

**NORTHERN NEW MEXICO COLLEGE**

**BOARD OF REGENTS MEETING**

**SEPTEMBER 22, 2015**

**I. CALL TO ORDER**

A regular meeting of the Board of Regents of Northern New Mexico College was held on Tuesday, September 22, 2015 in the Boardroom of Northern New Mexico College, Espanola Campus. Regents present: Rosario (Chayo) Garcia, Damian L. Martinez, Esq., Kevin F. Powers and Melinda DeHerrera. Board President Rosario (Chayo) Garcia called the meeting to order at 8:34am.

Northern New Mexico College staff present: President Nancy “Rusty” Barceló, Ph.D.; Ricky Serna, Vice President for Institutional Advancement; Pedro Martinez, Ph.D. Provost/Vice President for Academic Affairs; Domingo Sanchez, Vice President for Finance and Administration; Bernie Padilla, Director of Human Resources; Chris Trujillo, IT; Sally Martinez, Executive Assistant to the Provost and Vice President for Academic Affairs; Jimi Montoya, IT Director; Brandi Cordova, Executive Assistant to the Vice President for Finance and Administration; Ryan Cordova, Athletic Director and Men’s Basketball Coach; Carmella Sanchez Director of Institutional Research; Alex Williams Senior Financial Analyst; John Waters, Director of Security; Eduardo Rodriguez, Assistant Cook; Reid Wessels, Director of ABE; Urbano Ortega; Director Recruitment and Admissions; Leanne Salazar Montoya, Northern Rio Grande STEM Director; Ken Dvorak, Director of Distance Education; Dalene Lucero, Bookstore Manager; Sara McCormick, Recruiter/Admissions; Camille Rendal, Interim FDMA/Art Directorship; and Amy Pena, Executive Assistant to the President and Recording Secretary. Northern New Mexico College faculty present: Dr. David Torres; Dr. Joaquin Vila, Jorge Crichino, Ellen Trabka, Dr. Ivan Lopez, Dr. Lori Baca, Ellen Trabka, Anna Gutierrez-Sisneros, Teresa Beaty, Joaquin Gallegos, Lucas Gonzales and Teresa Lopez. Others present: Tim Crone, Annette Rodriguez and Jake Arnold.

**II. APPROVAL OF AGENDA**

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

**III. COMMENTS FROM THE BOARD**

**1. Audit/Finance Facilities Committee**

Regent DeHerrera stated the Academic Affairs/Student Affairs Committee discussed the Student Health Center. The Committee spoke with the El Centro Clinic and spoke about a partnership with them and perhaps housing a location at the College and allowing students access to any other clinics of El Centro. They would have to propose a small fee but every student would be covered. The only downside is if students have insurance, they may argue the fact of the small fee. The College will have to look into the fees but it would be great for students, especially those that do not have insurance and would have access to this not only on campus but in surrounding areas.

Regent DeHerrera also stated the Committee discussed different ideas for enrollment. Regent Herrera stated she went to the Governors Summit on Higher Education and they discussed a couple of the states that turned their enrollment around by more than 50% off a certain model. Regent DeHerrera requested additional information so she could present it to the Board of Regents before the Board decides to go ahead with it. There are two speakers who travel from each of those states to speak about this. Most of the Regents at the Governors Summit were in agreement that they would be interested in having those speakers come to

New Mexico to conduct a demonstration. Regent DeHerrera stated this would be a great step, not staying it would turn enrollment around, but any help is better than nothing and hopes this would give the College a boost.

## 2. Academic Affairs/Student Affairs Committee

Regent Powers stated the Audit/Finance/Facilities Committee met and reviewed the financial statements for August and things look to be on track. Domingo Sanchez, Vice President for Finance will give a full report to the Board of Regents. Regent Powers believes it is safe to say the College is on track.

## IV. PRESIDENT'S REPORT AND ANNOUNCEMENTS

President Barceló provided the Board of Regents with the following updates:

The College has been awarded a \$350,000 grant by the National Science Foundation (NSF). The two-year project, which is titled, Northern's Network Expansion for Large Science and Engineering Data Flows, will allow Northern to establish a dedicated research network and build the capacity for sharing large quantities of data gathered through research. The proposal was a collaborative effort involving faculty from the College's Biology, Environmental Science, Engineering, Chemistry and Mathematics Departments. Dr. Jorge Crichigno, faculty in our Engineering Department will be the lead on the grant.

President Barceló asked Jorge Crichigno to speak about the grant. Professor Crichigno stated this is a Grant for two years, \$350,000 and the core of the proposal is to upgrade the College's cyberinfrastructure to allow traffic to move from one point to another. This was a collaborative effort, there were about ten faculty members writing the Grant. Professor Crichigno was coordinating and finalizing the writing and it is a very competitive program. Last year there were over 140 proposals from all over the country. This year there were at least five universities in New Mexico applied and only Northern New Mexico College was awarded the Grant. President Barceló stated it is faculty like Professor Crichigno that are bringing external resources to the College. If the College sits down and adds up the number of dollars that have come in with Grants within the year, it will total over \$4.5M.

Over the past two weekends, the College completed a three-workshop series that taught elementary students how to program using an open source coding language called, Scratch. The workshops, which were offered in partnership with Sandia National Laboratories, were aimed at introducing students to computer programs at an early age. The workshops were free to students. Parents participated in a closing awards ceremony where students demonstrated their final programming project which was to create a video game.

Engineering Faculty, Raul Peralta is doing something very similar except with secondary teachers. As part of our Title II Teach Quality Grant, Peralta is training secondary teachers to incorporate computer programming in the classroom. Ten local teachers are participating in the four-workshop training.

A few months ago, the College was notified that it needed to update its Annual Security Report, a document required by the U.S. Department of Education in order to administer Federal Financial Aid Dollars. Updates included the development of emergency protocols, processes for reporting violence on campus, addressing issues related to sexual assault and domestic violence. I want to commend Jacob Pacheco, Financial Aid Director, for leading a team that did an outstanding job addressing the necessary revisions. I have asked that he provide the Board of Regents with an update of the committee's work at next month's meeting.

Two weekends ago our Cosmetology and Barbering program took it upon themselves to represent the College at the Fiestas de Santa Fe parade. Students worked evenings and weekends to design and create the float which was breathtaking and well-received by everyone. A special thanks to Betty Espinoza and Elaine Valdez, faculty of the Cosmetology and Barbering Program for continuing to show undivided support for their students and keeping them involved.

President Barceló attended a meeting with the Mexican Consulate along with Dr. Pedro Martinez, Provost and Vice President for Academic Years regarding scholarship dollars they provide the College. It was a good meeting, there is a New Mexican Consulate, and the College was able to meet with him as well as some other important people throughout the State who are working on behalf of Hispano students.

