

NORTHERN New Mexico College



NORTHERN NEW MEXICO COLLEGE BOARD OF REGENTS MEETING NOVEMBER 17, 2021

I. CALL TO ORDER

A Special Meeting of the Board of Regents of Northern New Mexico College was held on November 17, 2021, Via Zoom. Regents Present Michael A. Martin, Ruben Archuleta, Porter Swentzell, Erica Velarde, and Evelyn Juarez.

Northern New Mexico College Staff Present: President Richard J. Bailey, Jr., Ph.D. Ricky Bejarano, Vice President for Finance & Administration; Ivan Lopez Hurtado, Provost & Vice President for Academic Affairs; Juan Gallegos, IT; Sally Martinez, Executive Assistant to the Provost & Vice President for Academic Affairs; Cheryl James, Chief Procurement Officer; and John Ussery, El Rito Program Director; Shawn Madrid, Director of Security & Facilities; Arin McKenna, Communications and Marketing; Vince Lithgow, Comptroller; Sandy Krolick, Creative Director, Communications and Marketing; Kelly Winters, Director, Student Success; Robert Palko, Registrar; Don Appiarius, Assistant Provost of Student Affairs; Kathy Levine, Director, Financial Aid; Sara McCormick, Recruiter/Admissions; Emily Floyd, Office Manager, El Rito Campus; and Amy Pena, Executive Assistant to the President/Board Secretary.

Faculty Present: Rhiannon West, Anna X. Gutierrez Sisneros, Mateo Frazier, David Lindblom

Others Present: Robert Trapp, Rio Grande Sun, Geno Zamora, Ortiz & Zamora, Dr. Hugh Prather, Representative Susan Herrera, Jake Arnold, Tim Crone, Jose Garcia

I. CALL TO ORDER

Board President Martin called the meeting to order at 5:01PM.

II. APPROVAL OF AGENDA

Board President Martin entertained a motion to approve the agenda.

Regent Swentzell moved to approve the agenda. Second – Regent Juarez. A roll call vote was taken. Board President Martin – yes, Regent Velarde – yes, Regent Swentzell – yes, Regent Archuleta – yes, Regent Juarez – yes. Motion passed unanimously.

III. INITIAL DISCUSSION OF SEARCH PROCESS

Board President Martin stated he would like to bring the Board of Regents up to date on things he and Regent Swentzell have been working on. They have had several conversations about the Interim President, the Search Firm and the list of potential people for the Search Committee. Board President Martin has had conversations with President Bailey and Mr. Zamora as well as President Becky Rowley at Santa Fe Community College regarding the search that they performed when they selected her. We have two items to discuss under our initial discussion of the search process. We would like to discuss the Interim President and these are Board President Martin's thoughts on

that. His qualifications on this were that Board President Martin was on the Board when Connie Valdez was selected so he has those experiences to work with and he has also served on the Search Committee when President Jose Griego was selected and Regent Swentzell can speak on his qualifications. He has served on several of these search committees. Regent Swentzell stated he has served on, he has lost track, he does not know how many higher education hiring committees he has served on but numerous. Board President Martin stated they have come up with some ideas and they are just ideas at this point and they want to present them to the Board of Regents and have a discussion with the entire Board of Regents as to how they would like to proceed. Board President Martin stated this is his personal feeling about the Interim President, he is amazed at the number of meetings he has on a daily basis with very different constituents. Board President Martin is not concerned about the overall operations of the day-to-day operations. We are very fortunate with Vice President Bejarano and Provost Lopez. They are pretty much taking care of the school and President Bailey is meeting with folks and he has a multitude of projects he is working on currently. Board President Martin's concern is if we have an internal president named, that is going to be just too much work for one person to do. Board President Martin would like to suggest to the Board and this is what Board President Martin would like to discuss. He would like to open up a two-week period where we solicit names of people who are interested in being the Interim President with the idea that they would come in for the six months that they would be the interim and keep an eye on all the projects that President Bailey is currently working on. Board President Bailey asked Regent Swentzell to speak on this as well.

