service	502,429	502,429	200,397	39.9%
Internal Services	880,574	880,574	513,668	58.3%
Student Aid	4,866,352	4,866,352	3,651,152	75.0%
Auxiliary Enterprises	910,037	910,037	170,790	18.8%
Intercollegiate Athletics	567,340	567,340	294,138	51.8%
Independent Operations (NMDA)	-	-	-	-
Total Expenditures	29,486,926	29,486,926	14,532,429	49.3%
NET TRANSFERS OUT / (IN)	230,000	230,000	93,756	40.8%
TOTAL EXPENDITURES & TRANSFERS	29,716,926	29,716,926	14,626,185	49.2%
ENDING FUND BALANCE	\$ 7,671,648	\$ 7,671,648	\$ 9,756,398	

Plant Funds	FY 2022 Original Budget	FY 2022 Adjusted Budget	FY 2022 Actuals as of January 31, 2022	Percentage Earned/Spent
REVENUES AND TRANSFERS				
Required Student Fees				
Bond Proceeds				
Gifts, Grants and Contracts				
Interest Income				
State Appropriation	\$ 2,635,000	\$ 2,635,000	\$ 15,075	0.6%
Debt Service Transfers				
Other				
Total Revenues and Transfers	2,635,000	2,635,000	15,075	0.6%
BEGINNING BALANCE	-	-	-	
TOTAL AVAILABLE	2,635,000	2,635,000	15,075	0.6%
EXPENDITURES				
Capital Projects	2,405,000	2,405,000	97,836	4.1%
Building Renewal	230,000	230,000	53,174	23.1%
Internal Service Renewal/Replacement				
Auxiliary Renewal/Replacement				
Debt Retirement				
Total Expenditures	2,635,000	2,635,000	151,010	5.7%
NET TRANSFERS OUT / (IN)	(230,000)	(230,000)	(93,756)	40.8%
TOTAL EXPENDITURES & TRANSFERS	2,405,000	2,405,000	57,254	2.4%
ENDING FUND BALANCE	\$ 230,000	\$ 230,000	(42,179)	-18.3%

Northern New Mexico College
Comparison of Operating and Plant Funds
(Unadjusted and Unaudited)
Fiscal Year's 2022 and 2021

Operating Funds	FY 2022 Actuals as of January 31, 2022	FY 2021 Actuals as of January 31, 2021	Percentage Increase (Decrease)
REVENUES			
Tuition & Misc Fees	\$ 3,318,367	\$ 3,807,189	-12.8%
Federal Appropriations	-	-	
State Appropriations	7,326,433	6,424,483	14.0%
Local Appropriations	735,122	2,400,000	-69.4%
Gifts, Grants & Contracts	5,332,132	3,657,189	45.8%
Endowment/Land & Perm Inc	120,437	90,000	33.8%
Sales & Services	177,431	333,181	-46.7%
Other	118,212	76,020	55.5%
Total Revenue	17,128,136	16,788,062	2.0%
BEGINNING BALANCE	1,791,221	1,791,221	0.0%
TOTAL AVAILABLE	18,919,357	18,579,283	1.8%
EXPENDITURES			
Instruction & General	9,639,852	8,700,792	10.8%
Student Social & Cultural	7,673	2,199	248.9%
Research	54,759	67,336	-18.7%
Public Service	200,397	190,257	5.3%
Internal Services	513,668	93,553	449.1%
Student Aid	3,651,152	2,132,484	71.2%
Auxiliary Enterprises	170,790	170,477	0.2%
Intercollegiate Athletics	294,138	279,572	5.2%
Independent Operations (NMDA)	-	-	
Total Expenditures	14,532,429	11,636,670	24.9%
NET TRANSFERS OUT / (IN)	93,756	71,445	31.2%
TOTAL EXPENDITURES & TRANSFERS	14,626,185	11,708,115	24.9%
ENDING FUND BALANCE	\$ 4,293,172	\$ 6,871,168	-37.5%

