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Memorandum

To: Dr. David Lepre, Sr.
Jerry A. Armijo
Dr. Yolanda Jones King
Dr. Srinivas Mukkamala
Cody Johnston
From: The Staff Council Board
Date: July 24, 2026
Subject: Votes of No Confidence

Members of the Board of Regents,

It is our duty to inform you of a Vote of No Confidence the Staff Council held for two NMT Vice Presidents during an executive session on June 9, 2026. Seventeen of the Council's twenty-seven Representatives were present, meeting the quorum requirement according to our bylaws. Those in attendance reviewed the provided sensitive documentation, discussed the issues in an executive session, and cast their votes. The Staff Council Board acted as facilitators and did not take part in the vote.

The final votes were as follows:

- No Confidence in Dr. Lique Coolen (solely in her capacity as Vice President of Research)
  - 12 Yea
  - 3 Nay
  - 2 Abstentions

- No Confidence in Dr. David Greene
  - 16 Yea
  - 1 Nay
  - 0 Abstentions

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The outcome of the vote reflects significant and widespread concern among staff regarding current leadership practices.

The Staff Council believes the volume and seriousness of the concerns warrant an independent, third-party review of the hiring & firing practices (including promotions/demotions), budget allocation & management, and staff attrition/treatment under each Vice President during their respective tenures.

Staff have reported multiple concerns to Human Resources and to the Staff Council Board, including, but not limited to, allegations of retaliation, harassment and other workplace conduct issues; one or more of which could constitute legally actionable misconduct that would meet the conditions of a toxic work environment (based on the definition in the NMT Employee Handbook, Section 31). The alleged misconduct not only further negatively affects staff morale and retention, but could leave the university open to legal action. To ensure credibility and avoid any perception of internal NMT bias, a neutral external review is being requested. The requested review should protect the rights of all individuals involved, including complainants, witnesses, etc.

Thank you for your attention to this matter and for your commitment to ensuring a fair and transparent process.

Sincerely,
The Staff Council Board
Co-Chair - Heidi Love
Co-Chair - Val Thomas
Secretary - Vanessa Quiñones
Parliamentarian - Zachary Gomez