

**NORTHERN NEW MEXICO COLLEGE
BOARD OF REGENTS MEETING
JUNE 22, 2018**

I. CALL TO ORDER

A Regular Meeting of the Board of Regents of Northern New Mexico College was held on Friday, June 22, 2018, in the Alumni Hall of Northern New Mexico College, El Rito Campus. Regents present: Kevin F. Powers, D. Chris Ortega, Robert Rhodes, and Damian L. Martinez. Board President Powers called the meeting to order at 12:12PM.

Northern New Mexico College staff present: President Richard J. Bailey, Jr.; Ricky Bejarano, Vice President for Finance & Administration; Ivan Lopez Hurtado, Ph.D., Provost and Vice President for Academic Affairs; Donna Castro, Human Resources Director; Sandy Krolick, Creative Director, Communications & Marketing; Vince Lithgow, Comptroller; Chris Trujillo, IT; and Amy Pena, Executive Assistant to the President and Board Secretary.

Faculty Present: Dr. Ulises Ricoy, Mateo Frazier and Dr. Joaquin Vila

Others present: Tim Crone, Geno Zamora, Roberta Orona Cordova, Henry Ochoa, Jake Arnold, Ivan Guillen and Quintin Wilson

II. APPROVAL OF AGENDA

Board President Powers suggested that Public Input, Item IX be moved to Item VI. Regent Martinez asked if there was public input pertinent to what would be discussed in Executive Session. Board President Powers stated he is not sure but perhaps Public Input could be moved to between I and II so it eliminates the possibility. Regent Martinez agreed. Regent Rhodes asked if anyone was outside waiting. Board President Powers stated if someone does come the Board of Regents will have flexibility and it will be moved between II and III.

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

Board President Powers stated it should also be indicated that Joshua Martinez was absent from the meeting.

III. PUBLIC INPUT

Board President Powers stated there were two people signed in for Public Input.

Henry Ochoa thanked the Collee for lunch. He stated he is going to address the Board of Regents for a minute and he talked to a lot of people about what he is going to talk about to the Board of Regents. It is not very clear but he would like to try to bring Federal Funding into this area, El Rito Campus by actually asking the Government if we could house some of the people coming from San Salvador. Maybe just the parents or maybe just the kids. His understanding is they are paying for everything, they are paying for refurbishment, fixing up the place and getting things ready and there will be funding for each person they bring in, so many dollars. He doesn't know if that is better than what he heard, maybe more taxes or something like that for the area. Maybe we could be available, at least pursue it, talk about it amongst each other and see what

happens, what comes up. It is not an iron clad thing, he thought about it last night when he saw they were needing places for some of the families and people and if you could bring them together, the families. He thinks this is the only way to get people together is with DNA samples, he thinks in regular organization, people that want to get involved, people that think maybe for a period of time this would be something that we could do to serve our country, by helping the people come in to get asylum and have a place for them to stay and even before they have their jury, if they are all going to be tried. They are going to fly into Brownsville, Texas, Florida, etc. Area location is not that big of a thing. His understanding there are some in Las Cruces, New Mexico. He would like to see the College to be able to help in some fashion. We used to be a teaching college, do those kids need to be taught something in Spanish, something along those lines. Also, we have a café and dormitories that are not being fully used. His understanding is that the ones that are in charge, law enforcement, homeland security will actually furnish their own security for the people and for the children. It is something we would not have to worry about here, we will actually be using whatever model that will come up for us, maybe with the help of our Congressman, our Board of Regents, our President could make those decisions. He is just bringing this out for thought if everyone could think about this, let's do our part. At this point the whole idea is to try to reunite and not divide. If we could do this he thinks we could get a lot of national attention when talking about who is doing what and it would bring more interest to this area. We already speak the language or something similar to what they speak. Communication would not be such a problem here as it is in other places. Mr. Ochoa thanked the Board of Regents for their time and for listening to him as a community member of El Rito and this idea has not been thought out completely on the El Rito Association side. He is bringing it up to the Board to talk about it. Mr. Ochoa thanked everyone for being here in this wonderful little town and thanked the Board of Regents for everything they have done for making it better. Mr. Ochoa stated he used to be Post Master in El Rito 30 years ago and he knows the people here.

Board President Powers called on Tim Crone.

Tim Crone stated he knows the Board of Regents has been presented with the CBA in which negotiations completed on Monday and the Board of Regents would possibly consider it and he would encourage them to ratify the contract. There is salary involved and when he is on campus he gets the question whether it is done. He does hope the Board of Regents ratifies and the faculty was very appreciative of the work done on the CBA and faculty and staff are very pleased not only with salary but with everything. Mr. Crone thanked Geno Zamora for his assistance with the faculty contract, they are about half way done with the Contract. In many cases all that had to be done was to change wording from faculty to staff. Of course, there are different terms and conditions and pieces that are very different. Mr. Crone thanked Tessie Lopez, Donna Castro, Jacob Pacheco, Kenneth Lucero and Ivan Maestas, Arnold Suazo and AFT New Mexico. Again, he hopes the contract is ratified and faculty and staff will be very appreciative.

Board President Powers stated this will be discussed in Executive Session and hopefully they will have an answer for Mr. Crone soon. Mr. Crone stated Donna Castro, Director of Human Resources will text Mr. Crone when they return from Executive Session.

Board President Powers called Jake Arnold.

Jake Arnold stated that he understands in Executive Session Dr. Bailey's tenure will be discussed. In his experience Dr. Bailey has been so transparent and it has been so refreshing over the past year and a half. It is a change between night and day. Secondly, and maybe somebody will be speaking to this, in yesterday's Rio Grande Sun they had a story about the College and getting money for renovations and repairs in Espanola. It really got a lot of people upset asking what is going on in El Rito. The paper noted it was just Espanola and nothing happening in El Rito. One other item, there is there is a position of director of equity and diversity

and it should be put under the Human Resources Director who has done a very good job. Mr. Arnold thanked the Board of Regents for having the meeting in El Rito and for the lunch.

