

**AGENDA**  
**MEETING OF THE BOARD OF TRUSTEES**  
**SOUTHEAST NEW MEXICO COLLEGE**  
**MONDAY, JUNE 12, 2023 AT 6:00 PM**  
**SOUTHEAST NEW MEXICO COLLEGE, ROOM 103, 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 ELKINS |
| 2. PLEDGE OF ALLEGIANCE  | ALL                |
| 3. ESTABLISH QUORUM  | ROLL CALL          |
| 4. APPROVAL OF MINUTES FROM 5/8/2023   | ACTION ITEM        |
| 5. PUBLIC COMMENTS   |                    |
| Public Comments shall be limited to three minutes. The Board will not respond to public comments at or during Meeting. |                    |
| 6. GENERAL COUNSEL UPDATES-ATTY. LANE MARTIN   | DISCUSSION         |
| 7. SENMC UPDATES -DR. KEVIN BEARDMORE  |                    |
| A) UPDATES (see attached)  | DISCUSSION         |
| 8. OLD BUSINESS  |                    |
| 9. NEW BUSINESS  |                    |
| A) REVIEW PLANS FOR MAIN BLDG RENOVATION AND T <sup>2</sup> BUILDING-DR. BEARDMORE                                     | DISCUSSION/ACTION  |
| 10. EXECUTIVE ADMINISTRATION STAFF REPORTS OR COMMENTS   |                    |
| A) DR. KEVIN BEARDMORE-ACADEMIC AFFAIRS  |                    |
| B) DR. KARLA VOLPI, VP-BUSINESS & FINANCE  |                    |
| C) JUANITA GARCIA, VP-STUDENT AFFAIRS  |                    |
| D) DR. MONTY HARRIS, VP-WORKFORCE DEVELOPMENT & COMMUNITY ENGAGEMENT   | DISCUSSION         |
| 11. HR DIRECTOR’S UPDATE-STEVEN GONZALES   | DISCUSSION         |
| 12. EMPLOYEE REPRESENTATIVE COMMENTS ( <b>OPTIONAL</b> )   |                    |
| A) FACULTY   |                    |
| B) ADMINISTRATIVE STAFF  |                    |
| C) CLASSIFIED STAFF  |                    |
| D) STUDENT GOVERNMENT  | DISCUSSION         |

- |  |                    |
|--|--------------------|
| 13. CLOSED SESSION   | ROLL CALL/ACTION   |
| DISCUSSION OF LIMITED PERSONNEL MATTERS PURSUANT<br>TO NMSA 1978 §10-15-1 H (2) –PRESIDENT’S PERFORMANCE<br>EVALUATION PER SENMC BOARD POLICY SECTION B, POLICY NUMBER 200 |                    |
| 14. RECONVENE OPEN SESSION   | ROLL CALL/ACTION   |
| 15. BOARD COMMENTS   |                    |
| 16. ANNOUNCEMENT OF NEXT REGULAR BOARD MEETING   | BOARD CHAIR ELKINS |
| 17. ADJOURNMENT  | BOARD CHAIR ELKINS |

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

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

## BOARD OF TRUSTEES MEETING MINUTES

Date: 5/8/23

Time: 6:00 pm

Session Location: SENMC RM 153

Type of Meeting:

☒ Regular ☐ Work

☐ Special

Board Members present:

☒ Chairman, Ned Elkins

☒ Secretary, Tiffany Frintz

☒ Member, Bill Murrill

☒ Member, Mark Cage

☒ Member, Sarah Bowman (via Zoom)

Board Members absent: None

1) **Call to Order**

Time: 6:00 pm

2) **Pledge of Allegiance**

3) **Establish Quorum – Roll Call**

4) **Approval of minutes from the previous meeting – 4/10/2023**

Motion: **Tiffany Fritz**

Second: **Mark Cage**

Nays: **0**

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

5) **General Counsel: Lane Martin** (via Zoom) He's been working with the Scott Fields and Ken Van Winkle (NMSU) and Kevin Beardmore and Karla Volpi (SENM) to wrap up loose ends. One specific item is a vehicle SENMC has that does not have a title. Lane said it should not be a major issue to apply for a lost title, if necessary. Board Chair Dr. Ned Elkins thanked Lane for his help with the lease for Workforce.

