

UNIVERSITY OF
NORTHERN COLORADO

MINUTES
BOARD OF TRUSTEES MEETING
February 12, 2021
Virtual via Zoom

A Regular Meeting of the University of Northern Colorado Board of Trustees was held Friday, February 12, 2021, beginning at 8:30 a.m. via Zoom.

Trustees present: Chair Dick Monfort, Vice Chair Christine Scanlan, Prateek Dutta, Maia Babbs, Steve Jordan, Janice Sinden, Patricia Barela Rivera, Faculty Trustee Fritz Fischer, Student Trustee Alexis McCowan

Officers and Administrators present: President Andy Feinstein, Vice President and General Counsel Dan Satriana, Senior Vice President for Finance and Administration Michelle Quinn, Provost Mark Anderson, Vice President for University Advancement Allie Steg Haskett, Vice President for Student Affairs Katrina Rodriguez, and Director of Athletics Darren Dunn

CALL TO ORDER

Chair Dick Monfort called the meeting of the Board of Trustees to order at 8:30 a.m.

Public Comment Instructions

- If anyone has public comment on the action item for the Board Policy Manual changes, the Q&A icon is located at the bottom of the screen.
- To make comment click on Q&A icon and type in your name and type the comment you would like for the Board to review before they vote on the changes to the Board Policy Manual.

APPROVAL OF AGENDA

Trustee Scanlan moved to approve the agenda. Trustee Jordan seconded the motion. Motion carried unanimously.

APPROVAL OF MINUTES

Trustee Jordan moved to approve the minutes from the November 13, 2020 Regular Meeting. Trustee Barela Rivera seconded the motion. Motion carried unanimously.

Election of Officers

Current officers were re-elected for another term, Dick Monfort Board Chair, Christine Scanlan Vice-Chair, Dan Satriana Secretary to the Board, and Michelle Quinn Treasurer.

Trustee Jordan moved to approve the re-election of officers. Trustee Barela Rivera seconded the motion. Motion carried unanimously.

GOVERNANCE GROUPS REPORTS

- CSC Report (Secord)
 - CSC is working on their mission and vision statement
 - Recruitment of classified staff toward increased membership
 - Appreciate the support and staff recognition from the President and the Board

- PASC Report (Grimes)
 - PASC meets regularly to advocate for exempt staff and to foster communication and transparency
 - Appreciated the December bonus and Board's support and approval
 - Furloughs have shifted workloads, which has resulted in inequities across campus, and staff is hopeful that this situation will continue to be evaluated to create more balance

- Student Senate Report (McCowan)
 - Student Senate is committed to combating discrimination and providing educational opportunities for students
 - Recently held a virtual four-day conference educating and addressing the LGBTQ+ community on our campus
 - Each college is creating an anti-racism action plan which will highlight areas of racism and discrimination as it relates to specific programs
 - To address student concerns Senate is working with Tobias Guzman, UNC Police Department, and facilities to conduct a campus walk-through related to accessibility and safety

PRESIDENT'S REPORT

- Covid-19 case management team continues their work, current cases include nine employees and 65 students
 - There are 25 students and one faculty member who were confirmed positive and are isolating and 12 students are quarantined currently
 - Worked with the county to vaccinate more than 200 individuals affiliated with the University
 - UNC was recently approved as a vaccine provider and will follow the State's vaccination prioritization schedule
- In the fall the University is planning for in-person return to campus
- We are committed to an in-person commencement experience this spring
- Student athletes have demonstrated excellence in the classroom and achieved an all-time cumulative GPA of 3.29 and a fall term GPA of 3.40 and this is the eighth consecutive year that student athletes held GPA's above 3.0
 - Student athletes have led the Big Sky Conference with graduation success rates for four years
- Continued work to support the Greeley community, including the Chamber of Commerce and Downtown Development Authority by getting restaurants and small businesses opened as quickly as possible
- Have started operation "college town" with the City of Greeley and the creation of a more vibrant town community for our students, faculty and staff

- In the fall of 2019 we announced our strategic plan and began work last spring that the Board has endorsed
 - In November 2020 UNC shared progress in the development of key actions and tactics to guide our efforts for the first two-year phase
 - December and January finalized the language for the Phase I key action plan
 - Student success has predictors of success (e.g., high school GPA) and we will review data for how students are performing
 - Partnered with the California State University System on comparisons for student success and retention, enrollment, changing demographics, equity gaps
 - Important to drill into our quantitative goals, enrollment numbers, dashboard information and continued use of data analysis in decision-making

Trustee Sinden moved to approve the first phase of the Rowing Not Drifting 2030 Strategic Plan. Trustee Scanlan seconded the motion. Motion carried unanimously.