Plant Funds	FY 2022 Actuals as of January 31, 2022	FY 2021 Actuals as of January 31, 2021	Percentage Increase (Decrease)
REVENUES AND TRANSFERS			
Required Student Fees	\$ -	\$ -	0.0%
Bond Proceeds	-	-	0.0%
Gifts, Grants and Contracts	-	-	0.0%
Interest Income	-	-	0.0%
State Appropriation	15,075	-	
Debt Service Transfers	-	-	0.0%
Other	-	-	0.0%
Total Revenues and Transfers	15,075	-	
BEGINNING BALANCE	-	-	
TOTAL AVAILABLE	15,075	-	
EXPENDITURES			
Capital Projects	97,836	-	
Building Renewal	53,174	99,353	-46.5%
Internal Service Renewal/Replacement	-	48,598	0.0%
Auxiliary Renewal/Replacement	-	-	0.0%
Debt Retirement	-	-	0.0%
Total Expenditures	151,010	147,951	2.1%
NET TRANSFERS OUT / (IN)	(93,756)	(71,445)	31.2%
TOTAL EXPENDITURES AND TRANSFERS	57,254	76,506	-25.2%
ENDING FUND BALANCE	\$ (42,179)	\$ (76,506)	-44.9%

Some revenues are reported on a seasonal basis or by semester and therefore may affect the Increase/(Decrease) to Fund Balance

Northern New Mexico College

Statement of Cash Flows

(Unaudited and Unadjusted)

January 31, 2022

Cash Flows from Operating Activities	
Receipts from student tuition and fees	\$ 3,318,367
Receipts from grants and contracts	5,332,132
Other receipts	-
Payments to or on behalf of employees	(8,042,421)
Payment to suppliers for goods and services	(6,493,651)
Receipts from Sales and Services	177,431
Payments for scholarships	(3,651,152)
Other Operating Revenue	118,212
Net cash (used) by operating activities	<u>(9,241,081)</u>
Cash Flows from Non-Capital Financing Activities	
State Appropriations	7,341,508
Mill Levy Distributions	735,122
Gifts for other than Capital Purposes	-
Private Gifts for Endowment	-
Other Non-operating Expense	-
Net Cash provided (used) for non-capital financing activities	<u>8,076,631</u>
Cash Flows from Capital and Related Financing Activities	
Proceeds from Capital Debt	-
Capital Gifts, Grants and contracts	-
Purchase/Construction/Renovation of Capital Assets	(151,010)
Principal Received/Paid on Capital Debt and Leases	-
Interest and Fees Paid on Capital Debt and Leases	-
Building Fees Received from Students	-
Net Cash provided (used) for capital financing activities	<u>(151,010)</u>
Cash Flows from Investing Activities	
Investment Earnings	120,437
Net Cash provided by Investing Activities	<u>120,437</u>
Increase (Decrease) in Cash and Cash Equivalents	(1,195,023)
Cash and Cash Equivalents- beginning of year	7,254,447
Cash and Cash Equivalents- end of reporting period	<u>\$ 6,059,424</u>



MEMORANDUM

To: Board of Regents,
Northern New Mexico College

From: Clarence V. Lithgow, III, MBA, CGFM,
Vice President for Finance and Administration

Date: March 25, 2022

Re: Budget Adjustment Requests

Issue

On a regular or as needed basis, Northern New Mexico College (NNMC) provides all Budget Adjustment Requests (BARs) for review and approval by the Board of Regents (BOR). Included in the packet are BARs for FY22 for the month of March, 2022.

Overview

NNMC prepares BARs on an ongoing basis to ensure the transparent management and expenditure of all restricted and unrestricted financial resources of the college follow statutory requirements, state procurement and internal budgetary guidelines. In addition to the actual BARs and supporting line-item budget information, the NNMC Finance Department, also provides a year-to-date listing of all BARs processed by the institution in the normal course of business. The various types of budget adjustments presented to the BOR for review and approval include:

- Initial Budgets (0 restricted, 0 unrestricted)
- Budget Increases (1 restricted, 1 unrestricted)
- Budget Decreases (0 restricted, 0 unrestricted,
- Budget Transfers (0 restricted, 0 unrestricted)
- Total BARs Y-T-D = 08

The Vice President of Finance and Administration is responsible for the approval of all intra-department budget transfers and regular line item budget maintenance, resulting in a net zero impact to institutional operating budgets. BOR authorization is requested for all inter-department budget transfers and budget adjustments requiring an increase or decrease in current budget authorization levels.

The Audit, Finance and Facilities Committee is responsible for reviewing all Budget Adjustment Requests prior to the monthly BOR meetings for final action.

Recommendation

All internal FY22 BARs roll up to the Institutions final restricted and unrestricted BARs which will be submitted to the Higher Education Department on May 1st. Staff recommends that the Board of Regents approve the attached BARs as prepared internally through March 16, 2022 for FY22.

