NEW MEXICO JUNIOR COLLEGE

BOARD MEETING

Thursday, June 26, 2014 Zia Room – Library

4:00 p.m.

AGENDA

A.	Welcome	Guy Kesner
В.	Adoption of Agenda	Guy Kesner
C.	Approval of Minutes of May 22, 2014	Guy Kesner
D.	President's Report	Steve McCleery
E.	New Business	
	1. Monthly Expenditures Report	Dan Hardin
	2. Monthly Revenue Report	Dan Hardin
	3. Oil and Gas Revenue Report	Dan Hardin
	4. Schedule of Investments	Dan Hardin
	5. Consideration of Annual Fixed Asset Inventory Certification	Joshua Morgan
	6. Consideration of NMJC Motor Pool Inventory	Charley Carroll
	7. Consideration of Bob Moran Upgrade and Expansion	Steve McCleery
	8. Consideration of Evening College Tuition Proposal	Larry Sanderson
	9. Personnel Consideration – Director of Upward Bound	Phillip Roybal
	10. Personnel Consideration – Professor of Nursing	Dennis Atherton
	11. Personnel Consideration – Director of Adult Basic Education	Dianne Marquez
	12. Personnel Consideration – Director/Professor of Entertainment Technology	Jeff McCool
F.	Public Comments	Guy Kesner
G.	Announcement of Next Meeting	Guy Kesner
Н.	Closure of Open Meeting	Guy Kesner
I.	Adjournment	Guy Kesner

NEW MEXICO JUNIOR COLLEGE

BOARD MEETING

MAY 22, 2014

MINUTES

The New Mexico Junior College Board met on Thursday, May 22, 2014, beginning at 4:00 p.m. in the Zia Room of Pannell Library. The following members were present: Mr. Guy Kesner, Chairman; Ms. Patricia Chappelle, Secretary; Mr. Travis Glenn; Mrs. Mary Lou Vinson; Mr. Ron Black; Mr. Zeak Williams; and Mr. Hector Baeza.

Mr. Kesner called the meeting to order and welcomed visitors and guests present: Jaycie Chesser, News-Sun.

Upon a motion by Mr. Black, seconded by Mr. Glenn, the agenda was unanimously adopted, as presented.

Upon a motion by Mrs. Vinson, seconded by Mr. Baeza, the Board unanimously approved the minutes of April 17, 2014.

Under President's Report, Jill Henning along with SkillsUSA students expressed appreciation to the Board for their continued support.

Under New Business, Dan Hardin presented the April financial reports and with a motion by Mr. Black, seconded by Mr. Williams, the Board unanimously approved the expenditures for April, 2014. Upon a motion by Mrs. Vinson, seconded by Ms. Chappelle, the Board unanimously approved the Fiscal Watch Reports.

Mr. Hardin presented the Five Year Capital Plan to be submitted to the New Mexico Higher Education Department. Upon a motion by Mr. Glenn, seconded by Mr. Black, the Board unanimously approved the plan.

Dr. McCleery presented a request for a modified summer work week. If approved, some employees will work Monday through Thursday, 10 hours per day and other employees will work Tuesday through Friday, 10 hours per day to ensure offices

are covered. The modified schedule will begin June 1, 2014 and end July 31, 2014 and should be approved by the appropriate Vice President or President. Upon a motion by Mr. Black, seconded by Ms. Chappelle, the Board unanimously approved the request.

Dr. McCleery presented the NMJC Master Landscaping Plan for Board consideration. The NMJC staff will work toward the completion of the plan over the course of the next 3-5 years. Upon a motion by Mr. Glenn, seconded by Mr. Williams, the Board unanimously approved the plan.

Regina Choate presented a request to purchase a freightliner in the amount of \$119,625 from Lonestar Freightliner Group. The freightliner will be used in Training and Outreach for training exercises. Upon a motion by Mr. Baeza, seconded by Ms. Chappelle, the Board unanimously approved the request.

Jeff McCool presented a request to purchase a driving simulation system from Doron Precision Systems in the amount of \$222,495. The simulator will be used in the training programs funded by the TAACCCT grant. Upon a motion by Mr. Baeza, seconded by Mr. Williams, the Board unanimously approved the request.

Dean McCool recommended Ms. Jai Oyler for the Director of TAACCCT Grant Program position at an annual salary of \$60,000. Upon a motion by Mr. Baeza, seconded by Mr. Glenn, the Board unanimously approved the employment of Ms. Oyler, effective June 2, 2014.

Kerri Mitchell recommended Ms. Darcie Capo for the Assistant Director of Financial Aid position at an annual salary of \$43,894. Upon a motion by Mr. Baeza, seconded by Mr. Glenn, the Board unanimously approved the employment of Ms. Capo, effective June 23, 2014.

Dr. McCleery presented retirement resolutions for Donald Worth, James Ross Black, and Patricia "Sue" Black.

Mr. Kesner called for comments from the public. There being none, the next regular board meeting was scheduled for Thursday, June 26, 2014, beginning at 4:00 p.m.

Ms. Chappelle moved the board go into closed session for the discussion of limited personnel matters under the provisions of section 10-15-1-H (2) of New Mexico Statutes Annotated 1978. Mr. Black seconded the motion. The roll call vote was as follows: Mr. Glenn – yes; Ms. Chappelle – yes; Mr. Black – yes; Mr. Williams – yes; Mr. Baeza – yes; and Mr. Kesner – yes.

Upon re-convening in open meeting, Mr. Kesner stated that the matters discussed in the closed meeting were limited only to those specified in the motion for closure.

Upon a motion by Mr. Baeza, seconded by Mr. Williams, the board meeting adjourned at 6:20 p.m.

