

AGENDA
MEETING OF THE BOARD OF TRUSTEES
SOUTHEAST NEW MEXICO COLLEGE
MONDAY, NOVEMBER 10, 2025 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 FRINTZ |
| 2. PLEDGE OF ALLEGIANCE | ALL |
| 3. ESTABLISH QUORUM | ROLL CALL |
| 4. APPROVE AGENDA | ACTION ITEM |
| 5. APPROVAL OF MINUTES FROM 10/13/2025 | 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) APPROVE PLAN FOR EARLY CHILDHOOD ED CENTER
PORTABLE UNIT – DR. KEVIN BEARDMORE | DISCUSSION/ACTION |
| B) APPROVE PLAN FOR WESTERN WAY ENTRANCE
– DR. KEVIN BEARDMORE | DISCUSSION/ACTION |
| C) ACCEPT PLANETARIUM EQUIPMENT FROM CARLSBAD HIGH
SCHOOL FOR STEPS ACADEMY – DR. KEVIN BEARDMORE | DISCUSSION/ACTION |
| D) APPROVE INVESTMENTS RECOMMENDATIONS FOR RESERVE
FUND BALANCE – CAROLYN KASDORF | DISCUSSION/ACTION |
| E) MONTHLY FINANCIAL REPORT – CAROLYN KASDORF | DISCUSSION |
| F) QUARTERLY FINANCIAL REPORT – CAROLYN KASDORF | DISCUSSION/ACTION |
| G) SELECTION OF COMPENSATION STUDY PROVIDER
– DR. DAVID McINTOSH | DISCUSSION/ACTION |
| 12. EXECUTIVE ADMINISTRATION STAFF REPORTS OR COMMENTS | |
| A) DR. EFFROSINI "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 (*attachment*) DISCUSSION
- 14. EMPLOYEE REPRESENTATIVE COMMENTS (**OPTIONAL**)
 - A) FACULTY
 - B) ADMINISTRATIVE STAFF
 - C) CLASSIFIED STAFF DISCUSSION
- 15. EXECUTIVE (CLOSED) SESSION: ROLL CALL/ACTION
 - DISCUSSION OF LIMITED PERSONNEL MATTERS PURSUANT TO NMSA 1978 §10-15-1 (H)(7)- PENDING LITIGATION
 - No action will be taken in Closed Session.
- 16. RECONVENE OPEN SESSION ROLL CALL/ACTION
- 17. DISCUSSION/ACTION ON MATTERS, IF ANY, RELATING TO CLOSED SESSION. DISCUSSION/ACTION
- 18. BOARD COMMENTS
- 19. ANNOUNCEMENT OF NEXT REGULAR BOARD MEETING (**12-8-2025**) BOARD CHAIR FRINTZ
- 20. ADJOURNMENT BOARD CHAIR FRINTZ

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: 10/13/25

Time: 6:00 pm

Session Location: SENMC RM 153

Board Members present:

- ☐ Chair, Tiffany Frintz
- ☒ Member, Bill Murrill
- ☒ Member, Mark Cage

Type of Meeting:

☒ Regular ☐ Work
☐ Special

☒ Secretary, Sarah Bowman

☒ Member, Ned Elkins

Board Member(s) absent: Tiffany Frintz

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**

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

5) **Approval of minutes from the previous meeting – 9/8/2025**

Motion: **Mark Cage**

Second: **Bill Murrill**

Nays: **0**

Abstain: **0**

Elkins, Cage, Murrill, and Bowman voted to approve the minutes.

6) **Public Comments:** None

7) **Student Government Representative:** Student government president Mattalyn Bailey announced they are hosting Hallowpalooza from 3-6 pm on Thursday, October 30. Student government has a new email address, studentgovernment@senmc.edu.

8) **General Counsel:** – Lane Martin (via Zoom) provided an update on the parcel of land known as the Bob Light land. He has spoken to someone in the Trust Department at Carlsbad National Bank and expects to have a signed deed this week.

9) **SENC general status report: Dr. Kevin Beardmore** (*report attached*)

- A) **Report on 2025-2030 Strategic Plan – Goal 1 (Serve More Students)** Welcomed NASA Engineer Zaida Hernandez, who presented as “The Space Latina” on September 24; served as Emcee for the Trades x Technologies Building Groundbreaking Ceremony, featuring remarks from Lt. Governor Howie Morales, Mayor Rick Lopez, PSP CEO Tracee Bentley, Board Chair Tiffany Frintz, and Inaugural Board Chair Dr. Ned Elkins on September 23; visited with faculty and staff of the Surgical Technology Week Open House on September 25; **Goal 2 (Welcome and Engage the Community)** met virtually with Jerry Brian, Oil & Gas faculty, and Kurt Solander, Research Scientist in the Earth and Environmental Sciences Division of Los Alamos National Laboratory, regarding water quality initiatives and SENC’s Environmental Management Technology program on September 4; published newspaper/website article: “Trades, Technologies, and Transformations,” September 6; presented to the Nonprofit Leader Peer Group on the Essentials of Strategic Planning, September 10; attended the Permian Strategic Partnership event recognizing retiring Board Chair Don Evans and introducing new Board Chair Jack Harper, in Midland on September 10; attended the Carlsbad Community Foundation dinner on September 11; met with Ekta Bhakta and Damian Capello to plan

for the Candidate Forum hosted by SENMC on October 7; attended Carlsbad Rotary on September 24 and October 1; met, along with Chris Spaulding and Dr. Monty Harris, with Hayley Klein, Artesia Chamber of Commerce CEO, about available space in the Artesia Training Center, September 29; attended the Xcel Energy Carlsbad Executive Energy Forum on October 1; attended the Carlsbad Department of Development Board meeting on October 2; met with JoAnn Trevino, new part time SENMC Foundation Board Director on October 6; attended the NMOGA Annual meeting in Santa Fe on October 8; **Goal 3 (Increase Learning and Efficiency)** presented (virtually) SENMC's fire alarm system upgrades to the Higher Education Capital Outlay Committee, receiving approval, September 10; presented the former Joe Stanley Smith Elementary lease to the Higher Education Capital Outlay Committee in Santa Fe, October 8 (it was approved); and **Goal 4 (Promote Success for All)** coordinated and led the first T-squared Project Committee meeting on September 23; held a campus forum on October 9.

- B) Dr. Beardmore then provided an update on the college's HSI (Hispanic Serving Institution) grants. Years two through five of the most recent grant, campus health, have been defunded. Year five of the first-year experience grant has also been defunded. The total amount of lost funding is \$2,922,326. The college had significant carry-forward funding on the first-year experience grant because it started during the pandemic. SENMC expects to be permitted to expend these funds in the federal fiscal year that ends on September 30, 2026. Another five-year HSI grant (Title III-STEM focus) is in its fifth year and to date, has not been defunded. The funding for that is nearly three-quarters of a million dollars. That year five plus carry-forwards in both grants total approximately \$2.6 million that must be spent in the next eleven and a half months.
- C) Capital Outlay funding recommendations for Southeast New Mexico College for fall 2026 include \$1,000,000 for renovations to the Main Building entryway/welcome center; and in FY 2027, \$220,000 to purchase surveillance cameras. Dr. Beardmore added that a dining hall is auxiliary and not eligible for state funding.

10) Old Business: None

11) New Business

- A) **Approve Release of RFP for Architectural Services for STEPS Academy: Dr. K Beardmore –** Dr. Beardmore asked the Trustees to approve issuing an RFP for architectural services for the STEPS Academy explaining that he believes SENMC should have plans in place that get the college closer to "shovel ready".

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

Cage, Elkins, Murrill, and Bowman voted in favor of approving the release of an RFP for architectural services for a STEPS Academy.