6) **SENM general status report: Dr. Kevin Beardmore** provided his April Top Ten list. 1 & 2) Dr. Monty Harris, Interim VP for Workforce Development and Community Engagement will report on the plans for the Trades x Technologies building and the Department of Energy grant proposal. 3 & 4) Vice President for Student Services Juanita Garcia will report on applications for fall 2023 compared to fall 2022 and the number of enrolled students for fall 2023 versus fall 2022. Dr. Beardmore said he wants the Board to hear those numbers as they come in because they can show where things are ahead or behind and where there are growth opportunities. He added that what Juanita and her team have done is impressive. 5) Update and Renovate current SENMC facilities-AMERESCO has done its walk-thru and met with Gary Roper; SENMC is currently taking applications for a Nurse Practitioner. If we can successfully fill this position we will be able to re-open our Health Clinic. Applications will be accepted through the end of May. 6) The new Coordinator of Institutional Research will start on June 16<sup>th</sup>. 7) SENMC continues its operational transparency through the President's monthly open forum (the most recent held on May 4<sup>th</sup>) and articles published in the Carlsbad Current-Argus, Carlsbad Local, and the SENMC website; the response rate for the Great Colleges to Work For survey was 47%. This is better than the national average of 43%. 8) Dr. Beardmore completed and passed the US Department of Education's financial aid training for presidents of new colleges. Set up of the Everbridge emergency notification system is underway. It will be ready in the fall. SENMC is one of seven New Mexico Independent Community Colleges participating in a study conducted by Lightcast (formerly Emsi/Burning Glass) of the college's economic impact. The reports will be available next year. 9) Grant Services hosted several events in April including workshops on financial literacy, college readiness presentations in Lake Arthur and Hagerman, a career fair, STEAM Expo, Data Carpentry workshop, tutoring in chemistry and algebra, workshops in mental health awareness and a campus tour for approximately 200 students from Artesia Junior

High School. 10) Assessment Day on May 5<sup>th</sup> was part of the continuing preparation for the Higher Learning Commission's (HLC) accreditation visit at the end of October. Dr. Beardmore presented some graphs that the Legislature uses for budget planning. These graphs had been shared by Charles Sallee, Deputy Director of the Legislative Finance Committee. The graphs show oil production long-term forecasts. He explained that the upward trend is expected to peak in 2028 and the revenue outlook is good for several years.

Dr. Beardmore directed the Board's attention to an image in their packets of the presentation that will be made to Dr. Nwanne later this month.

Graduation will be this Friday evening (May 12<sup>th</sup>). Please arrive by 5:00 pm. We hope to have more than a quorum there, just don't discuss any business.

Summer hours for SENMC will be 8 am – 6 pm Monday thru Thursday with four flex hours to be fulfilled at the discretion of the department supervisors.

Dr. Beardmore and his family will be moving into their Carlsbad residence the week of May 22<sup>nd</sup>. He will be working remotely the week of May 15<sup>th</sup> so he can be part of commencement week activities for his twin sons who are graduating from high school on May 21<sup>st</sup>.

**7) Old Business**

**A. Approve pursuit of off-campus rental space for Workforce Development**

Dr. Beardmore informed the Board that a lease has been signed and Dr. Monty Harris will include more information when he presents his report.

**8) New Business**

**A. Review and Approve Privacy Policy (Dr. Kevin Beardmore)** – The Web Privacy Policy is from Ferrilli. Southeast New Mexico College needs to have this policy to cover various actions under the Federal rule as well as expectations. The policy explains how SENMC uses, collects, and protects data on its website. This policy has been reviewed by Lane Martin and recommended by the College Council. The Board members unanimously voted to adopt the policy as presented.

