



NORTHERN NEW MEXICO COLLEGE
BOARD OF REGENTS
SPECIAL MEETING
NOVEMBER 29, 2021

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; John Ussery, El Rito Program Director; Arin McKenna, Communications and Marketing; Sandy Krolick, Creative Director, Communications and Marketing; Robert Palko, Registrar; Don Apparius, Assistant Provost of Student Affairs; Kathy Levine, Director, Financial Aid; Sara McCormick, Recruiter/Admissions; Ryan Cordova, Athletic Director/Men's Basketball Coach; Jimi Montoya, IT Director; Carmella Sanchez, Institutional Research Director; Henry Ocaña, Facilities; Deborah Trujillo, IT; Rishi Poudyal, Institutional Research Analyst; Frank Loera, NNMC Branch Trades Chair; Rachel Begay, Administrative Assistant; Michael Rivera, Veterans Resource Center; Carol MeEuen, Interim Degree Audit Analyst/Dual Credit Coordinator; Stephanie Sandoval, Administrative Assistant; and Amy Pena, Executive Assistant to the President/Board Secretary.

Faculty Present: Joaquin Gallegos, Anna X. Gutierrez Sisneros, Rhiannon West, Teresa Beaty, Gloriadell Gonzales, Lori Baca, Mateo Frazier, Veronica O'Halloran, Robert Beshara, David Lindblom

Others Present: Robert Trapp, Rio Grande Sun, Geno Zamora, Ortiz & Zamora, Jake Arnold, Tim Crone, Jose Garcia, Veronica Garcia, Nathana Byrd, Jacqueline Ghion

I. CALL TO ORDER

Board President Martin called the meeting to order at 2:00PM

II. APPROVAL OF AGENDA

Board President Martin entertained a motion to approve the agenda.

Regent Archuleta moved to approve the agenda. Second – Regent Swentzell. 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. STATUS REPORT AND POSSIBLE ACTION REGARDING SEARCH FIRM RESEARCH – Informational and Possible Action

Board President Martin stated since the last meeting on the 17th, Regent Swentzell and Board President Martin had a conference call with Dr. Prather on the 18th and he agreed to a proposal to conduct the search for the college. Board President Martin also contacted Emily Neil and Regent Swentzell reached out to Spellman Johnson Firm about a proposal from them. Dr. Prather called back on the 19th and withdrew his offer and recommended the Board contact Dr. Veronica Garcia so Board President Martin and Regent Swentzell contacted her. Dr. Prather also recommended contacting Dr. Bobbi Gutierrez, the former Superintendent of Española and she declined but recommended Dr. Patricia Parkinson & Dr. Jim Apreo. Board President Martin reached out to both of them and they were both unable to help at this time. This morning Board President Martin and Regent Swentzell had a conference call with Emily Neal and also joining for their presentations are Dr. Veronica Garcia and Ellen Hefferman from Spellman Johnson.

Dr. Garcia provided her presentation to the Board of Regents. Board President Martin asked if Ms. Hefferman was ready to present. Ms. Hefferman did not respond. Board President Martin stated he would go on to Ms. Neil because Board President Martin and Regent Swentzell have her proposal. Board President Martin introduced Ms. Neil who was recommended by NNMC attorney Geno Zamora. Their fee is 30% of the President's annual salary which would be \$52,500.00 and there is also a \$5,000 fee that they charge everyone. Board President Martin stated Regent Swentzell and Board President Martin explained our situation to her and that we already put together the search committee and are working on the President's job description and she said how they work, their search, they would take it over, she said our search committee is too big for them and we need to get that down to 8 and they would do everything. They would end up selecting the 5 finalists for the Board. Board President Martin asked Regent Swentzell if he missed anything. Regent Swentzell stated he covered the key highlights from the conversation. Board President Martin asked if Dr. Garcia was present.

