



Southeast New Mexico College
President's Office
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Carlsbad, NM 88220
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AGENDA
MEETING OF THE BOARD OF TRUSTEES
SOUTHEAST NEW MEXICO COLLEGE
MONDAY, MAY 11, 2026 AT 6:00 PM
SOUTHEAST NEW MEXICO COLLEGE, ROOM 153, 1500 UNIVERSITY DRIVE
CARLSBAD, NEW MEXICO 88220

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

AGENDA ITEMS

- | | |
|---|--------------------|
| 1. CALL TO ORDER | BOARD CHAIR BOWMAN |
| 2. PLEDGE OF ALLEGIANCE | ALL |
| 3. ESTABLISH QUORUM | ROLL CALL |
| 4. APPROVE AGENDA | ACTION ITEM |
| 5. APPROVAL OF MINUTES FROM 4/13/2026 | 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. PTK REPRESENTATIVE, DR. RAVEN ANDERSON | DISCUSSION |
| 9. GENERAL COUNSEL UPDATES-ATTY. LANE MARTIN | DISCUSSION |
| 10. SENMC UPDATES -DR. KEVIN BEARDMORE | |
| A) UPDATE ON 2025-2030 STRATEGIC PLAN (<i>attachment</i>) | DISCUSSION |
| 11. OLD BUSINESS | |
| A) | |
| 12. NEW BUSINESS | |
| A) SELECT NEW TRUSTEE FOR DISTRICT III THROUGH
12/31/2027 - DR. K BEARDMORE
MR. JIM GRANTNER
DR. JOY JAMES-FOSTER
MR. JASON SHIRLEY | DISCUSSION/ACTION |
| B) APPROVE 2026-27 STRATEGIC PLAN ACTION
STEPS - DR. K BEARDMORE | DISCUSSION/ACTION |
| C) CBIZ REPORT FACULTY SALARY STUDY - DR. K BEARDMORE | DISCUSSION/ACTION |
| D) CAPITAL OUTLAY PROJECTS LIST - DR. K BEARDMORE | DISCUSSION/ACTION |
| E) QUARTERLY FINANCIAL REPORT - CAROLYN KASDORF | DISCUSSION/ACTION |
| F) INVESTMENT REPORT - CAROLYN KASDORF | DISCUSSION |
| G) MONTHLY FINANCIAL REPORT - CAROLYN KASDORF | DISCUSSION |

13. EXECUTIVE ADMINISTRATION STAFF REPORTS OR COMMENTS
 - A) DR. EFFROSYNI "FROSSO" SEITARIDOU, VP-ACADEMIC AFFAIRS
 - B) CAROLYN KASDORF, INTERIM VP-BUSINESS & FINANCE
 - C) DIANA CAMPOS, DEAN OF STUDENT AFFAIRS
 - D) CHRIS SPAULDING, INTERIM VP WORKFORCE DEVELOPMENT
& COMMUNITY ENGAGEMENT
 - E) TYMON MATTOSZKO, CHIEF INFORMATION OFFICER (CIO) DISCUSSION
14. HR DIRECTOR'S UPDATE-STEVEN GONZALES (*attachment*) DISCUSSION
15. EMPLOYEE REPRESENTATIVE COMMENTS (**OPTIONAL**)
 - A) FACULTY
 - B) ADMINISTRATIVE STAFF
 - C) CLASSIFIED STAFF DISCUSSION
16. BOARD COMMENTS
17. ANNOUNCEMENT OF NEXT REGULAR BOARD MEETING (**6-8-2026**) BOARD CHAIR BOWMAN
18. ADJOURNMENT BOARD CHAIR BOWMAN

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

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

BOARD OF TRUSTEES MEETING MINUTES

Date: 4/13/26

Time: 6:00 pm

Session Location: SENMC RM 153

Board Members present:

Chair, Sarah Bowman

Member, Lee White (via Zoom)

Member, Mark Cage

Secretary, Ned Elkins

Member, vacant

Type of Meeting:

Regular Work

Special

Board Member(s) absent:

1) **Call to Order**

2) **Pledge of Allegiance**

3) **Establish Quorum – Roll Call**

4) **Approve Agenda**

Motion: **Ned Elkins**

Second: **Mark Cage**

Nays: **0**

Abstain: **0**

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

Time: 6:00 pm

5) **Approval of minutes from the previous meeting – 3/9/2026**

Because Trustee Cage had not been present at the March 9 meeting and would not vote on the minutes, and Trustee White had not yet joined this evening's meeting, Mark Cage moved to table approval of the March 9 minutes until there is a quorum of Trustees who did attend the March 9 meeting. Ned Elkins seconded the motion and Trustees Cage, Elkins, and Bowman voted unanimously to table approval of the March 9 minutes as stated in the motion.

Lee White joined the meeting via Zoom at approximately 7:15 pm. After hearing all the Executive reports, Chair Bowman asked for a motion to take approval of the March 9 minutes off the table. The motion was made by Ned Elkins and seconded by Lee White.

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

The Trustees then voted to approve the minutes of the previous meeting.

Motion: **Ned Elkins**

Second: **Lee White**

Nays: **0**

Abstain: **1**

Elkins, White, and Bowman voted to approve the minutes of the March 9, 2026 meeting. **Cage** abstained from voting.

6) **Public Comments:** Norbert Rempke wanted to make the Board members aware of a document SENMC is distributing "If Immigration and Customs Enforcement ICE appears on campus..." that he says gives the impression that it encourages an adversarial perspective on a federal law enforcement agency that protects us from foreign lawbreakers among us. He said it was adapted from a website by the American Association of Colleges & Universities and apparently approved by the college as SENMC appears at the bottom of the document. Mr. Rempke provided the Trustees with a copy of it. He said the president of AAC&U is a woman who has published several papers critical of people who oppose DEI programs.

He says he does not think it is the role of a community college to “actually engage in political advocacy” and added that he would like the Trustees to consider the policies regarding issuing papers and distributing them on campus at taxpayers’ expense.

- 7) **Student Government Representative:** Diana Campos, Dean of Student Affairs, told the Trustees that Student Government is purchasing stoles for the graduates, and her staff are prepping for graduation.
- 8) **PTK Representative:** Dr. Raven Anderson provided an overview of PTK’s activities during 2025-2026. He started by introducing their newest member, Alita Sotello. The Southeast New Mexico College chapter achieved 5 Star status again this year. They completed their college project which focused on membership recruitment and engagement and raising awareness of benefits of membership and recognition breaking the stigma of community colleges. Dr. Anderson presented a workshop at Catalyst 2025 in Kansas City. The chapter finished 2025 with 51 new members. There was an induction ceremony last fall, and the spring induction ceremony is scheduled for April 22. They collaborated with Sky Soto (PR & Marketing Director) for their Honors in Action project. The students researched challenges and barriers of neurodivergent students when transferring from high school to college. They then created a color-coded resource map to assist students in finding places such as the Testing Center or Accessibility Services, as well as other offices on campus. One SENMC student, Ciara Taff, ran for an international PTK office. She made it through to the semi-finals in Baltimore. In November, Dr. Anderson was named New Mexico Regional Coordinator and oversees all the PTK chapters in New Mexico. Dr. Candace Byers has taken on the primary advisory responsibilities for SENMC’s chapter, assisted by April Addington and Dr. Jonathan Wilson. Four students have received scholarship awards, and one student is a semi-finalist for the Jack Kent Cooke Scholarship. Southeast New Mexico College hosted the NM Region Spring Regional Conference. There were approximately 50 students and advisors from around the state and SENMC’s chapter received several awards. Dr. Anderson and two advisors took seven students to Baltimore for PTK Catalyst at the end of March. Two students were recognized as Regional Officers, two were recognized for the scholarship awards and advisors from SENMC won two international awards.
- 9) **General Counsel:** Lane Martin participated via Zoom but said he did not have any updates.
- 10) **SENMC general status report: Dr. Kevin Beardmore**

Report on 2025-2030 Strategic Plan – Goal 1 (Serve More Students) Met with a team from Carlsbad Municipal Schools, Clovis Community College, and the Southern Regional Education Board about teacher education, March 12; met, along with April Addington and Dr. Seitaridou, with Jason Hightower, Carlsbad HS Principal, to finalize planned dual credit Education degree pathways, March 18; met, along with Gary Martinez, with Jaynes Corporation and Nine Degrees for the Trades x Technologies Building update (and beam signing scheduled for April 30), March 19 and April 2; attended, along with the city, county, and others, the Carlsbad Department of Development site visit preparation meeting on March 27; presented, along with the New Mexico Junior College Dean of Workforce, to site visitors from a company with potential to locate in the area, in Hobbs on March 31; **Goal 2 (Welcome and Engage the Community)** recognized by Eddy County United Way as the Business of the Month, March 9; published latest newspaper/website article: “A Change of Mind”, March 10; participated in the Carlsbad Department of Development Strategic Planning meeting, March 11; attended Carlsbad Rotary on March 11, 18, 25, and April 1 and 8; attended the Carlsbad Department of Development Board training, March 12; attended the Carlsbad Department of Development Board meetings, March 12 and April 2; provided public comment on electricity needs in the region to the New Mexico Public Regulation Commission at its Roswell meeting, March 12; attended the United Way Annual Meeting where Raymond Dominguez, Business Instructor, was recognized for his volunteer work, March 26; attended the Ribbon Cutting for the Cascades Fitness and Wellness Center, March 27; **Goal 3 (Increase Learning and Efficiency)** met, along with Maria Quintana, with Service Skills to discuss soft skills software use and renewal, March 18; attended the New Mexico Higher Education Department Technical Summit in Las Cruces, March 23 and 24; held a Campus Forum on April 13; and **Goal 4 (Promote Success for All)** visited the Ocotillo Center art exhibit by Scott Kiemle, our Digital Media faculty member at Artesia HS, March 12; provided remarks at the Carlsbad Fire,

Artesia Fire, and Eddy County Fire Academy Graduation at the Carousel House, with 21 graduates and approximately 400 in attendance, March 21; met with the Kids on Campus team from the Association of Community College Trustees and the lead contact for Youth Development Inc, the new Head Start provider for Eddy County, about the potential for future collaboration, April 2; and attended the SENMC Career and Transfer Fair on April 8.

Dr. Beardmore also announced that Western Way is now open.

- 11) Old Business: Eddy County Tuition Rate-** Dr. Beardmore presented a proposal to change SENMC tuition and fees for 2026-2027 to reduce the current New Mexico Resident rate (for anybody outside of the Carlsbad school district) from \$888.00 to \$648 for a full-time student. Mark Cage said he thinks if we were to make an Eddy County rate that there should be an extra benefit for students that come from a household that pays taxes here. Ned Elkins reiterated that he wants to add Loving to our tax base. Dr. Beardmore said he thinks they should initiate that process with the new building.

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

Cage, Elkins, and Bowman all voted in favor of adopting the new tuition rate in fall 2026.

12) New Business

- A) Remove and replace boilers: Dr. K Beardmore** – Dr. Beardmore presented a recommendation for removal and disposal of the boilers (as described in the packet). He explained that the boilers had not been replaced when the HVAC work was done because we had not had any trouble with them. This past winter there were several days when the campus buildings did not have heat. The problems were determined to be the result of improper maintenance of the boilers. The recommended bid includes the lowest price for the new equipment as well as a preventative maintenance contract. The total cost is a little less than \$550,000. The length of the service contract was not specified in the bid and on a motion by Ned Elkins and seconded by Mark Cage, the Trustees unanimously decided to table the decision on the boilers until this question could be answered. Dr. Beardmore called Gary Martinez, Director of Construction and Special Projects, to ask him for this information. Mr. Martinez advised that it is a one-year service contract. Mark Cage then moved to take this item off the table, seconded by Ned Elkins and unanimously approved.

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

Cage, Elkins, and Bowman voted in favor of accepting the bid presented for replacing the boilers and getting a service contract for their maintenance.

- B) Approval to purchase equipment for Instrumentation Controls and Electrical Program: Dr. Kevin Beardmore** - Dr. Beardmore explained that this purchase is basically funded by others. He says they have spoken to the US Department of Energy which has agreed to fund this through the US DOE grant. The only item in question is the Three-Phase Separator. However, the College also has access to funds from the \$6 million state appropriation that came through this spring. It is being shared by New Mexico public colleges in support of energy programming. We do not know what portion of that we would get, but it would be put toward this purchase. We have also received a total of \$175,000 from ExxonMobil for room naming rights and STEM education. We have the funds to cover this even if USDOE does not want to cover the purchase of this item. This purchase is through a contract agreement known as TIPS (out of Texas) that allows us to get the best price on these items. He added that he was at New Mexico Junior College recently and saw a lot of this same equipment there. He said they have “ramped up” their instruction and are moving a lot more students through including high school students. They expect to move about 600 students through by the end of the academic year. He said we need to make this purchase to get back out in front.

Dr. Beardmore recommends this purchase at a cost of \$1,149,463. Mark Cage said that in his opinion, "this is a no-brainer".

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

Cage, Elkins, and Bowman voted in favor of the motion to purchase the equipment as recommended.

- C) Approval of purchase of Mine Hazard ID system from 5DT: Misty McCormack for Chris Spaulding-** Misty presented a quote from 5DT to add the mine hazard identification system software to the existing simulation lab. No hardware is included in this purchase. The software would be installed in all seven of their hardware systems. It also includes ten e-learning licenses and ten concurrent users, and three years of support. The total for this purchase is \$143,000. Ms. McCormack added that this will be purchased from the DOE grant, and they already have that approval.

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

Cage, Elkins, and Bowman all voted in favor of the motion to purchase this software.

- D) Approval of purchase of Radiological Control Technician (RCT) Training System from 5DT: Misty McCormack for Chris Spaulding-** Misty presented a quote from 5DT to add the RCT training system to all seven of their systems. It has been approved for purchase through the DOE grant. It also has a three-year contract and other conditions similar to those for purchasing the mine hazard ID system software.

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

Cage, Elkins, and Bowman all voted in favor of the motion to purchase this software.

- E) Approval of the 2026-2027 Budget: Carolyn Kasdorf –** Dr. Kevin Beardmore started by explaining that Ms. Kasdorf met with every department chair and director to create this budget. He then presented a brief report listing the recurring and non-recurring costs of major new budget items. He said a lot is happening as the college prepares to open the doors on the new building. Ms. Kasdorf said the proposed budget is significantly higher (approximately \$25 million more) than last year, primarily because of the ongoing construction which includes the completion of the Trades x Technologies Building, daycare building design, and renovation of the front entrance. These additional expenses will require SENMC to transfer approximately \$22 million from reserves during the 2027 fiscal year. Total expenditures for the FY27 budget are \$81,393,214.

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

Cage, Elkins, and Bowman voted to approve the 2026-2027 budget as presented.

- F) Approval of Budget Adjustment Request (BAR): Carolyn Kasdorf -** Additional construction related expenditures have been incorporated into current budget to actual activity, including the T² Building, daycare design, and access road development. This BAR is presented to realign projected revenues with projected expenditures and restore a balanced position consistent with the new reporting structure.

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

Cage, Elkins, and Bowman voted in favor of approving the Budget Adjustment Request.

- G) Monthly Financial Report: Carolyn Kasdorf –** Carolyn Kasdorf presented financial reports for the period ending February 28, 2026. She explained that the balance sheet has been updated to focus on fiscal years 2025 and 2026 as FY24 rolled into FY25 beginning balances to provide a "clearer, forward-looking financial position." She added that this presentation allows for a more streamlined view of current performance and projected outcomes.

The Budget to Actual report has been updated to reflect a balanced budget in which total revenues equal total expenditures and the addition of a new line item (Transfer to/from Reserves). Based on current projections, Ms. Kasdorf anticipates transferring \$9,724,743 to reserves, an adjustment that

will ensure that excess revenues are formally recognized as planned reserves rather than appearing as unallocated surplus.

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

- A) **Dr. Effrosyni “Frosso” Seitariidou, VP of Academic Affairs:** Dr. Bobby Huang attended the New Mexico Higher Education Assessment and Retention (NMHEAR) conference in March where he presented a presentation titled “The Assessments of Introductory and General Chemistry Teaching at Southeast New Mexico College.” The Higher Learning Commission (HLC) has approved two new programs at SENMC, the Associate of Applied Science in Public Safety Technician and the Associate of Applied Science in Environmental Management Technician.
- B) **Carolyn Kasdorf, Interim VP-Business and Finance:** Ms. Kasdorf reported that she currently is working on the Budget Adjustment Request (BAR), the 2026-2027 budget, and the FY25 audit.
- C) **Diana Campos, Dean of Student Affairs:** Ms. Campos reported that the first EAB Navigate email campaign was sent to more than 800 continuing students to remind them to meet with their academic advisors for summer/fall registration. Lead Academic Advisor Teddi Garcia received an Excellence Award from the National Institute for Staff and Organizational Development (NISOD). The NISOD Excellence Awards recognize extraordinary faculty, administrators, and staff whose service to their students, colleagues, and community deserves special recognition. Financial Aid offered a FAFSA workshop on campus on April 7. Additional workshops are scheduled from April 22 through August 24.

Students may purchase graduation regalia in the campus bookstore. Graduation practice will be at the Performing Arts Center on the Carlsbad High School campus at 10 am on Friday, May 15. Ms. Campus is traveling to Denver, Colorado to attend the Ellucian Live 2026 Conference.
- D) **Chris Spaulding, Interim VP of Workforce Development and Community Engagement:** Ms. Misty McCormack gave the report for Mr. Spaulding who is attending a conference. **Interim VP’s Office** – attended Rotary and went to Chicago for the HLC Conference; **Work-Based Learning** - Dr. Monty Harris performed the final review of documents for the Electrician Registered Apprenticeship Program with the state apprenticeship office and created the RFQ for Electrician Apprenticeship tools, materials, and trainers; **Workforce Training** – the Workforce Training Team held its first UTA OSHA 511 class at the SENMC Workforce Training Center; conducted trainings of more than 40 employees and students; in March trained 6 students for AHA; trained two community members through the broadcast media program who are now working for local media outlets in the community; **Workforce Partnerships** - Johnny Chandler attended Carlsbad Department of Development board meetings on March 12 and April 2; SENMC will host the SENM STEPS quarterly safety meeting on April 15; sent “Save the Date” notices for the 2nd Annual SENMC Safety Conference scheduled for August 21, 2026, presented by the Permian Road Safety Coalition. So far this save the date has raised more than \$14,000 in donations from Permian Road Safety Coalition, Kyvek, ExxonMobil, ConocoPhillips, and Eddy County; **Adult Education** – Veronica Salazar, Jaden Slaughter, and Megan Salazar attended the Mountain Plains Adult Education Conference in Las Vegas, Nevada, March 23-27; and **Community Education** – approximately 45 children participated in Spring Break camps.
- E) **Tymon Mattoszko, CIO:** Mr. Mattoszko presented an executive summary for February 15 to March 15 saying everything is pretty much on track. OneApp is in its training phase and is expected to go live in two weeks. They are implementing a backup system at JSS and working on network upgrades this week.

14) HR Report: Dr. K Beardmore for Steven Gonzales, HR Director: The employee count for SENMC as of April 7 is 309 employees. This includes full-time, part-time, temporary, and student employees. Dr. Beardmore introduced three new employees, Monique Campos (Financial Aid Administrative Assistant), Annette Garcia

(promoted to Director of Financial Aid), and Luke Peters (Technology Support Technician). There are currently 13 faculty and 8 staff vacancies. April 2026's Employee of the Month is Emily Galindo, HR Assistant.

15) Employee representative comments (optional)

- A) **Faculty:** Zane Biebelle announced that because she is term-limited she will be stepping down as Faculty Senate President in May. She thanked the Trustees for their support during her two terms. Rick Wiedenmann shared information about the Energy Day activities scheduled for Thursday, April 23. Jon Strahan recognized Dr. Raven Anderson and Raymond Dominguez for their contributions to the Business and Information Technology department. Dr. Anderson and Mr. Strahan reviewed and reorganized all 21 programs and now these programs allow students to go on to other colleges and fantastic careers. Mr. Dominguez has been assisting with marketing including design t-shirts with the department's logo and preparing radio ads in both English and Spanish. Mr. Strahan and Dr. Anderson also recently did a radio interview with Johnny Chandler.
- B) **Administrative Staff:** Sky Soto, PR and Marketing Director showed off the 2025 Paragon Award from the National Council for Marketing & Public Relations (NCMPR) received at the national conference held in Washington, D.C. in March. Southeast New Mexico College took gold in the Logo Wear category for its short-sleeve button-up shirt that features an all-over graphic print showcasing Eddy the Mountain Lion, desert landscape, Yucca plants, and SENMC lettering. Mrs. Soto, Kristal Allen, and Bookstore Manager Frankie Miller collaborated on the design.
- C) **Classified Staff:** No report

16) Board comments: Lee White apologized for this evening explaining that he had two things scheduled at once, this Board meeting and Scholarship Night at Loving High School where they recognized 28 students (out of 45 seniors) who received scholarships. Ned Elkins commented that this was an industrious agenda tonight and thanked everybody. He said he thought it was a great meeting and he appreciates everybody's input and all the help. Mark Cage said he had had a small tour of the campus and heard concerns about equipment. He added that he has talked to Dr. Beardmore and is confident that any concerns are going to be addressed and taken care of. He went on to say that he was a member of a committee that decided some financial things for this college. He has been approached by constituents who are unhappy with some of the decisions made, specifically moving funds out of the district (for investments). He said he has rethought his position and feels that all funds from taxpayers in this district need to stay in this district. He said he will stand by that. Additionally, he raised his displeasure with the decision not to fill a Board seat [District III vacated when Tiffany Frintz moved out of the district]. He said he thinks it is a disservice to their constituents and if they are missing two board members they do not have a quorum. Sarah Bowman thanked everybody for being at the meeting. She added that she thinks the board seat is vacant because it has not been brought for a vote and they should handle this expeditiously.

17) Announcement of the next regular board meeting:

Date: May 11, 2026 **Time:** 6:00 pm **Place:** SENMC Room 153

18) Adjournment – The meeting adjourned at 7:42 pm.

Approved

Dr. Ned Elkins, Secretary

Date

SENMC STRATEGIC PLAN (2025-2030)

Updates for May 2026 in blue

Goal 1: Serve More Students

Attended, along with Dr. Mickey Best, the Carlsbad Municipal Schools Board of Education meeting where the CMS-SENMC Theatre Production MOU was approved, April 21
Met, along with Gary Martinez, with Jaynes Corporation and Nine Degrees for the Trades x Technologies Building update, April 16
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 my 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 our Radiation Control Technician class, April 14
Attended Carlsbad Rotary, April 15, April 22, and May 6
Presented to 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 our 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, April 28
Met with Bobby St. John and Ekta Bhakta of SIMCO/WIPP regarding the New Mexico Environmental Department Agency Initiated Modification Draft Permit, April 30
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 the Halagueño Arts Park, May 8

Goal 3: Increase Learning and Efficiency

Met, along with Jerry Brian, with Sunvapor to discuss partnership progress, April 14
Met, along with Dr. Frosso Seitaridou, with the Higher Learning Commission Site Visitor at Artesia High School, April 20
Met with Steve Sauceda, VP of Workforce, and Dr. Betsabe Salcido, Dean of Workforce, of 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

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
Attended the Pan Asian Celebration presentation by Ekta Bhakta, SENMC Foundation Board member, April 29

Composition:

Size: Pursuant to NMSA 1978 21-13-8, as amended, the Board shall consist of five (5) members elected from single-member Members shall be required to reside in the districts from which elected. Any member removing his/her residence from the district from which he/she was elected shall be deemed to have resigned his/her position, and the vacancy created by such resignation shall be filled in the manner provided by law and in this policy for the filling of vacancies on the board of a community College district (see Section 21-13-8 NMSA 1978).

Term: The Board members shall be elected for a term of six years. The term shall begin on January 1 following their election. New Board members shall take the oath of office before entering upon their duties. Terms of Board members are staggered.

Elections: Elections of Board members shall be held according to the New Mexico Local Election Act.

Vacancies: Vacancies in the membership of the Board, other than by expiration of term of office, shall be filled by appointment determined by a majority vote of the remaining Board members for the remainder of the unexpired term of the position vacated. In the event a vote of the remaining Board members results in a tie between potential appointees, the vote of the Chair of the Board, as hereinafter described, shall be the deciding vote. The individual appointed by the Board must reside within the district of the vacancy. An individual appointed by the remaining members of the Board to fill a vacancy in office shall serve until the next community College board election, at which time candidates shall file for and be elected to fill the vacant position to serve the remainder of the unexpired term. (See Section 21-13-8 NMSA (1978)).

Letter of Interest
Jim Grantner

My name is Jim Grantner and have lived in Carlsbad since 1974. I graduated my last year of high school at Carlsbad High School and directly after graduation started with the city of Carlsbad for 25 years and then retired at the age of 45. I have since volunteered my time as a board member at many different non profits and at one point was Mayor Janway's Community liaison and also served on the city council for close to a year filling in the position of a vacant Council member. I cannot say and I have a lot of education school wise but have abundant knowledge of sitting on boards and committees. I think in the case of your board at the present time or any board for that matter needs to have at least one person that does not necessarily know the subject matter of the board inside and out but has the ability to look from the outside in and help direct the particular board in the direction that it needs to go. I am the type of person that brings that strength to any board. It would be my privilege to fill the position If you will have me and if not I will continue to volunteer until probably the end of my life here In the most beautiful community I have ever lived. Thank you for your consideration. Attached you will see my past involvement.

Jim Grantner
Carlsbad, NM 88220

Jim Grantner

Job Experience

1976 to 2001

City Of Carlsbad

Carlsbad NM

[Job Title]

Started from the bottom as a garbage man and then became
the first Solid Waste Coordinator
Retired at the age of 45 after 25 years with the City of Carlsbad

2001 to 2020

Volunteer History

Carlsbad NM

Past Volunteer history

City Council Member
Mayor's Community Liaison
CASA Board of Directors
MainStreet Board of Directors
Safe House Board of Directors
Carlsbad Literacy Board of Directors
Transitional Housing Board of directors
Carlsbad Battered Family Shelter Board of Directors
City of Carlsbad Recycling Advisory Board
United Way Board of Directors
Jonah's House Food Pantry Board of Directors
City of Carlsbad Parks & Rec. Board
Council of Governments Board for Eddy County

Current Volunteer history

Alejandro Ruiz Senior Center
Community Action Board of Directors
Teach Basic Computer at San Jose Senior Center
Eddy County Planning & Development Committee
City of Carlsbad CCVN Board
Eddy County Solid Waste Committee
City of Carlsbad Solid Waste Commission

- [Special award/accomplishment or degree minor]

Best Community Volunteer in 2004 - **Carlsbad Unsung Hero** in 2006 –
Carlsbad Unsung Hero in 2010 - **Carlsbad Character Counts award** in 2011.

Reference – State Rep. Cathrynn Brown

Dr. Joy James-Foster

Carlsbad, NM 88220

Linked In: <https://www.linkedin.com/in/dr-joy-f-b7b10b67>

Professional Summary

Career Business Professional with 14 years' experience in public speaking and writing. I also served as Vice President of Education for Toast Masters International Energy Valley Club. I coordinated various outreach and public relations activities and wrote public release of information of various events. I am excited to have an opportunity to follow in the footsteps of such accomplished members. It would be an honor if given an opportunity to apply to be a member of the board for Southeast New Mexico College.

The experiences I have been honored to participate in afforded me the opportunity to work in multiple channels of media both locally and regionally. I served as a contact for Toast Masters Energy Valley Club by networking with key stakeholders within the community and coordinated educational outreach opportunities for local area schools.

I served as a liaison and tour guide as connection point team manager for First Baptist Concord Tennessee. As our Education Management representative, I met with stakeholders and developed strategic plans for future grass roots efforts with community engagement activities. I coordinated meetings with our strategic partners to promote established initiatives such as established a foundation with business partners to fund initiatives, coordinated community help a neighbor day, grandparent recognition day and recycle reuse Earth Day programs.

I earned an MBA in Marketing/Branding, Organizational Management and Business Ethics, a Doctorate degree in Theory and Policy Studies with a concentration in Molecular and Evolutionary Biology, an Ed.S (Specialist Degree Supervision Management), a Masters in Curriculum Instruction and Development as well as a Master's in Leadership Management. I have over 15 years of public relations and community stakeholder experience.

I currently work for SIMCO as a Public Affairs Specialist/ Education Outreach Lead.

As a seasoned communications professional, I spearheaded the development and implementation of the first DOE/SIMCO Southeast New Mexico Regional Science Bowl, in which doubled the number of team participation in the second year. I have a proven ability to successfully manage multiple projects including our spring and winter corporate events with a team of awesome volunteers.