Northern New Mexico College

FY22 (2021-2022)

Wednesday, March 16, 2022

BAR No.	Fund Type	BAR Type	Approved	Fund	Org	Fund Title	FTE	Amount
20220000	Combined	Approved Budget	5/28/2021	11000	1005	Instruction & General	233.45	\$36,237,002
20220001	Unrestricted	Maintenance	8/26/2021	11000	1077	Instruction & General	0.00	\$0
20220002	Unrestricted	Maintenance	10/1/2021	11000	4011	Instruction & General	0.00	\$0
20220003	Unrestricted	Maintenance	12/2/2021	11000	1077	Instruction & General	0.00	\$0
20220004	Unrestricted	Maintenance	2/7/2022	11000	2826	Instruction & General	0.00	\$0
20220005	Restricted	Maintenance	2/11/2022	40121	2263	NM INBRE	0.00	\$3,162,925
20220006	Unrestricted	Maintenance	3/8/2022	12105	3121	Athletics Administration	0.00	\$0
20220007	Restricted	Increase		41469	2268	Newport News Nuclear BWXT-Lo	0.00	\$3,675,906
20220008	Unrestricted	Increase		11000	4014	Instruction & General	0.00	\$58,200
BAR Net Total							233.45	\$41,552,571

Northern New Mexico College

BAR Numb 20220007

FY22 (2021-2022)

Wednesday, March 16, 2022

Fund Type: Restricted

BAR Type: Increase

Fun	Indirect Cost Funds				
Org	Provost				
Category	Account	Description	FTE	Amount	
Revenue	11303-1007-80278-131	Transfer In Indirect	0.00	\$24,952	
Revenue	11303-1007-80278-131	Transfer In Indirect	0.00	(\$238)	
Revenue	11303-1007-80278-131	Transfer In Indirect	0.00	\$364	
Revenue	11303-1007-80278-131	Transfer In Indirect	0.00	\$174	
Revenue	11303-1007-80278-131	Transfer In Indirect	0.00	\$860	
Revenue	11303-1007-80278-131	Transfer In Indirect	0.00	\$4,143	
Revenue	11303-1020-80278-132	Transfer In Indirect	0.00	\$14,612	
Revenue	11303-1020-80278-132	Transfer In Indirect	0.00	(\$3,807)	
Revenue	11303-1020-80278-132	Transfer In Indirect	0.00	\$99,806	
Revenue	11303-1020-80278-132	Transfer In Indirect	0.00	\$2,956	
Revenue	11303-1020-80278-132	Transfer In Indirect	0.00	\$6,181	
Revenue	11303-1020-80278-132	Transfer In Indirect	0.00	\$66,292	
Revenue	11303-2268-80278-101	Transfer In Indirect	0.00	\$12,430	
Revenue	11303-2268-80278-102	Transfer In Indirect	0.00	(\$714)	

Fun Indirect Cost Funds**Org El Rito Trades**

Revenue	11303-2611-80278-102	Transfer In Indirect	0.00	\$727
Revenue	11303-2653-80278-101	Transfer In Indirect	0.00	\$348
Revenue	11303-3052-80278-122	Transfer In Indirect	0.00	\$1,719
Revenue	40301-1020-54103-608	Federal Grants and Contracts Rev	0.00	\$264,952
Revenue	40301-4521-54103-141	Federal Grants and Contracts Rev	0.00	\$1,422,000
Revenue	41108-2814-54103-608	Federal Grants and Contracts Rev	0.00	\$999,599
Revenue	41109-3052-54103-608	Federal Grants and Contracts Rev	0.00	\$231,050
Revenue	41193-2268-54103-608	Federal Grants and Contracts Rev	0.00	(\$118,594)
Revenue	41193-2611-54103-608	Federal Grants and Contracts Rev	0.00	\$127,019
Revenue	41230-2653-54202-605	State Grant & Contract Revenue	0.00	\$40,008
Revenue	41231-2611-54202-605	State Grant & Contract Revenue	0.00	\$79,990
Revenue	41466-2571-55005-191	Private Gifts and Grants	0.00	\$39,840
Revenue	41466-2571-55005-606	Private Gifts and Grants	0.00	\$160
Revenue	41469-2268-55005-606	Private Gifts and Grants	0.00	\$359,078
Total Revenue			0.00	\$3,675,906