Regent Velarde asked regarding the amount stated, was that including gross receipts tax as well and is the threshold \$60,000 that we wouldn't have to go out for RFP. Board President Martin stated that is correct, the \$60,000 is the limit for RFPs. Their fee would be \$57,500. Board President Martin asked if Dr. Garcia was present. Dr. Garcia joined the meeting for her presentation (attached). Dr. Garcia stated she sent the resume, bio and presentation to President Bailey and Board President Martin and reviewed her PowerPoint (attached). Board President Martin asked of the Board had any questions. Regent Archuleta stated he did not have questions. Board President Martin asked Dr. Garcia how her search was structured. Dr. Garcia stated they are available to be with the Board virtually or in person. If people don't mind, she will be vaccinated and she tends to wear her mask indoors and has been able to operate just fine. Board President Martin asked Dr. Garcia for the cost of her proposal. Dr. Garcia stated there is different prices for different firms. What the Board is also paying for the level of expertise, her time and other colleagues and the price of advertising. It would be \$25,000. Board President Martin asked if there were any other questions and thanked Dr. Garcia. Dr. Garcia asked when the Board will let the applicants known if they were chosen. Board President Martin stated the decision may be made today or may defer it but as soon it was made, they would let Dr. Garcia know.

Board President Martin stated the Board would now hear from Ellen Hefferman with Spellman Jackson who Regent Swentzell spoke with. Ms. Hefferman presented to the Board of Regents (attached). Board President Martin thanked Ms. Hefferman for her presentation.

Regent Swentzell thanked Ms. Hefferman for the presentation and she spoke about being sensitive to community needs and one of our, what makes Northern distinct is its place here in Northern New Mexico and the communities that surround the college and that the college serves. In terms of a little bit more of the nuts and bolts, in terms of finding the right candidate for a college with a unique history and background like Northern New Mexico College, what kinds of strategies does she use to find candidates that are cultural fits and tied into there does she have limitations on the college side, the search committee from the college side, how much of the work do they take on for the firm, themselves, and how much do you allow the search committee to sort of steer the process. Ms. Hefferman stated Spellman Jackson has been committed to diversity, equity and inclusion for 31 years. It is an area that they focus on. They put resources into it and she personally spent a lot of time working on a pipeline for them. She has spent a lot of time with AAHE doing professional development work with folks in the higher education pipeline there. The Association of Blacks in Higher Education is another group that she has been on their learning institute for 15 years. Really working with folks coming up through the pipeline of professionals of color. She has also supported with NODAHE, they do a lot of diversity officers. They have been talking about working with them, the Chief Diversity Officers to think about them in the Presidential level because they have a lot of the pieces that make interesting presidencies. Also, she has done a fair amount of work with (inaudible). This is something they have been doing for years and they have a pipeline and inroads into those people who she can pick up the phone and call and say who do you have that you think you are ready for a presidency who would love to go to a small institution in New Mexico. That is just part of their DNA and how they think about things. It is a place that is really important to them and it is also really important for them to say to the Board what do you want this to look like and what is the community for it. Oftentimes, we are placing professionals of color in primarily white institutions. That is not going to be the case in New Mexico but we still ask the questions about what the community is like, how is the school system, how is this person going to fit. This is one piece of it. The second part of it, in relation to the search committee and the firm, it is a partnership. There are some search committees that need much more assistance than others. They take the cue from the Board. Administratively, that is what you are paying a search firm to do. Ideally, they help with all of that and they offer ideas. There are easy things they can talk about, there are places they may say maybe you want to do a survey of stakeholders as you get to the campus finalists. Essentially, they partner with the Board and provide as much support as the Board wants or needs and they are all in this together. They will meet with the Chair and the members of the search committee a lot, they will talk about things a lot, they will bat around ideas and create a process that is going to work for the College. You want the right person, a fabulous person at the end is going to be successful but if the process is painful and agonizing that is not going to work either. They focus on getting people excited, getting some energy around the presidential search. Looking for people to commit, to giving ideas and people they want to reach out to. It is very collaborative. Board President Martin asked Regent Archuleta if he had questions. Regent Archuleta did not have any questions. Board President Martin asked if Regent Juarez had any questions. Regent Juarez stated she did not have questions. Board President Martin asked Regent Velarde if she had questions. Regent Velarde did not have questions. Board President Martin asked what the cost of the search would be. Ms. Hefferman stated the price would be 1/3 of the first year's salary plus the advertising. If they don't come to campus, it will not include travel and a background check will need to be done. Their expenses are straight passthrough. If it helps for budgeting purposes, they can also determine a flat fee. President Martin stated the current