President Barceló attended the Governor's Educational Summit and it was really an eye opener in terms of some of the things the Governor hopes to see. Of course the 60/120 credit hours was a major topic of conversation and the College will hear more of that.

President Barceló stated she along with Domingo Sanchez, Vice President for Finance and Administration attended the Domenici Economic Summit. There was an outstanding speaker from North Carolina who really put a different spin on economic development and the role of higher education.

#### **V. APPROVAL OF MINUTES**

**Regent Martinez moved to approve the minutes of August 27, 2015 as presented. Motion passed unanimously.**

#### **VI. INTRODUCTIONS**

President Barceló introduced:

Eduardo Rodriguez	Assistant Cook
Camille Randal	Interim FDMA/Art Directorship
Leanne Salazar Montoya	Northern Rio Grande STEM Director
Sara McCormick	Recruiter
Urbano Ortega	Director of Admissions/Recruiting
Reid Wessels	Director of ABE
Dalene Lucero	Bookstore Manager

#### **VII. FACULTY SENATE PRESIDENT'S REPORT**

Dr. David Torres, Faculty Senate President stated four topics were discussed at Faculty Senate:

1. The new sick bank policy is being drafted and Bernie Padilla; Director of Human Resources outlined a new sick bank proposal which is being considered. Mr. Padilla asked Faculty Senate for input in the process. The new policy would allow faculty and staff to donate sick time to another employee.
2. A new faculty evaluation form was unanimously endorsed by the Faculty Senate and is now being circulated to departments and Chairs for feedback. This form was constructed by Provost Martinez and allows chairs and faculty the flexibility in their evaluation so they can divide basically a percentage of their evaluations and giving a weight to different areas.

3. Dr. Martinez recommended small changes to the Faculty Constitution and these changes essentially eliminate the use of the word Faculty Association to make the document clearer.

4. The undergraduate curriculum committee is now accepting submissions for curriculum changes. This was an item of concern and that committee is now accepting submissions in case any departments want to adjust their hours for degrees.

## **VIII. STAFF REPORTS**

### **A. Provost and Vice President Report**

#### **1. Academic Initiatives**

Dr. Pedro Martinez, Provost and Vice President for Academic Affairs stated the College has implemented a new faculty evaluation (page 26-28 attached) and the College had worked on this in order to provide faculty with the ability to meet with their Chairs prior to the academic year, set an agenda so they could look at the four areas and they would have the opportunity to sit down with the Chair and plan for the upcoming academic year. The document also provides a breakdown of service in general as it is defined by departmental college or community service. Closer to April, the faculty member and the Chair will sit down, review what they have done, provide the documentation and make a determination as to how the faculty was able to complete their goals for that particular year.

President Barceló stated this is a result of the College having an evaluation procedure that really did not address faculty issues and was more of a general staff kind of an evaluation form. The faculty themselves were very concerned that they needed something that was more faculty focused. This is really an incredible document that will yield results for everyone. This will be a good document to place in their files.

The second document presented by Dr. Martinez (attached) gives the Board of Regents a snapshot of the week of faculty and staff development workshops. Participation was quite high and there were 12 different types of workshops offered. Some workshops were offered twice. In one particular one there were 150 participants. Part of the feedback that was received (18% response) to highlight how they were satisfied in terms of the professional development. There are some suggestions and the Committee has met to discuss how it could be changed. The three areas for suggestions were looking at whether or not some of the workshops could be offered prior to the week where a lot of staff/faculty is busy with registration and the second area is the quality. Some felt the College may need to have some other professional people come in to give the workshops. The final suggestion was to make the information available online after the workshops.

### **B. Vice President for Finance & Administration**

#### **1. Fiscal Watch**

Domingo Sanchez, Vice President for Finance & Administration stated the documents presented (attached) were reviewed in the Audit/Finance/Facilities Committee. Mr. Sanchez stated on page 32 (attached) is the Statement of Net Assets/Balance Sheet for the College. The cash at the end of August was at \$801,000. The unrestricted fund balance is \$1,000,280,000. The College collects tuition and fees at the beginning of the semester. July is not great, August there is an infusion of cash and it will start coming down as the semester progresses. The number will come down close to negative or negative in October and November. In December the College will collect tuition and fees again and it will then go up again and the College will eat away at it until the end of the semester. It looks good right now but there are a lot of issues the College

needs to make sure it continues to monitor during the semester because the College built in in the Operating Budget a vacancy savings the College needs to achieve. The College is holding open some positions for three months, not all positions, but a number of them. There are some necessary to fill right away. The College discusses those positions on a case by case basis.

Mr. Sanchez reviewed the Operating Statement on page 36 (which is the same as that on page 33 attached). This report is the internal report generated at the College to give the Board of Regents a running total of what the Operating Budget is at the end of the month. The Budget started at \$26M and the College is up to \$26,000,621,000. When speaking about the BARs those are the things that are increasing this number. Total revenue year to date at the end of August is \$4.5M. The College had a negative beginning balance of \$637,000 so the College had \$3.9M available. Expenditures are at \$2.6M and ending funding balance is at \$1.2M.

Regent Powers stated there was a problem in the spreadsheet with respect to the transfer numbers that actually throws the ending fund balance off for the original budget and the revised budget, that number should not be 528 it should be zero. Mr. Sanchez stated this is correct and what Regent Powers is referring to is if you look at the negative -\$264,329 and underneath you will see \$528,000, this is because of a formula error in the report and it will be fixed.

Mr. Sanchez stated regarding Plant and BR&R Funds, the College has \$14,000 in revenue, \$13,000 after you take out the beginning fund balance. The College has spent about \$18,000 but this money will be collected because the College gets reimbursements that are generally associated with that. The Board of Regents will begin seeing in the fall a fair amount of spending because the College has received approvals for Capital Projects or appropriations the College still has. The College has received approval for the \$2M in the infrastructure at HED and on October 5, 2015 the College will go to the Board of Finance. If the College receives this, it will start a domino effect and the College will start seeing a lot more dollars on this.

Mr. Sanchez stated on page 34 (attached) which gives a comparison of the end of August of 2015 to the end of August of 2014. Last year the College was at \$4.9M at this time, this year \$4.5M. Total available last year at the end of August was \$4.5M at the end of August this year \$3.9M. The College's expenditures last year were \$2.9M through the end of August, this year \$2.6M. The College has reduced expenditures even though there is a reduction in revenue. The College needs to try to stay within its revenues. Fund balance last year \$1.5M, this year \$1.2M. In Plant Funds and BR&R and ER&R Funds, last year the College received \$427,000 in revenue (there was more activity going on last year at this time from Capital Projects), this year, \$14,000 and it will be picking up. Last year expenditures were \$451,000 at the end of August and this year \$18,000. The College's fund balance at the end of August last year was negative \$922,000, this year \$4612, 000. It was negative because you have to bill for those appropriations.