Mr. Arnold stated Andy Lopez resigned from the Mesa Vista School Board and he is leaving the community, moving to Las Cruces. There is a farewell party for Andy for the 33 years he has been a stellar leader in the community and it will be July 7 at the Rural Events Center.

Board President Powers stated President Bailey would like to address a couple of the issues brought up by Mr. Arnold. President Bailey stated he would like to respond to Mr. Ochoa. All of us like the idea and Dr. Bailey is going to talk to Congressman Ben Ray Lujan because he is passionate about the campus and he would like to bring things to this area. He may be very interested in this idea. President Bailey will ask him what his thoughts are.

With regard to the infrastructure improvements, the Rio Grande Sun covered a story about improvements. That was a very specific project looking at this year. One of the things the Board of Regents decided is there is a five-year infrastructure plan. There is targeted money for El Rito. President Bailey assured the community and Board of Regents that as the College starts looking at developing the specific plan for the infrastructure, El Rito is a big part of it and the College is committed to it.

IV. EXECUTIVE SESSION

Board President Powers stated that he would entertained a motion to enter into Executive Session.

Regent Martinez moved to enter into Executive Session pursuant to provisions of NMSA 1978, Section 10-15-1(H)(2)(5)(7) & (8). Second – Regent Ortega. Board President Powers stated there is a motion and second and that would be for Limited Personnel Matters, President's Contract, Salary Increases, One Time Pay Supplement and Staff Collective Bargaining Agreements. **A Roll call vote was taken: Regent Ortega – yes, Regent Damian Martinez – yes, Regent Rhodes – yes, Board President Powers – yes, The Board of Regents entered into Executive Session at 12:30PM.**

V. POSSIBLE ACTION ON EXECUTIVE SESSION

Board President Powers entertained a Motion to reconvene from Executive Session.

Regent Martinez moved the Board of Regents return from Executive session and stated that only the matters only listed on the Agenda were discussed. Second – Regent Ortega. A Roll Call Vote Was taken – Regent Ortega – yes, Regent Martinez – Yes, Regent Rhodes – yes, Board President Powers – yes. The Board of Regents returned from Executive Session at 1:30PM.

Board President Powers stated regarding Item V, Possible Action Pertaining to Executive Session and the first item (Board President called Donna Castro, Director of Human Resources to the table) to discuss the staff and nonexempt staff who have been working on a CBA for some time now and it has been ratified by the staff employees and the Board of Regents is at a point where it needs to act on it.

Ms. Castro stated the staff and the union; the non-exempt staff have been working on a CBA and it has been ratified by staff and it is at a point where Board of Regents needs to approve it. Ms. Castro stated negotiations finished on Monday and the staff ratified the contract. Some of the highlights, employees can carry over 240 hours each year, maximum payout is 192. The definition of family members was expanded for bereavement

and did allow 3 days for definition of family members. A lot of the policies were clarified for staff. One of the things the staff wanted was to change from semi-monthly to bi-weekly payroll was agreed upon. Some current practices were defined and now there are part of the agreement (sick leave, probationary periods, etc.) were agreed upon.

Ms. Castro stated regarding compensation what was agreed to in negotiation, one of the things we wanted to do, everyone in negotiations, it was important to make some progress toward increasing the base pay of some of the lower paid people. Right now, the lowest paid group is paid \$10.10 an hour and for a College it is not right. We made some great strides towards increase salaries for security, custodians, groundskeepers and administrative assistants. For the group that are increasing their minimum pay, a salary increase for the lowest would be from 5.6% to 14.63% and it would affect about 20 members of the bargaining unit. The remainder of the unit a 2% across the board. For those only receiving the 2%, the College is recommending a one-time pay supplement of \$635.00 and for those receiving a larger increase, the College is recommending a one-time supplement of \$250.00 and this is for the unit members.

Regent Powers stated Ms. Castro mentioned those getting \$10.10 they will be going up to \$11.20 per hour. One of the things to remind everyone is a few months ago a CBA was done for faculty and this was approved. This was ten years in the making and the same way with this one. It has been 10 years since there was a contract with the union. The College has now gone through two of the major groups contracts that have not been done for 10 years. Board President Powers congratulated the College for getting this done. Ms. Castro stated one other thing that the College did for those receiving the larger increase is the College made slighter increases for longevity and the reason this was done to raise the minimum. The College did not think it was fair to have someone that has been here six years earning the same pay for someone new coming in at a new minimum rate. They weren't great but the College did make that distinction for longevity pay. This is also stated in the agreement.

Board President Powers stated there were also significant changes to employment rules and things like that that were sought by one party and then by the other and negotiated out. Ms. Castro stated ultimately this does protect the employees and employees will feel better when it is ratified. When Ms. Castro came to the College she said this is in the best interests of the employees of the College.

Dr. Rhodes stated he really appreciates Ms. Castro's efforts and the efforts on the other side. It took a lot to get here and to rework the document to have everyone look at and it takes a lot of work and he doesn't care what side is looking at it. President Powers stated he appreciates the work and would entertain a motion.

Regent Rhodes moved to approve the CBA for non-exempt staff bargaining unit. Second – Regent Damian Martinez. Motion passed unanimously. CBA is approved.

Regent Rhodes stated the unselfishness of both parties saying everyone at the institution needs to be treated fairly. Everyone at the institution received a 2% but they also looked at those people.

Board President Powers stated he would like Ms. Castro to discuss additional items. The second item is Salary Increases for NonBargaining Unit. These are members of the staff that are not represented by one of the three.

Ms. Castro stated for the first group, the College is recommended that all regular term faculty employed as of December 31, 2017 receive a 2% salary increase for fiscal year FY19. Also, to be noted, salary increases for term employees (external funding) those salary increases are subject to availability of funding, as long as their

budget can absorb it. For nonbargaining unit regular and term employees as of December 31, 2017, earning \$50,000 or less, the College is recommending they receive a one-time pay supplement in the amount of \$500. Pay supplements for term employees would be subject to availability of funding. Nonbargaining unit faculty unit faculty employed as of December 13, 2017, the College is recommending a one-time pay supplement of \$1,000 which is in line with what was awarded to the faculty bargaining unit members for FY18.