NEW MEXICO JUNIOR COLLEGE Expenditure Report May 2014

92% of Year Completed

2012-13 2013-14

		2012-13			2013-14		
		Year-to-Date	Percentage		Current		Percentage
	Final	Expended or	of Budget		Expended or	Expended or	of Budget
Fund	Budget	Encumbered	Expended	Budget	Encumbered	Encumbered	Expended
CURRENT UNRESTRICTED FUND	4						
CORRENT UNRESTRICTED FUND	1						
Instruction and General:							
Instruction	8,638,205	8,033,553	93%	9,106,822	996,194	8,946,092	98%
Academic Support	2,247,244	1,927,764	86%	2,259,588	230,640	2,065,418	91%
Student Services	1,704,267	1,538,947	90%	1,823,694	184,984	1,603,416	88%
Institutional Support	3,137,158	3,096,825	99%	3,337,419	363,395	3,785,964	113%
Operation & Maintenance of Plant	3,232,175	3,120,307	97%	3,288,327	454,447	3,438,537	105%
Subtotal - Instruction & General	18,959,049	17,717,396	93%	19,815,850	2,229,660	19,839,427	100%
Charles & Ashabi		•	00/		•		00/
Student Activities	0	0	0 %	0	0		0% 0%
Research	0	0	0 %	0	0		0%
Public Service	0	0	0%	0	0	400 484	0%
Internal Service Departments	81,772	124,621	152%	84,909	(17,678)	190,171	224%
Student Aid	543,551	762,983	140%	568,551	50,487	853,546	150%
Auxiliary Enterprises	1,780,078	1,926,691	108%	1,799,060	175,116	2,168,748	121%
Athletics	1,150,211	1,107,363	96%	1,019,727	102,648	1,268,910	124%
Total Current Unrestricted Fund	22,514,661	21,639,054	96%	23,288,097	2,540,233	24,320,802	104%
CURRENT RESTRICTED FUND	1						
	1						
Grants	1,280,443	880,787	69%	1,179,460	77,991	794,699	67%
Student Aid	5,033,468	3,956,602	79%	5,033,468	(5,528)	4,387,695	87%
Total Current Restricted Fund	6,313,911	4,837,389	77%	6,212,928	72,463	5,182,394	83%
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PLANT FUNDS	1						
Capital Outlay / Bldg. Renewal & Repl.							
Projects from Institutional Funds	15,392,280	4,381,410	28%	15,404,879	37,735	6,036,590	38%
Projects from State GOB Funds	3,300,000	57,800	2%	3,324,582	6,580	2,968,923	0%
Projects from State STB Funds	521,652	34,652	7%	1,487,000	265,149	1,454,450	0%
Projects from General Fund	289,520	29,782	10%	416,293	1,831	36,420	7%
Projects from Private Funds	27,485	27,224	99%	110,233	1,031	0	0%
Projects from State ER&R	568,173	225,843	40%	671,725	34,601	491,578	44%
Projects from State ER&R	1,047,058	841,533	80%	1,003,998	44,876	784,456	56%
Subtotal - Capital and BR&R	21,146,168	5,598,244	26%	22,308,477	390,772	11,772,417	53%
Subtotal - Capital allu Brok	21,140,108	3,390,244	20 70	22,300,477	390,772	11,772,417	3370
Debt Service							
Revenue Bonds	0	0	0%	0	0	0	0%
Total Plant Funds	21,146,168	5,598,244	26%	22,308,477	390,772	11,772,417	53%
	1						

NEW MEXICO JUNIOR COLLEGE Revenue Report May 2014

92% of Year Completed

2012-13 2013-14

		2012-13			201	.5-14	
	Final	Very to date	Percentage		Comment	Vacuta data	Percentage
Frank	Final	Year-to-date	of Budget Received	Dudmak	Current	Year-to-date	of Budget Received
Fund	Budget	Revenue	Received	Budget	Revenue	Revenue	Received
CURRENT UNDECTRACTED FUND							
CURRENT UNRESTRICTED FUND							
Instruction and General:							
Tuition and Fees	2 694 200	2 012 625	103%	2 694 200	55,397	3,870,454	105%
State Appropriations	3,684,200 5,888,800	3,812,635 5,498,566	93%	3,684,200 5,933,300	490,950	5,577,015	94%
Advalorem Taxes - Oil and Gas	6,100,000	9,065,605	149%	6,455,000	1,028,007	11,869,025	184%
Advalorem Taxes - On and Gas	5,255,000	4,067,213	77%	5,655,732	934,893	5,455,566	96%
Interest Income	5,235,000	2,009	40%	5,000	207	1,833	37%
Other Revenues	292,526	286,735	98%	356,361	35,007	266,248	75%
Other Revenues	292,520	200,733	9070	330,301	35,007	200,240	7570
Subtotal - Instruction & General	21,225,526	22,732,763	107%	22,089,593	2,544,461	27,040,141	122%
Subtotal - Histruction & General	21,223,320	22,732,703	107 70	22,009,393	2,344,401	27,040,141	122-70
Student Activities	0	0	0%	0	0	0	0%
Public Service	Ŏ	Ö	0%	ŏ	ő	ő	0%
Internal Service Departments	24,000	31,626	132%	24,000	13,835	25,400	106%
Auxiliary Enterprises	2,198,000	2,270,391	103%	2,213,000	320,463	2,451,441	111%
Athletics	326,200	300,778	92%	330,900	27,719	305,110	92%
7.0	020,200	200/110		223,233	== /= ==	000,==0	0_70
Total Current Unrestricted	23,773,726	25,335,558	107%	24,657,493	2,906,478	29,822,092	121%
	_, _,	-,,		,,	, ,	.,.	
CURRENT RESTRICTED FUND							
Grants	1,290,682	980,819	76%	1,179,460	75,596	884,970	75%
Student Aid	5,033,468	3,918,684	78%	5,033,468	91,898	4,170,999	83%
Total Current Restricted	6,324,150	4,899,503	77%	6,212,928	167,494	5,055,969	81%
PLANT FUNDS							
Capital Outlay / Bldg. Renewal & Rep							
Projects from State GOB Funds	3,300,000	0	0%	3,300,000	0	0	0%
Projects from State STB Funds	521,652	34,652	7%	1,487,000	0	466,116	31%
Projects from General Fund	285,495	0	0%	0	0	0	0%
Projects from Private Funds	6,126	3,750	61%	0	0	0	0%
Interest Income (LGIP)	30,000	16,490	55%	30,000	1,215	12,323	41%
Total Plant Funds	4,143,273	54,892	1%	4,817,000	1,215	478,439	10%
GRAND TOTAL REVENUES	34,241,149	30,289,953	88%	35,687,421	3,075,187	35,356,500	99%
GRAND TOTAL REFERRED	J-1,2-1,1-13	33,209,933	00 /0	55,007,721	3,073,107	33,330,300	33 /0

