

NORTHERN NEW MEXICO COLLEGE

SPECIAL BOARD OF REGENTS MEETING

DECEMBER 10, 2015

I. CALL TO ORDER

A special meeting of the Board of Regents of Northern New Mexico College was held on Thursday, December 10, 2015 in the Boardroom of Northern New Mexico College, Espanola Campus. Regents present: Rosario (Chayo) Garcia, Damian L. Martinez, Esq. (via conference call), Kevin F. Powers and Melinda DeHerrera. Board President Rosario (Chayo) Garcia called the meeting to order at 3:03pm.

Northern New Mexico College staff present: Dr. Nancy Barcelo, President; Chris Trujillo, IT; Brandi Cordova, Executive Assistant to the Vice President for Finance & Administration; Amy Pena, Recording Secretary. Faculty Present: Deborah Beigel, Stephanie Amadeo Marquez, and David Barton. Others present: Ariel Carmona – Rio Grande Sun, Jake Arnold, and Tim Crone.

II. APPROVAL OF AGENDA

Regent Powers moved for approval of Agenda as presented. Motion passed unanimously.

III. CLARIFICATION OF APPROVAL OF MINUTES (October 22, 2015 and November 3, 2015)

Dr. Prather asked Tony Ortiz, Legal Counsel for the College to clarify for the Board of Regents regarding the search process in terms of confidentiality of applicants. Dr. Prather stated he would like to make sure the Board of Regents heard this from Mr. Ortiz. Dr. Prather stated he wanted to talk a little bit about how this is going to unfold and this issue will arise. Mr. Ortiz stated he had to remember the provision; usually the way is you don't get to shield applicants but at the end of the day it is finalists that you have to turn over. Dr. Prather stated this is correct. Mr. Ortiz stated he could have a look at this. Dr. Prather stated he wants to be very precise about this and that is exactly why the Board of Regents and Dr. Prather will take the time to go through this at the Board Meeting, walk through all these details that are vital to making sure there is a squeaky clean process. Mr. Ortiz stated he could bring up the provision. Regent Martinez stated he reviewed the provision and it is only finalists that have to be turned over.

Dr. Prather stated the basic thing he would like to suggest to the Board of Regents for their consideration as they move along in the process as he is working for the Board of Regents formally as the search consultant is that as quickly as possible, given all of the different things the Board of Regents has going, based on what the Board of Regents gives Dr. Prather tonight, is approve a plan for the search process. That plan then has all the little details that the Board of Regents and Dr. Prather will anticipate at the meeting so the Board of Regents and Dr. Prather do not get down the road and find a surprise popping up. What the Board of Regents and Dr. Prather are doing at the meeting is setting the whole search into its entire context so they know exactly what steps will be taken, when those steps will be taken and as it is put together in writing and approved by the Board of Regents then it has the effect of an approved plan that if people say let's do something else, these things will have been anticipated. Dr. Prather stated he is working for the Board of Regents and his purpose is to give the Board of Regents his very best thinking and to give the Board of Regents his perspectives on what he thinks could make a good process work for the Board of Regents.

1. It needs to be well planned. The Board of Regents and Dr. Prather will want to take the time, at the front end, to anticipate everything needed to make it a success.
2. The Board of Regents and Dr. Prather need to work to make sure there are no surprises, such as the Board of Regents and Dr. Prather get mid-way through this and say "oops" we did that or that the Board of Regents and Dr. Prather gets into a screening process and find that things were not anticipated properly.
3. That the process is transparent. Dr. Prather stated it should be made as visible as possible. The plan will be a public document, approved and out there. Business will be done as professionally and as publicly as it could possibly be done.
4. Dr. Prather stated there needs to be good valuable perspectives from stakeholders that are identified by the Board of Regents there will be a stronger process and there will be a person who is most likely to be the best fit that can be obtained in this process.
5. Dr. Prather stated the Board of Regents would need to be very clear about what is sought. Dr. Prather commended the Board of Regents for the work that has already been done. This is the Board of Regents search, they have done a great deal of work and they are well into some of the critical things that will be part of the plan with the Presidential document that Dr. Prather has been given.
6. Dr. Prather suggested a principle that the Board of Regents should look for as the long term. If there can be stability in the President's Office over time it is a credit to the institution and builds a stronger institution not an office that is viewed as a revolving door. The Board of Regents would like to get somebody in, in Dr. Prather's opinion for at least a 5-7 year or longer run. A long run offers the greatest prospects to benefit the students.