Board President Powers stated to sum this up, the CBA approved a few months ago, the new CBA will align everything up and all employees will be taken care of and treated in a fair and a consistent manner. Adjuncts are not included in this. Ms. Castro stated this is correct. Board President Powers stated and the top administrator which will be discussed later.

Board President entertained a motion to approve the salary increases for FY18-19 for nonbargaining unit.

Regent Damian Martinez moved to approve salary increases for 18-19 for nonbargaining unit. Second – Regent Rhodes. Motion passed unanimously.

Board President Powers entertained a motion for the one time pay supplement for the nonbargaining unit as described by Ms. Castro.

Regent Ortega moved that the Board of Regents approve the nonbargaining regular term employees, employed as of December 31, 2017 to receive the one-time supplement of \$500.00 subject to availability of funding and the nonbargaining faculty members receive a one-time pay supplement of \$1,000. Second – Regent Damian Martinez. Motion passed unanimously.

Board President Powers stated the last item is the contract for the President. The Board of Regents has been working on this and wanted to make sure it got it write. A few tweaks were made and so there is a contract before us that everybody has looked at and the President has looked at and all the Board of Regents are comfortable it represents what everyone is agreeable on.

Regent Rhodes moved to approve the President's Contract. Second – Regent Ortega. Motion approved unanimously.

Board President Powers stated he would like to review highlights:

Contract term is for four years at the same base salary the President is making now. There were a couple of adjustments to some things such as the President has a car allowance and it has bumped it up a little bid after two years of experience and now know what it needs to be \$400 a month to \$500 a month. The Board of Regents added a discretionary account for College, activities to promote the College and to allow and do outreach for the College. The President will now have a discretionary account which is very common in higher education, this account will be \$24,000 a year which is less than half of one of our sister schools out that the College competes with. The Board of Regents has also included in the contract some payments into a deferred comp program which is an incentive to stay for the entire four-year period. In earlier years it was 2% of a salary a year, 3% and the longer he stays the more it goes up. The Board of Regents wants the President to stay the four years or longer. These are the highlights of the changes in the contract, otherwise it is similar to the contract he has been working under for the last two years. Regent Ortega stated the travel and entertainment expense is subject to New Mexico per diem and mileage act and also promulgated by NNMC. There is control on how the money is used. Board President Powers stated the discretionary account

is not discretionary as it needs to be approved by the Board of Regents and staff and there are guidelines to the use of the fund. Regent Rhodes stated it is interesting when President Bailey sends a weekly report, he does not know how he does everything he does in a week. It is not just Presidential duties, he goes out to the community. One of the things that Regent Rhodes didn't know until he started asking is it was out of his own pocket. The President should not have to pay for things he is doing for the institution out of pocket. If he is going to do these amazing things, the College is going to have to do this.

Regent Martinez stated since Dr. Bailey came on Board, he has been universally team focused, it has been about those that have worked with him. You can see by the CBAs that have been done and the things that he has done in the community. When the Board of Regents started studying his contract at no time did he ask for a raise, he did not ask for an expense account or stipend. This shows good leadership and Regent Martinez is glad he is here. When Regent Martinez got here, it was faculty against administration, community members did not like what was going on in the school, not that they didn't like the school but what was going on. President Bailey has breathed fresh air into the College and Regent Martinez appreciates it.

Board President Powers stated the motion carries unanimously, the Presidents contract is approved for four new years.

Regent Martinez stated top administration is not receiving raises this year. They are making sure those completing the mission of the school and they are making sure the school runs well.

VI. COMMENTS FROM THE BOARD

A. HERC Update

Board President Powers stated he is the President of the organization and there will be the first annual HERC Regents and Educational Training Conference on July 17 and 18, 2018 and all Regents across the state are invited to attend. This will be a two-day conference and it will be a focus on training Regents to do their jobs. In addition to the Regents from Higher Education Institutions, they have also invited Native American Institution Regents to attend as well. HERC is looking to make this an annual event and hopefully it will help enhance the Regent activity in the State. The Secretary of Higher Education presenting, the LFC Director will be presenting and there will be a number of technical staff type members presenting regarding finance, some of the software packages that are used in Higher Education. It will be a great conference and they are hoping to get 30 of the 37 Regents to attend. Board President Powers will have a report in August as to how it goes.

VII. APPROVAL OF THE MINUTES

Board President Powers entertained a motion to approve the minutes of April 24, 2018 minutes as presented

Regent Damian Martinez moved to approve minutes for April 24, 2018 – Second – Regent Ortega. Motion passed unanimously.

Board President Powers entertained a motion to approve the May 13, 2018 minutes as presented.

Regent D. Martinez moved to approve the minutes for May 13, 2018. Second – Regent Ortega. Motion passed unanimously.

Board President Powers entertained a motion to approve the May 29, 2018 minutes as presented.

Regent Damian Moved to approve the minutes of May 29, 2018. Second – Regent Ortega. Motion passed unanimously.

Regent Ortega asked if it is necessary to have such detailed minutes, this is almost verbatim. Board President Powers stated it is verbatim off the recordings. Regent Ortega stated he has been on a lot of Boards and it is not this detailed, he is not opposed to it, he is just questioning. Board President Powers stated it is more just, if we have the recording and that level of detail, putting it in the record, you don't run the risk of. Regent Martinez asked how long the recording would last. Board President Powers stated this is the thing, this will last forever. If you paraphrase and the paraphrase comes up with a slightly different meaning than the recorded work, you could end up. Board President Powers stated the College will do some research on this.

President Bailey stated Amy has received feedback from HED that they really want, they very much like the way they are. The second thing is, one of the findings from the audit, it was not a direct finding but from the auditors, from the Foundation Board side, the minutes were not detailed enough. They were asking for specific decisions from the Board and the minutes did not specifically reflect it. With these, they know exactly what it is. Regent Ortega stated his question was answered.

VIII. PRESIDENT'S REPORT

President Bailey stated there is one more person who would like to provide Public input.