Motion for approval: **Mark Cage** Second: **Tiffany Frintz** Nays: **0**

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

**B. Review and Approve Policy on Non-Content Edits (Dr. Kevin Beardmore)** – This is a housecleaning policy that will give the College Council authority to approve non-content edits (correct spelling errors, adopt consistent formatting, etc.) of SENMC policies. Lane Martin has reviewed this policy and the College Council recommends approval. Members of the Board of Trustees voted unanimous approval of this policy.

Motion for approval: **Mark Cage** Second: **Tiffany Frintz** Nays: **0**

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

**C. Review Quote to Paint SENMC Sign (Dr. Kevin Beardmore)** – There have been many discussions regarding SENMC signage and how it might be made easier to read. Dr. Beardmore is urging the Board to wait on painting existing signs to give the architects time to address signage in their drawings. One possible alternative is a monochromatic color scheme. ELKINS does not care for this and said he'd rather save this discussion for a later date. FRINTZ concurred saying there are too many moving pieces. The architects are also drawing up plans to redesign space in the existing Main building to make it more welcoming. CAGE reiterated that he wants something done with the sign but he doesn't want to move too quickly, "we have to wait and get this right," he said.

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

**A) Dr. Andrew Nwanne, EVP of Academic Affairs:** No report.

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

**C) Juanita Garcia, VP of Student Services** – Ms. Garcia said they are working on several projects and coordinating programs to make sure everything is working for the fall semester and spring 2024.

Currently 97 students are enrolled for fall 2023. At this time last year 94 students were enrolled. Forty

of the students currently enrolled are dual-credit and Early College High School. They also have 167 applications for fall 2023, with 2 students enrolled. Many of the applications are incomplete (missing transcripts). They've just gotten the reporting up for Anthology and now they can identify bottlenecks and other issues that slow the enrollment process. Ms. Garcia said that applicants have not been setting up their SENMC email accounts. She said Ferrilli is working in the background to assist with this and peer mentors will also be available. Garcia added that the students who have registered through Anthology are providing feedback and reporting favorably. Advisers and Admissions staff are busy assisting students with the process. They've had to add a new appointment scheduler for SENMC. The Navigate scheduler used by NMSU can be used only by current students in the NMSU system to schedule appointments with advisers. Southeast New Mexico College is using Calendly (for now) until another system becomes available in October. They've recently finalized the student checklist for the fall semester. REACH (the admissions application database) goes live in October. Ms. Garcia announced that in the spring semester faculty will be able to use Anthology and dualenroll.com to enter grades for dual credit and Early College High School students. FRINTZ asked about checks and balances regarding manual data entry. Ms. Garcia explained that when students meet with their advisers to register they review the data. They are also using degree audits to verify the information.

- D) **Dr. Monty Harris, Interim VP of Workforce Development and Community Engagement:** 1) The Building Design committee has been updated and they are waiting for more architect feedback. Monty will convene a meeting with the Building Committee when there is a report from the architects. The agreement for the leased space was completed with collaboration with the leasing agent-the Workforce Development Center will be at the Carlsbad Mall in the old Western Outfitters space. The advantages to this space include its proximity to the SENMC campus and sufficient space to put everything in one location, including the CDL driving range. The mall is a well-known location and being in there will bring activity to the mall. The space is approximately 7,500 square feet and includes three half bathrooms. Dr. Harris said the planned buildout for the space includes a reception area, offices and classrooms, labs and simulators, an ADA compliant restroom and two half bathrooms, a break/lunchroom, storage room, custodial and mechanical rooms. SENMC has a three-year lease with an option to renew. Dr. Harris is currently seeking contractor bids for the buildout. The programs Dr. Harris plans for this space include the CDL program, OSHA and MSHA safety, equipment operator, radiation physics and control, (these are all grant deliverables) and trades programs in electrical, HVAC, and plumbing. ELKINS asked if SENMC will be required to return the space to what it had been before the lease. Dr. Harris responded that there is nothing in the lease that requires the college to restore the space. FRINTZ said she likes the exposure to the college. ELKINS asked the Board members if they are satisfied with the resolution of previous issues and they responded affirmatively. 2) The Mobile Oil Learning exhibit for community education was on campus recently. There was strong community participation (125 participants) including local home school students and parents, local citizens and Early College High School students. 3) In response to local interests they recently conducted two classes for the 24-Hour New Miner Training program. One takeaway from this training was the need for safety training presented in Spanish. They have provided MSHA Safety in Spanish which also creates an opportunity to engage the students in high school equivalency and English as a Second Language classes provided through SENMC's Adult Education division. This could also create opportunities for individuals to further their educations and enhance their career opportunities by earning competency-based credentials through other Workforce programs or entering academic degree or certificate programs offered by SENMC.

