



MINUTES

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

Trustees Absent: Christa Harvey

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

Invited Guests: Vanessa Chavez (PASC), Dana Hoyt (AASCU Consulting, *via Zoom*), Jazmin Martinez (SGA), Lauren Peach (Colorado Attorney General's Office), Forrest Swick (CSC), Kayla Tibbals (Nexus Policy Group, *via Zoom*)

I. Call to Order

Board Chair Dick Monfort called the meeting to order at 8:31 a.m. Chief of Staff Jennifer Almquist noted the roll and verified a quorum.

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

II. Public Comment

There was no public comment.

III. Opening Comments and Reports

a. President's Report

President Andy Feinstein delivered the report.

He spoke about efforts during the legislative session to secure funding for higher education and noted that UNC had recently hosted the 5th annual Colorado Legislative Wrap-up, an event he started in partnership with education, community, and business leaders in the region. Feinstein provided an overview of progress made during the year on the strategic plan and introduced a new dashboard for tracking strategic plan metrics, celebrated the recent achievements of

student-athletes, and welcomed several new representatives of shared governance partners who would be delivering reports later in the meeting.

b. Provost's Report

Provost and Executive Vice President Kirsty Fleming delivered the report.

She provided an update on several academic programs. She also provided an update on the restructure of UNC's student government approved in February by the Board. Fleming noted that the new constitution establishes UNC's Student Government Association as the governing body for all students, including both undergraduate and graduate students. This was in response to a previous question about whether the Board needed to approve a constitution for a graduate student governing body.

c. Faculty Senate Report

Faculty Senate Chair Dawit Senbet delivered the report. He reviewed key initiatives led by the Faculty Senate during the previous academic year. Senbet noted that he had been re-elected as chair for a second term and looked forward to continuing in the role.

d. Student Government Association Report

Incoming Student Trustee Jazmin Martinez delivered the report. She introduced herself and said she looked forward to beginning in July her service as the next student trustee. Martinez recognized the work of outgoing Student Trustee Christa Harvey and noted her leadership in proposing a new constitution and structure for UNC's student government.

e. Classified Staff Council Report

Classified Staff Council (CSC) Chair Forrest Swick delivered the report. He introduced himself and noted that he was the newly elected chair of the council. Swick noted that the CSC was engaged in discussions about how to align their activities with strategic plan priorities.

f. Professional Administrative Staff Council Report

The report was delivered by Vanessa Chavez, secretary of the Professional Administrative Staff Council (PASC). She provided an update on activities PASC had engaged in during the academic year, including continuing to support university-wide staff onboarding initiatives.

g. Legislative Update

Kayla Tibbals, lobbyist for the University of Northern Colorado, delivered an end-of-legislative-session update. She shared highlights from the 2023 session and provided an overview of bills with an impact on higher education. Tibbals spoke about UNC's involvement throughout the session, including a bill that extends support for those pursuing educator preparation. She also acknowledged the work of President Feinstein in jointly advocating with other institutions of

higher education for continued investment from the state. Tibbals concluded by thanking trustees for their ongoing support to establish an osteopathic medical college.

h. Board Chair's Comments

Chair Monfort welcomed Coach Troy Nickerson and Andrew Alirez to recognize Alirez following his NCAA national wrestling championship. Chair Monfort read and then sought a motion to approve the resolution to recognize Alirez. Trustee Patricia Barela Rivera made a motion, which was seconded by Vice Chair Jordan and approved by all board members in attendance. Alirez thanked the university and broader community for their support.

IV. Consent Agenda

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

V. Reports of Committees of the Board

a. Finance and Audit Committee

Finance and Audit Committee Chair Maia Babbs delivered the report, which included a summary of the committee's May 5, 2023, meeting. She noted that staff had provided preliminary enrollment numbers for the fall and an initial preview of the budget for FY2024, including proposed tuition and fees. Babbs added that the full Board would hear updates on both of these items later in the meeting.

b. Presidential Evaluation Committee

Presidential Evaluation Committee Chair Annette Martinez delivered the report, which provided a summary of the committee's work throughout the academic year. She said that the committee was asked to recommend to the Board a process for the annual and periodic comprehensive review of the president, which she noted would be presented for consideration later in the meeting. Martinez reported that the committee also was asked to help facilitate a comprehensive review of President Feinstein, which she said would be summarized later in the meeting. She concluded by thanking the committee, President Feinstein, and staff for their engagement throughout the year.

VI. Discussion Items

a. Rowing, Not Drifting 2030

President Feinstein shared a new dashboard for tracking a set of high-level metrics established to monitor progress toward the five vision elements outlined in the university's strategic plan, *Rowing, Not Drifting 2030*. He provided an overview of the report, which includes historical data and goals to be achieved by 2030. He said the report will be updated annually as data are available.

