

UNIVERSITY OF
NORTHERN COLORADO

MINUTES
BOARD OF TRUSTEES MEETING
November 13, 2020
Virtual via Zoom

The Regular Meeting of the University of Northern Colorado Board of Trustees was held Friday, November 13, 2020, beginning at 9:30 a.m. via Zoom.

Trustees present: Chair Dick Monfort, Vice Chair Christine Scanlan, Prateek Dutta, Maia Babbs, Steve Jordan, Janice Sinden, Patricia Barela Rivera, Fritz Fischer, 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 9:30 a.m.

Public Comment Instructions

- If anyone has public comment on the action item for the new Athletic Training Master of Science degree program, 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 new Athletic Training Master of Science degree program.

APPROVAL OF AGENDA

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

APPROVAL OF MINUTES

Trustee Sinden moved to approve the minutes from the June 12, 2020 Regular Meeting, September 25, 2020 Special Meeting, and Amended FY21 Board Meeting Schedule. Trustee Babbs seconded the motion. Motion carried unanimously.

GOVERNANCE GROUPS REPORTS

- Student Senate Report (McCowan)
 - Recommended of gender neutral restrooms within academic buildings on campus
 - Initiated monthly blogs to raise student awareness
 - Continued fall town halls, which were held virtually

- Joined with other institutions in Colorado to meet monthly with the Governor's office
- Mask-Up initiative empowers students and keep our community safe
- Faculty Senate Report (Levin)
 - Senate passed a new policy for administrative position searches and faculty involvement
 - Faculty Senate approved a resolution for the pass/fail grade option for students during fall semester which will help alleviate concerns due to Covid-19

PRESIDENT'S REPORT

- We have seen an increase in Covid-19 positive tests including faculty, students, and staff 89 confirmed positive cases and monitoring 322 individuals
 - Colorado Department of Health opened a free test site (open to campus and community) and provides PCR testing turn-around within 24-36 hours
 - Following State mandated restrictions and have implemented updated protocols for campus
- Strategic planning continues for 2030 with the creation of actionable strategies and next steps
- State budget funding was reinstated prior to the pandemic which provides increases to K-12, but not higher ed
- Will meet with CEOs, Legislators and Joint Budget Committee regarding funding for higher ed
- Administration is working with Chief Diversity Officer Tobias Guzman on diversity, equity, and inclusion to address issues raised by students, faculty, and staff
- Meeting regularly with academic departments and faculty
- Met with Classified Staff Council and Professional and Administrative Staff Council regarding morale and their concerns
 - Will work with HR on strategies for improving on these themes
 - Recognition programs
 - Flexible work week during the summer
 - Paid leave for volunteerism (2-days per year) in the community
 - Professional development and creation of an advisory council
 - Re-evaluating exempt evaluation processes
 - Incentive programs for preventative health care
 - One-time \$250-\$500 employee bonus the end of December
- Sports performance center project is estimated to be \$3.75M
 - UNC has raised money for the facility, will continue to raise additional funding for equipment
 - Anticipate opening next fall
- Met with City Manager Roy Otto on the condition of parks, walkways, roads, and streets
 - Worked with CEO of the Chamber of Commerce and led ballot measure 2I for the renewal of a tax in Greeley
 - Measure passed with 72% yes vote and expect \$45M over the next 5-years
 - Joined the Downtown Development Authority and was appointed by City Council to help with improvements for the district

BOARD CHAIR'S REPORT/TRUSTEE REMARKS

INFORMATION ITEMS

- **Enrollment Update (Medina)**
 - Introduced Director of Admissions Dr. Dave Fedorchak
 - Fall 2020 yield of admitted students from 21.5% in fall 2019 to 16.9%
 - Free application day marketing plan is available on the Enrollment website; planning additional free application date December 1st (marketed to out-of-state and transfer students)
 - Due to Covid-19 concerns, some admitted students deferred from fall 2020 to fall 2021 semester
 - Admitting students based on GPA versus test scores
 - Project 200 more first time freshman in fall 2021
 - Of the 2800 students admitted to UNC, many enrolled at other schools: 10% CSU, 7% CU Boulder, Metro, Colorado Mesa, 3% CU Denver
 - The Board requested more information on WUWE students that were admitted and went out of state