Mr. Sanchez stated regarding the last reports in the Fiscal Watch Reports (page 37-41) they are the five different buckets that are rolled into the Fiscal Watch Report given to the Board of Regent each month. On page 37 (attached) is the unrestricted activity, page 38 is Auxiliaries and Athletics, page 39 is the Grants, the Grants are going up in terms of what the College is receiving and the College wants to be sure to focus on spending them. Page 40 is Student Aid and then the plant funds will be on page 41. This all adds up to the totals of restricted and unrestricted activity of the College.

**Regent Powers moved for approval of the Fiscal Watch Report as presented. Motion passed unanimously.**

## 2. Budget Adjustment Requests (BARs)

Mr. Sanchez reviewed the BARs for the Board of Regents. There were no BARs in the month of July. In August the College is asking for approval of 11 BARs. The College has prepared 29 BARs this year. If it is an increase, decrease or transfer it is brought to the Board of Regents for approval. If it is maintenance activity, Mr. Sanchez will sign off because they are within line items. Four BARs are restricted, 2 BARs the budgets went up, and 2 BARs the budgets went up. There are also 7 unrestricted BARs. One budget went up which had to do with the RPSP for the Veteran's Center, one went down. There were 4 transfers and one initial budget that the College is asking for approval which was for the Foundation. The Board of Regents will see more activity in the month of September because a lot of Grants, the College is getting letters and trying up the numbers with the authorized amounts.

Regent Powers stated there was an in-depth discussion about some of the BARs, the fact that some of these were beginning of the year type BARs where the College was putting money into certain programs that wasn't there when the original budget was done so there are some fairly sizeable numbers in the BARs but they were discussed in detail with the Finance Staff.

Regent DeHerrera asked regarding page 44 (attached), out of curiosity and for understanding, faculty salaries, full time, increased in the amount of \$1 and asked what would trigger that number. Mr. Sanchez stated if a department comes to the Finance Department and says they want to expend dollars and the Finance Department says they do not have enough in one area, they will work with the budget analyst and say to take a dollar out of different areas. This depends on the nature of the request. There will be a lot of these in the maintenance related ones in particular. In this case there was revenue, \$6,901.00 that was being reduced. The College had to adjust that down and the department tells the College where to take the money down. The dollar was probably because there might not have been enough in one of the others so they just took a dollar out of there.

**Regent Powers moved for approval of the BARs as presented. Motion passed unanimously.**

## 3. Disposition of College Property

Mr. Sanchez stated regarding Disposition of Assets on page 63 and 64 (attached) there is an old refrigerator which is not working and the College is asking to dispose of it following the processes required by State law.

**Regent Powers moved for approval of the Disposition of Property as presented. Motion passed unanimously.**

Regent Powers stated in the Audit/Finance/Facilities meeting, the committee discussed the Report of Actuals which are not included in Mr. Sanchez report. Regent Powers asked Mr. Sanchez to speak about this and when the College would have to submit to HED and the deadline is and where the College is for it. Mr. Sanchez stated the Report of Actuals, just like the College is supposed to submit on a quarterly basis the Fiscal Watch Report to HED, every September the College is required to submit a Report of Actuals that gives HED a sense of how the College will end the year. When the College was starting the 2014-2015 Fiscal Year, the College was at a negative \$1.707M, the College told the Board of Regents when it was building the Operating Budget, it thought it would end at a negative \$760,000 or so. In the actual Report of Actuals which the College is giving the Auditors, it is down to a negative \$640,000. The College made up a fair chunk of change in operating year. The College was close on the estimate within \$100,000 but it was better than estimated. The Report of Actuals for HED is a picture of how the College ended the year so HED can get a sense of the College's operations over the past year. This will be given to the Board of Regents at the next meeting as it has to come to the Board of Regents for approval. Regent Powers stated these numbers

basically are the numbers that the external auditor will audit and obviously there is always a possibility the auditor is going to make some minor changes to some of the entries that might change those numbers somewhat in the final audit report. For the most part, the staff has done a great job of preparing this and the College will see how close it comes to the actual audited numbers that the auditor comes up with. Regent Powers stated he would expect it would be close and he appreciates the fact that staff generated those numbers and the report was turned in on time.

Regent DeHerrera asked regarding hiring of a bunch of people and Mr. Sanchez said some have to be now because they are needed now and some are posted how it is determined what is posted. Regent DeHerrera stated to her understanding everything has to be posted. Mr. Sanchez stated if the College is going to fill a position, it has to post it or the College should be posting it. If that position is critical and the College can make that determination based on discussions on the Executive Team, the College is going to want to fill it and not have them drag their feet on vacancy savings. President Barceló asked if it is posted. Mr. Sanchez stated it will be posted. Regent DeHerrera asked if everything is posted. President Barceló stated everything is posted. Mr. Sanchez stated if it was a position that was very critical such as the Cashier quitting and the College needs someone at the Cashier, there would be a discussion about this if the staff resources did not allow the College to give it the coverage it needed. So this might be up in the air. There are some positions the College has dragged its feet on because from the College's perspective, they don't rise to the level of really needing to have that coverage. Maintenance people, it depends on how bad, because there might be multiple positions and the College might say there are two or three vacant, get at least one or two of those filled. If the College does not fill those types of positions, not that they are critical, but they are important and people then get upset because bathrooms aren't cleaned or the floors are not done. The College has to use its judgement in terms of these. If a position has been run through the Executive Team then it is given thumbs up or thumbs down and that how the College proceeds.

Regent Herrera stated that was her question that everything was posted for a certain amount of time. Mr. Sanchez stated it has to be posted. Mr. Sanchez stated there might be exceptions but Mr. Sanchez stated if it is a position in his area and there is a process the College needs to follow and it needs to be posted, it will be posted. Regent Martinez asked if there have been exceptions in the recent past. Ricky Serna, Vice President for Institutional Advancement stated the exception is when an interim appointment is done. Mr. Serna stated Regent DeHerrera was asking more about interim instead of vacancy savings. Mr. Serna stated what will happen is once in a while there will be a vacancy in a critical position where the Executive Team deems the position critical, meaning that the College does not have the four or five weeks necessary to run a full search. There are pros and cons to doing this. The pro is the College can make an interim appointment which will happen in a quick way, perhaps in a week or two weeks. The cons are that person is made aware that eventually that position must be posted and they will need to apply for it. The con to that individual that comes in as an interim is knowing that they can come in, start working and then in five or six months when it is posted, they will have to compete for it and they may not be selected for it. If there is a vacancy that is critical, meaning that the Executive Team believes that it would not be in the best interest of the College to leave it vacant for the duration it takes to run a comprehensive search, the College can appoint an interim and that interim will start work immediately but will eventually have to compete as part of an open search process for that position on a permanent basis.