- B) **Approve Release of RFP for Architectural Services for a Dining Hall: Dr. K Beardmore –** Dr. Beardmore suggested that this request might be amended to add a residence hall. He said he expects this will take more planning than the STEPS Academy. Dr. Beardmore told the Trustees that he has a draft for the dining hall, but he thinks it needs work. Dr. Ned Elkins stated that he is in favor of positioning the college to be able to receive funds when it is ready for this project.

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

Cage, Elkins, and Bowman voted to approve the release of an RFP for architectural services for a dining hall and residence hall. Bill Murrill voted against the motion. The motion passed.

- C) **Approval to Authorize Work for Western Way Entrance: Dr. K Beardmore –** Dr. Beardmore informed the Trustees that SENMC had paid for a forensic engineering report on the bridge on Western Way that determined that after some upgrades (estimated cost of \$30K), the bridge will be ready and able to handle loads up to 50,000 pounds. He is not asking for approval as much as he wants to know if the Trustees want him to pursue a proposal for construction work on a new entrance/exit at Western Way. He anticipates increased traffic on campus after the new building is in place, and this would provide a relief route for entering/exiting the campus. He added that the city is in favor of the project. Sarah Bowman asked about people in the neighborhood who might be affected

by this and asked that SENMC talk to them before moving forward with this. Related to this, there may be someone willing to help with SENMC's CDL program and put a driving range on campus, coming off Western Way as a paved road. Mark Cage said it is not safe to have only one exit from the college. Additionally, the college is growing and someday there may also be a need for another traffic light on the highway. Dr. Beardmore said this is an interim solution.

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

Cage, Elkins, Murrill, and Bowman voted to approve a motion to not prevent Dr. Beardmore from moving forward with this project. The motion passed.

- D) **Authorize Purchase of Portable Unit for Early Childhood Education: Dr. K Beardmore** – Dr. Beardmore said this would be a mini pilot version of the STEPS Academy. There will be one classroom for each of four age groups. He proposes purchasing four units of two different sizes to accommodate minimum space requirements and have space left for restrooms, a workroom, and a couple of offices. The price for this is not available now but Dr. Beardmore anticipates having a floor plan and pricing by the November meeting. The college already has personnel who can staff this program. Dr. Elkins asked Dr. Beardmore to also provide an estimate of annual operating costs of the facility. Sarah Bowman wants to know the longevity of these buildings. In response to Bill Murrill's question, the college would own these buildings.
- E) **Monthly Financial Report: Carolyn Kasdorf** – Carolyn Kasdorf, Interim Vice President for Business and Finance, presented financial reports for the period ending August 31, 2025. She proposed replacing the statement of revenues and expenditures report with a report that provides year-to-date operating revenues and expenditures next to projected revenue and expenditure amounts for the full year. She directed the Trustees' attention to the balance sheet to let them know the FY23 audit will be restated because she has discovered while gathering documents for the FY24 audit that some items had been posted there that should have been posted in FY23.

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

- A) **Dr. Effrosyni "Frosso" Seitaridou, VP of Academic Affairs:** Dr. Seitaridou reported that Professor Zuniga recently returned from Fresno where she participated in the ACEN site visit for a community college applying for initial accreditation. She will use the knowledge she gained during that trip to assist SENMC in preparing for its upcoming ACEN visit. The Allied Health department's Surgical Technology program has been awarded \$3,000 to cover travel expenses for students going to clinical sites. Thanks to the efforts of Dr. Sandra Florez, the SENMC campus is now a testing site for the Headmaster CNA exam. On September 19th SENMC hosted the first regional math convening meeting for the New Mexico Math Task Force. Fifteen math instructors from ENMU-Roswell, the New Mexico Military Institute, Carlsbad High School, the Early College High School, and SENMC participated, along with a representative from New Mexico Public Education Department's (NMPED) math administration. They discussed recent legislative and administrative changes impacting math graduation requirements. They will meet again in February 2026.
- B) **Carolyn Kasdorf, Interim VP-Business and Finance:** Ms. Kasdorf gave an update on the investment RFP, informing the Trustees that five proposals had been reviewed and there was a meeting before tonight's Board meeting to reach a decision. She is preparing a recommendation for the Trustees to review at the next Board meeting. It includes leaving a portion of the funds at CNB. She also gave an update on the audit: as she reported earlier, FY23 needs to be restated. The audit of FY24 is still on track to be completed by the end of December although JAG (Jaramillo Accounting Group) have cautioned that they are deep in audit season and the US government, state agencies and school districts have deadlines that get pushed out and that could cause SENMC's audit to be delayed.

- C) **Diana Campos, Dean of Student Affairs:** Ms. Campos said Student Affairs staff have been busy attending College days in Carlsbad and surrounding communities, and FAFSA nights at Carlsbad High School. She said Financial Aid closed out the 2024-25 year with a zero balance. Enrollment for Fall 2025 is 1,627. They have mailed postcards to continuing students, reminding them to register for spring classes. Additional postcard mailings are scheduled for November. They are working with a system called EAB Navigate which will be an advising tool for case management. It includes an app that students can download to their phones so they can make appointments. The Student Handbook is nearly completed.
- D) **Chris Spaulding, Interim VP of Workforce Development and Community Engagement:** Mr. Spaulding said he has had productive meetings with the DOE for the DOE grant; he has restructured Workforce Partnerships and Workforce Training to create better synergies, explaining that Workforce Partnerships was already talking to the industries so it makes sense for them to also handle the training schedule, allowing the Workforce Training team to train. Nine drone soccer kits have been ordered with delivery expected in mid-December. The ninth will be for Jefferson Montessori Academy who approached SENMC and asked about being included. Mr. Spaulding explained that SENMC had approached Artesia two more times with an offer for a drone soccer kit and were declined. He shared photos of the drone kits with the Trustees. In the Workforce Safety department, Mr. Spaulding has met with Aaron Amos of ExxonMobil, and they are working toward a more collaborative relationship between ExxonMobil and SENMC. Mr. Spaulding said Mr. Amos is interested in teaching. Hattie Quinn (Workforce Partnerships) placed third (among all rural New Mexico radio stations) at Pitch Day and received a \$2,500 grant. Southeast New Mexico College's Adult Education department won the New Mexico Higher Education Department Adult Education Educational Functioning Level (EFL) Gain Rate award. Out of 26 programs, SENMC Adult Education had the highest EFL gains from pre-to post test. The Community Education department has hired a Soft Skills instructor. The Community Education program was on the Carlsbad Local for its popular line dancing class.
- E) **Tymon Mattoszko, CIO:** Mr. Mattoszko provided project status updates. As a security initiative they have deployed new software and are performing regular external penetration testing. They have implemented change management so IT changes will be documented and planned so that if something happens, they know what the changes were. In Fresh Service, the fixed assets module has been migrated from Asset Panda and deployed. Currently they are working on integration with Finance fixed assets. The Facilities team is fully operational with Help Desk and fixed assets and training for the Student Affairs team is in progress. Project Management training will take place this week and next. Joe Stanley Smith is fully operational (from an IT standpoint) and connected to the main campus. The One Application is on track and implementation is in progress. Day-long trainings (by department) for SoftDocs are scheduled with April as the expected "go live" date. In response to a previous inquiry regarding AI and cameras, the Data Governance group has determined it will not use AI. They will have a proposal to present to the Trustees later.
- 13) **HR Report: Steven Gonzales, HR Director:** The employee count for SENMC as of October 7 is 276 employees. This includes full-time, part-time, temporary, and student employees. Mr. Gonzales introduced Claudia Lopez, new Allied Health Coordinator, and one of fifteen new employees. There are currently five faculty and eleven staff vacancies. October 2025's Employee of the Month is Dr. Luis Anchondo, Assistant Professor of Education and Spanish.