NEW MEXICO JUNIOR COLLEGE Oil and Gas Revenue Report May 2014

92% of Year Completed

			OIL	(GAS		COMBINED	
							2013-14	Variance
M	onth of	Price	Lea County	Price	Lea County	Monthly	Original	Over (Under)
Sales	Distribution	per BBL	BBLs sold	per MCF	MCF sold	Revenue	Budget	Budget
Actual	July	\$78.08	3,279,028	\$4.85	14,257,158	876,131	400,000	476,131
Actual	August	\$101.07	3,476,512	\$5.42	14,665,344	954,096	400,000	554,096
Actual	September	\$98.84	3,762,573	\$5.45	14,007,090	1,125,403	400,000	725,403
Actual	October	\$95.40	3,762,573	\$5.33	14,009,326	1,088,774	400,000	688,774
Actual	November	\$85.92	3,557,485	\$5.01	11,154,125	1,116,908	400,000	716,908
Actual	December	\$90.13	3,923,578	\$5.26	14,457,089	975,616	400,000	575,616
Actual	January	\$86.42	4,119,290	\$5.78	14,875,094	1,077,205	400,000	677,205
Actual	February	\$86.78	4,180,229	\$6.48	15,047,473	1,007,147	400,000	607,147
Actual	March					1,023,905	400,000	623,905
Accrual	April					400,000	400,000	0
Accrual	May					400,000	400,000	0
Accrual	June						400,000	(400,000)
Y.T.D. Production Tax Revenu						10,045,185	4,800,000	(5,245,185)
Y.T.D. Equipment Tax Revenue					1,823,840	1,655,000	(168,840)	
Total '		ear-to-Dat	e Oil & Gas and	d Equipmen	t Tax Revenue	11,869,025	6,455,000	(5,414,025)

Source: New Mexico Taxation and Revenue Department

NEW MEXICO JUNIOR COLLEGE Schedule of Investments May 2014

92% of Year Completed

Financial Institution	Amount Invested	Account Number	Interest Rate	Interest Earned
State of New Mexico Local Government Investment Pool	9,589,592	7102-1348	0.104%	1,185
Plus deposits	0			
Less withdrawals	0			
Total LGIP investments	9,589,592			1,185

Capital Projects	5/31/2014
Vehicles	13,589.92
Technology Upgrade	102,167.47
JASI	53,998.94
WHM South Gallery	266,243.43
Baseball Field	30,162.95
Rodeo Arena	75,718.85
Original Entrance Landscaping	0.00
Luminis Software	2,993.00
Campus Signage	2,801.67
Roof Replacement	27,382.26
Dorm/Apartment Refurbish	0.00
Campus Construction	5,260.30
Maintenance Equipment	3,452.01
Public Sector	0.00
Campus Security	956.69
Track/Arena Area Enhancement	15,294.58
Lumens Software-Distance Learng	5,000.00
Non-Recurring Compensation	552,169.10
Athletics	1,543.04
Student Life Programming	16,222.61
Warehouse/Cont Ed Remodel	1,640.92
Succession Plan	108,152.25
Energy Technology Equipment	548,390.00
WHM Exhibits	84,098.78
Mansur Hall Upgrades	200,000.00
Senior Warm Water Wellness Ctr	1,500,000.00
Paradigms Users Fees	6,345.00
Track Upgrades	35,170.85
Driving Range Upgrades	200,000.00
Lockheed Martin Nuclear Training	500,000.00
Cosmetology Remodel	400,000.00
Equine Program	19,734.75
Entertainment Technology	300,215.30
Channel 19 Upgrade	25,000.00
FERPA & Title IX	18,229.50
Professional Development HS	14,036.29
Equestrian Center	3,000,000.00
Bob Moran Upgrades	500,000.00
Infrastructure Upgrade	1,473,937.50
Workforce Training Contingency	5,938.21
Total	10,115,846.17

NOTE: Capital projects total does not include encumbered funds



To: NMJC Board Members

From: Joshua Morgan

RE: Annual Fixed Asset Inventory Certification

Date: June 20, 2014

As directed by the New Mexico Junior College Board of Directors, the Office of the Vice President of Finance has supervised this year's annual inventory of chattels and equipment valued at over \$5,000.00. In accordance with generally accepted auditing procedures, and in order to meet the annual requirements for certification as specified in State Statute 12-6-10, we hereby certify the over \$5,000.00 property listing for New Mexico Junior College.

Guy Kesner Board Chair New Mexico Junior College Joshua Morgan Accountant/Controller New Mexico Junior College

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To: New Mexico Junior College Board

From: Charley Carroll

Re: NMJC Motor Pool Vehicles

Date: June 12, 2014

Board Members,

New Mexico Junior College is seeking Board Approval to trade-in or sell through public auction the following vehicles from the NMJC Motor Pool. Upon approval by the NMJC Board a letter from the Business Office will be sent to the Office of the State Auditor and the Higher Education Department notifying them of our intent to trade-in or sell through public auction. New Mexico Junior College will wait a minimum of 30-days from the date of notice to OSA and HED to proceed with vehicle disposal.

