

AGENDA
MEETING OF THE BOARD OF TRUSTEES
SOUTHEAST NEW MEXICO COLLEGE
MONDAY, JANUARY 12, 2026 AT 6:00 PM
SOUTHEAST NEW MEXICO COLLEGE, ROOM 153, 1500 UNIVERSITY DRIVE
CARLSBAD, NEW MEXICO 88220

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

AGENDA ITEMS

- | | |
|--|--------------------|
| 1. CALL TO ORDER | BOARD CHAIR BOWMAN |
| 2. PLEDGE OF ALLEGIANCE | ALL |
| 3. ESTABLISH QUORUM | ROLL CALL |
| 4. APPROVE AGENDA | ACTION ITEM |
| 5. APPROVAL OF MINUTES FROM 12/8/2025 | ACTION ITEM |
| 6. PUBLIC COMMENTS | |
| Public Comments shall be limited to three minutes. The Board will not respond to public comments at or during Meeting. | |
| 7. STUDENT GOVERNMENT REPRESENTATIVE | DISCUSSION |
| 8. GENERAL COUNSEL UPDATES-ATTY. LANE MARTIN | DISCUSSION |
| 9. SENMC UPDATES -DR. KEVIN BEARDMORE | |
| A) UPDATE ON 2025-2030 STRATEGIC PLAN (<i>attachment</i>) | DISCUSSION |
| 10. OLD BUSINESS | |
| A) NONE | DISCUSSION/ACTION |
| 11. NEW BUSINESS | |
| A) UPDATE CAPITAL PROJECTS LIST-DR. K BEARDMORE | DISCUSSION/ACTION |
| B) APPROVE AAS – ENVIRONMENTAL MANAGEMENT
TECHNICIAN-DR. E SEITARIDOU | DISCUSSION/ACTION |
| C) APPROVE AAS – RADIATION PROTECTION
TECHNOLOGY-DR. E SEITARIDOU | DISCUSSION/ACTION |
| D) APPROVE AAS – PUBLIC SAFETY
TECHNICIAN-DR. E SEITARIDOU | DISCUSSION/ACTION |
| E) MONTHLY FINANCIAL REPORT – CAROLYN KASDORF | DISCUSSION |
| 12. EXECUTIVE ADMINISTRATION STAFF REPORTS OR COMMENTS | |
| A) DR. EFFROSYNI "FROSSO" SEITARIDOU, VP-ACADEMIC AFFAIRS | |
| B) CAROLYN KASDORF, INTERIM VP-BUSINESS & FINANCE | |
| C) DIANA CAMPOS, DEAN OF STUDENT AFFAIRS | |
| D) CHRIS SPAULDING, INTERIM VP-WORKFORCE DEVELOPMENT &
COMMUNITY ENGAGEMENT | |
| E) TYMON MATTOSZKO, CHIEF INFORMATION OFFICER (CIO) | DISCUSSION |

13. HR DIRECTOR'S UPDATE-STEVEN GONZALES (<i>attachment</i>)	DISCUSSION
14. EMPLOYEE REPRESENTATIVE COMMENTS (OPTIONAL)	
A) FACULTY	
B) ADMINISTRATIVE STAFF	
C) CLASSIFIED STAFF	DISCUSSION
15. CLOSED SESSION (DISCUSS APPLICATIONS FOR PROMOTION/TENURE)	ROLL CALL/ACTION
16. RECONVENE OPEN SESSION	ROLL CALL/ACTION
17. BOARD COMMENTS	
18. ANNOUNCEMENT OF NEXT REGULAR BOARD MEETING (2-9-2026)	BOARD CHAIR BOWMAN
19. ADJOURNMENT	BOARD CHAIR BOWMAN

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

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

BOARD OF TRUSTEES MEETING MINUTES

Date: 12/8/25

Time: 6:00 pm

Session Location: SENMC RM 153

Board Members present:

- ☒ Chair, Sarah Bowman
- ☒ Member, Bill Murrill
- ☒ Member, Mark Cage

Type of Meeting:

☒ Regular ☐ Work
☐ Special

☐ Secretary, (vacant)
☒ Member, Ned Elkins

Board Member(s) absent:

1) **Call to Order**

Time: 6:01 pm

2) **Pledge of Allegiance**

3) **Establish Quorum – Roll Call**

4) **Approve Agenda**

Motion: **Mark Cage**

Second: **Ned Elkins**

Nays: **0**

Abstain: **0**

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

5) **Approval of minutes from the previous meeting – 12/8/2025**

Motion: **Ned Elkins**

Second: **Bill Murrill**

Nays: **0**

Abstain: **1**

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

6) **Public Comments:** None

7) **Student Government Representative:** None

8) **General Counsel:** – Lane Martin (via Zoom) reported that things continue to progress well.

9) **SENMC general status report: Dr. Kevin Beardmore** - Dr. Beardmore took a moment to introduce and welcome Mr. Lee White who has been elected to fill the Board seat for District II. He then proceeded to give his December updates on the 2025-2030 strategic plan.

A) **Report on 2025-2030 Strategic Plan – Goal 1 (Serve More Students)** Joined Fire Academy, EMT, and Nursing students for an emergency medical demonstration that included a helicopter landing, patient transfer, and departure from campus, November 6; met with Carlsbad Municipal Schools and the Southern Regional Education Board about the Education Pathway development plans for Carlsbad High School, December 2; met with the Request for Qualifications Committee for STEPS Academy architectural services, including Board of Trustees member Dr. Ned Elkins, the architects selected is a partnership between Nine Degrees and Mitchell & Cruze, December 3; met, along with Cindy Wang, Early Childhood Education Program Coordinator, with Shannon Mikesell of the New Mexico Early Childhood Education & Care Department, December 3; **Goal 2 (Welcome and Engage the Community)** attended the Veteran's Day remembrance at the SENMC flagpoles with remarks by Interim VP of Workforce Development and Community Education, Chris Spaulding, November 11; attended the Native American Month Celebration: Alaska Native Cultures & Stories, hosted by the Diversity Committee and the SENMC Library, November 11; attended Carlsbad Rotary, November 12, 19, and December 3; published latest newspaper/website article: "You Are the Judge"; attended the ribbon cutting for Representative Cathrynn Brown's new office at the Eddy County Courthouse, November 24; attended the Carlsbad Medical Center Robotic Surgery Open House, December 2;

attended the Carlsbad Department of Development Board meeting, and the Simulator Lab Mobile Crane Open House event, December 4; **Goal 3 (Increase Learning and Efficiency)** met with the college's auditors from Jaramillo Accounting Group visiting campus on December 3; and **Goal 4 (Promote Success for All)** on November 11, 12, and 13 presented the SENMC attributes (the "Desirable Dozen") to FYEX 1110 classes, including a discussion of the attributes employers seek on a candidate's resume according to the 2025 National Association of Colleges and Employers survey; provided the welcome and opening remarks at the fall 2025 Phi Theta Kappa Induction on November 18; served as host and provided remarks, along with SBDC Director Della Bedingfield, at the Carlsbad ConocoPhillips Small Biz Builder Graduation at SENMC, November 19; provided opening remarks at the SENMC Employee Appreciation Luncheon, also attended by Trustees Bowman and Elkins, on December 5.

The "Desirable Dozen" are curious, attentive, responsible, creative, articulate, flexible, collaborative, proactive, honest, thoughtful, persistent, and humble.

Dr. Beardmore directed the Trustees' attention to an Act relating to state educational institutions that requires all members of boards of regents and other governing boards to complete 10 hours of mandatory training during the first six months of their terms. The Higher Education Department has indicated its intention to have this online training available at the end of the week. Dr. Beardmore will share more information when he has it.

The Legislative Finance Committee met earlier today, and Dr. Beardmore shared its projections on oil and natural gas prices and production over the next five years. He said there is no bad news here.

- B) **Mountain Lion Student of the Month: Dr. R Anderson** – The Mountain Lion Student of the Month recognition is new this academic year. Faculty and staff can nominate students for recognition in September, October, and November of the fall semester and February, March, and April of the spring semester. A Student of the Year will be selected from the six Student of the Month honorees and recognized at the graduation ceremony in May. The students of the month for the fall semester are Elida Sotelo (September), Mariana Moreno (October), and Antonia Robledo (November).