Expense	11303-1007-71951-131	Indirect Cost	0.00	\$364
Expense	11303-1007-71951-131	Indirect Cost	0.00	\$860
Expense	11303-1007-71951-131	Indirect Cost	0.00	\$4,143

Fun Indirect Cost Funds**Org Provost**

Expense	11303-1007-71951-131	Indirect Cost	0.00	\$174
Expense	11303-1007-71951-131	Indirect Cost	0.00	(\$238)
Expense	11303-1007-71951-131	Indirect Cost	0.00	\$24,952
Expense	11303-1020-71951-132	Indirect Cost	0.00	\$14,612
Expense	11303-1020-71951-132	Indirect Cost	0.00	\$66,292
Expense	11303-1020-71951-132	Indirect Cost	0.00	\$99,806
Expense	11303-1020-71951-132	Indirect Cost	0.00	(\$3,807)
Expense	11303-1020-71951-132	Indirect Cost	0.00	\$6,181
Expense	11303-1020-71951-132	Indirect Cost	0.00	\$2,956
Expense	11303-2268-71951-101	Indirect Cost	0.00	\$12,430
Expense	11303-2268-71951-102	Indirect Cost	0.00	(\$714)
Expense	11303-2611-71951-102	Indirect Cost	0.00	\$727
Expense	11303-2653-71951-101	Indirect Cost	0.00	\$348
Expense	11303-3052-71951-122	Indirect Cost	0.00	\$1,719
Expense	40301-1020-71511-131	Contingency Restricted	0.00	\$264,952
Expense	40301-4521-77201-141	Building Renewal and Replacement	0.00	\$1,422,000
Expense	41108-2814-61103-122	Faculty Salaries Adjunct	0.00	\$48,278
Expense	41108-2814-61106-122	Faculty Sal-Ovrlld Non-Teaching	0.00	\$115,250

Fun Title III Accelerating Achivement in STEM**Org Title III**

Expense	41108-2814-61301-122	Professional Salaries-FT	0.00	\$70,000
Expense	41108-2814-61302-122	Professional Salaries-PT	0.00	\$121,750
Expense	41108-2814-61402-122	Support Staff Salaries-PT	0.00	\$20,000
Expense	41108-2814-61451-122	Student Salaries	0.00	\$36,520
Expense	41108-2814-62111-122	Medicare	0.00	\$5,967
Expense	41108-2814-62112-122	FICA	0.00	\$35,915
Expense	41108-2814-62121-122	Retirement - ERA	0.00	\$4,275
Expense	41108-2814-62141-122	Retiree Health Care - ERA	0.00	\$29,000
Expense	41108-2814-62151-122	Health Insurance	0.00	\$22,817
Expense	41108-2814-62152-122	Dental Insurance	0.00	\$2,000
Expense	41108-2814-62153-122	Vision Insurance	0.00	\$1,000
Expense	41108-2814-62161-122	Basic Life	0.00	\$500
Expense	41108-2814-62180-122	Workers Compensation	0.00	\$500
Expense	41108-2814-62190-122	Unemployment Compensation	0.00	\$5,994
Expense	41108-2814-71102-122	Advertising Expense	0.00	\$2,000
Expense	41108-2814-71110-122	Dues and Membership	0.00	\$3,500
Expense	41108-2814-71128-122	Software Purchases up to 999.99	0.00	\$9,200
Expense	41108-2814-71131-122	Supplies and Expense	0.00	\$4,950

Fun Title III Accelerating Achivement in STEM**Org Title III**

Expense	41108-2814-71145-122	Purchased Services	0.00	\$35,000
Expense	41108-2814-71803-122	Grant Lunches-Meals	0.00	\$18,750
Expense	41108-2814-71805-122	Grant-Project Activities	0.00	\$6,500
Expense	41108-2814-72123-122	In-State Travel	0.00	\$5,000
Expense	41108-2814-72124-122	Out-of-State Travel	0.00	\$18,000
Expense	41108-2814-73102-122	Equipment up to 4999.99	0.00	\$20,000
Expense	41108-2814-73104-122	Electronics-Computer up to 4999.99	0.00	\$48,500
Expense	41108-2814-73105-122	Computer-Electr. 5000.00 and Over	0.00	\$33,000
Expense	41108-2814-73114-122	Furniture-Fixtures up to 4999.99	0.00	\$18,200
Expense	41108-2814-77201-122	Building Renewal and Replacement	0.00	\$132,475
Expense	41108-2814-80178-122	Transfer Out Indirect	0.00	\$124,758
Expense	41109-3052-61301-122	Professional Salaries-FT	0.00	\$139,300
Expense	41109-3052-62111-122	Medicare	0.00	\$2,020
Expense	41109-3052-62112-122	FICA	0.00	\$8,600
Expense	41109-3052-62121-122	Retirement - ERA	0.00	\$19,500
Expense	41109-3052-62141-122	Retiree Health Care - ERA	0.00	\$2,800
Expense	41109-3052-62151-122	Health Insurance	0.00	\$10,000
Expense	41109-3052-62152-122	Dental Insurance	0.00	\$500