Wrote STEM grant to create and coordinate a VEX Robotics After-school Program for Alta Vista and PR Leyva Middle Schools in the Carlsbad Municipal School District.

Provide "Run of Show" in preparing for company programs such as TRU Performance Awards and external events.

Promoted positive community engagement and education outreach opportunities with partnerships with Carlsbad Municipal schools and area businesses with educational STEM Events including Passport to Adventure, STEM Saturdays and encouraging vendor participation during our science bowl.

I manage the educational outreach initiatives. I am also responsible for the education outreach portion of SIMCO's community commitment budget as well as allocating contributions of \$120,000, to community nonprofit organizations on behalf of SIMCO's STEM education community commitment plan.

I implement SIMCO's STEM Teacher Mini-grants, Eddy and Lea County High School Scholarships, STEM Donations and oversee sponsorships for science bowl donations.

Give input for the education outreach portion of SIMCO's annual contractor community commitment plan.

As the tour coordinator for SIMCO/WIPP, I support CBFO public affairs that engages New Mexico and national stakeholders through coordinating and implementing tours of the WIPP site as well as providing information about WIPP and its activities.

I received the SIMCO's Presidents Award in 2024 and 2025.

Previously I worked for Nuclear Waste Partnership serving as the Senior Media Tour and Special Events Coordinator. As the event coordinator I was the lead project manager in communications for all special events and managed the budgets. I managed special activities and projects and supported internal and external initiatives.

"Since January 2019, Joy has managed four different employee/community events. These activities reflect positively on WIPP and our management team. Joy approaches every event as a consummate professional and team player working not only with the rest of the communications team, but also with numerous volunteers. She is a true leader in every way which shows in her approach to each task she is asked to complete.

"The efforts she displayed reflected positively on the company and project and were recognized by AMMENTUM and CBFO as "Best in Class." Communications Manager- D. Mager 12/2019

Additionally, I planned and coordinate all tours and visits for the WIPP Site as well as tours for VIP's foreign and domestic as well as organized photo/video support for various events.

I supported the communications group through written articles both for our internal newsletters and for the EM Newsletter. I created weekly reporting of communications accomplishments for Carlsbad Field Office senior management team. I sent out weekly information for the "Plan of the Week" and for the NWP Weekly Communications Report Update. I coordinated outreach support on behalf of the NWP Communications Department with the schools and out in the community. I coordinated NWP scholarship recipient information and assisted in planning opportunities for schools to contact our department regarding our Speaker's Bureau.

"Joy has performed above and beyond her normal duties" She took the initiative to continue NWP's education outreach efforts including organizing WIPP 101 presentations to some 500 educators at 9 schools meeting with both Eddy County and Hobbs superintendent of schools. She continues to look for ways to support the Communications organization including reporting of weekly communications accomplishments to the Carlsbad Office of Senior Management Team." D. Mager 10/2022

I am a graduate of the Leadership Eddy County Chamber of Commerce as well as a graduate of the Nuclear Waste Partnership Leadership Academy. I have excellent Project Management Skills, Nominated and Selected for Nuclear Waste Partnership Monetary Excellence Award and voted “Best in Class” by AECOM for Special Projects. Strong written and oral communication skills with Nuclear Waste Partnership as well as report writing and schedule creation.

Competencies include FACTS Certification for Foreign Access Central Tracking System as well as Foreign Visits and Assignment Host Training Certification.

Core Qualifications

Excellent written communication skills

Strong interpersonal and oral communication skills

Community outreach experience

In depth knowledge of editing and writing skills.

Excellent understanding of public relations and community stakeholder relationships

Soft Skills:

- Excellent written and verbal communication skills
- Strong project management and organizational abilities
- Proficient in Microsoft Office Suite and Adobe Creative Suite
- Experience with media monitoring and analytics tools

1. Time Management
2. Interpersonal Skills
3. Team Collaboration
4. Empathy
5. Active Listening
6. Adaptability
7. Creativity
8. Problem-Solving
9. Conflict Resolution

Hard Skills:

1. Public Speaking
2. Media Relations
3. Content Development
4. Crisis Communication
5. Strategic Planning
6. Data Analysis
7. Project Management
8. Market Research
9. Branding

EMPLOYMENT AND RELEVANT INFORMATION

SIMCO (Salado Isolation Mining Contractors)

2-4-2023- Current

Public Affairs Specialist

Education Outreach Lead

- Waste Management STEM Council Board Member
- Budgets and allocates contributions to community nonprofit organizations on behalf of SIMCO's STEM education community commitment plan initiative
- Coordinated, led, planned and executed Southeast New Mexico's first regional science bowl.
- Wrote STEM grant to create VEX Robotics Program for Alta Vista and PR Leyva Middle Schools, Carlsbad Municipal School District.
- Created education outreach portal for SIMCO website for area schools and organizations to request skill specific subject matter experts and support in the areas of education
- Led, planned and coordinated multiple project management projects with committee members
- Coordinated Speakers Bureau speaking to stakeholders in the community regarding WIPP
- Coordinated, participated and set up presenters/speakers event with Carlsbad Municipal Schools for Engineering/Robotics Week
- Led and coordinated STEM and Literacy event with Carlsbad Municipal Schools, area generator sites and local businesses within the community
- Coordinated and planned WIPP/SIMCO Scholarships
- Coordinated and planned WIPP/SIMCO STEM Teacher Mini-grants
- Wrote articles for company newsletter
- Created Sharepoint Communications Tour Calendar
- Experience with coordinating and conducting programs site wide
- Experience with coordination, scheduling and the creation of Special Events/Tours for HQ, President/Vice President and other DOE personnel.
- Certification for hosting foreign visitors with the use of (FACTS)
- Foreign Access Central Tracking System Certification

Nuclear Waste Partnership

6/4/2018 – 2-4-2023

Senior Media Coordinator

- Led, planned and coordinated multiple project management projects with committee members
- Lead project manager in communications for all special events and managed the budgets
- Supported Communications Dept. with satisfying invoice payments via people soft and Deltek
- Supported the communications group through written articles both for our internal newsletters and for the EM Newsletter.
- Created weekly reporting of communications accomplishments for Carlsbad Field Office senior management team.
- Created weekly information for the "Plan of the Week" and for the NWP Weekly Communications Report Update.
- Coordinated outreach support on behalf of the NWP Communications Department with the schools and out in the community.
- Experience with Speakers Bureau speaking to stakeholders in the community regarding WIPP
- Set up speakers event with Carlsbad Municipal Schools Inservice 2022, regarding WIPP and what we do
- Coordinate WIPP/Nuclear Waste Partnership Scholarships
- Volunteered in the Carlsbad Community to support food pantry as well as our area youth with Stem activities. Wrote a grant and received 5000.00 for MLK committee to sponsor Stem Saturdays for disadvantaged youth.
- President of the Carlsbad MLK Scholarship Committee

- Plan to host community Kuumba Festival in the Fall of 2022 in partnership with South Eastern New Mexico College as a community event.
- Wrote updates for Plan of the Week/ Support Organization Evolutions
- Wrote articles for company newsletter and EM Newsletters
- Created Sharepoint Communications Department Calendar
- Experience with coordinating and conducting programs site wide
- Experience with coordination, scheduling and the creation of Special Events/Tours for HQ, President/Vice President and other DOE personnel.
- Experience with Hosting Foreign visitors with the use of (FACTS)
- Foreign Access Central Tracking System Certification

Nuclear Waste Partnership Procurement/ Subcontractor

1-2018- 6-2018

- Experience with federal and government programs.
 - Experience with solicitation and competition with award selection.
 - Experience in creating written subcontracts.
 - Participated in volunteer opportunities with community and stake holders with CARC.
- Business Management

FBC Farragut, TN

2014-2017

State and Local Business Services

- Assesses clients needs
- Created SWOT Analysis for Program
- Assisted with creation and implementation of strategic plan for organization • Used data, Excel Spreadsheets to provide information to customers and stakeholders • Attended and participated in ongoing training sessions, data analysis meetings and workshops
- Worked with a team to help identify the best practices for individual customers and groups of clients
- Provided input regarding the development and implementation of an intervention plan
- Prepared and created written reports.

Connection Point Team Manager

1/1/2014 – 11/1/2017

FBC Farragut, TN

- Scheduled volunteers for various positions and roles within our congregation to serve for programs and weekly services.
- Assisted new visitors and members with touring the facility and finding various classes and programs.
- Strategic Planning
- Served on Connection Point board to create vision and continuous improvement for department.

Vice President of Education Toast Masters International Energy Valley Club

Anderson, TN.

2013-2017

- Networking Coordinator for all Programs
 - Stakeholder and Outreach Coordinator for Business Events
 - Planned, Scheduled, Organized, Implemented Training and Orientation
 - Responsible for Event/Meeting Planning
 - Conducted Annual Open House and Silent Auctions
 - Wrote and designed brochures and flyers.
 - Performed copy-editing and proofreading tasks.
 - Created both print and electronic promotional marketing materials.
 - Ensure all members continue their progress toward their own individual educational goals.
- Plans, organizes, and implements meeting schedules to include speeches, educational modules, and other events sufficient to meet both individual and club objectives.
- Sign or initial appropriate documentation *Provide training and orientation as well as assign a mentor to new members.
 - Responsible for preparation of agendas, scheduling and monitoring each members progress
 - Member of the Area Council
 - Scheduling, Conflict Resolution, Negotiations, Strategic Planning, Time Management, Project Management, Curriculum and Program Design, Recognition Incentives, Event/Meeting Planning, Personnel Development, Career Planning, Training and Networking Coordinator for all Educational Programs

PROGRAM ADMINISTRATOR

1993 – 2015

Established Foundation

Department of Education (DOE) -

Charged to ensure effective learning programs by:

- Purchase and order materials for program and building
- Coordinating efforts to improve cost effective materials for facilities, equipment, and materials using best practices and making data-driven decisions
- Providing access to the decision-making process to stakeholders and customers
- Implement the policies of the state and local government
- Incorporated State of the Art Technology Lab with implementation of K-5 Technology

EDUCATION

MBA (Managerial Operations, Marketing/Branding and Ethics)

2019 Harding University, Searcy, Arkansas

Doctorate – Theory and Policy Studies/Concentration Area: Evolutionary and Molecular Biology

2004 University of Tennessee Knoxville

Master– Leadership- Management/Administration

2000 University of Tennessee Knoxville

Ed.S- Specialist Degree Supervision

1998 University of Tennessee, Knoxville

Master of Science - Curriculum and Instruction Design

1994 University of Tennessee, Knoxville

Bachelor of Science- Sociology/Psychology

1987 University of Tennessee, Knoxville

Dear Dr. Beardmore and Board of Trustees,

I am writing to express my interest in filling the vacant position on the Board of Trustees for District 3. Southeast New Mexico College holds a special place in my heart. During my tenure on the City Council, I served on the initial exploratory committee, established by former Mayor Janway, which ultimately led to the decision to separate from New Mexico State University and pursue independence as an institution. I had the privilege of collaborating with the committee and staff during the transition period, including the naming and branding of SENMC. Currently, I serve on the SENMC Foundation board. Additionally, when asked, I have dedicated time to Washington and Santa Fe to secure funding for SENMC projects, such as the Trades and Technology building.

With nearly a decade of experience on the City Council, I possess a comprehensive understanding and experience of the inter-governmental system. I served on the City of Carlsbad Budget committee for six years, which provided me with valuable insights that I believe would be beneficial to the Board of Trustees.

Thank you for your consideration of my application. Should you have any questions, please do not hesitate to contact me.

Sincerely,
Jason Shirley

Goal 1: Serve More Students

	2025-2026	Leader 1	Leader 2	Leader 3
1.01 Analyze potential target populations for future enrollment		Diana Campos	Narmin Ghalichi	Frosso Seitaridou
1.02 Publish class schedule in local newspaper each semester	Complete 4/26	Sky Soto	Merdi Theragood	Kevin Beardmore
1.03 Add Oil & Gas Technology (CIP 15.0903 Petroleum Technology/Technician), first as non-credit, then for credit, including produced water, wellsite, and pipeliner		Jerry Brian	Monty Harris	Frosso Seitaridou
1.04 Add Environmental Technology degree program	Complete 2/26	Jerry Brian	Rick Wiedenmann	Frosso Seitaridou
1.05 Add Instrumentation Controls and Electrical Technology degree	News 4/26	Randy Shull	Talal Abdaljalil	Frosso Seitaridou
1.06 Establish an Electrical Apprenticeship Journeyman program (non-credit)	News 4/26	Monty Harris	Chris Spaulding	Randy Shull
1.07 Add Cybersecurity degree under CIT	News 4/26	Waheeb Al-Sharaabi	Jon Strahan	Frosso Seitaridou
1.08 Add Radiation Control Technology (CIP 41.0299 Nuclear and Industrial Radiologic Technologies/Technicians) degree	Complete 2/26	Chris Spaulding	Monty Harris	Frosso Seitaridou
1.09 Add Waste Handling non-credit program	News 4/26	Chris Spaulding	Amy Anaya	Monty Harris
1.10 Partner with Dona Ana Community College Radiography degree program		Sandra Florez	Frosso Seitaridou	Kevin Beardmore
1.11 Add a part-time track to our Nursing program	News 4/26	Dianne Hardin	Candace Byers	Frosso Seitaridou
1.12 Revitalize the Health Information Technology program		Sandra Florez	Erin Furlong	Frosso Seitaridou
1.13 Explore Theatre partnership with Carlsbad HS & community	News 4/26	Mickey Best	Jonathan Wilson	Frosso Seitaridou
1.14 Pursue Theatre AAS program approval	News 4/26	Mickey Best	Jonathan Wilson	Frosso Seitaridou
1.15 Pursue Culinary Arts program approval (or use current Hospitality Management track)	Complete 2/26	April Addington	Jon Strahan	Frosso Seitaridou
1.16 Rollout Psychology emphasis under AA/AS	Complete 9/25	Jalal Hamedi	Karima Mourhat	Frosso Seitaridou
1.17 Explore renewal of Social Work offerings		Celina Bryant	Jalal Hamedi	Frosso Seitaridou
1.18 Create Project Lead the Way and Energy Pathway dual credit courses		April Addington	Rick Wiedenmann	Frosso Seitaridou
1.19 Roll out Middle School Community Math Outreach		April Addington	Math faculty	Frosso Seitaridou
1.20 Support STEM and STEAM initiatives	News 4/26	Erick Dominguez	Rick Wiedenmann	Frosso Seitaridou
1.21 Open the new Trades x Technologies Building	News 4/26	Gary Martinez	Chris Spaulding	Kevin Beardmore
1.22 Offer Education dual credit pathways at Carlsbad HS	News 4/26	April Addington	John Vacca	Cindy Wang
1.23 Add lab space to serve produced water programming and industry needs		Jerry Brian	Randy Shull	Kevin Beardmore
1.24 Expand CDL program	News 4/26	Chris Spaulding	Monty Harris	Johnny Chandler
1.25 Expand Safety training	News 4/26	Johnny Chandler	Michael DeHoyos	Chris Spaulding
1.26 Teach Geographic Information Systems courses		Andrea Goodbar	Rick Wiedenmann	Frosso Seitaridou
1.27 Explore Drone training		Jerry Brian	Johnny Chandler	Chris Spaulding
1.28 Explore offering standalone certificates: Project Lead the Way & Energy Foundations		April Addington	Rick Wiedenmann	Frosso Seitaridou
1.29 Explore HVAC coursework		Chris Spaulding	Monty Harris	Johnny Chandler
1.30 Pilot the SENMC Skills Library and Graduate Guarantee		Mickey Best	Frosso Seitaridou	Diana Campos
1.31 Open the Simulator Training Center	Complete 12/25	Chris Spaulding	Monty Harris	Johnny Chandler
1.32 Collaborate with industries to teach high demand trades		Chris Spaulding	Johnny Chandler	Monty Harris
1.33 Petition US Department of Homeland Security to provide F-1 student visas		Kevin Beardmore	Diana Campos	Amy Dewey
1.34 Explore AI course/class development		Waheeb Al-Sharaabi	Jon Strahan	Alexis Clements

- 1.35 Seek architectural services for Dining Hall and Residence Hall
- 1.36 Explore additional Early College collaborations
- 1.37 Include faculty and staff (other than Student Affairs) in high school visits

	Gary Martinez	Kevin Beardmore	Carolyn Kasdorf
	Kevin Beardmore	Frosso Seitaridou	Diana Campos
News 4/26	Rocio Esparza	Annemarie May	Diana Campos

Goal 2: Engage and Welcome the Community

2025-2026

2.01 Explore the potential for a Dining Hall	Complete 3/26	Gary Martinez	Carolyn Kasdorf	Kevin Beardmore
2.02 Explore the potential for Early Childhood Development facility on highway frontage property	Complete 3/26	Gary Martinez	Kevin Beardmore	Cindy Wang
2.03 Complete the Campus Master Plan	Complete 7/25	Gary Martinez	Carolyn Kasdorf	Kevin Beardmore
2.04 Evaluate space for staff and students to plan for future growth	News 4/26	Gary Martinez	Carolyn Kasdorf	Kevin Beardmore
2.05 Create an enhanced student onboarding process		Diana Campos	Jade Ramirez	Frosso Seitaridou
2.06 Establish common first semester coursework for Engineering, Electrical, Industrial Maintenance, and Oil & Gas		Frosso Seitaridou	Randy Shull	Jamil Al-Nouman
2.07 Establish common first year coursework for Industrial Maintenance & Oil & Gas		Frosso Seitaridou	Talal Abdaljalil	Jerry Brian
2.08 Open enrollment for Spring on October 1 and Summer/Fall on March 1		Frosso Seitaridou	Diana Campos	Amy Dewey
2.09 Expand advisors to include interested faculty		Frosso Seitaridou	Diana Campos	GG faculty lead
2.10 Develop structure for sub-1000 noncredit course numbering based on CIP (e.g., WF 10.0234)		Kevin Beardmore	Amy Dewey	Monty Harris
2.11 Unveil new marketing campaign	Complete 8/25	Sky Soto	Kristal Allen	Diana Campos
2.12 Hold tuition flat and eliminate unnecessary course fees	Complete 8/25	Carolyn Kasdorf	Karla Volpi	Diana Campos
2.13 Reduce out of state tuition to be competitive with nearby peers	Complete 8/25	Carolyn Kasdorf	Karla Volpi	Diana Campos
2.14 Expand Adult Education		Misty McCormack	Chris Spaulding	Diana Campos
2.15 Expand ESL		Misty McCormack	Chris Spaulding	Diana Campos
2.16 Better serve the needs of emergent bilingual students		Rocio Esparza	Luis Anchondo	Misty McCormack
2.17 Initiate single admissions process	News 4/26	Diana Campos	Tymon Mattoszko	Bertha Juarez-Ortega
2.18 Offer advising for credit and non-credit programs		Diana Campos	Amy Dewey	Jade Ramirez
2.19 Construct new "front door" for campus		Gary Martinez	Carolyn Kasdorf	Kevin Beardmore
2.20 Expand accessibility and embrace universal design		Gary Martinez	Raven Anderson	Kevin Beardmore
2.21 Replace student/public space furniture	Complete 12/25	Carolyn Kasdorf	Rocio Esparza	Gary Martinez
2.22 Open new Testing Center in Trades x Technologies Building		Carol Boyd	Monty Harris	Frosso Seitaridou
2.23 Invite and entice HS seniors to tour campus		Diana Campos	Teddi Garcia	GG faculty lead
2.24 Streamline and promote credit for prior learning		Diana Campos	Jade Ramirez	Amy Dewey
2.25 Grow the Honors Program	News 4/26	Zane Biebelle	Kristal Allen	Annemarie May
2.26 Erect highway sign for college	Complete 9/25	Gary Martinez	Carolyn Kasdorf	Kevin Beardmore
2.27 Align HS to postsecondary program pathways		April Addington	Diana Campos	Amy Dewey
2.28 Partner with local school districts to expand recruitment opportunities		April Addington	Diana Campos	Annemarie May
2.29 Publish recruitment materials in English and Spanish		Sky Soto	Rocio Esparza	Luz Moreno
2.30 Have Eddy the Mountain Lion at events, particularly those with younger potential students		Sky Soto	Teddi Garcia	Diana Campos

- 2.31 Coordinate course offerings to eliminate as many conflicts as possible
- 2.32 Appoint USDOE grant Project Committee (added July 2025)
- 2.33 Explore potential alumni development efforts
- 2.34 Pilot an annual joint meeting of all Citizen Professional Advisory Councils
- 2.35 Commission art for the Trades x Technologies Building
- 2.36 Update Room 153
- 2.37 Renovate Rooms 101 and 102
- 2.38 Create a secondary campus entrance and exit
- 2.39 Market transfer partnerships and opportunities
- 2.40 Create Spanish language marketing materials

	Frosso Seitaridou	Diana Campos	GG faculty lead
Complete 8/25	Chris Spaulding	Monty Harris	Johnny Chandler
	JoAnn Trevino	Samantha Hardin	Raymond Dominguez
	Frosso Seitaridou	Chris Spaulding	Kevin Beardmore
	Kevin Beardmore	Gary Martinez	Sky Soto
	Tymon Mattoszko	Gary Martinez	Kevin Beardmore
	Rocio Esparza	Gary Martinez	Kevin Beardmore
	Gary Martinez	Kevin Beardmore	
	Sky Soto	Kevin Beardmore	Saul Navarrette
	Sky Soto	Rocio Esparza	Kevin Beardmore

Goal 3: Increase Learning and Efficiency

2025-2026

3.01 Establish AI policy (Board approved) and practices	News 4/26	Frosso Seitaridou	Jonathan Wilson	Luis Anchondo
3.02 Reinvigorate General Education programming and assessment	News 4/26	Frosso Seitaridou	Zane Biebelle	Jonathan Wilson
3.03 Implement revised annual program review and assessment	Complete 4/26	Frosso Seitaridou	Jonathan Wilson	Chair, Assessment
3.04 Improve distance learning, e.g., expanding the use of Quality Matters		Frosso Seitaridou	Tymon Mattoszko	Luz Moreno
3.05 Address disparities in instructional methods and promote modernized and collaborative learning environments		Frosso Seitaridou	Jonathan Wilson	David McIntosh
3.06 Improve instructional responsiveness to student feedback		Frosso Seitaridou	Jonathan Wilson	Narmin Ghalichi
3.07 Foster a culture of reflection		Frosso Seitaridou	Jonathan Wilson	Narmin Ghalichi
3.08 Develop a space utilization plan		Carolyn Kasdorf	Frosso Seitaridou	Gary Martinez
3.09 Revitalize classroom spaces		Carolyn Kasdorf	Rocio Esparza	Frosso Seitaridou
3.10 Replace phone system		Tymon Mattoszko	Karla Volpi	Carolyn Kasdorf
3.11 Develop paperless processes and implement a document management system	News 4/26	Tymon Mattoszko	Carolyn Kasdorf	Diana Campos
3.12 Complete energy savings updates and begin use of solar power	Complete 7/25	Gary Martinez	Carolyn Kasdorf	Gary Roper
3.13 Complete replacement of climate controls	Complete 7/25	Gary Martinez	Carolyn Kasdorf	Gary Roper
3.14 Develop a technology recovery plan		Tymon Mattoszko	Carolyn Kasdorf	Diana Campos
3.15 Establish Application Support Specialist position	Complete 7/25	Tymon Mattoszko	Diana Campos	Karla Volpi
3.16 Create new IT structure (Technology Services and Solutions) under a Chief Information Officer	Complete 7/25	Board of Trustees	Kevin Beardmore	Tymon Mattoszko
3.17 Streamline internal processes		Carolyn Kasdorf	Tymon Mattoszko	Diana Campos
3.18 Address the need for clear procedures, communication systems, and updated directories and accessible systems, including a procedure on procedures		Tymon Mattoszko	Carolyn Kasdorf	Freddy Espino
3.19 Cross train staff to be "three-deep" and align processes		Carolyn Kasdorf	Tymon Mattoszko	Diana Campos
3.20 Provide quicker access to budget and financial information		Carolyn Kasdorf	Karla Volpi	Tymon Mattoszko
3.21 Roll out Degree Audit		Amy Dewey	Frosso Seitaridou	Diana Campos
3.22 Increase employee understanding of student financial aid		Annette Garcia	GG faculty lead	Diana Campos
3.23 Expand on-campus professional development opportunities for faculty with a focus on student learning	News 4/26	Jonathan Wilson	Frosso Seitaridou	Narmin Ghalichi

3.24	Develop stronger ties and increase collaboration between on-campus & dual credit instructors		April Addington	Frosso Seitaridou	Jade Ramirez
3.25	Share weekly enrollment updates (applicants, headcount, FTE compared to previous year)		Narmin Ghalichi	Diana Campos	Kevin Beardmore
3.26	Develop Power BI dashboards and reports		Narmin Ghalichi	Tymon Mattoszko	Amy Dewey
3.27	Promote use of SENMC Bookstore		Sky Soto	Frankie Miller	Diana Campos
3.28	Establish Data Governance and Technology Task Force	Complete 12/25	Tymon Mattoszko	Frosso Seitaridou	Diana Campos
3.29	Complete Higher Learning Commission fourth-year review in Spring 2028		HLC lead	Frosso Seitaridou	Kevin Beardmore
3.30	Respond to Higher Learning Commission follow-ups, July 2026		Carolyn Kasdorf	Frosso Seitaridou	Kevin Beardmore
3.31	Revise Graduate Outcomes to better prepare our students for the future		Zane Biebelle	Frosso Seitaridou	Jonathan Wilson
3.32	Research direct deposit for financial aid		Annette Garcia	Carolyn Kasdorf	Diana Campos
3.33	Increase students workers funded through work-study on campus		Annette Garcia	Jeannie Nichols	Diana Campos
3.34	Implement new website management software		Freddy Espino	Sky Soto	Tymon Mattoszko
3.35	Provide Claude AI for employees		Tymon Mattoszko	TBA	TBA
3.36	Offer AI workshops for employees and students		Luz Moreno	Samantha Hardin	Saul Navarrette
3.37	Develop an office technology and furniture replacement plan		Gary Martinez	Kevin Beardmore	Carolyn Kasdorf
3.38	Analyze Great Colleges survey data to identify directions for improvement		Steven Gonzales	Narmin Ghalichi	Kevin Beardmore
3.39	Ensure that all bodies representing employee groups have access to executives		Kevin Beardmore	All Chief Officers	

Goal 4: Promote Success for All

		2025-2026			
4.01	Support bilingual development for students, faculty, and staff		Rocio Esparza	Frosso Seitaridou	Kevin Beardmore
4.02	Launch the initial campaign for the SENMC Foundation		JoAnn Trevino	Sky Soto	Kevin Beardmore
4.03	Expand development (grants and fundraising) expertise		JoAnn Trevino	Kevin Beardmore	Carolyn Kasdorf
4.04	Promote strength through diversity (e.g., Taste of Culture)		Diversity Committee	Kevin Beardmore	
4.05	Establish the Mountain Lion Leadership Seminar as an annual leadership development process		Kevin Beardmore	Andrea Dodson	Steven Gonzales
4.06	Establish the Mountain Lion Leadership Seminar for developing student leaders	News 4/26	Kevin Beardmore	Diana Campos	Judi Cox
4.07	Develop a succession management plan		Kevin Beardmore	Executive Team	
4.08	Create annual awards for administrative and classified staff	News 4/26	Steven Gonzales	Classified Staff	Admin Staff
4.09	Pilot a new staff performance assessment process	News 4/26	Steven Gonzales	Deanna Ybarra	Lucy Reyes
4.10	Train users on new classroom technology with user-friendly hardcopy guides		Tymon Mattoszko	Lori Byers	TSS staff
4.11	Complete and respond to the salary study	News 4/26	Karla Volpi	Carolyn Kasdorf	Kevin Beardmore
4.12	Hire STEM Laboratory Coordinator	News 4/26	Rick Weidenmann	Frosso Seitaridou	Rocio Esparza
4.13	Establish Distance Learning Coordinator		Tymon Mattoszko	Frosso Seitaridou	David McIntosh
4.14	Promote new first-year experience course requirement	News 4/26	Sky Soto	Kristal Allen	Raymond Dominguez
4.15	Promote Eddy approved events and activities		Kristal Allen	Rocio Esparza	Raymond Dominguez
4.16	Implement healthy student/healthy campus initiatives	News 4/26	Candace Byers	Rocio Esparza	Grant Services staff
4.17	Implement auto graduation for certificate completion		Amy Dewey	Narmin Ghalichi	Frosso Seitaridou
4.18	Design a Computer Science/Information Technology Lab	Complete 10/25	Tymon Mattoszko	Rocio Esparza	Frosso Seitaridou