Regent Swentzell stated he would not have much more to add than what Board President Martin noted which is the significant duties of the two leaders, Academics and Finance and Administration and adding additional workload onto that exceedingly thick workload that currently exists. We wouldn't want to interrupt the function of the College in any kind of significant way. This is part of the thought process and part of the discussion today.

Regent Velarde stated she thinks this is a great idea. They hit the nail on the head. Both the Provost and Ricky have that sort of taken care of on their end but it is really the heavy load of all the different projects that President Bailey is currently working on and has the college in mind in every single one of those projects and they are all great projects that if it they could all come to fruition it would not only help and benefit the college but the community in total. Being able to keep those going without any sort of stale time would be really great and to be able to support that. Regent Velarde hates to hire someone though and then they be our champion, do all these great things but in the end, we are probably just going to get somebody else, you are just kind of here for a little bit of time. She is not sure how this is going to work out or feel in that kind of sense. Just something to think about or maybe discuss.

Regent Archuleta stated he totally agrees with our fellow Regents it is an important time especially with the legislature coming up so he totally agrees.

Regent Juarez agrees with her fellow Regents, she thinks we need to keep the momentum going and as long as we are transparent with the interim, they may be interested in also running for president. Being transparent we are going to have you for x amount of months and you could possibly apply for President.

President Bailey stated his opinion and take it for what it is worth, what he sees is that most institutions that are in this place, they actually make it a requirement that if the individual agrees to serve in the role, that person commits to not running for the permanent spot. He thinks there is goodness in that in that it is a very clear directive for the Interim President that that person is there to keep the train on the track and to continue to move the institution forward to be a shepherd of the open projects that are there and to be supportive of students, faculty and staff. It also, we send a very clear message that this is not an inside track to someone who wants to be the permanent president and we allow the Regents the discretion to take the time in a transparent way to do a very thoughtful open search. This is something for the Board to consider.

Board President Martin stated he agrees with everyone else and his intent at the start was for someone to come in for the six-month period, keep an eye on all the projects, attend all the legislative session and the Board could keep a close eye on that person and help them with the multitude of tasks that President Bailey is working on. We do not need them distracted with the idea well I am also going to be applying with the Presidency. Board President Martin thinks we would make that a condition of employment, they would come on, be here for six months, we need someone with a very strong background in higher education and with a strong amount of management expertise. Mr. Zamora stated when Board President Martin had a conversation with him stated you need to really nail down the qualifications so you don't have half the Northern part of the State applying for this job. Board President Martin agrees with this and would have some conversations as to how would be the best way to define that temporary role. What the pleasure of the Board is on that.

Regent Swentzell stated he is agreeing with the statement that we need to have that job description clearly delineated. That should happen fairly soon. We have a small idea of what President Bailey has been up to, he has been a busy body, he has been a very busy body over the years and so the initial job description that President Bailey came into the institution that is probably a starting point but we know his job has transformed over the last five and a half years so it would be really important to fill in the gaps. Granted, an Interim President is not going to fulfill, some of those job duties are not going to apply, but there are going to be certain kinds of jobs that we are going to want to highlight as key. As Regent Archuleta brought up, the legislative session is coming, we may also want to, he doesn't want to get into the weeds here, having a possibility of extension of contract in case, worst case scenario, something does not go great and we need to extend the interim.

Mr. Zamora stated the entirety of the board has set some clear direction. His biggest concern is that the Board properly defines the expectations and qualifications of anyone applying for Interim President. Mr. Zamora stated as much as he would love to be President of Northern because of his love for the College he does not hold those credentials and he shouldn't be applying and he thinks that should be clear on the interim basis, here is exactly what we need and that is how you will filter through the applicants. Board President Martin asked Mr. Zamora how they should proceed. Board President Martin asked Mr. Zamora if Regent Swentzell and Board President Martin being on the Board appointed group or should we hash it out tonight. Mr. Zamora stated because this is an informational item what they have collected from the Board is feedback on a direction forward regarding starting engaging in the search process. The committee of Board President Martin and Regent Swentzell, it seems like a good general consensus that they can proceed forward to solicit interim applicants based on their criteria. The rest of this informational item discussion as it relates to interim would be the timeframe to bring that back to the Board for actual decisions on an interim.