10) **Old Business:** None

11) **New Business**

- A) **Approve plans for Western Way entrance: Dr. K Beardmore** – Constructors, Inc., a member of the CES Consortium, presented its estimate for building a campus entrance at Western Way and repairing the bridge. They are ready to start work in the new year.

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

Cage, Elkins, Murrill, and Bowman voted in favor of approving the extension of Western Way and bridge repair by Constructors, Inc at an estimated cost of \$236,270.36.

- B) **Budget proposal daycare/preschool pilot project: Dr. K Beardmore** – Dr. Beardmore told the Trustees that SENMC will use \$400,000 (the balance remaining on a grant that must be spent by September 2026) to continue remodeling rooms on campus rather than to launch a daycare/preschool pilot project, explaining that the cost of a temporary space will be close to one million dollars, and that the Joe Stanley Smith building was not suitable because it does not have sufficient egress points and correcting this would require construction on a building that the college does not own.
- C) **Proposed expansion of Early College: Dr. K Beardmore** – Early College principal Stacy Verdin has expressed interest in expanding Early College. Dr. Beardmore wants the SENMC Trustees to be aware of this so it can be an item for future discussions. He wondered if it might be possible to add classroom space to the dining hall. Board Chair Sarah Bowman commented that it is an interesting thought.
- D) **Presentation by CBIZ Compensation Consulting: Joe Rice** – Joe Rice is the Managing Director at CBIZ and will be the project leader for SENMC's compensation study. His presentation took the Trustees through the steps of the project and let them know what they can expect. CBIZ will begin with a planning meeting and ask employees to complete surveys to help develop job descriptions and

design pay structures. The project timeline is approximately six months. Trustees asked questions to ensure that CBIZ understands the distinction between professional/industrial and academic applications and the specifics of faculty compensation.

Dr. Elkins also wanted to make sure that Mr. Rice understands that southeastern New Mexico is a very unique bubble from an economic standpoint (faculty could take oilfield jobs and make more money there than they would as a faculty member) and takes this regional economic base into account.

Mark Cage emphasized Dr. Elkins' comments, adding that there are struggles at the county and at the college to hire and keep quality people.

In response to a question from Dr. Elkins, Dr. Beardmore explained that the process after CBIZ makes its recommendations will be to share those recommendations with faculty, staff, and the Board of Trustees and then make decisions that will affect the budget.

- E) Resolution for Disposition of Surplus Property: Carolyn Kasdorf** – Interim Vice President of Business and Finance Carolyn Kasdorf presented a resolution for the disposition of surplus property.

Motion: **Ned Elkins** Second: **Mark Cage** Nay: **-0-** Abstain: **-0-**

Cage, Elkins, Murrill, and Bowman voted in favor of the resolution.

- F) Monthly Financial Report: Carolyn Kasdorf** – Carolyn Kasdorf, presented financial reports for the period ending October 31, 2025. Per this report SENMC is projecting an additional \$9,585,284 in revenue and \$2,634,672 in expenses (a difference of \$6,950,613) and will be processing budget adjustments to the New Mexico Higher Education Department to account for these projections. Ms. Kasdorf increased the projected interest because the college has moved some of its money to other entities. There will also be budget adjustments for supplies and expenses.

- G) Resolutions recognizing Tiffany Frintz and Bill Murrill: Dr. K Beardmore** – Dr. Beardmore read a resolution recognizing Tiffany Frintz and Bill Murrill for their service to Southeast New Mexico College as Trustees.

Motion: **Mark Cage** Second: **Ned Elkins** Nay: **-1-** Abstain: **-0-**

Cage, Elkins, and Bowman voted in favor of the motion to approve the resolutions recognizing Tiffany and Bill. **Murrill** voted against the motion. The College presented Tiffany with a gavel listing the dates of her service as Chair of the Board of Trustees. Dr. Beardmore announced his intention to ask the Naming Committee to recommend naming a meeting room in the new Trades x Technologies Building the Bill Murrill Meeting Room.

- H) Vote to schedule a special meeting to swear in new trustees and elect officers: Dr. K Beardmore** – Southeast New Mexico College's policy manual states that the Board of Trustees will meet on the first day the college is back from winter break (1-5-2026) for the purposes of swearing in any newly elected Board members and the Board selecting from its members a Chair and Secretary. Because the regularly scheduled meeting of the Board is just one week (1-12-2026) after the college returns from break the Board voted to have a special meeting at 5:45 pm on Monday, January 12 for swearing in Trustees and selecting a Chair and secretary.

Motion: **Ned Elkins** Second: **Mark Cage** Nay: **-0-** Abstain: **1**

Cage, Elkins, and Bowman voted in favor of the motion. **Murrill** abstained from voting.

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

- A) Dr. Effrosyni "Frosso" Seitaridou, VP of Academic Affairs:** Dr. Seitaridou shared a report from the Nursing department of three faculty members that are reaching educational milestones – Arlene Nieto and Rebecca Jones are graduating with their Master of Science in Nursing and Lacey Perkins is graduating with her Bachelor of Science in Nursing. In Allied Health, Artesia High School's HOSA (Health Occupations Students of America) competed at the Regional Leadership Conference in

November and earned nine firsts, 4 seconds, and 3 thirds. These students have qualified for the State Leadership Conference where they will compete to attend Nationals this summer.

Dr. Jonathan Wilson, Dean of Teaching and Learning has an article in the Winter 2025 regional edition of Focus magazine, "Oil, Gas, & Agriculture: The Anatomy of Southeast New Mexico".

- B) **Carolyn Kasdorf, Interim VP-Business and Finance:** Ms. Kasdorf reported that the auditors spent two days on campus last week and interviewed people from several departments. She said there is a possibility of six findings in the FY24 audit and there are some findings repeated from FY23. The auditors offered 15 recommendations.

The Business office staff sent letters to all the students that owe money (approximately \$440,000) and have collected approximately \$51,000.

- C) **Diana Campos, Dean of Student Affairs:** Ms. Campos said spring enrollment is up to 399 students as of December 4. Grades will be finalized next week, and Financial Aid is getting ready to run some processes for SAP (Satisfactory Academic Progress) to catch those students who did not meet the requirements for financial aid eligibility. Student Government hosted an "Ugly Sweater" contest last week, organized by October Student of the Month, Mariana Moreno. Student Government is also getting ready for Spirit Week in January.

- D) **Chris Spaulding, Interim VP of Workforce Development and Community Engagement:** Mr. Spaulding said they have secured a new location for the food pantry and are working with Eddy County Health Council for food distribution from the SENMC Training Center. A new DOE Grant MSHA Instructor has been hired. Workforce has partnered with Grant Services for marketing, promoting, and advertising all Workforce Development and Community Engagement events and activities. He added that the staff from HSI Grant Services have been a godsend to Workforce. Work-based Learning has developed a draft four – tier stackable achievement safety program to send to industry. The Workforce Training department has completed its catalog for its spring semester schedule and has trained 20 CEHMM employees using the new Introduction to Oil & Gas curriculum. Workforce Partnerships held an Open House on December 4 for the delivery of the mobile crane. Mr. Spaulding said there were many new people at the Open House. They have had industry project sub-committee meetings for the Trades & Technology for Safety, Mining, and Simulator Lab. The Adult Education department has hired a new full-time ESL and HSE Instructor.

- E) **Tymon Mattoszko, CIO:** Mr. Mattoszko provided an update of the work done by Technology Services & Solutions (TSS) including formalizing and documenting disaster recovery and business continuity procedures; kicking off integration efforts to connect HR, Student, Finance, Payment, and Document Management systems; incorporating Joe Stanley Smith (JSS) as a disaster recovery site; establishing a regular schedule for testing backup and recovery processes; and developing an IT/STEM initiative with Carlsbad Municipal Schools. Mr. Mattoszko also provided a written Anthology report for November 2025 noting the status of current tasks, key accomplishments, and upcoming projects and activities; an employee satisfaction report; and a monthly activity report of Ferrilli consultants.

