

**NORTHERN NEW MEXICO COLLEGE
BOARD OF REGENTS MEETING
NOVEMBER 22, 2019**

A Regular Meeting of the Board of Regents of Northern New Mexico College was held on Friday, November 22, 2019, in the Board Room of Northern New Mexico College, Española Campus. Regents Present: Michael A. Martin (In Person), Porter Swentzell, Ph.D. (In Person), Erica Rita Velarde (Via Zoom), Regents Tomas Rodriguez (Via Zoom) and Damian L. Martinez, Esq. (Via Zoom).

Northern New Mexico College Staff Present: President Richard J. Bailey, Jr., Ph.D.; Ricky A. Bejarano, CPA, CGMA (Via Zoom), Vice President for Finance & Administration; Ivan Lopez Hurtado, PhD, Provost & Vice President for Academic Affairs; Don Appiarius, PhD, Assistant Provost of Student Affairs; Vince Lithgow, Comptroller; Sally Martinez, Executive Assistant to the Provost & Assistant Provost; Sandy Krolick, Creative Director, Communications and Marketing, Sara McCormick, Recruiter/Admissions; David Lindblom, Assistant Professor, FDMA/Creative Director of Canal Seis; Chris Trujillo, IT; Evette Abeyta, Budget Director; Vince Lithgow, Comptroller; and Amy Peña, Executive Assistant to the President/Board Secretary.

Northern New Mexico College Faculty Present: Ajit Hira, PhD

Others Present: Tobe Vigil, LANL; Hugh Prather, PhD, Prather Consulting (Via Zoom); Kyle Land, Rio Grande Sun, Jake Arnold, John Ussery

I. CALL TO ORDER

Board President Martin called the meeting to order at 8:40AM.

II. APPROVAL OF AGENDA

Board President Martin stated MM stated there is one change on the Deep Dive, it will be changed from Sharing Governance to Los Alamos Career Pipeline.

Regent Swentzell moved to approve the Agenda as amended. Second – Regent Martinez. Motion passed unanimously.

III. COMMENTS FROM THE BOARD

A. Board of Regents Subcommittee Reports

1. Audit/Finance/Facilities Committee

Regent Martinez stated the Audit/Finance/Facilities Committee was held on November 21 and Mr. Bejarano is going to go over everything discussed and it looks in order. Board President Martin asked Regent Velarde if she had any comments. Regent Velarde stated she has nothing of concern.

2. Academic and Student Affairs Committee

Regent Swentzell stated the committee met on November 19th and the meeting was largely informational discussing potential issues in terms of organization with the Mill Levy issues which will be discussed later. Of course, the issues that arise with the Governor's announcement regarding tuition and given there is not a final word on this what possible issues the College might be facing and how to be proactive finding it out. None of this was concrete, more discussion. Board President Martin asked Regent Rodriguez if he had any comment. Regent Rodriguez stated he had no comment at this time, Regent Swentzell covered everything.

3. Subcommittee on Regents Self Evaluation and Presidential Performance Review

Board President Martin introduced Dr. Hugh Prather, Prather Consulting for this portion of the meeting.

