

UNIVERSITY OF
NORTHERN COLORADO

MINUTES
BOARD OF TRUSTEES MEETING
June 11, 2021
Campus Commons – Multipurpose Room

A Regular Meeting of the University of Northern Colorado Board of Trustees was held Friday, June 11, 2021, beginning at 8:40 a.m. in the Campus Commons Multipurpose Room.

Trustees present: Chair Dick Monfort, Vice Chair Christine Scanlan, Prateek Dutta, Steve Jordan, Faculty Trustee Fritz Fischer, Student Trustee Alexis McCowan

Officers and Administrators present: President Andy Feinstein, Vice President and General Counsel Dan Satriana, Assistant Vice President of Finance Dale Pratt, Provost Mark Anderson, Vice President for University Advancement Allie Steg Haskett, Interim Vice President for Student Affairs Tobias Guzmán, and Director of Athletics Darren Dunn

CALL TO ORDER

Chair Dick Monfort called the meeting of the Board of Trustees to order at 8:40 a.m.

APPROVAL OF AGENDA

- Agenda was amended to accommodate participation in Trustee Executive Session and President's Employment Agreement motions

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

APPROVAL OF MINUTES/MEETING SCHEDULE

Trustee Jordan moved to approve the minutes from the February 12, 2021 Regular Meeting and 2021-2022 Meeting Schedule. Trustee Dutta seconded the motion. Motion carried unanimously.

GOVERNANCE GROUPS REPORTS

- **CSC Report (Secord)**
 - Voting completed for the 2021-2022 officers
 - Working on updated mission and vision statement, documents posted by the end of June
 - Appreciated the Board and Administration's support of employee half days on Friday throughout the summer
- **PASC Report (Grimes)**
 - Acknowledged work by administration for the Build the Bear Up program, short Fridays and approval of salary increases

- Will look for employee and student support opportunities as we return to campus
- New representative from PASC will be attending and providing future updates

- **Student Senate Report (McCowan)**

- Election of officers has been completed
- Thanked the Board, Cabinet, and students for their support

- **Faculty Senate Report (Levin)**

- Senate passed recommended revisions to policies that support faculty and students
- Thanked the President and Provost for their support in shared governance by including Faculty Senate in Cabinet meetings
- Oscar Levin has been re-elected as Chair of Faculty Senate for the upcoming academic year

- **PRESIDENT'S REPORT**

- Thanked Student Trustee McCowan for her contributions to UNC
- Recognized Provost Anderson who will be retiring the end of June
- Highlighted what to expect from today's agenda
 - Approval of FY22 budget, tuition, and fees
 - 3rd consecutive year that we did not spend more money than we brought in
 - Able to continue to build reserves and end deficit years of spending
 - Built revenue base by working with other higher education institutions, secured additional state funding to educate Coloradoans
 - The Joint Budget Committee increased higher education funding by 9.6% statewide
 - Kim Medina will be leaving UNC and Bret Naber will be interim AVP for Enrollment
 - Approval of Sports performance center
 - Change in Dining Services contract and introduction of Sodexo
 - Tobias Guzman will become Interim VP of Student Affairs. Once a replacement is identified Tobias become Vice President of Diversity, Equity, and Inclusion
 - Looking forward to the fall semester and full return of students, faculty, and staff to campus

- **BOARD CHAIR'S REPORT/TRUSTEE REMARKS**

- Wished Trustee McCowan success as she leaves UNC
- Thanked Provost Anderson for his leadership and support of UNC

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

Trustee Jordan moved to adjourn for Executive Session pursuant to C.R.S. 24-6-402(3)(b)(I) for the purpose of discussing a personnel matter. Trustee Scanlan seconded the motion. Motion carried unanimously.

Trustee Jordan moved to come out of Executive Session. Trustee Dutta seconded the motion. Motion carried unanimously.

