



Board of Trustees
Regular Meeting of the Board of Trustees
December 13, 2024
10:00 a.m. to 2:30 p.m.
Campus Commons, Multipurpose Hall
Greeley, Colorado

MINUTES

Trustees Present: Dick Monfort (chair), Steve Jordan (vice chair), Greg Anton, Maia Babbs, Keegan Bradley, Brenda Campos-Spitze, Prateek Dutta, Fritz Fischer, Annette Martinez

University Staff Present: Andy Feinstein, Jennifer Almquist, Darren Dunn, Tamra English, Kirsty Fleming, Britney Kyle, Dale Pratt, Lori Riley, Allie Steg Haskett

Invited Guests: Mary Ann Littler (chair, UNC Foundation Board of Directors), Ethan Mondy (CSC), Audry Stutler (PASC), Kayla Tibbals (Nexus Policy Group, *via Zoom*)

I. Call to Order / Roll / Approval of Agenda

Board Chair Dick Monfort called the meeting to order at 10:00 a.m. General Counsel Tamra English noted the roll and verified a quorum.

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

II. Consent Agenda

Chair Monfort reviewed the consent agenda.

A motion to approve the consent agenda was made by Vice Chair Jordan and seconded by Trustee Maia Babbs. 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.

UNC Board of Trustees

He thanked everyone who attended the previous night's dinner with shared governance groups. He welcomed Mary Ann Littler, chair of the UNC Foundation Board of Directors, who will deliver the first standing Foundation Board report later in the meeting. Feinstein outlined the updates to the UNC Foundation to include a new operating agreement and his designation as president, noting additional updates will be provided by Chair Littler later in the meeting. He stated that he looks forward to the Foundation and university partnership in support of UNC's strategic priorities. Feinstein also outlined the newly established fund report, which has been provided to the Board for the past year, which highlights new ways donors are giving to UNC, and noted that through November UNC has raised \$8.4M this fiscal year, which puts us on track to surpass \$90M raised toward our campaign goal by the end of December.

Feinstein stated that UNC lobbyist, Kayla Tibbals will provide a preview of the upcoming legislative session and higher education funding in her report. He noted that more will be shared at the annual Legislative Preview on January 6, 2025, at 8:30 a.m. which will feature newly elected Senator Scott Bright and newly elected Representative Ryan Gonzalez, along with a panel of legislative experts.

Feinstein noted that securing funding for higher education will be a priority in 2025 and outlined the budget released by the governor last month, proposing \$12M in increased support for higher education and a cap of 2.3% on in-state tuition. The collective higher education funding request this year is an increase of \$80.2M and authority for a 2.7% tuition rate increase. He also noted that last year higher education received a \$132M increase, which was less than the \$162M increase that was part of the unified request with other Colorado institutions. Feinstein noted that he and other CEOs will testify before the Joint Budget Committee (JBC) in January to present the FY2026 collective budget request.

Feinstein noted a strong start with Phase III of the strategic plan, to include campus fireside chats on topics including community engagement, HSI initiatives, and progress to establish the UNC College of Osteopathic Medicine. One of the strategic priorities has been to recruit and retain excellent faculty and staff, and one way this has been accomplished is by providing competitive compensation. He noted there will be additional discussion on compensation trends later in the meeting. Feinstein also stated that UNC remains committed to investing in employees, and he noted that targeted increases for faculty members were included in this year's budget. He added that compensation increase funding was a factor when determining the budget request amount to be presented to the JBC.

Feinstein thanked everyone involved in this fall's Higher Learning Commission (HLC) visit and noted that overall the visit was positive, and we met all the core components required to

maintain our accreditation. The final report from the HLC cited that *Rowing, Not Drifting 2030* is “truly a guiding document that drives action, not just words on paper.”