a. Board of Regents Self Evaluation Policy and Instrument

Board President Martin stated at the last Board of Regents meeting the Board of Regents formed a subcommittee for a Regents Self Evaluation and Presidential Performance Review and asked Dr. Prather to assist with this. Board President Martin appointed Regent Swentzell and Regent Velarde to serve on this committee and neglected to appoint a chairman of that committee. Board President Martin asked Regent Velarde to take this role. Regent Velarde asked if Board President Martin would like her to update the Board of Regents on the committee. Board President Martin stated between Regent Velarde and Dr. Prather they could update the Board of Regents. Dr. Hugh Prather (via conference call) gave the Board of Regents a quick overview of the committee meeting. At the October retreat that was conducted, the Regents expressed an interest in exploring the process of evaluating their own performance. Dr. Prather had previously done this under the leadership of President Powers, Dr. Prather had done this before. The idea was to be based on that pilot to create a policy that would guide the process and that then would be given to Board President Martin and his appointment of the subcommittee, the subcommittee and Dr. Prather met and conducted a one-hour review of the draft Dr. Prather provided made modifications with insights from both Regent Swentzell and Regent Velarde. Before the Board of Regents is the two-page document and four-page instrument that are related. The policy provides for the Regents to do an annual self-evaluation. The self-evaluation would apply to all Board members and they would look at some key board policy process areas and this would be done annually. The process as it is proposed would have the Board of Regents then conduct this evaluation under Article G of Policy Process by no later than January 31 each year and use the results to set goals for board improvement based upon the self-evaluation and the instrument is then referenced in the policy that instrument was attached as well and was set up on survey monkey to be done by the Regents online and once this is done the responses to the 11 questions would be compiled and sent to the Regents for review and discussion. This instrument and the discussion related to it is a public meeting process since this is not a personnel matter. This is the Board of Regents looking at the board's performance. Since the Board of Regents is not subject to the personnel coverages, this is an open meeting action that would take place at the January meeting. It is also in Dr. Prather's understanding, that the appropriate process for this is to place this on the table for the month. The Board of Regents could act on it in January and have the discussion around the results for the instrument itself. Board President Martin asked Regent Velarde if she had anything to add. Regent Velarde stated she could barely hear the meeting, it was very muffled. Board President Martin asked if she had any comments about the evaluation process. Regent Velarde stated she did not really have any comments except for it was a really great meeting, it was amazing to have Dr. Prather's leadership

because he has more knowledge and experience in this. Regent Swentzell and Regent Velarde were able to blow through this meeting with Dr. Prather because of his knowledge and what they did also and wanted to talk about it, is also give the ability to have the executive team also evaluate the Board of Regents as well. This was another addition to it. Board President Martin thanked Regent Velarde and asked Regent Swentzell if he had any comments. Regent Swentzell stated the only comment he would have is he thinks this is a pretty straightforward document and it quite short and to the point. He is actually interested in acting on it now because if the Board of Regents is going to act on it at the next meeting and conduct the instrument simultaneously it seems a little bit funky. He didn't see any points of contention and doesn't see why it could not be acted on. He would like to hear from the other Regents. Regent Martinez stated he received the documents before he received the minutes from the last meeting because he was in trial, he thought they were approved and he FedEx'd them to Espanola. He thought this was already dealt with at the last meeting. His answers are inbound. He did not know it was not decided on but with respect to deciding on it is not an action item that could be decided on now and, in his opinion, it would violate the Open Meetings Act for the Board to act on something that has been listed as information only. The Board would have to act on it in January or the Board could act on it in December or later in the month by giving the proper notice but the Board could not act on it today. Board President Martin asked Regent Rodriguez if he had any comments. Regent Rodriguez stated he did not. Board President Martin stated with Regent Martinez suggestion, the Board of Regents will go ahead and put this on the Agenda for the next meeting.

b. Policy on Presidential Performance Review, Instrument (Addendum A) and Leadership Feedback

