



Southeast New Mexico College
1500 University Drive
Carlsbad, NM 88220
(575) 234-9200, Fax: (575) 885-4951

BOARD OF TRUSTEES MEETING MINUTES

Date: 5/11/26

Time: 6:00 pm

Session Location: SENMC RM 153

Board Members present: Chair, Sarah Bowman (via Zoom)
 Member, Lee White
 Member, Mark Cage

Type of Meeting:

Regular Work

Special

Secretary, Ned Elkins

Member, vacant

Board Member(s) absent:

- 1) Call to Order
- 2) Pledge of Allegiance
- 3) Establish Quorum – Roll Call
- 4) Approve Agenda

Time: 6:00 pm

Motion: Lee White Second: Mark Cage Nays: 0 Abstain: 0

Elkins, Cage, White, and Bowman voted to approve the agenda as presented.

- 5) Approval of minutes from the previous meeting – 4/13/2026

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

Elkins, Cage, White, and Bowman voted to approve the minutes of the April 13, 2026 meeting.

- 6) Public Comments: Norbert Rempe had additional comments regarding the handout titled “If immigration and Customs Enforcement (ICE) appears on campus” and suggested that it should be stopped by the Board immediately.

- 7) Student Government Representative: None

- 8) PTK Representative: Dr. Raven Anderson announced the Spring Students of the Month and the Student of the Year, selected from the six Students of the Month for the 2025-2026 academic year. The Students of the Month were Sammy Lopez (February); Charlie Beardmore (March); and Weirong Xiang (April). The Student of the Year is Rita Mariana Moreno Urquidi.

- 9) General Counsel: Lane Martin participated via Zoom but did not report any updates.

- 10) SENMC general status report: Dr. Kevin Beardmore

Report on 2025-2030 Strategic Plan – Goal 1 (Serve More Students) Attended, along with Dr. Mickey Best, the Carlsbad Municipal Schools Board of Education meeting where the CMS-SEMMC Theatre Production MOU was approved, April 21; attended the Beam Signing Luncheon provided by Jaynes Corporation for the Trades x Technologies Building, April 30; **Goal 2 (Welcome and Engage the Community)** published latest newspaper/website article: “American as Apple Pie”, April 10; attended a presentation by Chevron on the Impact of Oil and Gas on the New Mexico Economy to Leadership New Mexico, April 14; welcomed Ken Harrawood, SIMCO President and WIPP Program Manager, as he arrived to speak with SENMC’s Radiation Control Technician class, April 14; attended Carlsbad Rotary April 15 and 22, and May 6; presented the Leadership New Mexico State and Local Governments group on Higher Education in the state, April 15; attended the groundbreaking for the Eddy County Detention Center, April 21; provided the welcome at SENMC’s STEAM/Open House event and visited all open house locations, April 23; attended the Energy Day lecture provided by Lawrence Livermore National

Laboratory, April 23; facilitated the SENMC Foundation Board meeting on April 28; submitted public comment on proposed NMED Draft Permit regarding WIPP operations, May 4; attended the luncheon welcoming Tim Walsh, Asst. Secretary of US Dept. of Energy, May 5; provided remarks at the Rotary Scholars Dinner, May 6; attended the Carlsbad Department of Development Board meeting, May 7; attended the groundbreaking for Red Rocket facility at the Cascades, May 7; attended the grand opening of the History Garden at Halagueño Arts Park, May 8; **Goal 3 (Increase Learning and Efficiency)** met, along with Dr. Frosso Seitaridou, with the Higher Learning Commission Site Visitor at Artesia High School, April 20; met with Steve Saucedo, VP of Workforce, and Dr. Betsabe Salcido, Dean of Workforce, New Mexico Junior College, to discuss alignment of non-credit to credit efforts, April 24; met with Carlsbad Fire Leadership to discuss plans for future programming, April 29; held a Campus Forum, May 4; and **Goal 4 (Promote Success for All)** attended the Poetry and Jazz Celebration presented by the Diversity Committee, April 14; provided the welcome at the Phi Theta Kappa Spring Induction Ceremony, April 22; and attended the Pan Asian Celebration presentation by Ekta Bhakta, SENMC Foundation Board member on April 29.