4.19 Open new Library Family Study Room	Complete 7/25	Gary Martinez	Rocio Esparza	Samantha Hardin
4.20 Forge new transfer agreements	News 4/26	Saul Navarrete	Frosso Seitaridou	Dept Chairs, as approp.
4.21 Improve student access and use of digital SENMC resources		Tymon Mattoszko	Luz Moreno	Freddy Espino
4.22 Create a 211 service for SENMC students (211@senmc.edu)		Tymon Mattoszko	Diana Campos	Rocio Esparza
4.23 Explore potential for consolidated after hours student services in the Library		Samantha Hardin	Melissa Dunaway	Tymon Mattoszko
4.24 Develop plan for new second floor space after Main Campus renovation		Diana Campos	GG faculty lead	Jade Ramirez
4.25 Develop clear pathways with graphic description of progression with offerings		Amy Dewey	Jade Ramirez	Frosso Seitaridou
4.26 Expand peer mentoring and transitional programs (partner with local school district)		Rocio Esparza	Jade Ramirez	April Addington
4.27 Partner with local school districts on foundational skills and knowledge programming		April Addington	Mickey Best	Frosso Seitaridou
4.28 Develop a life skills program	News 4/26	Maria Quintana	Misty McCormack	Chris Spaulding
4.29 Establish best practices for internship and apprenticeship opportunities		Monty Harris	Johnny Chandler	Frosso Seitaridou
4.30 Design the Mountain Lion Next Level Leadership Seminar		Steven Gonzales	Della Bedingfield	Kevin Beardmore
4.31 Increase institutional scholarship funding for part-time students		Annette Garcia	Carolyn Kasdorf	Diana Campos
4.32 Promote FAFSA assistance for students planning to attend any 4-yr college		Annette Garcia	Alyssa Olivas	Diana Campos
4.33 Implement EAB early alert for student support and early intervention		Jade Ramirez	Annette Garcia	Diana Campos
4.34 Initiate planning for a Career Services Office		Rocio Esparza	Diana Campos	Monty Harris
4.35 Offer a Technical Mathematics course (math prefix & qualifications)		Frosso Seitaridou	April Addington	Talal Abdaljalil

Prime Measures

Increase adult credential-seeking enrollment (semester compared to same semester previous year) (age segmented: 18-20, 21-24, 25-34, 35-49, 50-64, 65+)

[Increase first-time credential-seeking enrollment \(cohort for retention, transfer, and graduation rates\)](#)

Increase dual credit enrollment (fall to fall and spring to spring comparisons)

Increase first-time, full-time retention (Fall to Fall)

[Increase first year retention rate \(Fall to Fall\) \(HLC Student Success Outcome\)](#)

Increase semester to semester persistence (credential-seeking) (Fall to Spring, Spring to Fall)

Improve performance on Graduate Exit Survey Question #33 (start college again)

Improve performance on Graduate Exit Survey Question #34 (recommend to another student)

Increase non-credit enrollment (ESL, Adult Ed, workforce training, community ed) (year over year)

Increase number of non-credit to credit transitions (year over year)

Increase transfer out rate

Increase three-year graduation rate (HLC Student Success Outcome)

[Increase completion and transfer rate at 8 years after entry into college \(HLC Student Success Outcome\)](#)

Improve performance on CCSSE Q#35 (recommend to friends/family)

Improve performance on CCSSE Q#36 (overall evaluation)

SENMC Strategic Plan for 2025-2030 with Embedded Annual Plan for 2026-2027

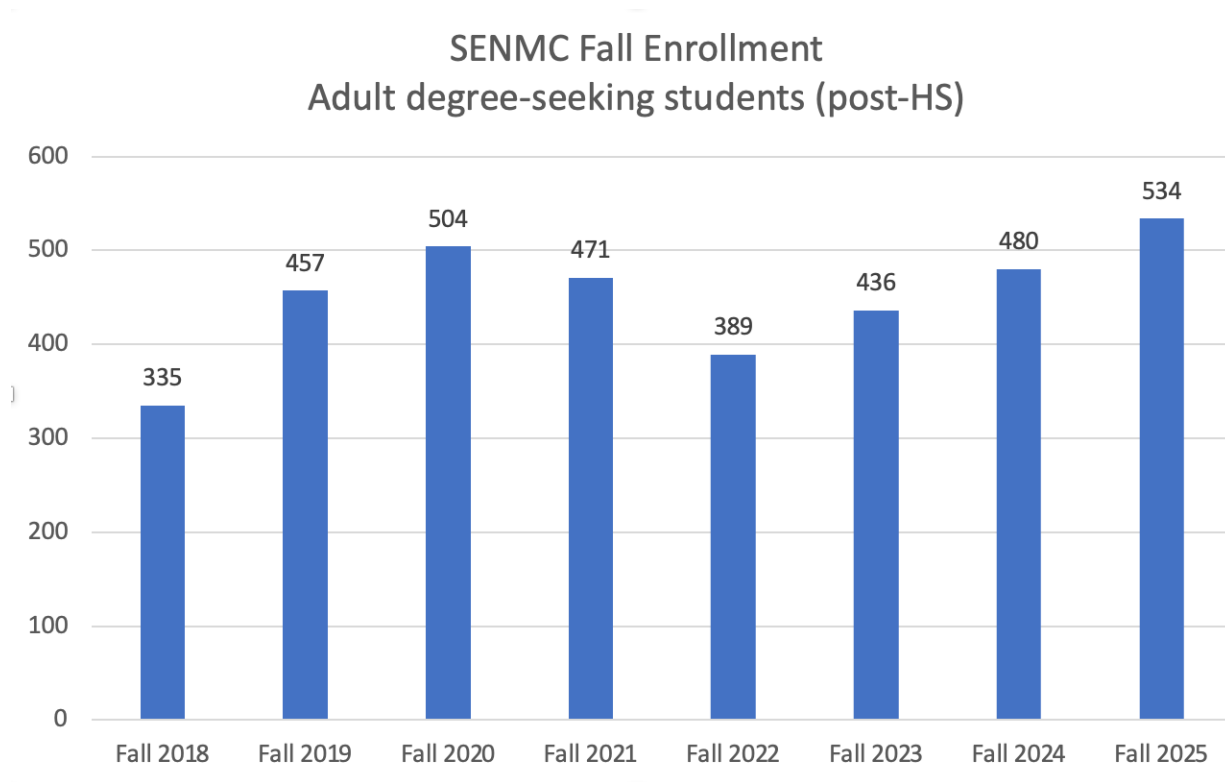
*Approved by the SENMC Steering Committee, April 24, 2026
For consideration by the SENMC Board of Trustees May 11, 2026*

The following pages provide the prime measures used to evaluate the success of the plan and the current action steps. Each year the action steps are updated after the Focus Group meetings to move unfinished steps to the next year and add any new steps needed to 1) reach the goal, and 2) move the prime measures in the desired direction.

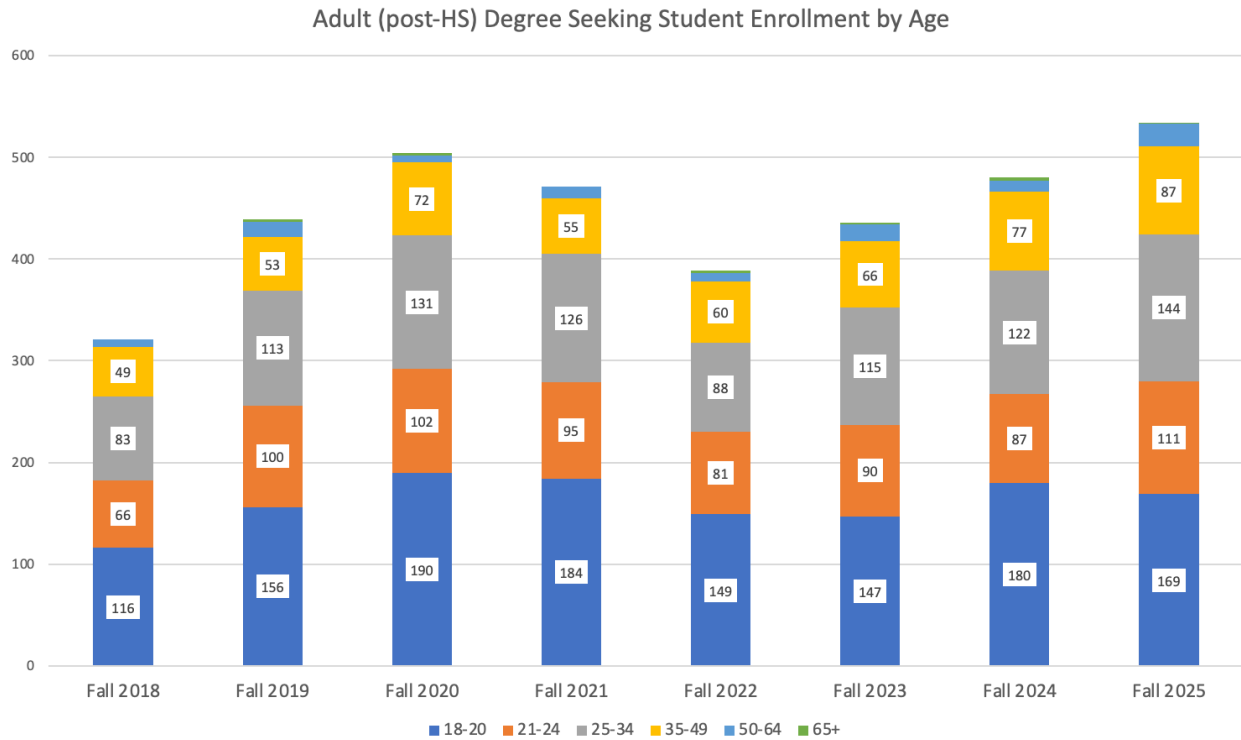
Note regarding pp. 16-21: Steps with code A are the foundation of the SENMC Academic Plan. Those with code GG are the foundation of the SENMC Graduate Growth (enrollment management) Plan.

Prime Measures

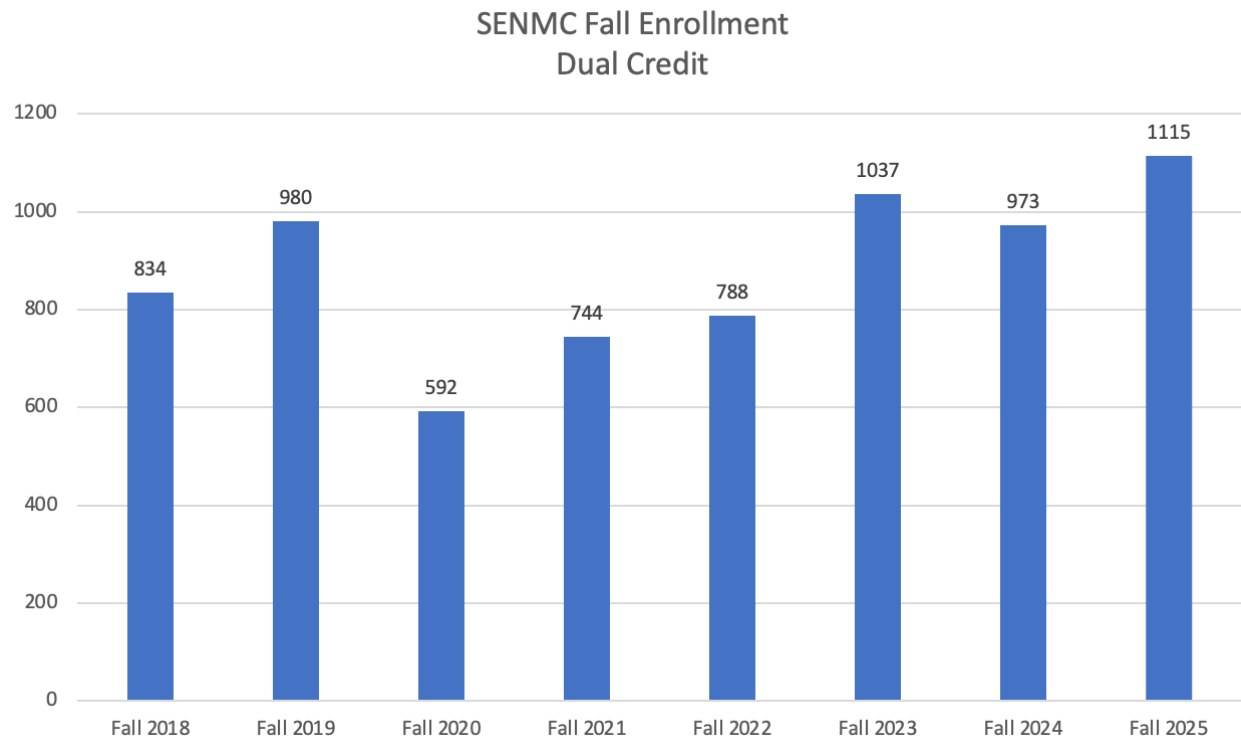
Increase adult credential-seeking enrollment (total)



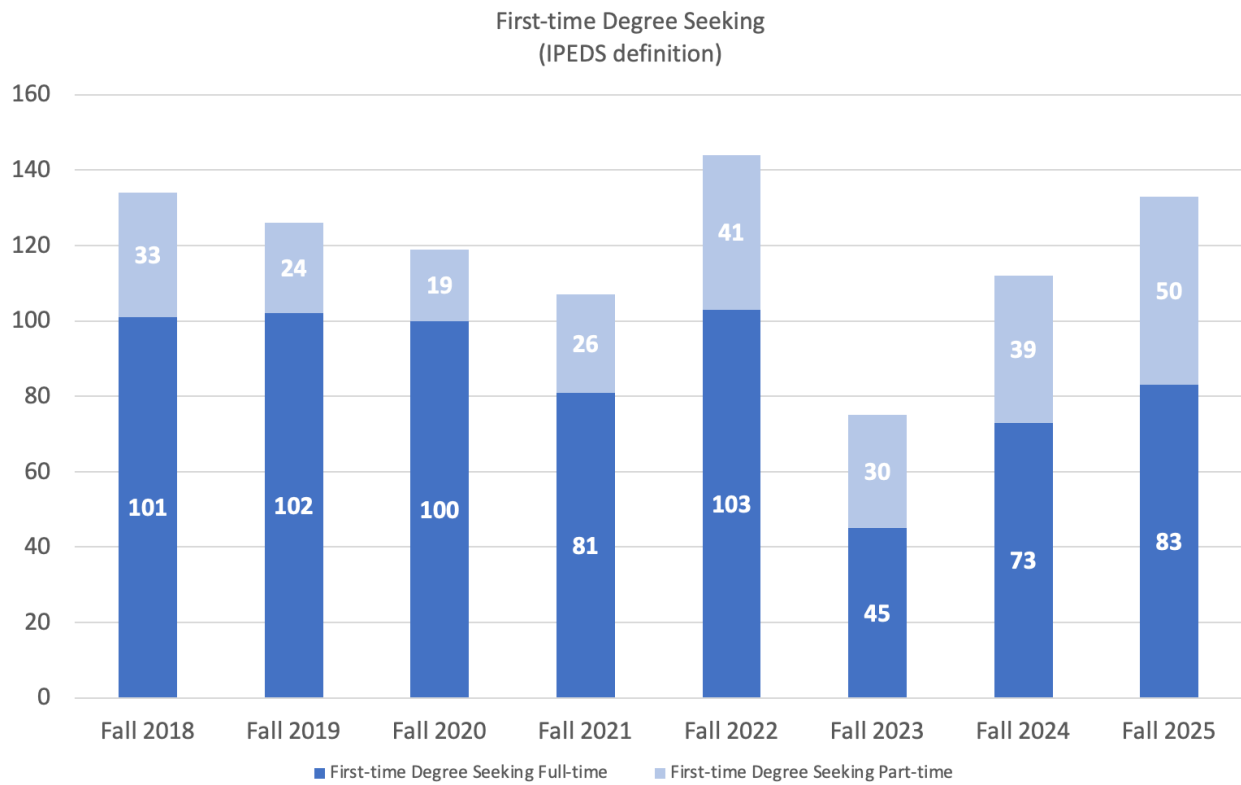
Increase adult credential-seeking enrollment (with age breakouts)



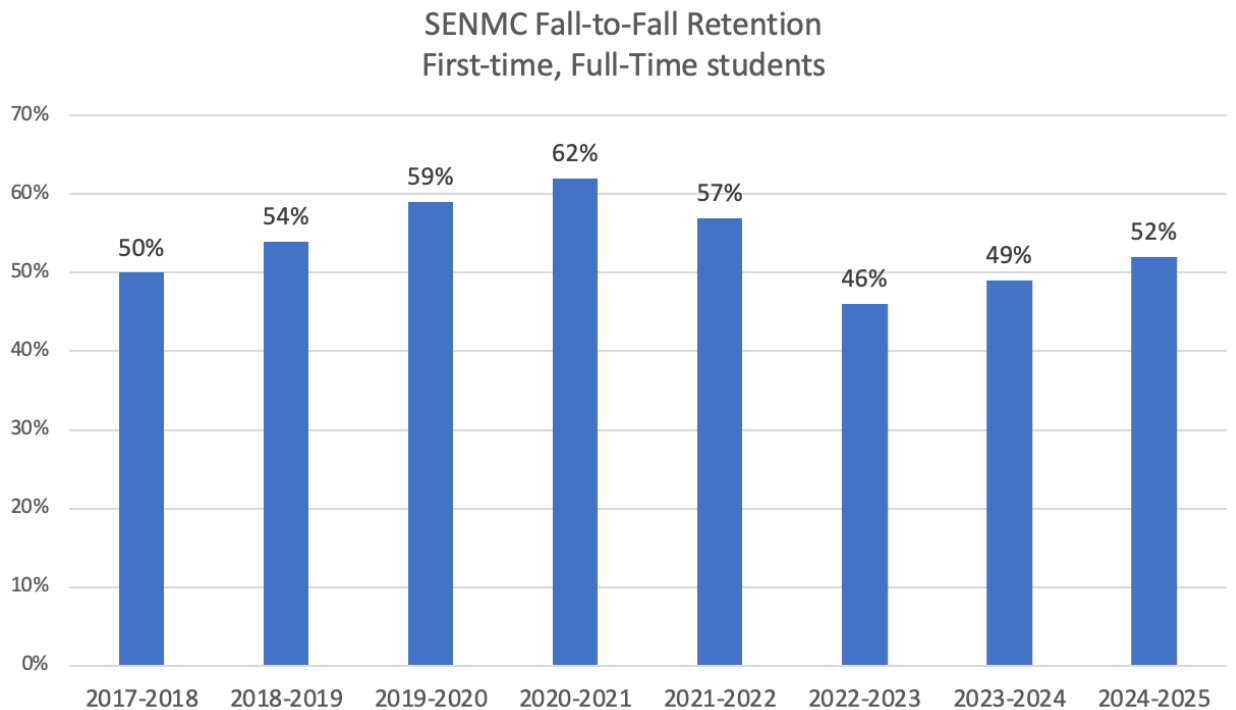
Increase dual credit enrollment



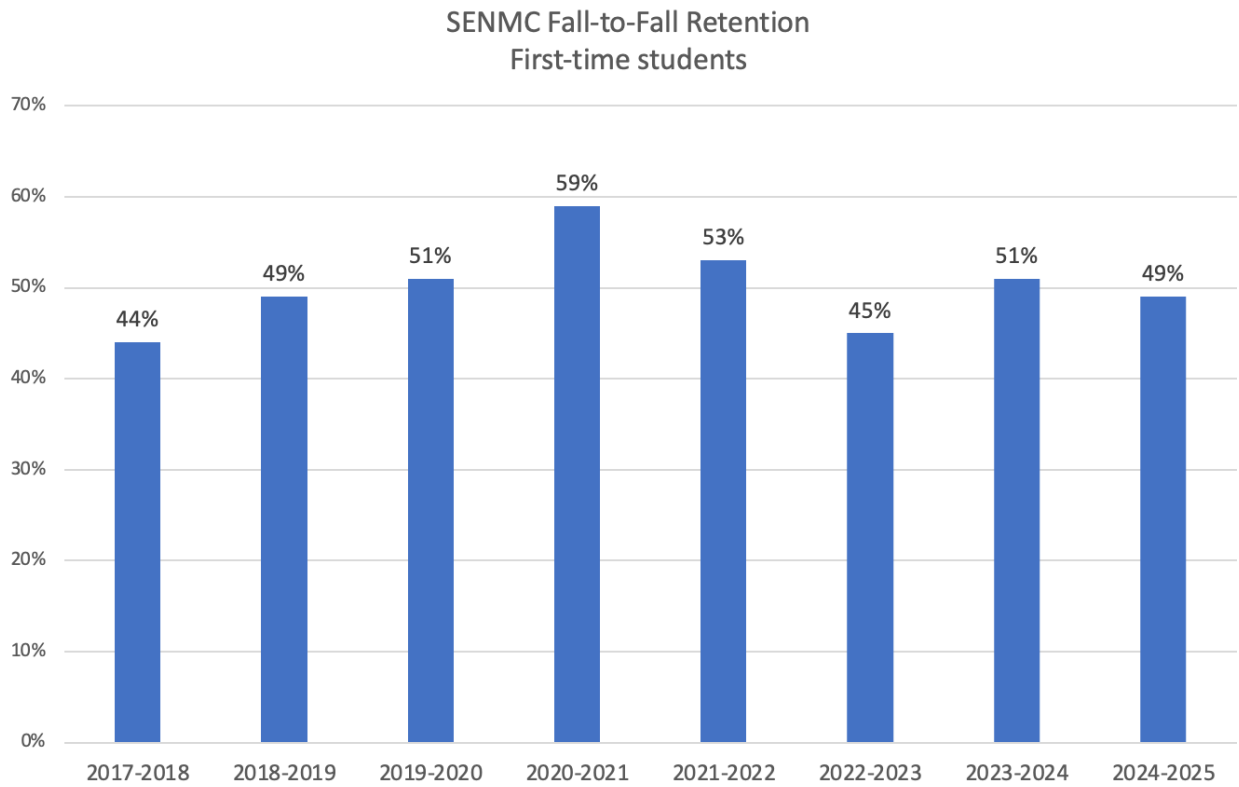
Increase first-time degree seeking students



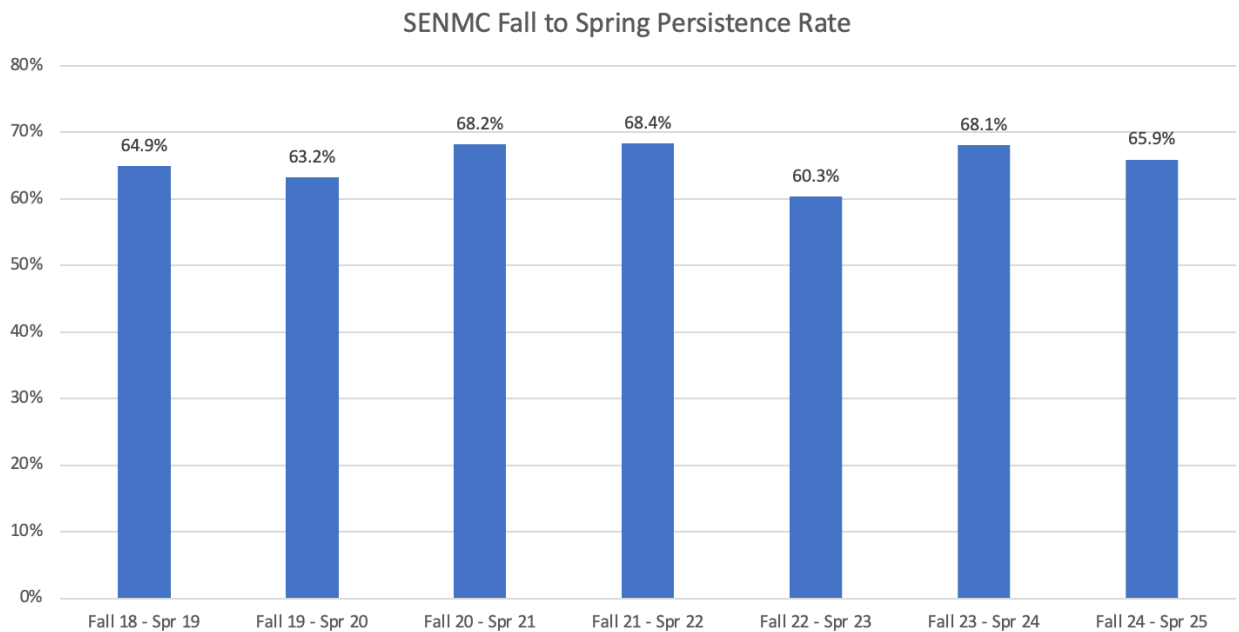
Increase first-time, full-time retention



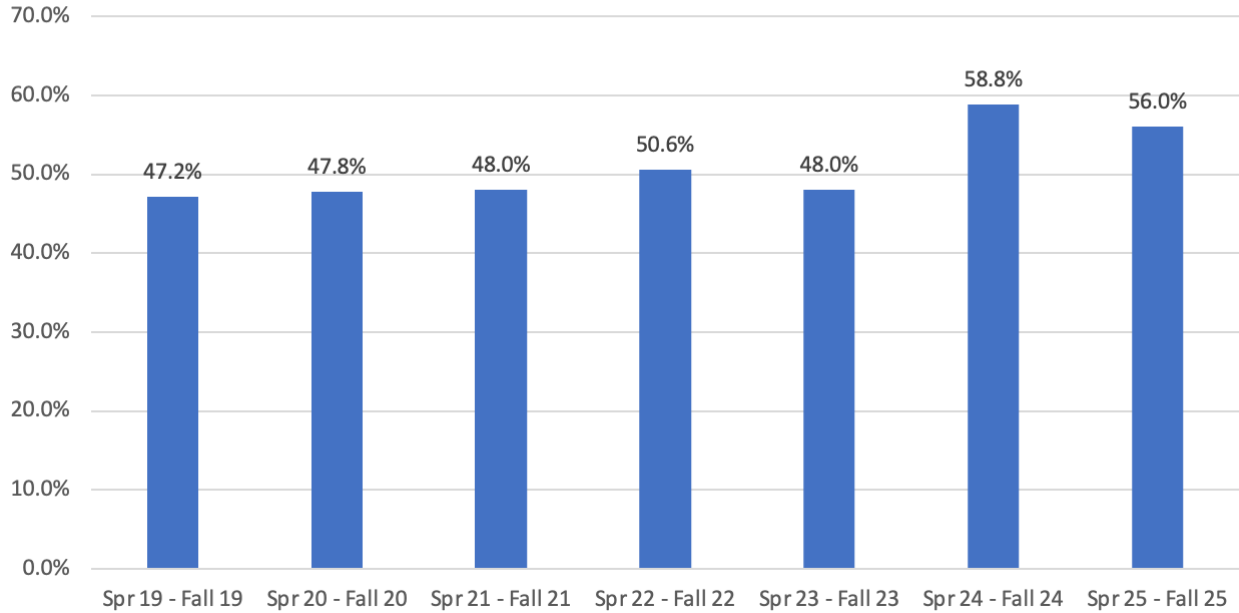
Increase retention of all first-time students
(Higher Learning Commission Student Success Outcome)



Increase semester to semester persistence (credential-seeking, Fall to Spring & Spring to Fall)

