



BOT Agenda Item II.A.

Board of Trustees

Regular Meeting of the Board of Trustees

June 6, 2025

8:30 a.m. to 12:45 p.m.

Campus Commons, Multipurpose Hall

Greeley, Colorado

MINUTES

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

Trustees Absent: Greg Anton, Fritz Fischer

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

Invited Guests: Pierre Banks (associate dean of admissions & student affairs, UNC College of Osteopathic Medicine), Mary Ann Little (chair, UNC Foundation Board of Directors), Beth Longenecker (dean, UNC College of Osteopathic Medicine), Luis Maldonado (vice president for government relations and policy analysis, AACSB), Mark Morel (CSC), Audry Stutler (PASC), Kayla Tibbals (Nexus Policy Group, *video*)

I. Call to Order / Roll / Approval of Agenda

Board Chair Dick Monfort called the meeting to order at 8:30 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 Maia Babbs. 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 Annette Martinez. 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 welcomed Keith Humphrey as UNC's new vice president for Student Affairs, who joined UNC May 10 from Cal Poly in San Luis Obispo, where he served for 12 years in the VPSA role. Feinstein thanked Dale Pratt for his interim leadership in Student Affairs over the past year.

He also noted the recent appointments of Steven Elias as dean of the Monfort College of Business, who will join UNC later this summer from the Katz School of Business at Fort Lewis College where he served as dean since 2017 and Stephani Etheridge Woodson, vice provost for Enrollment Services and dean of Undergraduate Studies, who will join UNC later this summer from Arizona State University where she served as senior associate dean in their design and art school. He noted that later in the meeting the board will have an opportunity to consider recommendations regarding tenure for Drs. Elias and Etheridge Woodson. Feinstein also thanked Keiko Krahnke for her leadership as interim dean of the Monfort College of Business.

Feinstein noted that Vice President Pratt will review the FY2026 budget proposal and outline work that has been done across campus to effectively align revenues and committed resources, while preserving UNC's ability to invest in strategic priorities. Feinstein also noted that UNC is making good progress toward enrollment goals for fall 2025.

Feinstein also noted that the Joint Budget Committee preserved funding for higher education amidst a very challenging budget year at the state, and UNC's \$69M state funding allocation will increase by \$1.6M or 2.3% for FY2026. He stated that UNC lobbyist Kayla Tibbals will provide a review of the 2025 legislative session in a video report, and invited everyone to the annual Colorado Legislative Wrap-Up at UNC Monday, June 23 at 1:30 p.m.

Feinstein gave an overview of his recent efforts to build strong education relationships at the state and federal levels. He outlined a recent trip to Washington, D.C. where he attended the American Association of State College and Universities (AASCU) Board meetings and advocated for higher education at the federal level, noting that Luis Maldonado, AASCU Vice President for Government Relations and Policy Analysis will provide a federal policy update later in today's meeting. Feinstein also noted that he is working directly with Colorado's Congressional Delegation on behalf of UNC to include meetings with Representative Gabe Evans, Senator John Hickenlooper, and a future meeting is planned with Senator Michael Bennet.

Feinstein also outlined progress on the mid-point of the ten-year strategic plan to include achieving designation as a Hispanic Serving Institution (HSI), earning R2 status, and the work that has been done to bring a more strategic approach to enrollment management.

Feinstein thanked Student Trustee Keegan Bradley and recognized his leadership this year as student trustee, noting there will be a formal resolution of appreciation later in the meeting. He also welcomed incoming Student Trustee Audra Yocum. Feinstein thanked outgoing Faculty Senate Chair Britney Kyle and recognized her leadership and advocacy for the UNC faculty.

Feinstein noted that Athletic Director Darren Dunn will provide an update on the current landscape of collegiate athletics. He also noted student-athlete achievements for the year, including record success both in competition and in the classroom.

B. Faculty Senate Report

Chair Monfort thanked Faculty Senate Chair Kyle for her service and welcomed new Faculty Senate Chair Harmony Newman.

Faculty Senate Chair Kyle delivered the report and outlined the purview of the Faculty Senate and Senate committees and provided highlights to include formation of a micro-credential committee, streamlining evaluation procedures, board policy manual and university regulations updates, and continued collaboration with university administration. Kyle thanked the administration and Board for their continued support and collaboration. She noted that the new Senate Chair will be Harmony Newman.

C. Student Government Association Report

Chair Monfort thanked Student Trustee Bradley for his service.