Dr. Prather stated this is the conclusion of some work done in November of 2017. Dr. Prather stated as they dug into this policy, proposed NNMC Regents Policy on President's Review was also reviewed by the subcommittee. They used the second half of the online meeting last month to go ahead and review this in its entirety. Dr. Prather also explained the background. When President Bailey was appointed one of the early points made in his induction was the importance of a regular and well thought through evaluation process to provide him feedback. Nothing works like giving a leader good opportunity to grow like feedback. This whole process was envisioned in being that type of a process so it could help the President understand how the Regents perceive his performance and simultaneously could, as part of the process, could provide the President insights into how staff and faculty perceive his performance as he does his job executing leadership at Northern New Mexico College. An item was placed on the table for Board review and discussion in November, 2017 this document was placed on the table for the meeting. Regent Powers indicated that after the review, it was much like what Regent Martinez pointed out to the Board's proposed policy on self-evaluation, Regent Powers asked about the possibility of adopting it, it was recommended that it be placed on the table for a month before being acted upon. It is Dr. Prather's understanding after reviewing the minutes of the December Regents Meeting in 2017, in the January meeting, that unfortunately somehow it just fell through the cracks. It was never formally adopted. If it were formally adopted today, it then would drive a process that outlined in the policy that releases several key features. First, it would provide a February opportunity for President Bailey to have his leadership practices assessed by faculty, staff and students. The March meeting there would be an executive session that you would perform the formal evaluation on the instrument that is attached and then formally review the President's performance in executive session. This would be in accord with the Open Meetings Act, it would be a personnel matter so it would be in Executive Session. The third component of this would be an October Executive Session where formative feedback would be provided, feedback that is basically a conversation with the President about how the Regents are perceiving his work. This policy with minor adjustments referenced by the subcommittee is ready for action. This is why Dr. Prather stated this item be placed on the table

as an action item and apart from Regent Martinez observation about the Open Meetings Act this was advertised as an action item and could be adopted. The question about student participation in this process, this instrument is really designed for employees in the system and students would likely have limited perspectives. What the Board of Regents might wish to consider is using student government as feedback in this. This is to be determined by President Bailey and the leadership team with the Board of Regents. What is placed on the table today for consideration is a slightly modified edition of a very well vetted policy that was reviewed thoroughly in 2017. It is ready for adoption along with the companion instrument that the Regents complete. The companion piece provides for 360 feedback from faculty and staff with a determination of how exactly the students component would be inserted. Dr. Prather stated this was his brief report on this particular policy recommendation. Board President Martin asked Regent Velarde if she has any comments. Regent Velarde stated she had no comments it was a project the Board had adopted had by the previous Regents. They did also talk about doing a sort of survey out to the student body based upon overall approval or happiness of the College. That was another thing discussed. Board President Martin asked Dr. Swentzell if he had any feedback. Regent Swentzell stated he would echo what Regent Velarde stated that they did have discussion on how to gather student feedback and gathering student attitudes about the College and about the College as a whole. He would be excited to approve these. Board President Martin asked Regent Martinez for his thoughts. Regent Martinez stated like he said he thought it was approved, he filled it out and sent it. Board President Martin asked Regent Rodriguez for his feedback. Regent Rodriguez stated he agrees that the perspective the students would have is a little different, he thought, like Regent Martinez that this was approved.

Regent Swentzell moved to approve the Policy on Presidential Performance Review as presented. Second - Regent Velarde – second. Motion passed unanimously.

B. AGB Members

1. National Conference – April 3-5, 2020

Board President Martin stated he received some information from President Bailey about the AGB Membership and asked him to explain further. President Bailey stated the AGB is a national entity that helps Boards particularly in Higher Education with training, guidance and guidelines. They convene with other boards for best practices. This is something that we learned that the College was a member in previous years. Because 80% of the Board is new this year, there is an appetite to consider rejoining and having a member or two participate in the national conference and creating a populate to this training and dialogues with other board members. There is an opportunity for the board to consider. Board President Martin stated the particulars are a one-year membership for the College would cost \$3,400 per year and if the College signs up they will give a complimentary registration to the National Conference which is a \$1,895 value. Based on this, Board President Martin asked if there was interest from the Board to join this organization.

