



Board of Trustees

Regular Meeting of the Board of Trustees

June 14, 2024

8:30 a.m. to 1:30 p.m.

Campus Commons, Multipurpose Hall

Greeley, Colorado

MINUTES

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

University Staff Present: Andy Feinstein, Jennifer Almquist, Darren Dunn, Tamra English, Kirsty Fleming, Dale Pratt, Lori Riley, Dan Satriana, Dawit Senbet, Allie Steg Haskett

Invited Guests: Keegan Bradley (Incoming Student Trustee), Vanessa Chavez (PASC), Ethan Mondy (CSC), 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 8:32 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. Regarding the Board of Trustees 2024-25 meeting schedule, he asked to move the start time of the December 13, 2024, Board of Trustees meeting to 9:30 a.m.

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

III. Election of Board Secretary

Chair Monfort welcomed new General Counsel and Secretary to the Board of Trustees Tamra English and noted, per bylaws, the Board must formally elect the Secretary to the Board of Trustees.

A motion to elect General Counsel Tamra English as Board Secretary was made by Vice Chair Jordan and seconded by Trustee Annette Martinez. The Board Secretary election was approved by all board members in attendance.

IV. Opening Comments and Reports

A. President's Report

President Feinstein delivered the report.

He welcomed General Counsel English and thanked Dan Satriana for coming out of retirement to serve as interim general counsel for the past year. President Feinstein also noted that this is the last week at the university for Vice President Cedric Howard and thanked him for his leadership and contributions to the university.

Feinstein outlined plans for interim leadership of the functions that Vice President Howard leads, noting he has asked Provost Kirsty Fleming to oversee the Department of Enrollment Services and Vice President Dale Pratt to oversee the Department of Student Affairs. The interim arrangement will provide an opportunity to discuss next steps and outline organizational structure and leadership that will best support progress in the next phase of the strategic plan and beyond. Feinstein also noted that Vice President Tobias Guzmán is currently on administrative leave and Chief of Staff Jennifer Almquist will serve as the acting vice president of diversity, equity, and inclusion.

Feinstein thanked everyone who attended the June 13 Colorado Legislative Wrap-Up featuring Senator Barb Kirkmeyer and Representative Mary Young along with a panel of legislative experts and noted that later in the meeting UNC lobbyist, Kayla Tibbals will provide a recap on the recent legislative session.

Feinstein stated that a focus of today's meeting will be consideration of the FY2025 budget and noted that UNC will enter the next fiscal year with a balanced budget and healthy cash balance thanks to the work of Vice President Pratt and his team with leaders across campus and to the interim measures the university community took to respond to early estimates of a shortfall for

FY2024. Feinstein also noted that Vice President Pratt will provide fall projection updates later in the meeting.

Feinstein stated that UNC benefited from the strong support of the Joint Budget Committee this year, which prioritized increased funding from the state for higher education, and thanks to their efforts and our advocacy at the Capitol, UNC's \$69.0M state funding allocation for FY2025 is up 9.3% from FY2024.

Feinstein also noted that the focus has been on managing spending while still preserving our ability to invest in strategic priorities, which are reflected in the FY2025 budget, including support for strategic enrollment and success and continued investment in compensation for faculty and staff. Feinstein thanked the members of UNC's Budget Advisory Committee for their assistance in guiding the FY2025 budget planning process.

Feinstein stated that UNC will conclude Phase II of the strategic plan at the end of the month, and he highlighted some of the achievements, including the university's designation as a Hispanic Serving Institution and the work done to expand and adapt student services and degree offerings, making us well positioned to build on this momentum in Phase III. He stated that more information on Phase II and III of the strategic plan will be shared later in the meeting.

Feinstein highlighted student-athlete achievements for the year, including a record success both in competition and in the classroom. He also invited everyone to stop by the Gunter Green after the meeting for the Juneteenth event organized by the Marcus Garvey Cultural Center.