Dr. Prather reviewed the key elements of the President Search Plan for Northern New Mexico College:

1. Timetable. Dr. Prather stated some work has already been done with this, he has some thoughts about this and the Board of Regents will see why he will offer suggestions on working together on this.
2. Desired Characteristics. What is desired in this new President? What are the most important things from the Board of Regents perspective but also very importantly from the faculty, community and other key stakeholder groups that the Board of Regents has the opportunity to identify.
3. Stakeholder Involvement. How does the Board of Regents make sure the stakeholder involvement is authentic and at the same time is not usurping the Board of Regents prerogative? The Board of Regents hires and has to make the ultimate determination. Dr. Prather stated his whole process is to try to make it a crystal clear process for everybody so the people understand their roles in the process and in so doing are able then to participate fully within the parameters that they are given to participate. The Board of Regents does not even want to consider delegating this responsibility. This responsibility of voting ultimately on the selection of the new President is strictly the Board of Regents.
4. Advertising Parameters. Dr. Prather stated he would like to make sure this is something the Board of Regents is clear about with Dr. Prather so that it is not said something should or should not have been put out there.
5. Compensation Package. Dr. Prather stated this has to be done because it has to be in the actual search plan that the Board of Regents is approving because out of this search plan, Dr. Prather will be developing some of the advertisements and things that like that that will have to have those things cited.

6. Other Issues. This will be reviewed quickly.

Dr. Prather stated he has some key frames that need to be considered as a timetable (attached) for a search plan. The planning process itself, sitting down, the Board of Regents has been doing some preliminary work. The Board of Regents met and has gone through some of the discussions around some of these things. There is some tentative timetable thinking that the Board of Regents has already identified and outlined. There is preliminary work done, it is to the Board of Regents credit and makes the process that much smoother.

Dr. Prather stated experience suggested it is going to take between a month and a month and a half to get the stakeholder involvement solidified. This is the second component, criteria including soliciting stakeholder groups. Getting them on board, up to speed, getting their input into the process. Until the Board of Regents has been clear about what it wants, the Board of Regents does not want to advertise. The Board of Regents wants to advertise for whom you are looking. You searching for this person so consequently the Board of Regents does not just put the word out right now that there is a Presidential opening. The Board of Regents is looking for somebody that has certain characteristics, certain kinds of attributes and qualities and maybe some specific prior experiences that the Board of Regents thinks are critical to the long-term success of Northern New Mexico College. To get all that information is going to take about a month and a half. The Board of Regents is going to need to listen to constituents as part of this process before the final determinations are made about that.

Dr. Prather stated regarding the advertising itself (30-60 days) and anywhere in between. Dr. Prather recommended a minimum of a month out there in the field. Chronicle of Higher Education, Education Week, etc., there are number of other places it could be put out. The window where people can submit applications for the Presidency is something that needs to be set in the plan. It is the Board of Regent's call as to how long to keep it opens. Dr. Prather suggested the 45-60 day window.

Dr. Prather Stated regarding screening and reference check it will be another month and a half, once the materials are in, once everybody who has applied, once that window closes. It is about a 30 day process, it pushes it but it can be done, 45 days is a little better to make sure the Board of Regents reviews the applications with a fine tooth comb. Dr. Prather is going to suggest the Board of Regents ends up with two levels of applications. The applications who are qualified but then the Board of Regents is going to look at a group of semi-finalists. Dr. Prather stated he would ask the Board of Regents specifications on the size of the finalist pool. This is something that will be built into the plan because the parameters need to be set thoughtfully and the Board of Regents must stick to them.

Dr. Prather stated regarding sit visits, it means that the Board of Regents may wish to do some visitations to the institutions or the locations where the finalists come from. This is something to consider, it does not have to be done but it can give the Board of Regents some valuable insights as they are looking at the later stages of the process.

Dr. Prather reviewed the timetable looking at current time.

December - Planning process, planning development and adoption

January - Determining criteria including soliciting stakeholder groups

February-March - Advertising

April - Screening and reference checks

May-June - Site visits, interviews and selections

This is a rough timetable and Dr. Prather asked for feedback from the Board of Regents in terms of their needs and in terms of how they are looking at when they need to have somebody on board. Regent Garcia stated the Board of Regents was hoping for a sooner date than the end of June. Regent Garcia stated she knows the Board of Regents pushed this so far that they have put themselves against the corner. Regent Powers stated the Board of Regents has May-June. Dr. Prather stated he believes it could be by the end of May. Regent Garcia stated she would prefer this. Regent Powers stated the sooner the better but he still believes if it takes an extra few weeks or a month he would rather get a right person than get somebody by a hard fast date. Regent Garcia stated these are her feelings as well. She would rather do it sooner but if the Board of Regents has to wait for quality then that is fine.