Dr. Swentzell stated he thinks it is a potentially good organization for the Board to be members of but he is always cautious of price and value of price. Attending of the national conferences – the registration fees could be exorbitant. This is his only initial response when seeing the email. Since there are so many new board members, it may be worth it in this case. The concern is with the price-point. Regent Velarde stated her thoughts are the same. She did the cost per day and month and because there are so many new members, it could be good as long as the college takes advantage of it. It could be of good benefit to the Board. Regent Rodriguez stated he may not be here in the next few months. He thinks definitely from hearing about it, it would be worth it. Regent Martinez stated his thoughts are when he got on the Board he looked at his job of cleaning

in-house instead of going out of the College. They started this by bringing Dr. Bailey on board and he has brought much needed stability and anytime you can get out of your neighborhood and take in new ideas and thoughts from new entities. The College should take advantage of good opportunities and it may not be worth the value once the Board looks at it but unless the Board tries to jump in and get cross pollination from other entities. He looked on the website and saw the different schools involved in this program, we are going to get out of it what we put into it. We are not going to know unless we try. He thinks it is an opportunity to get other input from other people who may have seen the things the Board has not seen or have gone through the things the Board is going to go through. He thinks it would be a good idea. Board President Martin stated if the College would enroll in this, all the Regents could do new regent training. President Bailey stated the College recognizes this is a cost and in the big scheme of things and what they invest in, the Board in the last three years and this past year has helped the College move forward as an institution. This could be an investment that pays itself several times over regarding the effect it has on the College. He thinks this could be an investment that pays itself several times over.

Board President Martin stated the plus is the College gets a free attendance to the national conference. If there are members of the Board that would like to take advantage of this opportunity, they also need to think about it today. This would help make the decision. Dr. Prather stated much of the material included in Addendum A that was given to the Board of Regents came from AGB. They have good materials that provide resources to the Board for conduct of the College's business. He was able to draw heavily on this. Dr. Swentzell stated looking at his calendar and because of the events at Easter for this conference it falls the week prior to Easter. He would not be able to attend. Regent Velarde stated she does not mind going. She has interest if no one else does. Regent Martinez stated he truly hates traveling. If people need to go and the College needs someone to go, he doesn't mind going. On the other side, if other people would rather go, his feelings are not going to be hurt.

Regent Rodriguez stated he cannot go. Board President Martin entertained a motion to approve the AGB membership.

Regent Velarde moved to join one-year membership to AGB. Second – Regent Martinez. Motion passed unanimously.

Board President Martin stated Regent Velarde will attend and Regent Martinez are willing to go.

Regent Swentzell moved for Regent Velarde and Regent Martinez to attend the conference. Board President Martin – second. Motion passed unanimously.

IV. APPROVAL OF MINUTES

Board President Martin asked if there were any comments, changes to the Minutes. If not, Board President Martin would entertain a motion to approve the minutes.

Regent Swentzell moved approve the minutes as submitted. Second – Regent Velarde. Motion passed unanimously.

V. PRESIDENT'S REPORT AND ANNOUNCEMENTS

President Bailey introduced Dr. Don Appiarius, the College's new Assistant Provost. The College is proud of his work and the things he has started to share with the College. Dr. Appiarius thanked President Bailey and stated it is an honor to be with the College. Dr. Appiarius then gave a brief history of his background with Higher Education Institutions and his goals while working at the College.

President Bailey stated the College has spent the last several years doing so many things in terms of crisis response and the things the College needs to do to stabilize the institution. The College is at an inflection point right now and this means what the College does right now is going to determine the health of the institution over the next five to ten years and President Bailey stated is what Dr. Appiarius is envisioning is going to help the College from a student perspective really quash them into a completely different pathway for success. Institutionally, there are a couple of things the College can do. The College has amazing educators who are doing the work every day and really helping a lot of students. For the College it has to say what do we need to do institutionally, not only to help them but to actually help the work that they do become even more valuable. That is (1) take care of everything that happens to students when they are not in class (food, security, housing, etc.) all those things that were in the Sun that Dr. Lopez brought up that there are life issues that affect student performance, the College needs to start tackling those; and (2) what are the institutional mechanisms that the College hasn't implemented that will provide that extra bit of emotional support and wellness to students as they are going through this very difficult time. There is an entire team of people who are going to help build those mechanisms. President Bailey is incredibly excited about where the College goes from here. Every year institutions sent to the LFC a set of goals and they always shoot for realistic goals. The College is not going to do this anymore. The College has talked about this for a while and it is now going to say the graduation rate is going to be 75%, not 100% because the College knows some of the students will go to other institutions. The College better be doing everything it can and not settle for the realistic goals and settle for the unrealistic goals and doing everything it can to get the students there. Regent Velarde stated that President Bailey and Regent Velarde met with David Abbey with the LFC and he like it that the College was going to put our goals so high instead of just inching its way up. He did say they are not going to put the College's feet to the fire if it did not meet it immediately but it was amazing to set our goals that high.