B. Faculty Senate Report

Faculty Senate Chair Dawit Senbet delivered the report and noted that Britney Kyle was elected chair for the 2024-25 academic year. Senbet also outlined Senate business to include a recent review of elected terms for faculty senators and the purview of each Faculty Senate committee.

Following the report, Feinstein thanked Senbet for his service as Faculty Senate Chair and his commitment to the university.

C. Student Government Association Report

Incoming Student Trustee Keegan Bradley delivered the report and noted that Student Trustee Jazmin Martinez was unable to attend the meeting due to a scheduling conflict. Bradley thanked the trustees and administration on behalf of Student Trustee Martinez. Bradley reported that

the Student Government Association has completed student programming allocations, reviewed their bylaws, and have filled all student government positions.

D. Classified Staff Council Report

Classified Staff Council Chair Ethan Mondy delivered the report. Mondy noted that the Council continues to grow and will hold elections for secretary in July, and he thanked Kim Arnold for her service in the role. Mondy also noted that the Council awarded two \$500 scholarships this year and continues work to revise the bylaws to clarify positions and prerequisites. The Council continues fundraising through King Soopers cards and their annual garage sale, and members continue to volunteer through the Weld Food Bank. The Council executive board is also working on avenues to collect input from members on future priorities.

E. Professional Administrative Staff Council Report

Vanessa Chavez, a member of the Professional Administrative Staff Council executive board, delivered the report. Chavez reported that the Council welcomed seven new members and confirmed a new executive board to include Chair Audry Stutler, Vice Chair Teresa Castro, Treasurer Kirsten Ranalli, and Secretary Lynne Huff.

Chavez thanked members who have served and welcomed the new members. Chavez noted that the Council continues to partner with Sears Real Estate to offer home buying informational sessions. The Council also continues to provide member scholarships, continues fundraising, and publishes a monthly newsletter. Chavez thanked the Office of the President for hosting this year's staff recognition and thanked President Feinstein for hosting a reception at his residence for the governance groups.

Following the report, President Feinstein thanked the outgoing Chavez for her service.

F. Board Chair's Comments

Chair Monfort thanked departing trustees Patricia Barela Rivera, Angela Vaughan, and Jazmin Martinez and noted the trustees will be formally recognized later in the meeting. He also thanked Dawit Senbet for his service as Faculty Senate Chair and thanked the PASC and CSC representatives for their service.

Vice Chair Jordan provided an update on the work of the Colorado Trustee Network (CTN). He reported that the most recent meeting included an overview of the state of the higher education

sector by EAB and an update by the state demographer. Vice Chair Jordan also noted that upcoming ballot initiatives will be discussed in a June 18 virtual CTN meeting.

V. Reports of Committees of the Board
A. Finance and Audit Committee

Finance and Audit Committee Chair Greg Anton delivered the report and noted that the Committee reviewed the preliminary FY2025 budget, the FY2024 Q3 Financial Report and Forecast, enrollment updates, and tuition increases at their May meeting. Anton noted that the updated FY2025 budget report will be presented as an action item later in the meeting. Anton also noted that term has expired for UNC's designated auditor, RubinBrown, and the accounting firm of Crowe LLP has been assigned to the university by the Office of the State Auditor.

B. Ad Hoc Campaign Committee

Chair Monfort noted that trustees will have an opportunity to discuss the ad hoc campaign committee in more detail during the executive session and asked Vice President Allie Steg Haskett to provide a brief update.

Vice President Steg Haskett reviewed the relationship between UNC and the UNC Foundation and reported that \$78M has been raised to-date toward the campaign goal.

VI. Public Comment

There was no public comment.

VII. Action Items

A. Board Policy Manual Amendment

i. Section 2-3-107(2) The Liberal Arts Council (LAC)

General Counsel English presented the action item and outlined the proposed updates to Section 2-3-107(2) The Liberal Arts Council (LAC) 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 Prateek Dutta and approved by all members present.