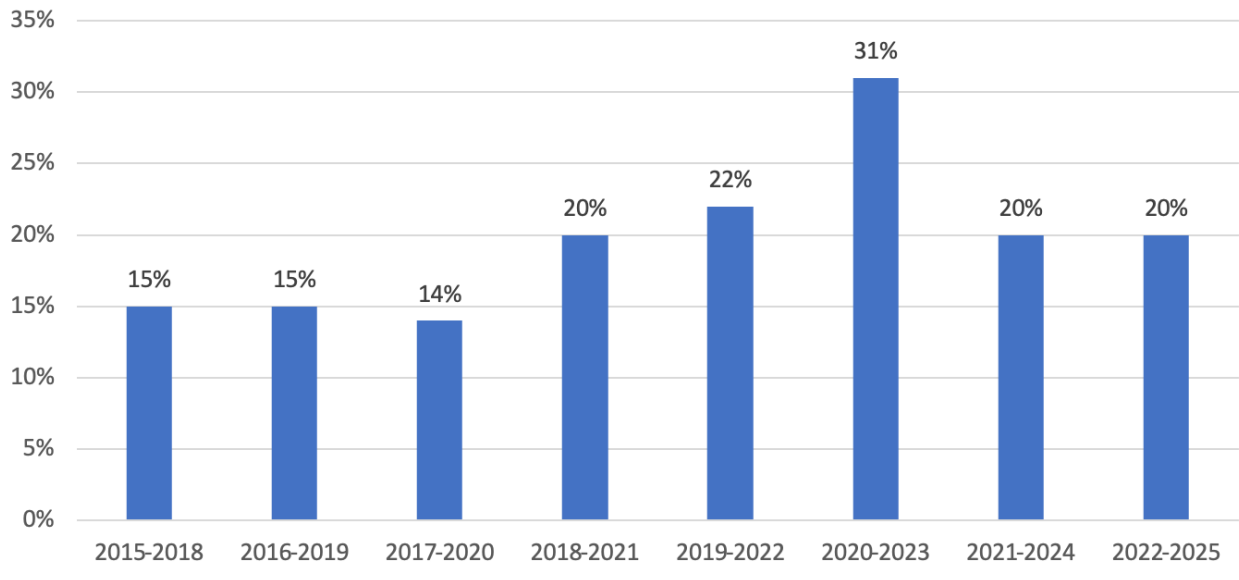


Spring to Fall Persistence Rate



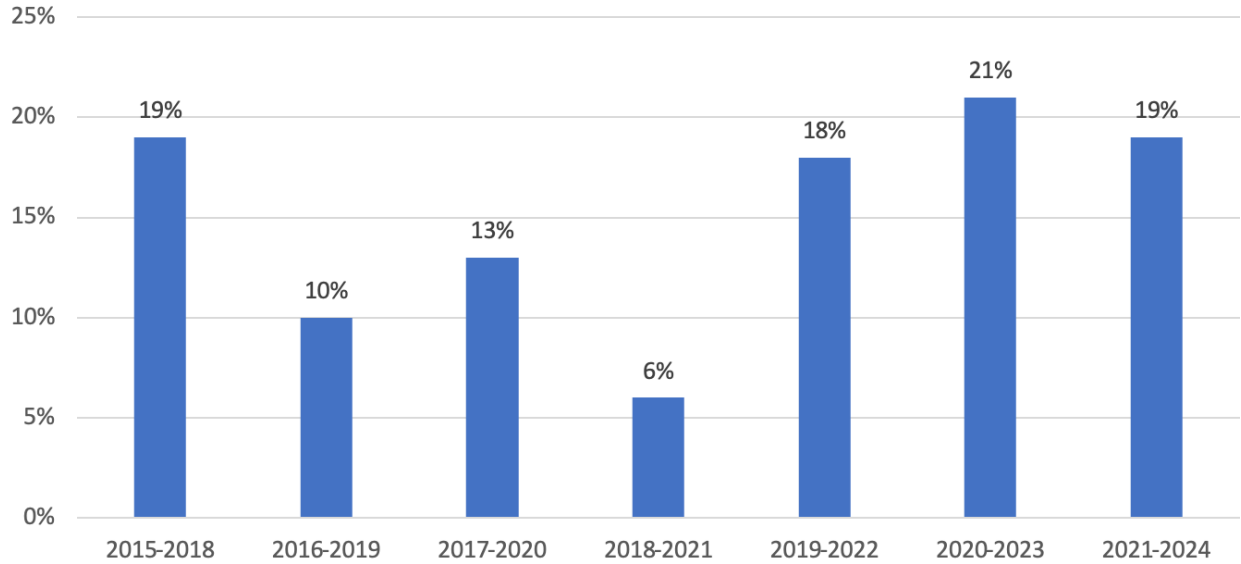
Increase the three-year graduation rate

SENMC Three-year Graduation Rates First-time, Full-time Students



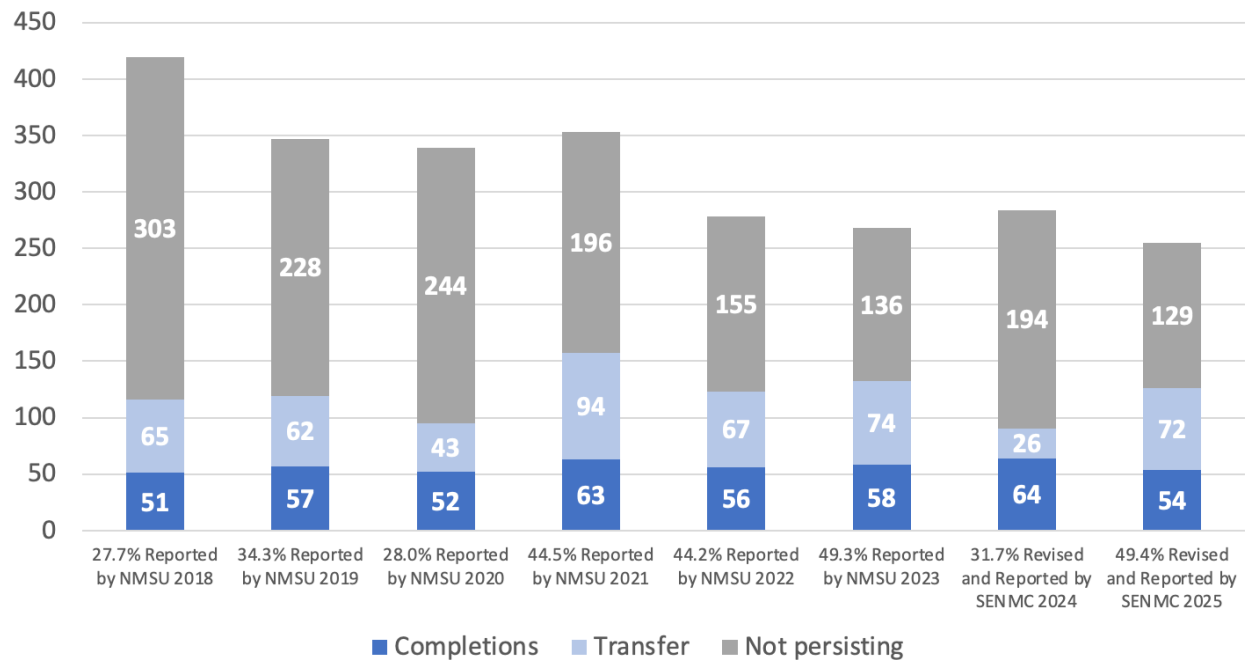
Increase the transfer out rate

**SENMC Three-year Transfer Rates
First-time, Full-time Students**



**Increase the 8-year Completion and Transfer Rate
(Higher Learning Commission Student Success Outcome)**

Completion and Transfer Rate at 8 years after entry to college



Improve performance on Graduate Exit Survey Question #33:

If you were to start college over again, would you enroll at SENMC?

2025 Graduates (N=59): **83.1%**

Improve performance on Graduate Exit Survey Question #34:

Would you recommend SENMC to another student?

2025 Graduates (N=59): **94.9%**

Increase non-credit enrollment (ESL, Adult Ed, workforce training, community ed)

Increase number of non-credit to credit transitions (year over year)

(To be tracked once Anthology application for these students is implemented)

Improve performance on Community College Survey of Student Engagement Question

#35: Would you recommend this college to a friend or family member?

Spring 2025 (N=166) Yes **95.8%**

Improve performance on Community College Survey of Student Engagement Question

#36: How would you evaluate your overall educational experience at this college?

(1 = Poor , 2 = Fair , 3 = Good , 4 = Excellent)

Spring 2025 National average: **3.31** SENMC average: **3.48**



Faculty Compensation Study Results

May 11, 2026

About CBIZ Compensation Consulting

- CBIZ Compensation Consulting
 - National compensation consulting practice for CBIZ
 - Team of compensation professionals serving clients from coast to coast
 - Extensive experience working in the higher education
- Project Team
 - Joe Rice – Managing Director, Compensation Consulting
 - Grant Gardiner – Lead Compensation Consultant

Summary of Findings

- Base pay broadly leads the market (compared to CUPA) as a trend
- The market does differentiate pay by discipline—important to retain that flexibility
- Salary structure was overall well aligned, generally accepted, and understood
- Implementation plan focused on two aspects:
 - Ensure all employees are paid at least the new range minimum
 - Reassign employees to updated steps in structure

Overview

- Project Overview
- Recommendations
- Answer Your Questions

Project Overview



Sources of Compensation Data

Source	Data Element	Characteristics
CUPA-HR	25 th , 50 th , and 75 th percentiles	<ul style="list-style-type: none">• Custom peer group• Source of pay by discipline• Primary data set
New Mexico Department of Higher Education	Average	<ul style="list-style-type: none">• Public, in-state colleges and universities
American Association of University Professors	Average	<ul style="list-style-type: none">• National data for all associates institutions with rank

CUPA Peer Group

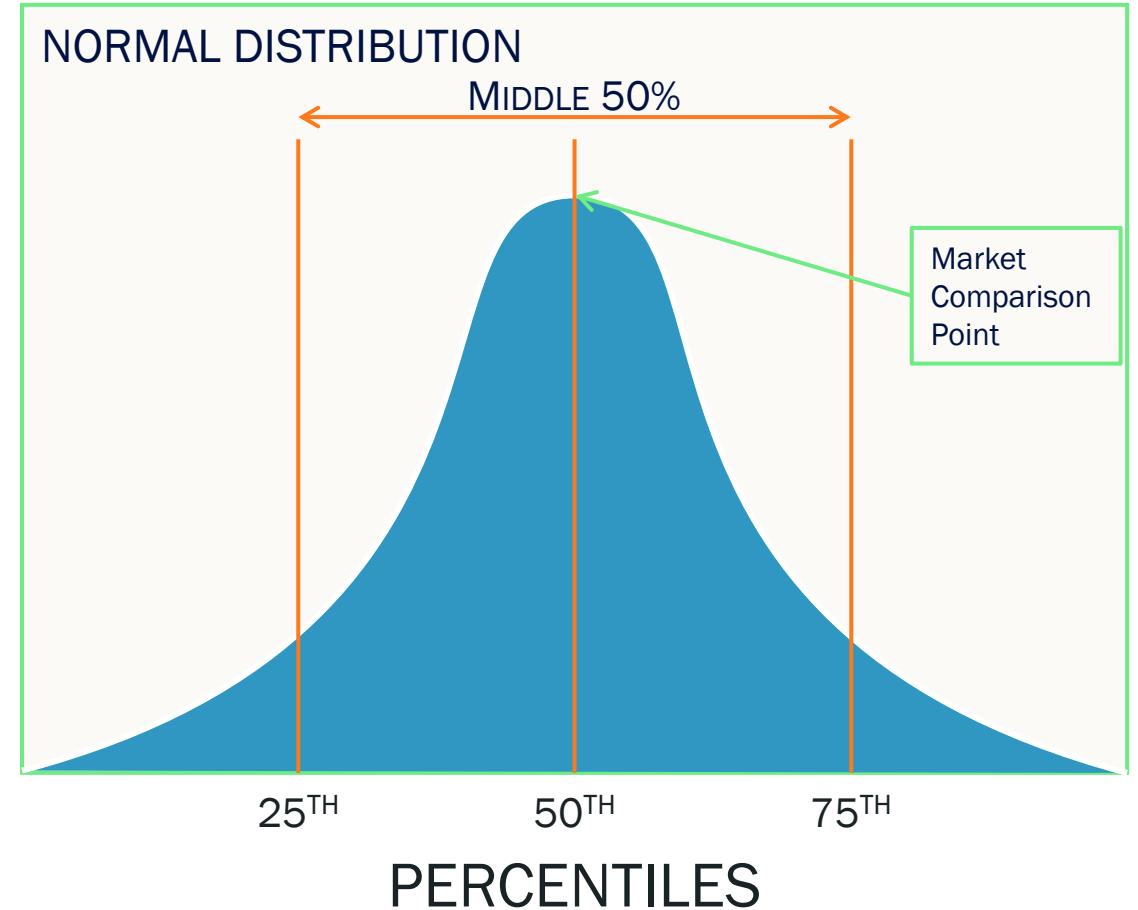
- Casper College
- Central New Mexico Community College
- College of Southern Nevada
- College of Western Idaho
- Davis Technical College
- Dine College
- El Paso Community College
- Flathead Valley Community College
- Laramie County Community College
- Lubbock Christian University
- Mohave Community College
- Mountainland Technical College
- Nevada State University
- New Mexico State University Main Campus
- North Idaho College
- Northland Pioneer College
- Northwest College
- Ogden-Weber Technical College
- Red Rocks Community College
- Snow College
- University of New Mexico Main Campus
- University of Texas Permian Basin
- University of the Southwest
- Western New Mexico University
- Yavapai College

Peer Characteristics

- Any in-state
- Regional
 - Public, Associates-focused
 - Similar student count

Market Analysis

- Anchor to median (or average)
- Benchmark by rank and discipline
- Age data
 - Aged annually at 2.4%
- Summarize base salary market percentiles



Base Salary Compared to Market 50th Percentile Base Salary – CUPA, 4-Digit



Update Pay Structure

<i>Degree</i>	<i>Rank</i>	<i>Minimum</i>	<i>Midpoint</i>	<i>Maximum</i>	<i>Range Spread</i>
Associates	Instructor	\$62,613	\$73,863	\$85,113	35.9%
Bachelors	Instructor	\$64,897	\$76,147	\$87,397	34.7%
Masters	Instructor	\$67,252	\$78,502	\$89,752	33.5%
MSN	Assistant Professor	\$75,663	\$86,913	\$98,163	29.7%
Terminal	Assistant Professor	\$78,351	\$89,601	\$100,851	28.7%
Associates	Assistant Professor	\$67,946	\$77,696	\$87,446	28.7%
Bachelors	Assistant Professor	\$71,183	\$80,933	\$90,683	27.4%
Masters	Assistant Professor	\$74,555	\$84,305	\$94,055	26.2%
MSN	Associate Professor	\$83,523	\$93,273	\$103,023	23.3%
Terminal	Associate Professor	\$86,408	\$96,158	\$105,908	22.6%
Associates	Associate Professor	\$75,882	\$83,382	\$90,882	19.8%
Bachelors	Associate Professor	\$79,356	\$86,856	\$94,356	18.9%
Masters	Associate Professor	\$82,975	\$90,475	\$97,975	18.1%
MSN	Professor	\$97,445	\$104,945	\$112,445	15.4%
Terminal	Professor	\$99,586	\$107,086	\$114,586	15.1%
Associates	Professor	\$85,674	\$90,924	\$96,174	12.3%
Bachelors	Professor	\$90,460	\$95,710	\$100,960	11.6%
Masters	Professor	\$95,497	\$100,747	\$105,997	11.0%

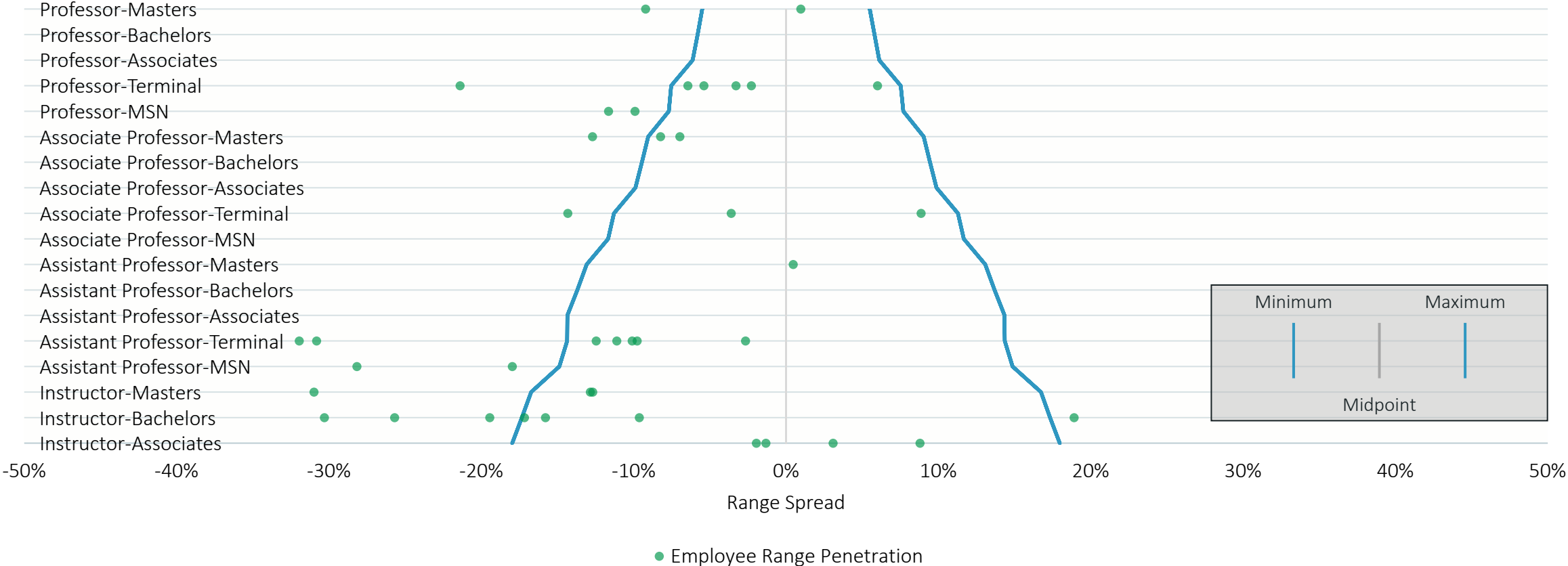
- Blended with CUPA, NM Department of Higher Ed, and AAUP
- Updated existing salary structure
- Retained number of steps
- Recommend increase step value from \$1,050 to \$1,500
- Designed four pay structures based on national discipline differential data
 - Tier A – 90%
 - Tier B – 100% (displayed)
 - Tier C – 115%
 - Tier D – 140%

Salary Structure Tiers

<i>Structure Tier</i>	<i>Tier Differential</i>	<i>Number of Disciplines</i>	<i>Discipline Examples</i>
Tier A	90%	4	English History Welding
Tier B	100%	13	Biology Mathematics Psychology
Tier C	115%	5	Business Computer Science Nursing
Tier D	140%	1	Oil and Gas

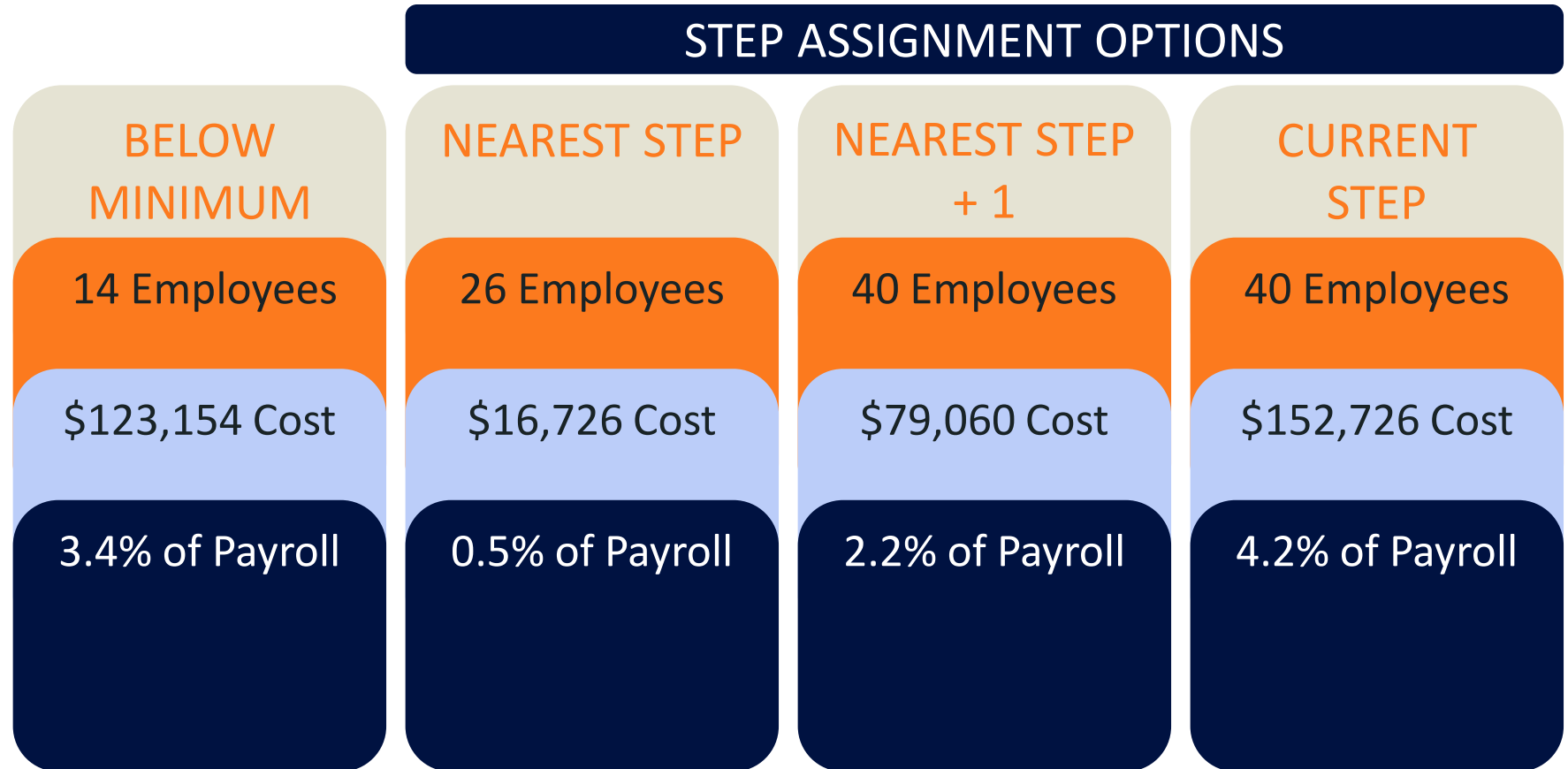
- CBIZ created a tier system for differentiating pay by discipline based on broad market trends
- SENMC currently accounts for higher paying disciplines through “market adjustments”
 - Separate from base salary
- CBIZ believes it is important to account for market differences by discipline. Both models accomplish this goal

Employee Range Penetration – CBIZ Approach

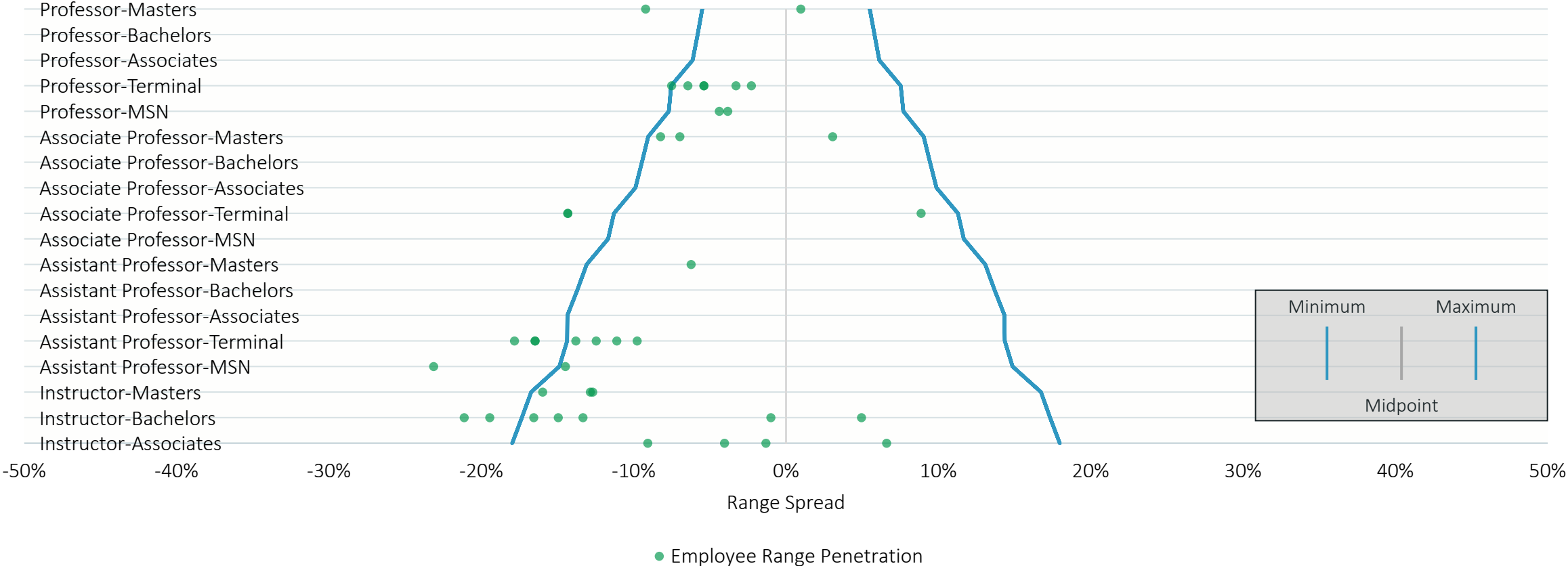


Financial Impact Analysis – CBIZ Approach (Tiers)

- Faculty are assigned to structure tiers by discipline
- CBIZ compared faculty base salary plus market adjustments to ranges
 - Evaluate below minimum
 - Assign faculty to step

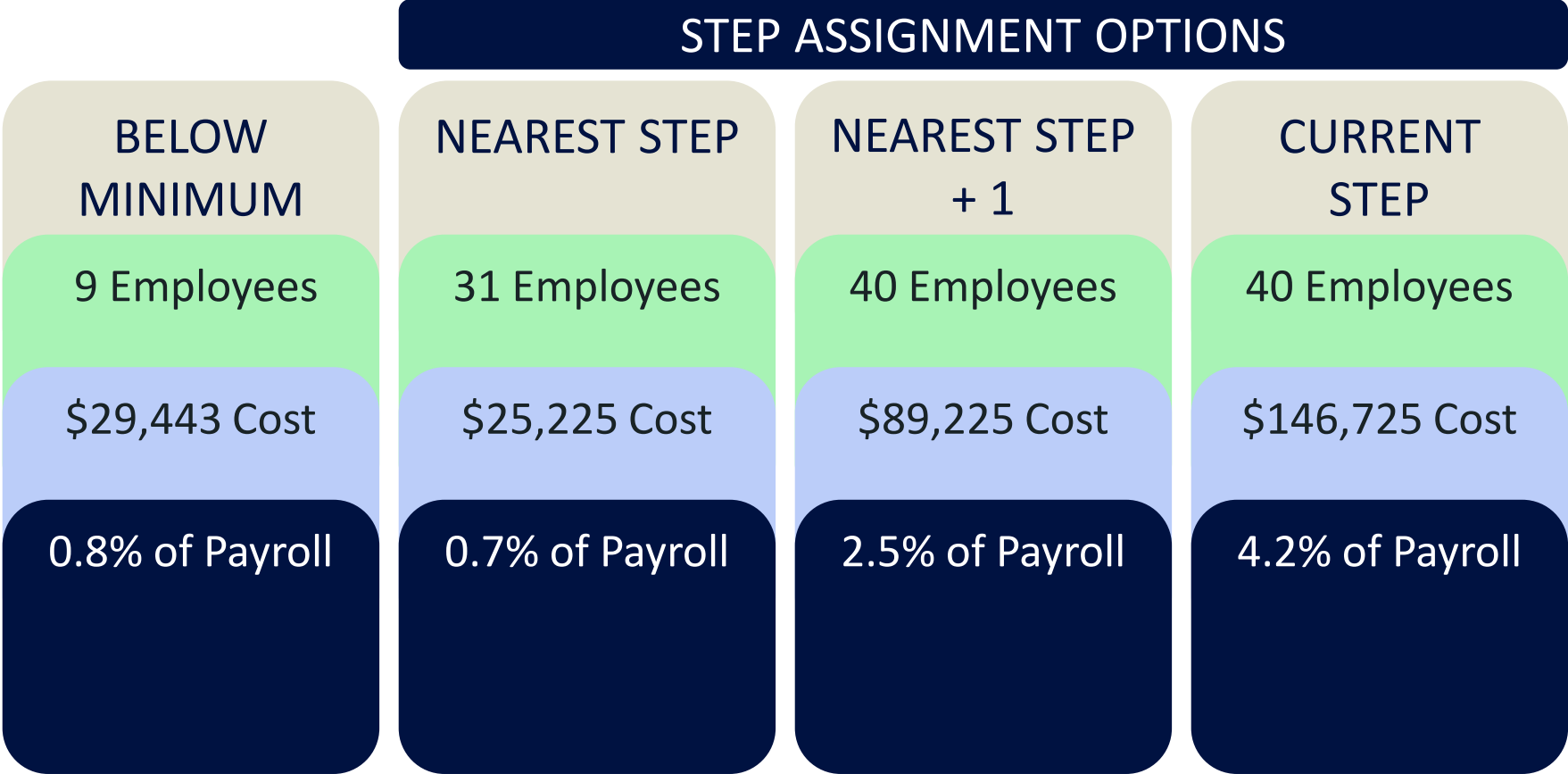


Employee Range Penetration – Current Approach



Financial Impact Analysis – Current Approach (Market Adjustments)

- Faculty are assigned to one structure
- CBIZ compared faculty base salary to ranges only
 - Evaluate below minimum
 - Assign faculty to step
- Faculty receive additional market adjustment based on discipline



Recommendations



Salary Actions

ADOPT THE PROPOSED PAY STRUCTURE & CLASSIFICATIONS

- The pay structure is designed to match market dynamics across a range of salary levels.
- The job classifications represent a combination of market and internal equity adjustments where needed.