A. Celebrate Northern

1. Dr. Steve Cox – He has a science Saturday program in Dixon. This is one of his latest outreach efforts and he got a great write up in the Santa Fe New Mexican. Thank you for the work you are doing.
2. Simon Voss – Elected Four-year institution chair of the New Mexico Collegiate Articulation Agreement. He is making sure that all the courses taught are transferrable across institutions.
3. Dr. Dorian Newton, N3B – partner in terms of pipelines in Los Alamos. 2019 recipient of educational leadership corporate promotion of education award by the black education of the year awards. This is given annually to one individual. He has been an amazing partner and special thanks to Dr. Newton.
4. Mill Levy – The election took place on November 5 with overwhelming mandate from the public. The College moved mountains to get here. This is a small challenge, we are on the side of the angels on this one and will resolve this soon. President Bailey is working with all three counties, the Higher Education

Department and Taos County to resolve this. It would have been nice to resolve it on November 5th. The goal is to start these in the fall of 2020. Special thanks to Board President Martin who was in the trenches at every event. Special thank you to Sandy Krolick and Stephanie Montoya. They deserve the lion's share of running the outreach campaign.

5. Dr. Patricia Trujillo -Selected by Smithsonian Institution to serve on advisory committee to prepare for a two-day symposium at the national symposium of the American Indian in 2021. We are very proud of her for this honor.
6. Shay Madrid – Congratulations to Shay. She has won best poster award at the NM Research Symposium hosted by the New Mexico Academy of Science and EPSCOR. This is the second time in three months she has won top honors. Dr. Sushmita Nandy is her mentor and we are very proud of her as well.
7. Upward Bound Students – Two of the College's students have been awarded the Davis scholarship. There are eight institutions around the country that these two students now have the opportunity for a full ride scholarship and they have a full ride \$250,000 opportunity. The students will come to the Board of Regents in January.

B. CUP/NMICC Report

CUP is prepping for the legislative session. This is a 30-day session. Regent Swentzell spoke about the New Mexico Opportunity Scholarship which is the Governors challenge to us to create a pathway to pay for tuition and fees for every NM citizen. CUP is excited to work with the legislature to make this happen. There are differences of opinion and this is all the legislature is going to chew on for the 30-day session. In addition, they are looking for new money for higher education and compensation increases.

C. NNMC Foundation

The Northern New Mexico College Foundation had a board meeting last night Alfred Herrera is the new Foundation Board President, Tania Sanchez will be the Treasurer. The Board did authorize a \$302,639 payment to the College as part of the audit report that showed funds the Foundation owed the College. It will represent about 75% of the funding. The Board also voted to do a rebid on the corpus management. There is approximately \$3.7 in the corpus account that is run by a financial manager. The Board will be accepting applications to run this and the account has been doing very well. The Board also agreed to hire an accounting firm to do an analysis of all the accounts.

President Bailey stated they also spoke about the Governors Opportunity Scholarship as all foundations are at an inflection point. Now these foundations have the opportunity to help students with all the other things they need. The other things they could do is help with very specific student success projects. They are in an interesting and exciting place right now.

D. Branch Community College Update

President Bailey stated he spoke about this earlier. As soon as the election figured out, the next matter of business is the budget meeting. The plan is to open in the fall of 2020. The lab portion of the programs will be in El Rito and there will be free transportation to and from partner districts. The College will look at how they make this happen in the fall and everything has to be in place by then.