B. 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. Trustee Annette Martinez made a motion, which was seconded by Trustee Dutta and approved by all members present.

C. Faculty Promotion and Tenure Recommendations

Provost Fleming presented the action item and reviewed the faculty promotion and tenure recommendations, to include tenure in University Libraries for incoming dean, Dr. Sheila Yeh.

Chair Monfort sought a motion to approve the faculty promotion and tenure recommendations and tenure for incoming Dean Yeh. Vice Chair Jordan made a motion, which was seconded by Trustee Babbs and approved by all members present.

D. FY2025 Budget Approval

Vice President Dale Pratt presented the FY2025 budget and provided an overview of the proposed operating budget, variables and assumptions, change in operating cash, campus-wide work in expense reduction, oil and gas revenue, increase in state funding, personnel investments, enrollment indicators, and strategic investments and priorities. Pratt outlined the recommended budget of \$209.8M in net revenue, \$207.7M in operating expenditures, \$3.9M in capital transfers, and \$1.5M in balance sheet changes, demonstrating an overall positive indicator of stability for the university. Pratt noted that increases in tuition, fees, and residence hall rates, and new UNC funded and Foundation-funded capital projects of \$4.2M are also included in the budget proposal.

Pratt recognized the work of the Joint Budget Committee and Senator Barbara Kirkmeyer for their efforts to increase the state's higher education budget allocation.

Pratt acknowledged the work done by Faculty Senate, the Faculty Senate Salary Equity Committee, and UNC Human Resources to ensure compensation data are accurate.

Pratt outlined enrollment and retention rate projections and the metrics used to calculate the projections.

Discussion included inquiries into the percentage of university ownership of oil and gas rights, debt/lease payment updates on the Arlington Park project, acknowledgement of the budget work done by the campus community, development of contingency plans for budget variables and risk factors, maintenance of stable balances, changes in credit hour per headcount, enrollment dashboards, continued efficiency in the delivery of services when faced with resource constraints, compensation proportions regarding changes in faculty rank, and college of osteopathic medicine financial reporting and contingency plans.

Chair Monfort sought a motion to approve the FY2025 university budget as presented. Trustee Anton made a motion, which was seconded by Trustee Babbs and approved by all members present.

E. FY2026 State Capital Construction Request

Vice President Pratt presented the action item and reviewed prioritization of FY2026 capital construction projects, noting the primary request this year was the McKee Hall renewal with a request for state funding of \$39M.

Chair Monfort sought a motion to approve the FY2026 State capital construction request. Vice Chair Jordan made a motion, which was seconded by Trustee Anton and approved by all members present.

F. Recommended Sale of University Real Property

Vice President Pratt presented the action item to recommend the sale of eight single-family residences on 10th Avenue in Greeley and to authorize the President or his designee to execute all necessary documents pertaining to the sale. Pratt outlined the location of each residence and the history of the university's ownership.

Chair Monfort sought a motion to approve the sale of the university properties as outlined. Vice Chair Jordan made a motion, which was seconded by Trustee Babbs and approved by all members present.

G. UNC President Employment Agreement Amendment

General Counsel English presented the action item and outlined the details of the proposed amendment to President Feinstein's employment agreement. She noted that the only proposed amendment is to adjust the contract language regarding deferred compensation to provide for

contributions consistent with the allowable limit on annual additions. English noted that, upon approval, the amendment to the employment agreement would be effective July 1, 2024.

Chair Monfort sought a motion to approve the amendment to the president employment agreement as presented. Chair Jordan made a motion, which was seconded by Trustee Babbs and approved by all members present.

H. Room Name Change

Vice President Pratt presented the action item and outlined the recommendation to change Mount Evans Ballroom to Mount Blue Sky Ballroom to align with the name change in the fall of 2023 by the U.S. Geological Survey Board of Geographic Names. Pratt also 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 name change from Mount Evans Ballroom to Mount Blue Sky Ballroom. Vice Chair Jordan made a motion, which was seconded by Trustee Anton and approved by all members present.