Regent DeHerrera asked why it takes five or six months in order to post a position and why they are not posted right away along with the interim being appointed. Mr. Serna stated part of this goes back to the stability. If the College determines that a position is critical, that the College needs some stability in that office, then the College gives it some time for that person to come in and do some stuff before posting it because if they come in after two weeks and then the College posts it and then there is transition again, then there is no stability. Regent DeHerrera stated she understands that but as they are appointed, should it not be posted right away. Regent DeHerrera stated she does not understand why there is a five or six month waiting

period before that position gets posted. Mr. Serna stated again it goes back to that stability. If that person competes and then after two weeks they are not selected then there is no stability really for more than two weeks at a period of time. The College will wait a period of time for that person to come in, get the office where it needs to be and then the College will post it. If there is transition at that time, the instability will not have an adverse impact on that office or on the College.

Regent Martinez asked if this school year, if there was any interim appointments within administration. Mr. Serna stated there has been one at the Director level, the new Admissions/Recruitment and that is the only one to his knowledge. Regent DeHerrera asked when this was done. Mr. Serna stated this was two weeks ago. Regent DeHerrera stated so this position was not posted. Mr. Serna stated that is correct, his title and anyone else who comes in under those circumstances, they are not given the title of Director, the title is Interim Director, meaning that at some point they have to apply for the position.

Regent Martinez asked if the College is giving false hope to people if they are appointed interim if they have another job at another school, another state agency. Regent Martinez asked if the College giving them false hope that they will be made the permanent person. Mr. Serna stated this is the con he mentioned earlier. The con is that at some point when they applied for the position, there could in fact be. There are pros and cons to this in that that person when they apply for the position may not be the best candidate at that time. That is a con to everyone.

Regent Martinez stated his concern is that the College appoints somebody interim in Administration and then that person learns the job over six months then really the College is anointing them before they go through the process because they are going to be the best qualified. Regent Garcia agreed. Regent Martinez stated they have sat there, done the job for six months and the College is going to get three or four other applicants who may not have the hypothetical job of making widgets but for six months you have let them make widgets so now everybody who comes in, who applies is like he or she really does not know the interworking of administration, let's just go with the guy we gave the interim appointment to because for six months we have been making widgets and that is what we do, we make widgets. Regent DeHerrera stated exactly the way we want them to do it. Mr. Serna stated the College understands the concern. The same is true when the College has a significant number of internal applicants for any single position at the College. When the College opens up a position and there might be five or six internal applicants who apply against external applicants, the perception could be well all those internal applicants have a leg up against all the external applicants because they have been working for the institution for some time also. That occurs a lot at the College where there are a lot of internal applicants who have been working with the College for ten years apply for a vacant position against external applicants who have never been at the College. That kind of aligns with the College's commitment to progressively providing opportunity for growth at the College. They have an inside opportunity to advance against external applicants at the College. Regent Martinez would much rather see in Administration an internal interim appointed than reaching outside of the school and bringing in external interim who then later has to compete. In Regent Martinez view would have a leg up on anyone else who then wanted to compete for the position. Regent DeHerrera agrees, especially because you are teaching them to do exactly what they are supposed to be doing in that position. Regent DeHerrera stated she understands the internal and external but when you are telling them this is exactly what you need to do and six months later you decide to post the job, they have already done the exact same job that the College wants to do, then they have a total leg up on that.



President Barceló stated the Executive Team has been talking about this and President Barceló stated she shares the concerns that have been voiced but she also understands the College does sometimes have an emergency situation. The College will no longer just say you can appoint someone interim anytime, it has to be brought back to the table and it has to be talked about as a group before the College allows it to go forward. It should not be the norm, it should be the exception and hopefully the College will see less and less of this as it goes along.

C. Vice President for Advancement

1. Enrollment Management Report

Ricky Serna, Vice President for Institutional Advancement stated one of the new personnel introduced was the person overseeing the Recruitment/Admissions and it has been a really difficult assessment of the Admissions and Recruitment processes at the College over the past couple of weeks and the College is learning how many changes the College needs to make. Mr. Serna stated the FTE Count and the Student Credit Hours are down about 18% from same time last year which are official numbers. These will go down in history as the Colleges final enrollment numbers for fall 2015 semester. Just as reported for the past several months, the majority of the enrollment declines are in the area of dual credit student credit hours and dual credit unduplicated headcount. Mr. Serna stated as he has explained in the past, this is both a pro and con depending on how it is viewed. With regards to an impact on tuition and fees revenue, the bulk of the increase coming from a population that the College did not collect tuition revenue from is pro if you look at it financially. Of course, the College still wants to grow that program because it is one of the most effective ways to recruit students to the institution by allowing them to come in and explore the College before making a commitment.

Mr. Serna stated last month the Board of Regents spoke about making comparisons whether or not the tuition promise has had an impact on the number of full time enrolled students. From fall 2013 to fall 2015 there has been a humungous jump in the percentage of students that are taking 15 or more credit hours at the College. It went from 13% to 27% in just two years. In discussing this, the College believes this has two reasons: (1) most likely the increase to the requirements for the Lottery Scholarship for the State of New Mexico. It more than doubled from 13 now to 15. The Board of Regents will see that over the same period of time, the percentage of students going from 31 to 26, it went down but the reason it went down was because the majority of them decided to take more than 14, not just 12. This is critical for those who attended the Governor's Summit on Higher Education, this is exactly some of the data that they are monitoring on a statewide level in terms of how institutions are working to move students through degree completion at a faster rate. The thinking of course is if all the degree programs are 120 credits, then 15 hours a semester will push you through at right at about four years, not accounting for developmental courses or even summer courses that might offset those courses. The tuition promise will contribute to the number of credit hours students are taking. Being that it is the first semester of implementation, the College will have to wait a couple of years to see whether or not that was the case. At some point, the College may want to survey students and ask them whether or not that was any kind of motivation for them for the College to get a clear picture.

Mr. Serna stated the College was waiting on census data so it could make a clear year to year comparison on a couple of things. The first being the fall to spring retention. Last fall to spring the College had an 81% student retention which is among the highest in the State of New Mexico and a huge increase of where the College was a year before. The College was really pleased with this, in fact the target to the Legislative Finance Committee (LFC) was 80% and so the College reported having overcome that.

Mr. Serna stated the fall retention was also something the College was watching very closely. From academic year 13 to academic year 14 there was a dip of 15 points in the fall to fall retention. The College was paying close attention to this and asking questions that might explain it a little bit. When looking at trend data, the College saw that every time the fall to spring went up so did the fall to fall. The College anticipated some increases in the retention once the census data got here. In fact, the fall to fall retention this year went up 14% up to 54% which the College is very pleased with. This is telling the College the majority of the enrollment this fall are continuing students who were at the College in the spring. There are two areas in which there was very little impact in overall enrollment and they happen to be continuing students and those FTAC students the College was pulling in excluding transfers and dual credit students.