Feinstein provided an update on the current leadership searches of Chief Diversity Officer (CDO) and Vice President for Student Affairs (VPSA). The CDO position was posted just before Thanksgiving and the search firm partner has reported strong interest in the role. The VPSA position was posted last week. The search will bring finalists for both positions to campus by the end of February/early March. He also noted there is also a search underway for the next Assistant Vice President for Alumni and Community Relations, and searches will begin soon for Vice Provost and Dean of Monfort College of Business.

Feinstein concluded by highlighting the fall 2024 class graduation data to include 691 graduates, 45% first generation college graduates, and 24.9% undergraduate and 14.7% graduate students identifying at Hispanic/Latine.

B. Faculty Senate Report

Chair Monfort welcomed Britney Kyle to her first meeting as Faculty Senate Chair.

Kyle delivered the report, outlined the purview of the Faculty Senate, and gave an update on the Faculty Senate and Faculty Senate committee work to included final exam schedules, curriculum standards, micro-credentials, stackable credentials, undergraduate grading, faculty evaluation policies and procedures, UNC College of Osteopathic Medicine policies, faculty compensation, budgetary alignment, policy consistency and clarity, board policy manual and university regulations updates, bachelor degree requirements, fall break proposals, governance leaders attendance at CCE meetings, and election resources.

C. Student Government Association Report

Student Trustee Keegan Bradley delivered the report and noted that the Student Government Association (SGA) hired their first full-time staff member and are in the process of hiring a chief justice for the judicial boards with a goal to sponsor legislation for student organizations and gain awareness to become more effective on campus.

Trustee Brenda Campos-Spitze inquired about university communication and support resources for members of the university community seeking support navigating immigration matters. Feinstein spoke about efforts underway to express support and share resources.

D. Classified Staff Council Report

Classified Staff Council Chair Ethan Mondy delivered the report. Mondy thanked the administration for their support and outlined current Council activities including scholarship awards, fundraising, toner recycling, and King Soopers cards. CSC continues to partner with PASC to cohost events on campus. Mondy also announced the newly elected CSC Secretary is Heath Moore.

E. Professional Administrative Staff Council Report

Professional Administrative Staff Council Chair Audry Stutler delivered the report. Stutler expressed her gratitude for the partnership with administration and university staff and noted that the Council is now fully staffed with 20 team members focused on awareness, communication, and collaboration. The Council hosts guest speakers monthly to address timely staff topics with Q&A, including the attendance of President Feinstein two times per semester. Stutler outlined current PASC activities including “Be the Bigger Bear Campaign,” continuation of King Soopers cards, the Halloween Spooktacular, and Bear Pantry donation drives. She also noted that the Council awarded two employee scholarships this fall, and professional development opportunities continue through the PASC foundation fund.

F. University of Northern Colorado Foundation Board Report

Chair Monfort welcomed UNC Foundation Board of Directors Chair Littler. Littler thanked the trustees and President Feinstein for adding a standing report to the regular Board agenda. She noted that the Foundation and university recently signed an updated operating agreement appointing Feinstein as President of the Foundation, Pratt as CFO, and the transfer of three Foundation employees to the university as of January 1, 2025.

She outlined updates to committee structures and noted that the Foundation will create a Philanthropy Committee in addition to the current standing committees. The Foundation Board is also working to identify three new members to join in 2025.

Littler stated that Trustee Annette Martinez will attend Foundation Board meetings and a student from the Monfort College of Business will be invited to join the Investment Committee meetings to further enhance the relationship with the university.

Littler also noted that the Foundation Board is working on the budget and signature authorities. Members of the Foundation Board will attend the Association of Governing Boards (AGB) Foundation Leadership Forum in January to learn more about critical issues facing higher

education and foundations. She noted that the UNC Foundation currently has \$200M in assets and will deliver \$2M in supplemental scholarships to students, and the Foundation Board recently sponsored the Student and Foundation Fund (SAFF) class presentations at the Monfort College of Business.

G. Board Chair's Comments

Chair Monfort congratulated the fall graduates on behalf of the Board of Trustees and wished everyone the best in the next phase of their journey.

