

BOARD OF TRUSTEES

UNIVERSITY OF NORTHERN COLORADO

March 13, 1974

Panorama Lounge - University Center  
10 a.m.

SUGGESTED AGENDA

\* Denotes item requiring Trustee's action

\* 1. Adoption of Agenda - *Students at lunch*

\* 2. Approval of Minutes of February 6 meeting

3. Continuing Business

\* A. Release of architectural firms  
from further obligation to the  
University (This matter was  
tabled at January 9 Trustees'  
meeting.)

Dr. Barnhart  
Mr. McAfee

B. Discussion of faculty insurance  
program

Russell Taylor,  
Galbraith & Green

\* (1) Consideration of agreement  
with Trustees of State  
Colleges in Colorado regarding  
administration of group insur-  
ance program

C. Discussion of student health  
insurance program

Russell Taylor

4. New Business

A. Personnel

President Bond

- \* 1. Appointments
- \* 2. Change of Status
- \* 3. Resignations
- \* 4. Letters of Re-appointment  
for Tenure
- \* 5. Reappointment: Second Year
- \* 6. Reappointment: Third Year

Board of Trustees  
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4. A. Personnel (continued)

\* 7. Designation of University Officers for administering to State Personnel System Dr. Barnhart

\* 8. Consideration of Constitution of the State Personnel Employees Executive Council of the University of Northern Colorado Dr. Barnhart

9. Sabbatic Leaves

10. Adjunct Professor

11. Appointment by Attorney General of Tom Elliott, Jr. as Assistant Attorney General to serve as legal counsel for the University of Northern Colorado and Metropolitan State College. Dr. Hause *Intro Elliott*

B. Finance and Capital Construction Dr. Barnhart

\* 1. Consideration of construction managers and project architects for Site Development of the Health, Physical Education, and Recreation Building.

\* 2. Consideration of contract for concrete testing and soils testing during construction of the Swimming Pool.

\* 3. Consideration for base mapping of the University campus.

4. Notices of Award and Construction Agreements for Swimming Pool and Utility system extension.

5. Consent to Contract Assignment - Health, Physical Education and Recreation Building and Swimming Pool.

6. Extension of contract for inspection services for Health, Physical Education, and Recreation Building

*7. Intro. Designing of Construction Management Consultant on Swimming Pool & Utility to be used by Dept of BT.*

Board of Trustees  
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C. Academic Affairs

Dr. Lakin  
Dr. Mickey

- \* 1. Audit Program for Senior Citizens

Dr. Mickey

2. Special Programs Report

Dr. Hause

- # D. 3. *Work on Evaluation Appointments*  
Student Affairs

Dr. Nelson

1. No items

E. General Administration

1. President's Comments

President Bond

2. Board Chairman's Comments

Trustee Caplan

3. Report of Colorado Commission on Higher Education

Dr. Hause

4. Secretary's Report

Dr. Hause

- a. Joint Board matters

- b. Life and Health Insurance coverage for Trustees

c. A G B

UNIVERSITY OF NORTHERN COLORADO  
BOARD OF TRUSTEES MEETING  
March 13, 1974

The Board of Trustees for the University of Northern Colorado met in the Panorama Lounge of the University Center at 10 a.m. on March 13, 1974, with the following present:

TRUSTEES: Dr. Harlan Bryant, Mrs. Jean Bain  
Mr. Gerald Caplan, Mr. Richard Davis,  
Mr. Eddie Lopez, and Mr. Robert Timothy.

ADMINISTRATION, FACULTY, STAFF: President Bond, Dr. Alvin Barnhart,  
Dr. Donald Decker, Dr. J. Gilbert Hause  
Dr. Frank Lakin, and Dr. Barbara Mickey

Mrs. Pat McCloskey, Recorder, and various other members of the faculty, staff, students and the press.

ADOPTION OF AGENDA AND ADDENDA

Mr. Davis moved the adoption of the agenda with an addenda of one action item and one information item; seconded by Mr. Timothy. Motion carried.