Regent Martinez asked when looking at the last slide (attached) presented by Mr. Serna and it stated fall to fall retention is 54% and the slide on page 68 (attached) returning is 50%, Regent Martinez asked if that is because it is all returning, anybody that has stepped on campus. Mr. Serna stated returning students are those that have come at some point, stopped and are coming. Retention is reflective in continuing students. Mr. Serna stated returning students are those who came, stopped out and at some point came back. That would not be a reflection in retention because at some point they already fell off. They are leaving the College is reflective in prior year retention figures. They may not have actually been there last year; they may have been here two years ago and now are coming back. The College monitors them because they don't have to reapply, they are different subgroup.

Regent Martinez stated the last slide (attached) would tell the Board of Regents that from fall of 2014- to fall of 2015, hypothetically, if the College had 100 students 54 of them came back. Mr. Serna stated the College catches the snapshot of full time degree seeking students and the College locks them in as cohort. The College then sees how many of them came back in the spring and that gives the College the 81% and the then they are kept and the College sees how many of them came back in the fall. They couldn't have stopped out; they have to keep going all the way through. Mr. Serna stated this is where he was making the connection in retention. The Board of Regents will see the continuing numbers which is down 3%, that is far lower than the decreases in any other category. The continuing students are the retained students. The returning students are those that were admitted and enrolled at some point, stopped out and came back. They are monitored separately because they don't have to reapply for admissions; they have already been applied, admitted and enrolled at some point in their academic career.

Regent Martinez asked what the State average is from fall to fall. Mr. Serna stated he can pull that data for this fall to fall. For fall to spring it is somewhere around 75%. Mr. Serna will check on the Council of University President's Reporting. Mr. Serna asked if Carmella Sanchez had this information. Ms. Sanchez stated from fall to fall it averages around 56% and fall to spring averages around 75%. Regent Martinez asked for the averages for the comprehensive schools that are in the College's bucket. Mr. Serna stated he will also send the Board of Regents a national report of all the institutions in the State of New Mexico comparing a few things, graduation rates, cost of enrollment and outcome of annual salary. On the fall to spring, the College is above that average statewide and a little below that state average for the fall to fall. What was concerning last year was when it dipped down to 40. In fact, the College worked with the LFC to provide justifications for that and the College told them that based on the trend data the College expected the increase and not the College can demonstrate this increase.

Mr. Serna stated some of the things the College has been discussing are part of the transition in the Admissions and Recruitment area has been productive in that the College has been asking a lot of questions about what it has been doing and how it has been done. The College has been identifying a number of practices that may have been having an impact on the overall enrollment numbers that the College is starting to rectify. One example of a clear issue is as part of the enrollment management data collection efforts, the College made an attempt to pull all of the applicants that the College has received to date from fall

2016. The College along with other institutions in the nation is actively recruiting for fall 2016. In extracting that data, the College realized that the application for the fall 2016 was not open or available and for the last several years the application was not made available immediately or at the same time the College has gone out to recruit. Even though the College has been out actively recruiting for a month, students were unable to apply for fall 2016. Whereas, other institutions, for example, our Interim Director at New Mexico Highlands University might already have 600 or 700 applications for fall 2016. Things like this are being identified as roadblocks that over the past years the College has not addressed because it has become a little complacent and this is the way the College has been doing it. The application for fall 2016 has been made available on the website. The College is working to identify more and more. President Barceló asked when it was traditionally opened up. Mr. Serna stated he does not know but it was not an uncommon practice that it was not already opened. That is a concern because the College is out there and trying getting students to apply and if they are not doing the paper application then they are not able to apply. These are just some of the problems the College is working on addressing now as part of this new assessment of what the College is doing.

Mr. Serna stated the draft MOU with the School districts has also been completed where the College has articulated over the course of the fall and the spring all of the activities that the College is going to engage high school students in in terms of outreach and recruitment efforts. That was an effort that involved a number of staff here at the College. The College has gotten really clear about how it is going to work with grade levels 9-12 on a number of levels whether it be from introducing them to post-secondary opportunities, bringing them on campus for visit, bringing them on campus for college fairs and career days, orienting them and their parents on dual credit and actually the College is going to start promoting dual credit. This is something the College has not done in the past. Some of the things that happen are there might be someone at the high school that is maybe not as big a Northern fan as UNM Taos or UNM Los Alamos fan or Santa Fe Community College fan. So that person might tell the students where they need to go. The College is going to start doing outreach to parents in the area letting them know they have a choice if they want their students to come to the College for dual credit then that is their choice, it does not necessarily have to be dictated by a single person at the school. Those draft MOUs are going to help the College really be consistent in outreach and messaging to high school students and their guardians. It is also going to create efficiencies because there is no reason why the College cannot have four or five outreach recruitment staff in one car going to one school district meeting with different groups of students and in some instances parent so the College can create efficiencies and be out there together so the school district is not bombarded with the requests to meet with them.

Mr. Serna stated the College is also paying very close attention to program enrollments. This is very important because the College has several programs as seen previously. In the expanded list of program enrollments there are a lot of degree offerings at the College especially on the two year side. One of the things the College has to be careful of is if goes out and recruits a student from Espanola Valley High who wants to declare an AA in a degree where the College sees low program enrollments, the College knows automatically there are going to be course availability for that student. If they enroll in a program that the College knows there are only six students in, if that program is not integral to a four year program, then the College knows there will be issues in course enrollments. The College does not want that student to sign up for a program that the College knows has course enrollments. Mr. Serna has speaking with the President and she has shared a couple of priorities that are going to help the College in this regard. Courses not making is an issue that the College is trying to address. One of them is the President is committed to developing program minors at the institution that help link some of these programs together. The College is one of the few institutions in the State that do not have minors, where a student can declare in a major and get a minor. There are a number of programs that the College feels compliments other degrees, four year degrees, in a way that increases student employability after they graduate. For example, if there is a nurse who minors in Pueblo Indian Studies, would that make them more employable in the market once they graduate or nurses minoring in Spanish or teachers in Pueblo Indian Studies but then you have Engineers who would

minor in art or music or other programs that would give them a stronger liberal arts background. Part of that effort to increase access to degree minors would help these program enrollments. The College would not necessarily have to grow the number of students who would come at the institution to grow enrollments in those programs as much as you have to grow the number of existing students who declare minors in those programs. They are able to increase enrollments in certain programs without depending on increased enrollments in the institution. That will help those students who want to get a two year degree in this program but are joined by other students who want to get a minor.