IV. Reports of Committees of the Board

A. Finance and Audit Committee

Finance and Audit Committee Chair Greg Anton delivered the report and shared an update on the December 12, 2024, Finance and Audit Committee meeting. He reported that the committee heard an update on the internal audit by the firm Eide Bailly of the university's human resource department. The committee also heard an update on FY2024 financial results, noting that the university is expecting a clean audit report. Anton summarized the committee's discussion of the first quarter budget projections for FY2025 and the current outlook for FY2026 and noted there will be additional reporting at the February 2025 regular Board meeting, preliminary budget information at the May 2025 meeting, and a final budget approval request will be presented at the June 2025 meeting.

B. Ad Hoc Campaign Committee

Vice President Allie Steg Haskett thanked members of the Ad Hoc Campaign Committee and the UNC Foundation Board for their work to finalize a new operating agreement. She noted that the new agreement adds new members, formalizes improved collaboration between the boards, creates a new Philanthropy Committee, and provides critical resources to support the university's advancement infrastructure.

Steg Haskett also provided an update on fundraising results, noting that the last three years have been UNC's best. She emphasized the impact that philanthropy has in supporting the success of students at the university.

V. Public Comment

There was no public comment on action items listed on the agenda.

VI. Action Items

A. Board Policy Manual Amendments

i. Curriculum Policy Updates (Sections 1-1-301 Curriculum, 2-3-402 Teaching Responsibilities, and 2-3-501 Course Outline)

General Counsel English presented the action item and outlined the proposed updates to Sections 1-1-301 Curriculum, 2-3-402 Teaching Responsibilities, and 2-3-501 Course Outline of the Board Policy Manual.

Chair Monfort sought a motion to approve the proposed updates to the Board Policy Manual as presented. Vice Chair Jordan made a motion, which was seconded by Trustee Campos-Spitze and approved by all board members in attendance.

ii. Section 2-3-305 Academic Titles

General Counsel English presented the action item and outlined the proposed updates to Section 2-3-305 Academic Titles of the Board Policy Manual.

Chair Monfort sought a motion to approve the proposed updates to the Board Policy Manual as presented. Trustee Martinez made a motion, which was seconded by Trustee Anton and approved by all board members in attendance.

iii. Section 2-3-304(1) Affiliate Faculty

General Counsel English presented the action item and outlined the proposed updates to Section 2-3-304(1) Affiliate Faculty of the Board Policy Manual.

Chair Monfort sought a motion to approve the proposed updates to the Board Policy Manual as presented. Vice Chair Jordan made a motion, which was seconded by Trustee Martinez and approved by all board members in attendance.

B. Contract Extensions

i. Head Coach, Football

ii. Head Coach, Women's Basketball

Chair Monfort asked General Counsel English to read the required language for the Lamb contract extension:

"It is recommended that the Board of Trustees approve the first amendment to the multiyear contract for Coach Lamb because, pursuant to Section 24-19-104(1.5)(a)(I), C.R.S., the Board finds that this contract is necessary for the hiring or retaining of the employee in light of prevailing market conditions and competitive employment practices."

Chair Monfort asked General Counsel English to read the required language for the Mattio contract extension:

"It is recommended that the Board of Trustees approve the first amendment to the multiyear contract for Coach Mattio because, pursuant to Section 24-19-104(1.5)(a)(I), C.R.S., the Board finds that this contract is necessary for the hiring or retaining of the employee in light of prevailing market conditions and competitive employment practices."

Athletic Director Dunn outlined the importance of showing staff, student athletes, and recruits the support for the head coaches by providing the extensions. Vice Chair Jordan noted that the landscape for intercollegiate athletics continues to evolve at a rapid pace with more opportunities for post-season play affirming the importance of consistency and retention of the coaches.

Chair Monfort sought a motion to approve the Lamb and Mattio contract extensions. Vice Chair Jordan made a motion, which was seconded by Trustee Dutta and approved by all board members in attendance.