APPROVAL OF MINUTES OF FEBRUARY 6, 1974

Dr. Bryant moved to approve the minutes of the February 6, 1974, meeting as presented; seconded by Mr. Davis. Motion carried. (Approved minutes are on file in Secretary's office.)

✓ RELEASE OF ARCHITECTURAL FIRMS

John McAfee stated that all principals in the three firms were contacted and agreed to the release from further obligation. The firms were also assured that they would be included in any future bids. Mr. Davis moved the approval of the following recommendation, seconded by Mr. Timothy.

RECOMMENDATION: It is recommended that the Board of Trustees release the firms of Anderson, Barker, and Rinker; Carpenter and Williams; and C. Neal Carpenter, from further obligation to the University on the Special Education Building, Science Building II, and married student housing projects, respectively. It is further recommended that the Board express appreciation to each of these firms for the interest which was shown in these projects, and that the Board assure each firm that any interview list for future projects will include the firms referenced.

Motion carried.

✓ FACULTY INSURANCE PROGRAM - STUDENT INSURANCE PROGRAM

As requested by the Trustees at the meeting on December 12, 1973, Mr. Russell Taylor of Galbraith and Green, Inc., presented a report on: 1) new benefit provisions; 2) agreement protecting the reserve interests of UNC in the Security Escrow Deposit Fund; and 3) effect on present rates and retentions if UNC separates from the State Colleges Plan. (Complete report prepared by Mr. Taylor is on file with the minutes in the Secretary's office.)

1. The proposed new benefits were discussed at length. Mr. Caplan suggested that the faculty receive full explanation of the proposed new benefits with regard to the future. He further suggested that the faculty should also be made aware that there need be no increase in benefits, and that a decrease in premiums with additional dollars to be applied to their salaries is a possibility. Mr. Taylor was requested to meet with the Board of Trustees for the State Colleges and present to them the feelings and concerns of the Board of Trustees for the University of Northern Colorado regarding additional benefits as opposed to a lowered premium and to prepare a common ballot for the faculties of all the institutions indicating all facets of the insurance program.

2. With regard to the agreement protecting the reserve interests of UNC in the Security Escrow Deposit Fund (Copy of the agreement presented by Mr. Taylor is attached to the minutes in the Secretary's Office.), Mr. Caplan asked Mr. Taylor what UNC's rights are based upon. Mr. Taylor replied that UNC provided 38% of premium flow, and this claim should be stated in the agreement. Mr. Caplan asked that Mr. Elliott, Assistant Attorney General for UNC, work with Mr. Taylor, incorporating into the third paragraph of subject agreement, UNC Trustees' claim in the security escrow deposit based upon the amount of premium paid and specifying the percentage of the deposit belonging to UNC as a percentage of the premiums paid in and not used by UNC faculty and that the figure be updated annually on October 1 (policy renewal date).

Dr. Hause introduced Mr. Tom Elliott as the legal counsel appointed by the Attorney General's office to assist UNC and Metro with legal problems.

3. The feasibility of a separate plan for UNC in the Life-Health Insurance with United Benefit Life; the Business Travel Accident with Hartford Life; and the Long Term Disability Income with Union Mutual Life were discussed. Mr. Taylor stated that he is recommending that UNC remain in the above programs with the State Colleges. Dr. Bond stated that there are two areas of concern at this time; 1) the question of continuing under the present plans, and 2) the relationship with the Board of Trustees of the State Colleges in Colorado. He proposed that the Board take affirmative action on the question to assure the Board of Trustees of the State Colleges of their positive intent. Mr. Davis moved that the Board of Trustees communicate to the Board of Trustees for the State Colleges their desire to remain with the present plan; seconded by Mr. Lopez. Mr. Timothy amended the motion to state that Mr. Taylor's report has been received, approved, and is on file. The motion as amended carried.

The Trustees further requested that Mr. Elliott work with Mr. Taylor on an amendment to the agreement stating UNC's desire to remain in the system and to specify that the UNC Trustees wish to participate in major policy decisions regarding coverage, premiums, etc., relating to the plan. The signed agreement would then be filed with the insurance company.