President is making \$175,000 so that would be about \$52,500 a third of that. Board President Martin asked President Bailey to reach out to our Vice President of Finance and he said we have about \$55,000 that we can apply towards the search and asked how much the advertising would cost. Mr. Hefferman stated if you did all the advertising in the world, it would be \$3,500. We do not need to do that much advertising. Board President Martin stated that would be right under that and asked President Bailey. President Bailey stated yes and they would check the numbers for sure. Board President Martin thanked Ms. Hefferman and the Board appreciates it. The Board will talk about it and let them know the decision.

Board President Martin opened the item up for discussion. There are two very strong proposals and the main difference was the cost. It sounded like both of them would do an excellent job for the Board. Regent Velarde stated they all sound amazing. Obviously, there is a big difference as far as price and the ability to have someone within arm's reach to be able to lead this process. There is an ability to understand Hispanics and a people of color. New Mexico is very different and we are not just people of color, we have a very rich deep history here and the ability to understand that and understand the difference between southern and northern New Mexico, what Christmas means when you are at a restaurant, so many little things that are gems of New Mexico. The other thing that worries Regent Velarde is putting us over the \$60,000 mark. The last presentation, that would come really close to that point, especially if we had any travel. Obviously, we would then be going with virtual assistance with nobody on campus. There is a difference that she sees, we would be paying more than double and it would all be virtual.

Board President Martin asked Regent Swentzell for his feedback. Regent Swentzell stated he would second many of the comments Regent Velarde made in terms of price difference and travel consideration as one of the candidates mentioned, visiting the campus is a vital part of a presidential search. In general, it is a vital part of any academic search for the most part. He knows COVID has upended that a bit but it is pretty critical for perspective candidates to see the campus in person and breathe the air, maybe get greasy eating some Parasol tacos, you know, things you might be doing around here. The other consideration is that the two large firms that were contacted, he would add, when we started, when Board President Martin and Regent Swentzell started last week, they had a list of search firms and they were calling people and going down the list, the three candidates that presented today were part of larger list that he would like to point out. He reached out to 6-7 firms many of which said that had no capacity at this time at any price level. Ellen is currently involved in a search and could not get started until February. These large national search firms are quite busy now, in part due to the scheduling time. A lot of them have been picked up during the last few months. September is more the optimal time and in addition we are dealing with the great resignation at this time. It was pretty fortunate that we had two large firms to even present today. It was hard to get through to some firms. One firm is located in Massachusetts and the other is located back east. We would be taking \$55,000 close to \$60,000 and shipping it out of state. One consideration is how we take New Mexico tax dollars and continue to keep it in New Mexico. It is really a big sales point it is almost as if that value is increased through reinvestment in the community and this is an important consideration for Regent Swentzell as well. Board President Martin asked Regent Archuleta for feedback. Regent Archuleta stated he echoes the Regents and they both gave good presentations and he likes to stick local. He has worked with Dr. Garcia in the past, really smart and very passionate about Northern New Mexico, he thinks that is a plus because she is next door and he thinks she will do good for us. This is his story; they both gave a good presentation but being able to be present and close to home is a big plus. Board President Martin asked Regent Juarez for her feedback. Regent Juarez would like to echo everyone's comments, and she thinks it is great Regent Archuleta has already had contact with Dr.