Regent DeHerrera asked if by the screening and reference checks, the Board of Regents would a finalist list by that point. Dr. Prather stated by the end of April, the Board of Regents would have finalists identified. Screening and reference checks would be on the semi-finalists which would then bring the Board of Regents down to making the selection of who they want the finalists to be. Dr. Prather stated what he believes council will advise the Board of Regents is that the people can apply confidentially but cannot, the list ultimately has to be released, but the applications can be confidential up until the time the Board of Regents settles on finalists and those finalists must be publicly announced (five people). Dr. Prather stated he is also going to recommend the Board of Regents Build the plan around five. Regent Powers stated once that is made public, the Board of Regents need to make a decision pretty quickly thereafter because those folks cannot be left hanging. Dr. Prather stated this is absolutely correct because what is seen then, and the Board of Regents may lose some, and sometimes the Board of Regents may have people who are finalists at multiple sites and the Board of Regents will do the best it can do to identify if that happens to be the case. The Board of Regents may be competing with another location for a given individual and if that is the case, the more you carry the higher the probability that they will go elsewhere. Regent Powers stated he has also seen it where a finalist for a job may be, their current position may be sweetened somewhat to the point where they decide not to leave where they currently are. Dr. Prather stated this is exactly right. When people become announced finalists, you know you are serious about them and they are either serious about you or they are using that finalist position to leverage some other opportunities for themselves. You are now looking at a pool of people that you say you really want to go through.

Dr. Prather stated the process in early May of interviewing and work at the campus will be intense and those advisory groups will be heavily involved in that process of looking carefully and deliberately at the finalist. It is a busy time, the first couple of weeks of May given the framework. Regent Garcia stated the Board of Regents must also remember this is around graduation and the staff, faculty and students will be busy. Dr. Prather stated it is important in making this plan, he does not know, the only thing that could be done potentially is to cut advertising mid-March and that would then have it at mid-April so that by mid-April the Board of Regents could announce finalists and spend early May or late April looking at those finalists. Dr. Prather stated he is getting a sense that it may be more desirable in terms of the timetable.

Regent Powers stated regarding determining criteria including soliciting stakeholder groups, that process would be basically taking the adopted plan out and getting feedback. Dr. Prather stated this is correct and getting the people identified that the Board of Regents wants to serve. The Board of Regents can approach this several different ways, they may say "we would like to invite you to serve" or "we would like to ask you to identify the 5-7 people you would like to serve for this particular group. Dr. Prather stated he is also going to suggest to the Board of Regents that what they are looking at is not a single massive committee of 50 people, but that the Board of Regents has, that is something that the Board of Regents would be heavily into in the month of January, getting them on board, up to speed, on the same page. Regent Garcia stated she has already done some pre-work on some of the committees. Dr. Prather stated he is aware of this

work and has seen some of the names. Regent Garcia stated it was done both ways, some were identified and those names have not been released yet. Dr. Prather stated he understands that and the question came to him and he was called and asked if the search committee was identified yet and his point was "no" because until the plan is approved, nothing has been approved. Everything is in the planning stage.

Dr. Prather stated he sense is that the Board of Regents would like to have the finalist by mid-April which could be done and that would be a 45-day window of advertising. Regent Powers stated in terms of planning process and development, once Dr. Prather leaves the Board Meeting, he would like to know how long it would take him to formalize the plan. Dr. Prather stated by Monday. The draft plan would be ready for review by Monday. Regent Powers stated there could be another special meeting before Christmas and approve it. The Board of Regents does not need to sit on it any longer than it has to. Dr. Prather stated he could get feedback from each Board Member individually. Regent DeHerrera asked if it goes out anywhere else. Regent Garcia stated it does not. Regent Powers stated the Board of Regents needs three days to announce a special meeting. Regent Martinez stated he would be in the area December 19-23, 2015. Regent Garcia stated she would be in town until December 23, 2015. Regent Powers stated something could be done early in the week of the 21st, 22nd to get it all cleaned up and finalized before Christmas. This would allow the Board of Regents and Dr. Prather to get some of the groundwork to hit the ground running in early January. Dr. Prather stated he is prepared to get this to the Board of Regents by early next week. This would give the Board of Regents time to review and reflect on it so they could approve it the following week and then with that approved, within that the constituencies would be identified and names. Regent Garcia stated this would move it three weeks ahead. Dr. Prather stated this would make January a little less pressed in terms of getting this scheduled. Regent Garcia stated the Board of Regents would be working on it and trying to get it done. Regent Powers asked Amy Pena when the campus would be closed and if it would be closed down on the 18th. Amy Pena stated the Board of Regents could still have a special meeting here. Regent Garcia asked if the 21st would work for everyone. Dr. Prather stated he would be out of town but he could come in by phone if needed. Dr. Prather stated he would have done the entire editorial cleanup by that point, the meeting would be a formal action on something that has now been cleaned up. The Board agreed to 2:30PM on the 21st for the Special Board Meeting. Regent Powers stated this gives the maximum amount of time for the Board of Regents to do some of that background and then right after the first of the year, it will hit it hard.