BOARD CHAIR'S REPORT/TRUSTEE REMARKS

• Finance and Audit Committee Meeting Update (Babbs)

- Reviewed annual informational report provided to the NCAA
- Enrollment update (enrollment is up, but not where it was previously)
- Financial update (cash and liquidity)
 - Cash levels factor into the rating agencies assessment of UNC and how we are rated
 - Ratings apply to our debt and if that rating worsens or cash levels decline, agencies may determine that we do not have the necessary financial strength; if a rating deteriorates, it could mean that we would have to pay more for debt services which becomes a direct expenditure to the University
 - Ratings also factor into the ratios of HLC accreditation to determine our financial strength and could potentially impact government funding
- Discussed potential \$9M in funding from the Department of Education and strategies on how to optimize those funds
- Began further discussions on tuition, tuition increases, and pricing strategy
 - Reviewed what peers charge for tuition in comparison to UNC, differential tuition and specialty tuition (e.g., nursing and business programs)
 - Discussed scenarios for various tuition increases and the impact on revenue

INFORMATION ITEMS

• Campus work on behalf of UNC Employees (Parks)

- Employee Recognition week begins on March 1
 - As part of recognition week we are rolling out Build A Bear Up employee recognition program
 - Will be providing tools to supervisors to help recognize the good work being done by staff and how to recognize this work
- Evaluating a four-day work week program over the summer and closing offices earlier on Friday's

- Pay equity legislation took effect this year and we are consulting with an outside vendor to do analysis and identify any pay equity issues
- **Draft FY20 Audited Financial Statements (Quinn)**
 - Financial statements have been released by legislative committee; information remains unchanged and what was presented should now be considered official
 - COVID has affected our FY20 financial statements
 - As campus we shifted to remote instruction in March
 - Made decisions to defer some activities that could have been completed in the current year
 - Through closures we have experienced some utility savings
 - In FY20 we are seeing the effects of furloughs, that were implemented in May and June
 - Strong cash levels, \$24M pre-payment from the Federal Government for FY21 expenditures
 - Introduced Matt Marino, a partner with external audit company Rubin Brown
 - Audit process began summer 2020
 - UNC received funding through the CARES Act of \$7.6M from the Higher Education Emergency Relief Fund (HEERF)
 - Of those funds 50% must be used to provide emergency grants to students impacted by Covid and 50% to cover costs associated with significant changes to the delivery of instruction due to the coronavirus
 - The State looks at Federal spending and determines what programs need to be audited
 - This year the HEERF fund was selected, however guidance was not clear in application until late December 2020
 - Followed-up on a previous IT recommendation and noted that corrective action was taken
 - Reviewed Statements of Net Position
 - Discussed UNC's PERA liabilities
 - Shared the required statements for Governmental Accounting Standards
- **Faculty Sabbaticals (Anderson)**
 - Sabbaticals are for growth and development of faculty for the benefit of the University in teaching and scholarship
 - Faculty write a proposal on how they will spend their time; the proposal is vetted by their disciplinary colleagues
 - Proposal then moves to the unit chair, dean and then to Provost for final approval
 - Faculty are eligible to apply after six years of service to the University, sabbatical to be taken in the seventh year and every six years thereafter
 - Recommended a total of 25 sabbaticals, seven in the fall of 2021, 10 in the spring of 2022, and eight are full year sabbaticals
- **Trustee Advocacy Group (Jordan)**
 - CDHE held an annual Trustee training event

- Colorado Trustee Network worked with commission staff and focused the training on professional development for Trustees and issues facing post-secondary education in Colorado and throughout the nation
- Trustees provided statistical results and comments from the training that were focused on advocacy, closing the educational attainment gap, and alignment with workforce needs
- The Colorado Trustee Network will formally be announced soon, with an article in Forbes
- To begin moving forward in fulfilling our role in advocacy, the network is developing a webinar around the issue of the funding formula and with an equity component
 - We hope to be able to go forward to the Joint Budget Committee prior to figure setting
 - Panelists for the webinar include Andy Feinstein, Todd Soliman from University of Colorado, Brad Baca from Western State and national expert Martha Snyder from HCM Strategists
- There has been conversation regarding the role of Career Services at all institutions and how they are used (e.g., resumes, applications, employee interview preparation)
 - This includes re-thinking services as something that should be plugged into academic departments and core curriculum to help align businesses and the workforce
- **Personnel Items (Satriana)**
 - Information item provided to the Board for exempt hires since the November 12, 2020 meeting

ACTION ITEMS:

Board Policy Manual Amendment – Section 2-3-107(2) (Liberal Arts Council) (Satriana)

- Changes to the composition of the core curriculum committee representing different disciplines in liberal arts
- Name changes since provision was last updated
- Editorial changes to the section for clarity

Trustee Sinden moved to approve Board Policy Manual Amendment Section 2-3-107(2) as recommended. Trustee Jordan seconded the motion. Motion carried unanimously.

EXECUTIVE SESSION (Personnel and/or legal issues pursuant to C.R.S. 24-6-402(3)(b)(I) et seq.)

None

ADJOURNMENT

The meeting of the UNC Board of Trustees adjourned at 10:45 a.m.

Respectfully submitted by:
 Victoria Niccum
 Recording Secretary