- 10) **Steven Gonzales, HR Director:** 1) He presented his report and shared the following: Employee report – 222 full-time, part-time, and temporary and student employees. There are currently six faculty and twelve staff vacancies. The Vice President of Academic Affairs posting closed on Sunday. Forty-four applications were received. 2) May's Employee of the Month is Zane Biebelle. 3) The Search Committee for Vice President of Workforce Development and Community Engagement have selected three finalists for in-person interviews: Dr. Monty Harris, Dr. Robert Munoz, and Dr. Klaus Tenbergen. Candidate biographies can be found on the SENMC website. Next steps in the process include a virtual meet and greet, an in-person interview with the search committee, a 45 minute presentation (topic to be determined), lunch with the search committee, an open forum so faculty, staff, students and Board members can attend and ask questions of the finalists, a campus tour, and a tour of the city.
- 11) **Employee representative comments (optional)**
- A) **Faculty:** Zane Biebelle reported that the Faculty Senate has written a new Faculty Handbook. It is finished except for some non-content edits. They've also worked on a salary schedule for faculty. She said focus for next year should revolve around awards and suggested there be two awards, one for Teaching Excellence and another for Service Excellence. Zane would also like to review service on committees. She thinks they need to be revitalized and empowered.
  - B) **Administrative Staff:** Nothing to report.
  - C) **Classified Staff:** Nothing to report.
  - D) **Student Govt:** Judi Cox-Tindol reported on behalf of Student Government. She said this is the time of year to say goodbye to students. She thanked the outgoing officers, Hayley Navarrette, Sierra Gomez, Analisa Villa, and Chloe Melton. New Officers for 2023-2024 are Vanessa Vargas, President; Megan Robinson, Vice-President; Aaliyah Jimenez, Chief Clerk; Chloe Melton, Treasurer; and Angel Olivas, Publicity Coordinator.
- 12) **College & Community Committee** – Dr. Beardmore announced that Chad Ingram has resigned as Chair of this committee. He asked for suggestions for a new chairperson. Dr. Beardmore would like to revitalize this group and proposes quarterly breakfast meetings to make it more social and get more community feedback.
- 13) **Public Comments:** None
- 14) **Board comments:** **CAGE:** "There is so much good going on," He thanked Dr. Beardmore for his leadership. **FRINTZ:** Echoes CAGE's comments. "It's so wonderful to see everyone growing in their roles." She is excited about the possibilities of growth for the college and the community. **BOWMAN:** Recognized the students graduating Friday and getting pinned on Saturday. "Congratulations to all our graduates." She also recognized the Board for its decision not to increase tuition next year (before the governor sent a letter asking that there not be tuition increases). **MURRILL:** No comments. **ELKINS** – He is pleased to talk with people in the community about what is happening here.
- 15) **Announcement of next regular board meeting:**  
**Date:** June 12, 2023      **Time:** 6:00 pm      **Place:** SENCM Room 153
- 16) **Adjournment** – Chairman Ned Elkins adjourned the meeting at 7:22 pm.

