

UNIVERSITY of  
NORTHERN COLORADO



**MINUTES**  
**BOARD OF TRUSTEES' MEETING**  
**May 8, 2009**  
**Greeley Recreation Center**

The meeting of the University of Northern Colorado Board of Trustees was held Friday, May 8, 2009 at 9:00 a.m. in Room 101 of the Greeley Recreation Center, Greeley, Colorado.

Those present included:

Trustees	Dick Monfort, Gil Carbajal, Dick Gast, Carlotta LaNier, Darlene LeDoux, Jim Chavez Vish Iyer, Bob Vincent
Officers and Administrators	President Kay Norton, Vice President and General Counsel Ron Lambden, Sr. Vice President and CFO Randal Haack, Provost and Sr. Vice President for Academic Affairs Abe Harraf, Vice President for University Relations Chuck Leonhardt, Recording Secretary Debra Fliethman
UNC staff/ faculty/students	Assistant Vice President Tobias Guzmán, Assistant Vice President and Dean of the Graduate School Robbyn Wacker, Assistant Vice President Michelle Quinn, Director of Human Resources Marshall Parks, Francie Murry, Charles Miles, Aimee Rogers, Debra Kinzer
Guests	None

**ACTION ITEMS:**

**1. Approval of Agenda**

Trustee Chavez moved to approve the agenda for the meeting. Trustee LaNier seconded the motion. Motion carried unanimously.

**2. Approval of Minutes**

Trustee Carbajal moved to accept the minutes of the March 13, 2009 regular meeting and the April 15, 2009 Audit and Finance Committee meeting as presented. Trustee Gast seconded the motion. Motion carried unanimously.

**3. Board Planning Calendar**

The dates of spring commencement in 2010 and 2011 have been updated on the calendar.

**4. Board Chairman's Report**

None.

## 5. Trustee Remarks

Trustee LaNier was impressed with last night's African American Alumni event. It was good exposure and she was pleased to see so many alumni participating.

Faculty Trustee Iyer shared a report on Salary Equity prepared by the Faculty Senate. The report compares UNC's faculty salaries to peer groups. The Faculty Senate would welcome comments regarding the report. President Norton added that the numbers appear to show that UNC is losing ground relative to the comparison group, but in actuality it is just the comparison group that has changed, from CUPA to NCHEMS.

Trustee LeDoux congratulated Trustee Chavez for his success in raising funds for the Latin American Educational Foundation which provides scholarships to Latin American students in Colorado. Also, Trustee Lanier was honored with the Social Justice and Education Award from Escuela Tlatelolco.

## 6. BOARD ACTION ITEMS:

### **Provost's Action Items – Provost & Sr. Vice President Abe Harraf**

Provost Harraf presented the following items for consideration by the Board:

- Personnel items – 8 appointments, 7 separations
- Promotion and tenure of faculty
- Faculty emeritus nominations
- Faculty Senate Action #964

Trustee Gast moved to approve the above action items as presented to the Board. Trustee LaNier seconded the motion. Motion passed unanimously.

### **Red Flags Policy – Vice President and General Counsel Ron Lambden**

Mr. Lambden presented a proposal to adopt an "Identity Theft Prevention Program" to comply with the "Red Flags Rule" of the Fair and Accurate Credit Transactions Act (FACTA). Trustee Carbajal moved to approve the policy as presented. Trustee LaNier seconded the motion. Motion passed unanimously.

## 7. President's Report

President Norton reported on work being done to gain more operating and tuition-setting flexibility. During the last downturn in funding by the state, many decisions were made very quickly and the university is still recovering from these decisions. The present situation is different in that there is a prediction of relatively stable funding through 2011. A graph was presented showing the history of state general fund contributions and the expected impact of the federal stimulus package on the institution's budget over the next four years. President Norton emphasized the importance of developing a multi-year strategic plan and pinpointing savings to address a potential return to FY06 state support once the stimulus funding ceases in FY112. Any growth in revenues will come from tuition, grants, and donations. In spite of difficult economic times, morale continues to be very good on campus. The key is to get the message out about the importance of higher education.

The internal search is going forward for a full-time Assistant to the President for Diversity.

Board Chairman Dick Monfort left the meeting at 9:50 a.m., appointing Trustee Carbajal chairman pro tem.

## **8. Communications**

None

## **9. INFORMATION ITEMS**

### **Strategic Update**

President Norton reported that for the next fiscal year, in-state tuition will be held to the 9% increase mandated by the state. Funding priorities to address need-based aid will help offset the increase. Differential tuition will also be used to fund high cost and in-demand courses that cost more to deliver. Tuition for out-of-state students and graduate students will also be adjusted. Research comparing UNC's graduate programs with those of its peers show UNC programs cost significantly less. Tuition adjustments for graduate students will help provide more opportunities for teacher and graduate assistantships.