Student Trustee Bradley delivered the report and outlined current Student Government Association activities noting that the SGA continues to increase student/community engagement and thanked the administration and Board of Trustees for their collaboration and support. He also noted the new SGA president is Delainey Davison and the new student trustee is Audra Yocum. Incoming student trustee Yocum introduced herself and provided her academic background information.

D. Classified Staff Council Report

Classified Staff Council Vice Chair Mark Morel delivered the report and provided a spring overview to include the spring yard sale in conjunction with PASC, scholarship awards, feedback on employee evaluations standards, and cultivating campus culture. Morel noted that the Council is currently holding elections for chair, vice, chair, and treasurer.

E. Professional Administrative Staff Council Report

Professional Administrative Staff Council Chair Audry Stutler delivered the report. She thanked the administration and Board of Trustees for their collaboration and support and thanked the outgoing Classified Staff Council Chair Ethan Mondy for his collaboration and service. She noted that the Council continues to work on 2024-2025 goals, communication, and collaboration with CSC. The Council continues to fundraise with King Soopers cards and recently held a Bear Pantry donation drive. She also noted that the PASC Grants and Scholarship committee awarded five employee scholarships and continues Foundation donations. Stutler thanked Feinstein for his collaboration, the staff recognition ceremony, and half day Fridays in the summer.

F. University of Northern Colorado Foundation Board Report

UNC Foundation Board of Directors Chair Mary Ann Littler reported on the Foundation's assets and noted increased funding in support of University Advancement and supplemental scholarships. Littler reported that the Foundation Board's Philanthropy Committee is finalizing their charter and membership. She also noted the officers have been confirmed and are Mary Ann Littler, Chair; John Edwards, Vice Chair; Kathleen Sears, Secretary. She also noted that the Foundation Board has approved the current budget to include increased support to UNC. Littler thanked Trustee Martinez for her collaboration and attendance at the Foundation Board meetings.

G. Board Chair's Comments

Chair Monfort welcomed new Vice President for Student Affairs Keith Humphrey and thanked shared governance partners who are attending their last meeting in an official capacity.

IV. Reports of Committees of the Board

A. Finance and Audit Committee

Trustee Maia Babbs, acting chair for the May 9, 2025, Finance & Audit Committee meeting delivered the report. She outlined committee discussion on the forecast report, tuition revenue, changes to the Free Application for Federal Student Aid (FAFSA), Pell eligibility, lower interest earnings, lower oil and gas revenue, budget challenges, enrollment trends, UNC tuition and fees relative to in-state institutions, foundation funds, curriculum changes, contract selection and review approval requirements and processes, and board purview to review contracts. She also thanked the faculty for their attendance at the Committee meeting to present recruitment and retention strategies.

V. Public Comment

There was no public comment.

VI. Action Items

A. Emeritus Faculty Recommendations

Provost Kirsty Fleming presented the action item and reviewed the automatic nominations for emeritus faculty status.

Chair Monfort sought a motion to approve the nominations for emeritus faculty status as presented. Vice Chair Jordan made a motion, which was seconded by Trustee Babbs and approved by all board members in attendance.

B. Faculty Promotion and Tenure Recommendations

Provost Fleming presented the action item and reviewed the faculty promotion and tenure recommendations, to include tenure in the Department of Management for incoming dean, Dr. Steven Elias, and tenure in the School of Theatre Arts & Dance for incoming vice provost for Enrollment Services and dean of Undergraduate Studies, Dr. Stephani Etheridge Woodson.

Chair Monfort sought a motion to approve the faculty promotion and tenure recommendations and tenure for incoming Dean Elias and Vice Provost Etheridge Woodson. Vice Chair Jordan made a motion, which was seconded by Trustee Babbs and approved by all board members in attendance.

Vice Chair Jordan recommended the faculty and deans be informed that the Board of Trustees sends their congratulations.

C. Recommended Naming

Vice President Steg Haskett presented the action item and outlined the room naming recommendation of the Campus Commons Art Gallery as the “Lydia and Robert Ruyle Art Gallery,” providing background, community involvement, philanthropy and endowment history, and the couple’s commitment to UNC, noting that upon approval the dedication will be September 11, 2025, to include displays of Lydia Ruyle’s art.

Chair Monfort sought a motion to approve naming the Campus Commons Art Gallery the “Lydia and Robert Ruyle Art Gallery.” Vice Chair Jordan made a motion, which was seconded by Trustee Martinez and approved by all board members in attendance.

