



Board of Trustees
Regular Meeting of the Board of Trustees
December 8, 2023
8:30 a.m. to 12:30 p.m.
Campus Commons, Multipurpose Hall
Greeley, Colorado

MINUTES

Trustees Present: Dick Monfort (*chair*), Steve Jordan (*vice chair*), Greg Anton, Maia Babbs, Patricia Barela Rivera, Prateek Dutta, Annette Martinez, Jazmin Martinez, Angela Vaughan

University Staff Present: Andy Feinstein, Jennifer Almquist, Darren Dunn, Kirsty Fleming, Tobias Guzmán, Cedric Howard, Dale Pratt, Lori Riley, Dan Satriana, Dawit Senbet, Allie Steg Haskett

Invited Guests: Jonathan Alcántar, Vanessa Chavez (PASC), Chris Garcia, Ethan Mondy (CSC), Pete Lien, Jen Mayer, Kayla Tibbals (Nexus Policy Group, *via Zoom*), Stephanie Torrez

I. Call to Order/Roll/Approval of Agenda

Board Chair Dick Monfort called the meeting to order at 8:31 a.m. Interim General Counsel Dan Satriana noted the roll and verified a quorum.

A motion to approve the agenda was made by Vice Chair Steve Jordan and seconded by Trustee Maia Babbs. The agenda was approved by all board members in attendance.

II. Consent Agenda

A motion to approve the consent agenda was made by Vice Chair Jordan and seconded by Trustee Greg Anton. The consent agenda was approved by all board members in attendance.

III. Opening Comments and Reports

A. President's Report

President Feinstein delivered the report.

He thanked everyone who participated in the previous evening's dinner with graduating students and shared highlights from the fall graduating class. He spoke about priorities for the 2024 legislative session, noting there will be more to share at the upcoming legislative preview in

January, and added that UNC lobbyist Kayla Tibbals would provide a preview of the upcoming legislative session during her report later in the meeting.

Feinstein also reviewed the higher education budget released in November by the governor proposing \$33.4M in increased operating support for higher education and a cap of 2% on in-state tuition increases. He added that UNC would be convening other higher education institutions before the upcoming legislative session to work on a unified request and that each institution would testify before the Joint Budget Committee in January 2024.

Feinstein also provided an overview of the progress on the osteopathic medical college including communication and legislative strategies, a \$25M gift from The Weld Trust, progress on rotation confirmations, a recently commissioned economic impact study, and next steps in staffing. He also noted that an overview of the proposed financing structure for the osteopathic medical college was presented at the December 7 Finance & Audit Committee meeting.

Feinstein stated that UNC is in the final stretch of Phase II of the strategic plan. He added that later in the meeting, Vice President Guzmán and Provost Fleming would provide highlights and updates on the strategic plan.

Feinstein also provided two staffing updates. He noted that UNC's new assistant vice president for Human Resources, Robert Hepperle would start in early December and a search would be launched to fill the general counsel position in January with Trustee Annette Martinez chairing the search and Faculty Trustee Angela Vaughan serving as a committee member. He said additional updates were provided in the Personnel Report.

B. Faculty Senate Report

Faculty Senate Chair Dawit Senbet had no report.

C. Student Government Association Report

Student Trustee Jazmin Martinez delivered the report. Martinez spoke about UNC's increasingly diverse student population and the importance of providing robust support. She also outlined the implementation of the new Student Government Association constitution and the priorities for the student senators during the current academic year.

D. Classified Staff Council Report

Classified Staff Council Chair Ethan Mondy delivered the report. Mondy shared that there are two new stewards for UNC and spoke about the work of the council and its committees.

E. Professional Administrative Staff Council Report

Professional Administrative Staff Council Secretary Vanessa Chavez delivered the report. Chavez shared an update on the work of the council this semester and the fundraising initiatives for the academic year.

F. Board Chair's Comments

Chair Monfort announced that Trustee Babbs will be transitioning out as chair of the Finance and Audit Committee and Trustee Anton will be stepping into the chair role effective in January.

IV. Reports of the Committees of the Board

A. Finance and Audit Committee

Finance and Audit Committee Chair Babbs delivered the report, which included an overview of the committee's December 7, 2023, meeting. She summarized the committee's discussion about the FY24 and FY25 budget outlook including strategies to mitigate the projected FY24 shortfall and the financing strategies for the osteopathic medical college.

B. Ad Hoc Campaign Committee

Vice President Allie Steg Haskett delivered the report. She reviewed the efforts that led to the formation of the Ad Hoc Campaign Committee, including work completed by consultant Grenzebach Glier and Associates (GG+A), which presented findings to the Board last May. Recommendations were made by GG+A to bring UNC in line with best practices nationally. Following these recommendations, the UNC Board charged the ad hoc committee in June followed by a letter from Chair Monfort to the Foundation Board in the fall of 2023 to discuss what a realigned partnership may look like. The ad hoc committee will hold a virtual meeting in January.

V. Public Comment

There was no public comment.

VI. Action Items

A. Board Policy Manual Amendments

i. Section 1-1-203 President

Interim General Counsel Satriana presented the action item, noting that the Board approved the Procedure for Presidential Evaluation at its June 9, 2023, meeting, and the action updates Section 1-1-203 of the Board Policy Manual to include the approved procedure.

ii. Section 1-1-204 University Counsel

Interim General Counsel Satriana presented the action item, noting that the changes to the section reflect current duties of the university general counsel.

iii. Section 2-3-501 Course Outline

Interim General Counsel Satriana presented the action item, noting the recommendation from the Faculty Senate regarding a policy to address final exams that are impacted by inclement weather.