Dr. Prather stated he would like to summarize what he is hearing from the Board of Regents relative to the other key milestones in the process. Then the Board of Regents will be able to advertise in early/late January, early February, be open for a 45 day window and then do the screening through Mid-March through Mid-April and actually have the finalists announced by Mid-April. Regent Powers stated this is correct and it would move everything from there on up about half a month. Regent Powers stated the reality is even if the Board of Regents was advertising throughout the holidays, people are not paying attention, they are not watching. Dr. Prather stated he is clear regarding everything relative to timetable.

Dr. Prather stated regarding desired characteristics. The Board of Regents has already done this; they have looked at the job description. Dr. Prather stated he will touch base with each Board member individually and this does not need to be done before the plan is approved. Once the plan is approved, Dr. Prather will talk with each Board member regarding what they are each seeing this person needing to bring to the table and then Dr. Prather will be working with each stakeholder group to take them through both what their role is in the process and what their perspectives are. What do they see this institution needing. That is an important thing for the Board of Regents to have as they are contemplating the final advertisement, final announcement because the Board of Regents wants to really be sure that they have listened carefully to what stakeholders have to say because these are the people the Board of Regents is trying to help make sure their input is valued. Regent Powers stated the Search Advisory Committee is going to have a good bit of work to do at this point. Dr. Prather stated this is correct, in January and what he is going to also

consider and Regent Powers used the singular and Dr. Prather is going to suggest it may be plural. If it is clear about those, good group dynamic suggests a group of 7-12 people is a functional group. Regent Garcia stated she was trying to keep it down to 10. Dr. Prather stated the challenge then is that there are some really other important people that the Board of Regents would like to have. By reframing and thinking about which constituencies and let each have a group of 5-7 and set up the process so whether it is a Regent appointed or whether they are invited to select their own. Regent Garcia stated this is going to be good news for the faculty. Regent Powers stated the Board of Regents has spoken about this and the more he thought about it, it makes a lot of sense to group people together by their areas of expertise or areas of interest and that way they can focus on those particular characteristics. Somebody and somebody who is a community member are looking at completely different sets of criteria. Dr. Prather stated that is the point then that the Board of Regents has to ultimately synthesize all of that with Dr. Prather's help to try to create the set that the Board of Regents is going to be looking for. Dr. Prather stated when interview time comes, three very different interviews, you are looking for somebody that can really anticipate all the different needs and be responsive to them. Regent Powers asked Dr. Prather if he would, instead of having one big massive meeting, if he would have a series of meetings with these various groups and work with them and help draw out from them what is really important. Dr. Prather stated this is correct and whatever that means in terms of his time at the College, that is what he is here to do. This allows them to focus and be clear about what will be asked of them and how they will be asked to respond. Regent Powers stated this gives the Board of Regents a better picture. The Board of Regents can get more input, more valuable input from people as opposed to trying to turn down the membership to the point where there is a workable group of 10 or 11 versus excluding some possibly important people. Dr. Prather asked that the Board of Regents error on the side of inclusivity as opposed to cutting out. It is way better to involve a few more, instead of three groups four, or instead of four groups five, so that each constituency the Board of Regents is comfortable with identifying then gets an opportunity to be part of the process. Regent Powers stated this would then help to alleviate some of the concerns that the faculty had. Regent Powers stated he is sure it is possible for some of these groups to elect a spokesperson and get input outside of this group, to bring them in and actually have them do it directly is more valuable. Dr. Prather stated the other thing that is important as this unfolds is that the work they are going to be doing in January will be foundational for some of the interview processes that they will take these people through in April. The Board of Regents and Dr. Prather want to be very careful about this that the interviews have only those items that can be asked and not those things that cannot be asked about. There are guidelines as to what can be asked and what cannot be asked. Early on framing of the appropriate kinds of things the Board of Regents and Dr. Prather are looking for. Regent Garcia asked if Dr. Prather will be sitting with the groups and telling them what they can ask and what they cannot ask. Dr. Prather stated this is correct and this is his role in this and he is trying to make sure that he anticipates everything that the Board of Regents wants him to deliver for him and also ensure that is the will of the Board of Regent. This is the importance of stakeholder groups.