Ivan Guillen stated he would like to speak to the Board of Regents regarding the music program and hopefully avoid the suspension of the music program. He has attended all the classes and he speaks not so much for himself although it is selfish but for the opportunities that are going to be taken away from the youth of the community. There are many students, young people talented in our communities in Espanola, surrounding Espanola, Taos, Los Alamos, Santa Fe that are possible candidates for the Northern Music Program. He was going through the staff report here and it says that there is, and one of the main things that he has noticed over the years is the instability of the leadership, the Chairman position of the Music Program. Since he has been there, there has been nobody for more than a year. Most of the chairmen he knew quit in less than a year, most of the time when the semester started, and left the instructors in a lurch. He does not want to see the Music Program go the way of the autobody mechanics program. The staff report indicates instability in the program in recent years. There has been, at least five years of instability, couldn't we give the program a little stability for two or three years to see if we could revive the program. He recognizes the decline in participation of the program. When he first started there was gospel choir, chorus, African drumming group, rock and jazz ensemble, and later creation of big band. You would walk into the Fine Arts Center and it was happening, there was music, people were practicing, there was stuff going on stage, the classrooms had music coming out of them. The program is a treasure for those students looking to pursue music. Another item in the staff report mentioned about the job market. The New Mexico Hispano Music Awards are held annually at the Ohkay Casino. Bands, there is all kinds of bands in Espanola. In Santa Fe there are a lot of people from Espanola that have participated in the Music Program are participants are musicians in those bands. Recently, Mr. Guillon was at the Albuquerque Hispano Chamber Scholarship Awards Banquet "David" who was playing with the Mariachi Group who was a participant of the Music Program. Another guy he met when he first started was Walter Trujillo, he is a professional Mariachi in Arizona. Of course, just not playing music does not make the Music Program not relevant. Many of the students who have gone through the program are music educators themselves. They instruct and teach music to youngsters, to senior citizens, to adults so there is a job market out there not just musicians, music educators. His own son in 1989 went through the program for a while. He did not become a musician but he wanted on to study guitar building at the Musicians Institute in Hollywood and he is a well-respected luthier in Los Angeles. His son from Espanola. Talking about

President Bailey's breath of fresh air, we are looking for the current Chair to breathe that breath of fresh air into the Music Program and give it some innovation, recruitment, publicity, something to keep it going. He would like to urge the Board of Regents to reconsider suspending the program. The one instructor that is there now is there from 8:30AM in the morning to 8:30PM sometimes. He doesn't know how many credit hours he teaches but he doubts very seriously that very many other instructors at the College teach as much as he does. Mr. Guillon thanked the Board of Regents and President Bailey and asked that they keep the Music Program alive at Northern. Board President Powers stated there will be a full discussion on this item. Mr. Guillon stated he has the Agenda. President Bailey thanked Mr. Guillon.

President Bailey stated he would like to start by highlighting the film and digital media program. President Bailey called David Lindblom to address the Board of Regents. Mr. Lindblom stated there was an enormous amount of activity in the arts and film department and some of the students asked Mr. Lindblom to bring them to the Board of Regents. Mr. Lindblom handed out the articles to the Board of Regents and discussed a couple of articles (attached) with the Board of Regents. This has never happened before, there was 100% participation in the film and screenwriting section of the program, a total of 13 students in a combination of two classes. These films range from extremely personal but very coherent of feelings and expressions students have all the way to professional quality video for the STEM program which is now on the National Foundation Website (this link was sent to the Board of Regents). That was the end of the semester art show, prior to that developing at the same time there were a lot of other accomplishments for the students in the film department. Stephanie Garcia got her film into the Santa Fe Film Festival which was prestige worthy. It is a big deal. At the same time another group of students also competed in the New Mexico Filmmakers Showcase which was a one-minute showcase. One of the students Tyshawna, she was in the show along with other more experienced artists and these artists were very support of her and she marveled at being able to attend. Another student had four films in the world, two in New Mexico and two Hollywood Films which are on Direct TV now. This is a perfect storm of activity and they wanted Mr. Lindblom to attend the Board of Regents Meeting and brag a little about them. Lastly, Mr. Lindblom presented a poster and what is remarkable about this is embryonic to connect arts to science. There is STEM and now there is STEAM and that is what we are about. Dr. Ahmed's students did a poster on compression and this has enormous industrial application and there are pathways that merge art and technology. There is a company in Santa Fe that is collecting satellite data to do crop prediction. The files for those people are the same as the files for Hollywood, they are huge, compressed, valuable, replicated and stored separately. That is a niche skill that is undeveloped. This is an idea for one of the directions the College has been talking about as to how to proceed in this way. To proceed in the art side and the more immediate job possibilities. Mr. Lindblom's students wanted him to come to the Board of Regents meeting to tell the Board of Regents what they were up to.

Board President Powers thanked Mr. Lindblom for bringing this to the Board of Regents. It is always nice to see what is happening. It makes it a lot easier to make decisions to know and the breath of this is interesting, not just the narrow band, there is a broad application. Mr. Lindblom thanked the Board of Regents. President Bailey stated one of the challenges is that he is surrounded by so much talent and the entire community wants his students to help with projects.

President Bailey stated the following:

1. He just received an email that Dr. Ivan Lopez was selected by the HLC to provide guidance to other institutions as part of their peer core. Basically, he will be working for the HLC and going out and providing guidance and making sure other institutions are reaching a quality. This speaks a lot about Dr. Lopez and President Bailey wanted to recognize Dr. Lopez for this.