Fun TRIO EOC**Org Student Support Services**

Expense	41109-3052-62153-122	Vision Insurance	0.00	\$500
Expense	41109-3052-62161-122	Basic Life	0.00	\$500
Expense	41109-3052-62180-122	Workers Compensation	0.00	\$1,000
Expense	41109-3052-62190-122	Unemployment Compensation	0.00	\$1,946
Expense	41109-3052-71106-122	Cell Phone-Pager Expense	0.00	\$2,200
Expense	41109-3052-71131-122	Supplies and Expense	0.00	\$13,044
Expense	41109-3052-72123-122	In-State Travel	0.00	\$11,150
Expense	41109-3052-72124-122	Out-of-State Travel	0.00	\$800
Expense	41109-3052-80178-122	Transfer Out Indirect	0.00	\$17,190
Expense	41193-2268-71131-102	Supplies and Expense	0.00	(\$16,507)
Expense	41193-2268-71145-102	Purchased Services	0.00	(\$35,000)
Expense	41193-2268-72124-102	Out-of-State Travel	0.00	(\$3,558)
Expense	41193-2268-73104-102	Electronics-Computer up to 4999.99	0.00	(\$38,289)
Expense	41193-2268-73105-105	Computer-Electr. 5000.00 and Over	0.00	(\$20,379)
Expense	41193-2268-80178-102	Transfer Out Indirect	0.00	(\$4,861)
Expense	41193-2611-71131-102	Supplies and Expense	0.00	\$2,050
Expense	41193-2611-73102-102	Equipment up to 4999.99	0.00	\$10,000
Expense	41193-2611-73103-102	Equipment 5000.00 and Over	0.00	\$87,523

Fun Carl Perkins - Vocational Services**Org El Rito Trades**

Expense	41193-2611-73104-102	Electronics-Computer up to 4999.99	0.00	\$27,344
Expense	41193-2611-80178-102	Transfer Out Indirect	0.00	\$103
Expense	41230-2653-61301-101	Professional Salaries-FT	0.00	\$2,125
Expense	41230-2653-61451-101	Student Salaries	0.00	\$3,800
Expense	41230-2653-62111-101	Medicare	0.00	\$40
Expense	41230-2653-62112-101	FICA	0.00	\$132
Expense	41230-2653-62121-101	Retirement - ERA	0.00	\$300
Expense	41230-2653-62141-101	Retiree Health Care - ERA	0.00	\$43
Expense	41230-2653-62151-101	Health Insurance	0.00	\$43
Expense	41230-2653-62152-101	Dental Insurance	0.00	\$10
Expense	41230-2653-62153-101	Vision Insurance	0.00	\$10
Expense	41230-2653-62180-101	Workers Compensation	0.00	\$5
Expense	41230-2653-62190-101	Unemployment Compensation	0.00	\$97
Expense	41230-2653-71102-101	Advertising Expense	0.00	\$1,650
Expense	41230-2653-71131-101	Supplies and Expense	0.00	\$13,075
Expense	41230-2653-71145-101	Purchased Services	0.00	\$13,450
Expense	41230-2653-73102-101	Equipment up to 4999.99	0.00	\$1,750
Expense	41230-2653-80178-101	Transfer Out Indirect	0.00	\$3,478