14) Employee representative comments (optional)

- A) **Faculty:** No report
- B) **Administrative Staff:** No report
- C) **Classified Staff:** Kristal Allen, Classified Staff president, announced they had adopted bylaws to solidify procedures and officer responsibilities.

15) Board comments: Sarah Bowman welcomed Claudia Lopez and congratulated Dr. Anchondo on his recognition as employee of the month. She also complimented and thanked everyone for their hard work, dedication, and forward momentum to help meet the needs of the community and the SENMC students. Mark Cage said he appreciates the tweaks to the financial reports. He added he is happy with the decisions they are making to support the local community and keep as much money here in the community as possible. He recognized Councilman Eddie Rodriguez for his commitment, noting that he attends nearly every meeting of the SENMC Board of Trustees. Ned Elkins said he agrees with the decisions made on the investments side. He added that the college has come a long way in four years when they used to talk about what they wanted to do and now they are talking about what they are doing. Bill Murrill had no comments.

16) Announcement of the next regular board meeting:

Date: November 10, 2025 **Time:** 6:00 pm **Place:** SENMC Room 153

17) Adjournment – The meeting adjourned at 7:25 pm.

Approved

Sarah Bowman, Secretary

Date

SENMC STRATEGIC PLAN (2025-2030)

Updates for November 2025 in blue

Goal 1: Serve More Students

Served as Eddy the Mountain Lion at the Fire Prevention Week event at Walter Gerrells Center (Friday visit by Carlsbad Municipal Schools Kindergarteners), October 17
Visited with Trick or Treaters at the Hallowpalooza event, October 30
Met, along with incoming Board of Trustees Chair Sarah Bowman and Dr. Frosso Seitaridou, with New Mexico State University President Valerio Ferme, Interim Provost Lakshmi Reddi, Interim Dean of Engineering David Jáuregui, and CEMRC Director Dr. Lambis Papelis, for lunch and an afternoon meeting, November 4
Met, along with Gary Martinez and Cindy Wang, with modular facility contractor, November 6

Goal 2: Welcome and Engage the Community

Published my latest newspaper/website article: "The Same, Except For," October 9
Participated in the Carlsbad Department of Development Bylaws Committee, October 13 and 27
Met with Board of Trustees member Bill Murrill and Corey Bock of Bock Electric, October 15
Attended Carlsbad Rotary, October 15 & 22 and November 5
Met, along with Chris Spaulding and Dr. Monty Harris, with James Cobb of the United Steelworkers Local 9477 and Noah Ledesma from USW International regarding grant and partnership opportunities, October 22
Attended the Permian Resources Carlsbad Office ribbon cutting, October 22
Attended the Mayor's Energy Summit Sponsor Dinner, October 22
Attended the Mayor's Energy Summit, October 23
Provided the closing presentation at the Mayor's Energy Summit, "The Future of Trades x Technologies at SENMC," October 23
Facilitated the SENMC Foundation Board meeting, October 28
Interviewed for the Permian Strategic Partnership Podcast, in Midland, October 29
Attended the Educational Partnership of the Permian Basin Leadership Summit, in Odessa, October 30
Attended the Carlsbad Department of Development Board meeting, November 6
Attended WIPP Public Forum hosted at SENMC, November 6
Assisted with the Carlsbad Rotary Adopt-A-Highway cleanup, November 8

Goal 3: Increase Learning and Efficiency

Met with the external evaluators for our Hispanic Serving Institutions grants, October 14
Attended the joint meeting of the Council of University Presidents, New Mexico Association of Community Colleges, and New Mexico Independent Community Colleges, in Santa Fe, October 16
Met with Alex Gardea, potential Instrumentation and Electrical adjunct instructor, October 28
Met with the Workforce and Grants and Special Projects teams about joint operations, October 31
Met with Board of Trustees Chair Tiffany Frintz and incoming Chair Sarah Bowman, October 31

Goal 4: Promote Success for All

Held a campus forum, November 3
Met with Carlsbad Municipal Schools about technology support, November 5
Congratulated Dr. Ned Elkins on his re-election and Lee White on his election to the Board of Trustees, November 5

**Southeast New Mexico College
Business Office Reports
November 10, 2025**

- Business Office Report Narrative
- Business Office Report - Budget to Actual Comparison
- Balance Sheet as of 9/30/2025
- Income Statement as of 9/30/2025

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

Date: November 10, 2025

To: SENMC Board of Trustees

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

Subject: Business Office Budget Report for the month ending September 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 9/30/2025. 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 \$8,188,199 in revenue and \$6,212,421 in expenses for a difference of \$1,975,778. 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 September 30, 2025, our net position is \$165,691,727.35 an increase of \$11,254,317 from an unaudited FY24 balance. Cash has increased from \$135,302,447.99 in FY24 to \$152,134,086 in FY26 – an increase of \$16,831,638. In preparation for the audit, the College continues to review the assets and liabilities and continues to categorize them correctly.

SENMC has begun the process of reconciling the bank statements for FY25.

Income Statement

The income statement provides a snapshot of revenue and expenses. Please keep in mind that the unaudited balance as of 6/30/24 and 6/30/25 is for the entire fiscal year. Whereas the unaudited balance as of 9/30/25 is only for that specific point in time.

SOUTHEAST NEW MEXICO COLLEGE
OPERATING REVENUES AND EXPENDITURES
FOR THE THREE MONTHS ENDED SEPTEMBER 30, 2024

	Year-To-Date		Projected Full Year			
	Budget	Actual	Beginning Budget	Revised Budget	Projection	Variance
Revenues						
Tuition and Fees	333,299	297,871	\$ 680,202	\$ 680,202	642,421	(37,781)
State Appropriations	934,112	\$ 630,961	\$ 5,838,200	\$ 5,838,200	5,838,200	-
Local Taxes	6,650,000	\$ 6,562,154	\$ 35,000,000	\$ 35,000,000	43,805,000	8,805,000
Sales of Educational Depts.	-		\$ -	\$ -	-	-
Interest	-	\$ 96,571	\$ -	\$ -	-	-
Auxiliary - Bookstore	90,163	\$ 118,455	\$ 375,000	\$ 375,000	225,000	(150,000)
Auxiliary - Health Clinic	2,000	\$ 582	\$ 25,000	\$ 25,000	2,000	(23,000)
Grants	274,034	\$ 88,517	\$ 3,425,426	\$ 3,425,426	3,000,000	(425,426)
Other Revenue	180,758	\$ 229,543	\$ 751,800	\$ 751,800	751,800	-
Community Ed		\$ 14,500	\$ -	\$ -	14,500	14,500
Workforce		\$ 4,599	\$ -	\$ -	4,599	4,599
Transfers In		\$ 307	\$ -	\$ -	307	307
Total Revenues	\$ 8,464,365	\$ 8,044,060	\$ 46,095,628	\$ 46,095,628	\$ 54,283,827	\$ 8,188,199
Expenditures						
Faculty Salaries	406,555	\$ 830,800	1,690,927	1,690,927	\$ 3,323,199	(1,632,272)
Professional Salaries	360,479	\$ 1,260,496	1,499,288	1,499,288	\$ 5,041,985	(3,542,696)
Support Staff	1,890,357	\$ 724,195	7,862,288	7,862,288	\$ 2,896,782	4,965,506
Part Time Faculty Salaries	1,728,613	\$ 136,651	7,189,571	7,189,571	\$ 546,606	6,642,965
Student Salaries	159,910	\$ 62,304	665,091	665,091	\$ 249,215	415,876
Other Salaries	228,711	\$ 450,221	951,245	951,245	\$ 1,800,882	(849,637)
Fringes	555,178	\$ 1,218,831	2,309,070	2,309,070	\$ 4,875,325	(2,566,254)
Institutional Scholarships	174,314		725,000	725,000	\$ 725,000	-
Travel and Staff Development	192,347	\$ 54,639	800,000	800,000	\$ 800,000	-
Utilities	407,590	\$ 36,208	1,695,231	1,695,231	\$ 1,695,231	-
Supplies and Expenses	292,800	\$ 2,715,927	1,217,800	1,217,800	\$ 10,863,709	(9,645,909)
Equipment	14,186	\$ 230,022	59,000	59,000	\$ 59,000	-
Construction	197,388	\$ 191,026	820,966	820,966	\$ 820,966	-
Total Expenditures	\$ 6,608,427	\$ 7,911,321	\$ 27,485,478	\$ 27,485,478	\$ 33,697,899	(6,212,421)
Net Excess/(Deficit)	\$ 1,855,939	\$ 132,739	\$ 18,610,150	\$ 18,610,150	\$ 20,585,928	\$ 1,975,778