- **Rowing Not Drifting Update (Anderson)**
 - Vision has five elements that serve as the foundation over the next 10 years
 - Groups tasked with developing goals, strategies, and outcomes
 - Elements broken into five two-year phases and themes
 - Students First (Teresa Castro/Katrina Rodriguez)
 - Develop and implement a plan to ensure UNC is a student-ready campus at all academic levels
 - Sense of belonging and quality engagement
 - Share and utilize institutional data
 - Development of a sense of belonging, persisting, and graduating
 - Complete the discovery phase of the Hispanic Serving Institution (HSI) 2025 plan
 - Empower Inclusivity (Tobias Guzman/David Shimokawa)
 - Create systems of accountability, effectiveness, and collaboration to prioritize diversity, equity, and inclusion across the university
 - Focused on student population and efforts around faculty and staff
 - Diversity, Equity, and Inclusion includes policies of the university, practices and procedures, recruitment, and retention
 - Develop courses or materials for DEI inclusion
 - Diverse hiring of faculty and staff
 - Develop and deploy a consistent and constructive process of evaluating and rewarding employee performance while also fostering varied opportunities for feedback and growth outside of the traditional supervisor-employee dynamic
 - Provide systemic professional development series
 - Equity minded compensation plan

- Enhance & Invest (Shawanna Kimbrough-Hayward/Oscar Levin)
 - Establish an infrastructure and set a foundation for a supportive culture of career-long professional development for staff and faculty
 - Ensure that faculty and staff are well prepared to carry out UNC's mission
 - Establish a robust infrastructure to support research, discovery, and creative work that engages students and provides opportunities for faculty to contribute to the creation of new knowledge
 - Provide internal support for research, innovation, and creativity
 - Research is a form of professional development and is core to the university
- Innovate and Create (Bret Naber)
 - Enhance and refine career readiness in the curriculum for all disciplines
 - Increase impact and the number of internships, research, and mentoring activities
 - Provide opportunities for career paths for students
 - Develop long meaningful relationships built throughout campus
 - Taking steps in career readiness materials to incorporate into major assignments and courses
 - Develop a new university-wide data infrastructure focused on improving strategy, organizational effectiveness, and student success
 - Utilize governance and campus-wide governance
 - Help faculty and staff respond to experiences of students and university community members and other marginalized communities
- Connect and Celebrate (Nikki Troxclair/Allie Steg Haskett)
 - Develop and begin implementation of data-driven strategic marketing and communication plan that showcases the university's important role on local, regional, state, and national basis
 - Create strong community connections to provide authentic learning experiences and reciprocal partnerships
 - Strong marketing and communications plans on a local, regional, and state and national basis
 - Position UNC as a first choice institution as a place to study, work and engage
 - Begin quantitative and qualitative brand research
 - Develop value propositions and brand messaging based on research findings
 - By 2030 UNC will be recognized as a leader in the state for academics, research, creative activity, and community impact
 - Implementation of UNC's Rowing, Not Drifting 2030 Campaign including the creation of philanthropic investment opportunities, engagement and fundraising goals, feasibility study and timeline of all campaign phases
 - Create fundraising goals for the campaign
 - Provide opportunities for people to see themselves as part of this work
 - Launch feasibility study as an opportunity to bridge the gaps between campus and the community

- **Hispanic Serving Institution Update (Rodriguez)**
 - Desire that UNC to be the first institution of choice including an HSI designation
 - Exploration timeline was presented and currently in Phase 1
 - Must maintain 25% undergraduate FTE to retain HSI status, currently at 23.6-24% Latin-X
 - Will launch a task force in January and identifying resource needs
 - Written report to be provided the end of the semester
 - Board request information on what HSI students are majoring and where the career opportunities will be in the future

- **Trustee Advocacy Group Update (Jordan)**
 - Information on the committee members and thought paper was distributed
 - First meeting held and attendees discussed increased public perception of higher education and support, increased commitment to first generation students
 - Next meeting January 2021
 - Sarah Hughes a member of the commission has written a paper on their interest in engaging universities
 - Trustee Jordan has written a briefing paper for the Governor regarding greater coordination in Colorado, circumstances related to finances, etc. (copy to be forwarded to the Board)

- **Personnel Items (Satriana)**
 - Information item provided to the Board for exempt hires since the June 12th meeting

ACTION ITEMS:

Athletic Training Master of Science Degree (Anderson)

- Master of Science in Athletic Training is in response to the accreditation agency
- To pass the certification exam and to sit for that exam a student must have a master's degree

Trustee Jordan moved to approve the Athletic Training Master of Science degree as recommended. Trustee Babbs 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 12:00 p.m.

Respectfully submitted by:

Victoria Niccum
Recording Secretary