Board President Martin asked about the solar array. President Bailey stated the Solar array will be turned on December 16. As soon as it goes on everyone on the grid will see electricity rates will go down and it is the catalyst for both campuses. The College would like to be net zero in the next 10 years. This is an exciting moment. The College may time the ribbon cutting with the Solar Array with the opening of the Observatory.

VI. FACULTY SENATE PRESIDENT REPORT

None. Dr. Winterer apologized for not attending the Board of Regents Meeting as she is in class. There will, in the future be a Deep Dive on Sharing Governance. There is a real opportunity and good will for a fruitful dialogue that is going to happen. Dr. Winterer and President Bailey will lay out the plan for this.

VII. STUDENT SENATE PRESIDENT REPORT

None. President Bailey stated Meghan Trujillo was not able to attend. Right now, downstairs, there is a student center that is being built. There will be a student lounge and student meeting place and they are very excited for it. At the next meeting, the Board of Regents will go down there to see the new space.

VIII. STAFF REPORTS

A. Provost & Vice President for Academic Affairs

1. Name of Academic Schools (Organizational Chart)

Provost Lopez stated a year and a half ago, Academic Affairs stated a process to consolidate the different college it has. The College has five Colleges under the Provost and it was ineffective and inefficient for an institution of our size. Having five deans did not make any sense for an institution of 1,100 students so they started this process working with Deans, Chairs and Faculty and a year ago around this time they received several proposals to merge colleges into new colleges. The College decided to consolidate the academic departments into two colleges and the proposal was to name one of these colleges The College of Science, Technology, Engineering, Math and Health Sciences and the other one was proposed to be The College of Human Transformation and this was going to have the Department of Business, Department of Education, Humanities, Language and Letters and Fine Arts. This was the proposed idea but after discussions began even with members of the Board of Regents back then, there was negative feedback in this name of College of Human Transformation. Within the last months, the College opened up a survey for Faculty and Staff to give an opinion of alternative names. During this survey, they also decided that calling these new entities Colleges was not the best idea. The name of the institution is Northern New Mexico College. When grants or reports are written it is always confusing when referring to a College whether it is one of the Colleges or Northern New Mexico College. The reason the five Colleges were named Colleges five years ago is because at that point, Regent Martinez will remember, Northern had the intention to become a University. For the last years it has been confusing. The College decided instead of calling them Colleges, they will be called Schools. This is very traditional in higher education. Today, Dr. Lopez wanted to present to the Board of Regents that came through the survey, there will be two entities for two new schools that will report to the Provost. One is going to be the School of Liberal Art, Business and Education and other will be the School of Science, Technology, Engineering, Math and Health Sciences. These two schools

are going to have the different academic departments under them. Right now, because of lack of funding, these two schools do not have Deans. But eventually, depending on how it goes, the funding, after the legislative session, the College may start hiring the Deans. Dr. Lopez asked if there were any questions. Board President Martin asked if there were any questions. Regent Martinez stated he was not part of the Board of Regents when they sliced up the College into a bunch of different Colleges. He would like this on the record. He likes what the College is doing.

2. Introduction of New Assistant Provost

This item was covered by President Bailey in his report.