G18893	1995 Chevrolet pickup	vin# 1GCEC14H8SZ142291	mileage	45,124
G32298	1997 Chevrolet pickup	vin# 1GCCS144XV8156128	mileage	37,123
G45556	2001 Chevrolet van	vin# 1GAHG39R711120352	mileage	133,355
G45557	2001 Chevrolet van	vin# 1GAHG39R911124029	mileage	107,309
G59924	2005 Chrysler 300	vin# 2C3JA53G95H591959	mileage	156,255
G66080	2007 Bluebird bus	vin# 1BABNBXA27F239572	mileage	131,947

Respectfully,

Charley Carroll

Charley Carroll

NEW MEXICO JUNIOR COLLEGE

Vice President for Finance

5317 Lovington Highway Hobbs, NM 88240

Phone: (575)492-2770 Fax: (575)492-2768

To:

New Mexico Junior College Board members

From:

Dan Hardin

RE:

Bob Moran Upgrade and Expansion

Date:

June 16, 2014

Board members,

During the Board budget workshop, we discussed the conversion of the high bay area in Bob Moran Hall to housing accommodations for the Law and Corrections Academy cadets. This 3,200 square feet area will house 36 beds along with a commons area, washer and drier facilities, separate heating and air conditioning, and the expansion of 600 square feet for shower and rest room facilities. This creation of dedicated housing for the Law and Corrections Academies will closer reflect the State Law Enforcement Training Academy in Santa Fe and appropriately creating a paramilitary environment as opposed to a College dormitory setting. In April of 2014, the Board approved \$500,000.00 for this project. The Administration is asking for an additional \$275,000.00 to complete this project.

Attached for your review is the Capital Projects Summary Transmittal for the Higher Education Department Capital Projects committee. The project is scheduled to be presented to the HED Capital Projects committee at the July 9th capital projects committee hearing. The additional \$275,000.00 will cover the furniture, security system, and a portion of the 600 square feet addition to the building.

Upon your approval of this project and moving an additional \$275,000.00 from reserves to this project, and HED's approval of this project in July, Dr. Carroll will begin pulling permits and moving forward to start this project in July. Donner Plumbing a CES vendor will be the General Contractor.

This will be a positive move for the Law and Corrections Academies and for the NMJC housing area.

Respectfully, Landin

Dan Hardin

TO: NMJC Board Members and Dr. Steve McCleery

FROM: Larry Sanderson

DATE: June 19, 2014

RE: Request for Approval of Evening College Tuition Proposal

NMJC has a long history of meeting the needs of working adults who are seeking to improve their personal and professional opportunities. Whether through technical education such as welding or automotive or through traditional academic courses, working students are on a mission to move themselves forward.

Like most community colleges, The JC seeks to meet the needs of working adults through a variety of course offerings presented through a number of modes of delivery: traditional classroom, Internetenhanced, ITV, and fully online courses. Courses are offered during the day, at night, occasionally on weekends and in a variety of locations. The challenge for the college is to balance these offerings and plan for the most effective means of delivery that meets the needs of all students.

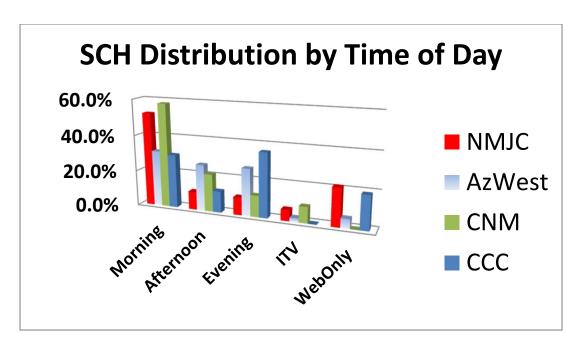
Over the past 10-15 years, one place where we have fallen behind in our ability to meet the needs of students is in our night classes.

Evening College

Virtually every community college in our region has a robust night program. At one time, NMJC likewise had a strong evening program with high levels of student enrollment. Over the years, for a variety of reasons, our offerings and student participation have declined. Consider, between Fall 2006 and Fall 2013, the number of evening sections declined from 106 to 70 and student enrollment dropped by over 30% (despite the fact that our college enrollment increased).

	Fall 2006	Fall 2010	Fall 2013
Sections Made	106	85	70
Students Enrolled	1,414	1,254	981
Average Section Size	13.3	14.7	14
Student Credit Hours	3,283	2,633	2,243

In 2009, I reported to the Board on a comparison of colleges and how our credit hour generation compared to those colleges (NMJC, Arizona Western, Central New Mexico, and Clovis Community College):



These comparisons remain fundamentally unchanged to this day with the exception that Arizona Western and CNM have developed stronger online offerings.

No one factor explains our shift away from a strong night enrollment. As with any complex market, shifting institutional priorities, and changing student needs, many factors influence success and failure of an activity. In our case, factors driving our shift in evening enrollments include:

- 1. Shifting core faculty assignments to meet demand for day and online classes. Thus, we worked to meet evening course demands through greater use of adjunct faculty.
- 2. An ever-present challenge of identifying, training, and retaining qualified adjunct faculty.
- 3. The advent of online courses put pressure on faculty loads, offered students an alternative means of scheduling their courses, and created a somewhat false sense of meeting student needs (in some cases, student choice of online was not by desire as much as last resort). One result was a subtle decline in the number of courses we offered, or felt we had to offer.
- 4. During this same period, student preferences shifted. For instance, students developed a strong sense of one-night, one-class as their preferred mode of evening college scheduling.

Our Opportunity

The average NMJC student is a part-time student who is 29 years old and is working part or full time. We know from research that over 17,000 adults in Lea County are over the age of 25, have a high school diploma (or GED), and have either not gone to college or taken some classes short of an Associate Degree. When we look to Gaines, Andrews, and Yoakum Counties in Texas, this figure grows to 35,000+ adults who have every reason to consider classes at NMJC.

We have a very substantive opportunity to grow college enrollment and better meet the needs of working students if we can revitalize and re-build our Evening College programs.