Garcia. Price is a determining point and she thinks that is great and she echoes everyone's comments. Board President Martin stated he is glad Regent Swentzell brought up the point that Ellen will not be able to start until February because we want to get started as soon as we can. Thanks to Mr. Zamora he structured the agenda so that we can go ahead and make a decision today if the Board wants to or we can think about it some. It sounds like we all agree that we would like to go with Dr. Garcia.

Board President Martin would entertain a motion to employ Dr. Garcia as the search firm.

Regent Archuleta would like to move to appoint Dr. Garcia as our choice. Second Regent Velarde. Motion passed unanimously. A roll call vote was taken. Board President Martin - yes, Regent Velarde - yes, Regent Swentzell - yes, Regent Archuleta - yes. Regent Juarez - yes.

Board President Martin stated he would reach out to Dr. Garcia and all the other applicants and inform them and thank them for their effort and we will go forward with Dr. Garcia.

Dr. X stated faculty had an e-vote and a majority was for having a search firm do the Presidential search, 81% were for it and 3 abstained. Thank you to the Board of Regents for choosing the search firm and maybe later on on the agenda they would like to have more faculty members on the search committee if they could figure out where it is on the agenda. Board President Martin stated that is not on the agenda for today's meeting. The search committee will be discussed at the December 10th meeting.

IV. INTERIM PRESIDENT'S JOB DESCRIPTION – Action Required

Board President Martin stated President Bailey put together a brief job description for the Interim President and asked that he present it to the Board of Regents. President Bailey stated it starts on page 4 in the Board packet. This is for the interim and permanent President. President Bailey started with what the Board had determined in 2016, actually late 2015 for what his job would entail. He took a fine-tooth comb to it to make some adjustments based on how the President's job has evolved over the last five plus years. President Bailey reviewed the job descriptions (attached). President Bailey stated a lot of it is pretty standard. Number 10 added the President of the Branch Community College, talking about the Interim President but all those things have to be carried on by the person in this role. He added numbers 10 and 11. President Bailey has been serving as the Foundation Executive Director and Judith has been the right hand in terms of fundraising. The same is through for the Eagle Corporation, it is still in its infancy but it is really the President who is trying to create opportunities for the Board of the Eagle Corporation to consider. That is all about diversifying our revenue stream. President Bailey added number 13 because obviously the Board of Regents is going to be heads down in the Presidential search process. The interim President, he is not saying that person has a vote but that person can assist the Board of Regents as that process continues that is both with the Board and Search Committee. President Bailey stated this might be controversial but he would absolutely defend it and happy to discuss it but he added this on purpose on 13 that the interim President agrees not to become a candidate for the permanent position. The only reason he did this and this is pretty standard it because we want the community to know that the interim President isn't some kind of back door entry into the permanent position. This person agrees to be the caretaker during the interim while the Board has the time to do the thoughtful work to bring in the permanent President. President Bailey also added number 14 in advance of our decision that the next meeting of December 10. Right now, he has a four-page document so as a team, Administration, Faculty,

Staff Students and the Board to talk about all the open projects right now that the Board would expect the interim President to continue to make sure that by the time the Board has decided on a permanent President and that person takes the chair, hopefully next July, that interim Process has been so seamless that basically now everything moves forward. President Bailey stated he wants to say this with full respect of the leadership of the interim President and leadership of the permanent President because that person in consultation with Faculty, Staff, Students, the Board obviously is going to chart the direction that the Board wants to go. All President Bailey is laying out is what he sees that person could be doing. President Bailey stated as we get into management, all are exactly the way President Bailey has been held to over the years. President Bailey stated on number 24, the way it was written in 2015, it said manages and controls College property, he wanted to be specific on the three pieces of property, it is not just El Rito and Espanola but also El Vado. President Bailey asked if there were questions.