ACTION ITEM:

- **UNC President Employment Agreement (Monfort/Satriana)**
 - Current employment agreement for President Feinstein ends in June 30, 2021
 - New 3-year contract begins July 2021 and ends June 30, 2024
 - Contains a non-base signing bonus and non-base yearly incentive bonus
 - Adjustments to housing and vehicle allowances
 - Adjustment to deferred compensation
 - Will receive a 3% increase to base
 - Review of statute related to renewal of president's contract

Trustee Jordan moved to approve Presidential Employment Agreement as recommended. Trustee Scanlan seconded the motion. Motion carried unanimously.

INFORMATION ITEMS

- **Contract Renewable Faculty Conversions (Anderson)**
 - Conversion of contract renewable status to tenure track
 - Three categories of faculty
 - Tenure Track
 - Annual contract (fulltime) and a pathway for converting to tenure
 - Adjunct faculty, who are hired course by course
 - Sixteen applied for conversion, fourteen approved
 - Fiscal concerns with annual contract to tenure track faculty were discussed
- **Dining Services Contract (Guzmán)**
 - Solicited proposals for Dining Services which includes operations, catering, vending and concessions
 - RFP awarded to Sodexo
 - Introduction of Sodexo leadership
 - Shared video
 - Offering employment, scholarships, and internships
 - Support HSI
 - Provided update on UNC dining options, changes and what to expect
- **Legislative Update (Tibbals)**
 - In 2020 Joint Budget Committee cut Higher Education by 58%, Cares Act filled in those cuts
 - In 2021 CEOs met and proposed a path forward for a funding increases and garnered support for a \$100M increase to higher education
 - Leslie Herrod advocated for equity, desires for first generation students, students of color, low-income students, and led the charge for Access Institutions
 - HB1330 was introduced the Higher Education Student Success bill and secured \$50M in Federal American rescue dollars for post-secondary institutions
 - Appropriated on a 50% headcount and 50% for a full-time student
 - Secured \$1.2M for cybersecure project development

- HB1067 supported all institutions and test-optional college admissions (SAT or ACT). governing board and advocacy organizations will publish reports analyzing eligibility criteria
- UNC and the Greeley Chamber will co-hosting the 3rd annual Legislative Wrap-up Event on June 22nd, from 10:00-11:30am, which will provide more information on various legislative questions, policies, and political environment
- Board acknowledged Kayla Tibbals' support and contributions
- **Trustee Advocacy Group (Jordan)**
 - Reminder of the Advocacy Zoom meeting with Senator Michael Bennet on Tuesday evening
 - Successful rollout of the Colorado Trustee Network
 - If there are topics of interest to the Trustees let Trustee Jordan know
- **Personnel Items (Satriana)**
 - Information item provided to the Board for exempt hires since the February 12, 2021 meeting
- **Enrollment Update (Fedorchak)**
 - On average students are applying to ten colleges
 - School counselors shared a lack of support in remote environments, rural areas
 - UNC is monitoring confirmation numbers
 - In late April financial aid offers went out, waited until we were more confident about tuition and fees for 2020-2021 rates
 - New student freshman target is 1370 students
 - Current confirmations for fall 2021 are 1356 out of 1370 students (numbers could change)
 - Financial aid housing stipends were offered, but didn't improve enrollment numbers
 - Transfers numbers are up and expect the highest numbers since 2018
 - Graduate enrollment is up 4%
 - When students choose not to attend UNC, they can provide feedback (e.g., didn't offer my major, cost, or will receive more aid). Number one decline was the Greeley location (or a perception of Greeley). Of 860 students that declined, 499 listed the location as the reason for not attending. Of those students 86% of them had never come to campus.
 - Currently researching how to change the perception
 - Outreach to include virtual experiences, emails, and tours

ACTION ITEMS:

- **FY22 Budget Approval (Pratt)**
 - Met in May to review the budget
 - Enrollment updates are key to the revenue and expenses
 - Continuing student population was expected to decrease and that trend to continue until fall 2025
 - Overall FTE for fall 2021 will be 7% lower than last fall