Mr. Taylor recommended that UNC develop an agreement with the Board of Trustees for the State Colleges separating the amount of the reserves in the Student Health Insurance, approximately \$50,000, belonging to UNC students. After this has been done, a separate plan for UNC students, if desirable, could be adopted with the present rates and retention by Southland. Mr. Timothy moved that the Trustees accept the above recommendation; seconded by Mr. Davis. Motion carried.

Dr. Hause informed the Trustees of the availability of the insurance programs to them as Trustees and passed out the application cards and information booklets regarding the Health and Accident policy. Evidence of good health is all that is needed for them to exercise the option to enroll.

PERSONNEL-APPOINTMENTS, CHANGE OF STATUS, RESIGNATIONS, LETTERS OF REAPPOINTMENT FOR TENURE, SECOND YEAR, AND THIRD YEAR.

Appointments. Mr. Davis moved to approve the two non-academic appointments for the annual year 1973-74; seconded by Mr. Lopez. Motion carried. (Copy of individual names is on file with the minutes in the Secretary's office.)

Change of Status. Some concern was expressed by the Trustees regarding additional compensation at this time with regard to the staffing pattern. Dr. Barnhart stated that the precedent for such action has been previously established. After much discussion, Mr. Davis moved to approve the change of status items as presented; seconded by Mr. Timothy. Motion carried. (Copy of individual names is on file with the minutes in the Secretary's office.)

Resignations. Mr. Timothy moved to approve the resignations as presented; seconded by Mr. Davis. Motion carried. (Copy of individual names is on file with the minutes in the Secretary's office.)

Tenure. Mr. Davis moved to approve the individuals recommended for tenure; seconded by Dr. Bryant. (Copy of individual names (68) is on file with the minutes in the Secretary's office.) The large number of individuals being recommended for tenure was of concern to the Trustees. Mr. Davis inquired if tenure was now an implied part of the contract; should it continue to be; can qualified faculty be obtained without it; and what are the implications of tenure in the long run? Dr. Bond responded that at the present time, there are two kinds of contracts offered--temporary and tenure track. Although some faculty are not recommended for tenure, there is a growing expectancy that it will be granted and it is deeply ingrained in the academic community. Mr. Caplan stated that he would abstain from voting on the recommendation for tenure not because he does not approve of the individuals, but feels that the concept of tenure is anachronistic and self-defeating. He went on to say that the employee's academic freedom is adequately protected by the First Amendment to the Constitution and that tenure, which was intended to insure academic freedom, has become, in practice,

job security; life-time appointment; and may reduce motivation of faculty. Due process procedures consistent with First and Fourteenth Amendment requirements can and should be provided in a non-tenured system. In addition, our specific academic goal of graduating specialized college-level teachers with the DA degree is impaired because the increasingly higher percentage of tenured faculty denies our students the opportunity to compete in the teaching market. He stated that he felt a reasonable alternative might be long-term contracts, e.g., seven years.

Dr. Bryant stated that tenure is not a life-time contract--merely limits reasons for dismissal.

LUNCH WITH STUDENT REPRESENTATIVES

Adjourned for lunch with the student representatives at noon, reconvened at 1:30 p.m.

Mr. Caplan reported that the Trustees had a good lunch with the students and had a constructive discussion with them. He asked that at future meetings, the Trustees meet with faculty representatives.

TENURE, CONTINUED

The discussion of tenure was resumed. Dr. Bryant called for the question. Vote on the call for the question resulted in 1 aye vote and 5 nays. Discussion continued.

Mr. Timothy inquired what happened to tenured faculty if there was a sudden decline in interest in any given academic area. Dr. Bond responded that faculty can, with appropriate safeguards, be let go if programs are cut due to financial exigencies.