- 13) **HR Report: Steven Gonzales, HR Director:** The employee count for SENMC as of December 4 is 282 employees. This includes full-time, part-time, temporary, and student employees. Mr. Gonzales introduced Emily Galindo, HR Assistant, one of eight new employees. There are currently ten faculty and eleven staff vacancies. He said there was a good turnout at the Employee Appreciation Lunch on December 5 where employees were given lunch and SENMC-branded jackets and hats. They also presented service awards and recognized employees of the month for this past year. December 2025's Employee of the Month is Deanna Ybarra, HR Representative.

14) Employee representative comments (optional)

A) **Faculty:** Zane Biebelle thanked Dr. Ned Elkins and Mark Cage for advocating for faculty in the salary study and thanked Bill Murrill for his service to the Board of Trustees.

B) **Administrative Staff:** No report

C) **Classified Staff:** No report

15) Board comments: Dr. Elkins expressed his appreciation for Bill Murrill and Tiffany Frintz and said what a pleasure it has been to have them.

Mark Cage said he will always advocate for competitive pay for exemplary employees. He added that SENMC molds future citizens and gives people tools to be better people, contributing to society, and feels like the employees should be overcompensated for that; he will always fight to get exceptional pay (for them). He concluded by wishing everyone a wonderful Christmas.

Sarah Bowman wished everyone happy holidays. Bill Murrill had no comment.

16) Announcement of the next regular board meeting:

Date: January 12, 2026 **Time:** 6:00 pm **Place:** SEPMC Room 153

17) Adjournment – The meeting adjourned at 7:51 pm.

Approved

Secretary

Date

SENMC STRATEGIC PLAN (2025-2030)

Updates for January 2026 in [blue](#)

Goal 1: Serve More Students

[Attended the Porter House Radiation Control Training Graduation Ceremony, December 12](#)

[Attended the Governor's Child Care Summit, in Santa Fe, December 17](#)

Goal 2: Welcome and Engage the Community

[Participated in the Carlsbad Department of Development Bylaws Committee, December 8 and 15](#)

[Attended the Legislative Finance Committee Higher Education hearing in Santa Fe, December 10](#)

[Attended the New Mexico Independent Community Colleges' Quarterly Board meeting, in Santa Fe, December 10](#)

[Attended Development and Donuts, sponsored by Carlsbad Department of Development and the Carlsbad Chamber of Commerce Government Affairs Council, December 11](#)

[Met with Chevron and SENMC Workforce Development team, December 15](#)

[Facilitated the SENMC Foundation Board meeting, January 6](#)

[Participated in the Educational Partnership of the Permian Basin + SENMC Eddy County Collaborative Discussion, January 6](#)

[Attended Carlsbad Rotary, January 7](#)

[Participated as a member of the Carlsbad Department of Development Strategic Planning Committee, January 7](#)

[Attended the Carlsbad Department of Development Board meeting, January 8](#)

[Attended the Carlsbad Department of Development Strategic Planning meeting, January 8](#)

Goal 3: Increase Learning and Efficiency

[Published my latest newspaper/website article: "Tomschoolery and such," December 16](#)

Goal 4: Promote Success for All

[Held a campus forum, January 5](#)

Completed 2025-2030 Strategic Plan items (15 of 126)

1.16	Rollout Psychology emphasis under AA/AS	Complete 9/25
2.03	Complete the Campus Master Plan	Complete 7/25
2.11	Unveil new marketing campaign	Complete 8/25
2.12	Hold tuition flat and eliminate unnecessary course fees	Complete 8/25
2.13	Reduce out of state tuition to be competitive with nearby peers	Complete 8/25
2.21	Replace student/public space furniture	Complete 12/25
2.26	Erect highway sign for college	Complete 9/25
2.32	Appoint USDOE grant Project Committee (added July 2025)	Complete 8/25
3.12	Complete energy savings updates and begin use of solar power	Complete 7/25
3.13	Complete replacement of climate controls	Complete 7/25
3.15	Establish Application Support Specialist position	Complete 7/25
3.16	Create new IT structure (Technology Services and Solutions) under a CIO	Complete 7/25
3.28	Establish Data Governance and Technology Task Force	Complete 12/25
4.18	Design a Computer Science/Information Technology Lab	Complete 10/25
4.19	Open new Library Family Study Room	Complete 7/25

SENNC Strategic Plan for 2025-2030

Goal 1: Serve More Students	2025-2026	Leader 1	Leader 2	Leader 3
1.01 Analyze potential target populations for future enrollment		Diana Campos	Narmin Ghalichi	Frosso Seitaridou
1.02 Publish class schedule in local newspaper each semester	News 12/25	Sky Soto	Merdi Theragood	Kevin Beardmore
1.03 Add Oil & Gas Technology (CIP 15.0903 Petroleum Technology/Technician), first as non-credit, then for credit, including produced water, wellsite, and pipeliner		Jerry Brian	Monty Harris	Frosso Seitaridou
1.04 Add Environmental Technology degree program	News 12/25	Jerry Brian	Rick Wiedenmann	Frosso Seitaridou
1.05 Update and expand Instrumentation coursework		Randy Shull	Talal Abdaljalil	Frosso Seitaridou
1.06 Add Electrical Technology, first as non-credit, then for credit		Randy Shull	Monty Harris	Frosso Seitaridou
1.07 Add Cybersecurity coursework to create option under CIT	News 12/25	Waheeb Al-Sharaabi	Jon Strahan	Frosso Seitaridou
1.08 Add Radiation Control Technology (CIP 41.0299 Nuclear and Industrial Radiologic Technologies/Technicians) degree	News 12/25	Chris Spaulding	Monty Harris	Frosso Seitaridou
1.09 Add Waste Handling non-credit program		Chris Spaulding	Monty Harris	Johnny Chandler
1.10 Add Radiography degree program	News 12/25	(new Rad Tech coor)	Sandra Florez	Frosso Seitaridou
1.11 Add a part-time track to our Nursing program	News 12/25	Dianne Hardin	Candace Byers	Frosso Seitaridou
1.12 Revitalize the Health Information Technology program	News 12/25	Sandra Florez	Erin Kuh	Frosso Seitaridou
1.13 Explore Theatre partnership with Carlsbad HS & community	News 12/25	Mickey Best	Jonathan Wilson	Frosso Seitaridou
1.14 Pursue Theatre AAS program approval		Mickey Best	Jonathan Wilson	Frosso Seitaridou
1.15 Pursue Culinary Arts program approval (or use current Hospitality Management track)		April Addington	Jon Strahan	Frosso Seitaridou
1.16 Rollout Psychology emphasis under AA/AS	Complete 9/25	Jalal Hamedi	Karima Mourhat	Frosso Seitaridou
1.17 Explore renewal of Social Work offerings		(new Social Work hire)	Jalal Hamedi	Frosso Seitaridou
1.18 Create Project Lead the Way and Energy Pathway dual credit courses		April Addington	Rick Wiedenmann	Frosso Seitaridou
1.19 Roll out Middle School Community Math Outreach		April Addington	Math faculty	Frosso Seitaridou
1.20 Support STEM and STEAM initiatives	News 12/25	Erick Dominguez	Rick Wiedenmann	Frosso Seitaridou
1.21 Open the new Trades x Technologies Building		Gary Martinez	Chris Spaulding	Kevin Beardmore
1.22 Revitalize Teacher Education offerings	News 12/25	John Vacca	TBD	Frosso Seitaridou
1.23 Add lab space to serve produced water programming and industry needs		Jerry Brian	Chris Spaulding	Kevin Beardmore
1.24 Expand CDL program		Chris Spaulding	Monty Harris	Johnny Chandler
1.25 Expand Safety training		Michael DeHoyos	Chris Spaulding	Monty Harris
1.26 Teach Geographic Information Systems courses		(adjunct hire)	Rick Wiedenmann	Frosso Seitaridou
1.27 Explore Drone training	News 12/25	Jerry Brian	Johnny Chandler	Chris Spaulding
1.28 Explore offering standalone certificates: Project Lead the Way & Energy Foundations		April Addington	Rick Wiedenmann	Frosso Seitaridou
1.29 Explore HVAC coursework		Chris Spaulding	Monty Harris	Johnny Chandler
1.30 Pilot the SENMC Skills Library and Graduate Guarantee		Mickey Best	Frosso Seitaridou	Diana Campos
1.31 Open the Simulator Training Center	News 12/25	Chris Spaulding	Monty Harris	Johnny Chandler
1.32 Collaborate with industries to teach high demand trades	News 12/25	Chris Spaulding	Monty Harris	Johnny Chandler