I. Resolutions of Appreciation

Chair Monfort read resolutions of appreciation for Trustee Patricia Barela Rivera, Faculty Trustee Angela Vaughan, and Student Trustee Jazmin Martinez who will conclude their service to the University of Northern Colorado Board of Trustees in June 2024.

Chair Monfort sought a motion to approve the resolutions of appreciation. Vice Chair Jordan made a motion, which was seconded by Trustee A. Martinez and approved by all members present.

VIII. Discussion Items

A. Legislative Review

Kayla Tibbals, lobbyist for the University of Northern Colorado delivered the report. Tibbals provided an overview of key policy discussions that took place in the legislative session regarding higher education. Tibbals outlined HB24-1231, the bill to provide funding for the University of Northern Colorado College of Osteopathic Medicine, and thanked the trustees, administrators, community, and campus partners for their roles in the passage of the bill, acknowledging President Feinstein and Vice President Pratt for their commitment to the bill and attendance at the legislative meetings.

Tibbals also reviewed the importance of the amendment to HB23-1114 Designation of State Institutions of Higher Education as First-Generation Serving Institutions, to include the addition of the University of Northern Colorado. She also outlined HB24-1290 Student Educator Stipend Program and thanked the UNC faculty and staff that led the coalition and provided expertise in the legislative hearings. Additional bill discussion included SB24-164 Institution of Higher Education Transparency Requirements.

Tibbals acknowledge the significant investment made by the Joint Budget Committee this year and their commitment to higher education funding and the work of President Feinstein in gathering the CEOs to confirm the collective funding ask. She also acknowledged the work of UNC students who traveled to the state capitol to speak with legislators.

Tibbals also outlined additional legislative items to include SB24-233 Property Tax. Vice Chair Jordan noted that the Colorado Trustee Network will host an informative session on the current ballot measures. The trustees and President Feinstein thanked Tibbals for her leadership on HB24-1231, her engagement with legislators, and her continued support for the university and higher education.

B. IM&T Cybersecurity Update

Vice President Pratt introduced Chief Information Officer Phil Wyperd and Chief Information Security Officer Matt Langford. Wyperd and Langford outlined the Gramm-Leach-Bliley Act (GLBA) compliance requirement to provide the Board of Trustees with an annual cybersecurity report, and they outlined top priorities to protect the university community from cyber threats and reviewed the history of the GLBA that requires institutions to protect consumer financial privacy. GLBA was updated, and new requirements went into effect on June 9, 2023, requiring additional controls to be met to ensure compliance with financial audits. These compliance updates now require the university to better track third-party data partners and ensure cybersecurity training is required for our staff. Langford outlined the university's actions to secure sensitive data, reduce phishing emails, and track third-party partners/vendors, and he cited the recent data breach at the Colorado Department of Higher Education as a reminder of the importance of monitoring third-party partners. Wyperd noted that the university has increased cybersecurity and training events per regulatory and compliance requirements and regularly distributes test emails to remind the university community to watch for suspicious emails. Wyperd thanked the university community for remaining vigilant to possible scams and thanked the Board of Trustees and the university administration for their support of the university's cybersecurity initiatives. The trustees thanked the Information Management and

Technology team for the work that is being done to protect the university's data and the campus community.

Discussion items included protection of private devices that have university data. Langford noted that any device with university information should have an encrypted drive to protect the data and noted the importance of university community education on data permissions, data gathering, and storage procedures.