SENNC Balance Sheet

Southeast New Mexico College

Report Date: 9/30/2025

Balance Sheet**Current Assets**

Cash and Cash Equivalents		\$135,302,447.99	\$17,088,599.42	(\$256,961.41)	\$152,134,086.00
Short Term Investments					
Receivables (Net of Allowance for Doubtful Accounts)		134,849.81	164,155.04	121,488.74	\$420,493.59
A/R Other	572,046.99	11,022,032.18	(1,244,130.22)	(1,131,645.97)	\$9,218,302.98
Interest Receivable					
Prepaid Expenses		310,580.63			\$310,580.63

Total Current Assets

572,046.99	146,769,910.61	16,008,624.24	(1,267,118.64)	162,083,463.20
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Noncurrent Assets

Other Long Term Investments					
Inventories Bookstore		159,057.00			159,057.00
Capital Assets (Net of Accumulated Depreciation)		16,186,013.00			16,186,013.00
Construction In Progress		3,978,043.90			3,978,043.90
SBITA (Net of Accumulated Depreciation)		910,638.00			910,638.00

Total Noncurrent Assets

	21,233,751.90			21,233,751.90
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Total Assets

572,046.99	168,003,662.51	16,008,624.24	(1,267,118.64)	183,317,215.10
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Deferred Outflows

Deferred Outflows - Pension Plan		11,721,411.00			11,721,411.00
Deferred Outflows - OPEB					

Total Deferred Outflows

	11,721,411.00			11,721,411.00
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Total Assets and Deferred Outflows

572,046.99	179,725,073.51	16,008,624.24	(1,267,118.64)	195,038,626.10
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	2023	2024	2025	2026	Total
Liabilities and Deferred Inflows					
Current Liabilities					
Accounts Payable		471,426.41	(365,335.14)	(3,507,101.46)	(3,401,010.19)
Sales Tax Payable		5,882.95	5,868.62	2,002.50	13,754.07
Gift Certificates			(2,416.57)	(291.33)	(2,707.90)
Payroll Taxes Payable	115,557.77	8,820.43	(123,727.32)		650.88
Benefits Payable	201,828.44	98,472.15	3,715,397.74	1,001,022.80	5,016,721.13
Accrued Payroll		108,971.02			108,971.02
Payroll Clearing			(8,672.13)	1,159,483.67	1,150,811.54
Accrued Vacation		390,747.70			390,747.70
Financial Aid Payable			1,865,617.50		1,865,617.50
Institutional Funds					
Pension Liability					
Unearned Revenue					
Deposits Payable					
Total Current Liabilities	317,386.21	1,084,320.66	5,086,732.70	(1,344,883.82)	5,143,555.75
Noncurrent Liabilities					
Compensated Absences					
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		20,956,292.00			20,956,292.00
Total Liabilities	317,386.21	22,040,612.66	5,086,732.70	(1,344,883.82)	26,099,847.75
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	317,386.21	25,287,663.66	5,086,732.70	(1,344,883.82)	29,346,898.75
Net Position	254,660.78	154,437,409.85	10,921,891.54	77,765.18	165,691,727.35

Income Statement

Operating Revenues

Tuition		475,745.15	519,479.60	251,213.00	1,246,437.75
Fees		104,432.28	92,349.80	46,658.00	243,440.08

Less: Discounts

Less: Scholarship Allowance

Total Tuition & Fees (Net of Discount) 580,177.43 611,829.40 297,871.00 1,489,877.83

Federal Grants and Contracts 533,820.99 3,502,429.59 3,645,570.78 61,869.79 7,743,691.15

State Grants and Contracts 44,022.85 390,591.18 422,051.04 11,147.07 867,812.14

Non Government Grants & Contracts 288.00 14,500.00 14,788.00

Sales and Services of Educational Activities

Auxiliary Enterprises 190,908.63 224,237.80 119,037.51 534,183.94

Other Operating Revenues 201,929.20 336,411.76 179,475.15 717,816.11

Transfers In

Total Operating Revenues 577,843.84 4,866,324.03 5,240,100.78 683,900.52 11,368,169.17

Expenditures

Instruction Faculty Salaries 3,612,735.27 3,902,025.53 967,451.21 8,482,212.01

Instruction Staff Salaries 903,591.17 1,471,128.81 502,513.15 2,877,233.13

Instruction Benefits 27,522.06 1,765,109.85 1,736,940.66 449,201.23 3,978,773.80

Instruction - Other 259,300.32 549,515.13 66,783.92 875,599.37

Total Instruction Operating Expenses 27,522.06 6,540,736.61 7,659,610.13 1,985,949.51 16,213,818.31

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	321,622.81	2,335,219.24
Academic Support Benefits	18,348.04	539,908.52	424,050.32	131,083.40	1,113,390.28
Academic Support - Other		288,291.47	238,266.51	185,558.74	712,116.72
Total Academic Support	18,348.04	1,850,401.41	1,653,711.84	638,264.95	4,160,726.24
Student Services Salaries		1,231,324.41	1,280,520.23	347,016.75	2,858,861.39
Student Services Benefits	45,870.10	746,115.39	590,225.33	148,929.80	1,531,140.62
Student Services - Other		141,780.32	445,089.69	255,978.59	842,848.60
Total Student Services	45,870.10	2,119,220.12	2,315,835.25	751,925.14	5,232,850.61
Institutional Support Salaries		2,545,278.89	3,200,703.92	992,068.93	6,738,051.74
Institutional Support Benefits	198,123.95	1,927,496.75	1,300,060.89	369,443.27	3,795,124.86
Institutional Support- Other		10,508,484.25	9,704,258.51	2,058,756.64	22,271,499.40
Total Institutional Support	198,123.95	14,981,259.89	14,205,023.32	3,420,268.84	32,804,676.00
Operation & Maintenance Salaries		637,853.49	765,367.51	216,275.42	1,619,496.42
Operation & Maintenance Benefits	9,174.02	448,265.58	407,023.67	111,687.25	976,150.52
Operations & Maintenance - Other		2,794,563.68	17,382,665.76	483,219.43	20,660,448.87
Total Operating & Maintenance	9,174.02	3,880,682.75	18,555,056.94	811,182.10	23,256,095.81
Scholarship & Fellowship Salaries					
Scholarship & Fellowship Benefits					
Scholarship & Fellowship - Other		2,358.92	7,726.30	2,957.11	13,042.33
Total Scholarship & Fellowship		2,358.92	7,726.30	2,957.11	13,042.33
Auxiliary Enterprises Salaries		167,280.38	320,249.03	93,494.51	581,023.92
Auxiliary Enterprises Benefits	18,348.04	92,892.16	104,040.13	32,710.61	247,990.94
Auxiliary Enterprise - Other		104,538.99	432,509.62	169,628.49	706,677.10
Total Auxiliary Enterprise	18,348.04	364,711.53	856,798.78	295,833.61	1,535,691.96
Depreciation					
Total Operating Expenses	317,386.21	29,739,371.23	45,253,762.56	7,906,381.26	83,216,901.26
Net Excess (Deficit)	260,457.63	(24,873,047.20)	(40,013,661.78)	(7,222,480.74)	(71,848,732.09)
Foundation Transfers			12,340.00	4,939.79	17,279.79
Non Operating Revenues (Expenses)					
State Appropriations		5,817,857.00	5,985,259.87	630,960.59	12,434,077.46
County Ad Valorem Taxes		43,517,404.21	43,804,947.44	6,562,154.01	93,884,505.66
Federal Grants & Contracts, Non Operating					
Gifts		116,010.00	148,725.00	15,500.00	280,235.00
Investment Income (Net of Investment Expenses)		752,827.05	1,008,961.01	96,571.11	1,858,359.17
Other Non-Operating Revenue (Expenses)		909.13			909.13
Net Non Operating Revenues (Expenses)		50,205,007.39	50,947,893.32	7,305,185.71	108,458,086.42
Increase in Net Position					
Net Position Beginning of the Year	(5,796.85)	129,105,449.66			129,099,652.81
Net Position End of the Year	254,660.78	154,437,409.85	10,921,891.54	77,765.18	165,691,727.35