Dr. Prather stated the Board of Regents would approve the advertisement process. Dr. Prather will need to look at timetables for the Board of Regents Meetings or even potentially a special meeting. That may be something like an advertisement to approve it, it could be done electronically, and it could be done by conference call. It would be a public meeting, an announced meeting according to the Open Meetings Act. It could just be a single specific meeting to approve the advertisement. The advertisement is now approved. Dr. Prather cannot bring it to the Board of Regents until the other work is done.

Regent Powers asked under job description, if included in the job description would be a salary range. Dr. Prather stated it would not be. The compensation piece will be discussed with the Board of Regents. That would need to be determined; Dr. Prather asked that the Board of Regents consider it at this meeting so he can build it into the plan as a component. Dr. Prather asked to hold the compensation piece until it is brought up.

Dr. Prather stated the characteristics would become the foundational pieces for the questions that are used during the interview process by each of the stakeholder groups. Dr. Prather reiterated the fact that the Regents decide and the stakeholders advise. He will continue to use the terms for the groups as advisory groups. These are not search committees, they are search advisory committees and this is the best term to describe them. They are bringing the Board of Regents their best thinking. Dr. Prather stated the Board of Regents may want to have two different advisories - faculty and staff. This is up to the Board of Regents to decide. How they are going to be selected, Dr. Prather recommended that they be involved in interviews as well. This is very important because they will pick up on things that the Regents in their processes will see a different side. Dr. Prather stated the Board of Regents would get all those feels from the constituents and there is a better basis to make a decision on it. There is a stronger decision when the time comes. Regent DeHerrera asked what interviews Dr. Prather was speaking about, the last interviews. Dr. Prather stated this is correct. Dr. Prather recommended that the committees not bring first, second or third choice, they will bring what they saw in terms of strengths that candidates manifest in terms of what they said were important but also weaknesses that they saw in the candidate. Where they don't see fits. If you are asking people to bring you their first choice, second choice, third choice, then you may have disagreements within the group, the group itself may see. When you have every member of the group offering you their best thinking, the Board of Regents will have a lot to read. When the Board of Regents sees each advisory members written perspectives of what they liked, what they were concerned about, what the strengths about, what the concerns might be, as it comes to the Board of Regents and they are reading in preparation for it, they are now looking at it and it is going to sharpen the lense so incredibly. This is how the perspectives are going to be shared. Dr. Prather would like to build a plan around faculty and staff advisories. Dr. Prather asked how the Board of Regents would like the external group and how would they be selected. Regent Garcia stated she has one of each (County Commission, City of Espanola) and she also has Eight Northern Pueblos Representative and the Lab Representative. Regent Garcia stated she needed to add the Foundation Board to this list. She has a person from the County, Community Member, the City, Native American Representative, Rio Arriba. Regent Garcia stated she has six and they all live in Espanola. Dr. Prather stated what would then be needed is a single Community that has been looked at by the Board of Regents and has been anticipated. These would be invitational, identified by the Board of Regents and invited to participate. Regent Garcia asked if the Board of Regents wanted two committees on this or one. Regent Powers stated one is fine. Dr. Prather stated he is waiting for the Student Regent to tell him. Dr. Prather stated there would be a Faculty, Staff, Community and asked if the Board of Regents would like a Student Advisory. The Board of Regents agreed there should be a Student Advisory. Dr. Prather asked how they would be selected. Regent Garcia stated by Student Government. Regent Powers stated on all three of them, the faculty should decide. Regent Garcia stated it should be faculty and deans and asked if they are one in the same. Dr. Prather stated he does not have a clear enough perspective in terms of how it is currently organized administratively to know whether there should be an Administrative Committee. Regent Powers suggested Administrative/Staff, which should be one group.

Regent Martinez asked if the Board of Regents really needs that many advisory committees. Dr. Prather stated in his opinion yes because of the perspectives that they bring to the search process. Some very interesting things happen when you have a set of students look at a prospective top administrator, your prospective President and they see some things faculty does not see. Faculty sees things the community does not see. Each of these groups brings the Board of Regents the perspectives because it is ultimately their decision. Regents Martinez stated he understands this but asked why can't the Board of Regents just have, from these three or four groups identified, a couple from each one.