Re-establishing our Evening College as a vital part of NMJC offerings will involve very deliberate actions on our part. Our plan includes:

- Evaluating course offerings with the intent of making sure that we are offering the range of
 academic courses needed to support an evening student from initial enrollment through
 graduation/completion. A student has to be able to count on the fact that they can complete
 their program/degree at night if that is their preferred mode of attendance.
- Revitalizing our night business curriculum. Throughout our community conversations for the
 Degree Qualifications Profile (DQP) project, we heard business leaders tell us that the college
 was falling short in business offerings (particularly at night). We are adding core business
 courses each night for the new Evening College.
- Student support services will be enhanced (counseling, food services, etc.) in the evenings.
- Ongoing evaluation of enrollments, offerings, student satisfaction, and student outcomes to
 determine if we are meeting student needs with the changes and how we can continue to adjust
 our offerings to meet future student needs.

Our clear challenge is to re-establish ourselves in the evening market and to re-build community awareness of our offerings. To this end, we are requesting your support for a two-year plan to develop NMJC Evening College as a destination program for working adults.

Requested Board Action

We are asking for the Board to approve a one year adjustment in posted tuition for all courses starting at 5PM or later. Specifically, we ask that the Board approve a 50% reduction in tuition (not including fees) for all classes starting at 5PM or later. We request that this approval be for the Fall 2014 and Spring 2015 semesters. We are planning for this to be a two year effort but we are requesting formal approval only for the first year with the expectation that we will report data on enrollments and student outcomes following the Spring 2015 semester. At that time we anticipate, given success, that we will request a one year extension of the program.

It is important to note that we fully expect some students to shift from day courses and online courses to take advantage of this opportunity. At the same time, our clear objective is to increase overall college enrollment by bringing in more students and to support the success of those students as they seek to complete their college education.

Expected Outcomes (which will be tracked and reported quarterly)

- 1. We look for growth in night credit enrollment (measured in credit hours, number of students enrolled, and sections offered).
- 2. We look for overall growth in college credit enrollment (measured in credit hours and number of students enrolled).
- 3. We look for growth of business course enrollments college-wide.
- 4. Over time we hope to grow the graduation and completion rate for those programs and degrees offered through night courses.

Thank you for your consideration of our request.

NEW MEXICO JUNIOR COLLEGE Personnel Recommendation for Board Consideration

The following candidate is being	recommended for employment as follows: Date Julie 18, 2014
Candidate's name Michael G. N	Jeita
Position title Director of Upwa	ard Bound
☐New position ☐ Existing posi	tion Classification
Is candidate related to another NM	JC employee? ☐ yes ☒ no ☐ If so, to whom
Effective date of employment * A	August 1, 2014 Standard contract length
Funding source Upward Bound	
Paid advertising beyond *standard (*Standard: The Hobbs News-Sun, NM Dept. of Labo	HigherEdJobs.com r, NMJC Website, Lubbock TX Workforce Development Website)
Posted salary range <u>\$41,279 - \$51</u> Account number(s) with respective	Recommended annual salary \$53,034 Prorated salary \$\square\$ yes \$\square\$ no \$\epsilon \text{ allocation(s)} \ \frac{41133}{2024} \ \frac{61301}{23} \ \frac{123}{23} \]
Recommended and approved by	:
Supervisor	Dean/Director
Vice President	President
Selection Committee Members:	Dr. Gayle Abbott – Director of Student Support Services
	Kennedy Alila – Professor of Chemistry
	Michelle Cortez – Administrative Secretary – Upward Bound
Elena Dominguez – Upward Bound Academic Coordinator	
	Eric Garcia – Resident Hall Supervisor
Stacey Jackson – Accounts Receivable/Head Cashier	
	Dianne Marquez – Dean of Arts and Humanities
Comments: Mr. Neita, with a M.U	J.A. in Urban Affairs and seventeen years of experience meets and/or exceeds the minimum
requirements for this position.	
*Pending background check	rev. 6-28-01
	167. 0-20-01

ABBREVIATED RESUME

Position

Director of Upward Bound

Personal Data

Name: Michael G. Neita

Education

M.U.A., Boston University, Boston, MA, 2003 Major: Urban Affairs

B.A., University of Massachusetts, Boston, MA, 1999 Major: Community Planning

Certificate, Council for Opportunity in Education, Washington, DC, 2002 New Directors of TRIO Programs

Certificate, University of West Indies, Mona, Jamaica, 1989 Social Work

Professional Experience

Cambridge Academic Group, Inc., Boston, MA Director/Consultant	08/2007 to Present
Research Foundation, CUNY, Queens, NY Director of Upward Bound	06/2010 to 12/2012
Roxbury Community College, Boston, MA Director of Upward Bound Academic Advisor	04/2001 to 08/2007 09/2000 to 04/2001
Boston Center for Youths & Families, Boston, MA Human Service Advocate	04/2001 to 04/2002
Action for Boston Community Development, Inc. Boston, MA Health Educator	07/1992 to 09/1999
Social Action Center, Kingston, Jamaica Youth Development Officer	10/1980 to 02/1990

Organizations:

Founding Member, Board of Directors, Immigrant Workers' Resource Center, Boston, MA 1993-1995 Member, International Society for Technology in Education, Washington, DC 2005 to present Member, Boston University Alumni Association and UMass Boston Alumni Association



New Mexico Junior College Career Opportunities

Position Announcement • March 2014

Position Title: Director of Upward Bound Program

Position Description: The Director of Upward Bound Program reports to the Vice President for Student Services. The Upward Bound Program is a component of the federal TRIO Program to assist low income/first generation 9th through 12th graders to graduate from high school and enter post-secondary education. The Director is responsible for the overall implementation of the Upward Bound Program, the day to day operations of the projects including planning, implementing and supervising of staff, overseeing the budget, developing educational programs (tutoring, college/field trips, Academic Saturday classes and summer programs), preparing monthly and annual institutional and federal reports, working with key personnel in area of high schools to identify potential students, working with parents and developing assessment and monitoring vehicles to track the 50 participants via the submission of the Annual Performance Report. This position is grant funded through the US Department of Education and grant writing experience is a plus. Director should be able to guide potential college students through the process of financial aid, scholarships, enrollment and college success. All NMJC employees are encouraged to: 1) participate in a process of continual personal and professional improvement; 2) actively participate in the instructional goals and objectives designed to support the mission of the college; and, 3) serve on college committees as assigned and nothing contained herein shall limit the President in assigning the employee to any of the various college activities for which he/she would be qualified in order to meet the needs of New Mexico Junior College.