Southeast New Mexico College
Office of the VPAA
1500 University Drive
Carlsbad, NM 88220
575.234.9200

Board of Trustees – VPAA report – November 2025

- Updates from the Nursing department – Dianne Hardin

There were 14 graduates in May 2025. All 14 have taken their National Council Licensure Examination (NCLEX) and 13 out of the 14 passed, which puts our pass rate at 93%. The 13 graduates are now employed with several of them staying locally. Director Hardin is extremely proud of these students as well as all the nursing faculty, who work hard to ensure students are prepared for their examination and to enter the workforce.

For the Fall 2025 semester we have 21 sophomore (3rd semester) and 21 freshman (1st semester) nursing students. The sophomore students are receiving wonderful feedback from the staff and patients at the Carlsbad Medical Center where they are doing their clinicals.

The nursing faculty have started preparing for our Accreditation Commission for Education in Nursing (ACEN) site visit which will occur in Spring 2027. They are writing the department's self-study and standards and will be asking for support and input from the Board of Trustees as well as faculty and staff campus wide. The department is also advertising for nursing faculty and a nursing department coordinator to help grow and support the program. Finally, the department is working on developing a part-time nursing track and planning for the upcoming rules changes by the Board of Nursing.

The Nursing department appreciates the continued support of the SENMC administration and the Board of Trustees as they continue to work hard to maintain our great nursing program.

- Updates from the Allied Health department – Sandra Florez

Last month the Allied Health department reported that they received a \$3,000 award to support traveling expenses for the Surgical Technology students to go to clinical sites. This month the Phlebotomy students are the recipients of a \$2,519.80 award to cover travel to clinical sites and National Center for Competency Testing (NCCT) exam fees.

In addition, the Artesia High School has launched a Health Occupations Students of America (HOSA) – Future Health Professionals chapter. This is an exciting step forward in expanding our students' exposure to healthcare careers and leadership opportunities. Artesia High School students are already registered and preparing to attend regional competitions.

- Updates from the Natural Sciences and Engineering department - Rick Wiedenmann
 - Dr. Huang organized and led a symposium titled “Curriculum Development and Learning Outcomes Assessment of Science and Engineering Courses”. Both Dr. Huang and Mr. Wiedenmann presented on their assessment practices. The event was attended by faculty from University of New Mexico, University of New Mexico – Valencia, Eastern New Mexico University, New Mexico State University – Dona Ana, and SENMC.
 - Dr. Huang and Mr. Wiedenmann set up a display table at the Inspired by Science STEM Experience event at the National Cave and Karst Research Institute. In addition, they gave presentations at the Fall Forum on Professional Development. Mr. Wiedenmann’s presentation was based on the summer 2025 NSF-funded workshop he attended at the University of Colorado – Colorado Springs, which resulted in SENMC receiving over \$10,000 in equipment and supplies to implement a DNA editing procedure in his classes.
 - Mr. Wiedenmann and his Environmental Science class took part in the Rio Research Roundup, an international research project sponsored by the Rio Grande International Studies Center. They collected and analyzed water samples and submitted their results to this collaboration. Mr. Wiedenmann also took one of his Environmental Science students to participate in the Odessa College Energy Day. This event was part of the partnership with the Lawrence Livermore National Lab. Through this participation Mr. Wiedenmann gained knowledge, made contacts, and got ideas for SENMC’s Energy Day to be held in early 2026.
 - Dr. Aslani co-authored a paper titled “Nano nickel oxide adsorbent: Synthesis, characterization, uranium adsorption, and molecular dynamics approach” which was published at the journal *Progress in Nuclear Energy*.
- Updates from Academic Affairs
 - Three SENMC faculty members (Mr. Abdaljalil - Vocational, Energy, and Manufacturing, Dr. Chappa - Mathematics, and Dr. Hamedi - Social Sciences) were invited to serve as judges for undergraduate student research posters at the NMSU 2025 New Mexico Alliance for Minority Participation (NM AMP) Student Research Conference. This annual event features research poster presentations, workshops, and guest speakers all aimed at promoting minority student success in STEM.

October 2025 Workforce Development and Community Engagement Updates

- Interim VP Office
 1. Implemented cross-coverage between personnel to create in-coverage for positions.
 2. Attended El Paso Community College Excavation Safety Festival to get ideas for next year's Safety Conference.
 3. Attended Carlsbad Energy Summit.
 4. Attended Carlsbad Rotary Meeting.
- Work-Based Learning
 1. Held a successful Apprenticeship Expo with the aim of implementing Electrical Journeyman Apprenticeship by August 2026. Event was well attended and had great support in the community.
- Workforce Safety Department
 1. Started a partnership with Mosaic (we now train all new Mosaic employees).
 2. Partnering with the American Heart Association for improved First Aid/CPR and AED training offerings.
 3. We are continuing to organize and make Joe Stanley Smith a first-class training facility.
- Workforce Partnerships
 1. Attended the Energy Summit and Energy Summit Sponsorship Dinner.
 2. In partnership with Union Pacific and BNSF, conducted a successful Railroad 101 Training for the second year.
 3. Attended the Department of Workforce Solutions Energy Workforce Convening.
 4. Co-moderated the Carlsbad Local & Women for a Better Carlsbad Candidate Forum.
 5. Met with Permian Strategic Partnership on expanding CDL program capacity and had an initial meeting with Director of Odessa college CDL.
 6. Met with a local homeschool group on limited use of JSS.
 7. The fall podcasting class continues with positive participation.
 8. Had a meeting with Kyvek and recruited their safety manager to help with the project subcommittee.
 9. Gave a tour and had an initial meeting with Department of Workforce Solutions Eastern Region representatives on job opportunities.
- Adult Education
 1. Adult Education and Allied Health will be implementing SENMC's first ever Integrated Education and Training program beginning in Fall 2026 with a Certified Nursing Assistant (CNA) cohort. This means students will be enrolled in an ESL course while completing the CNA certification.

- Community Education
 1. Our fall classes are coming to an end, and we've had great enrollment this season! We also collaborated with HSI to host a Pumpkin Painting event, which had an amazing turnout with 160 community members registered. We look forward to collaborating more with HSI in the future as we continue building community connections. We're also working on our spring schedule and are excited to offer even more opportunities for the community!