Regent Powers stated at the Education Summit there was discussion regarding a meta-major program. Regent Powers asked if that would help the College. Mr. Serna stated this was discussed in the Student and Academic Affairs Committee. Regent DeHerrera has been in contact with an individual who gets on a plane and does presentations across the country on the concept of meta-majors and how they are integrated into the academic offerings. Provost Martinez and Mr. Serna have asked Regent DeHerrera to put them in contact with that person. The College needs to get a better understanding of what the meta-major concept is. What is understood initially is the concept is not necessarily about growing enrollment as much as it is helping students identify with a pathway before taking credits and courses that are not ultimately going count towards their degree completion. What the College is doing with the degree minors to some degree is increasing employability and they are earning a minor and that is helping them become more employable. The meta-major notion is you come in and you are not sure what you about what you are going to do but it is okay, the College is going to allow the students to venture off into multiple areas that will not compromise timing completion. Regent Powers stated they are not going result in students taking 160 hours for 120 hour requirement.

Regent DeHerrera asked if a student decides to major in Engineering and minor in Art, that is going to require a whole different set of classes and the student will be at the College longer than originally if it goes in that direction. Mr. Serna stated it would but the College is not requiring the student have a minor as much as it is saying if the College makes them available for other students. President Barceló stated this has not been vetted with the Deans to have the kind of discussions to address these things. This is an idea; this is something that President Barceló is going to have the Provost take the lead on in terms of working with the Deans. It requires a really in depth conversation. There is also another thing on the table that President Barceló has shared. President Barceló would like all of the AA programs to be connected to a Baccalaureate Degree Program. This will be part of the Academic priorities in the coming year. This is not a done deal. These are ideas that germinate from President Barceló and they may be good or may be bad. The College has to look at the pros and cons of them.

Regent Martinez suggested the College look at ways to bring in non-traditional students by having a robust night program and get people who may want to be an Engineer but don't have time to come during the daytime to come at night. It may take them more than four years, but the College should not close the door on people who want to continue their education. President Barceló stated she was going ask Mr. Serna and Dr. Martinez to elaborate on this. Through data analysis, the College has found out that over 50% of the College's students are taking night courses, yet the services are geared to early in the morning. Mr. Serna stated the College is not suggesting that students stay longer as much as what it is doing is creating avenues to increase employability when they graduate and that will also help grow programs at the same time. Mr. Serna stated regarding a priority for evening, weekend and hybrid courses that allow students to earn their degrees on the evenings and weekends through a number of different offerings. Those offerings are face to face courses in the evenings and weekends, hybrid courses that are online and face to face and exclusively online courses. This is a major priority for the College. The College had identified that over 600 students take courses after 4:00PM on the College campus, this was an eye opener. The College had fallen into the belief that the number of students taking evening courses had just fizzled out over a period of time. This in fact is not true because it does represent over half of the total student unduplicated headcount are taking

classes after 4:00PM and over 450 students are taking courses after 5:00pm. The problem is in that complete course offerings, which is about 80 courses, they don't all piece together in a way to allow students to come exclusively in the evening and earn a degree. The College needs to create the program and the program of study that allows for these courses for a whole program to be exclusively offered in that way. This is very important because clearly the College knows students are open and interested in coming and taking courses then because those enrollments exist. The College needs to develop a program that allows students to earn a complete degree there. It does a lot of good to get those courses off but if there is a point in a semester where they have to take 6 or 9 hours at Monday, Wednesday and Friday at different hours, it might have a strong impact on their work schedule and if they have to choose between what is important to them and getting a degree, they will likely stop out or wait until those courses are offered in the evening. It will take longer for them to finish but it also creates more access. Regent Martinez stated that perhaps the College could design a program that HED can bite off on. There are several law schools that do a night program and instead of three years it takes you four. Regent Martinez stated he does not have a problem going to HED letting them know the College is here to service the population and if it doesn't go in four years that is because the population that is served is a distinct population that isn't 18-22. The College would have to work on how that program works to get the bang for the bucks so students would not have to wait for two semesters for that one class needed. Mr. Serna stated this is exactly what the College is thinking; the College knows that unless they can be full time evening and weekends which is very difficult that it will add to degree completion. The College has to balance that out and communicate the population the College is serving to HED because they of course are taking the charge on the Funding Formula.

Mr. Serna stated the College is working on having a conversation with LFC. Regent Powers and Mr. Serna have been going back and forth on this because one of the things that the College needs to talk about regarding the Funding Formula is the differences between the College and other institutions and how those differences are playing out in the Funding Formula. One of the things the College needs to talk about that came up last month was program closures. HED, the Executive and even the Governor have talked about this duplication of efforts and they don't want a duplication of efforts from one institution to the other. A lot of the institutions in the same area are offering the same degree programs and they have their niche and there is an effort to clean this up. When the College discontinued some of the programs, whether they were not cost efficient, they didn't have a lot of graduate or the work force was saturated with degree offerings, what the College did as an efficiency measure was discontinue them. What that did, even though the College's total Bachelor awards is increasing, some of these programs are having an impact on the College's total awards. What the College wants to do is to have the conversation with LFC to show as the College becomes efficient with some of the programs, that is having an impact on the total awards. Even if there were three or four graduates in some of these areas, they were awards nonetheless. The College needs to have a conversation with LFC about how the formula is sensitive to this concept that institutions are embracing to be more efficient and stop duplicating efforts that saturate higher education with degree offerings and types.

Regent DeHerrera stated even the creation of new programs. When you get rid of a program you should be able to create another program. In the College, nothing newly created.

Regent Powers stated with respect to the Funding Formula, it initially started out with a subcommittee that was investigating the impact of the size of the institution and how the new funding formula impacts institutions based on size and the study that was done actually showed that there were impacts on institutions by the formula but it was not necessarily size, it was other factors. That fact was then further investigated and the College found out in looking at those numbers that the College was being impacted because of these program closures. Regent Powers believes there is a desire by the LFC and HED to try to address those issues. The College is not the only ones, there are other institutions that are being adversely affected and those adverse effects were not intended, that was not the idea. Regent Powers believes the College will get some relief; he is just not sure how it is going to show up.

Regent Powers asked with respect to the data on page 68 (attached) related to the returning group. The College had a 50% change and asked what would cause this. This seems to be the biggest change besides the dual credit. It seems like this would be the next biggest problem after dual credit. Mr. Serna stated there could be a number of issues that could cause that. They could include, we ran out of financial aid, the cost, we transferred out to another institution, etc. Specifically, what the College realized very quickly with Veteran's Office a lot comes to pass with their benefits.