Plan codes: A = Academic Plan, GG = Graduate Growth Plan

SENMC Strategic Plan for 2025-2030

1.33 Petition US Department of Homeland Security to provide F-1 student visas

Kevin Beardmore

Diana Campos

Amy Dewey

Goal 2: Engage and Welcome the Community

2025-2026

2.01	Explore the potential for a Dining Hall		Gary Martinez	Carolyn Kasdorf	Kevin Beardmore
2.02	Explore the potential for Early Childhood Development facility on highway frontage property	News 12/25	Gary Martinez	Kevin Beardmore	Cindy Wang
2.03	Complete the Campus Master Plan	Complete 7/25	Gary Martinez	Carolyn Kasdorf	Kevin Beardmore
2.04	Evaluate space for staff and students to plan for future growth		Gary Martinez	Carolyn Kasdorf	Kevin Beardmore
2.05	Create an enhanced student onboarding process		Diana Campos	Jade Ramirez	Frosso Seitaridou
2.06	Establish common first semester coursework for Engineering, Electrical, Industrial Maintenance, and Oil & Gas		Frosso Seitaridou	Randy Shull	Jamil Al-Nouman
2.07	Establish common first year coursework for Industrial Maintenance & Oil & Gas		Frosso Seitaridou	Talal Abdaljalil	Jerry Brian
2.08	Open enrollment for Spring on October 1 and Summer/Fall on March 1		Frosso Seitaridou	Diana Campos	Amy Dewey
2.09	Expand advisors to include interested faculty		Frosso Seitaridou	Diana Campos	GG faculty lead
2.10	Develop structure for sub-1000 noncredit course numbering based on CIP (e.g., WF 10.0234)		Kevin Beardmore	Amy Dewey	Monty Harris
2.11	Unveil new marketing campaign	Complete 8/25	Sky Soto	Kristal Allen	Diana Campos
2.12	Hold tuition flat and eliminate unnecessary course fees	Complete 8/25	Carolyn Kasdorf	Karla Volpi	Diana Campos
2.13	Reduce out of state tuition to be competitive with nearby peers	Complete 8/25	Carolyn Kasdorf	Karla Volpi	Diana Campos
2.14	Expand Adult Education		Misty McCormack	Chris Spaulding	Diana Campos
2.15	Expand ESL		Misty McCormack	Chris Spaulding	Diana Campos
2.16	Better serve the needs of emergent bilingual students	News 12/25	Rocio Espinoza	Luis Anchondo	Misty McCormack
2.17	Initiate single admissions process		Diana Campos	Tymon Mattoszeko	Bertha Juarez-Ortega
2.18	Offer advising for credit and non-credit programs	News 12/25	Diana Campos	Amy Dewey	Jade Ramirez
2.19	Construct new "front door" for campus	News 12/25	Gary Martinez	Carolyn Kasdorf	Kevin Beardmore
2.20	Expand accessibility and embrace universal design		Gary Martinez	Raven Anderson	Kevin Beardmore
2.21	Replace student/public space furniture	Complete 12/25	Carolyn Kasdorf	Rocio Espinoza	Gary Martinez
2.22	Open new Testing Center in Trades x Technologies Building		Carol Boyd	Monty Harris	Frosso Seitaridou
2.23	Invite and entice HS seniors to tour campus		Diana Campos	Teddi Garcia	GG faculty lead
2.24	Streamline and promote credit for prior learning		Diana Campos	Jade Ramirez	Amy Dewey
2.25	Grow the Honors Program		Zane Biebelle	Kristal Allen	Annemarie May
2.26	Erect highway sign for college	Complete 9/25	Gary Martinez	Carolyn Kasdorf	Kevin Beardmore
2.27	Align HS to postsecondary program pathways		April Addington	Diana Campos	Amy Dewey
2.28	Partner with local school districts to expand recruitment opportunities		April Addington	Diana Campos	Annemarie May
2.29	Publish recruitment materials in English and Spanish		Sky Soto	Rocio Espinoza	Luz Moreno
2.30	Have Eddy the Mountain Lion at promotional events, particularly those with younger potential students		Sky Soto	Teddi Garcia	Diana Campos
2.31	Coordinate course offerings to eliminate as many conflicts as possible		Frosso Seitaridou	Diana Campos	GG faculty lead

Plan codes: A = Academic Plan, GG = Graduate Growth Plan

2.32 Appoint USDOE grant Project Committee (added July 2025)

Complete 8/25 Chris Spaulding Monty Harris Johnny Chandler

Goal 3: Increase Learning and Efficiency

2025-2026

3.01 Establish AI policy (Board approved) and practices		Frosso Seitaridou	Jonathan Wilson	Luis Anchondo
3.02 Reinvalidate General Education programming and assessment		Frosso Seitaridou	Zane Biebele	Jonathan Wilson
3.03 Implement revised annual program review and assessment		Frosso Seitaridou	Jonathan Wilson	Chair, Assessment
3.04 Improve distance learning, e.g., expanding the use of Quality Matters		Frosso Seitaridou	Tymon Mattoszek	Luz Moreno
3.05 Address disparities in instructional methods and promote modernized and collaborative learning environments		Frosso Seitaridou	Jonathan Wilson	David McIntosh
3.06 Improve instructional responsiveness to student feedback		Frosso Seitaridou	Jonathan Wilson	Narmin Ghalichi
3.07 Foster a culture of reflection	News 12/25	Frosso Seitaridou	Jonathan Wilson	Narmin Ghalichi
3.08 Develop a space utilization plan		Carolyn Kasdorf	Frosso Seitaridou	Gary Martinez
3.09 Revitalize classroom spaces		Carolyn Kasdorf	Rocio Espinoza	Frosso Seitaridou
3.10 Replace phone system		Tymon Mattoszek	Karla Volpi	Carolyn Kasdorf
3.11 Develop paperless processes and implement a document management system		Tymon Mattoszek	Carolyn Kasdorf	Diana Campos
3.12 Complete energy savings updates and begin use of solar power	Complete 7/25	Gary Martinez	Carolyn Kasdorf	Gary Roper
3.13 Complete replacement of climate controls	Complete 7/25	Gary Martinez	Carolyn Kasdorf	Gary Roper
3.14 Develop a technology recovery plan		Tymon Mattoszek	Carolyn Kasdorf	Diana Campos
3.15 Establish Application Support Specialist position	Complete 7/25	Tymon Mattoszek	Diana Campos	Karla Volpi
3.16 Create new IT structure (Technology Services and Solutions) under a Chief Information Officer	Complete 7/25	Board of Trustees	Kevin Beardmore	Tymon Mattoszek
3.17 Streamline internal processes		Carolyn Kasdorf	Tymon Mattoszek	Diana Campos
3.18 Address the need for clear procedures, communication systems, and updated directories and accessible systems	News 12/25	Tymon Mattoszek	Carolyn Kasdorf	Freddy Espino
3.19 Cross train staff to be "three-deep" and align processes		Carolyn Kasdorf	Tymon Mattoszek	Diana Campos
3.20 Provide quicker access to budget and financial information		Carolyn Kasdorf	Karla Volpi	Tymon Mattoszek
3.21 Roll out Degree Audit		Amy Dewey	Frosso Seitaridou	Diana Campos
3.22 Increase employee understanding of student financial aid	News 12/25	Diana Campos	GG faculty lead	Annette Garcia
3.23 Expand on-campus professional development opportunities for faculty with a focus on student learning	News 12/25	Jonathan Wilson	Frosso Seitaridou	Narmin Ghalichi
3.24 Develop stronger ties and increase collaboration between on-campus & dual credit instructors	News 12/25	April Addington	Frosso Seitaridou	Jade Ramirez
3.25 Share weekly enrollment updates (applicants, headcount, FTE compared to previous year)		Narmin Ghalichi	Diana Campos	Kevin Beardmore
3.26 Develop Power BI dashboards and reports		Narmin Ghalichi	Tymon Mattoszek	Amy Dewey
3.27 Promote use of SENNC Bookstore		Sky Soto	Frankie Miller	Diana Campos
3.28 Establish Data Governance and Technology Task Force	Complete 12/25	Tymon Mattoszek	Frosso Seitaridou	Diana Campos

