

November 5, 2009

Paul Krebs  
Vice President for Athletics  
University of New Mexico  
MSC04 2680  
Albuquerque, NM 87131

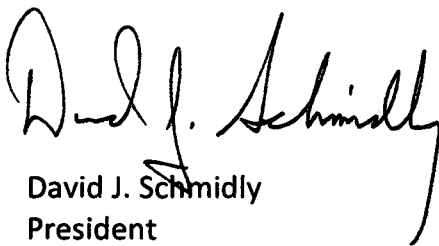
Dear Paul:

Recent events within the University of New Mexico Football Program convince me, and I have decided, that it is both necessary and appropriate that the Human Resources Department Representative position within the Athletics Department be organizationally located within and report to the University's Division of Human Resources. This change in reporting relationship will ensure appropriate oversight of the position and provide the Athletics Department with more immediate and effective access to the full range of Human Resources services and support. I understand from our discussions that you agree.

In addition, I have determined that it is necessary and appropriate that the Athletics Department management, administrative staff and coaches receive further training through the University's Human Resources Division. This training will focus on University business policies and procedures, particularly but not exclusively those business policies and procedures which bear on employee management.

Please work directly with Vice President Helen Gonzales to implement as quickly as possible the change in reporting relationship which I have described above and to set forth on a training plan for your department.

Sincerely,



David J. Schmidly  
President

Cc: Helen Gonzales, Vice President for Human Resources



**MEMORANDUM**

**TO:** Patrick V. Apodaca, University Counsel

**FROM:** David Schmidly, Ph.D., President

**DATE:** November 6, 2009

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As the result of our discussion and review of events surrounding the Locksley matter, I believe that appropriate steps need to be taken to review the current process followed by the custodian of public records in responding to public record requests. As part of this review, it is important to consider providing additional resources to the custodian's office in order to minimize the risk of errors in responding to public records requests in the future. As we have discussed in reviewing the Locksley events, the risk of errors increases when the custodian receives a large number of requests on matters of high public interest and responses are made under pressure to comply with prescribed deadlines.

Please conduct a review of the current processes and resources employed by the custodian's office and prepare a plan and your recommendations for changes that address these concerns.