Provost Fleming provided a report on Key Action 5: Academic Portfolio Management, noting that a motivation behind this work is to keep UNC's academic portfolio relevant. She provided an overview of the university's revised approach to program review, which incorporates recommendations from a working group and feedback from the Academic Policies Committee of the Faculty Senate. Fleming noted that changes include a new set of dashboards to support more strategic decision making at the program level and a new curriculum handbook to guide academic units.

b. Enrollment Update

Vice President for Student Affairs and Enrollment Services Cedric Howard provided an update on enrollment for fall 2023. He noted that the university is currently projecting 1,400 new first-time undergraduate students and approximately 500 transfer students; however, overall undergraduate enrollment will show a 2.2% decline from FY23 due to a smaller class size of continuing students. Howard added that graduate student enrollment is also expected to be lower. He concluded with an overview of efforts planned over the summer aimed at helping move students from admitted to enrolled and supporting incoming students in their transition to UNC.

During discussion, trustees noted the importance of continuing to enhance and refine recruitment strategies. This includes engagement with prospective students in school districts in the region and focused engagement with populations served by the university, including Hispanic communities. Trustees also expressed interest in continuing to collect data to inform decision making.

c. Board Bylaw No. 10 Personnel Report

Chair Monfort noted that the personnel report is an informational item provided to the board at each regular meeting.

d. 2023 Presidential Comprehensive Evaluation Summary

Trustee Martinez provided an overview of the process facilitated by the Presidential Evaluation Committee to conduct a comprehensive evaluation of President Feinstein during his first five years as UNC's president. She then introduced Dana Hoyt, Ph.D., an external consultant with the American Association of State Colleges and Universities (AASCU). Hoyt provided an executive summary of Feinstein's review. Martinez also shared a timeline of key milestones and communications to campus, adding that communication and transparency were important throughout the process. Martinez also thanked Hoyt for her work and President Feinstein for his partnership in the review process.

VII. Action Items

a. FY2024 Budget Approval

Vice President for Finance and Administration Dale Pratt presented the FY2024 Budget, noting that UNC will enter the next fiscal year with a balanced budget and projected cash balance of \$71.5M. He said this position was based on current fall enrollment projections. Pratt reported that the proposed budget includes increases of 6% for undergraduate tuition, 5% for graduate tuition, and 5% for student fees. He provided an overview of priorities for strategic investment in the coming year and noted the potential impact of some external variables. Pratt noted that new university- and foundation-funded capital projects of \$11.9M were also included in the FY24 budget.

Trustees discussed the proposed tuition and fee rates, noting that while staff projected that the university's financial aid strategy meant a majority of students would see no or minimal increases, affordability and access needed to remain priorities.

Chair Monfort sought a motion to approve the FY2024 budget, including the capital budget. Vice Chair Jordan made a motion, which was seconded by Trustee Anton and approved by all board members in attendance.

b. College of Osteopathic Medicine Facility Program Plan

Vice President Pratt presented the program plan outlining the capital construction project for the proposed osteopathic medical college. He noted that, if approved, the plan would be included in the university's capital construction request to the state.

Chair Monfort sought a motion to approve the College of Osteopathic Medicine Facility Program Plan. Trustee Anton made a motion, which was seconded by Vice Chair Jordan and approved by all board members in attendance.

c. FY2025 State Capital Construction Request

Vice President Pratt presented the five-year state-funded capital construction and information technology project priorities for UNC. He noted that, if approved, the plan would ultimately be sent to the Capital Development Committee, which reviews funding requests for the capital projects of state agencies.

In response to a question about space use and needs across campus, Pratt noted that work is currently underway on a facilities comprehensive plan for the university.

Chair Monfort sought a motion to approve the FY2025 State Capital Construction Request. Vice Chair Jordan made a motion, which was seconded by Trustee Babbs and approved by all members in attendance.

d. Faculty Promotion and Tenure Recommendations

Provost Fleming presented faculty promotion and tenure recommendations. She noted the inclusion of both the recommendations submitted as part of the university's annual review of

faculty eligible for promotion and/or tenure and the approval of the tenure recommendation for the newly appointed dean for the Monfort College of Business.

Chair Monfort sought a motion to approve the promotion and tenure recommendations as presented. Trustee Anton made a motion, which was seconded by Vice Chair Jordan and approved by all members in attendance.

e. Emeritus Faculty Recommendations

Provost Fleming presented both retiring faculty who qualify for automatic nomination for emeritus status and the nomination of a retiring faculty member not automatically eligible for emeritus status.

Chair Monfort first sought a motion to approve the automatic emeritus faculty recommendations. Trustee Babbs made a motion, which was seconded by Vice Chair Jordan and approved by all members in attendance.