INCREASE ALL TO RANGE MINIMUM

- The range minimum represents the level at which entry-level pay can be considered market-competitive.
- Implementation of the compensation plan should occur uniformly across all positions to avoid pay equity issues.

ALIGN EMPLOYEE PAY TO UPDATED STEPS

- With the update to the salary structure, step values have changed. Step assignments should be considered from the previously recommended options.

Annual Salary Planning

- Budget for market competitive salary increases
- Adjust structures annually to ensure:
 - The new compensation system remains competitive for years to come
 - Minimums stay competitive to the market
 - Maximums stay appropriate
- CBIZ will provide salary structure update factors for up to five years
- CBIZ tracks data associated with cost of labor, not cost of living, changes

CBIZ
721 Emerson Rd., Suite 400
St. Louis, Missouri 63141

August 16, 2022

Ms. Jane Doe
Human Resources Director
ABC Co
555 Main Street
St. Louis, MO 63141

Dear Jane:

This letter documents our annual recommendations regarding salary structure updates and salary increase budgets. The current labor market is leading to accelerated wage growth. We will first share our commentary on the current labor market and then address the sources and rationale for our annual recommendations, which are highlighted in the below table.

Recommendations	
Structure Update:	5.5%
Salary Increase Budget:	6.5% - 6.5%

Market Commentary

The US Bureau of Labor Statistics provides insightful data regarding the current labor market. The following economic indicators help document the current conditions:

- Job Openings¹: 10.7 million
- Unemployed Persons²: 5.9 million
- Voluntary Exits (Quits)³: 4.2 million
- Consumer Price Index³: 9.1%

The number of job opening in the labor market is at an all-time high and comparing the number of jobs openings to unemployed persons shows that there are 1.8 jobs available to each unemployed person. The voluntary exits or "Quits" data is near record levels and well above pre-pandemic trends, lending credence to the "Great Resignation" moniker. These data points taken together indicate a labor market in which candidates have greater bargaining power and will likely result in accelerated wage growth. Finally, significant inflation has become harder to ignore, leading to another driver of rising salary increases.

Structure Update

Adjusting your salary structure annually will help ensure that your salary range minimums remain competitive to the market and that your salary range maximums remain appropriate. This is an annual best practice, but is only a short term fix as jobs move in the labor market differently from the overall labor market. Some jobs might be considered "hot

¹ Job Openings and Labor Turnover Summary, June 2022. [Job Openings and Labor Turnover Summary - Results \(bls.gov\)](#)
² Employment Situation Summary, June 2022. [Employment Situation Summary - Results \(bls.gov\)](#)
³ Consumer Price Index Summary, June 2022. [Consumer Price Index Summary - Results \(bls.gov\)](#)

2022 Results (bls.gov)

Staff Update

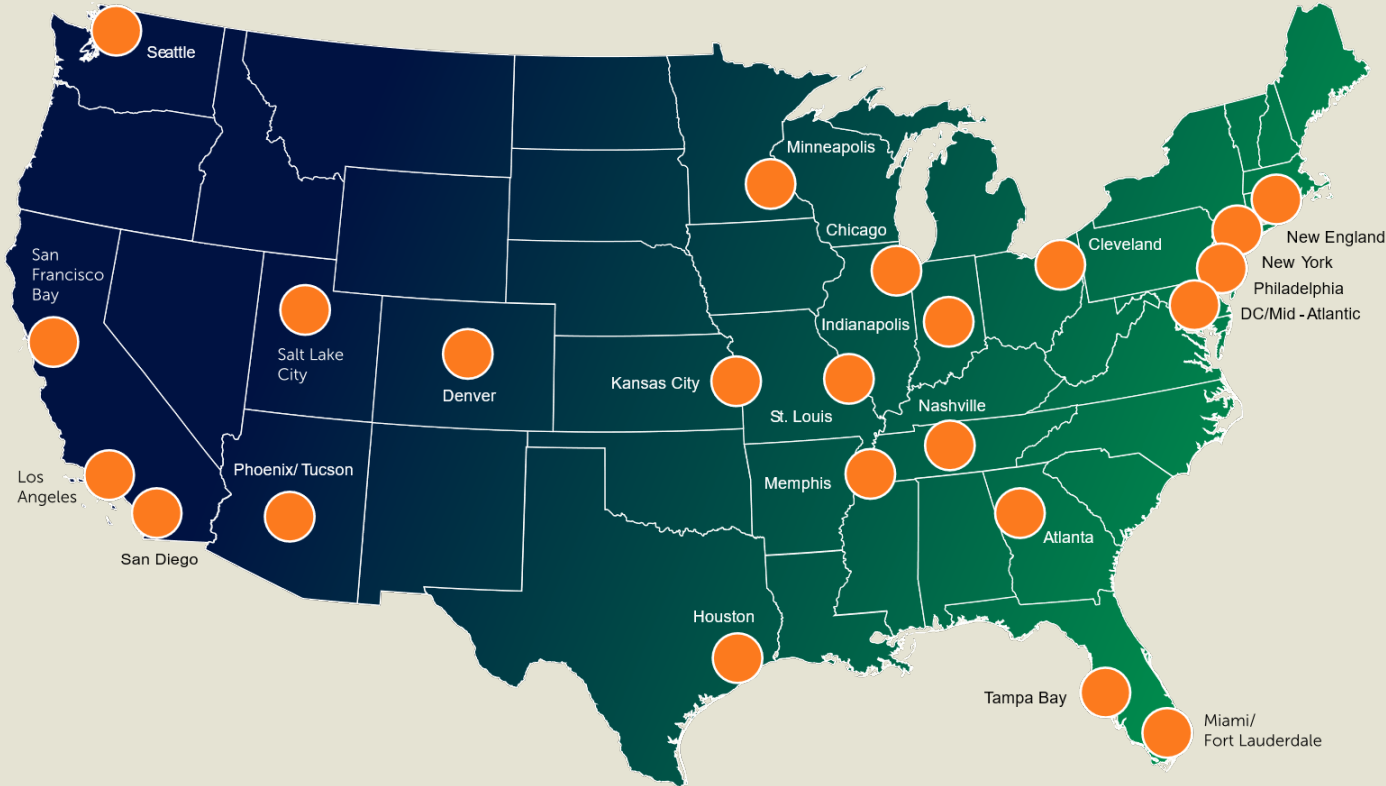
- In process of reviewing market and formalizing preliminary recommendations for staff compensation system
 - Compare market data to current compensation
 - Evaluate need for update or redesign of salary structure
 - Calculate plan implementation costs
 - Benefits and total compensation analysis
- Planning to present staff recommendations to the Board on June 8th



Questions

About CBIZ

23 Major Markets



\$2.8B
In Revenue

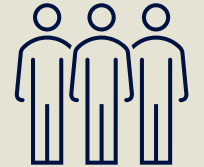
120
Workplace
Awards
In 2025



140+
Offices



9.5K+
Team members



135K+
Clients



CBIZ Services

Accounting

- International Capabilities
- Audit, Review & Other Attest Services*
- Outsourced Accounting
- Transaction Services



Tax

- Tax Compliance
- Tax Consulting
- Tax Controversy
- Private Client Services
- International Tax
- State & Local Tax



Advisory

- **Compensation Solutions**
- Transaction Advisory Services
- Risk Advisory Services
- Forensic Consulting & Litigation Advisory
- Financial Accounting & Advisory
- Valuation
- Human Capital Management



Benefits

- Benefits Consulting
- Total Rewards Data Analytics
- Employee Experience Consulting
- Retirement Plan Consulting
- Actuarial Services
- Benefits Administration



Insurance

- Property & Casualty
- Risk Management Services
- Alternative Risk Solutions
- Program & Specialty Insurance
- Individual Insurance



Technology

- Cloud & Infrastructure Solutions
- Managed IT Services
- Cybersecurity, GRC & DFIR Services
- Enterprise Performance & Technology
- Strategic IT Consulting
- Emerging Technology



Year	Capital Projects (in priority order)	Funding	Bond funds availability	Estimated cost	Description
2025-2027	Trades x Technologies Building <i>HED approved with contingencies 4-9-2025</i>	\$10 million Permian Strategic Partnership, \$5 million General Obligation Bond, \$600,000 Capital Outlay, \$125,000 ExxonMobil, College	July 2025	\$41,230,543	New facility to house new programs in Electrical, Oil and Gas, and Radiologic Control Technology, as well as expanded space for current Industrial Maintenance and Natural Gas programs. Includes indoor shop spaces, adjacent outdoor training spaces, simulator spaces, combined classroom/lab spaces for Instrumentation and Programmable Logic Controllers training, computer lab, testing space, and offices.
2026-2028	Main Building Entryway and Welcome Center	College/State GO Bond	July 2027	\$5 million	Change will provide a clear public entrance to the Main Building, complementing the new parking lot and creating a welcome center/one-stop admissions student services area.
2026-2028	Specialized Driving Training Range (land and facility)	Severance Tax Bond/College	July 2027	\$5 million \$2.1 million	Specialized driving range facility (CDL, First Responder emergency vehicle safety training, motorcycle safety training) with classrooms, office, storage, simulator, and kitchenette located on the southeast corner of campus.
2027-2029	STEPS Academy and Planetarium (Community Outreach/Early Childhood Education Center)	State GO Bond/College	July 2029	\$20 million \$42 million	Community education and early childhood education with a STEM focus and planetarium. \$5 million committed from reserves contingent upon match.
2028-2030	On Campus Dining Hall	College	N/A	\$20 million	For preparing and serving meals for our students (including Early College) and employees.
2028-2030	On Campus Residence Hall	College	N/A	\$30 million	The community, which provides the vast majority of our funding, has expressed its interest in a residential life program
2029-2030	Early College Classroom Building & renovation of current Early College space	College/Local/State	July 2029	\$30 million	Early College Classroom Building for future Early College growth and renovation of current Early College space for expanded Allied Health programming.
TBD	Adjacent property purchase(s)	College	N/A	TBD	Land for future expansion.

Southeast New Mexico College
Quarterly Financial Action Report and Certification
May 11, 2026

- Quarterly Financial Action Report and Certification

Recommended Action: Approve

Quarterly Financial Actions Report

College Name: Southeast New Mexico College

Fiscal year: 2026

Date: 5/11/26

Period (check one)

Quarter 1 Quarter 2 Quarter 3 Quarter 4

During the period of time covered by this report; did your institution:

- (1) Request an advance of state subsidy? Yes No
- (2) Fail to make its required payments, as scheduled, to appropriate retirement system(s)? Yes No
- (3) Fail to make its payroll payments, as scheduled? Yes No
- (4) Fail to make its scheduled debt service payments? Yes No
- (5) Fail to make payments to vendors, as scheduled, due to a cash deficiency or a substantial deficiency in the payment processing system? Yes No
- (6) Relative to the original fiscal year budget, experience any significant actual or anticipated financial changes that are not reflected in a submitted Budget Adjustment Request (BAR). Significant financial changes refers to fiscal activity that will result in a substantially reduced year-end fund balance or any increase in a fund balance deficit. Yes No

If the answer to any of the above questions is "Yes," please describe in a separate document:

- (i) the reason for the occurrence,
- (ii) the actions taken by your institution to resolve this particular occurrence, and
- (iii) the actions taken by your institution to prevent events such as this from occurring again.

In addition, if the answer to number 6 is "Yes," please describe in a separate document the nature of the financial changes and describe and assess the impact that the changes will have on your institution's planned year-end financial position.

**New Mexico Higher Education Department
Institutional Finance Division
Quarterly Financial Certification Report Template**

Please complete and sign the following Financial Certification Report and submit with the Quarterly Financial Actions Report.

To the best of my knowledge, I certify that the information provided in the attached Financial Actions Report for the:

1st 2nd 3rd 4th Quarter, FY 26

is correct as of the signature dates noted below, and that

College Name: Southeast New Mexico College

has a functioning financial accounting system that captures assets, liabilities, revenues, and expenditures on a timely basis, and the Governing Board receives timely notification of any significant actual or projected variances between budgeted and actual revenues and expenditures.

	5/11/2026
<hr/>	
(Name) Board Chair, Board Co-Chair, or Certified Designee	Date
	5/11/2026
<hr/>	
(Name) President	Date
	5/11/2026
<hr/>	
(Name) Chief Financial Officer	Date

**Southeast New Mexico College
Quarterly Investment Report
May 11, 2026**

- Quarterly Investment Report

Recommended Action: Discussion

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

The attached investment report details the investments held by Southeast New Mexico College as of March 31, 2026. This is for the third quarter of the fiscal year and covers the period from January 1, 2026, to March 31, 2026. The college followed its investment policy and applicable state law as of that date.

Investments owned by Southeast New Mexico College are either federally insured, maintain pledged securities, invested in high grade commercial paper or government securities including treasury notes and bills.

The total market value of the college's investments that are invested in either a Certificate of Deposit (CD), Money Market (MM), checking account or other investments as of March 31, 2026, is \$253,111,483 of which \$177,964,250 resides with CNB and CNB Wealth Management while \$75,147,233 resides with PFM.

The weighted average yield of the portfolio was 2.21% as of March 31, 2026.

This report meets the requirements of the Public Funds Investment Act and the Southeast New Mexico College Investment Policy.

**SOUTHEAST NEW MEXICO COLLEGE
SCHEDULE OF INVESTMENTS
FOR QUARTER ENDED MARCH 31, 2025**

<u>Description</u>	<u>Type</u>	<u>Yield</u>	<u>Maturity</u>	<u>Cost Basis</u>	<u>FMV</u>		<u>Sales/ Withdrawals</u>	<u>Additions/ Purchases</u>	<u>Total</u>	<u>FMV</u>	<u>Interest</u>
					<u>1/1/2026</u>	<u>Maturities</u>			<u>Accrued Interest</u>		<u>Accrued</u>
									<u>Deposited</u>	<u>3/31/2026</u>	<u>In Quarter</u>
CNB Checking Account	Checking Acct		N/A	-							-
CNB Intra Fi	Sweep Acct	0.75%	N/A	-	102,359,902	-		22,055,552	171,200	124,586,654	171,200
CNB Wealth Management (ICS)	Money Market	2.74%	N/A	-	334,510	-			938	335,448	938
CNB Cash Account	Cash	2.74%	N/A		324,772		(1,766,162)	3,250,000	9,198	1,817,808	9,198
PFM	Money Market	3.58%	N/A		-			75,000,000	147,233	75,147,233	147,233
Amerant Bank National	CD	3.80%	3/26/2029		-			250,000		250,000	-
American Bank Freedom	CD	3.61%	12/17/2027		250,000					250,000	-
American Commercial Bank & Trust	CD	3.65%	6/14/2027		250,000				2,250	252,250	2,250
Associated Bank Natl Assn Groon	CD	3.74%	12/24/2026		250,000					250,000	-
Banc of California	CD	3.74%	12/11/2026		250,000					250,000	-
Bank Hapoalim B M New York	CD	3.74%	6/16/2027		250,000					250,000	-
Bank New England	CD	3.74%	12/17/2026		250,000				2,312	252,312	2,312
Bank New York Mellon Corp	CD	3.74%	12/17/2026		250,000					250,000	-
Bank of America	CD	3.70%	6/14/2027		250,000					250,000	-
Bank of China	CD	3.80%	6/15/2026		250,000					250,000	-
Bank Orient San Francisco	CD	3.85%	6/18/2026		250,000					250,000	-
BankPlus Belzoni	CD	3.80%	8/14/2026		250,000					250,000	-
BMW Bank North America	CD	3.70%	3/12/2027		250,000					250,000	-
BNY Mellon NA	CD	3.66%	12/17/2028		250,000					250,000	-
CFBank Natl Assn	CD	3.74%	1/19/2027		250,000				2,312	252,312	2,312
City National Bank Los Angeles	CD	3.85%	8/12/2027		-			250,000		250,000	-
CIVISTA Bank	CD	3.75%	5/22/2026		250,000					250,000	-
Clear Fork Bank	CD	3.70%	12/17/2026		250,000					250,000	-
CNB - Eddy County	CD	2.00%	3/24/2030		250,000					250,000	-
Country Bank	CD	3.70%	12/15/2026		250,000				2,281	252,281	2,281
Credit Human Fed Cr Union	CD	3.73%	12/18/2030		250,000				2,281	252,281	2,281
Dollar Bank Fed Svgs	CD	3.65%	12/11/2026		250,000					250,000	-
Dort Finl Credit Union	CD	3.75%	12/20/2027		250,000				1,050	251,050	1,050
Everbank	CD	3.80%	6/15/2026		250,000					250,000	-
Farmers & Merchants Bank	CD	3.92%	12/16/2030		250,000				2,404	252,404	2,404
FFB Bank Fresno California	CD	3.74%	12/16/2026		250,000					250,000	-
First Bank Highland	CD	3.74%	6/21/2027		250,000					250,000	-
First Commerce Bancorp	CD	3.70%	12/15/2027		250,000				2,281	252,281	2,281
First Ctzn Community Bank	CD	3.79%	9/14/2026		250,000					250,000	-
First Fed Svgs & Loan	CD	3.70%	12/17/2027		250,000					250,000	-
First Finl Bank	CD	3.63%	12/24/2029		250,000				1,529	251,529	1,529
First Gty Bank	CD	4.05%	12/16/2030		250,000					250,000	-
First Mo St Bank	CD	3.70%	12/18/2026		250,000					250,000	-
First National Bank & Trust	CD	3.65%	12/18/2026		250,000					250,000	-
First St Bank Decatur	CD	3.75%	6/17/2026		250,000					250,000	-
First Westn Trust Bank	CD	3.74%	12/24/2026		250,000				2,312	252,312	2,312
Flagship Bank	CD	3.75%	12/15/2026		250,000					250,000	-
Goldman Sachs Bank	CD	3.81%	12/16/2030		250,000					250,000	-
Granite Bank Cold	CD	3.80%	6/18/2026		250,000					250,000	-
Hingham Instn Savings	CD	3.70%	12/11/2026		250,000					250,000	-
Home Fed Savings & Loan	CD	3.65%	12/17/2027		250,000					250,000	-
Industrial & Coml	CD	3.75%	6/12/2026		250,000					250,000	-

Investar Bank Natl	CD	3.70%	12/23/2026	250,000				2,281	252,281	2,281
JP Morgan Chase	CD	4.00%	12/23/2030	250,000					250,000	-
JP Stone Bank - Eddy County	CD	2.00%	3/26/2028	-			250,000		250,000	
Kearny Bank Natl	CD	3.85%	4/1/2026	-			250,000		250,000	-
KS Bank Inc	CD	3.85%	3/24/2026	250,000	(250,000)			2,373	2,373	2,373
Lending Club Bank	CD	3.75%	2/12/2027				250,000		250,000	
Luana Savings Banks	CD	3.56%	12/10/2030	250,000					250,000	-
Mason City Natl Bank	CD	3.65%	12/10/2027	250,000					250,000	-
Merchants Bank	CD	3.85%	3/13/2026	250,000	(250,000)			2,321	2,321	2,321
Merrick Bank South	CD	3.74%	12/11/2026	250,000				2,312	252,312	2,312
Milestone Bank Salt	CD	3.62%	12/19/2028	250,000					250,000	-
Monroe Fed Svgs	CD	3.91%	12/14/2029	250,000				2,404	252,404	2,404
Morgan Stanley Bank	CD	3.86%	12/10/2030	250,000					250,000	-
Morgan Stanley Private Bank	CD	3.86%	12/10/2030	250,000					250,000	-
Neighborhood Natl	CD	3.61%	6/30/2028	250,000				2,219	252,219	2,219
Northeast Bank	CD	3.74%	12/16/2026	250,000					250,000	-
Oakstar Bank	CD	3.74%	12/24/2026	250,000				2,312	252,312	2,312
Optum Bank Draper	CD	3.83%	3/25/2030	-			250,000		250,000	
Pacific Alliance Bank	CD	3.65%	12/10/2026	250,000				2,250	252,250	2,250
Park St Bank	CD	3.80%	4/13/2026	250,000					250,000	-
PCB Bank	CD	3.85%	6/18/2026	250,000					250,000	-
Popular Bank	CD	3.65%	12/17/2027	250,000				2,250	252,250	2,250
Preferred Bank	CD	3.85%	6/17/2026	250,000					250,000	-
Sallie Mae Bank	CD	3.90%	12/10/2030	250,000					250,000	-
Southstate Bank National	CD	3.80%	6/10/2026	250,000					250,000	-
State Bank India	CD	3.85%	6/11/2026	250,000					250,000	-
State Bank India New	CD	3.90%	12/16/2030	250,000					250,000	-
Texas Exchange Bank	CD	3.76%	12/19/2029	250,000				2,312	252,312	2,312
Third Fed Svgs & Loan	CD	3.77%	12/19/2030	250,000					250,000	-
UBS Bank USA	CD	3.81%	12/17/2030	250,000				2,342	252,342	2,342
United Community	CD	3.61%	12/17/2027	250,000				2,219	252,219	2,219
United Rep Bank	CD	3.70%	5/24/2027	250,000				2,281	252,281	2,281
United Roosevelt	CD	3.70%	1/19/2027	250,000				2,312	252,312	2,312
Versabank USA	CD	3.81%	12/17/2030	250,000					250,000	-
Wafd Bank	CD	3.75%	9/10/2026	250,000					250,000	-
Webster Bank	CD	3.85%	3/10/2026	250,000	(250,000)			2,373	2,373	2,373
Wells Fargo	CD	3.74%	12/11/2026	250,000					250,000	-
Western Bank Artesia - Eddy County	CD	1.90%	3/26/2027	-			250,000		250,000	
Western Commerce Bank - Eddy County	CD	2.10%	3/25/2029	-			250,000		250,000	
Zions	CD	3.79%	9/17/2026	250,000					250,000	-
US Treasury	Treasury Notes & Bonds	3.40%	2/29/2028	-			249,559		249,559	
US Treasury	Treasury Notes & Bonds	3.50%	11/15/2028	7,126,260					7,126,260	-
US Treasury	Treasury Notes & Bonds	3.84%	12/31/2029	7,803,281					7,803,281	-
US Treasury	Treasury Notes & Bonds	3.95%	7/31/2030	7,838,096			155,000		7,993,096	155,000
US Treasury	Treasury Notes & Bonds	3.74%	12/31/2030	8,246,133					8,246,133	-
Adj 3/31/2026									441	
				\$ 152,532,953	\$ (750,000)	\$ (1,766,162)	\$ 102,555,111	\$ 539,140	\$ 253,111,483	539,140

Weighted Average Yield 2.21%

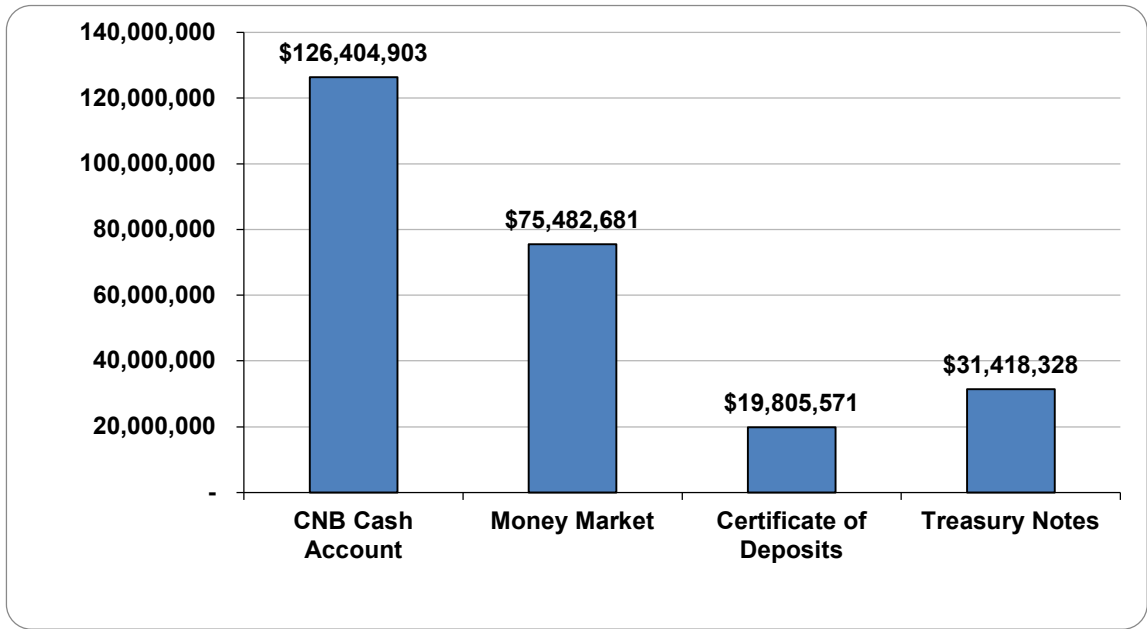
Weighted Average Days to Maturity 227.62

CNB 177,964,250

PFM 75,147,233

**SOUTHEAST NEW MEXICO COLLEGE
TYPES OF INVESTMENTS
FOR QUARTER ENDED MARCH 31, 2025**

	Fair Market Value	%	Weighted Average Yield
CNB Cash Account	126,404,903	49.94%	
Money Market	75,482,681	29.82%	
Certificate of Deposits	19,805,571	7.82%	
Treasury Notes	31,418,328	12.41%	
\$	253,111,483	100.00%	2.21%



**SOUTHEAST NEW MEXICO COLLEGE
WEIGHTED AVERAGE DAYS TO MATURITY
FOR QUARTER ENDED MARCH 31, 2025**

	Fair Market Value	Weight	Weighted Average Days to Maturity
Checking Acct	\$ -	0.00%	0
Sweep Acct	\$ 124,586,654	49.22%	1
Money Market	\$ 335,448	0.13%	1
Cash	\$ 1,817,808	0.72%	1
Money Market	\$ 75,147,233	29.69%	1
CD	\$ 250,000	0.10%	1091
CD	\$ 250,000	0.10%	626
CD	\$ 252,250	0.10%	440
CD	\$ 250,000	0.10%	268
CD	\$ 250,000	0.10%	255
CD	\$ 250,000	0.10%	442
CD	\$ 252,312	0.10%	261
CD	\$ 250,000	0.10%	261
CD	\$ 250,000	0.10%	440
CD	\$ 250,000	0.10%	76
CD	\$ 250,000	0.10%	79
CD	\$ 250,000	0.10%	136
CD	\$ 250,000	0.10%	346
CD	\$ 250,000	0.10%	992
CD	\$ 252,312	0.10%	294
CD	\$ 250,000	0.10%	499
CD	\$ 250,000	0.10%	52
CD	\$ 250,000	0.10%	261
CD	\$ 250,000	0.10%	1454
CD	\$ 252,281	0.10%	259
CD	\$ 252,281	0.10%	1723
CD	\$ 250,000	0.10%	255
CD	\$ 251,050	0.10%	629
CD	\$ 250,000	0.10%	76
CD	\$ 252,404	0.10%	1721
CD	\$ 250,000	0.10%	260
CD	\$ 250,000	0.10%	447
CD	\$ 252,281	0.10%	624
CD	\$ 250,000	0.10%	167
CD	\$ 250,000	0.10%	626
CD	\$ 251,529	0.10%	1364

CD	\$	250,000	0.10%	1721
CD	\$	250,000	0.10%	262
CD	\$	250,000	0.10%	262
CD	\$	250,000	0.10%	78
CD	\$	252,312	0.10%	268
CD	\$	250,000	0.10%	259
CD	\$	250,000	0.10%	1721
CD	\$	250,000	0.10%	79
CD	\$	250,000	0.10%	255
CD	\$	250,000	0.10%	626
CD	\$	250,000	0.10%	73
CD	\$	252,281	0.10%	267
CD	\$	250,000	0.10%	1728
CD	\$	250,000	0.10%	726
CD	\$	250,000	0.10%	1
CD	\$	2,373	0.00%	-7
CD	\$	250,000	0.10%	318
CD	\$	250,000	0.10%	1715
CD	\$	250,000	0.10%	619
CD	\$	2,321	0.00%	-18
CD	\$	252,312	0.10%	255
CD	\$	250,000	0.10%	994
CD	\$	252,404	0.10%	1354
CD	\$	250,000	0.10%	1715
CD	\$	250,000	0.10%	1715
CD	\$	252,219	0.10%	822
CD	\$	250,000	0.10%	260
CD	\$	252,312	0.10%	268
CD	\$	250,000	0.10%	1455
CD	\$	252,250	0.10%	254
CD	\$	250,000	0.10%	13
CD	\$	250,000	0.10%	79
CD	\$	252,250	0.10%	626
CD	\$	250,000	0.10%	78
CD	\$	250,000	0.10%	1715
CD	\$	250,000	0.10%	71
CD	\$	250,000	0.10%	72
CD	\$	250,000	0.10%	1721
CD	\$	252,312	0.10%	1359
CD	\$	250,000	0.10%	1724
CD	\$	252,342	0.10%	1722
CD	\$	252,219	0.10%	626

CD	\$	252,281	0.10%	419
CD	\$	252,312	0.10%	294
CD	\$	250,000	0.10%	1722
CD	\$	250,000	0.10%	163
CD	\$	2,373	0.00%	-21
CD	\$	250,000	0.10%	255
CD	\$	250,000	0.10%	360
CD	\$	250,000	0.10%	1090
CD	\$	250,000	0.10%	170
Treasury Notes & Bonds	\$	249,559	0.10%	700
Treasury Notes & Bonds	\$	7,126,260	2.82%	960
Treasury Notes & Bonds	\$	7,803,281	3.08%	1371
Treasury Notes & Bonds	\$	7,993,096	3.16%	1583
Treasury Notes & Bonds	\$	8,246,133	3.26%	1736
	0 \$	441	0.00%	0
Total	\$	253,111,483	100.00%	

Weighted Average Days to Maturity

Southeast New Mexico College
Business Office Reports
May 11, 2026

- Business Office Report Narrative
- Business Office Report - Budget to Actual Comparison
- Balance Sheet as of 3/31/2026
- Income Statement as of 3/31/2026

Recommended Action: Discussion

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

Date: May 11, 2026

To: SENMC Board of Trustees

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

Subject: Business Office Budget Report for the month ending March 31, 2026

Statement of Revenue and Expenditures

The statement of Revenue and Expenditures provides the Board of Trustees with a monthly snapshot in time as of 3/31/2026. 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.