The reason for this would be, everyone is going to have a different view, and ultimately the Board of Regents makes the decision. Regent Martinez stated he does not want six applicants or five applicants from the students, community or faculty, all of them possibly different or a couple overlapping and then the Board of Regents has to comb from those fifteen, five applicants, then Regents Martinez would rather

do it himself then. Instead of looking at a million different reports, why can there not be one report from one advisory committee. Dr. Prather stated because the Board of Regents will not get one report. The Board of Regents will get individual reports from the participants, each participant. Regent Garcia stated that is why Regents Martinez is stating it should be consolidated to one. Regent Martinez stated he understands that but instead of reading. Regent Powers stated the way he understood, the Board of Regents is not asking each of these groups to submit their top five, the Board of Regents is asking the groups to give feedback on the different people they look at. Dr. Prather stated only on the finalists. Regent Garcia asked if it was just from out of the five. Dr. Prather stated this is correct, they will only be providing the Board of Regents feedback based on the interviews. Regent Powers stated the reason he likes this better than having one representative on a committee from a group that is supposedly selected by the group, Regent Powers stated you run the risk there of when the decision is finally made, the group says that is fine but that did not really represent what the group thought. The individual that was selected kind of went rogue on us, this is how it could play out and then the group could come back to the Board of Regents and say we really as a group liked this other person but our representative liked this other person. Regent Powers stated he would rather hear it directly from the stakeholders as opposed to having the stakeholders have to elect a representative and hope that representative really represented them. If there is any error here, Regent Powers would rather error on the side of more input as opposed to less input. Dr. Prather stated right now the Board of Regents is looking at fundamentally at five groups of about 5-7 people each and this could be specified. Dr. Prather stated these should be maximized at 7; there would be 35 individuals now who will be providing feedback. There would be 35 feedback sheets on each candidate. The Board of Regents would have a lot of reading but from Dr. Prather's prior experience in the search process it is rich material to read through what they have said. They are anonymous feedback sheets, they can be as candid as they can be and they will be talking to the Board of Regents about what their best thinking is. This is the gift they are bringing to the Board of Regents. Instead of just the Board of Regents just looking at the 5 finalists, there are now 35 points of view brought before the Board of Regents to reflect on.

Regent Martinez stated with 35 points of view, ultimately what is going to happen is if a group does not like it, the Board of Regents runs that risk anyway. The Board of Regents will undoubtedly choose somebody that one group is not going to like. Regent Martinez stated to him it doesn't matter that he has 35 people telling him stuff. He would like them to get him the best 2 or 3 people from each group. They do not need 7 faculty members, if they have 3 faculty members that is a diverse group from the faculty and let Regent Martinez deal with one group. The Board of Regents will not be able to make everybody happy. This is what done in this country, we elect people to make decisions for us because we think they are right people to make those decisions. Not one makes decisions that everybody agrees to. Regent Martinez stated he, personally, does not see the need to have a super group made up of three separate groups. This is what Dr. Prather is given the Board of Regents just broken up into three groups. Dr. Prather stated he is really not because these groups will never meet together, they will be independent of each other. Regent Martinez stated he knows this but the Board of Regents is going to take all their information from the three separate groups and really Dr. Prather has given the Board of Regents a mega group made out of three different subgroups, it does not matter that they never meet together. Regent Martinez stated this is just his position and the Board of Regents can do it how it wants to do it. Regent Martinez stated Dr. Prather wanted to hear candidly from each Board member.

Regent DeHerrera stated she believes more voice and more opinions from around, especially because they are all from here. Regent Powers stated as somebody who lives in Albuquerque he would find it helpful to get more perspective from folks that live here and it would be helpful to him. Regent Powers can try to get as much information as he can out of the media and that but it is still limited but it would help him in coming to a good decision. Regent DeHerrera stated that she agrees.

Dr. Prather stated it is his sense that the preponderance of the Board of Regents is favoring five groups of not more than seven that would be working in January and interviewing in April. The working in January would be developing characteristics, what is important to each group. Regent Powers stated there would be Faculty, Admin/Staff, Students and Community groups. Dr. Prather stated the Community has already done the Community. Dr. Prather will frame it this way and the Board of Regents will have the opportunity until this is adopted. Regent Garcia asked where the Deans would be. Dr. Prather stated they would be with Administration/Staff.

Dr. Prather stated regarding advertising parameters. They would be done nationwide, website, local, regional papers, and educational journals. Regent Powers asked if the Board of Regents wants to pick up somebody that isn't in higher education, some other noneducational type how would they be reached. Dr. Prather stated one would be Education Week and the other if looking for somebody who is innovative, Dr. Prather could find a way to get this position beyond just traditional higher education. Regent Powers stated he would also think if somebody that was not in Higher Education currently but was interested, would be monitoring some of the higher ed advertisement, they would have their eye on the industry. Dr. Prather stated if the Board of Regents used the Chronicle and Vitae (web-based subsidiary of the Chronicle) and Education Week it has been put out there effectively.