SENMC Strategic Plan for 2025-2030

3.29 Complete Higher Learning Commission fourth-year review in Fall 2027		HLC lead	Frosso Seitaridou	Kevin Beardmore
3.30 Respond to Higher Learning Commission follow-ups, July 2026		Carolyn Kasdorf	Frosso Seitaridou	Kevin Beardmore
3.31 Update Room 153 (added August 2025)		Tymon Mattoszek	Gary Martinez	Kevin Beardmore
Goal 4: Promote Student Success	2025-2026			
4.01 Support bilingual development for students, faculty, and staff	News 12/25	Rocio Espinoza	Frosso Seitaridou	Kevin Beardmore
4.02 Launch the initial campaign for the SENMC Foundation		Director, Development	Sky Soto	Kevin Beardmore
4.03 Expand development (grants and fundraising) expertise		Director, Development	Kevin Beardmore	Carolyn Kasdorf
4.04 Promote strength through diversity (e.g., Taste of Culture)	News 12/25	Diversity Committee	Kevin Beardmore	
4.05 Establish the Mountain Lion Leadership Seminar as an annual leadership development process		Kevin Beardmore	Andrea Dodson	Steven Gonzales
4.06 Establish the Mountain Lion Leadership Seminar for developing student leaders		Kevin Beardmore	Diana Campos	Judi Cox
4.07 Develop a succession management plan		Kevin Beardmore	Executive Team	
4.08 Create annual awards for administrative and classified staff	News 12/25	Steven Gonzales	Classified Staff	Admin Staff
4.09 Pilot a new staff performance assessment process		Steven Gonzales	Deanna Ybarra	Lucy Reyes
4.10 Train users on new classroom technology with user-friendly hardcopy guides		Tymon Mattoszek	Lori Byers	TSS staff
4.11 Complete and respond to the salary study	News 12/25	Karla Volpi	Carolyn Kasdorf	Kevin Beardmore
4.12 Hire Laboratory/STEM Outreach Coordinator		Rick Weidenmann	Frosso Seitaridou	Rocio Espinoza
4.13 Establish Distance Learning Coordinator	News 12/25	Tymon Mattoszek	Frosso Seitaridou	David McIntosh
4.14 Promote new first-year experience course requirement		Sky Soto	Kristal Allen	Raymond Dominguez
4.15 Promote Merit approved events and activities		Kristal Allen	Rocio Espinoza	Raymond Dominguez
4.16 Implement healthy student/healthy campus initiatives		Candace Byers	Rocio Espinoza	Grant Services staff
4.17 Implement auto graduation for certificate completion		Amy Dewey	Narmin Ghalichi	Frosso Seitaridou
4.18 Design a Computer Science/Information Technology Lab	Complete 10/25	Tymon Mattoszek	Rocio Espinoza	Frosso Seitaridou
4.19 Open new Library Family Study Room	Complete 7/25	Gary Martinez	Rocio Espinoza	Samantha Villa
4.20 Forge new transfer agreements	News 12/25	Saul Navarrete	Frosso Seitaridou	Dept Chairs, as approp.
4.21 Improve student access and use of digital SENMC resources	News 12/25	Tymon Mattoszek	Luz Moreno	Freddy Espino
4.22 Create a 211 service for SENMC students (211@senmc.edu)		Tymon Mattoszek	Diana Campos	Rocio Espinoza
4.23 Explore potential for consolidated after hours student services in the Library		Samantha Villa	Melissa Dunaway	Tymon Mattoszek
4.24 Develop plan for new second floor space after Main Campus renovation	News 12/25	Diana Campos	GG faculty lead	Jade Ramirez
4.25 Develop clear pathways with graphic description of progression with offerings	News 12/25	Amy Dewey	Jade Ramirez	Frosso Seitaridou
4.26 Expand peer mentoring and transitional programs (partner with local school district)		Rocio Espinoza	Jade Ramirez	April Addington
4.27 Partner with local school districts on foundational skills and knowledge programming		April Addington (adjunct hire)	Mickey Best	Frosso Seitaridou
4.28 Develop a soft skills program			Maria Quintana	Kevin Beardmore
4.29 Establish best practices for internship and apprenticeship opportunities		Monty Harris	Johnny Chandler	Frosso Seitaridou

Plan codes: A = Academic Plan, GG = Graduate Growth Plan

Year	Capital Projects (in priority order)	Funding	Bond funds availability	Estimated cost	Description
2025-2027	Trades x Technologies Building <i>HED approved with contingencies 4-9-2025</i>	\$5 million General Obligation Bond, \$600K Capital Outlay, College, Industry & Government partners	July 2025	\$46 million	New facility to house new programs in Electrical, Oil and Gas, and Radiologic Control Technology, as well as expanded space for current Industrial Maintenance and Natural Gas programs. Includes indoor shop spaces, adjacent outdoor training spaces, simulator spaces, combined classroom/lab spaces for Instrumentation and Programmable Logic Controllers training, computer lab, testing space, and offices.
2026-2028	Main Building Entryway and Welcome Center	College/State GO Bond/ Federal grants	July 2027	\$5 million	Change will provide a clear public entrance to the Main Building, complementing the new parking lot and creating a welcome center/one-stop admissions student services area.
2025-2026	Water well and easement properties	College	N/A	TBD	Originally retained by owner of land north of campus. Ownership for that land changed, but not for this property.
2025-2026	Signage on main highway entrance to campus	College	N/A	\$50,000	Newly purchased land will provide space for campus signage on the main highway.
2024-2025	Simulators	Federal grant	N/A	\$3.2 million	Provide a technologically advanced training environment to enhance skills, safety, and efficiency for the workforce pipeline for WIPP and other industries, including simulators for semi trucks, mining equipment, and forklift operation.
2024-2025	Energy Savings Performance Contract <i>HED approved 5-8-2024</i>	College	N/A	\$3.9 million	Conservation measures include lighting with dimming, verification of energy savings from HVAC upgrades (including solar improvements and controls), building envelope improvements, and replacement of electrical transformers.
2025-2026	Campus access project	College	N/A	\$3 million	Additional access to campus via Western Way to provide access to a stoplight for left turns on to US 285.
2025-2026	Adjacent property purchase(s)	College	N/A	TBD	Land for future expansion.
2027-2029	Community Outreach/Early Childhood Education Center	State GO Bond/College	July 2027	\$20 million	Community education and early childhood education. \$5 million committed from reserves contingent upon match.
2027-2029	On Campus Dining Hall	State GO Bond /College	July 2027	\$20 million	For preparing and serving meals for our students (including Early College) and employees.
2028-2030	On Campus Residence Hall	College	N/A	\$30 million	The community, which provides the vast majority of our funding, has expressed its interest in a residential life program
2028-2029	Specialized Driving Training (land and facility)	Severance Tax Bond/College	July 2028	\$5 million	Specialized driving range facility (CDL, First Responder emergency vehicle safety training, motorcycle safety training) with classrooms, office, storage, simulator, and kitchenette.
2028-2029	Early College Building & renovation of current Early College space	College/Local/State	July 2029	\$30 million	Early College Building for future growth and renovation of current space for expanded Allied Health programming.