To provide greater transparency and align with best practices in financial reporting, the Budget to Actual report has been updated to reflect a balanced budget format in which total revenues equal total expenditures. Based on current projections, the institution anticipates transferring \$9,592,521 to reserves. This adjustment ensures that excess revenues are formally recognized as planned reserves rather than appearing as an unallocated surplus.

A Budget Adjustment Request (BAR) was provided to the state to realign projected revenues with projected expenditures and restore a balanced position consistent with the updated reporting structure. The "Revised Budget" column has been updated accordingly.

Balance Sheet

The Balance Sheet has been updated to focus on fiscal years 2025 and 2026, as fiscal year 2024 actively rolled into the FY25 beginning balances to provide a clearer, forward-looking financial position. This presentation allows for a more streamlined view of current performance and projected outcomes.

Based on current projections, the institution anticipates a fund balance of \$184,867,771 for FY25 – an increase of \$15,619,677 from FY24 fund balance. Looking ahead, FY26 is trending positively, with a projected year-end fund balance of \$204,288,969 if current conditions remain consistent. Overall, the institution's financial position remains strong with stable growth in reserves and a favorable outlook for the close of FY26.

Income Statement

The income statement provides a snapshot of revenue and expense as of 3/31/2026.

Budget to Actual Comparison

SOUTHEAST NEW MEXICO COLLEGE
FOR THE EIGHT MONTHS ENDED MARCH 31, 2026

	Year-To-Date		Projected Full Year			
	Proportional Budget	Actual	Beginning Budget	Revised Budget	Projection	Variance
Revenues						
Tuition and Fees	\$ 578,179	\$ 566,591	\$ 680,202	\$ 642,421	\$ 642,421	-
State Appropriations	\$ 3,736,448	\$ 3,071,126	\$ 5,838,200	\$ 5,838,200	\$ 5,838,200	-
Local Taxes	\$ 29,349,350	\$ 33,956,456	\$ 35,000,000	\$ 43,805,000	\$ 43,805,000	-
Other Source Revenue	\$ 119,766	\$ 128,271	\$ 1,800	\$ 166,242	\$ 166,242	-
Interest	\$ 1,440,000	\$ 473,552	\$ 750,000	\$ 2,000,000	\$ 2,000,000	-
Auxiliary - Bookstore	\$ 165,700	\$ 236,693	\$ 375,000	\$ 230,000	\$ 230,000	-
Auxiliary - Health Clinic	\$ 1,120	\$ 1,868	\$ 25,000	\$ 2,000	\$ 2,000	-
Grants	\$ 1,918,239	\$ 948,644	\$ 3,425,426	\$ 3,425,426	\$ 3,425,426	-
Transfers In	\$ -	\$ 699	\$ -	\$ 307	\$ 307	-
Total Revenues	\$ 37,308,801	\$ 39,383,899	\$ 46,095,628	\$ 56,109,596	\$ 56,109,596	\$ -
Expenditures						
Faculty Salaries	\$ 2,671,144	\$ 2,780,768	\$ 4,731,054	\$ 3,707,691	\$ 3,707,691	-
Professional Salaries	\$ 3,825,849	\$ 3,982,862	\$ 5,202,210	\$ 5,310,483	\$ 5,310,483	-
Support Staff	\$ 2,049,102	\$ 2,133,197	\$ 2,934,883	\$ 2,844,262	\$ 2,844,262	-
Part Time Faculty Salaries	\$ 365,583	\$ 380,587	\$ 1,443,710	\$ 507,449	\$ 507,449	-
Student Salaries	\$ 199,256	\$ 207,433	\$ 249,020	\$ 276,578	\$ 276,578	-
Other Salaries	\$ 1,032,958	\$ 1,075,350	\$ 838,517	\$ 1,433,800	\$ 1,433,800	-
Fringes	\$ 3,611,206	\$ 3,759,410	\$ 6,615,017	\$ 5,012,547	\$ 5,012,547	-
Institutional Scholarships	\$ 522,314	\$ 536,463	\$ 725,000	\$ 725,000	\$ 725,000	-
Travel and Staff Development	\$ 216,130	\$ 249,023	\$ 699,024	\$ 300,000	\$ 300,000	-
Utilities	\$ 130,822	\$ 136,348	\$ -	\$ 181,587	\$ 181,587	-
Supplies and Expenses	\$ 7,165,283	\$ 7,435,173	\$ 5,288,779	\$ 9,945,795	\$ 9,945,795	-
Equipment	\$ 1,816,848	\$ 1,816,625	\$ 1,720,400	\$ 2,521,882	\$ 2,521,882	-
Construction	\$ 9,905,959	\$ 4,567,696	\$ -	\$ 13,750,000	\$ 13,750,000	-
Transfer to / from Reserves	\$ -	\$ -	\$ -	\$ 9,592,521	\$ 9,592,521	-
Total Expenditures	\$ 33,512,454	\$ 29,060,935	\$ 30,447,614	\$ 56,109,596	\$ 56,109,596	\$ -
Net Excess/(Deficit)	\$ 3,796,347	\$ 10,322,964	\$ 15,648,014	\$ 0	\$ 0	\$ -

SENM Balance Sheet-Rev CK

Southeast New Mexico College

Report Date: 3/31/2026

	2025	2026	Total
Balance Sheet			
Current Assets			
Cash and Cash Equivalents	\$153,376,122.95	\$15,212,709.09	\$168,588,832.04
Short Term Investments			
Receivables (Net of Allowance for Doubtful Accounts)	186,822.10	114,058.66	\$300,880.76
A/R Other	11,371,977.17	(2,063,318.45)	\$9,308,658.72
Interest Receivable			
Prepaid Expenses	1,887,830.63		\$1,887,830.63
Total Current Assets	166,822,752.85	13,263,449.30	180,086,202.15
Noncurrent Assets			
Other Long Term Investments			
Inventories Bookstore	164,037.00		\$164,037.00
Non Depreciable Capital Assets (Includes CIP)	5,112,542.90	8,076,434.83	\$13,188,977.73
Capital Assets (Net of Accumulated Depreciation)	27,193,976.64	3,091.56	\$27,197,068.20
SBITA (Net of Accumulated Depreciation)	119,767.97		\$119,767.97
Total Noncurrent Assets	32,590,324.51	8,079,526.39	40,669,850.90
Total Assets	199,413,077.36	21,342,975.69	220,756,053.05
Deferred Outflows			
Deferred Outflows - Pension Plan	13,649,375.00		13,649,375.00
Deferred Outflows - OPEB			
Total Deferred Outflows	13,649,375.00		13,649,375.00
Total Assets and Deferred Outflows	213,062,452.36	21,342,975.69	234,405,428.05

	2025	2026	Total
Liabilities and Deferred Inflows			
Current Liabilities			
Accounts Payable	(2,195,189.65)	(2,073,831.93)	(4,269,021.58)
Sales Tax Payable	6,214.14	6,376.49	12,590.63
Gift Certificates	(2,416.57)	7,493.59	5,077.02
Payroll Taxes Payable	20,504.33		20,504.33
Benefits Payable	4,024,872.36	2,810,046.99	6,834,919.35
Accrued Payroll	108,971.02		108,971.02
Payroll Clearing	(7,957.13)	535,178.31	527,221.18
Compensated Absences - Current	23,536.75		23,536.75
Financial Aid Payable	2,323,855.62	507,959.71	2,831,815.33
Institutional Funds			
Pension Liability			
Lease Liability (GASB 87)	65,980.00		65,980.00
Deferred Revenue	318,645.48	128,554.00	447,199.48
Deposits Payable			
Total Current Liabilities	4,687,016.35	1,921,777.16	6,608,793.51
Compensated Absences	367,210.95		367,210.95
SBITA Liability	58,496.12		58,496.12
Lease Liability (GASB 87)			
Pension Liability	19,834,907.00		19,834,907.00
OPEB Liability			
Total Noncurrent Liabilities	20,260,614.07		20,260,614.07
Total Liabilities	24,947,630.42	1,921,777.16	26,869,407.58
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	28,194,681.42	1,921,777.16	30,116,458.58
Net Position	184,867,770.94	19,421,198.53	204,288,969.47

Income Statement

	2025	2026	Total
Operating Revenues			
Tuition	508,674.50	477,743.00	986,417.50
Fees	92,349.80	134,874.50	227,224.30
Less: Discounts			
Less: Scholarship Allowance			
Total Tuition & Fees (Net of Discount)	601,024.30	612,617.50	1,213,641.80
Federal Grants and Contracts	4,976,859.00	572,048.53	5,548,907.53
State Grants and Contracts	627,609.38	124,164.45	751,773.83
Non Government Grants & Contracts		17,019.80	17,019.80
Sales and Services of Educational Activities			
Auxiliary Enterprises	224,217.80	342,031.03	566,248.83
Other Operating Revenues	336,342.75	254,163.01	590,505.76
Transfers In	1,836,354.30		1,836,354.30
Total Operating Revenues	8,602,407.53	1,922,044.32	10,524,451.85
Expenditures			
Instruction Faculty Salaries	3,906,835.09	3,162,554.79	7,069,389.88
Instruction Staff Salaries	1,825,609.91	1,731,362.29	3,556,972.20
Instruction Benefits	1,868,144.29	1,514,365.17	3,382,509.46
Instruction - Other	4,049,494.88	2,115,855.12	6,165,350.00
Total Instruction Operating Expenses	11,650,084.17	8,524,137.37	20,174,221.54
Public Service Salaries	180,760.18	148,564.22	329,324.40
Public Service Benefits	100,972.99	92,535.22	193,508.21
Public Service - Other	25,070.12	20,404.43	45,474.55
Total Public Service Operating Expenses	306,803.29	261,503.87	568,307.16

	2025	2026	Total
Academic Support Salaries	1,253,611.83	1,356,971.18	2,610,583.01
Academic Support Benefits	511,775.08	579,514.12	1,091,289.20
Academic Support - Other	309,775.52	463,575.71	773,351.23
Total Academic Support	2,075,162.43	2,400,061.01	4,475,223.44
Student Services Salaries	1,497,719.08	1,010,254.20	2,507,973.28
Student Services Benefits	693,242.98	449,077.38	1,142,320.36
Student Services - Other	1,346,488.36	459,366.32	1,805,854.68
Total Student Services	3,537,450.42	1,918,697.90	5,456,148.32
Institutional Support Salaries	2,185,875.73	2,087,470.57	4,273,346.30
Institutional Support Benefits	880,278.72	799,544.65	1,679,823.37
Institutional Support- Other	5,354,944.13	4,125,400.35	9,480,344.48
Total Institutional Support	8,421,098.58	7,012,415.57	15,433,514.15
Operation & Maintenance Salaries	765,367.51	633,827.68	1,399,195.19
Operation & Maintenance Benefits	407,023.67	352,784.22	759,807.89
Operations & Maintenance - Other	15,981,755.66	2,700,503.15	18,682,258.81
Total Operating & Maintenance	17,154,146.84	3,687,115.05	20,841,261.89
Student Aid	1,126,974.00	504,220.00	1,631,194.00
Scholarship & Fellowship Salaries			
Scholarship & Fellowship Benefits			
Scholarship & Fellowship - Other			
Total Scholarship & Fellowship			
Auxiliary Enterprises Salaries	320,249.03	291,173.12	611,422.15
Auxiliary Enterprises Benefits	104,040.13	109,608.76	213,648.89
Auxiliary Enterprise - Other	433,672.46	353,605.24	787,277.70
Total Auxiliary Enterprise	857,961.62	754,387.12	1,612,348.74
Depreciation			
Amortization			
Total Operating Expenses	45,129,681.35	25,062,537.89	70,192,219.24
Net Excess (Deficit)	(36,527,273.82)	(23,140,493.57)	(59,667,767.39)
Foundation Transfers	12,340.00	7,365.51	19,705.51
Non Operating Revenues (Expenses)			
State Appropriations	5,985,259.87	3,071,125.59	9,056,385.46
Local Property Tax Levies	43,804,947.44	11,995,781.77	55,800,729.21
Oil & Gas Tax Levies		21,960,674.15	21,960,674.15
Federal Grants & Contracts, Non Operating	1,126,974.00	533,649.00	1,660,623.00
Gifts	148,725.00	4,095,500.00	4,244,225.00
Investment Income (Net of Investment Expenses)	1,093,384.66	909,235.54	2,002,620.20
Capital Assets		3,091.56	3,091.56
Other Non-Operating Revenue (Expenses)			
Net Non Operating Revenues (Expenses)	52,159,290.97	42,569,057.61	94,728,348.58
Increase in Net Position			
Net Position Beginning of the Year	169,248,093.79		169,248,093.79
Net Position End of the Year	184,867,770.94	19,421,198.53	204,288,969.47



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

Board of Trustees – VPAA report – May 2026

- Updates from the Allied Health department – Yvette Franco and Sandra Florez
 - Artesia High School’s HOSA (Health Occupations Students of America) chapter participated in the State Leadership Conference in Albuquerque, where they competed in a variety of healthcare-related events. They earned a New Mexico State Champion title and had multiple National Qualifiers and Finalists. They are now preparing for the HOSA National Leadership Conference which will take place this summer.
 - The Allied Health program at the Artesia High School has shown growth and will offer more courses in the 2026-2027 academic year. The retention for senior students has doubled. The program also continues to build partnerships with community organizations and donors to support student opportunities in healthcare education. As an example, students organize the “Miles for Medicine” 5K fundraiser to support travel expenses for national competitions and promote community health.
 - Once again, the CNA program had a 100% pass rate (3 out of 3 students) on the state certification exam taken on April 15th.

- Updates from the Natural Sciences and Engineering department – Ron Girmus and Rick Wiedenmann
 - The Department worked tirelessly to prepare for April 23rd’s STEAM Expo, Energy Day, and Open House. As an example, Dr. Girmus set up the Anatomy lab with three simple activities for participants to do before they could get their sticker for the tour game that was the theme of the event. The Anatomy activities alone were completed by 125 participants ranging from little kids to grandparents.
 - Following the pandemic where all science laboratories were shut down, the Department has worked diligently to bring the science laboratories back to fully working shape with up-to-date inventory, waste management, safety protocols, equipment troubleshooting, and technical updates. The Department has always been proud of its laboratories and has strived to make them state-of-the-art, and they are back to that. This is attested by the Honors projects two Biology students completed, which used several advanced foundational molecular and cellular biology techniques that had never before been

attempted in the Biology laboratory. The purchase of much of this equipment was made possible by Professor Wiedenmann's participation in the gene editing genetics workshop at the University of Colorado last summer.

- Updates from the Education and Foreign Language department – John Vacca

Dr. Vacca is now a League AI Fellow as he attended a 6-month online program on AI organized by the League for Innovation in the Community College.

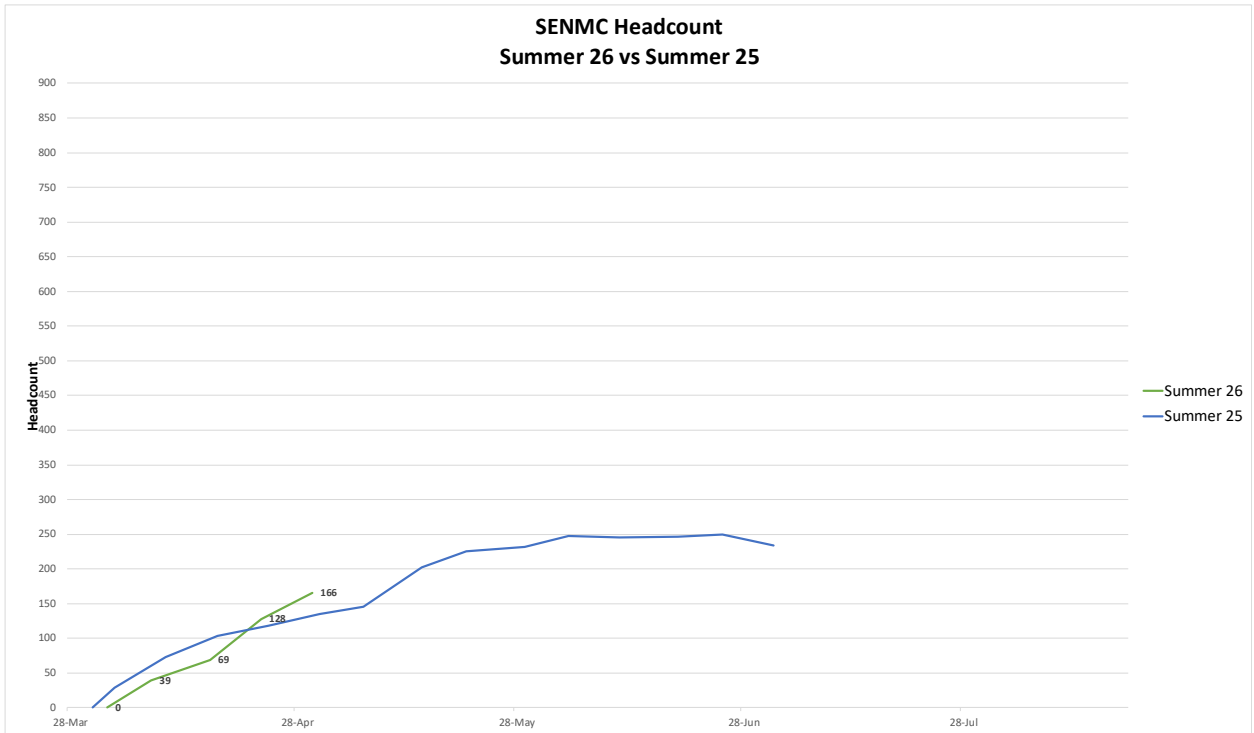
- Updates from Academic Affairs

- Dr. Wilson's latest article "Fueling Minds & Well-Oiled Machines" was published in the Spring 2026 issue of *Focus on Carlsbad*, which is dedicated to the oil and gas industry's contributions to education in New Mexico.
- Many congratulations to everyone who worked tirelessly to organize a successful STEAM Expo, Open House, and Energy Day on April 23rd. The event was very well attended (around 400 participants) and brought together the SENMC and Carlsbad communities.
- Many congratulations to Professor Biebelle and Ms. Allen for organizing an excellent CLIFF Scholars Honors Program Symposium. The Symposium took place on April 30th and showcased the 21 honors projects that were completed by 11 students and 13 instructors. We congratulate the students for their impressive work and the instructors for their thoughtful mentorship.

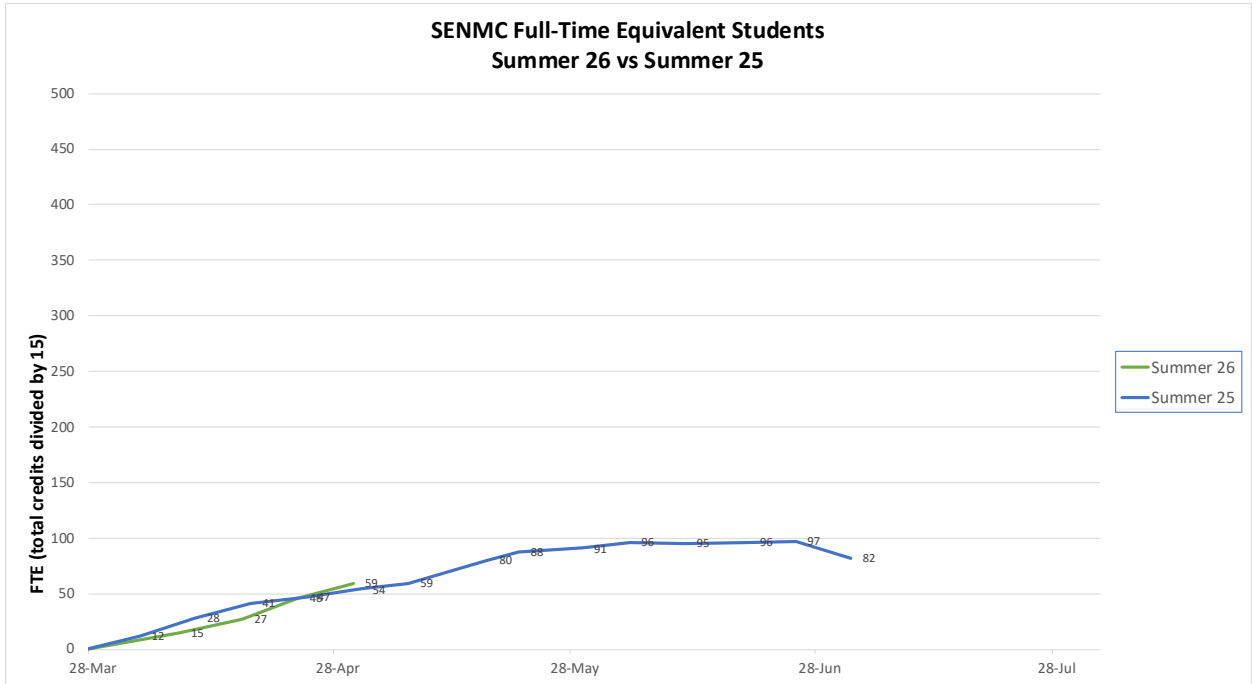
**Student Affairs report to Board of Trustees
May 11, 2026**

1. Graduation – May 15th at Performing Arts Center; rehearsal at 10 a.m.; ceremony starts at 6pm; faculty/staff need to show up at 5pm for the ceremony; staff members who are participating in the ceremony need to be dressed in regalia; all other faculty/staff members will help out at the event. Please use Caveman drive (8th street entrance) for faculty/staff parking closest near the natatorium. All students who will be graduating are expected to park at the church street entrance (near the cafeteria). This entrance is also available for anyone who may be mobile impaired.
2. Enrollment reports are shown below as of 4/30/26 with Summer Classes beginning on Wednesday, May 27, 2026

Summer Headcount = 166 compared to 135 from Summer 2025.



Summer Full Time Equivalent (FTE) = 59 compared to 54 at this time last year.



- One Application for admissions processing went live on 5/5/26. Students can indicate whether they wish to pursue credit bearing courses for degrees and certificates, nondegree options for dual credit and Early College High School as well as the option to select Workforce, Adult Education, Community Education and Small Business Administration departments for pursuit of these opportunities.

April 2026 Workforce Development and Community Engagement Updates

- **Interim VP Office**

1. Workforce participated in the SENMC STEAM Expo where we showcased our RCT program, Simulator Lab, and Drone Soccer.
2. I gave a presentation about Workforce to Rotary on April 29, 2026.
3. Attended the ground-breaking for the new detention center.

- **RCT**

1. Amy Anaya has completed all OSHA requirements to teach OSHA 10 and 30.

- **DOE Grant MSHA**

1. Had successful meeting with SIMCO and DOE for the SENMC 8-hr MSHA Refresher Training. SIMCO wants to begin using SENMC to do the training starting in June. We are working with SIMCO for Oscar, Chris, and Misty to become GET certified to access WIPP.

- **Work-Based Learning**

1. Attended AACC conference in Seattle April 11-13.

- **Workforce Training**

1. Held a successful first SENM STEPS meeting with record attendance.
2. Veronica received her FIT testing certification this week in Albuquerque.
3. Oscar and Misty attended the Colorado School of Mines MSHA Annual Refresher Training at the request of the DOE Grant CBFO Technical Project Manager.
4. The Workforce Training summer catalog is at the printer and is expected to be out within the next 1-2 weeks.

- **Workforce Partnerships**

1. Johnny attended the ground-breaking for the new detention center.
2. Hattie is coming back from the Broadcasting Association of Teachers conference to assist in the Community News Transformation Grant.
3. Hattie oversaw a successful kick-off meeting with the Drone Soccer Coaches. She is personally meeting with the ones that could not make the meeting and dropped off all remaining Drone kits May 6, 2026. We are scheduling our first scrimmage in October 2026.

- **Adult Education**

1. Misty attended the ground-breaking for the new detention center.
2. Oscar and Misty attended the Colorado School of Mines MSHA Annual Refresher Training at the request of the DOE Grant CBFO Technical Project Manager.
3. All AE classes end this week.

- **Community Education**

1. Last week, Maria trained 5 out of 9 city employees in Excel, and the remaining employees will be trained soon.
2. The Community Education summer schedule is also being finalized with the marketing team.
3. Summer class offerings are open for registration, The Inspired by Science camp is already full , 100 kids currently registered.



Southeast New Mexico College

March - April 2026

Activity Report

PREPARED FOR:

Dr. Kevin Beardmore, President

DIRECT ANY CORRESPONDENCE TO:

Tymon Mattoszko

Chief Information Officer

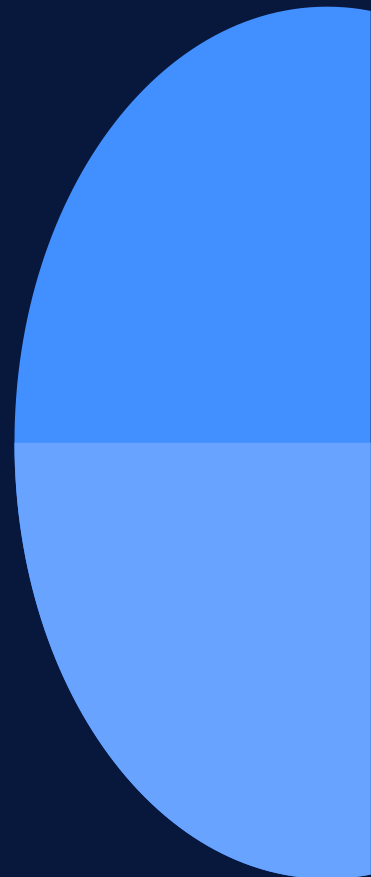


Table of Contents

1. CIO Updates.....	1
2. ETS Activity Report.....	2
3. Anthology & Functional Services Activity.....	4
4. Key Accomplishments.....	7
5. Management Activity Report.....	10
6. Service Desk Trends.....	12
7. Employee Satisfaction.....	15
8. Comprehensive activity Report.....	19



CIO Updates

- One Application went live May 5th
- One Password kickoff first week of May
- Finalized list of equipment for lab and classroom upgrades
- Data Governance Committee is making good progress with policies
- Payment system rollout and integration
- Other integrations



SENMC ETS Activity Report

March 16, 2026 – April 15, 2026

Executive Summary

During the reporting period of March 16 through April 15, 2026, the Ferrilli ETS team delivered consistent and reliable managed IT services for Southeast New Mexico College (SENMC). Activities focused on daily help desk operations, cybersecurity monitoring and response, infrastructure and network support, and governance participation to ensure stable and secure institutional operations. The team maintained operational continuity while addressing security risks, supporting onsite activities, and advancing IT governance practices.