This is an easy piece to start tackling because we have their information and know for the most part they have not requested transcripts so the College can capture that. Part of the College's efforts to address those was articulated in the effort to identify those students who have come, who have a certain amount of credits (100 plus) who may have a debt with the College below a certain amount of dollars where the College might call them back to work with them on financing out of what they owe the College in the next semester and determining how to get them back to finish their degree. There are some students who are close to earning their degree. The College can pull the numbers quickly for a certain period of time because returning students can go back a number of years. The College can pull the data on those students and start reaching out to them to identify with why they have not come back. Regent Powers asked if these numbers are reported by other institutions in the same way and if the College would be able to get a State average on this. Mr. Serna stated not returning by subgroup. Ms. Sanchez stated when the College submits its data to HED they provide a comparison report. The College can look at its own performance and Ms. Sanchez has seen other institutions get that same comparison report. The College can ask the other comprehensive institutional researchers to share this information. Regent Powers stated this just may be a number that is high everywhere. It may be the nature of this type of student. President Barceló asked if this number includes students who are at UNM but who want to take a summer course here because they are back home. They are returning on one hand but have no intentions of earning their degree, they are just taking a course. Mr. Serna stated there are a number of subgroups and the College could weed through those. On the LFC and CUP Reports, officially, they do not call out returning students but the College may be able to get in touch with institutional research staff to obtain this information. The College knows that likely statewide, in conversations with other institutions that enrollment is not great across the State. A year ago, HED predicted a double digit decline in overall state enrollments. This was something the College knew was coming.

Mr. Serna stated in conversations regarding the Funding Formula, the Formula is better today than a few years ago and it has been more inclusive of the College's collective input and Secretary Damron has done a really good job listening to concerns. One of the concerns of CUP is the degree to which dual credit enrollments will have an impact on institutional enrollments. The Funding Formula is also issuing out dollars based on course credit completion. Every single semester credit completion is a big part of the Funding Formula, it is the workload piece. At the same time accrediting agencies are honing in to the dual credit programs across the country and how the College is offering those programs is ensuring quality of instruction. Presidents across the state are having discussions about how they are tightening up because a lot of these offerings are not transferring with the students when they go from say Dona Ana to NMSU, CNM to UNM, etc. A lot of these institutions are scaling back on how the dual credit program is being offered so students are not being cheated out of the credits that they earn throughout high school that do not count towards degree completion. The same is true with the College, the College is tightening it up so a lot of students do not earn the same credits in high school over and over that do not translate to general education requirement courses at the College. This can be seen in the data, the dual credit enrollment. What is happening is it is having an impact in terms of the Funding Formula in terms of the course load, workload, and the credit hours that the College completes on a semester by semester basis. This goes back to addressing issues of quality that are of great importance to HED. As the College makes changes that better align with the State's agenda for higher education, how is the formula responding to this? This is the conversation the College is going to have with LFC to make sure the College is having a fair shot of the

performance. Recent indicators are that the College's number of four year degrees are steadily increases. Once the numbers are run, the College anticipates a positive outcome for FY17.

Regent Garcia asked if ENMU is the only university increasing in enrollment in the State. Mr. Serna stated he would have to double check. Mr. Serna stated they are all currently cleaning up their census State numbers and as soon as they get to HED, the College can pull them all up to see what it looks like. Regent Garcia stated ENMU is the only University increasing their enrollment and she wonders what they are doing, what they are doing right, the College needs to find out what they are doing right. Mr. Serna stated he has been having conversations with President Gamble and they are doing a lot of things right but a lot of things are right for them as well, they border Texas, they have access to the 15 mile reciprocity agreement between the State of New Mexico and other states. The College will drill down a little bit more and have conversations between the Admission staff and talk about strategies and recruitment strategies to better understand them. They do have a tremendous amount of housing most of which is brand new. Regent Garcia stated Highlands has new housing but they are not increasing enrollment. President Barceló stated part of that has to do with the academic offerings and how they are taught. Often students might tell the College when they leave that it is about financial aid when in fact they might have had an encounter in the classroom or the College may not be offering courses for two years at a time. The College has these issues and it is not clear to President Barceló that Eastern does. The College should look and see what it is. The College does have an issue with the number of courses it offers on a consistent basis that makes it possible for students to graduate and the College has to take a look at this. Provost Martinez has been talking about a third and a third and a third in in terms of how to make these courses available for students. Regent Garcia stated there are other issues as well like teachers who want to get their continuing education. They are going to Los Alamos and other places and the College could reach out to them. President Barceló stated the College is doing alright in that area.

Regent DeHerrera asked Mr. Serna to speak about the other option discussed in the Academic and Student Affairs Committee. Mr. Serna stated the committee discussed a concept of one of the major issues outlined in terms of challenges has been the cost of enrollment. That is especially so for students who can choose between the three surrounding two year and branch campuses who can afford to charge far less for tuition. When the College asks the question of what the other institutions are doing, the one the College asks a lot about is Western New Mexico University (WNMU). WNMU has a model like the College where it offers two year degrees and they do not differentiate and they say the students are going to pay the same that everyone else is paying. They get away with that because if you live in Silver City and want to take a more affordable course you are driving to Dona Ana for it. Because the College is surrounded by two year institutions, the choice for getting those 100 and 200 level courses at a more affordable rate is not working in favor for the College. The committee discussed the possibility of starting the study that would show what the growth in student credit hours would need to be if the College reduced the cost of tuition for 100 and 200 level courses. It would be a model developed on growth, it is a risk, and in order for it to be successful the number of student credit hours would need to increase proportionate to the percentage cut off the bottom. It will show to break even what those credit hours need to look like or to reach the point the College would anticipate it would be at with other enrollment declines. At this point, the College would be crunching the numbers based on enrollment now. One of the added difficulties to running that scenario would be the new tuition lock promise; the College would have to guarantee that as well. If the College lowered the tuition those students would lock in with that and the College would have to be cognizant of that.

Regent Martinez stated the College lost 40% of students in the past four years and asked how the College is going to bring that many more 100 and 200 level students to offset the amount it would cost to properly run the school. Regent DeHerrera asked if Mr. Serna had the percentage of students taking 100 and 200 level course as opposed to the upper levels. Mr. Serna stated it is 70%. The College can give the Board of Regents the exact number. At the same time more students are taking more credits. Even though the

enrollment is not going up, the average courses taken by students is going up and the percentage of them taking more courses is going up. If the reason why a lot of those people left was because of affordability, then addressing the affordability might have the opposite effect, meaning some of them would come back. These are things that need to be looked at. President Barceló stated she would like to go back to the notion of every two year degree being aligned with a four year degree. President Barceló stated she doesn't know why the College could not explore the possibility of every student who comes to the College as a first time student be automatically assumed to be enrolled in a two year program with the option of going on to their four year. It is confusing right now, the expectation would be you earn an AA degree if you enrolled at the College and if you wanted to go on you certainly could and then you could look at tuition in a different way. Regent Martinez asked if the College would then become a two year institution in front of being a four year institutions. President Barceló stated one of the institutions she is familiar with has a two year program and 80% of them are going on to the BA program. Mr. Serna stated another issue is that the College has students who are not degree seeking but they want to come take a class and now it is at the same price as it is at another two year institution. A lot has to do with allowing students from the area to take a class without being degree seeking and take it at a more affordable rate. There are 40 courses plus that are part of the community rate - \$100 per credit hour which is comparable to other two year institutions. The College needs to look at it and the research needs to be done to show the Board of Regents that (1) one of the main reasons the students left was because of affordability; (2) to some degree the College would feel comfortable the students would come back if it were more affordable; (3) what the financial consequences would be if the College were to give this a two or three year chance to see if it would work; and (4) how this would mix with the tuition promise program.