Qualifications: Master's Degree from a regionally accredited institution in education, psychology or related field is required. Qualified applicant should have prior experience with educational programs. Bilingual in English/Spanish is an asset. Prior TRIO experience preferred.

Salary/Benefits: This is a 12-month professional position funded by a grant. Continuation of the position depends on grant funding. Salary range is \$41,279 to \$51,599 commensurate with education and experience. Standard NMJC benefits apply.

Application Deadline: Open until filled. To ensure consideration, all application materials must be received as soon as possible.

To Apply: Submit NMJC application form on line at www.nmjc.edu (Employment Opportunities) and attach the following: a letter of application (cover letter), your resume, unofficial transcripts for all degrees listed on resume (official transcripts required prior to employment), and three references with current addresses and phone numbers.

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NEW MEXICO JUNIOR COLLEGE Personnel Recommendation for Board Consideration

The following candidate is being	recommended for employment as follows: Date June 16, 2014
Candidate's name Cammie J. A	armstrong
Position title Professor of Nurs	sing
New position ☐ Existing posi	tion Classification
Is candidate related to another NM	JC employee?
Effective date of employment A	ugust 11, 2014 Standard contract length 12 mos. 9 mos. other
Funding source Nursing Expansi	on Funds
Paid advertising beyond *standard (*Standard: The Hobbs News-Sun, NM Dept. of Labo	HigherEdJobs.com, New Mexico Nurse – Nursing News & Views r, NMJC Website, Lubbock TX Workforce Development Website)
Posted salary range _\$43,369 to \$5	
Account number(s) with respective	2 % allocation(s) 11000 2544 61101 102 100%
Recommended and approved by	
Supervisor	Dean/Director
Vice President	President
Selection Committee Members:	Delores Thompson – Director of Nursing
	Debbie Cates – Professor of Nursing
	Misty Stine – Professor of Nursing
	Kim Webb – Professor of Nursing
Comments: Ms. Armstrong with a	a B.S.N. and pending M.S.N and four years of experience meets and/or exceeds the minimum
requirements for this position.	
	rov 6.28.01

ABBREVIATED RESUME

Position

Professor of Nursing

Personal Data

Name: Cammie J. Armstrong

Education

M.S.N., University of Phoenix, Phoenix, AZ, pending 09/2014

Major: Nursing Education

B.S.N, Texas Tech University, Lubbock, TX, 2011

Major: Nursing

A.A.S, New Mexico Junior College, Hobbs, NM, 2010

Major: Nursing

Professional Experience

Gentiva Hospice, Hobbs, NM	01/2013 to Present
On-call Registered Nurse	

Good Life Senior Center, Hobbs, NM 05/2013 to 10/2013

Registered Nurse

Nor Lea General Hospital, Lovington, NM 11/2010 to 12/2012

PRN Medical Surgical, PACU, Chemotherapy Certified Nurse

Lea Regional Medical Center, Hobbs, NM 07/2010 to 11/2010

Newborn Nursery Registered Nurse

Rockytop Dairy 2003 to 2007

Owner/Operator

Licenses/Certifications:

New Mexico License No: RN-71524, Issue Date: 07/02/2010, Expiration Date: 07/31/2014,

Type: Multi-state Compact

Emergency Nursing Pediatric – EMS Region III

Trauma Nursing Core Course, Emergency Nurses Association

Deputy Medical Investigator Designate – Home Health/Hospice

Organizations/Honors:

Graduated Magna Cum Laude from Texas Tech University



New Mexico Junior College Career Opportunities

Desition Apparagrant - March 2011	
Position Announcement • March 2014 —	

Position Title: Professor of Nursing (two positions available)

Position Description: This position reports to the Director of Nursing. Duties and responsibilities include, but are not limited to, the following: 1) classroom instruction, clinical and laboratory supervision for associate degree nursing students; 2) evaluation of students enrolled in associate degree nursing courses; 3) associate degree nursing students advisement and counseling; 4) associate degree nursing students curriculum update and revision; 5) development of associate degree nursing students course syllabus each semester; 6) serve on college committees as assigned; 7) participate annually in an academic or professional process of continued personal and professional development; 8) actively participate in the institutional goals and objectives designed to support the mission of the college; and 9) nothing contained herein shall limit the President in assigning the employee to any of the various college activities for which he/she would be qualified, in order to meet the needs of New Mexico Junior College.

Qualifications: Master's Degree in nursing (MSN) preferred. Bachelor's degree will be considered. Must pursue and complete a MSN within five (5) years. All degrees must be from a regionally accredited institution. Candidates must have a minimum of two years clinical experience and must obtain or have a current New Mexico or multi-state nursing license in good standing. Prior successful teaching experience at the college level preferred. Candidates should be able to work within a team teaching concept. Computer proficiency required with skills in Microsoft Word, Power Point, and Canvas proficiency desirable.

Salary/Benefits: Salary is based on the NMJC nursing faculty salary schedule which is commensurate with education and teaching experience. This is a nine month position funded by a grant. Continued employment will depend on grant funding. Standard NMJC benefits apply.

Application Deadline: Open until filled. Interviews will be conducted by a selection committee and will commence upon receipt of completed applications by qualified applicants. To ensure consideration, all application materials must be received as soon as possible.

To Apply: Submit NMJC application form on line at www.nmjc.edu (Employment Opportunities) and attach the following: a letter of application (cover letter), your resume, unofficial transcripts for **all** degrees listed on resume (official transcripts required prior to employment), and three references with current addresses and phone numbers.