C. Rowing, Not Drifting 2030

i. Phase II Accomplishments

President Feinstein delivered the report and provided progress updates on Phase II accomplishments and outlined the robust plan for measuring progress including the Strategic Plan Progress report and the University Strategic Metrics report, both available through the online dashboard. Feinstein also outlined work that has been done to track the goals for each metric. He recognized the Institutional Planning Group who worked in partnership with the Office of Institutional Research and Effectiveness to enhance the ability to assess progress toward the outlined goals. Feinstein outlined highlights of Key Actions 1 and 2 to include implementation of the Strategic Enrollment Management (SEM) Plan, introduction of the First-Year Admission Guarantee, and the UNC Tuition Promise to eliminate barriers and provide students an affordable path to earning a degree. Feinstein also outlined progress for Key Action 3 stating that UNC has continued to prioritize competitive compensation for faculty and staff; he noted significant accomplishments of Key Action 4 included being designated as a Hispanic Serving Institution (HSI) and the administration of a university-wide campus climate survey with integration of the findings into our work as a university, including the next phase of the strategic plan; a highlight of Key Action 5 was securing the funding necessary to take the next steps toward establishing the University of Northern College of Osteopathic Medicine, and continued work on review of academic programs to ensure they are responsive to the interests of students to support their career readiness and career progression.

ii. Phase III Priorities

Provost Fleming delivered the report and provided an outline of the process to determine Phase III action and tactic to prioritize over the next two years. She outlined possible tactics and metrics for Phase III and noted that feedback from the Board of Trustees, Cabinet, division leadership teams, shared governance partners, and campus and community partners have contributed to the identification of priorities. Fleming outlined questions that had been considered in planning for the next two-year phase to include what key actions and tactics are needed in Phase III to build on the progress made in Phase I and II, what work must occur during

Phase III, and what is needed during Phase III to position ourselves to realize our 2030 vision, outcomes, and metrics.

Fleming also reviewed information from the campus climate survey including intentionality in recruiting and retaining a diverse workforce, equity and inclusivity, continuation of UNC's HSI designation, positive work environment, faculty and staff support, career opportunities, and professional development. She also outlined the importance of UNC's pursuit of the Carnegie Classification R2: High Research Activity, which is an important indication of the university's investment in and prioritization of research.

Discussion included how priorities were identified in the strategic planning process, the importance of supporting student retention and graduation, financial literacy programming for incoming students, financial aid advising, strategies to increase diversity in the hiring process, strategic communications, the importance of departmental leadership in initiatives, philanthropy, career readiness, clarification of UNC's competitive advantage, and the importance of providing students a positive experience.

D. Enrollment Update

Associate Vice President for Enrollment Management Pete Lien and Associate Vice President for Student Affairs Jenna Finley delivered the report. Lien provided updates on the Free Application for Federal Student Aid (FAFSA) process and the UNC Tuition Promise, and communications with students about topics such as financial aid award letters and important decision deadlines. He also outlined the work being done to increase contact with prospective students.

Lien reviewed admission and enrollment targets for fall 2024 and year-to-date data for new first-year undergraduate, new transfer undergraduate, and graduate enrollment, and he emphasized the importance of partnerships with community colleges and the Aims2UNC program in the transfer student process. Lien also reviewed progress toward the enrollment threshold needed to maintain the university's HSI designation.

Finley reviewed housing occupancy targets, new contracts, and returning student sign-ups. She also presented results of a student housing survey, noting that occupancy has returned to pre-COVID numbers. Finley emphasized the focus on student well-being, basic needs support, emergency grants, and Bear Pantry accessibility. She also noted that the university is in the process of reimagining student housing.

Discussion included percentage of confirmations that historically follow through to enrollment, control of "melt" rate, percentage of international students, percentage of local students, ways to

incentivize students to live on campus, the overall cost of housing on campus versus off campus, and clarification of the new Colorado tax credit effective in 2026.

IX. 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, consistent with Board Policy §1-1-203(2)(d)(II)(D), and, pursuant to §24-6-402(3)(a)(II), C.R.S., to receive legal advice about 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 Martinez and approved by all board members present. The Board invited President Feinstein, General Counsel English, and other relevant staff to join the executive session.

Following the executive session, General Counsel English provided public record of affirmation regarding the executive session.

X. Adjourn

With no further business, Chair Monfort adjourned the meeting at 1:54 p.m.