



## Addendum #1

- 1) **Does the College currently subscribe to any compensation surveys that the awarded consultant would incorporate into the analysis, such as CUPA-HR?**

*The SENMC Director of Human Resources is a member of CUPA-HR and SHRM and, as such, can make their data available to the successful consultant. In addition, we have access to the NEOGOV platform, which also provides some access to compensation survey data. Lastly, in August 2025, SENMC received the "NMHED Fall 2023 Faculty Headcounts, Compensation, and Benefits Report," which may be a valuable resource for the salary study.*

- 2) **The RFP states "in person presentations as requested." Does the College have an estimate of how many in person presentations might be expected?**

*The successful consultant is expected to give several in-person presentations on SENMC's campus in Carlsbad, New Mexico. On Monday, December 10th, the consultant is expected to make an initial presentation to the SENMC Board of Trustees, which will explain the consultant's approach and the nature of the work that they plan to undertake. The consultant will also present their findings to the Board of Trustees on Monday, May 11th. It is expected that the consultant also provides presentations to faculty and staff groups on or around those same days; these meetings would also be made available to faculty and staff via Zoom and through video recordings. Combined, these requirements would necessitate 3-5 presentations in December 2025 and another 3-5 presentations in May 2026.*

*However, SENMC is open to other approaches as written suggestions in prospective consultants' RFP proposals.*