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NEW MEXICO JUNIOR COLLEGE Personnel Recommendation for Board Consideration

The following candidate is being	recommended for employment as follows: Date June 10, 2014
Candidate's name Kathleen J. F	Perrell
Position title	Basic Education
☐New position ☐ Existing position	tion Classification Faculty Professional Other
Is candidate related to another NM	JC employee? yes no If so, to whom
Effective date of employment Jul	ly 1, 2014 Standard contract length
Funding source Adult Basic Educ	cation
Paid advertising beyond *standard (*Standard: The Hobbs News-Sun, NM Dept. of Labor	HigherEdJobs.com , NMJC Website)
Posted salary range <u>\$42,311 to 52</u>	
Account number(s) with respective	e % allocation(s) 41211 2401 61301 105 100%
Recommended and approved by	:
Supervisor	Dean/Director
Supervisor	BeamBreeco
Vice President	President
Selection Committee Members:	Dianne Marquez – Dean of Arts and Humanities
	Alma Casarez – ABE Assistant
	Patsy Lewis – Professor of Reading/Writing – Transitional Studies
	Andrika Ruiz – ABE Assessment / Retention Clerk
	Ruth Wong – Professor Education/Transitional Studies Reading
Comments: Ms. Ferrell with a B.S	S. degree and twelve years of experience meets and/or exceeds the minimum requirements for this
position.	
	rev. 6-28-01

ABBREVIATED RESUME

Position

Director of Adult Basic Education

Personal Data

Name: Kathleen J. Ferrell

Education

B.S., University of the Southwest, Hobbs, NM, 1995

Major: Elementary and Secondary Education/Mathematics

A.A., New Mexico Junior College, Hobbs, NM, 1990

Major: General Studies

License, Coleta's School of Beauty, Hobbs, NM, 1982

Major: Cosmetology

Professional Experience

New Mexico Junior College, Hobbs, NM Part-time ABE Math Instructor	03/2011 to Present
Designs by Kathleen, Longview, TX Self Employed	02/2010 to 05/2010
Presser Construction, Diana, TX Secretary	07/2009 to 11/2009
New Diana ISD, Diana, TX 9 th Grade Math Teacher	07/2008 to 08/2009
East Texas Council on Alcohol and Drug Abuse, Longview, TX Education Specialist	05/2004 to 08/2008
Southwest Inventory, Diana, TX Assistant Inventory Clerk	2001 to 2004
Lakeview Baptist Assembly, Lone Star, TX Part-time Secretary/Housekeeper/Dining Coordinator	1998 to 2001
Hobbs Municipal Schools, Hobbs, NM 7 th Grade Math Teacher	1995 to 1998
House of Huber, Hobbs, NM Stylist/Owner	1982 to 1995

Certifications / Licenses:

New Mexico Department of Education Texas Department of Education Cosmetologist/Operator



New Mexico Junior College Career Opportunities

Position Announcement • April 2014

Position Title: Director of Adult Basic Education

Position Description: This position reports to the Dean of Arts and Humanities. Duties and responsibilities include, but are not limited to, the following: 1) Directs the operation of the Adult Basic Education Programs which includes programs for general education (GED) and English as a second language (ESL); coordinates the various classes and coursework planning within the program; coordinates with external agencies and/or organizations on all matters pertaining to the program; coaches, trains, and supervises assigned employees, or makes effective suggestions and recommendations regarding employment status; and coordinates, schedules, assigns, and reviews the daily work activities of staff; 2) Develops, implements and maintains program budgets; creates, prepares and submits all grant applications/paperwork; monitors and maintains projects ensuring compliance with federal, state and local guidelines; ensures program activities (e.g., expenditures, classes, etc.) meet grant/contract requirements; analyzes and facilitates collection of data; prepares special and recurring reports; regularly evaluates instructors, class and program effectiveness; 3) Develops and modifies curriculum to meet the needs of students; establishes classroom/computer labs and equipment and software updates as needed; supervises preparation and submittal of all purchase requisitions, personnel requisitions and other personnel/financial transactions; and conducts community needs assessment at least once every three years; 4) Represents the program at meetings, conferences and/or seminars; serves on various committees and as a member of professional associations; interacts with administrators, faculty and staff and external constituencies; communicates with instructors and students obtaining feedback; makes on-site visits; observes classroom instruction; and may participate or assist in student/program registration; 5) Serve on college committees as assigned; 6) Performs other duties as assigned or required; 7) Participate annually in an academic or professional process of continued personal and professional development; 8) Actively participate in the institutional goals and objectives designed to support the mission of the college; 9) Nothing contained herein shall limit the President in assigning the employee to any of the various college activities for which he/she would be qualified, in order to meet the needs of New Mexico Junior College.

Qualifications: Bachelor's degree, preferably in education, required. Master's degree is desirable. All degrees must be from a regionally accredited institution. Teaching experience preferred. Excellent public speaking, supervisory, microcomputer and organizational skills are necessary. Knowledge to include, but are not limited to, the following: management practices and principles, program development and implementation, budget preparation, monitoring and administration, teaching practices including Adult Education programs, community referrals and services, adult learning theory, and public relations/marketing practices and methods. Valid New Mexico or Texas driver license required.

Salary/Benefits: Salary range of \$42,311.00 to \$52,889.00 depending upon experience and qualifications. This is a 12-month professional position funded by a grant. Continued employment will depend on grant funding. Standard NMJC benefits apply.

Application Deadline: Thursday, May 8, 2014 at 5:00 p.m. Interviews will be conducted by a selection committee and will commence upon receipt of completed applications by qualified applicants. Position starts June 1, 2014.

To Apply: Submit NMJC application form on line at www.nmjc.edu (Employment Opportunities) and attach the following: a letter of application (cover letter), your resume, unofficial transcripts for **all** degrees listed on resume (official transcripts required prior to employment), and three references with current addresses and phone numbers.