Year	Capital Projects (in priority order)	Funding	Bond funds availability	Estimated cost	Description
2025-2027	Trades x Technologies Building <i>HED approved with contingencies 4-9-2025</i>	\$10 million Permian Strategic Partnership, \$5 million General Obligation Bond, \$600,000 Capital Outlay, \$125,000 ExxonMobil, College	July 2025	\$46 million \$41,230,543	New facility to house new programs in Electrical, Oil and Gas, and Radiologic Control Technology, as well as expanded space for current Industrial Maintenance and Natural Gas programs. Includes indoor shop spaces, adjacent outdoor training spaces, simulator spaces, combined classroom/lab spaces for Instrumentation and Programmable Logic Controllers training, computer lab, testing space, and offices.
2026-2028	Main Building Entryway and Welcome Center	College/State GO Bond	July 2027	\$5 million	Change will provide a clear public entrance to the Main Building, complementing the new parking lot and creating a welcome center/one-stop admissions student services area.
2025-2026	Campus access project	College	N/A	\$3 million \$236,271	Additional access to campus via Western Way to provide access to a stoplight for left turns on to US 285.
2026-2028	Specialized Driving Training (land and facility)	Severance Tax Bond/College	July 2028 2027	\$5 million	Specialized driving range facility (CDL, First Responder emergency vehicle safety training, motorcycle safety training) with classrooms, office, storage, simulator, and kitchenette.
2026-2030	Adjacent property purchase(s)	College	N/A	TBD	Land for future expansion.
2027-2029	STEPS Academy and Planetarium (Community Outreach/Early Childhood Education Center)	State GO Bond/College	July 2027 2029	\$20 million	Community education and early childhood education with a STEM focus and planetarium. \$5 million committed from reserves contingent upon match.
2028-2030	On Campus Dining Hall	College	July 2027 N/A	\$20 million	For preparing and serving meals for our students (including Early College) and employees.
2028-2030	On Campus Residence Hall	College	N/A	\$30 million	The community, which provides the vast majority of our funding, has expressed its interest in a residential life program
2029-2030	Early College Building & renovation of current Early College space	College/Local/State	July 2029	\$30 million	Early College Building for future growth and renovation of current space for expanded Allied Health programming.



VIA ELECTRONIC MAIL ONLY

December 5, 2025

Mr. Jerry Brian, Inaugural Faculty Member Oil and Gas Technology
Southeast New Mexico College
1500 University Drive
Carlsbad, NM 87508

Dear Mr. Brian:

In accordance with New Mexico Administrative Code (NMAC) 5.5.6.11 – Approval of New Undergraduate Programs, I am pleased to inform you I have approved Southeast New Mexico College's (SENMC) proposal for the following program: Associate of Applied Science in Environmental Management Technician. I reached my decision after reviewing the submitted application materials and the recommendation of the New Mexico Higher Education Advisory Committee (NMHEAC) for program approval.

After the program has been approved by myself and the higher education institution's governing board, SENMC may apply for a program Classification of Instructional Programs (CIP) code.

If you have any questions, please contact Dr. Jody Weber at jody.weber@hed.nm.gov. I look forward to further collaboration between the New Mexico Higher Education Department and SENMC on making this program a success for New Mexico's students.

Sincerely,

Stephanie M. Rodriguez
Cabinet Secretary



VIA ELECTRONIC MAIL ONLY

November 20, 2025

Professor Richard Weidenmann, Chair
Science and Engineering Department
Southeast New Mexico College
1500 University Drive
Carlsbad, NM 87508

Dear Professor Weidenmann:

In accordance with New Mexico Administrative Code (NMAC) 5.5.6.11 – Approval of New Undergraduate Programs, I am pleased to inform you I have approved Southeast New Mexico College's (SENMC) proposal for the following program: Associate of Applied Science in Radiation Protection Technology for U.S Department of Energy (DOE) Facilities. I reached my decision after reviewing the submitted application materials and the recommendation of the New Mexico Higher Education Advisory Committee (NMHEAC) for program approval.

After the program has been approved by myself and the higher education institution's governing board, SENMC may apply for a program Classification of Instructional Programs (CIP) code.

If you have any questions, please contact Dr. Jody Weber at jody.weber@hed.nm.gov . I look forward to further collaboration between the New Mexico Higher Education Department and SENMC on making this program a success for New Mexico's students.

Sincerely,

A handwritten signature in black ink, appearing to read "Stephanie M. Rodriguez".

Stephanie M. Rodriguez
Cabinet Secretary



VIA ELECTRONIC MAIL ONLY

November 20, 2025

Mr. Robert Trautner, Director of Fire and Emergency Medical Technician (EMT) Programs
Southeast New Mexico College
1500 University Drive
Carlsbad, NM 87508

Dear Mr. Trautner:

In accordance with New Mexico Administrative Code (NMAC) 5.5.6.11 – Approval of New Undergraduate Programs, I am pleased to inform you I have approved Southeast New Mexico College's (SENMC) proposal for the following program: Associate of Applied Science for Public Safety Technician. I reached my decision after reviewing the submitted application materials and the recommendation of the New Mexico Higher Education Advisory Committee (NMHEAC) for program approval.

After the program has been approved by myself and the higher education institution's governing board, SENMC may apply for a program Classification of Instructional Programs (CIP) code.

If you have any questions, please contact Dr. Jody Weber at jody.weber@hed.nm.gov. I look forward to further collaboration between the New Mexico Higher Education Department and SENMC on making this program a success for New Mexico's students.

Sincerely,

Stephanie M. Rodriguez
Cabinet Secretary

**SOUTHEAST NEW MEXICO COLLEGE
VICE PRESIDENT FOR BUSINESS SERVICES
MEMORANDUM**

Date: January 12, 2026

To: SENMC Board of Trustees

From: Carolyn Kasdorf, Interim Vice President for Business and Finance

Subject: Business Office Budget Report for the month ending November 30, 2025

Statement of Revenue and Expenditures

The statement of Revenue and Expenditures provides the Board of Trustees with a monthly snapshot in time as of 11/30/2025. This allows the Board the opportunity to track how the College's budget to actuals is performing. It also allows Management a view to adjust for areas where budget may need to be increased, decreased, or adjusted accordingly.

Per this report SENMC is projecting an additional \$9,583,542 in revenue and \$2,874,405 in expenses for a difference of \$6,709,136. SENMC will be processing budget adjustments to New Mexico Higher Education Department to account for these projections.

Balance Sheet

Please note that the balance sheet has an additional fiscal period added – FY23 (July 1, 2022 – June 30, 2023) in addition to the three fiscal periods – FY24 (July 1, 2023 – June 30, 2024), FY25 (July 1, 2024 – June 30, 2025), and FY26 (July 1, 2025 – June 30, 2026). The purpose of this is our need to restate the FY23 audit to provide a complete picture of what our financial position was at that point in time.

As of November 30, 2025, our net position is projected at \$184,106,420.86 an increase of \$18,391,579.34 from an unaudited FY23 and FY24 balance combined. Cash has increased from \$135,302,447.99 in FY24 to \$154,311,064.20 in FY26 – an increase of \$19,008,616.21.

Income Statement

The income statement provides a snapshot of revenue and expenses. Please keep in mind that the unaudited balance as of 6/30/23, 6/30/24 and 6/30/25 is for the entire fiscal year. Whereas the unaudited balance as of 11/30/2025 is only for that specific point in time.