Fun DWS Carpentry Training Program**Org El Rito Trades**

Expense	41231-2611-61301-102	Professional Salaries-FT	0.00	\$2,125
Expense	41231-2611-61451-102	Student Salaries	0.00	\$3,800
Expense	41231-2611-62111-102	Medicare	0.00	\$40
Expense	41231-2611-62112-102	FICA	0.00	\$132
Expense	41231-2611-62121-102	Retirement - ERA	0.00	\$300
Expense	41231-2611-62141-102	Retiree Health Care - ERA	0.00	\$43
Expense	41231-2611-62151-102	Health Insurance	0.00	\$43
Expense	41231-2611-62152-102	Dental Insurance	0.00	\$10
Expense	41231-2611-62153-102	Vision Insurance	0.00	\$10
Expense	41231-2611-62180-102	Workers Compensation	0.00	\$5
Expense	41231-2611-62190-102	Unemployment Compensation	0.00	\$97
Expense	41231-2611-71102-102	Advertising Expense	0.00	\$2,430
Expense	41231-2611-71123-102	Professional Development	0.00	\$4,752
Expense	41231-2611-71125-102	Resource Materials	0.00	\$4,301
Expense	41231-2611-71127-102	Service Fee Expense	0.00	\$960
Expense	41231-2611-71131-102	Supplies and Expense	0.00	\$19,850
Expense	41231-2611-71145-102	Purchased Services	0.00	\$33,820
Expense	41231-2611-80178-102	Transfer Out Indirect	0.00	\$7,272

Fun RDC-Workforce/Education Training**Org Business Education**

Expense	41466-2571-71102-101	Advertising Expense	0.00	\$160
Expense	41466-2571-71149-191	Scholarship Expense	0.00	\$39,840
Expense	41469-2268-61101-101	Faculty Salaries Full-time	0.00	\$93,606
Expense	41469-2268-61103-101	Faculty Salaries Adjunct	0.00	\$53,750
Expense	41469-2268-61401-101	Support Staff Salaries-FT	0.00	\$10,000
Expense	41469-2268-62111-101	Medicare	0.00	\$4,000
Expense	41469-2268-62112-101	FICA	0.00	\$10,000
Expense	41469-2268-62121-101	Retirement - ERA	0.00	\$5,000
Expense	41469-2268-62141-101	Retiree Health Care - ERA	0.00	\$22,500
Expense	41469-2268-62151-101	Health Insurance	0.00	\$15,000
Expense	41469-2268-62152-101	Dental Insurance	0.00	\$500
Expense	41469-2268-62180-101	Workers Compensation	0.00	\$596
Expense	41469-2268-62190-101	Unemployment Compensation	0.00	\$8,942
Expense	41469-2268-71126-101	Science Supplies	0.00	\$2,000
Expense	41469-2268-71511-101	Contingency Restricted	0.00	\$30,319
Expense	41469-2268-73102-101	Equipment up to 4999.99	0.00	\$20,000
Expense	41469-2268-80178-101	Transfer Out Indirect	0.00	\$82,865

Total Expense**0.00 \$3,675,906**

Fun Newport News Nuclear BWXT-Los Alamos

Org Environmental Science

BAR Net Total, Increase

0.00

\$3,675,906

Vice President for Finance and Administration

NNMC Board of Regents Representative

Northern New Mexico College

FY22 (2021-2022)

Fund Type: Unrestricted

BAR Type: Increase

Fun Instruction & General

Org I-G Revenue

Category	Account	Description	FTE	Amount
Revenue	11000-4014-53221-601	General Fund Appropriation, HB2	0.00	\$55,800
Revenue	11741-3031-53221-171	General Fund Appropriation, HB2	0.00	\$300
Revenue	12105-3121-53221-211	General Fund Appropriation, HB2	0.00	\$2,100
Total Revenue			0.00	\$58,200
Expense	11000-1022-61301-131	Professional Salaries-FT	0.00	\$55,800
Expense	11741-3031-61301-171	Professional Salaries-FT	0.00	\$300
Expense	12105-3121-61301-211	Professional Salaries-FT	0.00	\$2,100
Total Expense			0.00	\$58,200

Fun Athletics Administration

Org Athletics - General

BAR Net Total, Increase

0.00

\$58,200

Vice President for Finance and Administration

NNMC Board of Regents Representative




Northern New Mexico College

BOARD OF REGENTS PRESENTATION

MARCH 24, 2022



CRI CARR
RIGGS &
INGRAM
CPAs and Advisors



Agenda

- Audit Timeline
- Auditors' Reports
- Financial Statement Highlights
- Value-Added Suggestions