11) Old Business: None

12) New Business:

A) Elect New Trustee for District III: Dr. K Beardmore – Dr. Beardmore briefly reviewed the policy regarding the process of replacing a Trustee in the event of a vacancy. He highlighted that the policy states that vacancies will be filled by appointment. He has received three letters of interest for the open position from Mr. Jim Grantner, Dr. Joy James-Foster, and Mr. Jason Shirley. Dr. Ned Elkins expressed displeasure about the Board having to appoint an individual saying the community should be involved in the decision. He asked Dr. Beardmore to consider holding a public forum so they can meet the candidates and receive input from the community. Board Chair Sarah Bowman and Trustee Lee White spoke in agreement with the suggestion.

Motion: **Ned Elkins** Second: **Lee White** Nay: **-0-** Abstain: **-0-**

Bowman, Cage, Elkins, and White voted in favor of the motion for the college to sponsor a public forum with the three candidates in June and vote on a new Trustee at the July 13 Board of Trustees meeting. The forum will be scheduled for the third or fourth week of June. Dr. Beardmore's Executive Assistant will correspond with the Trustees to finalize a date.

B) Approval of 2026-27 Strategic Plan Action Steps: Dr. Kevin Beardmore - Dr. Beardmore shared the action steps that have been added to the strategic plan for the 2026-27 fiscal year. These steps were suggested by employees and reviewed by both the Executive Team and the Steering Committee. The Steering Committee voted to recommend these steps for approval at its meeting on April 24. Dr. Beardmore also provided an overview of the changes to the Prime Measures.

Motion: **Lee White** Second: **Mark Cage** Nay: **0** Abstain: **0**

Cage, Elkins, White, and Bowman voted unanimously to approve the Strategic Plan as presented.

C) CBIZ Presentation-Faculty Salary Study: Dr. K Beardmore – Dr. Beardmore introduced Mr. Joe Rice of CBIZ to present their findings and recommendations for faculty salaries. Trustee Lee White stated his opinion that we should be paying competitive salaries for THIS region according to living expenses and amenities (or the lack thereof) in this area. Mr. Rice explained that those factors had been considered and did influence the study's findings. Mr. White also had concerns that some salaries (based on the Tier structure included in the presentation) were being undervalued. Mr. Rice explained that this differential data is based on a large sample set of national data and it is up to the college how to use this information. Dr. Beardmore explained that SENMC is already paying faculty above the market rate and shared his opinion that we should not use the tiers presented in the CBIZ report. He also said that he would like the faculty to have an opportunity to review the report and provide feedback before voting on this. Dr. Elkins inquired if staff would look at a similar study next month.

Mr. Rice said they are working on the staff salary study which is a more involved process and will

include benefits. He expects to present that report to the board in June.

Motion: **Lee White** Second: **Mark Cage** Nay: **-0-** Abstain: **-0-**

Cage, Elkins, White, and Bowman voted to table this item until the June 8 Board of Trustees meeting.

- D) Approval of Capital Outlay Projects: Dr. K Beardmore-** Dr. Beardmore provided a brief overview of the recommended edits to the Capital Projects list. These included moving adjacent property purchases to the bottom of the list.

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

Cage, Elkins, White, and Bowman voted in favor of accepting the Capital Projects list as presented.

- E) Approval of Quarterly Financial report: Carolyn Kasdorf –** Carolyn Kasdorf presented the quarterly financial actions report and quarterly certification for approval.

Motion: **Lee White** Second: **Mark Cage** Nay: **-0-** Abstain: **-0-**

Cage, Elkins, White, and Bowman voted to approve the quarterly certification.