SOUTHEAST NEW MEXICO COLLEGE
OPERATING REVENUES AND EXPENDITURES
FOR THE FIVE MONTHS ENDED NOVEMBER 2025

	Year-To-Date		Projected Full Year			
	Proportional Budget	Actual	Beginning Budget	Revised Budget	Projection	Variance
Revenues						
Tuition and Fees	\$ 333,299	\$ 308,919	\$ 680,202	\$ 680,202	642,421	(37,781)
State Appropriations	\$ 1,868,224	1,109,944	\$ 5,838,200	\$ 5,838,200	5,838,200	-
Local Taxes	\$ 12,250,000	11,361,402	\$ 35,000,000	\$ 35,000,000	43,805,000	8,805,000
Other Source Revenue	\$ 900	103,901	\$ 1,800	\$ 1,800	166,242	164,442
Interest	\$ 300,000	384,499	\$ 750,000	\$ 750,000	2,000,000	1,250,000
Auxiliary - Bookstore	\$ 150,163	145,892	\$ 375,000	\$ 375,000	225,000	(150,000)
Auxiliary - Health Clinic	\$ 6,000	799	\$ 25,000	\$ 25,000	2,000	(23,000)
Grants	\$ 822,102	137,501	\$ 3,425,426	\$ 3,425,426	3,000,000	(425,426)
Transfers In	-	307	\$ -	\$ -	307	307
Total Revenues	\$ 15,730,688	\$ 13,553,165	\$ 46,095,628	\$ 46,095,628	\$ 55,679,170	\$ 9,583,542
Expenditures						
Faculty Salaries	\$ 1,894,472	\$ 1,492,958	\$ 4,731,054	\$ 4,731,054	\$ 3,583,098	1,147,956
Professional Salaries	\$ 2,083,139	\$ 2,128,456	\$ 5,202,210	\$ 5,202,210	\$ 5,108,294	93,916
Support Staff	\$ 1,175,225	1,243,818	\$ 2,934,883	\$ 2,934,883	\$ 2,985,164	(50,281)
Part Time Faculty Salaries	\$ 578,110	235,675	\$ 1,443,710	\$ 1,443,710	\$ 565,619	878,091
Student Salaries	\$ 99,716	122,514	\$ 249,020	\$ 249,020	\$ 294,034	(45,014)
Other Salaries	\$ 335,770	651,643	\$ 838,517	\$ 838,517	\$ 1,563,942	(725,425)
Fringes	\$ 2,648,874	2,074,355	\$ 6,615,017	\$ 6,615,017	\$ 4,978,452	1,636,565
Institutional Scholarships	\$ 290,314	2,484	\$ 725,000	\$ 725,000	\$ 725,000	-
Travel and Staff Development	\$ 279,913	116,861	\$ 699,024	\$ 699,024	\$ 699,024	-
Utilities	\$ -	74,425	\$ -	\$ -	\$ 178,619	(178,619)
Supplies and Expenses	\$ 2,117,804	3,889,707	\$ 5,288,779	\$ 5,288,779	\$ 9,335,296	(4,046,517)
Equipment	\$ 688,906	872,562	\$ 1,720,400	\$ 1,720,400	\$ 2,094,149	(373,749)
Construction	\$ -	504,720	\$ -	\$ -	\$ 1,211,328	(1,211,328)
Total Expenditures	\$ 12,192,242	\$ 13,410,176	\$ 30,447,614	\$ 30,447,614	\$ 33,322,019	(2,874,405)
Net Excess/(Deficit)	\$ 3,538,446	\$ 142,989	\$ 15,648,014	\$ 15,648,014	\$ 22,357,150	\$ 6,709,136

SENM Balance Sheet-Rev CK

Southeast New Mexico College

Report Date: 11/30/2025

Balance Sheet**Current Assets**

Cash and Cash Equivalents		\$135,302,447.99	\$17,582,052.27	\$1,426,563.94	\$154,311,064.20
Short Term Investments					
Receivables (Net of Allowance for Doubtful Accounts)		134,849.81	164,155.04	70,767.01	\$369,771.86
A/R Other	596,546.99	11,204,110.67	(1,410,600.27)	(1,249,443.85)	\$9,140,613.54
Interest Receivable					
Prepaid Expenses		310,580.63			\$310,580.63

Total Current Assets

596,546.99	146,951,989.10	16,335,607.04	247,887.10	164,132,030.23
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Noncurrent Assets

Other Long Term Investments					
Inventories Bookstore		159,057.00			159,057.00
Capital Assets (Net of Accumulated Depreciation)	12,263,507.91	16,064,968.73		3,091.56	28,331,568.20
Construction In Progress		3,978,042.90		1,678,638.09	5,656,680.99
SBITA (Net of Accumulated Depreciation)	(910,638.00)	910,638.00			

Total Noncurrent Assets

11,352,869.91	21,112,706.63		1,681,729.65	34,147,306.19
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Total Assets

11,949,416.90	168,064,695.73	16,335,607.04	1,929,616.75	198,279,336.42
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Deferred Outflows

Deferred Outflows - Pension Plan		13,649,375.00			13,649,375.00
Deferred Outflows - OPEB					

Total Deferred Outflows

	13,649,375.00			13,649,375.00
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Total Assets and Deferred Outflows

11,949,416.90	181,714,070.73	16,335,607.04	1,929,616.75	211,928,711.42
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	2023	2024	2025	2026	Total
Liabilities and Deferred Inflows					
Current Liabilities					
Accounts Payable		3,385,819.67	(3,310,321.88)	(4,567,260.14)	(4,491,762.35)
Sales Tax Payable		345.52	5,868.62	3,628.67	9,842.81
Gift Certificates			(2,416.57)	248.14	(2,168.43)
Payroll Taxes Payable	115,557.77	8,820.43	650.88		125,029.08
Benefits Payable	211,002.47	98,472.15	3,715,397.74	1,624,122.67	5,648,995.03
Accrued Payroll		108,971.02			108,971.02
Payroll Clearing			(8,672.13)	536,178.31	527,506.18
Compensated Absences - Current		23,536.75			23,536.75
Financial Aid Payable			1,873,458.50	3,698.00	1,877,156.50
Institutional Funds					
Pension Liability					
Lease Liability (GASB 87)	186,113.62	(61,637.50)			124,476.12
Deferred Revenue	578,086.62	(155,611.36)	(936.36)		421,538.90
Deposits Payable					
Total Current Liabilities	1,090,760.48	3,408,716.68	2,273,028.80	(2,399,384.35)	4,373,121.61
Compensated Absences		367,210.95			367,210.95
SBITA Liability	(1,121,385.00)	1,121,385.00			
Pension Liability		19,834,907.00			19,834,907.00
OPEB Liability					
Total Noncurrent Liabilities	(1,121,385.00)	21,323,502.95			20,202,117.95
Total Liabilities	(30,624.52)	24,732,219.63	2,273,028.80	(2,399,384.35)	24,575,239.56
Deferred Inflows of Resources					
Deferred Inflows - Pension		3,247,051.00			3,247,051.00
Deferred Inflows - OPEB					
Total Deferred Inflows of Resources		3,247,051.00			3,247,051.00
Due to / Due From					
Total Liabilities Including Due to / Due from	(30,624.52)	27,979,270.63	2,273,028.80	(2,399,384.35)	27,822,290.56
Net Position	11,980,041.42	153,734,800.10	14,062,578.24	4,329,001.10	184,106,420.86

Income Statement

Operating Revenues

Tuition		475,745.15	519,479.60	260,447.00	1,255,671.75
Fees		104,432.28	92,349.80	73,191.95	269,974.03

Less: Discounts

Less: Scholarship Allowance

Total Tuition & Fees (Net of Discount)		580,177.43	611,829.40	333,638.95	1,525,645.78
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Federal Grants and Contracts	533,820.99	3,848,713.50	3,496,242.54	61,869.79	7,940,646.82
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State Grants and Contracts	68,522.85	498,243.12	431,670.54	12,647.07	1,011,083.58
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Non Government Grants & Contracts		288.00		17,019.80	17,307.80
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Sales and Services of Educational Activities					0.00
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Auxiliary Enterprises		190,908.63	224,237.80	146,705.65	561,852.08
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Other Operating Revenues	(578,086.62)	201,929.20	336,411.76	218,466.90	178,721.24
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Transfers In		(1,836,354.30)	1,836,354.30		
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Total Operating Revenues	24,257.22	3,483,905.58	6,936,746.34	790,348.16	11,235,257.30
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Expenditures

Instruction Faculty Salaries		3,613,981.18	3,902,025.53	1,728,632.22	9,244,638.93
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Instruction Staff Salaries		903,591.17	1,471,128.81	795,170.55	3,169,890.53
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Instruction Benefits	36,696.09	1,765,109.85	1,736,940.66	766,635.58	4,305,382.18
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Instruction - Other		450,385.63	669,494.43	289,491.15	1,409,371.21
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Total Instruction Operating Expenses	36,696.09	6,733,067.83	7,779,589.43	3,579,929.50	18,129,282.85
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Public Service Salaries