CARR, RIGGS & INGRAM, LLC 2

Timeline of the Audit

Date of Engagement Letter	August 4, 2021
Planning	August 2021
Fieldwork	August 2021 – November 2021
Delivered Financial Statement Findings	December 14, 2021
Draft Provided to Management	December 14, 2021
Exit Conference Presentation	December 14, 2021
Independent Auditors' Report	December 20, 2021
Released from State Auditor's Office	February 14, 2022
Presentation to Board	March 24, 2022

CARR, RIGGS & INGRAM, LLC

3

Auditors' Reports

Independent Auditors' Report

Opinion on the Financial Statements:

- **Qualified Opinion –**
 - Related to capital asset balances

Other Auditors' Report

GAGAS Report on *Internal Control Over Financial Reporting* and on *Compliance and Other Matters*

Negative Assurance

- College
 - 3 Material Weakness, 1 Significant Deficiency, 3 NMSA findings
- Foundation
 - 2 Material Weakness, 2 NMSA findings
- Corporation
 - 1 Material Weakness, 1 NMSA finding

Uniform Guidance Report on *Major Program and on Internal Control over Compliance*

Qualified Opinion, Student Financial Aid Cluster and HEERF

- 2 Material Weakness, Material Noncompliance, 2 Significant Deficiency

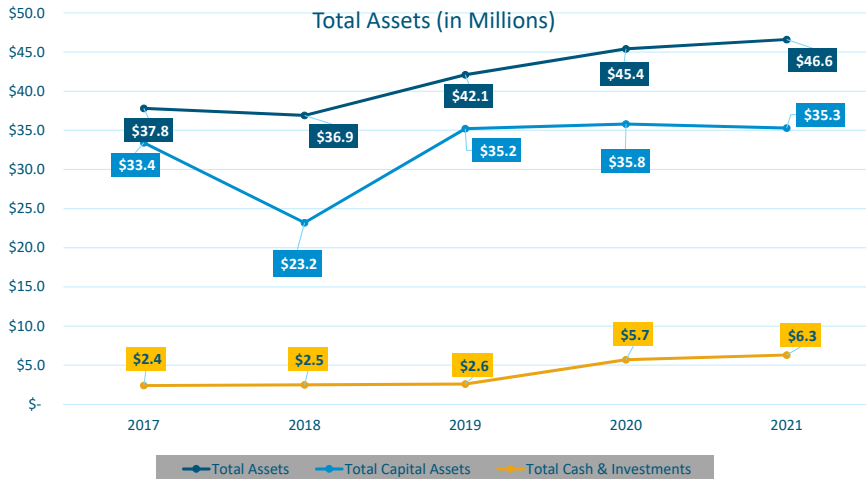
CARR, RIGGS & INGRAM, LLC

4

Statement of Net Position

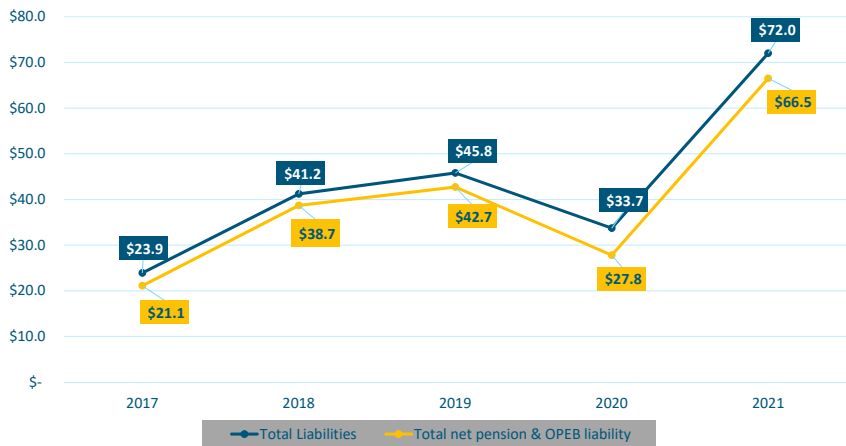
- **Assets**
 - 5 year trend – Assets balances have remained fairly consistent over the last 5 years
- **Liabilities**
 - 5 year trend – The actuarial valuation related to pension during fiscal year 2020 was approximately \$13 million less than the 2019 fiscal year and then increased significantly in 2021 by approximately \$38 million due to pension and OPEB liabilities.
- **Net Position**
 - 5 year trend – The increase in net position in 2020 is primarily due to the shift in NPL and OPEB liabilities which then caused a significant decrease in 2021.