Dr. Prather stated the compensation package is an important thing and Dr. Prather asked the Board of Regents for a salary range that is appropriate. Dr. Prather stated his recommendation is that the Board of Regents does not have anybody that is currently on board that is going to be paid more than the President. The minimum salary would be in Dr. Prather's opinion would be whatever the maximum salary for current non-presidential staff or anybody else on board. This person should be the highest paid employee. Dr. Prather asked for thoughts on this. Regent Garcia stated it should be lowered. Regent Powers and DeHerrera agreed. Regent Powers stated \$170,000 to \$180,000. This may be too narrow but he does not believe the Board of Regents can go any lower than \$170,000 and may be able to go a little higher than \$180,000. Regent Garcia stated they all need to be brought down. Regent Powers stated he is not stuck on this but he is looking at where the College is. Regent Powers stated there are other steps that can be taken as well to bring, in general Regent Powers stated the administrative costs need to be brought down at the institution. This could be step one to doing that. The current salary is in excess of \$200,000. Dr. Prather stated this is a significant step down and at the same time it will still be attractive. Another thing the Board of Regents needs to consider is some benefits and they do not need to be specified right now. They could be part of some of the negotiations being done as the Board of Regents starts looking at what it might want to do. Retirement and insurance pretty much come with the package but a 403b contribution could be something and Dr. Prather stated the Board of Regents may want to make it incentive based. Regent Garcia and Powers stated they have discussed incentives. Dr. Prather stated in his opinion the Board of Regents is at a wonderful juncture to begin to do some strategic planning to take the Board of Regents into some real exciting areas and the person can plan and execute that plan that could be the basis for some 403 incentive pay based on accomplishment that the Board of Regents sets with that person. This does not have to be in the plan except that some negotiable benefits can be considered. Dr. Prather does not want the Board of Regents' hands tied when they go into final negotiating stages. This would be done in executive session when they decide who they want and the terms they want to offer. Regent Powers stated there is a lot more ability to go up slightly and there is no way to go back. If you put the minimum in it will not go lower.

Dr. Prather stated regarding confidentiality of the search committees would be stressed in the plan. People will have to affirm that the information they come across will be retained in confidence. Regent Garcia stated this is the one problem she has with some subcommittees is that it is more people, even though they sign the confidentiality it will not be adhered to. Dr. Prather stated if you look at what these individuals will be doing, they will not be looking at application paperwork, they would be meeting the people and

interviewing the person and sharing perspectives. What the Board of Regents is asking that they not talk out of school but recognizing that it will be hard. Regent Powers stated they would not deal with the original applicants. Dr. Prather stated they will not see applications at all. Regent Powers stated they will not see any applications, they are going to provide help on the front end and then the Board of Regents will get applicants, they are going to be vetted, they will get to five finalists and then look at the finalists. Dr. Prather stated the applications will go to him. He will be the recipient; this is also where the Board of Regents can assure confidentiality will be attained. Regent Powers stated it would not matter if the Board of Regents had 7 people or 27 people looking at applicants, this is too much opportunity for leakage.

Dr. Prather stated that any applicant will affirm before they move into the finalist stage that they will be agreeable to a background check. Dr. Prather has good resource to check this thoroughly. Dr. Prather stated the Board of Regents can also consider site visits to the finalists' home areas and asked if the Board of Regents see any value in going to their home sites and spending time there. Regent Powers stated this is a possibility and would be a situation. It may not be needed and the Board of Regents may have two people who are really close to each other, they are virtually equal and the Board of Regents may be looking for something to determine the two. Dr. Prather will leave this at to be determined on a need basis if this situation arises.

Dr. Prather asked the Board of Regents if they would like anything else built into the plan. Dr. Prather will send the Board of Regents a draft of the plan and they will be able to talk to Dr. Prather further about this plan if they would like any changes. Regent Powers asked if Regent Martinez had any thought on the compensation. Regent Martinez stated he believes it should be lowered. It should not be higher than any of the other comprehensive universities in the stated. Regent Powers stated he is working on getting on this information. Regent Powers stated the question then would be with respect to the issue of being higher than current staff. Regent Martinez stated he would agree that it does have to be higher than the current staff, he just does not know who the highest paid staff member is. Regent Martinez stated he would assume the Provost. Regent Garcia stated it is. Regent Powers stated it has to be higher. Regent Garcia stated she disagrees with his pay as well. Regent Powers stated he would like to get additional information on the other institutions. Regent Powers stated he agrees that it cannot be higher than the other comprehensives. Regent Garcia agreed. Regent Powers stated the Board of Regents needs to be careful that the sometimes a salary number alone can be misleading because there are all sorts of different ways to compensate people and one of the comprehensive institutions has an interesting situation with their President in that he gets an unbelievable amount of comp time to do consulting. Regent Martinez stated Tech's President gets an annuity of \$100,000 on top of his compensation, from their foundation. Regent Powers stated he would not look at that as a comparable. Regent Powers is thinking about Eastern, Western. Dr. Prather stated the Board of Regents should look at the 2-year and 4-year. Regent Garcia stated more Eastern, Western and Highlands. Regent Martinez stated that Luna's President makes \$150,000 on his new contract. Dr. Prather stated it would be very helpful to have this before it is locked in, made finalized and advertised. Regent Powers requested this information and it is being compiled.