2. Ruben Rodriguez received a HEP Scholarship award and there were only nine given out in the country. There are 70-80 schools where students could receive this award. In two years out of 16 national awards the College has received three.
3. After a year and a half of work the contract was finally signed with Kit Carson Syncarpha and Guzman Energy to start the Solar Array Project in El Rito. The ground breaking will happen in the third quarter. They are hoping to start in October. It will be 1.5 MW and everyone plugged into the grid will see their electricity rates dropped and it will stay that way for the next 30 years. The money received for the lease of the land will be diverted to make improvements on the infrastructure in El Rito. The first will be to work the plumbing on the Administration Building, North and South Dorms, Kitchen and Cutting Hall. The College would like to have students living in the dorm by next summer. This is a big goal but President Bailey believes they are reasonable goals.
4. The College's partner has been awarded a forest restoration grant and that will pay for a biochar experimental unit which will go in Jaramillo Hall. This is the least efficient on campus and if it can be shown that the College can show that it can provide debris from the forest that makes the forest safer from wildfires and reduce the Colleges costs it is a win. This will be here this fall.
5. There was a report card from the Public Education Department and there were a lot of issues with the report but he wants to celebrate we were one of the highest schools that tied for the highest grade in the State (Northern New Mexico College, UNM, NMSU and Central New Mexico Community College). This is a testament to the College of Education, faculty, staff and Dean of College of Education, Dr. Joaquin Vila.
6. Dr. Vila will be the next Provost to Adams State in Alamosa and the College is very sad to see him leave. President Bailey asked Dr. Vila to join the Board of Regents and presented him with a Certificate from the College. Board President Powers thanked Dr. Vila for all his work for the College.

Dr. Vila stated it has been four busy years for the College and remembers the many challenges the College has faced. He also would like to recognize the dedication of staff and faculty at the College. He stated the honor was to serve.

President Bailey stated this covers his report and would like to discuss the Audit Contract for FY18. The College received two bids, one from Axiom and one from REDW. The Board President and President Bailey opened both packages and confirmed they were complete and instructed the Vice President for Finance & Administration to create an analysis. They then presented the results of this to the Audit, Finance, Facilities Committee and have a recommendation from there.

Board President Powers stated it was important to point out the evaluation was done on staffing, the strength of the staff, experience of the firm process, knowledge of our situation and understanding of the work that needs to be completed and also the ability to get up running and get the 2018 Audit Report out on time. That is one of the most critical pieces of this. If it is not out on time it is going to hurt the College. Taking all of these factors into play it was the recommendation to select REDW for the next two years. It did go through Audit, Finance and Facilities and they would recommend to the full Board of Regents to select REDW to complete next year's audit.

Board President Powers moved to hire REDW. Second - Regent D. Martinez. Motion passed unanimously.

Regent Ortega asked when they would begin. President Bailey stated the goal is to complete it as soon as possible. The deadline is to complete it by November 1. Knowing the scope of what they had to do this past year, the sooner they start the better for the College.

IX. STAFF REPORTS

A. Vice President for Finance & Administration

Ricky Bejarano, Vice President for Finance & Administration invited Vince Lithgow, Comptroller for the College to join the Board of Regents Meeting. Mr. Lithgow is retired from the State of New Mexico after 25 plus years and has extensive experience in developing policies and procedures and has managed large divisions, some larger than the College as a whole.

1. Audit(s) Update – Informational

Currently, Mr. Bejarano is happy to report that the College does not have a forensic audit going anymore. This is a milestone for the College. The College is going to commence the FY18 audit shortly. The one soft audit is that the USDOE has asked the College to essentially do a self-audit and it is was primarily focused on Title III and Title IV. The amounts the College believes there is support for but not complete support is \$2,400 and it will be returned to the feds. These are two of the larger programs and this is a big milestone and a lot of credit goes to Cheryl James for this.

2. Fiscal Watch – Action Required

Mr. Lithgow stated the College is doing comparisons of May 2018 versus March 2018. The statement of net position has decreased by \$435,000. The College is still monitoring cash daily as well as the operating budget. In fact, for this month the Operating Budget revenues (inaudible). The College does anticipate (inaudible). Mr. Bejarano stated the College did a May cutoff for expenditures. If a PR comes through it has to be close to or be an emergency. Next year it will be pushed back to May 1st. There is a rush at year end to spend as much as you can and the College is not doing this anymore. The College basically writes the budget as needed as opposed to a wish list. The budget was also submitted to the HED early and it was approved last week. This was the earliest it has come back and approved. From the HED, this is the earliest submission from the College. A lot of the credit for this goes to Evette Abeyta.

Regent Damian Martinez stated this was reviewed in Audit, Finance & Facilities Committee and the College is doing a good job.

Regent Martinez moved to approve the Fiscal Watch Report as submitted. Second – Regent Ortega. Motion passed unanimously.

3. Monthly Budget Adjustment Requests (BARs) – Action Required

Mr. Bejarano stated the College is at 163 BARs which is down to 1/3 of what they had been in the past. A lot of credit goes to Evette Abeyta and the fact the College is really tightening about moving money around at will. The College for FY19, will not process Purchase Orders, Payments or Purchase Requests until the BARs are done.

Board President Powers stated the fact that there are fewer BARs reflects the fact that the budget was much more meaningful and that it had a better thought process in it. The actuals are closer to budget than history.

Regent Ortega moved to approve the BARs as presented. Second – Regent Damian Martinez. Motion passed unanimously.

Board President Powers stated this was reviewed in the Audit, Finance & Facilities Committee Meeting and pleased with the progress. Regent Martinez stated one other comment, the Finance Department is going to get a chart of the BARs for the past few years for the Board of Regents.

4. P-Card Resolution – Action Required

Mr. Bejarano stated he would like the Board of Regents approval for the President be authorized to sign the application for PCard. The College is using New Mexico Bank & Trust after looking at several banks some do not offer PCard systems and some that do are not in good standing right now. Once the system is implemented, within a couple of months, the College will know how much cash back it is earning from the spend. This is just like a credit card but for all intents and purposes it is a debit card. UNM and CNM has been very successful with this and has had a lot of cashflow from it. Board President Powers stated this will save the College a lot of money will allow the College to track expenditures better. The primary savings will be once the College starts paying through the PCard system there will be no checks. It will help all around. Regent Martinez asked if this will be where President Bailey's discretionary fund will be from. Mr. Bejarano stated it will be a separate fund altogether. It will be but it will be a separate account. The reason to have President Bailey authorize it is it is a going back and forth process. Mr. Bejarano is not on any of the bank accounts or credit cards which is a good practice. The backups for the PCard will be Evette Abeyta on the budget side and the Comptroller for the same reason. Board President Powers stated these items discussed all relate to internal controls that the College was called out on the recent audit. These moves the College is doing now restore and enhance the internal controls and keep the College out of the audit finding business going forward.