President Bailey asked if the Board could consider President Bailey come up with an initial draft of the job description for the permanent president and this will be the focus and adjust it for expected role of interim. President Bailey asked if the Board could during the work session next Monday use that session to approve this, at least the interim to get that information out to the public and start that solicitation. Mr. Zamora stated we have more than enough time under the Open Meetings Act to get decision items on to next week's meeting. This is homework that can be done between now and then. Depending on how the search firm discussion goes, just as long as everybody understands you may not have a final permanent description because sometimes if search firms are involved, they help you update it. President Bailey stated for the permanent one it is a starting point. Obviously, the Board wants to get the, they are going to solicit interest for an Interim President they are going to need that soon. Board President Martin stated his hope is that they can name an Interim President at the December 10th regular meeting to have a month with President Bailey before he leaves for Oregon. Board President Martin thinks that is doable if we can agree with the description. Go out next Monday soliciting people to submit an application by the 3rd of December so we have a week to interview people and talk to them and also encourage people if they have someone in mind that they think would be a good President to please encourage those people to apply. We want to involve the public as much as we can. Mr. Zamora stated they are aggressive timeframes but they are appropriate ones especially if the Board can keep in mind December 10th as an Interim Decision and work its way back to achieve that goal.

Regent Velarde asked if the same committee will hire and review the interim as the permanent President or is that a different process. Board President Martin stated his thought is that the five members of the Board would interview the candidates for the interim and make that decision just as they will make the decision on who the final President will be. Regent Velarde said yes and just with the time constraints with getting that many people on board and being able to interview a lot of people, this makes a lot of sense. Board President Martin it would only be the Board taking into account who the Interim President will be and we will use the selection committee for the final decision.

Regent Swentzell stated to reiterate for those that are not Board members but are Northern members at large. He would like to reinforce what Board President Martin said that incorporating stakeholders is a key element of this process and that is part of the plan as well.

Board President Martin stated Dr. Hugh Prather reached out to him and Regent Swentzell and they had a very good conversation with him about the previous search. He has sent all the Board members the information on how that search was conducted. He has already informed us that his schedule does not allow him to conduct this search but he was nice enough to join us at this meeting in case we had a question. He has run several searches within the State. Board President Martin stated he would like to turn it over to Regent Swentzell. Board President Martin stated we have two options as he sees it and he will describe the first one. The first one is to go with a national search firm. The good part about that is that they come in with our direction on the job description of the President and we will have the search committee in place and they will come up with a form for publishing nationwide our announcement of the President's opening. They will go through those applications, weed out the people that do not meet the minimum qualifications. The people that are left over will be submitted to the search committee and that committee will be charged with ranking them and coming up with five finalists that the Board will then select the President from. The good part is they do a lot of the work but the bad part is it costs between \$30,000 and \$50,000. Board President Martin turned it over to Regent Swentzell to give him his idea.