In total, 244.8 service hours were delivered during this period.

Key Risks & Controls

- **Cybersecurity Exposure** – Continuous Defender and RocketCyber monitoring reduced endpoint and identity risk.
- **Operational Continuity** – Stable help desk coverage and environment monitoring mitigated service disruptions.
- **Infrastructure Stability** – Routine monitoring, VPN support, and onsite remediation reduced availability risks.

Notable Wins

- Maintained uninterrupted IT and help desk services throughout the reporting period
- Resolved security alerts and risky-user investigations in a timely manner
- Supported onsite infrastructure activities and system reconfiguration

Individual Activity Detail

Barry Lambson (12.0 Hours)

Provided help desk support, operational planning assistance, and participated in IT governance discussions.

Brianne Chin-Sang (55.5 Hours)

Performed routine cybersecurity operations, phishing campaign reporting, and security training preparation.



Fatou Senghore (54.0 Hours)

Delivered continuous security monitoring and incident response using Defender and RocketCyber platforms.

Kolade Ojo (21.0 Hours)

Conducted vulnerability reviews, investigated incidents, supported policy drafting and delivered onsite training.

Michael McGhee (16.8 Hours)

Provided business-hours operational availability and institutional support.

Robert Wideman (65.5 Hours)

Performed environment monitoring, VPN and network support, backups, and onsite infrastructure work.

Stephen Breedwell (20.0 Hours)

Supported identity management, Intune application packaging, and Transact implementation efforts.

Service Hours Summary

Service Area	Total Hours
Help Desk & Operations	28.8
Cybersecurity Services	130.5
Infrastructure & Network	85.5
Total ETS Hours	244.8



SENNC Anthology & Functional Services Activity Report

March 16, 2026 – April 15, 2026

Executive Summary

During the reporting period of March 16 through April 15, 2026, Ferrilli’s Anthology and functional consulting teams delivered comprehensive support for Southeast New Mexico College. Services emphasized Financial Aid operations, student systems stability, One Application implementation, and strong project governance. The team supported institutional readiness while maintaining continuity of student and financial operations.

In total, 362.75 service hours were delivered during this period.

Key Risks & Controls

- **Financial Aid Processing** – Controlled ISIR imports reduced compliance and student impact risk.
- **System Integration Readiness** – Structured testing reduced One Application and Transact integration risk.
- **Project Governance** – Recurring leadership and status meetings ensured delivery alignment.

Notable Wins

- Successfully imported and validated 2026–2027 ISIRs
- Advanced One Application configuration and testing
- Maintained operational Financial Aid and student services support

Individual Activity Detail

Lisa Edwards (164.0 Hours)

Provided executive leadership, governance, cross-functional coordination, and strategic oversight.

Kimberly Rojas (76.25 Hours)

Led Anthology project management, One Application planning, testing, and documentation.

Brionna Taheny (Tapia) (54.5 Hours)



Delivered Financial Aid operational support, ISIR processing, and readiness planning.

Charles Brown (68.0 Hours)

Configured and tested One Application workflows and student system processes.

Service Hours Summary

Service Area	Total Hours
Financial Aid Services	54.5
Student Systems / One Application	144.25
Project & Program Governance	164.0
Total Functional Hours	362.75



Item #	Product	Module	Process / Description	Status
1	Anthology	Reach	Single Application	In Progress
2	SmartEval	Academics	SmartEval – end of term course assessments	In Progress
3	Anthology Finance		General Finance Support	In Progress
4	EAB Navigate		EAB Navigate	In Progress
5	FHP		New employee onboarding process	In Progress
6	SoftDocs		SoftDocs	In Progress
7	Maxient		Maxient	In Progress
8	Transact		Transact	In Progress
9	Pathify		Master calendar of SENMC reporting deadlines & reminders through Pathify	In Progress
10	Anthology Student		Anthology testing plan/procedure for upgrades/patches	In Progress
11	Alma		SIS Load for Library	On Hold
12	Coursedog		Coursedog - Assessment Management Frosso/Amy	In Progress
13	Anthology	Contact Manager	Bad address solution	In Progress
14	Anthology	Financial Aid	FA Support	In Progress
15	Anthology Student	Student Accounts	Chart of account GL updates	In Progress
16	Anthology Student	Finance	Tuition/fees reconciliation training	In Progress
17	Coursedog		Room reservations for campus events in Coursedog	In Progress
19	Anthology Finance		PowerBI dashboard for trial balance	In Progress
20	Anthology Finance		Positive Pay	Complete
21	FHP		HR Reporting requirements	Complete
22	Anthology Finance		AR Account Receivable – non-student payment training	In Progress
23	Anthology DB	SQL/ BI	Institutional Research Reporting support	In Progress
24	EAB Navigate		SMS Campaigns	On Hold
26	Anthology Student		Refresh from PROD to TEST (REACH, Student, Finance)- When?	Not Started
28	Anthology Student		WSC Audit	In Progress
29	Anthology Student	All	Document Policy Security/Expansion	In Progress
31	NeoED	HR	NeoEd Discovery & Implementation	In Progress
31	Anthology Student	Academics	Degree Pathway configuration	In Progress
32			SENMC Student ID Photos	Not Started
33			Direct Deposit (ACH) for Vendors	Not Started
34			Direct Deposit (ACH) for Students	Not Started
35			Direct Deposit (ACH) for Employees	Not Started
36			Sample form for students to request ACH for payments	In Progress

Key Accomplishments - May 2026 Report

Reach / One Application

- Successfully delivered and validated the SENMC One Application through internal smoke testing and collaborative testing.
- Implemented required updates, enhancements, and defect fixes aligned to scope and timelines.
- Completed Phase 1 of the One Application solution, with production readiness confirmed.
- Achieved formal sign-off and approval for One Application Go-Live (approved for early May).
- Initiated and progressed business process documentation to support long-term operational readiness.
- Coordinated end-to-end readiness, including admissions intake, student record creation, and enrollment workflows in Anthology Student.
- Scheduled and planned onsite and remote training with post-go-live support.

Student

- Completed customization for registration and successfully moved updates to Production.
- Finalized upgrade testing templates (Phase 1 complete; Phase 2 peer review and Phase 3 scenario testing underway).
- Tested Pell COA Advanced Feature and configured Financial Aid Hold Groups for second-degree students.
- Delivered new Financial Aid Admin Assistant role into Production.
- Completed SIS loads for select departments and initiated course/billing configuration for One Application.
- Conducted Transact cashiering module demos, discovery, and transactional testing.
- Addressed multiple student-related cases (EAB Navigate visibility, document uploads, refunds, alerts).
- Completed course, billing, and finance index configuration for One Application.

Finance

- Advanced Transact integration, including discovery, custom invoice payment solutions, and reconciliation processes.



- Configured and deployed Positive Pay in Production, including training documentation.
- Closed fiscal years FY24 and FY25.
- Developed and documented Power BI dashboards and reporting requirements.
- Conducted fixed asset integration discovery and ongoing financial ticket reviews.

EAB Navigate

- Completed a comprehensive EAB configuration review with SENMC.
- Identified and initiated enhancements using EAB Journeys for Student Alerts, Hand Raises, and case workflows.
- Launched and analyzed student communication campaigns with strong engagement metrics.
- Continued integration of new students into EAB Navigate.

Softdocs

- Completed central admin and content training with Admissions.
- Finished Process Requisition Form discovery.
- Completed Forms Training Phase 1 and scheduled Phase 2 and end-user sessions.
- Advanced document policy review, security expansion, and integration testing.

HR / Payroll

- Progressed development of HR Power BI reporting with defined requirements.
- Conducted payroll and licensing issue reviews.

Maxient

- Scheduled onsite Maxient training June 3, 2026.

Governance, Security, and Readiness

- Completed faculty and admissions security audits - pending final review.
- Completed document and task policies for Financial Aid - pending production cutover.
- Identified operational readiness dependencies (staffing, workflows, intake processes) critical to production deployment.
- Strengthened cross-team coordination to prevent delays during transition to production.



Overall:

The project has progressed from testing and refinement to confirmed production readiness, with major milestones achieved across admissions, student systems, finance, document management, and engagement platforms—positioning SENMC for a successful One Application go-live and sustained operational stability.



SENMC Management Services Activity Report

March 16, 2026 – April 15, 2026

Executive Summary

During the reporting period of March 16 through April 15, 2026, Ferrilli provided dedicated Management Services (MS) support to Southeast New Mexico College (SENMC).

Engagement efforts focused on executive leadership, strategic planning, institutional governance, system implementation oversight, and cross-functional coordination. Activities supported SENMC’s strategic initiatives while ensuring operational stability and alignment across IT, functional, and executive stakeholders.

In total, 363 service hours were delivered by the Management Services team during this period.

Key Risks & Controls

- Executive Continuity – Consistent CIO and executive consultant engagement ensured continuity of leadership and decision-making.
- Project Delivery Oversight – Structured governance and recurring status meetings mitigated delivery and coordination risk.
- Institutional Alignment – Ongoing board, leadership, and cross-functional engagement ensured alignment with strategic priorities.

Notable Wins

- Maintained continuous on-site CIO leadership for SENMC
- Advanced One Application governance, validation, and process alignment
- Supported Board of Trustee preparation and executive communications
- Provided coordinated executive oversight across functional and technical initiatives

Individual Activity Detail

Tymon Mattoszko (144 Hours)

Served as SENMC’s permanent, full-time on-site CIO, providing executive leadership, strategic direction, and daily operational oversight. Supported institutional planning, governance, cross-functional coordination, and executive decision-making.

Avanthika Alladurgam (134 Hours)



Supported One Application implementation, system validation, reporting, and business process alignment. Participated in Student Affairs, Finance, and governance meetings while coordinating Anthology tickets, training activities, and implementation readiness.

Gretchen Parrish (75 Hours)

Provided executive consulting support including Board of Trustees preparation, technology planning, ETS resource coordination, and executive communications strategy development.

Robert Stalder (10 Hours)

Provided project and resource management oversight to support alignment and delivery of SENMC initiatives.

Service Hours Summary

Service Area	Total Hours
Executive / CIO Services	144
Program & Implementation Support	134
Executive Consulting & Governance	75
Project & Resource Management	10
Total Management Services Hours	363



Service Desk Trends

Generated Date: 19-03-2026

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

Provides insights about ticket load and service desk performance

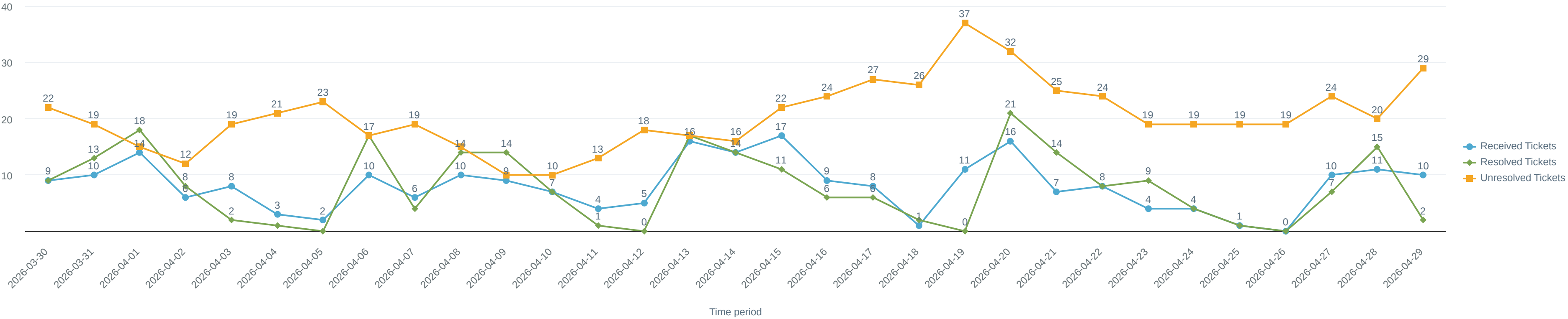
🌐 Date Range : Last 30 Days

🌐 Agent Group

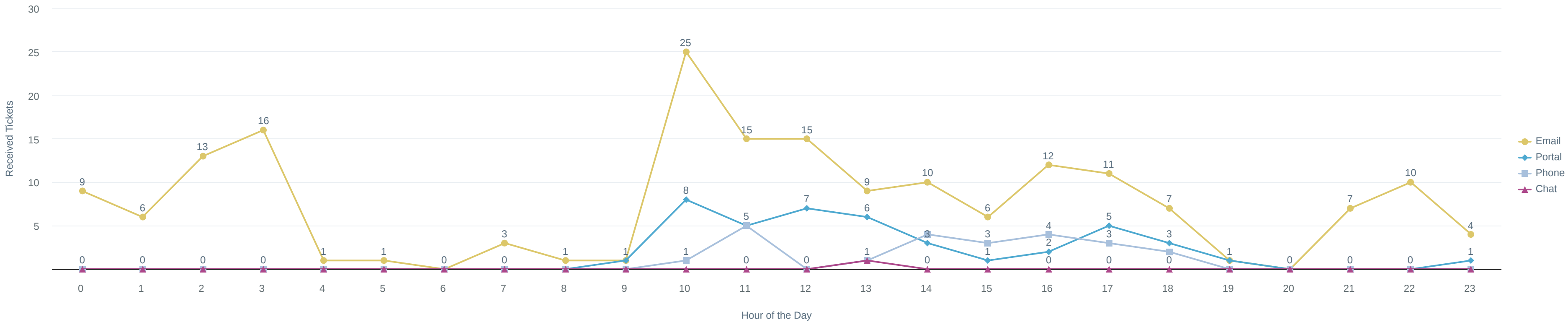
🌐 Agent

🌐 Requester Location

Tickets Received vs Resolved vs Unresolved



Tickets by Time of Creation



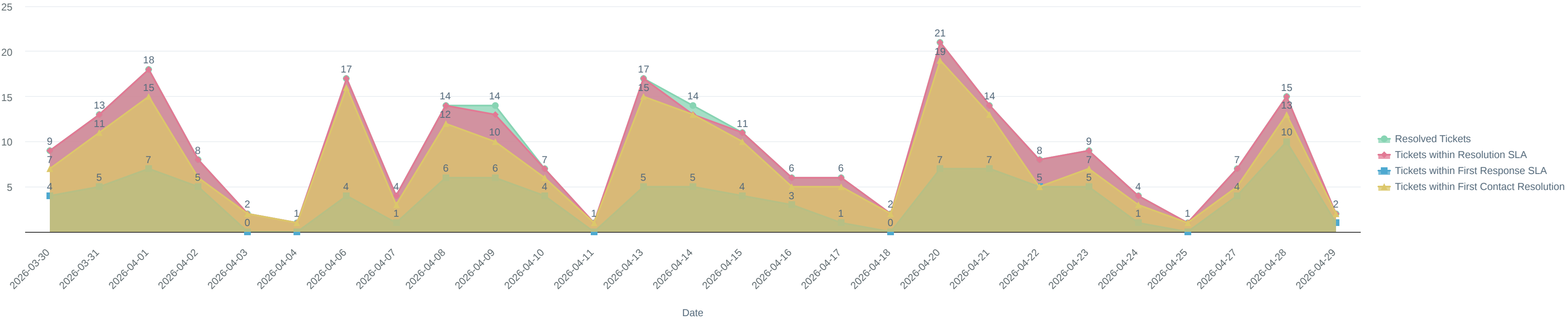
🌐 Date Range : Last 30 Days

🌐 Agent Group

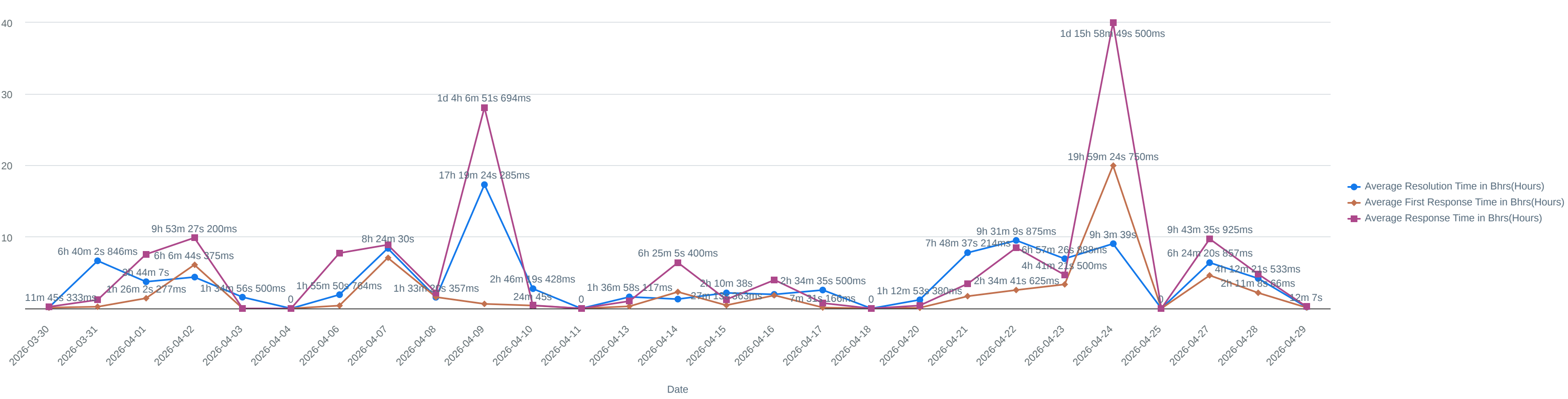
🌐 Agent

🌐 Requester Location

SLA Compliance



Turnaround Time



Employee Satisfaction

Generated Date: 19-03-2026

Date Range: in the last 30 Days + 14 Additional filters.