Board President Powers entertained a motion to approve the Resolution authorizing the PCard System.

Regent Martinez moved to approve P-Card Resolution. Second – Regent Ortega. Motion passed unanimously.

5. Capital Infrastructure Five Year Plan – Action Required

President Bailey stated he would present this to the Board of Regents. President Bailey stated this was approved this last month by the Board of Regents. The Board of Regents also approved the Five-Year Infrastructure Plan. In order to answer the mail on the ICIP, they wanted the College to extend an additional meter. This reflects what the Board of Regents approved last month in terms of the Five Year Strategic Plan but the College had to add 2024 to it and President Bailey stated he was going to be open about this. This is really a projection of what the College thinks six years from now is going to be a priority. It was inspired by the fact that the College had UNM School of Architecture Students looking at projects in the Espanola Valley and a lot of them had to do with Green Energy and Sustainability. The College likes the idea of this project on both campuses that really look at public spaces and renewable energy. The College also thinks this would be a good place in case there are additional funds that would add to the work that Ameresco is suggesting in their Energy Audit. If there are extra projects that the College thinks are helpful, the College wants to put that place on the ICIP to hopefully get funding for this. President Bailey stated the College is looking for Board approval to submit the ICIP Project through 2024 as indicated.

Mr. Andy Romero, Facilities Director stated the College would also like the Board of Regents to grant administrative authority to submit the required documents that are not in the packet by the end of June.

Mr. Bejarano stated it has been a back and forth process which is why the College needs a little bit of leeway. This gives the College the flexibility to get it done by June 30th.

Regent Ortega moved to approve the CIP project plan and also to grant approval of administrative authority to sign any other packets being submitted under this guidance. Second – Regent Martinez. Motion passed unanimously.

Board President Powers asked if as things change over time, technology changes, etc. it can be changed. President Bailey stated this is correct.

The Board of Regents recessed at 2:47PM and reconvened at 2:52PM.

B. Provost & Vice President for Academic Affairs

1. New Certificate in Small Unmanned Aerial Systems (Drones)

Provost & Vice President Dr. Ivan Lopez Hurtado stated he would like to invite Mr. Mateo Frazier, Department Head for Fine Arts and Dr. Ulises Ricoy, Dean of the College of Arts & Sciences to come forward to discuss the proposal of a new Certificate of Small Unmanned Aerial Systems - Drones. This is a six credit program that has filmmaking students in the high school and College really motivated. Dr. Lopez asked Mr. Frazier to give the Board of Regents an overview. Mr. Frazier stated the College wanted to create a program as a leader to generate some interest among high school students again. In Film and Digital Media Arts, one of the emerging technologies has been small unmanned aerial systems also known as drones. They started basically as a flying camera and now have all these applications in mining and agriculture. It started as a film and commercial use outside of the military industrial complex. Mr. Frazier has some experience as a filmmaker and he looked around the country and there were not any formal training programs. About two years ago the FAA put out new regulations that required commercial pilots of drones to pass a Part 107 test which is a basic ground school requirement about FAA Regulations and made it a little tougher for folks because it was a free for all at first. The College was a unique convergence of need and integrating science and technology and this is a good way to introduce it to students. Mr. Frazier did some research around the country to see what other schools were doing and a lot of them were for profit independent groups who built curriculum. Mr. Frazier had to invent some of the curriculum and at a parallel CNM is building a similar curriculum. Mr. Frazier is working with CNM and talking about collaborating on some things as well. This is a six-hour program and students will take them concurrently. It may be split up to twice a week meetings of the first semester and then twice a week for the second semester. The first part would be preparing for exam and the second half would be application and experiential projects.

Regent Martinez asked who would teach the class. Mr. Frazier stated he would teach the class and he has his Part 107 about two months after the regulation was made. This was an interest for him and he had some time and bought a drone. Regent Martinez asked how many and how much the drones would be. Mr. Frazier stated there would be three and they would cost all in around \$30,000 all covered by the Perkins Grant. The College will also be purchasing some computers. It is going to be a big boost to the Film and Digital Media Arts Department. The College was able to raise some money to build up an Apple Computer Lab which has aged and the Perkins Grant will allow the College to build it up and refurbish the computer lab.

Regent Martinez stated it could be used to take a picture of the graduation class and sell them at \$25.00 a pop. Mr. Frazier stated they could do this.

Regent Rhodes stated Mr. Frazier spoke about Perkins and wanted to ask if the College is the Fiscal Agent. Mr. Frazier stated he believes the College is. Dr. Lopez stated the College is.

Regent Martinez asked if the College has checked is there additional insurance needed for the College to do this. Mr. Bejarano stated he had a lengthy discussion with Risk Management because the College had a couple of drones to find out if there is anything the College needs to do. The College needs to report that it has the drones and the model. With the formal discussion with the attorney at Risk, the biggie had been privacy issues, not wrecks or accidents. Regent Martinez asked if perhaps Student X picks it up and barrels into a car, when the student gets sued will Risk cover it. Mr. Bejarano stated essentially it is the College's drone, the College's class and it will be covered. Regent Martinez stated if you read the policy, the student is not an insured if you read the policy. This is his concern. If you are going to sue somebody and it can also be the student and if it is not an event that is covered by the insurance you are going to leave the student hanging out to dry. Regent Rhodes stated (inaudible) and he felt the College was covered. Regent Martinez stated unless you get this in writing. Mr. Bejarano stated he will submit everything to Risk Management and ask what the College's coverage and exposure is. They did not seem to be too concerned. Right now, the big issues are privacy rights. Mr. Bejarano will make sure the College is covered.

Regent Ortega asked how much supervision the students will have when they are flying these things and making sure they are under control. Mr. Frazier stated they will not be checking out drones to students for free flight. It will all be supervised in the class. It will be supervised 100% of the time.