Dr. Bryant inquired about how many of the 68 recommended for tenure are graduates of UNC. Dr. Lakin stated that only 8 had their terminal degree from UNC. Mr. Caplan questioned the advisability of granting tenure to administrators in academic areas. He stated that Tenure should be limited to teaching competence demonstrated at this institution and should not be available to administrators. Dr. Richard Crawford, Chairman of the Faculty Senate, pointed out that tenure insures the faculty of due process in any termination proceeding. Mr. Caplan stated that a probationary or contractual employee must establish that he meets the standards of competence required by the institution as determined by the faculty and administration. However, in the case of a tenured employee, termination requires that the University establish more than failure of the employee to meet teaching and academic standards--it is necessary to show incompetence--and this is a much heavier burden. Dr. Crawford stated that this subject may be discussed further with a view to possible modification.

Mr. Davis called for the question. Voted unanimously for the question. Motion to approve the tenure list carried unanimously, with the Chairman voting "aye."

Reappointment for second and third year. Dr. Bryant moved to approve the recommendations for reappointment for second and third years; seconded by Mr. Davis. Motion carried. (Copy of individual names is on file with the minutes in the Secretary's office.)

DESIGNATION OF UNIVERSITY OFFICERS

Dr. Barnhart spoke about House Bill 1045 of the Forty-eighth General Assembly and the recommendation to designate those persons listed as officers of the University. Mr. Davis moved to approve the following recommendation; seconded by Mr. Timothy.

RECOMMENDATION: It is the recommendation of the administration that in order to establish a basis for the sole purpose of determining exemptions of University employees from the State Personnel System the following persons be designated as officers of the University:

President; Executive Associate to the President; Assistant to the President; Vice President for Administrative Services; Vice President of the University and Dean of Academic Services; Associate Vice President of the University and Dean of Academic Programs; Associate Vice President of the University and Dean of Students; Provost; Associate Dean and Director of Non-Traditional and Outreach Programs; Director, Academic Research; Director of Library Services; Director, Computer Center; Associate Dean, Student Services; Director of Housing; Registrar; Director of Admissions; Director of Financial Aids; Director of Placement.

Motion carried.

CONSTITUTION OF STATE PERSONNEL EMPLOYEES EXECUTIVE COUNCIL - UNC

Dr. Barnhart introduced Mr. Almo Tomasini, Chairman of the newly formed Council for the Classified Employees; Mrs. Phyllis Fisch, Vice Chairman, and Mrs. Pat McCloskey, Secretary. Mrs. Fisch told the Trustees the reasons for the formation of the council--specifically that the council was not formed for the purpose of handling grievances but as an advisory group to the administration for better communication between the faculty, administration, and classified service personnel.

Mr. Davis moved to approve the constitution; seconded by Dr. Bryant. Motion carried unanimously. (Copy of the Constitution of the State Personnel Employees Executive Council of the University of Northern Colorado is on file with the minutes in the Secretary's office.)

SABBATIC LEAVE - ADJUNCT PROFESSOR

Sabbatic leave requests for 1974-75 were provided as information. (Complete list of individuals is on file with minutes in Secretary's office.)

Information on adjunct professor was also provided. (Individual names are on file with minutes in Secretary's office.)

FINANCE AND CAPITAL CONSTRUCTION--CONSTRUCTION MANAGER FOR SITE DEVELOPMENT, HPER BUILDING

Mr. John McAfee spoke on the construction managers and project architects for Site Development of the Health, Physical Education, and Recreation Building and suggested that the recommendation be amended to read as follows:

RECOMMENDATION: It is recommended that preliminary negotiations with the Hensel Phelps Construction Company, as construction managers, and with the firm of Childress/Paulin, as project architects, for the Site Development of the HPER Building be approved, with the understanding that actual contracts with these firms will be submitted for Board approval at a later date. All of the foregoing is subject to appropriation by the General Assembly.

Dr. Bryant moved to accept the amended recommendation. Mr. Davis seconded the motion. Motion carried.

CONTRACT FOR CONCRETE TESTING AND SOILS TESTING--SWIMMING POOL

Mr. McAfee suggested the recommendation be amended to read:

RECOMMENDATION: It is recommended that the University administration complete negotiations with the firm of Nelson, Haley, Patterson, and Quirk for a guaranteed maximum amount of \$3700 to provide services for concrete testing and soils testing during construction of the swimming pool.