- F) Quarterly Investment Report: Carolyn Kasdorf –** Ms. Kasdorf provided the board with a report detailing the investments held by SENMC as of March 31, 2026 (third quarter of the current fiscal year). The total market value of the college's investments is \$253,111,483. CNB and CNB Wealth Management hold \$177,964,250 with the remaining \$75,147,233 held by PFM. Ms. Kasdorf explained that some of the local banks were not interested in the college's investment and those funds stayed at CNB. Dr. Elkins asked for a list of the institutions that have chosen not to work with the college.

- G) Monthly Financial Report: Carolyn Kasdorf –** Carolyn Kasdorf presented financial reports for the period ending March 31, 2026. The Budget to Actual report has been updated to reflect a balanced budget in which total revenues equal total expenditures. Based on current projections, Ms. Kasdorf anticipates transferring \$9,592,521 to reserves. She explained that the college is building its reserves which we will have to tap into next year. The Balance Sheet has been updated to focus on fiscal years 2025 and 2026. The anticipated fund balance for fiscal year 2025 is \$184,867,771, an increase of more than \$15 million from the FY24 fund balance. Fiscal year 2026 is trending positively with a projected year-end balance of \$204,288,969.

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

Before hearing reports of the Executive Administration staff Dr. Beardmore took a moment to announce that Dr. Effrosyni "Frosso" Seitaridou will resign as Vice President of Academic Affairs on June 30. He thanked her for the work she has done during her two years at SENMC. He explained that he has asked tenured faculty with terminal degrees to indicate their interest in filling the role of Interim Dean of Academic Affairs. Zane Biebelle has been selected and will begin her duties on July 1.

- A) Dr. Effrosyni "Frosso" Seitaridou, VP of Academic Affairs:** Artesia High School's HOSA (Health Occupations Students of America) chapter participated in the State Leadership Conference in Albuquerque where they earned a New Mexico State Champion title and had multiple National Qualifiers and Finalists. They are preparing for the HOSA National Leadership Conference this summer. The Allied Health program at Artesia High School is growing and will offer more courses in the 2026-27 school year. The program continues to build partnerships with community organizations and donors to support student opportunities in healthcare education. One example is the "Miles for Medicine" 5K fundraiser to support travel expenses for national competitions and promote community health. Southeast New Mexico College's CNA program had a 100% pass rate on the state certification exam taken on April 15.

The Natural Sciences and Engineering department worked tirelessly to prepare for the STEAM Expo, Energy Day, and Open House held on April 23. Dr. Ron Girmus set up three simple activities in the Anatomy lab for people to do to earn stickers. More than 125 people participated, ranging from little kids to grandparents. The Department has also worked hard since the pandemic to bring the science laboratories back to fully working shape with up-to-date inventory, safety protocols, and technical

updates, to name a few. These efforts made it possible for two Biology students to complete Honors projects using several advanced techniques that had not previously been attempted in this Biology laboratory. Much of the equipment was purchased as a result of Mr. Rick Wiedemann's participation in the gene editing workshop at the University of Colorado last summer.

Education Department Chair Dr. John Vacca is now a League AI Fellow following a six-month online program on AI organized by the League for Innovation in the Community College.

Dr. Jonathan Wilson's (Dean of Teaching & Learning) latest article "Fueling Minds & Well-Oiled Machines" was published in the Spring 2026 issue of *Focus on Carlsbad*.

Dr. Seitaridou congratulated and thanked everyone who worked to organize the successful STEAM Expo, Open House, and Energy Day. She also congratulated Ms. Zane Biebelle and Ms. Kristal Allen for organizing an excellent CLIFF Scholars Honors Program Symposium on April 30th. It showcased 21 honors projects completed by 11 students and 13 instructors. She also congratulated the students for their impressive work and the instructors for their thoughtful mentorship.

B) **Carolyn Kasdorf, Interim VP-Business and Finance:** Ms. Kasdorf reported that the FY2025 audit is approximately 20% complete. Her goal is to have everything uploaded by the end of May.

C) **Dr. Kevin Beardmore for Diana Campos, Dean of Student Affairs:** Graduation is this Friday night (May 15) at the Performing Arts Center on the campus of Carlsbad High School. Rehearsal will be at 10 am on Friday morning and people should arrive for the ceremony at 5 pm.