**Approved**

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Tiffany Frintz, Secretary

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Date

## President's Report Outline/Summary

### Top 10 Priorities – Working list for June 2023

1. Complete the plans for the Trades x Technologies Building – VP Harris
2. Complete the Department of Energy grant proposal – VP Harris
3. Grow the number of applicants for Fall 2023 compared to Fall 2022 – VP Garcia
4. Grow the number of enrolled students for Fall 2023 compared to Fall 2022 – VP Garcia
5. Update and Renovate current SENMC facilities
  - a. Presentation at today's meeting
  - b. Project Manager introduction
6. Select potential key public performance measures - Coordinator of Institutional Research to begin on June 16.
7. Explore options for operational transparency
  - a. Monthly open forum – Scheduled for Thursday, June 15
  - b. Article published in Carlsbad Current-Argus, Carlsbad Local, SENMC website
8. Establish the independence of SENMC
  - a. USDOE requirement for financial aid – Assistance in progress from the New Mexico Higher Education Department
  - b. Proposed new MOU with New Mexico State University to replace one that could expire in September 2023.
9. Increase student and community engagement – Author events:

Friday June 16th at 6:30pm in Room 153: Dr. Rick Hendricks

Dr. Hendricks' books, including *Pablo Abeita: The Life and Times of a Native Statesman of Isleta Pueblo*, are available for purchase in the SENMC Bookstore and at the event. Following the event Dr. Hendricks will be available to sign his books.

Friday June 30th at 6:30pm in the Gym: Anne Hillerman

Ms. Hillerman's books, including her most recent, *The Way of the Bear*, will be available for purchase at the SENMC Bookstore and at the event. Following the event Ms. Hillerman will be available to sign her books.
10. Prepare for Higher Learning Commission accreditation visit – Introduction of Dr. Jonathan Wilson, Assistant Professor of English and editor of our HLC response



## **Instrumental Efforts at SENMC**

Kevin Beardmore

January 4, 2023 – June 12, 2023

### **Communication**

- Held Open campus forums – January, February, March, and May
- Authored published newspaper/website articles - January, February, March, April, and June
- Met with 86 of 107 full-time faculty and staff, gathered and categorized and themed 586 comments, and shared the results with the campus community
- Shared updates with campus each Friday via e-mail beginning the last week of January

### **Workplace development**

- Realized successful searches:
  - HSI Grants Director
  - Director of Web and Digital Strategies (retooled after failed search)
  - Coordinator of Institutional Research (retooled after failed search)
  - VP of Workforce Development and Community Engagement
- Created option to volunteer up to 2.5 working hours a week in service to the community
- Secured health insurance benefits for our retirees
- Implemented the Great Colleges to Work For survey
- Guided a new emergency number listing, including an internal direct number for security desk
- Established new summer schedule (8a-6p Monday-Thursday with four flex hours)
- Assumed duties for Human Resources supervision
- Created an August Kickoff schedule to expand beyond the traditional faculty/staff convocation

### **Shared Governance**

- Assisted with finalizing the Promotion and Tenure procedure
- Proposed revised policies (all approved by the Board)
  - Section A - General Provisions
    - Policy Number 100 - Statement of Policy and Definitions (policy housekeeping)
    - Policy Number 200 – Mission (revised mission)
    - Policy Number 500 – Board of Trustees Financial Oversight (freedom to set fees)
  - Section B – Executive Administration
    - Policy Number 300 – Presidential Duty and Authority to Establish Committees and Councils (composition of College Council)
    - Policy Number 400 – Executive Leadership and Administration (new VP position)
  - Section C – Human Resources
    - Policy Number 800 – Hiring and Classification of Employees (new VP position, composition of VP search committees)
    - Policy Number 1000 – Promotion and Tenure Policy (non-tenure conversion)
    - Policy Number 1700 – Employee and Campus Expectations (animals on campus)
    - Policy Number 2300 – Benefits (tuition remission and annual leave)
  - Section F – Student Services
    - Policy Number 600 – Admission and Registration (tuition, open admissions policy)
  - Section G – Facilities and Security
    - Policy Number 200 - Web Privacy Policy
- Worked with Faculty Senate leadership on a new faculty salary schedule

### **Fast, Flexible, First Choice (beyond the above)**

- Guided the development of plans for the new Trades x Technologies Building (T<sup>2</sup>)
- Held tuition flat, simplified the tuition structure, and eliminated the online course fee



## **Requirements for New Mexico Higher Education Capital Projects (construction and renewal)**

Basis in law: NMSA 1978, Chapter 21-1-26.10

### **21-1-21 Capital Expenditures.**

No expenditure shall be made by any state educational institution confirmed by Article 12, Section 11 of the state constitution for the purchase of real property or the construction of buildings or other major structures or for major remodeling projects without prior approval of the proposed purchase or construction or remodeling by the board of educational finance and the state board of finance.