Regent Martinez stated he heard students can bring their own drone. Mr. Frazier stated no they cannot. If students purchased their own drone and decided to fly it they could do that. Regent Martinez asked if they could use it for class. Mr. Frazier stated no. (inaudible). Regent Rhodes stated (inaudible). Once we get the drone (inaudible). Regent Martinez stated if it is the College's class and they are licensed operators and it is their drone (inaudible). Even if they are licensed operators and it our drone and something happens, it happens in the world, it's just nobody paid attention to Regent Martinez, when a student gets sued and Risk Management says you are not covered, I hope you have homeowner's insurance. (inaudible). Mr. Bejarano stated he would send the class description to Risk Management and ask specific questions. (inaudible).

Regent Rhodes moved to approve the new certificate in Small Unmanned Aerial Systems (Drones). Second – Regent Ortega. Motion passed unanimously.

Regent Rhodes stated on the other corner of the State there is a need for qualified pilots is extreme. Oil and gas fields can be paid greatly. He is pretty sure they can get paid well for this. Mr. Frazier stated they can and New Mexico is going to step forward to loosen some air restrictions for drones. This is moving forward specifically for drones.

2. Suspension of Music Program – Action Required

Dr. Lopez stated this is one of the sad recommendations he has to bring before the Board of Regents. This year the College had three programs reviewed by the Deans, Chairs and Student Services, Alternative Licensure Program from the College of Education, RN to BSN and the Associate Degree in Music from the College of Arts and Sciences. That decision after review by this Committee and the Dean's Council voted on this recommendation is the suspension of the suspension of the Associate of Music. This is a program that

the three-year average declared student enrollment in the program has been 6.7 headcount. It is important to distinguish declared student, this does not represent FTEs. The graduation average has been .66 students per year. This is two students every three years. When you do the analysis in terms of the revenue that is coming from tuition and fees and the revenue coming from the Funding Formula, the revenue has been on average \$6,800 and the cost to run the program on average has been \$188,000. The College is right now in high need for some programs that are growing at the College for example the Bachelor in Business Administration is showing additional enrollment. There is a high need to move some resources to enhance our capacity in terms of distance education. We have only one staff member in distance education and if we want to be serious about growing enrollment we have to do those investments. Right now, the College is thinking seriously of how to maximize and be as efficient as possible with resources. Dr. Lopez asked Mr. Frazier to give some history of this program.

Mr. Frazier stated the program as he recalls started in about 2007 and was one of the first of the five Bachelors programs when the College went from a two year to a four-year institution. Each area got to select a program they wanted to develop as a Bachelors Program. Some were selected internally and some were selected by then President Jose Griego. Dr. Griego had a passion for Latin Jazz and saw it as a natural step forward from the Folk Music Program the College had and its concept seemed really exciting and interesting and cool. Mr. Frazier has seen it go through a lot of challenges. There has been a lot of tremble through leadership of that program but at the same time there has been consistent leadership in the program and the results were similar. The music classes were very popular in the community and the College intends to offer music courses. Courses that reflect the wants and needs of the current student body and community. One of the challenges of turning this into a degree program and taking it out of an enrichment program or activity is that it forced the College into an accreditation process and the College failed to get that accreditation. It would take a significant amount of dollars and human resources to get that accreditation and so in the process the College changed the curriculum to get the accreditation and the College did not get and watched the student participation in the program dwindle. The Arts Department in 2012 had one of the highest head counts in the College if not the highest and everybody knows and has told Mr. Frazier, one of the things was that the College drove all its resources for one program chasing one accreditation and didn't offer the things the community and students wanted. It is tough but the data as you look at it and the overall resources put into the program for the low return of graduates, although, Mr. Frazier is a musician first, that was his first medium, he loves music and would like the College to continue offering music courses. Mr. Frazier struggles to support that effort when there is other interest in other departments the College needs and when interdepartmentally there are programs that have more interest and need more attention. Mr. Frazier stated he would entertain questions.

Dr. Ulises Ricoy, Dean, Department of Arts & Sciences stated this process of program review since he has been Dean for two years is an opportunity to assess the data they have. Unfortunately, for this program the data is not very compelling to try to salvage something has been tried and salvaged numerous times. Mr. Ricoy realizes that by making this recommendation, he is personally not against music per se. Every program needs to be reviewed in a manner that is responsible to the current scenario by that he means financial scenario. Mr. Ricoy wishes there were a lot more students in Music that were declaring and graduating. This is not the reality and so he does worry as the Dean of the College that overall, the College has to comply HLC national reputation standards and not only, right now the Department of Fine Arts is the smallest department in terms of faculty/student ratio. Dr. Ricoy stated if it was him, he would be very cautious to spend more money on a program that would require a lot more money to be accredited. The numbers are not there to build a case. The College has tried to communicate to students and encourage them to pursue their education, their aspirations at the college. Mr. Lindblom mentioned earlier that there are other programs existing at the College, for example Integrated Studies in Humanities that have expressed an interest in working with

students that perhaps want to do projects that utilize technology. To Dr. Ricoy it is not removal of opportunities for students. There is a lot of opportunities at the college and sometimes you have to look at where those numbers are. Dr. Ricoy thinks it is not just not just numbers it is a qualitative factor. In this situation now, the College does not have a choice in terms of making an educated academic recommendation that in Dr. Ricoy's view will better serve students in the long run. What the College is doing is a hard decision but ultimately for the health of the institution at large.

Mr. Frazier stated the program would be suspended and not terminated and one of the big issues with recruiting at the College and it has nothing to do with the College's approach. The secondary schools stopped and quit funding their music programs so the College does not have music feeders anymore, the College had some significant music programs feeding it, Espanola High School, Mariachi Instructor and those programs are not there anymore. There is not a band program at Pojoaque, Los Alamos does have some Music Programs. In the future if the economic things look up, at the time the students are there the College can revisit the program.

