



**MINUTES
BOARD OF TRUSTEES' SPECIAL CALL-IN MEETING
June 2, 2008
Carter Hall – UNC Campus**

Call to Order

The special telephone conference meeting of the University of Northern Colorado Board of Trustees was held Monday, June 2, 2008 at 8:30 a.m. in the Carter Hall Board Room on the University of Northern Colorado Campus.

Those present included:

Trustees	Dick Monfort, Jerry Morgensen, Gil Carbajal, Carlotta LaNier, Darlene LeDoux, Jim Chavez, Dick Gast, (all by telephone); Joan Clinefelter, Mason Smith (in person)
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, Recording Secretary Debra Fliethman
UNC staff/faculty	Michelle Quinn, Marian Hesse, Mark Anderson, Nate Haas
Guests	None

INFORMATION/DISCUSSION ITEM:

Fiscal Year 09 Budget -- \$1 Million for Salaries – Randy Haack, Senior VP for Finance and Administration

Dr. Haack outlined the details of a proposal for funding additional scholarships and salaries. The funding for the proposal would come from roll-forward dollars from the previous year's budget and would be used as follows:

- \$1,355,000 for additional scholarships
- Four alternative plans for funding salaries:
 - Alternative A-1: faculty only, with corresponding benefits included in the \$1 million
 - Alternative A-2: faculty only, corresponding benefits in addition to the \$1 million

- Alternative B-1: faculty and exempt staff, corresponding benefits included in the \$1 million
- Alternative B-2: faculty and exempt staff, corresponding benefits in addition to the \$1 million

There was discussion about the source of funding and the benefits of the plan in terms of competitiveness in the marketplace. The increases in faculty salaries would be distributed subject to administrative discretion according to need, with an emphasis in certain areas such as nursing, accounting and other high-demand programs where high numbers of faculty have been lost and there have been unsuccessful searches due to low salaries.

Faculty Trustee Clinefelter is concerned that the process be transparent as possible. She also recommended that any increase in salary include exempt staff as well as faculty. The relative position of exempt staff to parity from other institutions is about the same or worse than faculty. There was discussion about the scholarship increases and the benefits to student retention by offering the additional scholarship monies.

The Board was in agreement that the proposal would be a good investment for the University, using Alternative B-2.

ADJOURNMENT

Chairman Monfort adjourned the UNC Board of Trustees special meeting at 9:05 a.m.

Respectfully submitted by:



Debra Fliethman
Recording Secretary