Public Service Benefits

Public Service - Other

Total Public Service Operating Expenses

	2023	2024	2025	2026	Total
Academic Support Salaries		1,022,201.42	991,395.01	515,962.18	2,529,558.61
Academic Support Benefits	18,348.04	600,290.62	424,050.32	217,784.13	1,260,473.11
Academic Support - Other		104,744.80	123,147.54	116,048.53	343,940.87
Total Academic Support	18,348.04	1,727,236.84	1,538,592.87	849,794.84	4,133,972.59
Student Services Salaries		1,231,324.41	1,280,520.23	576,671.67	3,088,516.31
Student Services Benefits	45,870.10	746,115.39	590,225.33	250,250.00	1,632,460.82
Student Services - Other		141,780.32	462,849.08	327,566.85	932,196.25
Total Student Services	45,870.10	2,119,220.12	2,333,594.64	1,154,488.52	5,653,173.38
Institutional Support Salaries		2,544,625.48	3,200,703.92	1,715,563.15	7,460,892.55
Institutional Support Benefits	198,123.95	1,866,522.15	1,303,197.75	615,805.71	3,983,649.56
Institutional Support- Other	186,113.62	8,179,484.51	9,711,107.59	2,895,286.39	20,971,992.11
Total Institutional Support	384,237.57	12,590,632.14	14,215,009.26	5,226,655.25	32,416,534.22
Operation & Maintenance Salaries		637,853.49	765,367.51	374,919.34	1,778,140.34
Operation & Maintenance Benefits	9,174.02	448,265.58	407,023.67	177,500.57	1,041,963.84
Operations & Maintenance - Other		3,916,011.87	15,982,427.99	1,601,777.41	21,500,217.27
Total Operating & Maintenance	9,174.02	5,002,130.94	17,154,819.17	2,154,197.32	24,320,321.45
Scholarship & Fellowship Salaries				1,200.00	1,200.00
Scholarship & Fellowship Benefits				436.67	436.67
Scholarship & Fellowship - Other		2,358.92	7,726.30	8,834.52	18,919.74
Total Scholarship & Fellowship		2,358.92	7,726.30	10,471.19	20,556.41
Auxiliary Enterprises Salaries		167,280.38	320,249.03	159,316.22	646,845.63
Auxiliary Enterprises Benefits	18,348.04	92,892.16	104,040.13	53,570.21	268,850.54
Auxiliary Enterprise - Other		99,001.56	434,977.24	217,206.28	751,185.08
Total Auxiliary Enterprise	18,348.04	359,174.10	859,266.40	430,092.71	1,666,881.25
Depreciation	1,278,855.67	1,285,345.76			2,564,201.43
Total Operating Expenses	1,791,529.53	29,819,166.65	43,888,598.07	13,405,629.33	88,904,923.58
Net Excess (Deficit)	(1,767,272.31)	(26,335,261.07)	(36,951,851.73)	(12,615,281.17)	(77,669,666.28)
Foundation Transfers			12,340.00	5,154.58	17,494.58
Non Operating Revenues (Expenses)					
State Appropriations		5,696,064.00	5,985,259.87	1,109,943.59	12,791,267.46
County Ad Valorem Taxes		43,517,404.21	43,804,947.44	11,361,402.48	98,683,754.13
Federal Grants & Contracts, Non Operating			(5,547.00)		(5,547.00)
Gifts		116,010.00	148,725.00	4,090,500.00	4,355,235.00
Investment Income (Net of Investment Expenses)		752,827.05	1,093,384.66	384,499.22	2,230,710.93
Capital Assets	203,684.00	446,096.12		3,091.56	652,871.68
Other Non-Operating Revenue (Expenses)		909.13			909.13
Net Non Operating Revenues (Expenses)	203,684.00	50,529,310.51	51,026,769.97	16,949,436.85	118,709,201.33
Increase in Net Position					
Net Position Beginning of the Year	13,543,629.73	129,540,750.66			143,084,380.39
Net Position End of the Year	11,980,041.42	153,734,800.10	14,062,578.24	4,329,001.10	184,106,420.86

Board of Trustees – VPAA report – January 2026

- Updates from the Fire Science/EMT department – Robert Trautner

The department is showing unprecedented growth:

- 28 students from Artesia Fire Department (AFD), Carlsbad Fire Department (CFD), and the community courses are now testing for the National Registry of EMTs at the SENMC Testing Center. Two paramedic students are also scheduled for testing, thanks to Ms. Carol Boyd.
- 22 cadets from AFD, CFD, and Eddy County Fire & Rescue (ECFR) are currently in FIRE classes with Firefighter I skills and Hazardous Materials kicking off the semester. Firefighter I skills are the first of two different National Fire Protection Agency requirements the cadets will be tested on. Cadets will receive instruction in Firefighter II skills toward the end of the semester.
- Revived courses in Cardiac Rhythm Interpretation and Pharmacology will be provided this semester for students headed off to paramedic school in Fall 2026.
- Our first ECHS student will be enrolled in Spring 2026 courses.

- Updates from Academic Affairs

- In the past year our faculty have done extensive work to address HLC's concerns on assessment of student learning:
 - In 2024-2025 the program coordinators reviewed all academic programs. They revised the program learning outcomes, created curricular maps, and established pathways that allow our students to successfully and timely progress through each degree. In addition, annual assessments were completed for all programs with enrolled students. This full participation is exemplary, and our faculty should be recognized for their work.
 - In Fall 2025 Professor Biebelle, who is the program coordinator for the General Studies program, became the lead of the General Education Task Force, which includes Dr. McIntosh, Dr. Chappa, Dr. Huang, and Ms. Clements. The Task Force's charge is to reinvigorate General Education programming and assessment. The Task Force will bring its recommendations in front of the Assessment Committee and the faculty this semester.
 - Faculty and staff have also established the framework for SENMC's cocurricular program. This will be the first academic year in which this program will be assessed, thus meeting HLC's requirements for cocurricular programs.
- HLC's Standard Pathway Mid-Cycle Review visit for SENMC has now been scheduled for February 28-29, 2028.

**Southeast New Mexico College
Business Office Updates
January 12, 2026**

- FY24 Audit Updates
- Collection Efforts

December 2025

Workforce Development and Community Engagement Updates

- Interim VP Office
 1. Created First Workforce Training Catalog for Spring Catalog
 2. Attended Rotary
 3. Attended Rotary Christmas on the Pecos Function
- DOE Grant
 1. Graduated 2nd RCT Class
 2. Successfully presented newly created 8-hour MSHA Training to DOE
- Work-Based Learning
 1. Pursuing options for apprenticeships partnerships for multiple programs.
 2. Working on creating a detailed curriculum for the Nondestructive Testing Program.
- Workforce Safety Department
 1. Completed American Heart Association First Aid/CPR classes so we can provide AHA certification.
 2. Receiving many calls and inquiries since the release of the Workforce Training Spring Calendar.
 3. Booked First Aid/CPR classes to the National Park Service for entire staff.
- Workforce Partnerships
 1. Finalized the MOU with the homeschool program and they are already using the facility.
 2. The Workforce Drone Soccer kits have arrived. We are in the process of learning the construction, and usage of drones and will then distribute the kits and work with partnering schools to develop tournament plans.
- Adult Education
 1. Currently enrolling students for the Spring 2026 semester.
 2. Hired a full-time Student Support Assistant.

Report Generated: January 5, 2026
Submitted by: Steven Gonzales, HR Director



Employee Count

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

Total: 288

New Hires

Name
Colorado, Oscar
Cortez, Veronica
Hernandez, Mireya
Kimbell, Lisabeth
Perez, Crucita J
Pineda-Vlosich, Delicia
Uebel, Julie

Job Title
MSHA Trainer
Temporary staff, Workforce
Workforce Training Assistant
Workforce Partnerships Coordinator
Lab Coordinator, Welding
Student Accessibility & Health Coordinator
Temporary Staff, Health Clinic

Total: 7

Departures

Name

Job Title

Total: 0

Currently in Interview Process

Job Title
Instructor or Assistant Professor, Nursing
Radiological Control Technician Trainer

Total: 2

Current Vacancies

Job Title

Faculty:

Adjunct, CNA
Adjunct, Education
Adjunct, Nursing Assistant Clinical Instructor
Adjunct, Phlebotomy

Adjunct, Surgical Technology
Instructor or Assistant Professor, Electrical Technology
Instructor or Assistant Professor of English
Instructor or Assistant Professor of Communication and Theatre and
Theatre Program Coordinator
Instructor or Assistant Professor, Nursing
Instructor or Assistant Professor, Oil & Gas

Total: 10

Staff:

Director of the Allied Health Department
Radiological Control Technician Trainer
Temporary Adult Education Coordinator
Temporary Testing Center Assistant
Vice President of Business and Finance

Total: 5