Next, Chair Monfort sought a motion to approve the recommendation presented by the president and provost related to the individual nominated for emeritus status. Trustee Anton made a motion, which was seconded by Vice Chair Jordan and approved by all members present.

f. Board Policy Manual Updates

Provost Fleming presented a proposed update to the Board Policy Manual recommending the required use by instructors of the university's Learning Management System. Faculty Senate Chair Dawit Senbet noted that the recommendation originated from and had been approved by the Faculty Senate.

Chair Monfort sought a motion to approve the proposed update to the Board Policy Manual. Trustee Martinez made a motion, which was seconded by Vice Chair Jordan and approved by all members present.

g. Recommended Naming – Michener Library Multi-Purpose Room

Vice President for University Advancement Allie Steg Haskett presented a proposed naming of the Michener Library multi-purpose room as the “Suey Hey and Stella Chin Multi-Purpose Room” following a philanthropic gift.

Chair Monfort sought a motion to approve the naming. Trustee Barela Rivera made a motion, which was seconded by Trustee Babbs and approved by all members present.

h. Ad Hoc Committee Charge

Chair Monfort asked Vice President Steg Haskett to provide an overview of a recommendation that the Board appoint an ad hoc Campaign Committee to review and consider reports by the

university's campaign consultant regarding campaign readiness and feasibility and to recommend appropriate further action to the full Board.

Chair Monfort sought a motion to form a committee. Trustee Barela Rivera made a motion, which was seconded by Trustee Babbs and approved by all members present.

Trustees Monfort, Anton, Jordan, and Martinez volunteered to serve as members of the committee.

i. Head Volleyball Coach Employment Agreement

Counsel Lauren Peach introduced this item, noting that it was an allowable contract. Director of Athletics Darren Dunn spoke about the record of achievements of Head Women's Volleyball Coach Lyndsey Oates. Trustees discussed the necessity of the multiyear contract in retaining Coach Oates.

Chair Monfort sought a motion to approve the multiyear contract for Coach Oates. Trustee Barela Rivera made a motion, which was seconded by Trustee Babbs and approved by all members present.

j. Head Football Coach Employment Agreement

Counsel Peach introduced this item, noting that it was an allowable contract. Director Dunn spoke about the efforts already underway by Head Football Coach Ed Lamb. Trustees discussed the necessity of the multiyear contract in hiring Coach Lamb.

Chair Monfort sought a motion to approve the multiyear contract for Coach Oates. Trustee Anton made a motion, which was seconded by Vice Chair Jordan and approved by all members present.

k. Resolution of Appreciation

Chair Monfort read and the sought a motion to approve a resolution of appreciation for outgoing student trustee, Christa Harvey, thanking her for her leadership and service to UNC.

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

l. Presidential Evaluation Procedure

Trustee Martinez presented the procedure forwarded from the Presidential Evaluation Committee to guide the Board's evaluation of the president. She noted that the procedure had been developed based on a review of national best practices and a review of processes administered by UNC's peers. Martinez summarized the two methods proposed for assessing the president's performance: an annual evaluation and a periodic comprehensive evaluation.

Chair Monfort sought a motion to approve adoption by the Board of the procedure for the annual and periodic review of UNC's president. Trustee Babbs made a motion, which was seconded by Trustee Barela Rivera and approved by all members present.

m. UNC President's Delayed Bereavement Leave and Leave with Compensation

Chair Monfort asked Interim Director of Human Resources Sarah Chase to provide an overview of proposed delayed bereavement leave and leave with compensation for President Feinstein.

Chair Monfort sought a motion to grant President Feinstein a compensated leave of absence as outlined. Trustee Anton made a motion, which was seconded by Trustee Babbs and approved by all members present.

VIII. Executive Session

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

Chair Monfort asked Legal Counsel Lauren Peach to make the following announcement to end the public portion of the meeting:

"Pursuant to §24-6-402(3)(a)(II), (d) C.R.S. the University of Northern Colorado Board of Trustees will go into Executive Session to discuss the performance evaluation of the president and next steps and to receive legal advice. The Board will also receive legal advice regarding the status of an investigation and personnel matter."

Chair Monfort noted that no action would be taken in executive session. He added that at the end of the executive session, the board would return to the public meeting in order to adjourn. The Board invited Legal Counsel Peach and Interim Director Chase to join the executive session for its duration. The Board also invited President Feinstein to join the second half of the executive session.

Following the executive session, Legal Counsel Peach provided public record of affirmation regarding the executive session.

IX. Adjournment

With no other discussion or business after the conclusion of the executive session, Chair Monfort adjourned the meeting at 3:10 p.m.