D. Board Policy Manual Amendment

i. Revisions to Title Reference (Sections 2-1-203(4) Student’s Right to Academic Counsel and 2-3-107(2) The Liberal Arts Council (LAC))

General Counsel English presented the action item and outlined proposed updates to Sections 2-1-203(4) Student’s Right to Academic Counsel and 2-3-107(2) The Liberal Arts Council (LAC).

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 Babbs and approved by all board members in attendance.

E. FY2026 Budget Approval

Vice President Pratt presented the action item. He presented the FY2026 budget and provided an overview of the proposed operating budget, variables and assumptions, risk factors, change in operating cash, campus-wide work in expense reductions, oil and gas revenue, state funding, personnel investments, position vacancies, enrollment indicators and metrics, retention rates, tuition, fees, room and board rate structure, state funding, projected income changes from sale of UNC properties, and strategic investment priorities. Pratt outlined the recommended budget of \$219.3M in net revenue, \$214.3M in operating expenditures, and \$4.1M in capital transfers. Pratt also noted that the academic fee change requests are part of the budget approval request.

Discussion included housing occupancy projections, Colorado institution tuition comparisons, tuition caps set by the state, grants, scholarships, financial aid sources, merit-based aid, institutional aid increases, discounting rates, financial aid forecasting, budgetary projections, staff and faculty positions, and compensation increases. Trustee Jordan requested that

recommendations for ways to leverage the proposed UNC College of Osteopathic Medicine be discussed at the August Board retreat.

Chair Monfort sought a motion to approve the FY2026 university budget as presented. Vice Chair Jordan made a motion, seconded by Trustee Babbs and approved by all board members in attendance.

F. FY2027 State Capital Construction Request

Vice President Pratt presented the action item and outlined the request to approve the 5-year state-funded capital construction and information technology priorities.

Chair Monfort sought a motion to approve the 5-year state-funded capital construction and information technology priorities. Vice Chair Jordan made a motion, which was seconded by Trustee Babbs and approved by all board members in attendance.

G. Head Coach Contract, Men's Basketball

General Counsel English presented the action item and outlined the modifications to head men's basketball coach Steve Smiley's contract and an extension of the term of the agreement through June 30, 2030.

Discussion included coach Smiley's contributions on and off the court, incentive structure, funding sources, coach Smiley's commitment to UNC, and salary comparison to coaching peers.

Chair Monfort sought a motion to approve the contract amendment for coach Smiley. Vice Chair Jordan made a motion, which was seconded by Trustee Babbs and approved by all board members in attendance.

H. UNC College of Osteopathic Medicine Fee Request

Dean Beth Longenecker presented the action item and outlined the rationale for the UNC College of Osteopathic Medicine supplemental application fee and enrollment deposit request. She introduced Associate Dean of Admissions & Student Affairs Pierre Banks. Banks provided background information for the fee structure, rationale for the timing of fee due dates, and outlined comparators with other medical colleges.

Discussion included how many students will use the supplemental application, fee waivers, enrollment deposit timelines, applicant education on process and fees, payment plans, and inquiries about the fee amounts possibly being a barrier to applicants.

Chair Monfort sought a motion to approve the UNC College of Osteopathic Medicine supplemental application and enrollment deposit request. Vice Chair Jordan made a motion, which was seconded by Trustee Babbs and approved by all board members in attendance.

I. Contract Review Process Amendments

Vice President Pratt presented the action item and outlined amendment proposals to the Board Bylaws section 9 by adding a new subsection (c) related to the approval of the execution of high value capital construction contracts. He provided rationale for the recommended amendment and the amount of the threshold recommendation.

Board members thanked the UNC administration for acting on the request to clarify the delegation authority process and the threshold.

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

J. Resolution of Appreciation

Chair Monfort read a resolution of appreciation for Student Trustee Bradley who will conclude service to the University of Northern Colorado Board of Trustees in June 2025. Chair Monfort thanked Bradley for his service. Bradley thanked the UNC administration and Board of Trustees for their partnership, mentorship, and support.

Chair Monfort sought a motion to approve the resolution of appreciation. Vice Chair Jordan made a motion, which was seconded by Trustee Babbs and approved by all board members in attendance.

K. Sale of Real Property (Young House)

Vice President Pratt presented the action item and outlined the recommendation for the sale of university owned real property at 1855 10th Avenue, Greeley commonly known as “Young House.”

Discussion included where the sale proceeds will go and if they will be used for other capital projects.