Regent Swentzell stated in discussion with Dr. Prather and Board President Martin and considering many of the Board members have probably served on a hiring committee of some sort that many of the tasks that a search firm would conduct are things we are doing at this meeting at the moment and will be doing at the Monday meeting. We are doing a lot of that work ourselves and also in addition to that, many of the places that a national search firm will advertise are not mysterious places. There is a select group of major advertising avenues like Journal of Higher Education, Inside Higher Education and on and so forth and also, we can burrow down to some of those academic journals that serve particular populations that we are interested in focusing because of Northern's unique status as a minority serving institution. Those are not mysterious places for us to advertise at, we ourselves could very easily put the advertisement in the same place the search firm is going to place the advertisement for perhaps tens of thousands of dollars less. One of the elements that Regent Swentzell was concerned about is that a big national search firm, sure they are going to be tapping into their database of talent, they are going to be hunting down potential people who might be good for the position. They might also be ignoring some people who we might otherwise recognize and he brings up a good point of that, our current President. Depending on our search parameters, he might not have the actual qualifications might say, right, does that mean that Dr. Bailey was not a good President, he would say not at all. Sometimes national search firms may have a tendency to disregard some candidates who might otherwise make excellent leaders of a College in Northern New Mexico. As regents this is one of our most important jobs that we are put into these positions for and it is a task that has been entrusted to us, a public trust. An obligation to serve the communities of Northern New Mexico that we should not take lightly. This is Regent Swentzell's two cents. Perhaps also knowing the inner-workings of how academic searches go, you are going to find these kinds of searches in certain kinds of avenues. He would argue that we have some talented Regents in our Board and we should be able to conduct this process ourselves and potentially save tens of thousands of dollars, dollars that might be better spent in bringing candidates to the campus, setting up their flights and setting up the public forums that need to happen for stakeholder input and all of those elements. That is an option that he would like to add. Board President Martin stated these are the two options and as he understands it Board President Martin and Regent Swentzell would replace the national search firm and coordinate everything they do. Regent Swentzell stated at least the blood, sweat and tears part of that. Obviously, the full Board would be at the main decisions. The elbow grease to get the advertisements in the appropriate places and set up the systems for submitting applications and of course gathering all of those up and creating the systems for rating and things like that. President Bailey thanked Regent Swentzell for his perspective and he would also like to be very clear and we do not have an unlimited budget and that is why we are having the conversation. President Bailey stated he would like the Board to consider, advertising is the same, we know the places we would like to put that in. He does think it would put an incredibly burden on Regent Swentzell and Board President Martin who would serve in that role. We had Dr. Prather with us who he knows did a lot of the heavy lifting last time but he will say that with all respect, the search firm will do things where there will be some blind spots that the Board may not be aware of and his fear is that the board may come under fire if there is even a perception that all of the stakeholders and community stakeholders who want a voice in this process are not done. The search firm would take and lead a long series of public inputs with various stakeholders and then they are involved and very experienced in this at kind of crafting a nuance and particular job description or leadership statement that really gives clues as to what the Board really wants and that completely reflects every stakeholders input into that process. At the end of the day, that search firm serves at the pleasure of the Board of Regents. To the point about are their candidates that could be left out. That is a long sobering conversation that the search firm would have with the Board to say are you looking for an entrepreneur or are you looking for someone who has followed this exact path

through higher education. Those are conversations the search firm would have with the Board so that the leadership statement reflects that. Obviously, the Board has a very big decision to make, President Bailey appreciates the funding issue and we don't have a lot of money and he worries about the burden that this puts on those two Regents and I would ask the Board to at least consider someone who could do some of that heavy lifting for you.

Regent Velarde stated she hears everything that Dr. Prather is saying and everything that Regent Swentzell is saying as well. She does agree with Regent Swentzell because we have always heard that New Mexico is different and she heard that growing up and did not realize that until she went outside of New Mexico. Our region for her work includes, California, Nevada, Arizona and Hawaii. Hawaii and New Mexico are always the outliers. To hire a national firm that is going to cost \$30,000-\$50,000 of money we are already struggling with that we already had a presentation of increasing tuition, that kind of doesn't fit but she also hears what President Bailey is saying, because as Regent Swentzell was talking where is the divide in between them going out there and doing it and making the ultimate the decision. With that in mind, Regent Velarde thinks if we could start this out and Regent Swentzell and Board President Martin could start that process, how do we start advertising, how do we start this. As soon as applications come in maybe this is where their job stops and maybe instead of spending \$30,000-\$50,000 and she knows, believe her she has been a public employee before, she knows that our staff is way overwhelmed. Maybe we could hire somebody that would be a temp who could help us organize the applications, organize and set up those interviews so there is a stop of where Regent Swentzell and Board President Martin see beforehand and, in the end, having that decision. Regent Velarde doesn't know if that makes more sense for the Board but to be able to still drive the train. Regent Velarde feels that Northern New Mexico is such a special place, it really is different and we were really blessed to have President Bailey and have President Bailey understand our community at the depth that he did. Nobody knows New Mexico like New Mexicans, like us, like New Mexicans.