Statement of Net Position



Statement of Net Position

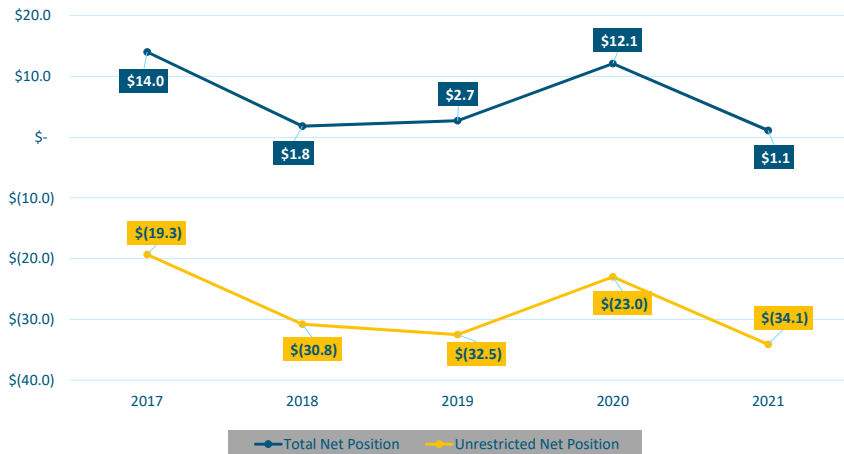
Total Liabilities* (in Millions)



*GASB75 implemented in FY2018.

Statement of Net Position

Total Net Position (in Millions)



Statement of Revenues, Expenses and Changes in Net Position

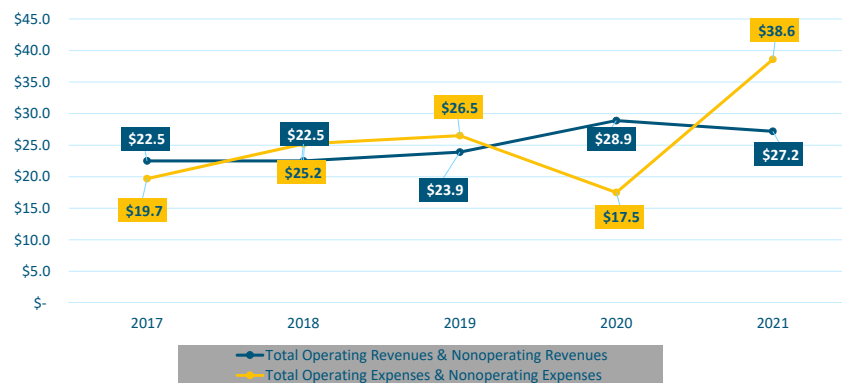
- Revenues
 - Operating and nonoperating revenues remain fairly consistent.
- Expenses
 - The significant decrease in operating expenses during fiscal year 2020 and increase in 2021 was primarily related to the pension and OPEB actuarial adjustments.

CARR, RIGGS & INGRAM, LLC

9

Statement of Activities

Total Operating Revenues, Operating Expenses, and Nonoperating Revenues/(Expenses) (in Millions)



CARR, RIGGS & INGRAM, LLC

10

Value-Added Suggestions

- Training Lease Implementation
 - GASB 87 will be implemented for fiscal year 2022. CRI is available to provide the College with training on the requirements of the lease implementation standard.

Concluding Comments

- The Comptroller, VP of Finance and Administration, Accountant III and all the College team members were very helpful and great to work with.
- Thank you for the opportunity to serve the Northern New Mexico College.
- We value our relationship and hope to continue to build on it.

THANK YOU!

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Memo

To: NNMC Board of Regents
From: Jimi Montoya, Chief Information Officer
Date: November 10, 2021
Re: Disposal of NNMC ShoreTel Phone System

Dear Board of Regents,

Our IT Services Department is requesting permission to dispose of our obsolete ShoreTel Phone System. As of May 24, 2021, NNMC migrated to a new SD-WAN Windstream Cloud Based VoIP system with elevated security. Our new phone system has all the capabilities that were requested of our Staff and Faculty including remote work functionality due to the COVID Pandemic.

We believe this equipment is of little value to anyone and would like permission to dispose of properly. Please contact me at: jimi.montoya@nnmc.edu with any questions or concerns.

Thank you for your consideration.