Chair Monfort sought a motion to approve the recommendation for the sale of university owned real property at 1855 10th Avenue, Greeley. Trustee Martinez made a motion, which was seconded by Vice Chair Jordan and approved by all board members in attendance.

VII. Discussion Items

A. Federal Legislative Review

Luis Maldonado, vice president for Government Relations and Policy Analysis for the American Association of State Colleges and Universities (AASCU) provided a federal legislative update and outlined the current bills and senate discussions that affect higher education. He outlined student aid, student loan repayment updates, Pell Grant program updates, college endowment tax changes, travel requirements, judicial cases of interest, federal regulatory actions by the department of education, federal funding updates, and legislative actions.

Discussion included the best next steps for tracking federal updates, federal legislation impacts on higher education, parliamentary procedure for legislative bills, tuition benefit stipulations, and ways that AASCU can assist to leverage the federal conversation to lobby for higher education.

The trustees thanked Maldonado for the presentation information and insight on current events at the federal level.

B. State Legislative Review

Chair Monfort announced that UNC lobbyist, Kayla Tibbals was not available to join via Zoom but has created a state legislative update video that will be shared with the trustees.

C. Rowing, Not Drifting 2030

Feinstein delivered the report and provided progress updates and highlights for the midpoint of Phase III of the strategic plan. He referenced the UNC Strategic Plan Phase III Progress Report

and outlined the progress on key actions and progress toward the outcomes identified for 2030, noting UNC is on track and at 25% or more completion across all key actions. He outlined Key Action 1 focusing on UNC's strategic enrollment management plan, to ensure prioritization of a Student's First university. He noted the plan covers recruitment and retention goals and guides the university's efforts to eliminate barriers and provide students with an affordable pathway to earning a degree. Feinstein provided an example of open educational resources that are released under an open license, noting that a recent conference at UNC brought together leaders from across the state to discuss strategies to make more affordable, high-quality teaching and learning materials available to students.

Feinstein also outlined progress for Key Action 2 stating that UNC has continued to refine the use of technology to make decisions about the schedule of course offerings based on students' degree plans. He also noted that the UNC data team has developed a report that helps college leaders determine what courses are needed when and the university will complete the transition next year to a new cloud-based Enterprise Resource Planning system, which will provide greater access to technology solutions to support students. He also highlighted significant accomplishments for Key Action 5 to include continued prioritization of competitive compensation for faculty and staff, and implementation of a survey in the fall to better understand drivers of employee satisfaction. Lastly, Feinstein outlined progress for Key Action 8 to include finalizing the UNC campaign goal of \$200M and noted that the team has surpassed the \$100M mark. Feinstein recognized the campus community and thanked them for their contribution to making UNC a great place to work and learn.

D. IM&T Cybersecurity Report

The UNC Information Management and Technology Annual Cyber Security Report dated May 23, 2025, was presented to the Board of Trustees. Chair Monfort asked the trustees to review the report and follow up with any questions.

E. Athletics Update

Athletic Director Darren Dunn outlined UNC student-athlete accomplishments and NCAA updates, and he outlined recent updates on the pending *House vs NCAA* settlement to include Name Image Likeness (NIL) and student-athlete compensation in addition to athletic scholarships. He outlined the primary provisions of the *House* settlement to include financial compensation for student-athletes related to backpay damages for current and former Division I student-athletes from 2016 to 2024, the cost to opt in and ways that UNC can offset the expenses, the revenue share model, and estimated roster caps. He noted that universities can

opt in or out of the settlement terms each year and outlined the pros and cons of UNC adopting the new process. Dunn also outlined the oversight and compliance aspect of the *House* settlement NCAA requirements.

Discussion included pros and cons of opting in or out, decision timelines, possible loss of student-athletes by opting out, roster limits and/or caps, grandfather clause of the pending settlement, scholarship opportunities, possible addition of sports teams at UNC, and Big Sky *House* settlement decisions versus national decisions.

VIII. Executive Session

Chair Monfort asked General Counsel English 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 discuss a personnel matter, the review of the University President's performance, and, pursuant to §24-6-402(3)(a)(II), C.R.S., to receive legal advice regarding pending legal issues.

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 to join the executive session. The Board entered executive session at 12:02 p.m.

Following executive session, General Counsel English provided public record of affirmation regarding the executive session and reconvened the regular meeting at 1:20 p.m.

IX. Adjourn

With no further discussion or business, Chair Monfort asked for a motion to adjourn the meeting. A motion to adjourn was made, seconded, and approved by all board members in attendance. The meeting was adjourned at 1:20 p.m.