Required elements/elements necessary for a maximum rating in the scoring system:

- Approval by the Board of Trustees as part of a five-year capital plan
- Campus/Facility Master Plan
- Facility assessment (facility condition audit and index score recommended)
- Submission via the Capital Funding Request and Management System (CFRMS)
- Promotion of enrollment, persistence, and completion
- Documented community/employer/partner support
- Labor market demand validated by New Mexico Department of Workforce Solutions
- Support for both on-campus and off-campus instruction
- Campuswide energy assessment/audit
- Impact of the project on net energy and utility costs
- Integration of climate change mitigation and adaptation practices
- Scope of work
- Project estimate with detailed cost breakdown, including pre-project, project, post-project, revenue, cost reduction, and costs avoided
- Project impact/reduction on deferred maintenance
- Current/future use of Building Repair and Renewal (BRR) funding
- Impact on operation and maintenance budget
- Impact on health, safety, and security

The NMHED annually reviews and prioritizes all state-funded capital outlay requests (due June 1). A prioritized list of projects is sent to the NM Department of Finance and Administration by October 1.

Priorities for state-funded capital projects:

- 1) are strongly related to instructional programs and which support an institutions mission and particular role.
- 2) provide high-quality educational settings which represent up to date technologies.
- 3) are necessary to accommodate enrollment growth.
- 4) address major health and safety problems and eliminate physical barriers to disabled persons.
- 5) result from unforeseen conditions that if uncorrected would result in major property deterioration.
- 6) renovate facilities or to make wise use of other existing resources whenever feasible and economical.
- 7) improve utility systems or building energy efficiency that will result in the rapid capitalization of initial costs and long-term reduction of energy costs.
- 8) when there is no other available or more appropriate funding source, such as building renewal and replacement funds, local bonds, revenue bonds, auxiliary revenues,

Human Resources Report - June 2023

Report Generated: June 7, 2023

Submitted by: Steven Gonzales, HR Director

Employee Count

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

Total: 221 (-1)

New Hires

<u>Name</u>	<u>Job Title</u>
Allen, Kristal	Temporary - Marketing Assistant
Britain, Jordan	Part-Time Director of Advancement
Clements, Alexis	Adjunct - Digital Media Technology
Davis, Hope	Student - HSI Grants
Garcia, Teddi	Dual Credit Advisor
Harris, Monty	Vice President of Workforce Development and Community Engagement
Lara, Gary	Facilities Technician
Thomas, Celeste	Adjunct - Communications
West, Sarah	Student - HSI Grants
Total: 9	

Departures

<u>Name</u>	<u>Job Title</u>
Acosta, William	Facilities Technician
Nwanne, Andrew	Executive Vice President of Academic Affairs
Childs, Ashley	Instructor of Nursing
Total: 3	

Currently in Interview Process

<u>Job Title</u>
Instructor or Assistant Professor of Communications
Instructor or Assistant Professor of Computer Science
Lab Coordinator

## ***Current Vacancies***

Transfer, Internship and Career Specialist  
Vice President of Academic Affairs

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**Total: 5**

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### **Job Title**

### **Faculty:**

Adjunct Instructor - EMT  
Adjunct Nursing Program Clinical Instructor  
Instructor or Assistant Professor of Communications  
Instructor or Assistant Professor of Computer Science  
Instructor or Assistant Professors of Nursing

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**Total: 5**

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### **Staff:**

Health Clinic Nurse Practitioner  
Lab Coordinator  
Online, Learning Experience Manager  
Transfer, Internship & Career Specialist  
Tutor - Full Time  
Tutor - Part Time  
Vice President of Academic Affairs

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**Total: 7**

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