Dr. Prather stated he will send the Board of Regents the plan asked the Board of Regents to let him know they received it and he will work with the Board of Regents to make sure it says what they want it to say so it can be approved on the 21st. Regent Garcia asked if any of the Board of Regents needed anything. Regent Martinez stated he is looking at numbers before signing off, looking at New Mexico Junior College, the President makes \$190,000 per year. The Luna President makes \$150,000. Dr. Prather thanked the Board of Regents and Regent Martinez via conference call for joining the meeting. Dr. Prather stated he would try to Skype with Regent Martinez so they can go face to face for the visit.

Regent Garcia requested an Executive Session asked for a Motion to go to Executive Session. Regent Martinez requested a break before going into Executive Session. The Board of Regents took a break at 4:20PM and returned at 4:30PM.

V. EXECUTIVE SESSION

Regent Garcia requested a Motion and Roll Call Vote to go into Executive Session. Regent Powers moved to go into Executive Session to discuss:

(1) Limited personnel matters related to the hiring, promotion, demotion, dismissal, assignment, resignation, or investigation or consideration of complaints or charges against an employee;

(2) Bargaining strategy preliminary to collective bargaining;

(3) Threatened or pending litigation subject to the attorney-client privilege in which the College may be a participant;

Pursuant to provisions of NMSA 1978, Section 10-15-1(H)(2)(5) & (7) as they pertain to those items exclusive of the Real Estate acquisition or disposal.

Regent Martinez seconded the Motion. A Roll Call Vote was taken - Regent Martinez - yes, Regent DeHerrera - yes, Regent Garcia - yes. The Board of Regents entered into Executive Session at 4:30PM. Regent Garcia asked that only Tony Ortiz, Legal Counsel for the Board of Regents remain in Executive Session.

VI. POSSIBLE ACTION ON EXECUTIVE SESSION

Regent Garcia called the Board of Regents to the normal meeting and requested a Roll Call Vote to return. Regent Powers moved that the Board of Regents move out of Executive Session back to Open Session. Only the items indicated on the Agenda for the Executive Session were discussed. A Roll Call Vote was taken - Regent Martinez - yes, Regent Powers - yes, Regent DeHerrera - yes, Regent Garcia - yes.

Regent Moved that the Northern New Mexico Board of Regents agree to an adopt the changes to President Barceló's contract as outlined in the negotiated release from the employment contract attached to the minutes of this meeting. Motion passed unanimously.

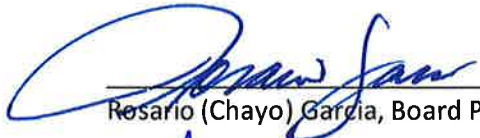
Regent DeHerrera moved that Domingo Sanchez, Vice President for Finance and Administration be appointed as Interim President of Northern New Mexico College beginning January 1, 2016. Motion passed unanimously.

Regent Garcia stated tonight the Northern New Mexico College Regents and President Nancy Barceló agreed together that President Barceló will leave her leadership position with the College on the last day of December. Originally, President Barceló was scheduled to end her presidency in June of 2016. She requested the opportunity to leave early to begin her sabbatical sooner. The Regents and President Barceló agree that accelerating the date in which President Barceló would start her sabbatical is in the best interests of the College and President Barceló. Domingo Sanchez, currently Vice President for Finance and Administration, will serve as Interim President during the College's current search for President Barceló's successor.

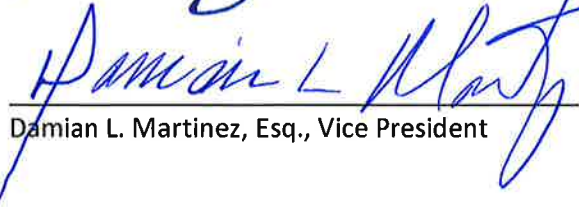
XIII. ADJOURNMENT

Regent Powers moved to adjourn. Motion passed unanimously. The Board of Regents Meeting adjourned at 5:45pm.

APPROVED:



Rosario (Chayo) Garcia, Board President



Damian L. Martinez, Esq., Vice President