Regent Archuleta stated it is a Catch 22, it is a lot of work on two Regents but it is nicer to have a search firm. Whatever the Board thinks, it is a difficult situation right now.

Regent Juarez stated she really likes idea of having a contractor jump in which would help us meet right in the middle. Regent Juarez is also really happy to roll up her sleeves and offer her help in terms of logistics if Board President Martin and Regent Swentzell, she is offering her help if needed. Board President Martin stated the problem we have with that is we can't get the entire Board involved until the very end.

Dr. Prather stated everything shared so far is consistent with the work he did with the Board of 2015, when in December of 2015 these same kinds of discussions were being held by the five Regents at the time. They were dealing with an interim which they had in place. We hit a couple of points. Dr. Prather reviewed a slide with the Board of Regents to clarify this as it is relevant to the discussion thus far. Dr. Prather wants the Board to see the seven points that you have to invest as a Board if you do this, the search is well planned. That you create a plan as part of this process that is in writing. With these seven guiding principles you are way down the road.

1. Create a plan as part of this process in writing.
2. No surprises. You don't get in the middle of a plan and go in a different direction.
3. That it is transparent. By putting it out to begin with everybody sees here is the roadmap this is what our Regents have chosen to do to move us collectively toward the process at arriving at a new successor. Dr. Prather did not say replacement because Dr. Bailey is irreplaceable but can't be succeeded. The transparency piece builds trust but it creates the perception that La Poltica is not part of the process, the quality of the work we are going to do is our primary drive. The board has great legal counsel to guide them. The facilitation they are talking about does make sense to a degree so if that is balanced and so forth but the Regents are center in the whole thing.
4. Maximizing stakeholder involvement. Regent Swentzell said this earlier and it shows up right here and it was discussed with the Regents six years ago. Maximizing it so everybody feels that they have had an opportunity to put their best thinking behind the process.
5. Clarity. This is that clarity you are looking for and this is the clarity embedded in the plan and you are looking for the long term. The college has been fortunate in having Dr. Bailey for the duration he has been there, a minimum of five years, we were hoping for ten but we understand the opportunity that he is being faced with and that is wonderful.
6. Select for fit. Fit is that critical term about what several Board members said nobody knows New Mexico like New Mexicans. President Bailey was not a New Mexican but he had family connections to New Mexico. He understood the community, he fit and his fit was the key to his success and he hopes we can find in his successors.

The basic other thinking that he wanted to share with the Board was that the plan framework can be modified. He gave that to the Board as a word document and the college paid for it when it was developed in 2015. The Board should take that and take it apart because what you end up by doing that is allowing the Regents to stay on point. One of the other slides Dr. Prather has in there is Regents decide, stakeholders advise and helping clarify and keep that in front of everybody from the very beginning that we want to listen but the five of the Board members have to make the hard decision. In this case, the Student Regents vote counts equally to the President's vote. It is the five of the Board of Regents collectively arriving at their best thinking. Dr. Prather stated this is his short two cents worth. He thinks ideally, they have collectively come to the point where they do not necessarily need to hire a firm but we do need some facilitation, some assistance with. Dr. Prather stated he would bounce a thought off the Board of Regents because she and I held hands all the way through this. He would suggest if the Board would get some additional clerical support for Amy Pena, Amy is in an ideal position, Amy and I held, we walked completely thorough this together the last time around and he would be happy to coach her at no cost to the Regents. The college has paid staff there already and they could be used for the processing of the applications, the collection of the applications, the draft of the application. The Board approve the advertisement like in the plan but it has to be written and put together. Dr. Prather thinks Amy Pena could be a key resource to the Board because she knows the institution so well and knows the Board extremely well and he believes her trust level is right at the top and he offers his support in helping Amy with any questions or technical stuff she has. Dr. Prather knows that Geno and his firm are fully behind that at the same time, they are right there for the Board as perceived. Tony was with Dr. Prather the last time and it worked.