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NEW MEXICO JUNIOR COLLEGE Personnel Recommendation for Board Consideration

The following candidate is being r	ecommended for employment as follows: Date June 18, 2014
Candidate's name Gregory A. O'	Brien
Position title Director / Professor	r of Entertainment Technology
New position ☐ Existing position	on Classification Faculty Professional Other
Is candidate related to another NMJ0	C employee? ☐ yes ☒ no If so, to whom
Effective date of employment **P	ending Standard contract length
Funding source Institutional Funds	
Statesman, Tennessean, Plasamedia-	HigherEdJobs.com, Music Row Enterprises, LLC, Career Builders.com, Monster, Austin American-Protocol NMJC Website, Lubbock TX Workforce Development Website)
Posted salary range _\$55,516 to \$69 Account number(s) with respective 6	2,395 Recommended annual salary \$ 74,902.00 Prorated salary □ yes □ no % allocation(s) 11000 2913 61301 104
Recommended and approved by:	
Supervisor	Dean/Director
Vice President	President
Selection Committee Members:	Jeff McCool – Dean of Training & Outreach
	Dr. Dennis Atherton – Vice President for Instruction
	Dan Hardin – Vice President for Finance
	<u>Dale Gannaway – Executive Director New Horizons Resources</u>
	Don Caldwell – Cactus Theatre, Lubbock, Texas
	<u>Jeff Little- Professor and Self Employee Musician / Performing Artist</u>
	Mike Gallagher – Lea County Manager
Comments: Mr. O'Brien with a M.	S. in Music Technology Education and more than thirty-three years of applicable experience meets
and/or exceeds the minimum requir	ements for this position.
**Pending background check and h	ire date is undecided

ABBREVIATED RESUME

Position

Director / Professor of Entertainment Technology

Personal Data

Name: Gregory A. O'Brien

Education

M.S., Indiana University, Purdue School of Engineering and Technology, Indianapolis, IN, 2009

Major: Music Technology

B.S., West Virginia Institute of Technology, Montgomery, WV, 1995

Major: Electronic Engineering

Minor: Music

A.A.S., Hocking Technical College, Nelsonville, OH, 1983

Major: Electronics Engineering Technology

Certificate, Meigs Vocational School, Pomeroy, OH, 1980

Major: Communications and Broadcast Electronics

Professional Experience

Full Spectrum Sound, Shade, OH 1998 to Present

Owner and Operator

V.A.S.T., Shade, OH 08/1995 to Present

Founding Partner

Hocking College, Nelsonville, OH 01/1999 to 06/2008

Instructor Audio Production/Broadcast Engineering/Electronics Engineering

Ben Franklin Career Center, Dunbar, WV 08/1998 to 12/1998

Instructor

State of Delaware Ferris School for Boys, Wilmington, DE 12/1996 to 04/1998

Technology Education Instructor

West Virginia Institute of Technology, Montgomery, WV 1993 to 1995

Student Work-study / Electronic Technician

Oceanside Unified School District, Oceanside, CA 05/1986 to 04/1992

Electronics Maintenance Technician and Vocational ROP Electronics Instructor

Awards:

Indiana University School of Music – Magna Cum Laude

Publications:

Thesis: "The measured effects of simple and complex waves both digital and analogue when used in a transduced and transmitted wave application of forced resonance to human biological and stress hormonal systems."

Product reviews and technical applications for Guitar Digest

Bio-resonance Sound Therapy Student Guidebook



New Mexico Junior College Career Opportunities

Position Announcement • October 2013

Position Title: Director / Professor of Entertainment Technology

Position Description: The Director/Professor of Entertainment Technology shall be responsible to the Dean of Training and Outreach. The duties and responsibilities of the Director/Professor of Entertainment Technology shall be, but not limited to the following: A. To satisfactorily perform the job of Director/Professor of Entertainment Technology for New Mexico Junior College. B. General duties and responsibilities: 1. Develop the Entertainment Technology curriculum; 2. Recruit students to the program; 3. Teach Entertainment Technology classes; 4. Work with the Lea County Event Center staff / Commissioners in the development of an Entertainment Technology Program lab; 5. Work with the NMJC Director of Physical Plant in the development of the Entertainment Technology classrooms and labs; 6. Create industry and community partners; 7. Lead and initiate a systematic effort that emphasizes Entertainment Technology student graduation; 8. Promote academic excellence within the Entertainment Technology Program; 9. Oversee the Entertainment Technology operating budget; 10. Oversee Entertainment Technology Faculty; 11. Attend all required meetings; 12. Seek opportunities to promote NMJC and the Entertainment Technology Program: 13. Work with the local media and the NMJC communication department to promote the Entertainment Technology Program; 14. Participate, both as a professional and a representative of New Mexico Junior College, in community affairs; 15. Attend all College required meetings and abide by and support the NMJC Employee Handbook; 16. Promote the mission and the vision of the College; 17. Participate annually in an academic or professional process of continued personal and professional development; and 18. Nothing contained herein shall limit the President in assigning the employee to any of the various College activities for which he/she would be qualified in order to meet the needs of New Mexico Junior College.

Qualifications: At least fifteen years of related experience is preferred. The successful candidate must have good public relations skills, ability to handle multi-task situations and ability to work in a fast paced operation on a daily basis. Additionally, the successful candidate will have a broad general knowledge and /or experience in many areas of the Entertainment and Music Industry including audio lighting and production, concert and event production, studio recording, independent and major recording labels, music and production contracts and contract riders, songwriting and copyright, music publishing, entertainment business, entertainment marketing, and entertainment law. The successful candidate will possess leadership and communication skills to develop the entertainment technology program and the ability to create industry and community partners. Experience and knowledge of Entertainment Technology curriculum development and Entertainment Technology facility development, and a Bachelor's degree is preferred.

Salary/Benefits: This is a 12-month professional/faculty position. Salary is competitive and commensurate with relevant experiences and degrees. Standard NMJC benefits apply.

Application Deadline: Open until filled. To ensure consideration, all application materials must be received as soon as possible.

To Apply: Submit NMJC application form on line at www.nmjc.edu (Employment Opportunities) and attach the following: a letter of application (cover letter), your resume, unofficial transcripts for **all** degrees listed on resume (official transcripts required prior to employment), and three references with current addresses and phone numbers.

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