During the discussion, Vice Chair Jordan suggested amending the language to insert the word "class's" before "final exam period" for clarification.

Chair Monfort sought a motion to approve the proposed updates to the Board Policy Manual as presented with the proposed amendment to 2-3-501 Course Outline. Trustee Anton made a motion, which was seconded by Vice Chair Jordan and approved, as amended, by all members present.

B. Leave of Absence Without Pay

Provost Fleming presented the action item, outlining a recommendation for Board approval of the faculty request for unpaid leave (Anton Dzhamay).

Chair Monfort sought a motion to approve the leave of absence without pay request. Vice Chair Jordan made a motion, which was seconded by Trustee Babbs and approved by all members present.

C. Election of Board Secretary

Chair Monfort sought a motion to recommend approval of Interim General Counsel Satriana to serve as Board of Trustees Secretary.

Trustee Babbs made a motion, which was seconded by Trustee Barela Rivera, and approved by all members present.

D. Resolution Honoring Life, Work, and Legacy of Dick Bond

President Feinstein acknowledged former UNC President Dick Bond's service to UNC and the Greeley community and read the resolution.

Chair Monfort sought a motion to approve the resolution honoring the life, work, and legacy of Dick Bond. Vice Chair Jordan made a motion to acknowledge his legacy, which was seconded by Trustee Barela Rivera, and approved by all members present.

VII. Discussion Items

A. Legislative Update

Kayla Tibbals, lobbyist for the University of Northern Colorado, delivered a report outlining a special session of the legislature, a preview of the upcoming regular session, and legislation for the UNC College of Osteopathic Medicine. She also outlined the governor's budget request and plans for President Feinstein to bring the higher education CEOs and CFOs together to formalize a unified request to be presented at the January Joint Budget Committee hearings.

B. Rowing, Not Drifting 2030, Phase II

i. Progress Report

President Feinstein commended the progress made over the past 1½ years to advance priorities set in Phase II of the strategic plan and shared a few highlights including the commitment to address compensation; fostering a diverse, equitable, and inclusive community; continued work on the facilities comprehensive plan; progress on the strategic enrollment plan; and improvements in tracking and reporting progress through the work of the Institutional Planning Group and its partnership with the Office of Institutional Research & Effectiveness.

ii. Becoming a Hispanic Serving Institute

Vice President Guzmán provided an overview of UNC's progress as an emerging Hispanic Serving Institution (HSI) and outlined the two domains of culture and navigation of the federal designation process. He also explained the requirements that need to be met for eligibility and spoke about efforts in partnership with Admissions to increase Latinx enrollment, including specific outreach programs. Associate Director of Alumni Relations Chris Garcia spoke about collaborative efforts as part of the work in readying UNC for the designation, including the work of a 30-person steering committee. Associate Professor and Head of Scholarly Communications for University Libraries Jen Mayer provided an update on the work of the HSI Admissions and Recruitment subcommittee including best practices from other institutions. Guzmán, Alcántar, and Garcia concluded by summarizing key highlights of the university's progress toward becoming an HSI. Trustee discussion focused on requirements to achieve the federal designation.

C. Rowing, Not Drifting 2030, Phase III

Provost Fleming provided an update on planning underway to identify key actions and tactics for Phase III of the strategic plan. She noted that conversations were underway with the Institutional Planning Group and said that plans for the spring semester included governance group meetings, town halls, and feedback collection via campus surveys. She stated the feedback would be used to identify Phase III actions and tactics that build on progress and help UNC continue to advance toward future goals.

D. Strategic Enrollment Management

Associate Vice President Pete Lien presented final Strategic Enrollment Management (SEM) goals and noted that the next step would be to identify actions and tactics. He shared examples of SEM work that is underway including formation of an Admissions Partnership Group, financial aid optimization, and the UNC Colorado 1st Year Admissions Guarantee program. Assistant Vice President for Student Success Stephanie Torrez spoke about retention and success activities, including an update to current policies and practices to expand access and improve the student experience and additional focus on the faculty role in student success through college success committees. Vice President for Student Affairs and Enrollment Services Cedric Howard spoke about enrollment assumptions for fall 2024 and preliminary admissions data for undergraduate and graduate students. He concluded by sharing an overview of the initiatives the university is considering to address the college affordability needs of students.

VIII. Executive Session

Chair Monfort sought a motion to take the board into executive session. A motion was made by Trustee Barela Rivera, seconded by Vice Chair Jordan, and approved by all board members in attendance.

Chair Monfort asked Interim General Counsel Satriana to make the following announcement to take the Board into executive session:

“Pursuant to §24-6-402(3)(b)(I) C.R.S. the University of Northern Colorado Board of Trustees will go into Executive Session to receive legal advice regarding a personnel matter.”

Chair Monfort noted that following the executive session the board would return to the public meeting in order to take action on the UNC President Employment Agreement and adjourn.

Following the executive session, Interim General Counsel Satriana provided public record of affirmation regarding the executive session.

IX. Action Items**A. UNC President Employment Agreement**

Chair Monfort sought a motion to approve the UNC President Employment Agreement. A motion was made by Trustee Anton, seconded by Trustee Annette Martinez, and approved by all board members in attendance.

X. Adjourn

With no further business, Chair Monfort adjourned the meeting at 12:55 p.m.