Provides insights on employees' satisfaction with service delivery

🌐 Date Range : Last 30 Days

Survey Sentiment

Agent Group

Requester Location

Employee Satisfaction

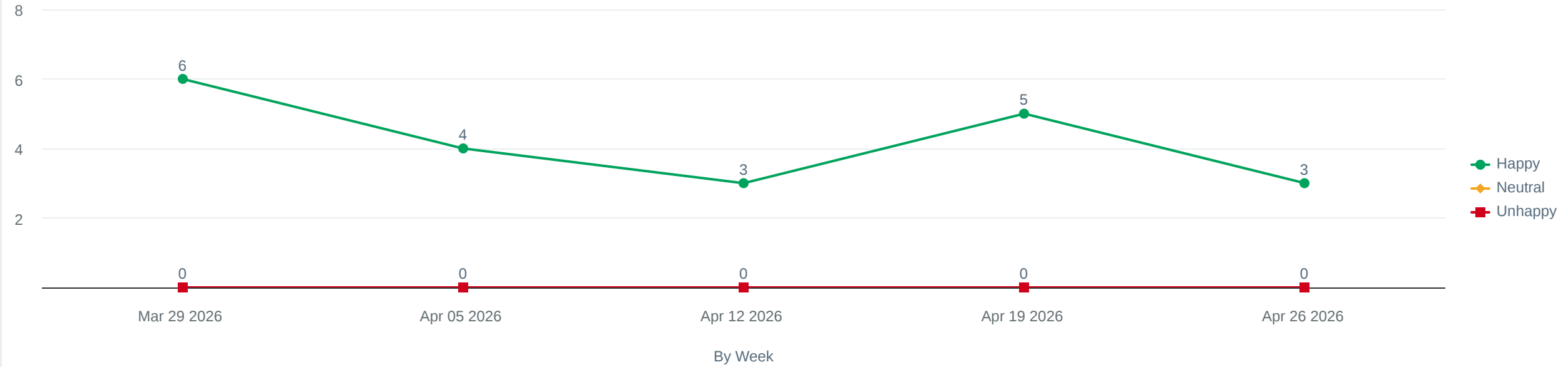
😊 **100%**
happy

😐 **0%**
neutral

😞 **0%**
unhappy

21 responses received

Employee Satisfaction - Trend

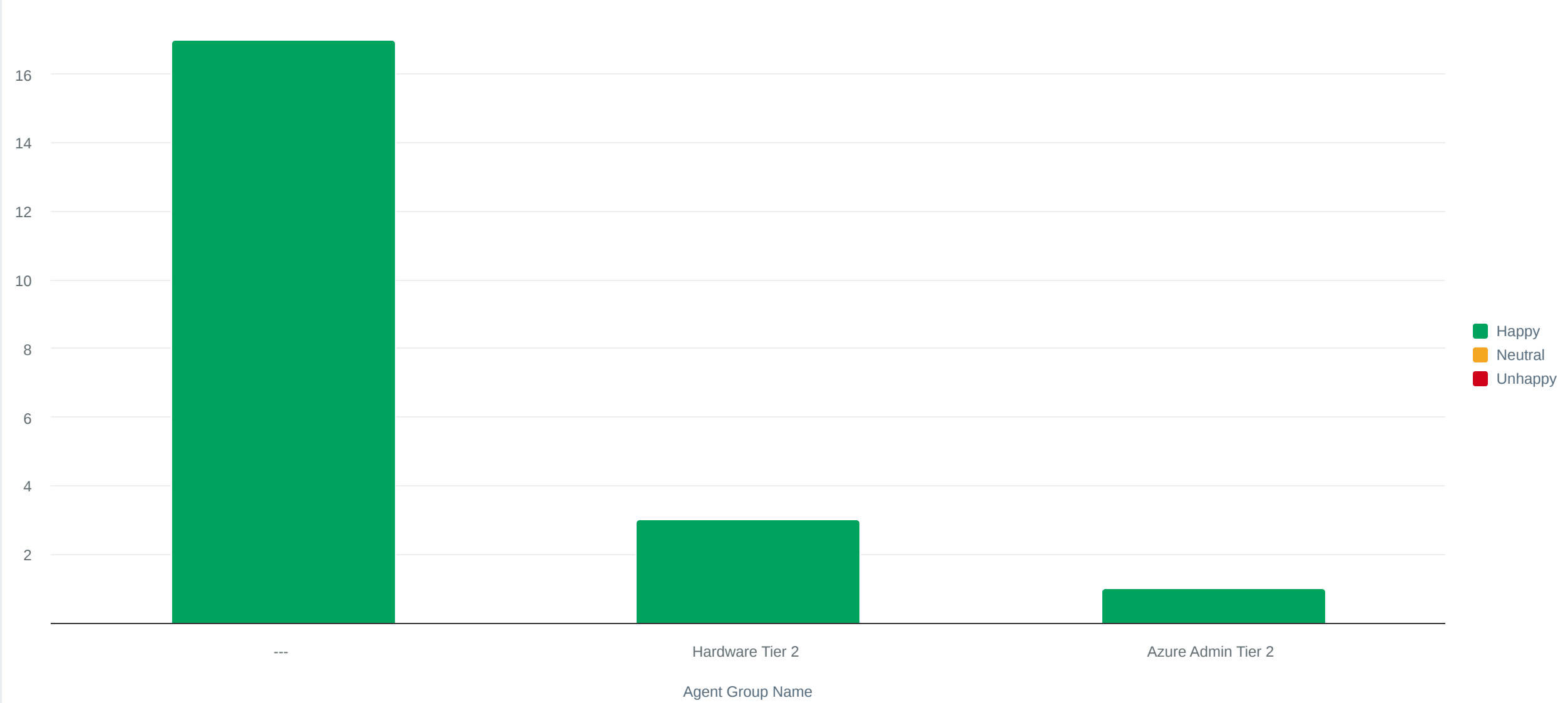


Survey Sent Vs Response Received

Tickets with Survey Sent
213 ▲ 5.97%

Total Responses Received
21 ▼ 36.36%

Employee Satisfaction by Agent Group



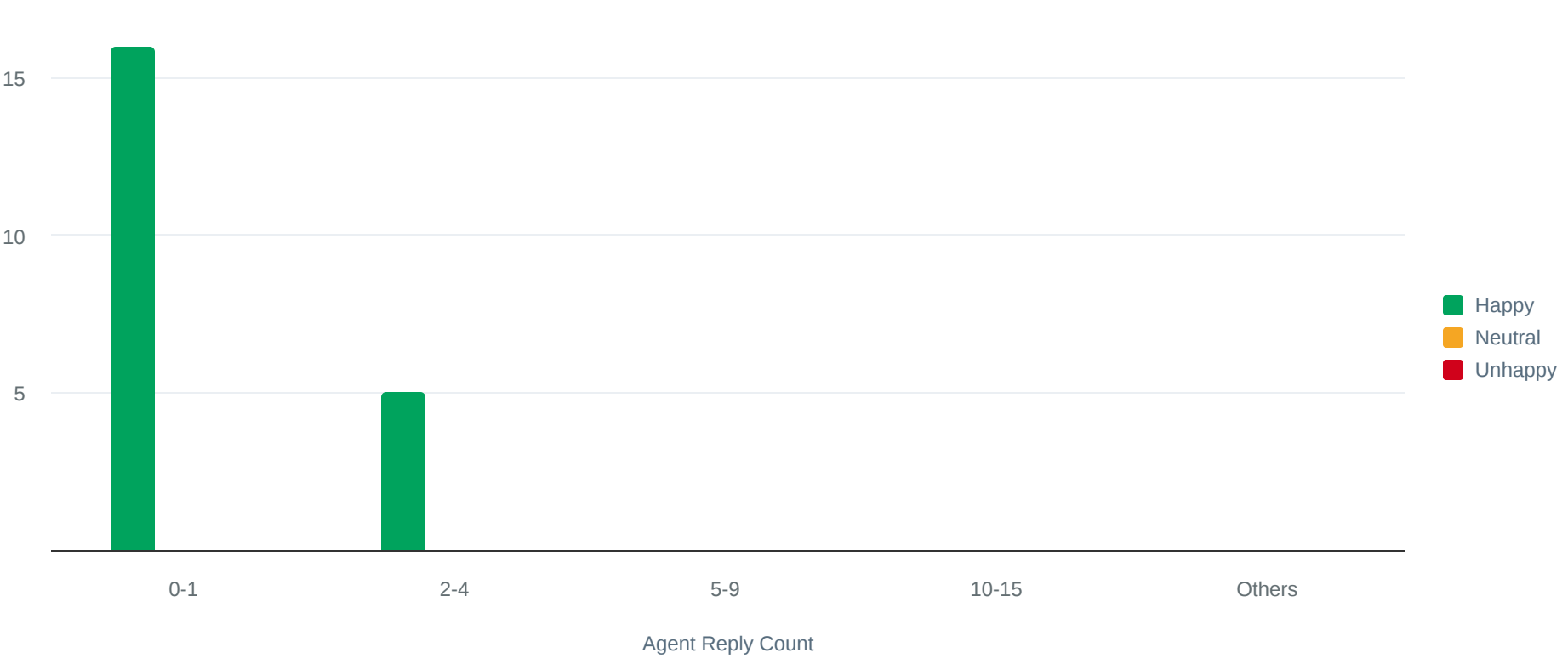
🌐 Date Range : Last 30 Days

Survey Sentiment

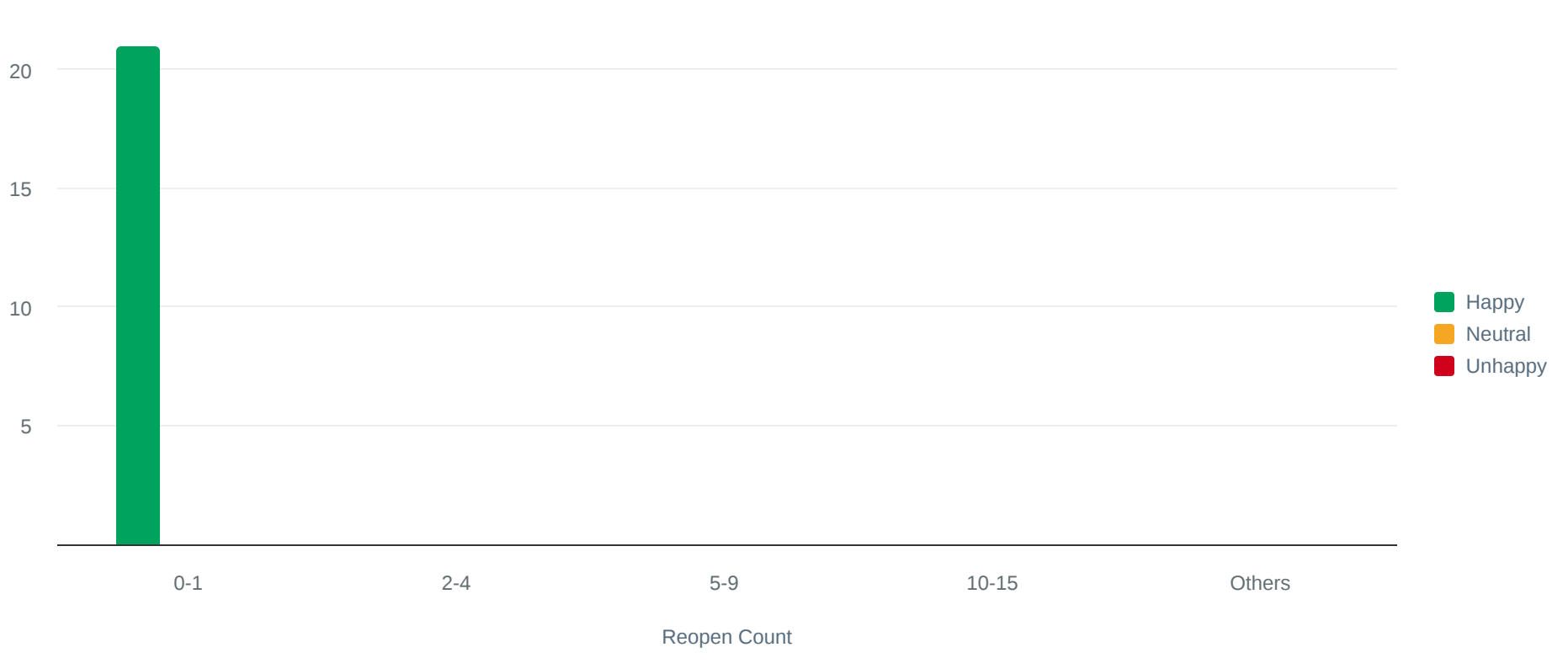
Agent Group

Requester Location

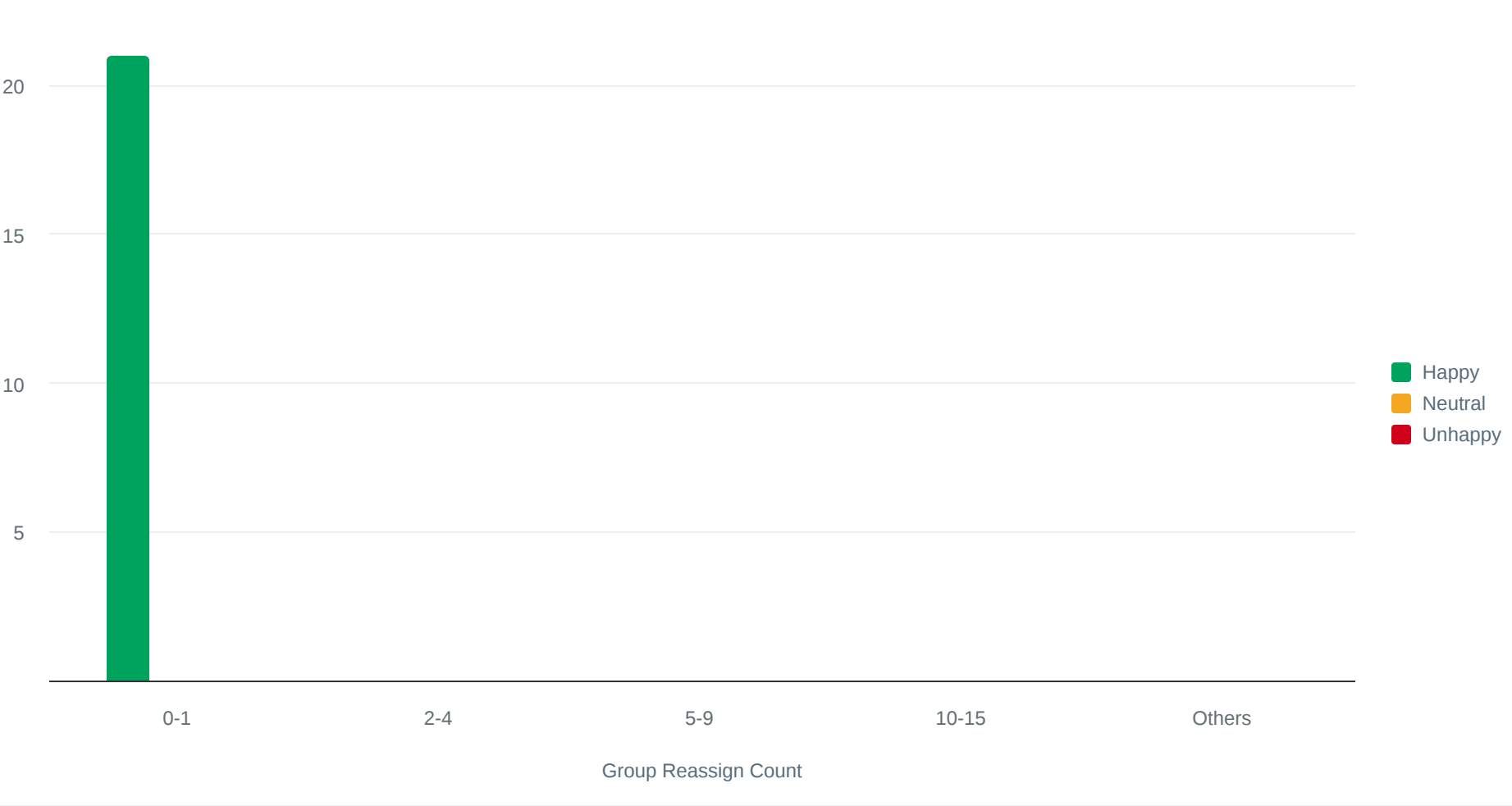
Impact of Agent Reply Count on Employee Satisfaction



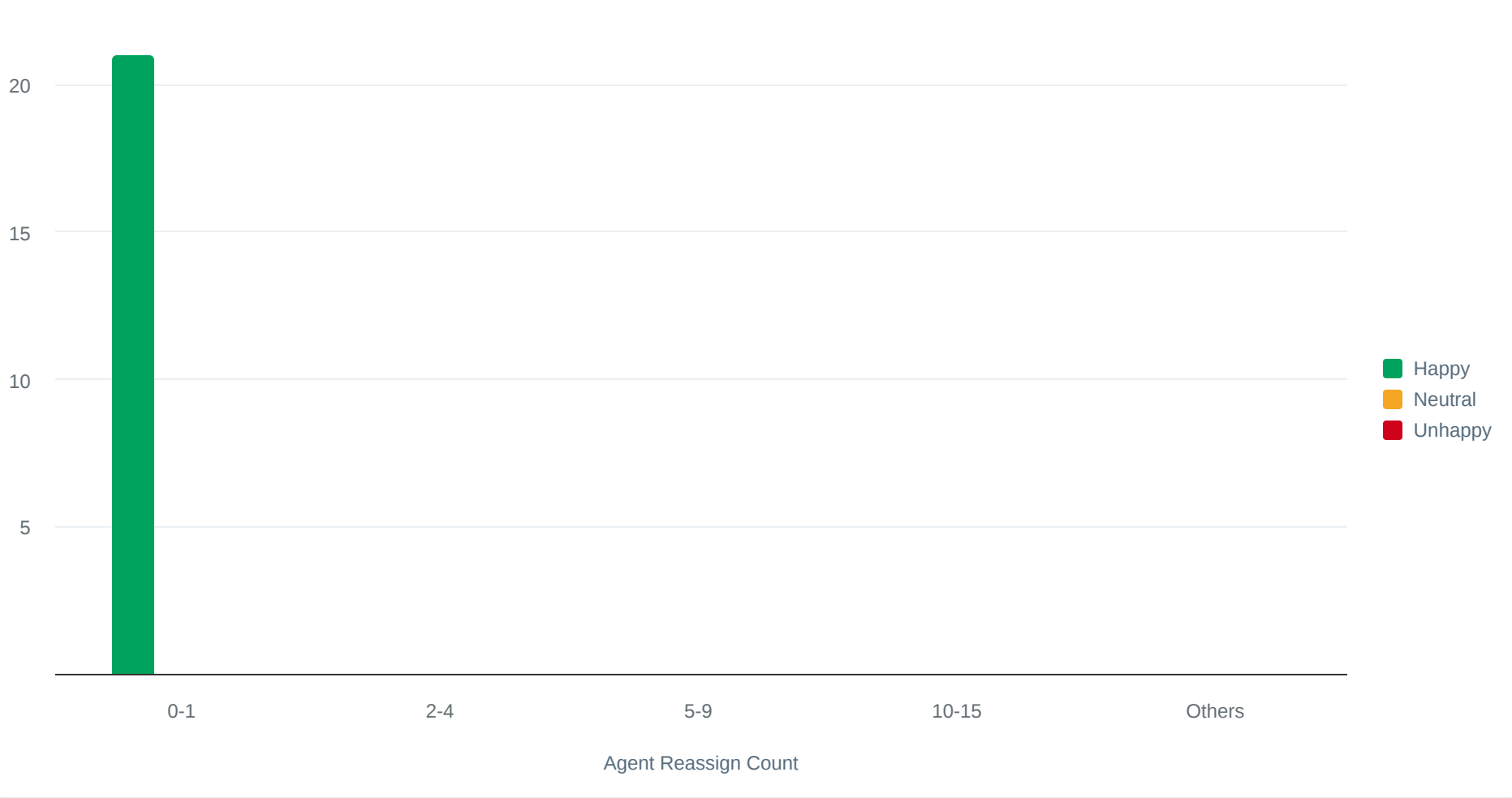
Impact of Ticket Reopen Count on Employee Satisfaction



Impact of Group Reassignment Count on Employee Satisfaction



Impact of Agent Reassignment Count on Employee Satisfaction



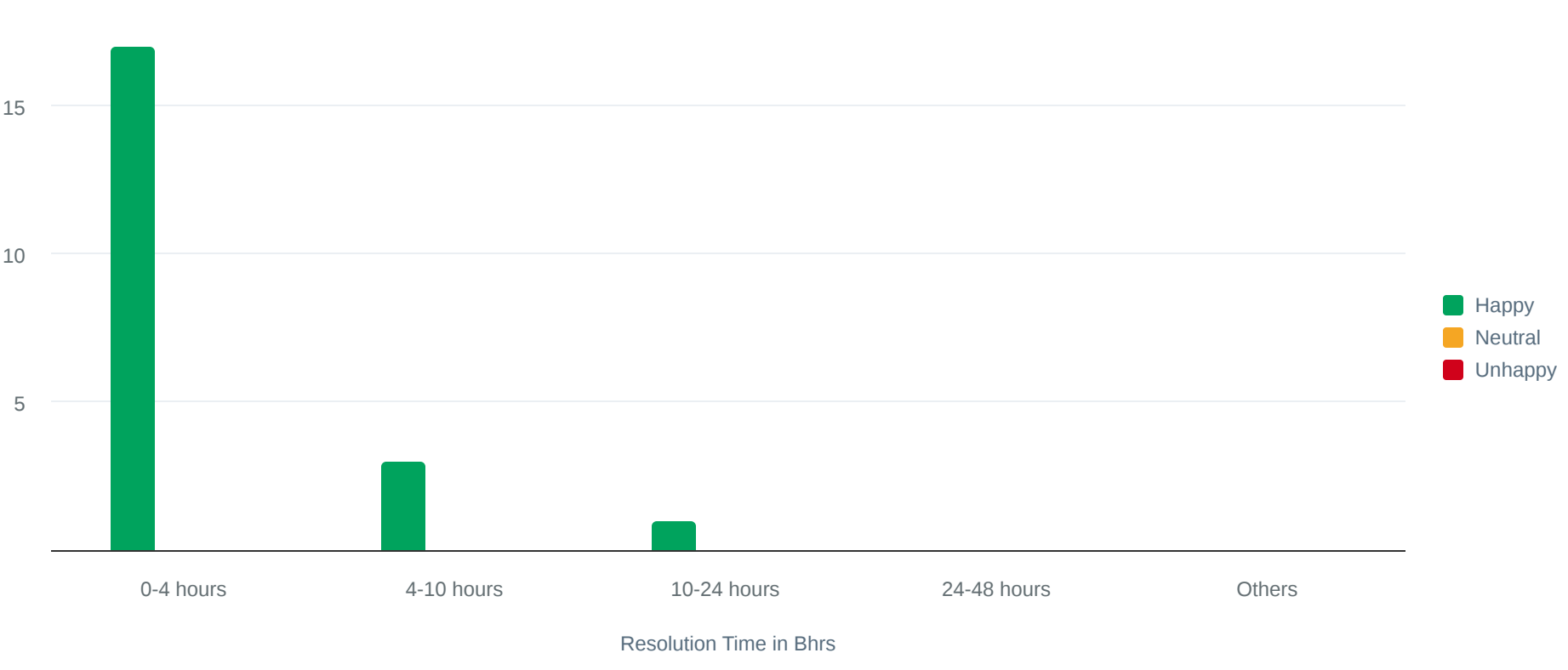
🌐 Date Range : Last 30 Days

Survey Sentiment

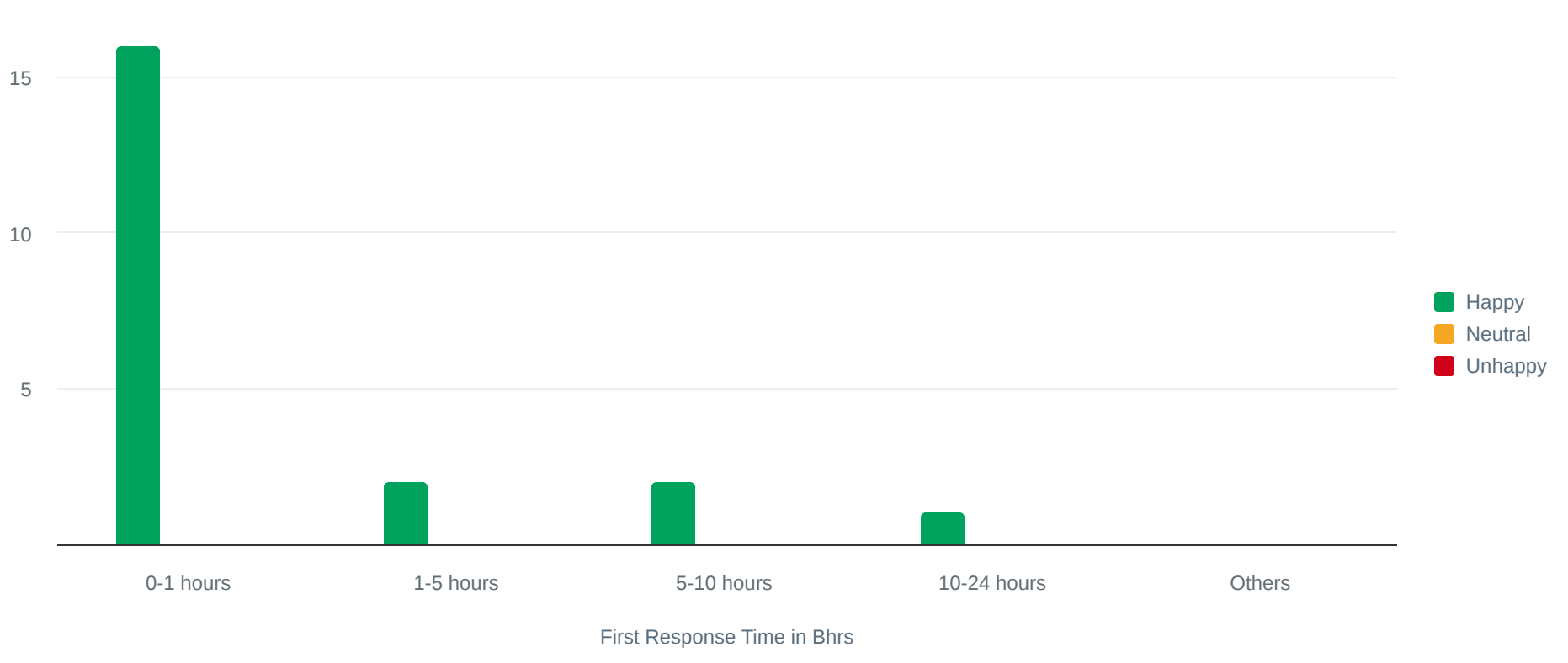
Agent Group

Requester Location

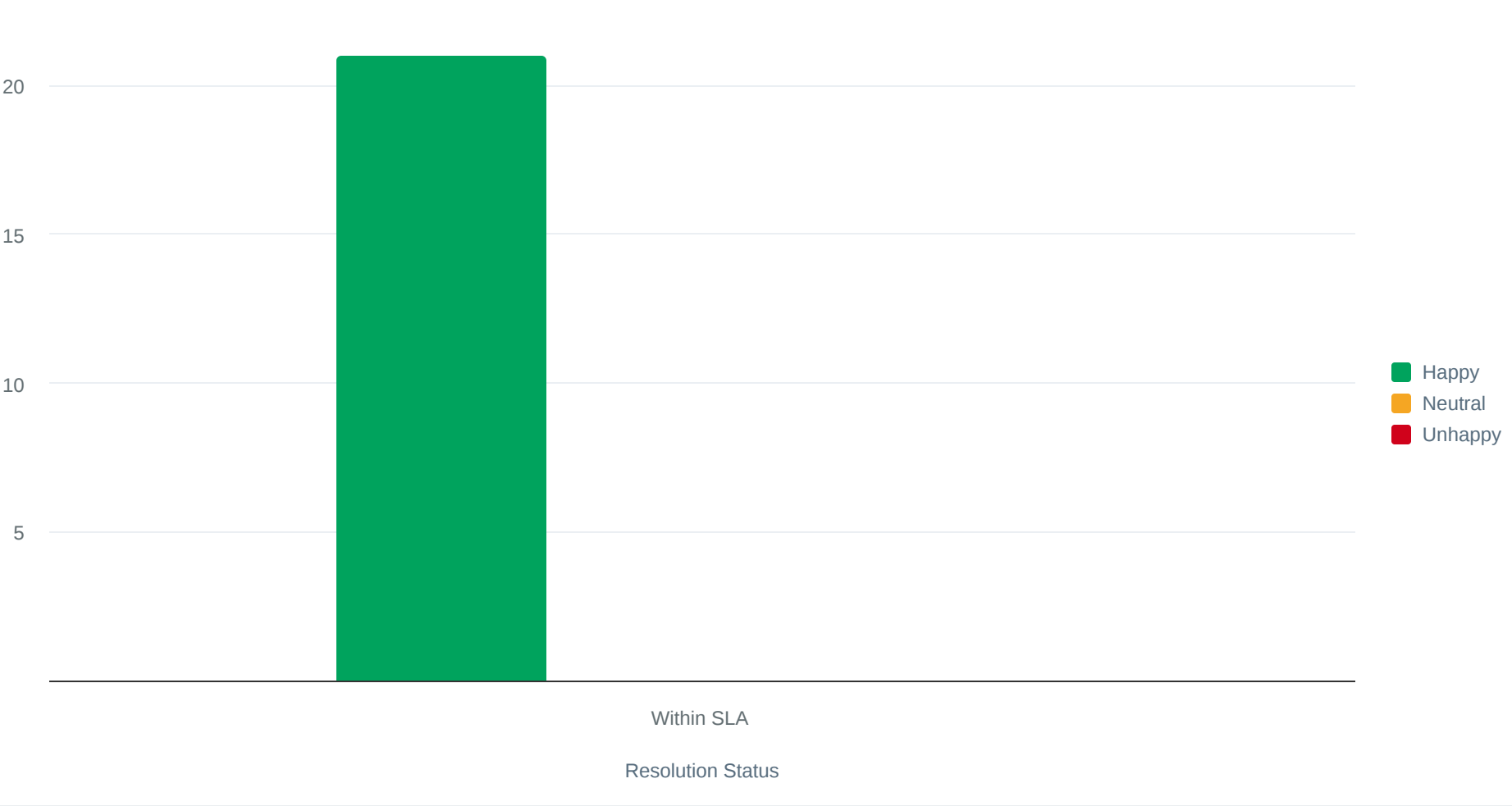
Impact of Resolution Time on Employee Satisfaction



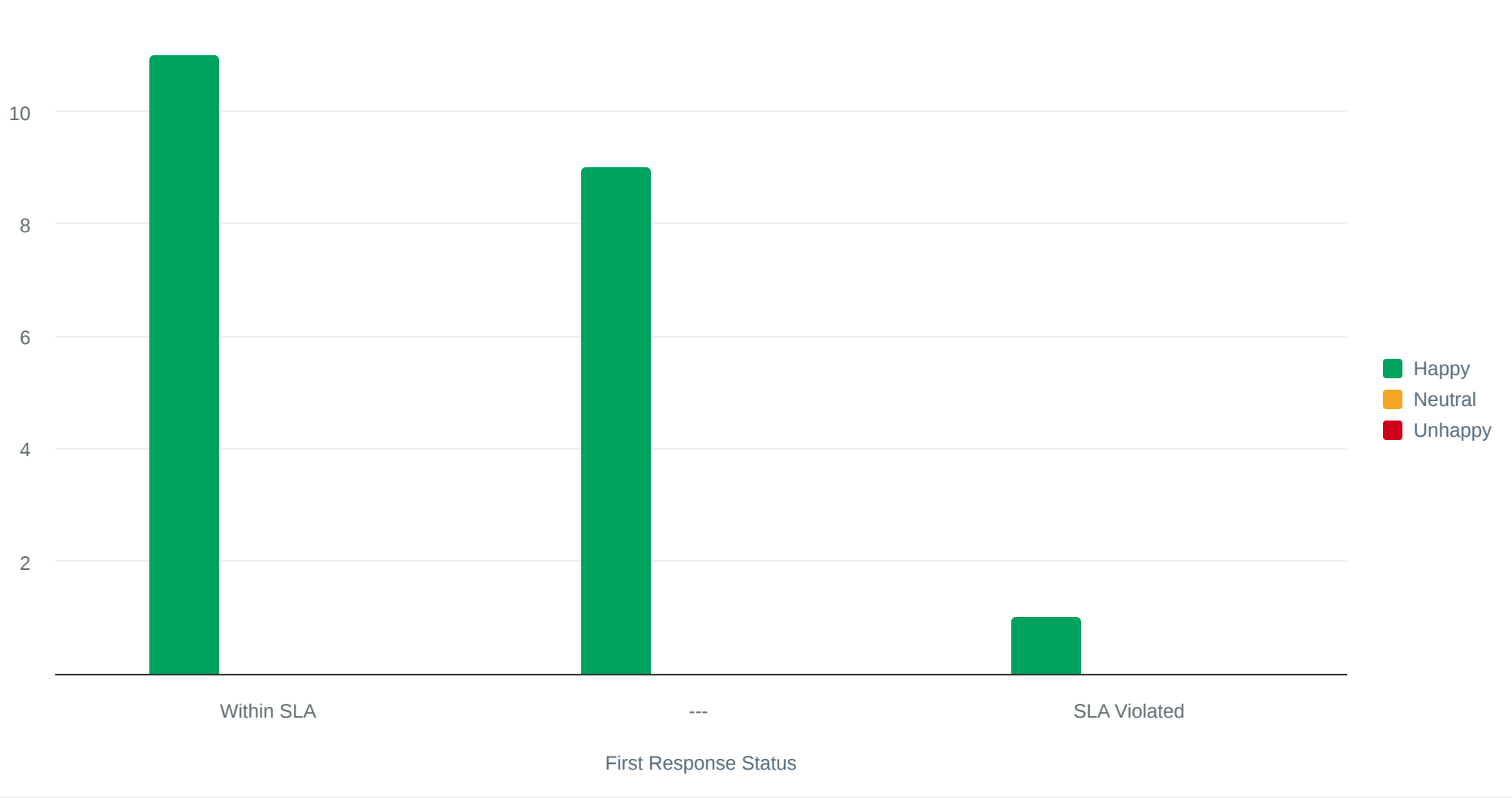
Impact of First Response Time on Employee Satisfaction



Impact of Resolution SLA Status on Employee Satisfaction



Impact of First Response SLA Status on Employee Satisfaction



SENMCM Comprehensive Services Activity Report

March 16, 2026 – April 15, 2026

Executive Summary

During the period of March 16 through April 15, 2026, Ferrilli delivered comprehensive enterprise, functional, and executive support services to Southeast New Mexico College (SENMCM). Across Enterprise Technology Services (ETS), Anthology & Functional Services, and Management Services, Ferrilli provided stable operational support, advanced critical system initiatives, and delivered executive leadership and strategic governance.

The engagement focused on maintaining day-to-day IT and cybersecurity operations, advancing student system and Financial Aid initiatives, and providing senior-level strategy, governance, and on-site CIO leadership. These combined efforts ensured institutional continuity while progressing key strategic priorities including One Application, cybersecurity risk management, and cross-functional alignment.

In total, 970.55 service hours were delivered across all service areas during this reporting period.

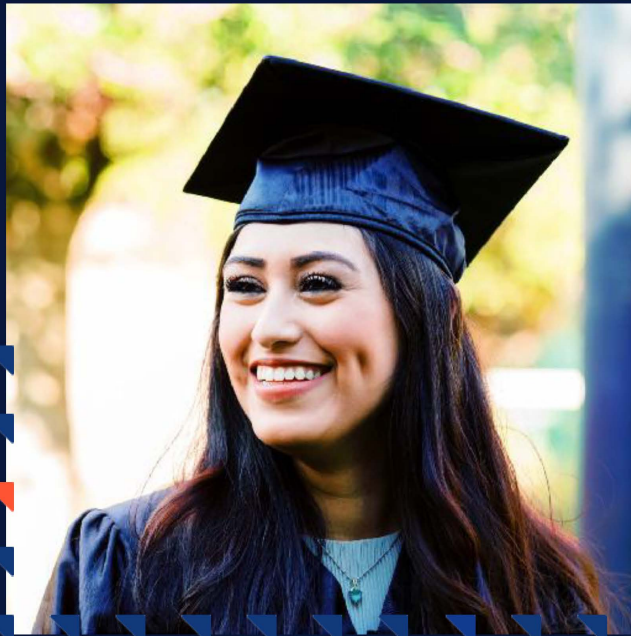
Service Delivery Overview

Service Area	Total Hours
Enterprise Technology Services (ETS)	244.8
Anthology & Functional Services	362.75
Management Services	363
TOTAL HOURS DELIVERED	970.55



Outcomes Over Tech

Ferrilli follows the outcome. Many firms can provide IT support. Fewer have the vision, capability, and knowledge to see the big picture: how the right technology can accelerate a path to true transformation and success.



Report Generated: May 5, 2026

Submitted by: Steven Gonzales, HR Director



Employee Count

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

Total: 313

New Hires

Name

Aguirre, Lorena
Allen, Madison
Harmer, Patti

Job Title

Student Worker, Workforce
Temporary Staff, Community Education
Dual Credit Instructor

Total: 3

Departures

Name

Job Title

Total: 0

Currently in Interview Process

Job Title

Director of the Allied Health Department
Grant Writer
Instructor or Assistant Professor, Electrical Technology
Instructor or Assistant Professor, Information Technology
Instructor or Assistant Professor, Mathematics
STEM Lab Coordinator

Total: 6

Current Vacancies

Job Title

Faculty:

Adjunct, Bilingual Education
Adjunct, Linguistics
Adjunct, Nursing Assistant Clinical Instructor

Adjunct, Nursing Program Clinical Instructor
Adjunct, Phlebotomy
Adjunct, Surgical Technology
Instructor or Assistant Professor of Early Childhood Education Dual Credit
Instructor or Assistant Professor of Education Dual Credit
Instructor or Assistant Professor, Electrical Technology
Instructor or Assistant Professor, Information Technology
Instructor or Assistant Professor, Mathematics
Instructor or Assistant Professor, Nursing
Instructor or Assistant Professor, Oil & Gas

Total: 13

Staff:

Director of the Allied Health Department
Facilities Technician
General Safety Instructor
Grant Writer
Math Tutor
MSHA Instructor
Part-Time Instructor, Electrician Apprentice RTI (NCCER)
STEM Lab Coordinator
Temporary Adult Education Instructor
Temporary General Safety Instructor
Temporary Simulator Lab Technician
Vice President of Workforce Development and Community Engagement

Total: 12