C. Tenure Recommendations

- i. Associate Dean of Preclinical Education**
- ii. Director of Colorado School of Public Health**

Provost Kirsty Fleming reviewed the tenure recommendation for Sanjeev Choudhary, Associate Dean of Preclinical Education.

Provost Fleming reviewed the tenure recommendation for Patricia Valverde, Director of Colorado School of Public Health at UNC.

Chair Monfort sought a motion to approve the Choudhary and Valverde tenure recommendations as presented. Vice Chair Jordan made a motion, which was seconded by Trustee Campos-Spitze and approved by all board members in attendance.

D. Recommended Naming

Vice President Steg Haskett presented the action item to recommend the naming of the university foundry to the Maxine and Don Schwartz Foundry and noted that per Section 1-1-601 of the Board Policy Manual, the Board of Trustees has the authority to name facilities.

Chair Monfort sought a motion to approve the recommended naming of the Maxine and Don Schwartz Foundry. Trustee Martinez made a motion, which was seconded by Trustee Babbs and approved by all board members in attendance.

E. Dissolution of Innovation UNC

General Counsel English presented the action item to recommend approval of a resolution to dissolve Innovation UNC.

Vice Chair Jordan inquired about other methods to move research to reality. Provost Fleming noted that there will be discussion on this topic in the future.

Chair Monfort sought a motion to approve the resolution to dissolve Innovation UNC. Trustee Dutta made a motion, which was seconded by Trustee Campos-Spitze and approved by all board members in attendance.

VII. Discussion Items

B. Rowing, Not Drifting 2030, Phase III

Chair Monfort asked that the Board move next to item VII.B. on the agenda and invited President Feinstein to provide an update on Phase III of the strategic plan. He summarized highlights for UNC's first year as a Hispanic Serving Institution (HSI), noting the detailed requirements and steps to be taken with the top priority to maintain the designation. He noted that work continues with students, faculty, and staff to affirm our commitment to members of our community who identify as Hispanic/Latine. He stated that UNC recognizes there is some uncertainty for those in the university community who are undocumented, have DACA, or are from mixed-status families, and we want to affirm that UNC remains a place of belonging. Feinstein also noted that this year we celebrated our first Hispanic Heritage month as an HSI, and last week the community came together for our end-of-the year Posada. In November, a delegation of students, faculty, and staff attended the annual conference of the Hispanic Association of Colleges and Universities (HACU) in Denver, to include the strong leadership of Rudy Vargas, who is directing UNC's HSI initiatives, and two faculty associate directors, Drs. Javier Vinasco Guzman

and Whitney Duncan. Feinstein also outlined UNC's HSI steering committee, which is co-chaired by Provost Fleming and Rudy Vargas, and includes representatives from across the university.

Feinstein noted that continued progress reports on the strategic plan will be provided at future board meetings. Trustee Martinez noted that she is currently working with Trustee Campos-Spitze and a community member to plan a reception this spring to connect the Latine community.

VIII. Executive Session

Chair Monfort asked that the Board move next to item VIII. on the agenda and asked General Counsel English to make the following announcement to take the Board into executive session:

"Pursuant to §24-6-402(3)(a)(II), C.R.S. the University of Northern Colorado Board of Trustees will go into Executive Session to receive legal advice regarding pending legal issues and about the changes in the organizational relationship between the Board and the University Foundation."

Chair Monfort sought a motion to take the Board into executive session. Vice Chair Jordan made a motion, which was seconded by Trustee Babbs and approved by all board members in attendance. The Board invited President Feinstein, General Counsel English, and other relevant staff members to join executive session. The Board entered executive session at 11:11 a.m.

Following the executive session, General Counsel English provided public record of affirmation regarding the executive session and reconvened the regular meeting.

Chair Monfort called the regular meeting to order at 12:10 p.m.