Board President Martin asked if the Board had questions. Regent Velarde stated she had no questions at the moment. Regent Swentzell stated one thing he discussed with Board President Martin and he sees Item 17 under Management that the interim organizes, reorganizes, with 30 days prior notice, whenever practical to the Board of Regents for major changes to the administrative organization of the College. He stated this might be discussed further by the Board of Regents. He brought this up as perhaps a concern that current faculty and staff might have at the College that perhaps an interim might sweep in and do some stuff and fire some people and hire some people and to assuage any concerns that might exist to that fact. He gets that 17 is hinting that whoever is the interim needs to notify and work with the Board in case of any major decisions. He is wondering and if Mr. Zamora has anything to say about this as well. Perhaps say, you can't just go in with a sledgehammer into the College and we want to make sure current projects keep going and the lights stay on and so forth. on and on. President Bailey stated total oversight on his part and he meant to take this off on this one and leave it in the permanent one. Regent Swentzell put it perfectly. The Board is going to give direction to the interim president but what Regent Swentzell stated about not doing anything so drastic. The idea is that the interim is not going to let plates stop spinning and is not going to let any balls drop and things we need to move forward. That interim President is going to help represent us at the legislative session. There are all kinds of really important things and it should be a reasonable expectation that the interim President is not making so many drastic decisions that actually change the structure of the College. He thinks that is very wise. Mr. Zamora stated the short of this it should be clear in the duties and in the contract with the interim and at the same time as we negotiate and establish a contract, make sure it complies with CBA, tenure, etc. That goal of the Board can be achieved to maintain stability and to have the board as a check in this limited circumstance with the interim, this check on personal matters. Board President Martin asked if there is a need for that clause in the contract. Mr. Zamora stated in the contract – yes, it is discretionary whether or not you need it in the announcement. It can set a tone early by having it in the announcement, hey, we need you to come in here and run things, not restructure things. It is not required in the announcement but if you want it to have teeth it definitely needs to be in the contract. Board President Martin thanked Mr. Zamora and asked Regent Archuleta if he had any questions. Regent Archuleta had no questions. Board President Martin asked Regent Juarez if she had any questions. Regent Juarez stated not at the moment but stated she enjoys the weekly updates and she would like to receive those from the interim and the President. President Bailey stated this was not part of his job description. There was a retreat early on in his presidency with the Board and one of the things they really wanted is kind of what you have been directed him to do is keep the Board posted so they are not blindsided by anything. President Bailey thinks the Board has every right to just say this is something that we want from you. It is probably a question for Mr. Zamora whether or not

to put it in the job description. The job description is more vague, keep the Board abreast of all the activities but it doesn't say the President will do a Friday morning, 4:30AM email. But he thinks it is within the Board's purview as to how to define that requirement. Board President Martin asked how we get to the point to place the ad in the newspapers to announce the interim position. Mr. Zamora stated what is in front of the Board is the proposed job description and there is an action item for the Board to approve and accept or approve any edits as the Board sees fit. Board President Martin asked if there were any questions, the goal as a Board, we wanted to have the interim President to be hired at the December 10th meeting so that they have at least a month to meet with President Bailey before he left for Oregon. With that Mr. Trapp, save space in the Rio Grande Sun to run this ad. President Martin stated our goal is to have this appear in the Rio Grande Sun, Santa Fe New Mexican and Albuquerque Journal. Our problem is the Board needs to interview these people next week before our meeting. The Board will interview them in Executive Session and make the decision at the December 10th meeting.

President Bailey stated on that point, what if the Board consider this because the ad and job description are going to be two different things. The ad is going to be very general saying we are looking for an interim President, please send your Resume/CV to this and maybe lead them to the website. Or, anyone that inquires, Amy is going to see the request. Amy monitors the email and could send anyone interested the job description that is approved today and based on what both Regent Swentzell and what Regent Juarez have said President Bailey stated if you look at the packet and this could be the motion as Mr. Zamora explained it. We remove Item 17 from the Interim President's job description and then on #7, we could say provides the Board with a weekly flow of information regarding the College and its needs. This could cover what Regent Juarez is asking for and once it is approved, we make those changes and then we give it to Sandy can place on the website and give it Amy to give to anyone who reaches out interested in the position. Board President Martin stated this sounds good.