Board President Martin he has experienced both types of searches as a Regent and as an advisor. He felt the national search was a better total number of applicants who met the criteria that we had established. Board President Martin had a conversation with Mr. Zamora and he said last time you had one Rick and hopefully this selection process will have a room full of Ricks to select from. He thinks a decision this important; we need to spend the money and have a national search firm help us so we can get the best possible person we can get for this job.

Mr. Zamora stated he lost his dad a couple of years ago but thinks about him constantly and some of the lessons he has taught him in his life. He told him a story about two people in a circus watching this large elephant tied with a thin rope to a small stake and the question was why doesn't that elephant break the rope, pull up the stake and run down the street and the answer was from the people running circus when it was a baby elephant it was the same rope and the same stake and the baby pulled and pulled and pulled and the rope didn't break so he stopped trying. The analogy is that Northern as one of the six state colleges is growing and has grown and its reputation is now beyond a regional two-year college to an international four-year college. Students and faculty are international now. Mr. Zamora would like to share his perspective as a search committee member on four national searches. One being NMHU, National Coalition Against Domestic Violence, Big Brothers Big Sisters Mountain Region and interestingly enough St. Michael's High School in search for a President. One, Mr. Zamora does not want the word national to scare people. In each of those searches, local New Mexico people rose to the top and competed toe to toe with people that were found in national networks and in some of those instances, it was the local person that showed the most. It is a proving ground to show that we have the talent here and at the same the advantage with someone with a firm with a national reach is their network. We do rely when we put out advertisements in the exact same places, we rely on the people that respond. What his experience with these search firms there are the people that respond and then people through their network that they tap on the shoulder and say hey you didn't respond; did you know about this are you interest. This is what sort of leads to a pool of Ricks. Rick was a diamond in the rough and he has proven out Dr. Prather's process in Dr. Prather's involvement. To have that on a much larger scale and to fill the room in the finalists with Ricks the next time around is pretty important. As a committee member on those national searches, he spent a minimum of 40-50 hours if not more in each of those searches just in his role of reviewing the narrowed down groups, participating in the interviews, participating in the phone calls, the committee meetings to digest the information, review drafts, etc. and that wasn't even on the footwork that the consultant did. By the way, they did have a consultant come in with the most recent search that was far beyond the budget and we said OK here is what we can afford, what can you do for this. They ended up doing most all of it but at the same time they shaved their fees, they came in at \$30,000.

Regent Velarde asked if we have used a national firm in the past. Dr. Prather stated he does not know that the college has. He does know that he facilitated the search some 15 years ago when Dr. Maestas was selected at that search cycle and his tenure was highly regarded. His fit was ideal as well. The point that counsel made is really significant. The game has been upped; you are now moving to a bigger playing field. You are no longer a single A team, you are now up in AAA and you are moving a way that a national search, this again is the clarity in which you instruct them and the constraints with which you hold them. There again an RFP process, you will be well into the procurement requirements for an RFP for this. Mr. Zamora stated the threshold is \$60,000 to go out for RFP and he does recommend even if you don't go through a formal process that at least two to three firms be contacted. They have different processes, different cultures, etc. and he would like to say with a strong committee, the committee imposes the culture on the search firm, not the search firm on the committee. The search firms ask what are you looking for, what are the

important issues, what are the cultural understanding. He has seen that in job descriptions. Regent Velarde stated but reading and knowing are totally different things. Reading what cultural things are, us, even compared to somebody on the East Coast that has the same last name it is totally different culture and upbringing. Mr. Zamora stated 100% agreed and that is the job of the committee to understand. Regent Velarde asked if we have to go out for RFP that is some extra lead time, right? If we have to go out and RFP for and figure out the procurement process for hiring a firm if it is over \$60,000 that time, interviewing the firm, that is also going to be time and money. Mr. Zamora thanked Regent Velarde for that point. For the numbers that have been discussed they won't meet the RFP threshold.

Dr. Prather if the Board chooses to go with a search firm that would be in the Regent adopted plan, the very first phase would be selection of the search firm and then having the search firm commit. It would, it is an additional step beyond the plan the Board was sent and developed in 2015.