The enrollment reports as of April 30 show a summer headcount of 165 compared to 135 in Summer 2025.

One Application for admissions processing went live on May 5.

D) **Chris Spaulding, Interim VP of Workforce Development and Community Engagement:**
Interim VP's Office – participated in the STEAM Expo where they showcased the RCT program, Simulator Lab, and Drone Soccer; gave a presentation about Workforce to Rotary on April 29 and attended the groundbreaking for the new detention center; had a successful meeting with SIMCO and the Department of Energy for the SENMC 8-hour MSHA Refresher Training. SIMCO wants to use SENMC to do the training starting in June; **Work-Based Learning** – attended the AACCC conference in Seattle, April 11-13; **Workforce Training** – held a successful first SENM STEPS meeting with record attendance; Veronica received her FIT testing certification; Oscar and Misty attended the Colorado School of Mines MSHA Annual Refresher Training; the Workforce summer catalog should be out within the next two weeks; **Workforce Partnerships** - Johnny Chandler attended the groundbreaking for the new detention center; Hattie is coming back from the Broadcasting Association of Teachers conference to assist in the Community News Transformation Grant; Hattie also oversaw a successful kick-off meeting with the Drone Soccer coaches. The first scrimmage is scheduled for October; **Adult Education** – Misty McCormack attended the groundbreaking for the new detention center; all Adult Education classes end this week; and **Community Education** – last week Maria Quintana trained five of nine City employees in Excel; the Community Education summer schedule is being finalized with the marketing team; and summer classes are open for registration. The Inspired by Science camp is already full.

E) **Tymon Mattoszko, CIO:** Mr. Mattoszko presented an executive summary for March-April 2026. He announced that OneApp is live as of last week and things seem to be working fine. They had a kick-off call last week for One Password. They are planning a slow rollout to the staff and eventually

faculty. Equipment lists for classrooms and labs are complete. The Data Governance Committee is making progress in policies, but Mr. Mattoszko anticipates that things will slow down during the summer.

14) HR Report: Dr. K Beardmore for Steven Gonzales, HR Director: The employee count for SENMC as of May 5 is 313 employees. This includes full-time, part-time, temporary, and student employees. There are currently 13 faculty and 12 staff vacancies. May 2026's Employee of the Month is Sky Soto, Director of Marketing and Publications.

15) Employee representative comments (optional)

A) **Faculty:** Zane Biebelle thanked the Trustees for their reception of the CBIZ faculty salary study and their ongoing support of the faculty. She also announced that Dr. Ron Girmus has been elected president of the Faculty Senate. His term will begin in August.

Jon Strahan (Business & Information Technology) announced plans to offer its first bilingual class this fall.

B) **Administrative Staff:** No report.

C) **Classified Staff:** No report

16) Board comments: Lee White congratulated the SENMC graduates, faculty, staff, and administration. Trustee Mark Cage apologized for his behavior at the March meeting and congratulated Ms. Biebelle on her appointment to the role of Interim Dean of Academic Affairs. Dr. Ned Elkins said he has already apologized to Mark and he is delighted that he and Mark are on the same page moving forward. He echoed Mark's comment to Zane. He told Dr. Seitaridou that the Board is proud of the work she has done. Ned said he enjoyed the Expo and wanted to compliment Rick Wiedemann. He said he loved the Quidditch; it was a great deal all around and showed off the college well. He added that he kept his 32-year streak of asking a Livermore professor a question they couldn't answer. Sarah Bowman echoed the comments of the other Trustees. She made a quick metaphor over what she has seen from this Board over the last month and compared it to something we have been building, the T² Building. She said she likes to think that the Board are following a P³ theory which is they all have passion but because of their true and deep partnership they persevere together.

17) Announcement of the next regular board meeting:

Date: June 8, 2026 **Time:** 6:00 pm **Place:** SENMC Room 153

18) Adjournment – The meeting adjourned at 8:07 pm.

Approved

Dr. Ned Elkins, Secretary

Date