B. Vice President for Finance & Administration

1. Fiscal Watch Reports

Ricky Bejarano, Vice President for Finance and Administration introduced Vince Lithgow for this portion of the meeting. Mr. Lithgow reviewed the Fiscal Watch Reports as presented. On page 53, Balance Sheet and Statement of Net Position, as of July 31, 2019 the College has 4.9M in cash. This is a pretty decent size balance but what comprises this is the College received a \$1.8M Capital Appropriation and received about \$600,000 for the Anna, Age Eight Institute. Those together bring the balance to about a \$2.4-\$2.5M balance more for operational which is healthy and for operational. It does exceed the HED requirement that we maintain at least a 3% reserve based on budget. Student Accounts because of the new fiscal year, the \$1.9M could be realized. Current assets are \$42.8M. Capital assets are based on the updated audit report. Last year's audit, one of the findings is that the College did not have support documentation for the land valuation, the College was able to get with the Assessor's office and the College able to recalculate some of the numbers with some substantiated documents to help us resolve the finding. Unrestricted is at \$2.4M which is true operational costs. Mr. Lithgow asked if there were any questions. Page 52 - Summary of Operating Plant Funds, this is the income statement for the year. Tuition and Fees are budgeted at \$3.8M and the College has collected \$1.7M. That is going to be collected up front. The College received the State Appropriation so overall the College has collected about 11.1% of revenues which exceeds the 8.3% on the budgetary basis. This is a good position for the College as far as revenue. Regarding expenditures, the College has expended 3.5% of the budget. Again, 8.3% is the target. Regarding plant funds, the College has received appropriations for these. Board President Martin asked if there were any questions for Mr. Lithgow. Mr. Lithgow stated on page 54 this is a comparison from the current fiscal year to the next. Realistically the major difference is the compensation package. Board President Martin asked on page 54, the 434% on the Grants and Contracts jumps out on him. Mr. Lithgow stated he does not have the specifics, the College has had Judith Pepper, Major Gifts Officer, some of the donations have been going directly to the College and some to the Foundation. Page 51, Statement of Cash Flows, this is what the College is saving and paid out. The number at the bottom shows the ending of \$4.9 million which equates to the \$4.9 on the Statement of Net Positions. Board President entertained a Motion to approve the Fiscal Watch Reports.

Regent Swentzell moved to approve the Fiscal Watch Reports as presented. Second – Regent Martinez. Motion passed unanimously.

Mr. Bejarano stated one comment on Ms. Pepper, she is an employee of the College and not the Foundation. The times the College does flow money through the Foundation is when other Foundations require the College to flow it through a 501(c)(3) for tax purposes because their donors

are contributing to them based on the fact that they are able to deduct the donations for income tax purposes. It has to flow through and the College has permission from the Foundation to do that but again to echo Mr. Lithgow's statement, she is doing a tremendous job and getting out there and bringing money in, a lot of time directly to the College.

2. Budget Adjustment Reports

Mr. Bejarano stated the next item is the Budget Adjustment Requests. At some point the College will not need this item on the Agenda on occasion because they are getting fewer and fewer. The only one of note is the last page, there is a BAR for nursing. It is \$8,750 and this is not a movement, it is a movement out of their fund balance. They are taking a savings from prior year into the new year to update electronics and computers. They are constantly looking to contain costs and their spending is tight. Mr. Bejarano would like to express appreciation for this. Board President Martin entertained a motion to approve the Monthly Budget Adjustment Requests (BARs).

Regent Swentzell moved to approve the monthly BARs. Second – Regent Velarde. Motion passed unanimously.

IX. PUBLIC INPUT

John Ussery stated he is pursuing opportunities for utilizing the location in the forest for all sorts of programmatic opportunities in the community. He is working with a wood innovation proposal to evaluate the options not only for the community for Las Clinicas. Gordon West with the Biochar had a nice slideshow showing how thinning the forest can earn thousands of acres to the value of the Biochar. He is preparing a proposal that could be revenue positive as well as carbon negative based upon forest restoration. Prior to the next Board Meeting some of these proposals will be going in January. The biggest of which is four national forests working together on the San Juan Chama Watershed which is in Colorado and has a footprint like the new Community College Footprint. It is a huge opportunity to look at programs that are based around forest management, utilization, economic development, monitoring, all of that. The College has a geoscience pathway grant from the National Science Foundation that will be the core of another proposal to look at the worst areas of the power lines, at highest risks, reduce smell, microgrid, hybrid systems. Mr. Ussery would like to keep the Board of Regents informed. December 4th there will be the Collaborative Forest Landscape Restoration Planning Meeting at the Santa Claran in the afternoon. There are 30 co-applicants on this as well as the forests. There are some great collaborations. Mr. Ussery met with the principals of the Taos Ski Area and he also spoke with Buck Sanchez who is the regional biomass coordinator and he said work on ski areas. He met some of the principals from Taos Ski Area who are quite interested but in their own studies they said there wasn't wood. There is a way they could also be collaborators as well. This is a busy time in Grant writing and Mr. Ussery appreciates from the community and the College could offer a broad range of careers. There are all sorts of levels where jobs could be created and apply science. Mr. Ussery thanked the Board of Regents, wished them Happy Holidays and he would see them next year.