President Bailey stated we do have our Chief Procurement Officer on the line and asked her to do this in 30-60 seconds to give her perspective on the RFP process, she should feel free. Ms. Cheryl James stated if it is from \$20,000-\$60,000 we could best obtainable price with three quotes and that would be the easiest way. If it is over \$60,000 and going to RFP, we are talking a 30-day process of selection and with the holidays and so forth coming up we bump into dates and availability. The quickest way would be to reach out to get some quotes with set parameters like this is what we are looking at and asking each contractor the same question for the bid and ask them to put together a proposal, this would be totally acceptable and the quickest way. Regent Velarde asked if the \$60,000 including GRT. Ms. James stated GRT is not included.

Board President Martin stated when we drew up the agenda for this meeting, this is an informational item, it seems like we are getting into a decision by the Board which would be an action item and he would like to postpone this item until Monday where we could have it as an action item because we are falling outside the Open Meetings Act and can't take action on this item the way the discussion is going. Board President Martin asked Mr. Zamora if this is correct. Mr. Zamora stated Board President is correct, this is an informational item, Search Firm, not Search Firm, process and the appropriate time to make a decision would be next Monday. One thought because he was on a subgroup of this committee, to contact and speak with some firms and it was twofold. One it was to see if there were folks out there who could perform this. Two was to get an understanding from the search firm as to what they are willing to perform in what parameters and give a better understanding of whether or not there is a value ad from the search firm if you have had that initial conversation. Board President Martin is asking if Mr. Zamora is suggesting that Mr. Swentzell and Board President Martin contact the search firms before the Monday meeting. Mr. Zamora stated he is smiling because they have a lot on their plate. His recommendation is there would be value added if there were some conversations with search firms prior to then and the two of them are best situated to do that. Board President Martin asked Regent Swentzell if this was alright with him. Regent Swentzell stated yes and he does not know how we could continue and make a decision without a firm sort of contact to really understand what we are looking at when we are looking at a search firm and he thinks this would be helpful in understanding the searches. Board President Martin asked if there were any other questions from the Board of Regents.

Regent Velarde stated she was thinking as far of as in the past is there any way if we could find out before Monday if we have used a national firm in the past, just to kind of know and kind of understand the history that we have with using national firms. We already know Dr. Prather is a superstar in getting us Presidents, Sigfredo was the President when she attended. She would like to know if we have had any experience with national firms and once, we hear when or what we will know what kind of experience with the national firm results. She doesn't know if there is anyone that knows if we have ever used one. Mr. Tim Crone stated we used the same national firm twice in the past. The first time was when we hired Dr. Jose Griego in 2008 and then the second time was Dr. Barcelo in 2012. The same firm was used in both hiring. Board President Martin and Regent Velarde thanked Mr. Crone. Board President Martin stated they will check into this and it will be an action item on the Monday meeting.

IV. PRESIDENTIAL SEARCH COMMITTEE SELECTION

Board President Martin stated that he and Regent Swentzell came up with a list of potential candidates for the Board to consider and they also asked each Regent to nominate someone from the community. The Board has a list and this open meeting what is their thought on the list they came up with. They tried to include all the stakeholders and asked the Board of Regents for their thoughts.

Regent Velarde stated she thought the list was super strong. There were a lot of good names on there that she knows. One name worried her or concerned her a little because there is some history of, she knows some issues in the past, politically maybe and she remembers reading, she doesn't know the individual personally she just remembers reading about the person in the newspaper and wasn't too sure if that might not go over friendly in the end. She is not too sure about that. The other thing is she worries once the Board gets the final, in all honesty the Board is the one who is going to make that final decision but with input from the community. Even though she is a registered democrat and she completely appreciates Ms. Herrera and everything she has done for the college, she worries that if we do not have somebody on the opposite spectrum there might be some feelings in the community that there is not some sort of fairness or that it is politically one sided and she does not want to open up to having that sort of thrown at us so Regent Velarde thinks if we include her, we need to also include somebody from the other spectrum, other side, just so that we keep it fair for the community itself and we don't say we have political favors in a sense. Board President Martin stated he will clarify. Representative Herrera was his choice, she was the one that started the Foundation at Northern before she went to the LANL Foundation and has a long history with the College and he thought she would be a very good voice on the committee. That was Board President Martin's personal choice, he chose her.