Board President Martin stated all we need to do is nail down the job description for the interim that is going to appear in the newspapers. His feeling is we need someone who has a terminal degree and experience in managing higher education. Those are the two major ones. Board President Martin asked what other qualities the Board and asked President Bailey. President Bailey stated there was a third for the Board's consideration. It was terminal degree required and it was administrative leadership administrative leadership experience in higher education required, and a knowledge of the northern New Mexico region. Two were required and one was preferred. President Bailey asked Mr. Zamora to clarify. Mr. Zamora stated in previous discussion his recollection was around the question of whether terminal degree was required or preferred and this is a Regent's decision. President Bailey stated the way we had had it for the Board to consider was that knowledge of the Northern New Mexico region was required and administrative leadership/higher education experience required, terminal degree preferred. Regent Velarde asked if she could add another one, preferred as well that legislative knowledge – required because the President is the person at the legislature doing the lobbying and doing all of that. Maybe not a requirement but a preference. Board President Martin stated this is fine and asked Regent Swentzell if he had anything to add. Regent Swentzell stated he is wordsmithing in his head. He thinks this sounds good considering the task set for the interim for the spring semester. Board President Martin asked Regent Archuleta if he had anything to add. Regent Archuleta does not have anything but thinks knowledge of Northern New Mexico is huge. Somebody that knows the area, somebody that culture, that is a big plus in his personal opinion. Board President Martin asked Regent Juarez if she had anything to add. Regent Juarez stated transparency regarding COVID vaccination requirement. Board President Martin would like this in the papers right away and we will have a

deadline of noon on Friday. That allows us to have enough of a window to set up a special meeting. Regent Swentzell and Board President Martin will go through the applicants and make sure they meet all the qualifications and hopefully they will be able to meet next week with all the Regents and interview the prospective applicants and make a decision at the December 10th meeting. Regent Swentzell stated he would like to make sure the prospective candidates, where are they being sent to. President Bailey stated they will go to presidentsearch@nnmc.edu. Amy is gathering all the information and giving them to Board President Martin and Regent Swentzell to do what they want. All the interim President CVs and Resumes will be gathered by Friday at noon and given to the Board of Regents to chew on before December 10th. Regent Velarde asked about the meeting on the 10th and asked if the Board is going to receive all the information about the applicants or is the Board going to have another special meeting to review resumes and talk through it. Board President Martin would like to interview all the candidates in Executive Session prior to the December 10th meeting to visit with them and see how they meet our needs. The reason we are hurrying because we didn't know how many applicants we would have and if we need to take two days to interview a number of people, then we have that time. By having the deadline by Friday at noon, we have time to create a couple of special meetings. Board President Martin entertained a motion regarding four stipulations, and Regent Velarde's preference for legislative experience. President Bailey wants to make sure the Board is good with this language and make sure to capture what Regent Velarde added. Two things are required, knowledge of Northern New Mexico and Higher Education Leadership experience and we will say terminal degree preferred and the fourth will be knowledge of State Legislative processes preferred. Board President Martin stated he would entertain a motion to make that our official job description for the ad for Interim President.

Regent Velarde move to make that our official ad for the Interim President. Second – Regent Juarez. A roll call vote was taken. Board President Martin - yes, Regent Velarde - yes, Regent Swentzell - yes, Regent Juarez - yes. Motion passed unanimously.

Board President Martin stated he would like to reach out to everybody at the meeting today. If they have someone in mind that would make a good Interim President, we would strongly encourage you to contact them and get them to apply. Regent Swentzell asked if we should make a motion to adopt the job description with amendments. Board President Martin asked Mr. Zamora for his opinion on this. Mr. Zamora stated this is good wording process and it is implied in the advertisement. Maybe Regent Velarde can state her motion to approve the ad included the requested amendments.