TSS Projects and Events in October and November 2025

Document management (SoftDocs) discovery work sessions are in progress.

EAB Navigate launch of phase 1 is complete – this included on-site training.

Coursedog syllabus is live and we are working on integration with Canvas.

Pilot tablet upgrade is in progress.

New computer lab is finished.

Single Application (including Workforce, Adult & Community ED) is being implemented.

Maxient (Student conduct and accommodations) is being implemented.

We're evaluating replacements for Watermark (Student course evaluation).

Payment system (Transact) kickoff calls complete, implementation begins early December.

Emergency system replacement – we are evaluating vendors.

We've coordinated with and helped Carlsbad Municipal Schools with the recent cybersecurity incident.

Service Desk Trends

Generated Date: November 05, 2025

Date Range: in the last 30 Days + 3 Additional filters.

Provides insights about ticket load and service desk performance

Employee Satisfaction

Generated Date: November 05, 2025

Date Range: in the last 30 Days + 10 Additional filters.

Provides insights on employees' satisfaction with service delivery

🌐 Date Range : Last 30 Days

Survey Sentiment

Agent Group

Requester Location

Employee Satisfaction

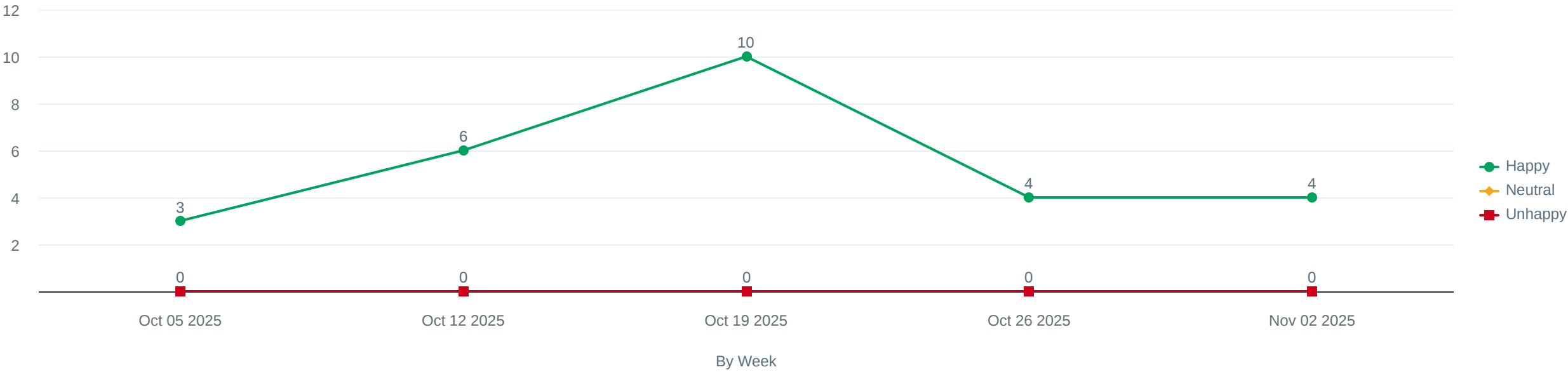
😊 **100%**
happy

😐 **0%**
neutral

😞 **0%**
unhappy

27 responses received

Employee Satisfaction - Trend

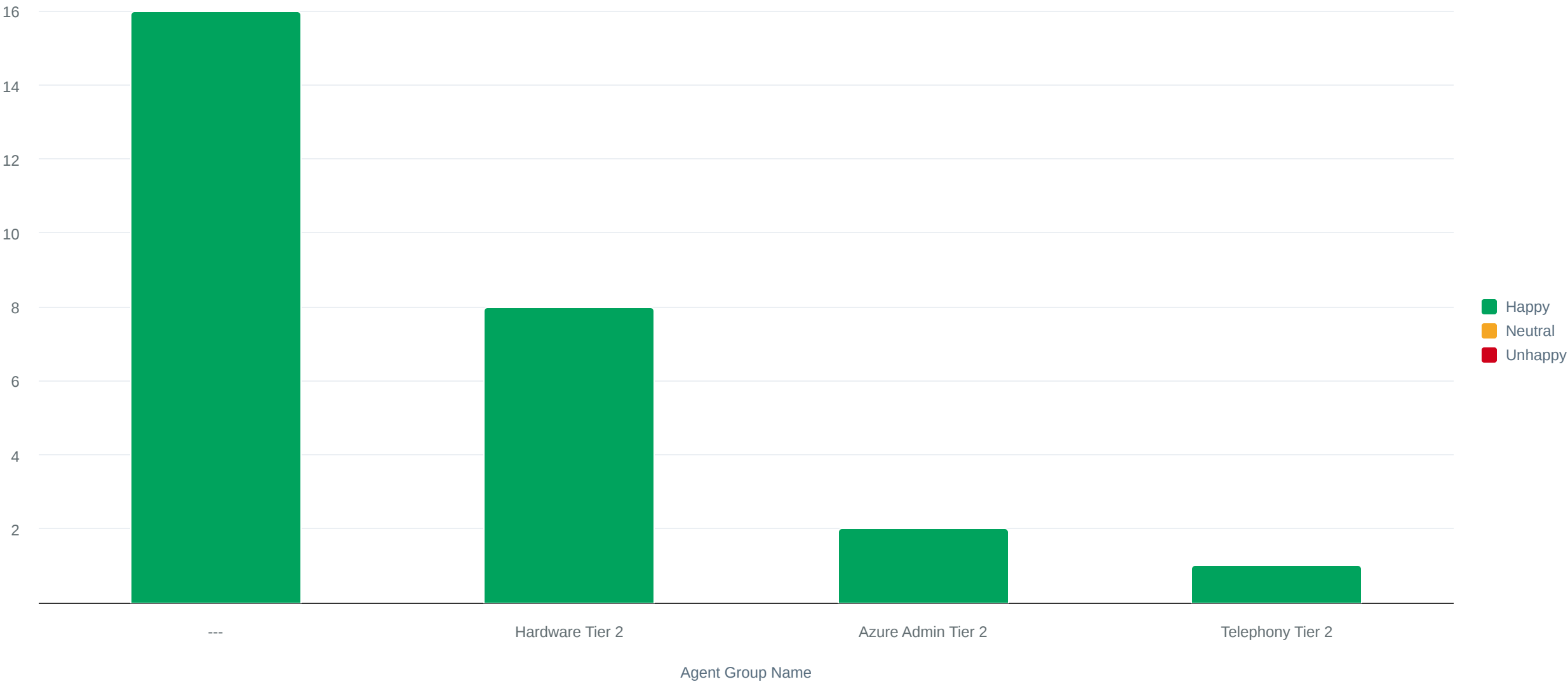


Survey Sent Vs Response Received

Tickets with Survey Sent
213 ▼ 10.88%

Total Responses Received
27 ▼ 27.03%

Employee Satisfaction by Agent Group



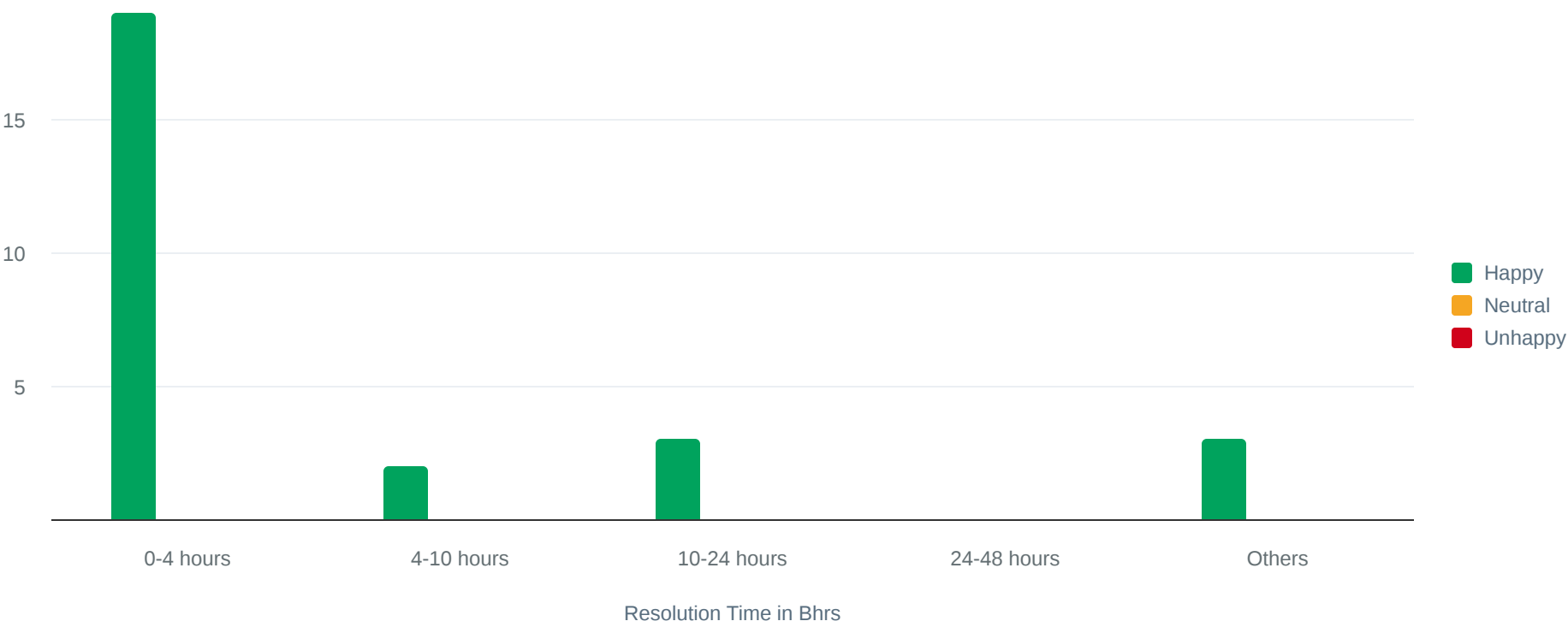
🌐 Date Range : Last 30 Days

Survey Sentiment

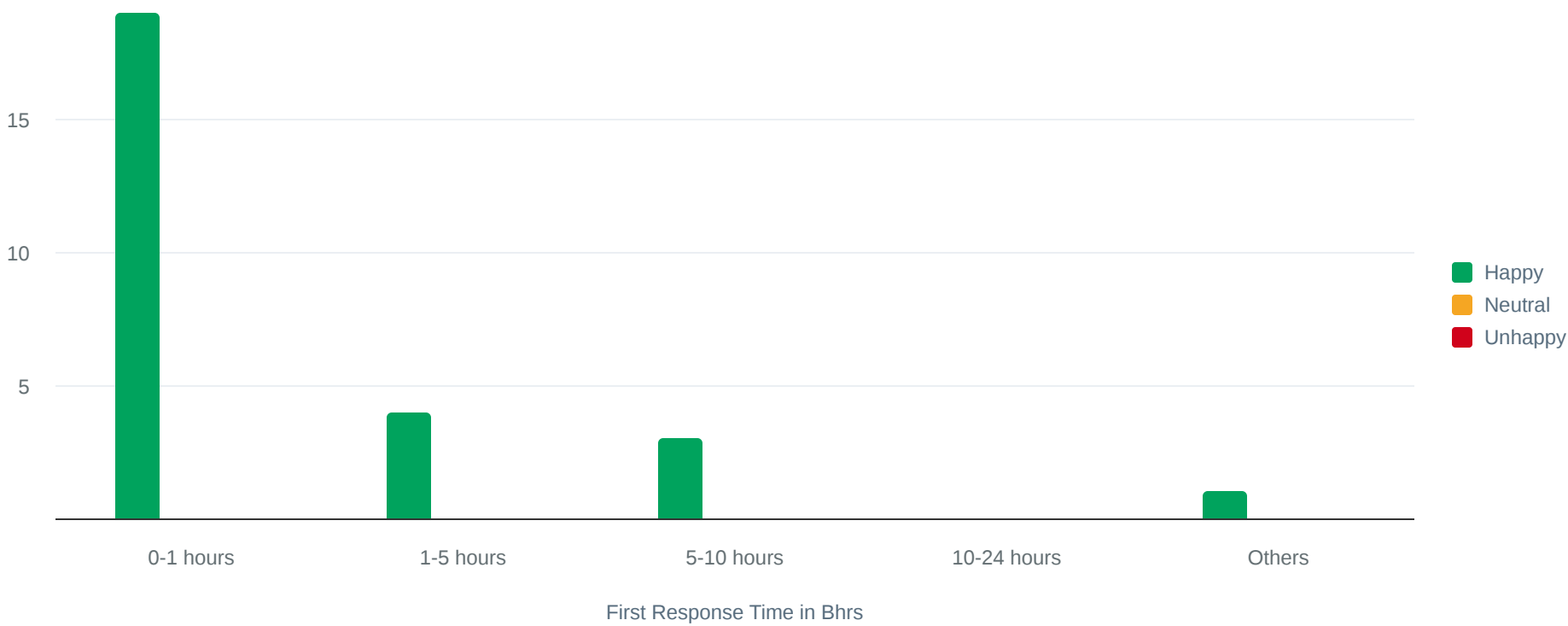
Agent Group

Requester Location

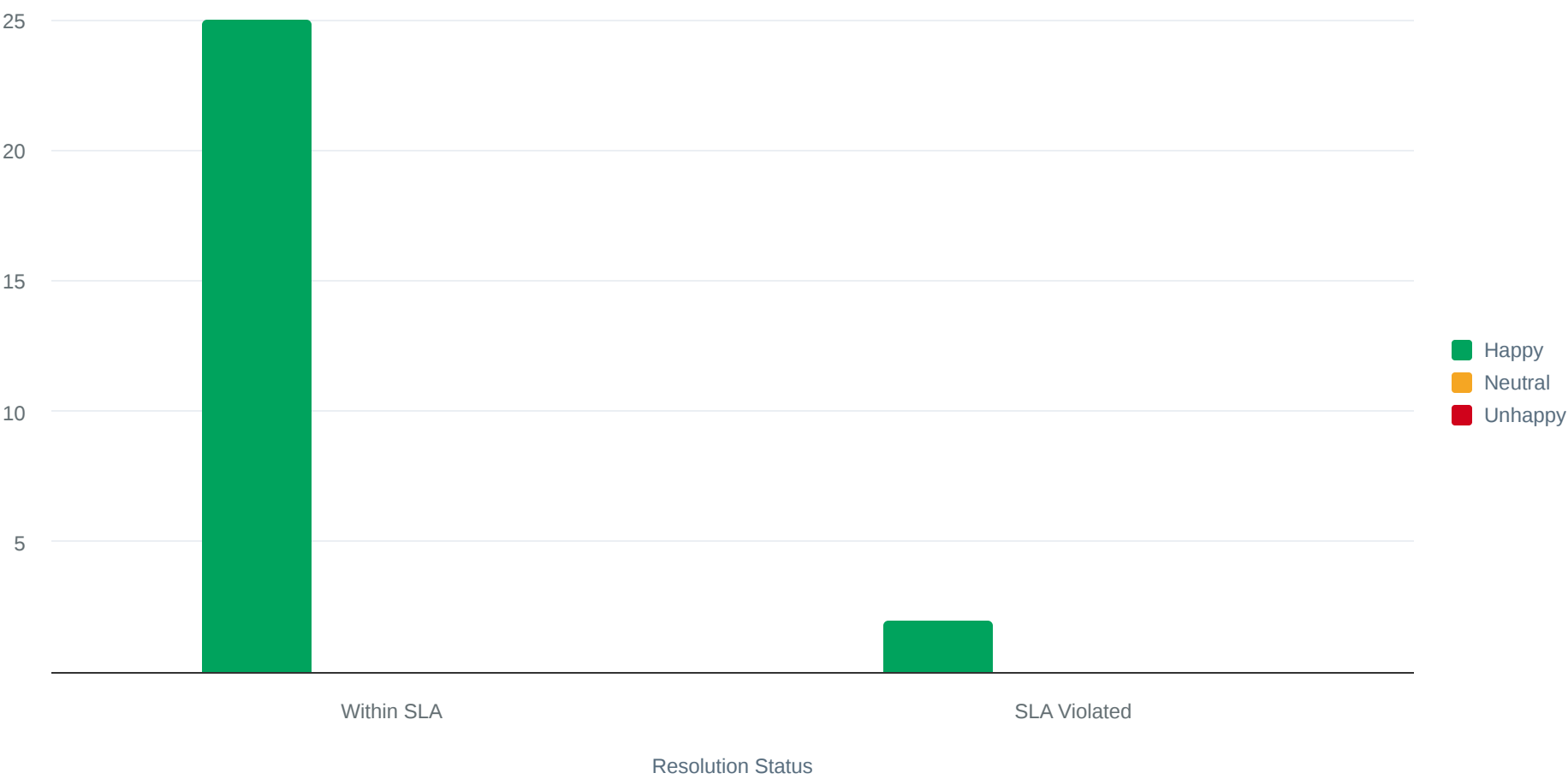
Impact of Resolution Time on Employee Satisfaction



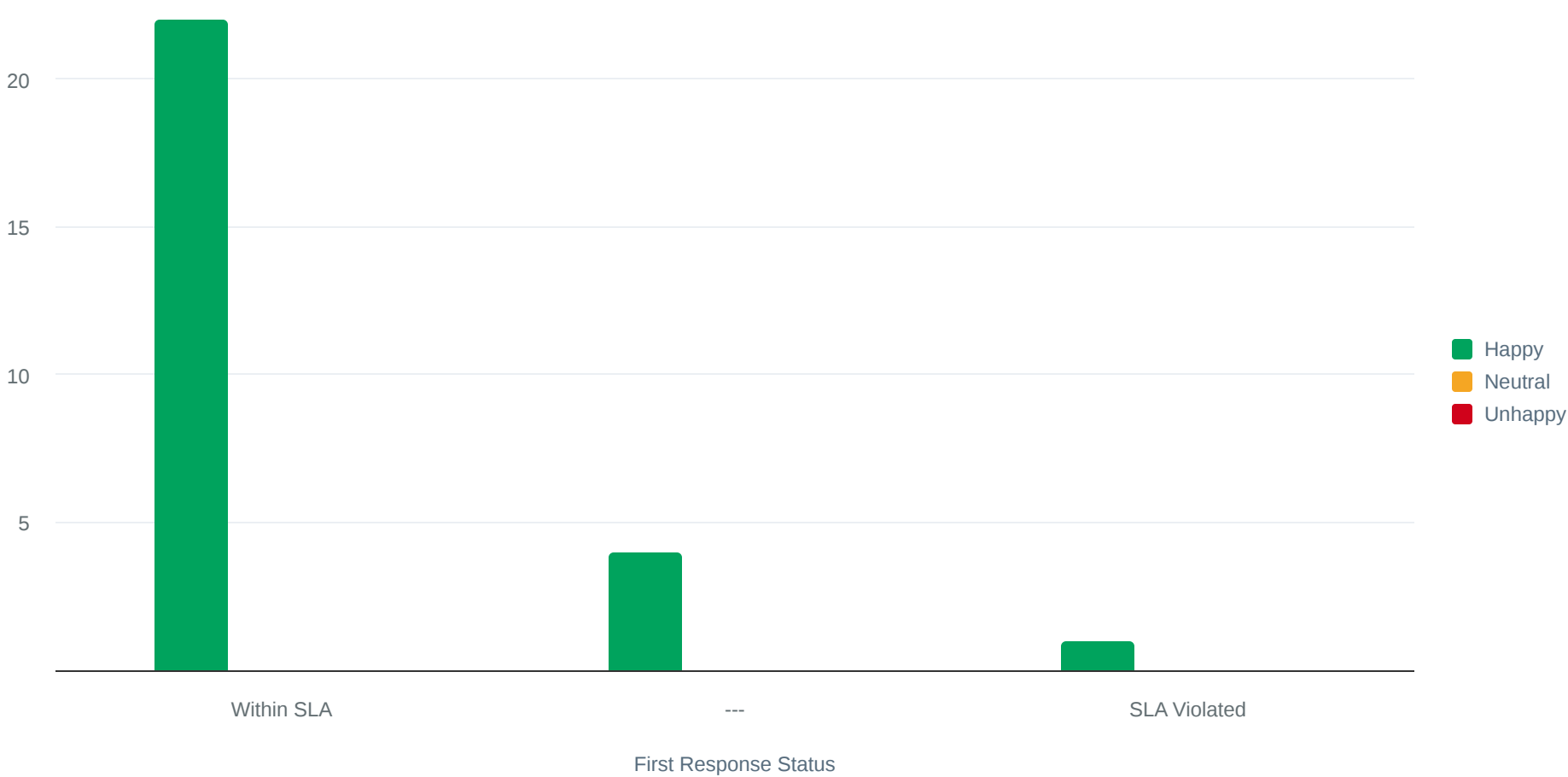
Impact of First Response Time on Employee Satisfaction



Impact of Resolution SLA Status on Employee Satisfaction



Impact of First Response SLA Status on Employee Satisfaction



Report Generated: November 5, 2025
Submitted by: Steven Gonzales, HR Director



Employee Count

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

New Hires

Name

Davis, Lacy
Eiffert, Shylee
Henley, Tristan
Hernandez, Mireya
Kuester, Casey
Kumbala, Abhiram
Murillo, Madison
Salazar, Leonardo
Schulz, Melissa
Snyder, Nathan
Ward, James

Job Title

Adjunct, English
Student hire, Student Government
Student hire, Student Government
Temporary staff, Community Education
Administrative Assistant, Workforce
Network Engineer
Library Specialist
Student hire, Welding
Student hire, Student Government
Temporary staff, Workforce
Student hire, Workforce

Total: 11

Departures

Name

Bautista, Jose
Britain, Jordan
Navarette, Raul
Santana, Fernando

Job Title

Temporary staff, Workforce
Temporary Director of Advancement
PT Training Specialist
Director of Safety Programming, MSHA

Total: 4

Currently in Interview Process

Job Title

Academic Advisor

Nursing Department Coordinator

Total: 2

Current Vacancies

Job Title

Faculty:

Adjunct, CNA

Adjunct, Surgical Technology

Instructor or Assistant Professor of Business

Instructor or Assistant Professor, Electrical Technology

Instructor or Assistant Professor of EMT

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: 9

Staff:

Academic Advisor

General Employee Training Instructor

MSHA Trainer

Nursing Department Coordinator

Radiological Control Technician

Simulator Lab Coordinator

Temporary OSHA Trainer

Temporary Testing Center Assistant

Waste Handling Instructor

Total: 9