Regent Archuleta stated there are a few names that he has, same thing as Ms. Velarde, Susan Herrera has been wonderful for us but again it seems politically and we just don't want that. He'd like Susan up there but maybe another representative also just to keep it fair and transparent.

Regent Juarez she has a question, it looks like a great list and asked if there was any pueblo representation on that list. She was approached by Mr. Alvin Warren from the LANL Foundation and he said he would be very interested in joining the search committee. He is from Santa Clara Pueblo. He said he or Jenny Parks, the CEO of the LANL Foundation would be happy to join. She thinks Alvin would be great.

Board President Martin stated we still need to hear from the four Regents as to who they would like to have on the committee. Regent Velarde stated if she would take the nomination, she would like to nominate Tanya Sanchez, she is on the Foundation Board, born and raised in Espanola, works at LANL and she would be a great addition. Regent Swentzell stated he would second Regent Juarez recommendation of Former Cabinet Secretary Alvin Warren. He would recommend also, because we have one Regent from Santa Clara Pueblo already and a potential staff member also, another major pueblo that we serve that he does not see representation on here is our neighbor to the North and excellent community member who could potentially serve is Nathana Byrd who is the Director for Tewa Women United, she is from Ohkay Owingeh, she is an alumna of NNMC and a former adjunct faculty. Regent Archuleta stated he was going to pick somebody from Ohkay Owingeh, they reached out from the tribal council that they would like someone from the tribal council. They are supportive of us and they want to help but he doesn't know how that would work if we go with one or two. Regent Swentzell stated he would recommend if they want someone from tribal council that the Governor appoint that individual. Regent Archuleta stated he didn't know if it would be right to have two people from Ohkay Owingeh. Regent Swentzell stated we could also consider Nathana who happens to be from Ohkay Owingeh but happens to be an alumna. Board President Martin stated it is Regent Archuleta's choice of who he would like to name. His thought was to give each Regent a chance to select someone. Regent Archuleta will speak to the tribal council to see who they recommend. Regent Juarez stated she does stand by someone from the LANL Foundation because of the relationship Northern has with them. Jenny Parks is also interested. Board President Martin asked if Regent Juarez would like to have Mr. Warren serve as her representative. Regent Juarez stated she would.

Dr. X stated she was speaking for faculty senate and asked how many faculty are on the list or how many can get on the list. Board President Martin stated one person from the faculty and that is Dr. X. Dr. X. asked if the Board of Regents would like more, there are more that are interested. Board President Martin stated he is sure there are, they tried to include everyone and they had to draw the line somewhere. Board President Martin read the potential list (attached). Board President Martin would like to move that that would be the selection committee for this new position.

Board President Martin moved that this would be the selection committee for this new position. Regent Swentzell - second. A roll call vote was taken. Board President Martin - yes, Regent Swentzell - yes, Regent Velarde - yes with the comments she made at the beginning, Regent Archuleta - yes, Regent Juarez - yes. Motion passed unanimously.

Mr. John Ussery stated he would like to see someone from El Rito itself or nominate himself as campus director to give a viewpoint from El Rito. He knows it really helped in making the decision to choose Rick in his commitment to making this campus alive again, he has done wonders and he doesn't want to see that stop. Board President Martin stated that he and Regent Swentzell will be co-chairs and he will be the representative from El Rito.

V. ADJOURN

Board President Martin entertained a motion to adjourn.

Regent Archuleta moved to adjourn. Second – Regent Velarde. A roll call vote was taken. Board President Martin - yes, Regent Swentzell - yes, Regent Velarde - yes with the comments she made at the beginning, Regent Archuleta - yes, Regent Juarez - yes. Motion passed unanimously.

The Board of Regents adjourned at 6:05PM.

APPROVED:

Michael A. Martin
President

Date

Erica Velarde
Vice President

Date