Regent Velarde stated in her motion she is clarifying it was to also include the amendments discussed. To have the two requirements and two preferences. Second – Regent Juarez.

V. PERMANENT PRESIDENT'S JOB DESCRIPTION – Informational

President Bailey stated they will revise #17 and #7 based on Regent Juarez comment to change the word timely to weekly if that meets with the Board's expectation. There is one other huge issue for the Board to consider. There is, when President Bailey took the job in 2016, the community unanimously said there are two things we had to do as a college. We had to bring back the trades and revitalize the El Rito Campus and that was why President Bailey moved into the President's house on the campus and he thinks it had been the first time in 20 years. For the Board's consideration, especially because this is just in its infancy and starting to rise out of the ashes in terms of the revitalization that is going on here and in terms of being eyes on the ground and really

doing it, the only other thing added for the Board's consideration is in responsibilities of the President that the time primary residence of the President is the President's house on the El Rito campus. This is something for the Board to consider. Board President Martin asked if there were questions. Regent Velarde had no questions.

Regent Swentzell stated this is informational for today but would like to recognize that there are many stakeholders and President Bailey has lived this job inside and out as he has been living it for the past five years plus and has the deepest knowledge of this and there may be stakeholders that recognize important aspects of the roll who might like us to shine a bit of light on this. He would welcome input from stakeholders. The letter was included in the packet. There are many groups of stakeholders who have concerns about this roll and this is something that we need to recognize for this roll and he appreciates this basic foundation. Living in the president's house in El Rito is an important requirement and that came from the community. Community can sometimes recognize those important things that can be in gaps in places. President Bailey stated this is so insightful and that is why this is informational today. He needs to understand he has blind spots and there may be things the faculty comes to the Board and say they loved Rick's service they might also say here are some things Rick should have put on his radar higher. The Board needs to get the unfiltered input from the stakeholders of the institution so together as a Board there are a couple of things that might be added to the job description so that the incoming permanent President this is something as an entire community you are expecting the President to do. Board President asked Regent Archuleta and Regent Juarez for comments. Regent Archuleta and Regent Juarez had no comments. Board President Martin stated this generates some good dialogue and as Regent Swentzell said. We will move forward with defining this at the next meeting.

Board President Martin stated Regent Swentzell had one more item to talk about, about celebrating. Regent Swentzell stated he hasn't been on the Board that long and since he has been on the Board President Bailey always had a segment, it was like a special of the Board meetings, it was called Celebrate Northern to celebrate and shine a light on the initiatives going on and the cool stories. There are many people who have mentioned over the past couple of weeks and even before how much they have appreciated Dr. Bailey's service to the College and communities of Northern New Mexico. Regent Swentzell thought it would be important to flip the script and have an event called Northern celebrates Dr. Rick Bailey because we hate to lose him but we want to celebrate his service to our college and wish him well and it can't just be coming from us on the Board and different people sending their notes and things like that. Dr. Bailey worked hard over the years to create a dialogue and community and work with community and there are many members of the greater Northern community that he is sure want to celebrate Dr. Bailey's service. Regent Swentzell wanted to bring to the Board that possibility of having some kind of event before Dr. Bailey leaves so that we could celebrate him in a safe way but also to bring all those voices together to share their appreciation. Board President Martin stated this is a very nice idea and we will put that together.

VI. ADJOURN

Board President Martin entertained a motion to adjourn.


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

The Board of Regents adjourned at 3:19PM.

APPROVED:



Michael A. Martin
President


Erica Rita Velarde (Mar 3, 2022 05:59 MST)

Erica Velarde
Vice President

3/1/2022
Date

3/2//2022
Date






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Final Audit Report

2022-03-03

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