X. DEEP DIVE

A. Los Alamos Career Pipeline

President Bailey stated he does not use the word heroes that often. But when looking at people who go above and beyond to make a difference in the lives of students, one of the ways to improve is in terms of finding pathways for students once they reach their educational goals. Because LANL is one of the, if not the largest economic engine in the State and hiring 1,000 or more jobs is an opportunity. Tobe Vigil is a long-term friend of the College and started to look at how these pathways could be strengthened. Sara McCormick who is really the public face of the College in many ways took it upon herself, she has been the front of the line in this, took it upon herself, in addition to her job duties to help strengthen career pathways. They are here really to talk about the efforts they made but President Bailey wants to underscore the fact that they are doing this from a heart centered place and they have self-sacrificed to the betterment of the students and there is nothing more the College could ask of our people. President Bailey turned it over to Sara McCormick and Tobe Vigil for the deep dive conversation and they shared with the Board of Regents a little bit about the Student Internship Pipeline which began in 2017.

Ms. McCormick stated in 2017 the College started the student internship program. Tobe Vigil stated he is a program manager at the LANL. He is a concerned citizen that wants help Northern and to bring insight to workers and what is available at LANL. He is working on getting a structured process for getting students hired at LANL.

Ms. McCormick stated she thought the College would be interested in numbers. Since 2017 there have been 35-40 students hired through this pipeline through STEM and Business. Out of these 10 permanent hires. STEM students – 20 hired since 2017.

Regent Swentzell thanked them for their hard working and continuing this type of relationship and fostering the relationship with students. You raise up not just the one person but entire families. Regent Velarde thanked Regent Swentzell for his comments. She is also encouraged the new leadership at the labs is now looking at that and interested in the local community.

Ms. McCormick would like to come back to talk to the Board of Regents regarding the Travel Club and the upcoming trip. Board President Martin thanked Ms. McCormick. Regent Velarde thanked Ms. McCormick and stated she is taking her 6th trip to Costa Rica in the beginning of January, it is a beautiful country that is so forward thinking and Regent Velarde thanked Ms. McCormick for taking students

IX. EXECUTIVE SESSION

Board President Martin entertained a motion to enter into Executive Session subject to the attorney-client privilege in which the College may be a participant, specifically the Annette Rodriguez case.

Regent Velarde moved to enter into Executive Session. Second – Regent Swentzell. A Roll Call Vote was taken: Regent Martinez – yes, Regent Rodriguez – yes, Regent Swentzell – Yes, Regent Velarde – yes, Board President Martin – yes. The Board of Regents entered into Executive Session at 10:30AM.

Regent Swentzell moved to exit Executive Session. Second – Regent Velarde. Roll Call Vote. Regent Martinez – yes, Regent Rodriguez – yes, Regent Swentzell – yes, Regent Velarde – yes, Board President Martin - yes. The Board of Regents returned from Executive Session at 11:00AM.

X. ADJOURNMENT

Board President Martin entertained a motion to adjourn.

Regent Swentzell moved to adjourn. Second – Regent Rodriguez. Motion passed unanimously.

The Board of Regents Meeting adjourned at 11:00AM.

APPROVED:

Michael A. Martin, Board President

Erica Velarde, Vice President