AVP Tobias Guzman presented a revised room and board rate model that incorporates the requests of the Finance & Audit Committee. Residence hall rates will fall into a six-tiered structure with a premium for living in the newest West Campus Residence Hall complex and those that offer the most amenities. Students currently living in a residence hall who decide to return would also get a discount. The rates would range from \$3,950 to \$8,100 a year (representing increases ranging from \$146 to \$584 a year.) More mentoring programs are being added, as well as a faculty-in-residence program. Five two-bedroom apartments will be set aside for faculty to live and do outreach, tutoring and advising. The new board plan has been a tremendous success, due to improved customer service and meal plan flexibility.

Director of Human Resources Marshall Parks reported that consideration is being given to a plan which would offer voluntary separation packages to more than 100 classified staff with 20 or more years of service. Under the proposal, those staff members would be offered, in exchange for leaving, incentives representing one percent of their current salary for each year of service. This salary-saving strategy, along with the recommendations to freeze salaries aside from promotions, would be one way to avert possible layoffs, which remains a last resort, and would provide flexibility in re-hiring.

President Norton stated that the June budget will include savings, efficiencies, and deferred expenditures. There may be no increases in employee salaries, but the cost of employee benefits will remain the same, and faculty promotions and sabbaticals will be funded. As tuition and fees are adjusted, scholarships and financial aid will be increased. Investments will be made in the areas of marketing, communication and fundraising.

### **Foundation Report**

- Virgil Scott thanked Trustee LaNier for co-hosting African American alumni gathering last night. It was well attended and it was exciting to re-engage with past members of the Alumni Board.
- There were more than 400 in attendance at the 40<sup>th</sup> Anniversary celebration of the Monfort College of Business. There was a lot of excitement and many prospective donors for funded professorships were identified.
- The FY10 Foundation budget is not final, but it is certain that furloughs will be implemented and there will be no employee raises.
- There has been an increase in long-term pledges and Team UNC has had a successful year. Faculty and staff gave \$55,000 last year, but increased their giving to \$105,000 this year, an

average donation of \$306 per staff member. In addition, Bob Heiny has established a memorial of \$20,000.

- The Trustees are encouraged to attend the Foundation's Board of Directors and Board of Trustees Reception on May 27. There will be an update on the Foundation's Transforming Lives Campaign and a major gift announcement.
- The Trustees are asked to be thinking of about people they know who might be prospective donors or who might help support the University in some way.

#### **Faculty Senate Report – Dr. Francie Murry**

- The Academic Policies Committee recently defined "hybrid," "online," and "face-to-face" classes for clarification purposes.
- The Faculty Welfare Committee is working on updating the sabbatic leave policy.
- The Codification Committee is working on proposed editorial revisions to the Board of Trustees Policy Manual.
- Salary Equity Committee finished its report, which was submitted to the Board today.
- The Faculty Perceptions of Administrators Committee will have results by June 12 from a survey regarding President Norton and the Deans.
- The new Faculty Senate Chair is Steve Luttmann.

#### **SRC Report – Charles Miles**

- The name of the Student Representative Council has been changed to Student Senate.
- Elections have been successfully completed.
- SFAPs are completed with the necessary budget cuts.
- Student Senate and the Dean of Students' office have been working on a new academic appeals process which will be sent on to the Faculty Senate and then to the Board of Trustees for approval.
- Student Senate thanks AVP Tobias Guzman and Dean of Students Raul Cardenas for their help with student elections and for all their help and outreach to students this year.

#### **PASC Report – Aimee Rogers**

No report.

#### **SPEEC Report – Debra Kinzer**

SPEEC continues to work on fundraising for scholarships. There is a yard sale scheduled for next week, and donations of items for the sale may be taken to Gray Hall between 4:00 and 6:30 p.m. during the coming week. SPEEC and PASC members enjoyed the Foundation's fundraiser barbeque this week.

#### **Other Issues**

Senior Vice President Haack reported that the University has a plan in place to manage a possible pandemic of the H1N1 virus. Groups are meeting on a daily basis, communication across campus is ongoing and preventative measures are being taken.

Vice President Leonhardt reported that a new monthly e-newsletter, *Inside UNC*, was launched last week as an additional means to provide UNC's external audience with information about student, faculty, and staff accomplishments; general university news; and Athletics and Alumni news and events. Significant progress is being made in the new branding campaign. The message will be fine-tuned by the end of the month, with test marketing scheduled for June, and rollout at the beginning of the next school year.

**PUBLIC COMMENTS**

None.

**EXECUTIVE SESSION**

None.

**ADJOURNMENT**

Trustee Carbajal adjourned the regular meeting of the UNC Board of Trustees at 11:30 a.m.

Respectfully submitted by:

A handwritten signature in cursive script that reads "Debra Fliethman". The signature is written in black ink and is positioned above the printed name and title.

Debra Fliethman  
Recording Secretary