- Graduate enrollment programs have increased in registration over last year
- Proposing tuition and fee rate changes and an increase of 7% for undergraduates and 3% increase for graduate students
- Federal stimulus support comes in three stages and impacts UNC - HEERF 2 package has been allocated partially in FY21 and FY22, which has positive impact and investments to campus infrastructure
- Leveraging collective efforts to use additional revenue streams to invest in priority needs
- Plan to invest in capital projects in FY22 and catch up on campus maintenance, IMT development and preparing campus for student engagement and communication. Federal HEERF funding will be utilized to fund a portion of new capital projects
- Five-year outlook (Appendix E) was discussed

Trustee Jordan moved to approve the FY22 Budget as recommended. Trustee Scanlan seconded the motion. Motion carried unanimously.

- **FY22 Capital Plan Approval (Nickeson)**

- Requested annual Board approval for capital construction and capital projects for information technology (5-year plan)

Trustee Jordan moved to approve FY22 Capital Plan as recommended. Trustee Scanlan seconded the motion. Motion carried unanimously.

- **Faculty Promotion and Tenure Recommendations (Anderson)**

- Thirty-five faculty have been recommended for promotion and tenure
- New deans are hired into an exempt administrative position and are also appointed at faculty rank with tenure
- Introduced three new Deans
- Board and Administration congratulated those that have recommended for promotion and tenure

Trustee Jordan moved to approve Faculty Promotion and Tenure Recommendations as recommended. Trustee Scanlan seconded the motion. Motion carried unanimously.

- **Emeritus Faculty Recommendations (Anderson)**

- Nominations for Tenured faculty or administrators in good standing and have served at the University for ten years or more
- Nineteen faculty are being recommended for Emeritus status
- Board and Administration thanked these faculty members for their service

Trustee Jordan moved to approve Emeritus Faculty Recommendations as recommended. Trustee McCowan seconded the motion. Motion carried unanimously.

- **Building Naming Approval (Empower Center) (Steg Haskett)**

- Broke ground on a 10,250 square sport performance center
- Offers flexibility for large team workouts, new equipment, indoor and outdoor access
- Being built with donor support

Trustee Jordan moved to approve Building Naming Approval (Empower Center) as recommended. Trustee McCowan seconded the motion. Motion carried unanimously.

- **Request for Unpaid Leave of Absence (Anderson/Feinstein)**

- Board approval for requests required for unpaid leaves
 - Associate Professor Brandon Soltwisch
 - Professor Soltwisch was awarded a Fulbright Fellowship in 2021
 - Fellowship delayed until spring 2022 due to Covid-19
 - Professor Gal Faganel
 - Requests a leave to visit the University of North Texas
 - Collaborating on how to teach music in a virtual environment

Trustee Jordan moved to approve requests for unpaid leave of absence as recommended. Trustee Scanlan seconded the motion. Motion carried unanimously.

- **Board Policy Manual Amendments – Section 2-3-1201 (Faculty Grievance), Sections 1-1-307 and 2-3-801 (Post Tenure Review and Comprehensive Review, and Section 2-3-901 (Promotion Guidelines (Satriana)**

- These amendment, respectively, clarify the description of the grievance process and record retention, include a provision for triennial review and state explicitly that the failure of a faculty person to submit a dossier required in the review process will result in an overall rating of unsatisfactory, and including clarifying language about requests for years credited toward promotion and tenure.

Trustee Jordan moved to approve Board Policy Manual Amendments Section 2-3-1201, Section 1-1-307 and 2-3-801, 2-3-901 as recommended. Trustee McCowan seconded the motion. Motion carried unanimously.

- Dan Satriana announced Recording Secretary and Assistant to the General Counsel Vicki Niccum will be retiring from UNC on July 23, 2021 after more than 11 years of service to the University and support for our Board of Trustees, reviewed her many accomplishments and thanked her for her years of service.

ADJOURNMENT

The meeting of the UNC Board of Trustees adjourned at 11:45 p.m.

Respectfully submitted by:
Victoria Niccum
Recording Secretary