President Bailey stated he would like to add to this and be respectful of Mr. Guillen's points as he brought up some very important issues. First and foremost, this recommendation is being driven by student demand. This has to do with students who are declaring this and want this degree. If you look at this there are several community members who enjoy the music classes. The College should and Mr. Frazier stated it, the College should fight to do everything it can to offer music programming at the College. It is also why this is a suspension and not termination. This means it will be easier for the College if the demand signal changes to reinstate the program. This does not happen on its own. What President Bailey did is he went to the public education partners, he went to Superintendent Gutierrez at Espanola Public Schools, Mel Morgan at Pojoaque and both are interested in a three-way partnership to support Music Education in the Valley. The College can still be a vibrant participant in this even with this suspension of the program if it commits to still offering music classes and if the College partners with these two entities this may be the partnership that increase and demand.

Regent Martinez asked if this was the Associate's Program and if the College suspends the program would it mean there would mean there are no classes for anybody who is just a lover of music just to take at the College. Mr. Frazier stated absolutely not. The College would still continue to offer classes. Mr. Frazier would go back and look at older catalogs, start community classes and see if the College can't get some of the community interested in taking those courses again. Regent Martinez stated this is important. Board President Powers stated what he just heard it could in fact turn out to be good for more casual music enthusiasts, not necessarily for those getting a specific degree to teach music or whatever. Mr. Frazier stated precisely, the lack of interest is in the formal degree declaration not music courses themselves.

Regent Martinez asked if that would affect tuition based on if they are not completing Associate's (inaudible) or some different spending or costs. Dr. Lopez stated not unless the students fall under the community rate. If not, it will cost as any other course. It will have the same costs and the community will still get the community rate. Regent Rhodes stated he is not in favor of getting rid of any arts. What he heard is the College started a Fine Arts Music Program and had very little to do with what the College was wanting to do and it looked good and he is sure there is a lot of personal investment by individuals getting it there. One thing that should have been looked at is when they did not get accredited it should have been looked at. (inaudible). The driving needs to be is what is the community piece, arts are not just an academic thing. Arts are especially in Northern New Mexico a community thing. Dr. Rhodes agrees in suspending this. Arts are about quality of life in the community. That has got to be there. We are doing this, this is the right decision here.

Board President Powers stated the other thing he is looking at here is there was a formal process and it is part of the governance of the school and it went through all the necessary channels, vetted, voted on by the Deans so this was done through the formal process and this is the recommendation brought to the Board of Regents from that process. Dr. Lopez stated this is correct.

Regent Martinez asked if the Professor in this will be RIF'd. Dr. Lopez stated yes, this is the consequence of this. Regent Martinez asked if (inaudible) had to do with salary and benefits. Board President Powers stated the question he has about this is the College is saying we are suspending the program but not necessarily suspending music classes and asked if the elimination of this position, this individual cause a problem in delivering some of these classes. Dr. Lopez stated the courses, the ones that Mr. Frazier wants to bring back will require different expertise and the College will still have the commitment to graduate the current students in the program (5 students). The College will still teach out these students and it could be done through adjunct faculty who could be the same faculty member. The CBA that was approved by the Board of Regents and ratified by the Union was step by step on how to go through the RIF. The final step would be the full-time faculty member would go to the list of adjuncts and has first right in case the program comes back.

Board President Powers stated from what he gathers is the casual music person is going to see little or no change, in fact, down the road, may see improvement. Dr. Lopez stated this is correct. Board President Powers stated the musician, the person interested in music should not be harmed. The students that were in the program should not be harmed, they will graduate if they wish to complete their degree. Dr. Lopez stated they would. Board President Powers stated the Board of Regents is also being given the opportunity to redirect the resources that are currently being used in the other areas where they are needed more. Dr. Lopez stated this is correct.

Regent Ortega asked if the music that would be continued would be offered it would not be a program, it would not be an Associate in Music Program. Mr. Frazier stated it would be for credit classes. This would cover the Section Five of the General Education Courses. Dr. Lopez stated actually the new General Education is requiring now they have a special section for Fine Arts so some of these for credit courses for music for the first time are going to count for General Education. This was not the case in the past. They will start counting in Fall 2019 when the new General Education begins.

Regent Rhodes moved to suspend the Associate Degree in Music as recommended by staff. Second – Regent Damian Martinez. Motion passed unanimously.

3. Children on Campus Policy – Informational

Dr. Lopez stated this is an informational item and will be brought to the Board of Regents at the next meeting for approval. This is for the Board of Regents to approve and know this is coming. The College does not have a policy of Children on Campus. The catalog currently has a small statement on how faculty deals with children when brought to the classroom. During the last year Deans have been reporting issues with students bringing kids and this is a controversial area. One the one hand you will have faculty members who will carry the baby for the student to do the work in class and you will have faculty members who do not want kids in the classroom and there has to be common ground that make sense for students. The College believes at this point it has been vetted by the Faculty Senate by the Office of Equity and Diversity, focus groups from the community providing input and gone back and forth to the community. It is very particular in what areas children are not allowed. When there is going to be high risk, machines, it is very clear where they are not allowed. Dr. Lopez asked for feedback between now and the next Board of Regents meeting is welcome. It has gone to the attorney and will go back again. Regent Martinez stated a couple of things, one is to address

the student population, 3 and 3.1 the student maintains no liability. Regent Martinez stated this makes no sense, he does not know that we need that. It should go back to the lawyer. Maybe the intention was the College was not taking liability if the kid did something. If the kid gets hurt on campus, the College is negligent. Regent Rhodes asked if exceptions were discussed. Dr. Lopez stated the end does describe exceptions. Right now, there are high school students who are on campus for Upward Bound and Athletics sometimes has summer camps.

President Bailey stated the College has not given up on the idea of bringing child care back to campus. President Bailey went to Amarillo College and they looked at how they serve students who suffer in poverty so there are initiatives that the College is going to talk about, everything from food pantries to clothing closets. The College is going to talk about how to bring those back. Child care came and every time it failed. The business model is flawed. There are now independent childcare centers who want to partner with the College and not only that but will work with the College Education and perhaps be part of the curriculum. The College has not given up on this.

XII. ADJOURNMENT

Regent Powers stated he would entertain a motion to adjourn.

Regent Rhodes moved to adjourn. Second – Regent Martinez. Motion carried unanimously. The Board of Regents Meeting adjourned at 3:30PM.

APPROVED:



Kevin F. Powers, Board President



Dr. Robert Rhodes, Vice President