The Board of Regents adjourned at 10:12AM and was called back to order at 10:25AM.

## **IX STUDENT SENATE PRESIDENT'S REPORT**

Regent Garcia asked that the Student Senate Report be moved after the Faculty Senate Report. Vice President of Student Senate, Theodor Koetter stated Student Senate has several upcoming ideas and plans. Spirit Week will take place in October or November depending on Basketball Games. Exam Cram week will take place the week before midterms. Student Senate will supply pizza in the Library from 5:00PM-6:00PM all week. Student Senate is still working on recruiting. Several issues have been brought to Student Senate. Most notably, issues have been raised about the work study program. There has been a great deal of confusion of how students are being transferred and moved around and it seems to be random. One student, in particular, has been moved on a day to day and week to week basis as to who he reports to. This has since been resolved for the most part.

President Barceló stated she was pleased that the Student Senate attended the Governor's Educational Summit and they were participants in the workshops. It was good to have representation.

## **X. OLD BUSINESS**

None.

## **XI. EXECUTIVE SESSION**

**Regent Martinez moved to enter into Executive Session pursuant to:**

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



- (2) Bargaining strategy preliminary to collective bargaining;**
- (3) Threatened or pending litigation subject to the attorney-client privilege in which the College may be a participant; and**
- (4) Real estate acquisition or disposal.**

**Pursuant to provisions of NMSA 1978, Section 10-15-1(H) (2) (5) (7) & (8).**

**A Roll Call vote was taken and all Regents voted unanimously to enter into Executive Session (Regent DeHerrera – yes, Regent Garcia – yes, Regent Powers - yes). The Board of Regents entered into Executive Session at 10:27am. President Barceló asked the Executive Team to remain outside until they are called upon.**

## **XII. POSSIBLE ACTION ON EXECUTIVE SESSION**

**Regent Martinez moved the Board of Regents return from Executive Session. Discussions were conducted according to Section 10-15-1(H) (2) (5) (7) & (8) were discussed. Roll Call Vote was taken – Regent DeHerrera – yes, Regent Powers – yes, Regent Garcia – yes. The Board of Regents returned from Executive Session at 10:27am.**

Regent Garcia handed the floor to Regent Powers. Regent Powers stated number 7 possible action on Executive Session.

**Regent Powers moved that the Board of Regent accept President Barceló's request to retire as present of the College on June 30, 2016. Roll call vote - Regent DeHerrera - yes, Regent Powers, yes, Regent Garcia - yes, Regent Martinez - yes.**

Regent Garcia asked Regent Powers read the statement. Regent Powers stated he is going to read a prepared statement that will be available after the meeting.

President Barceló has notified us today of her intent to retire as President of the College effective June 30, 2016. Based on her contract, President Barceló will begin a sabbatical of one year from that time with the option to return as a tenured professor. This was President Barceló's decision completely and the Board has reluctantly accepted her request. The Board wishes to acknowledge the tremendous work and leadership that President Barceló has provided the College over the last five years and we look forward to her continued contribution as President until June 30, 2016 or such time as a new President is appointed. The Board continues to have confidence in President Barceló and her Executive Team. A written copy of this statement will be made available after this meeting.

Regent Martinez stated he would like to thank President Barceló, Regent Martinez believes she has done a great job under circumstances not of her making and not easy circumstances. Regent Martinez believes she has put together a team that puts the school at the forefront and they are not in this for riches or to make names for themselves, they are here to help the community and Regent Martinez thanked the team also.

Regent Powers stated he echoed Regent Martinez statement.

President Barceló stated this was really a difficult decision but one that President Barceló thinks is timely. President Barceló has been really pleased with the support and the leadership of the Board of Regents as it has gone through some incredible waters together but President Barceló is really optimistic about the future. The Board of Regent is giving President Barceló the opportunity to pursue some other

things in her life that she would like to pursue in the area of writing, teaching and fulfilling some speaking engagements, etc. President Barceló thinks one of the things is she will always be committed to Northern, she will continue to support its mission as well as its activities in any way she can and President Barceló thanked the Board of Regents for the opportunity to service as President. President Barceló stated none of this would have been possible without faculty, staff and students who also hung in there and worked with the College to make this a better institution.

President Barceló stated there will be a meeting at 12:30pm where President Barceló is inviting the entire campus where President Barceló can tell them personally about her decision. President Barceló would like them to hear it from her first.

### **XIII. COMMENTS TO THE BOARD OF REGENTS**


Regent Garcia asked for comments from Adam Roth and notified Mr. Roth he had three minutes to address the Board of Regents. Mr. Roth thanked the Board of Regents for letting him speak to the Board of Regents. Mr. Roth stated he wanted to tell the Board of Regents his experience and why he does not come to the College. Mr. Roth stated we all have choices with what we do and Mr. Roth likes to support local businesses. Mr. Roth does not shop at Walmart, he shops at Center Market. Mr. Roth would like very much to come to the College and lives two miles from the College, next to the High School. Mr. Roth bought a home four years ago and was hoping he could come to school at the College because he values education. Mr. Roth has been a teacher, an administrator, an entrepreneur, father of four grown children and would like to go to school at the College. Mr. Roth stated he is 67 years old and when he was 65 he came to the College to sign up for classes. As a senior, you can take classes for \$5 per credit at any of the State institutions. Mr. Roth came to the College to sign up for six credits, he got the bill and it wasn't like about \$30.00 like he thought it would be, it was over \$300.00. Mr. Roth said something was wrong with the picture and the person explained to him that there are these taxes, student government fees and athletic fees which Mr. Roth does not attend athletic games and Mr. Roth does not go to school at the College. Mr. Roth drives 30 miles to Santa Fe and has been taking classes there for the last two years and his tuition is about \$100 for those credits. Mr. Roth asked the Board of Regents to take this into consideration, Mr. Roth would love to go to school at the College and if it changes, he will come to school at the College. Regent Garcia thanked Mr. Roth for bringing this up.

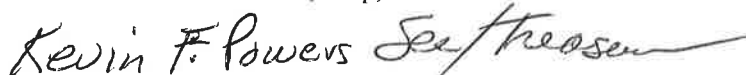
### **XIV. ADJOURNMENT**

**Regent Powers moved to adjourn. Motion passed unanimously. The Board of Regents Meeting adjourned at 11:55am.**

APPROVED:

  
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Rosario (Chayo) Garcia, Board President

  
\_\_\_\_\_  
Damian L. Martinez, Esq., Vice President

  
Kevin F. Powers, Secretary