VIII. Discussion Items

A. Legislative Update

Chair Monfort moved next to agenda item VII.A. and invited Kayla Tibbals, lobbyist for the University of Northern Colorado to deliver her report. Tibbals provided a preview of the upcoming legislative session and noted that Senator Scott Bright and Representative Ryan Gonzalez are two newly elected officials for UNC's district. She outlined the governor's budget and financial aid proposals and noted changes to the College Opportunity Fund that will align with on-time degree completion and work that has been done to ease the transfer process to include online tools for students to confirm transfer credits. She also spoke about the Colorado tax credit and legislative proposals that will affect Colorado residents. She reiterated the importance of continuing to work on teacher preparation programs to address the state

educator shortage and continuation of work on resources for nursing programs. Chair Monfort thanked Tibbals for her legislative work for UNC.

C. Compensation and Functional Expense Trends

i. Presentation I

Chair Monfort moved next to agenda item VIII.C.i. and invited Faculty Senate Chair Kyle to present her report. Kyle shared data on enrollment trends, salaries, and staffing levels from the faculty perspective. She also spoke about funding categories and the allocation of resources by functional expense categories, noting questions that had been raised about trends in the data.

Kyle outlined the primary concerns expressed by faculty, which include trends in spending in functional expense categories outside of instruction and the rate of increase in faculty salaries. She acknowledged the investments thus far in compensation increases for faculty members; however, she noted that faculty salaries remain below the goal of 100% parity with institutional peers. Kyle added that faculty members have expressed concern that trends in faculty compensation do not mirror trends in staff compensation, and the Faculty Senate has been working with administration to understand and address areas of concern. She spoke about this in the context of enrollment trends and noted the importance of investing in instruction as core to the university's mission. Kyle concluded by noting that the Faculty Senate recently passed a resolution calling for targeted compensation increases for faculty members, clarity in processes related to hiring and compensation decisions, and efforts to increase compensation for faculty and staff members at the same rate.

ii. Presentation II

President Feinstein affirmed that he heard the issues and challenges presented and emphasized his commitment to fair compensation for UNC employees. He noted that university leaders are engaged in efforts to clarify processes and support consistency in decisions regarding compensation. He added that he and his leadership team would also support the Board in considering revisions to the policy on funding priorities. Feinstein also acknowledged the importance of ensuring that faculty members are paid appropriately as compared to their peers, noting he would continue those conversations as part of the budget planning process for FY2026. He also discussed the state budgetary pressures on higher education and challenges of finding additional resources. He noted that the budget discussions will continue this spring with a budget town hall scheduled for February.

Provost Fleming spoke about the shared goal of supporting the success of all members of the university community. She noted, in particular, efforts to support the university's increasingly

diverse student body, including a growing percentage of first-generation students. This includes investments to support student health and well-being. Fleming spoke about policies and practices pertaining to employee compensation, including efforts to ensure clarity and consistency across divisions. Fleming added that several actions had been taken recently to increase faculty salaries, including investment in a minimum parity floor adjustment and targeted discretionary increases following a review of faculty compensation outcomes.

Discussion included the importance of further stabilizing enrollment, given the importance of revenue from tuition and fees. The trustees also discussed what can be done collaboratively amongst stakeholders to address concerns and realize financial success for the university. There was discussion about how to recruit and retain excellent employees particularly in light of cost-of-living increases in the region. Additional discussion included the allocation of resources across functional expense categories. The trustees agreed that the conversation should continue at future meetings.

Following the presentations, Chair Monfort provided an opportunity outside of the scheduled comment period for members of the public to provide comments.

The following individuals provided comments on compensation and functional expense trends: Barbara Garrett, Katie O'Hara, and Chris Talbot.

Following comments and discussion, Trustee Martinez asked about next steps. Feinstein noted that revisions were underway to compensation guides to support clarity and consistency. He added that there would also be further discussions about decisions regarding resource allocations. He concluded by affirming that he would continue to prioritize salary increases, within budgetary constraints.

IX. Adjourn

With no further business, Chair Monfort asked for a motion to adjourn. Vice Chair Jordan made a motion, which was seconded by Trustee Babbs and approved by all board members in attendance. The meeting was adjourned at 1:15 p.m.