Mr. Davis moved to approve the recommendation as amended; seconded by Mrs. Bain. Motion carried.

BASE MAPPING OF THE UNIVERSITY CAMPUS

Mr. McAfee stated that the funds to do this mapping are available from contingency reserves from other University construction projects. Mr. Davis moved that we accept the following recommendation with the amendment, "the funds to be applied from contingency reserves of construction contracts." The recommendation will be as follows:

RECOMMENDATION: It is recommended that the University continue with negotiations with the firm of Childress/Paulin for a contract for base mapping of the University campus, at a cost not to exceed \$10,000; the funds to be applied from contingency reserves of other construction contracts.

Mr. Lopez seconded the motion. Motion carried unanimously.

✓ NOTICES OF AWARD AND AGREEMENT--SWIMMING POOL AND UTILITY SYSTEM EXTENSION

The Trustees were notified that Notices of Award and Agreement for the swimming pool and utility system extension to the Hensel Phelps Construction Company were issued on February 28, 1974. Construction began on March 4, 1974.

✓ CONSENT TO CONTRACT ASSIGNMENT

The Trustees received notification of the signing of a statement consenting to the assignment of the architectural contracts for the Swimming Pool Addition and for the Health, Physical Education, and Recreation Building to Lamar Kelsey Associates, Inc., formerly known as Lamar Kelsey and Associates.

✓ CONSTRUCTION FOR INSPECTION SERVICES FOR HPER BUILDING

The Board was notified of the extension of an existing contract with Mr. Robert Rutterford, as Resident Inspector for the HPER Building, to August 31, 1974.

✓ CONSTRUCTION MANAGEMENT CONTRACTS ON THE SWIMMING POOL AND UTILITY SYSTEMS

Construction Management Contracts with Hensel Phelps Construction Company were signed by the Secretary of the Board of Trustees on March 1, 1974, in accordance with the approval action of the Trustees on January 9, 1974.

✓ AUDIT PROGRAM FOR SENIOR CITIZENS

Dr. Mickey spoke about the numerous requests received from senior citizens (those over 60 years of age) to audit various programs at UNC at no charge and recommended that the Board of Trustees approve this request on a space available basis.

Dr. Bryant moved that the Trustees approve the Audit Program for Senior Citizens (those over 60 years of age) at no charge on a space available basis. Mr. Davis seconded the motion. Motion carried unanimously.

✓ SPECIAL PROGRAMS REPORT

Dr. Hause presented the five new or amended specially-funded programs, plus Approval Forms for eight new proposals submitted by the University of Northern Colorado.

✓ WINTER QUARTER GRADUATION LIST

Mr. Timothy moved that the Trustees approve the Winter Quarter Graduation List as presented; seconded by Mr. Davis. Motion carried unanimously. (Complete list of graduates is attached to the minutes on file in the Secretary's office.)

CHAIRMAN'S COMMENTS

Mr. Caplan asked if any of the Trustees could attend the Association of Governing Board's meeting in New Orleans on April 28, 29, and 30. Mrs. Bain stated that she would attend; Mr. Caplan is to let Dr. Hause know if he can attend. President Bond and Dr. Hause will attend.

COLORADO COMMISSION ON HIGHER EDUCATION

Dr. Hause reported on several items from the last meeting of the Colorado Commission on Higher Education.

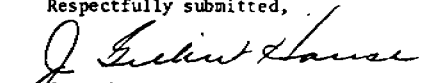
1. Action was taken on the tuition policy on part-time and summer students. Additional cost to the State for UNC would be approximately \$60,000. The CCHHE is attempting to institute a uniform tuition policy for all state institutions.
- ✓ 2. The CCHHE recommended to the Joint Budget Committee that the enrollment cap at UNC be raised from 11,500 to 11,672.
3. UNC was complimented for its statement of definition of issues in postsecondary education requested by the CCHHE. Mr. Timothy was noted for his excellent comments regarding the matter.

SECRETARY'S COMMENTS

Dr. Hause gave the Trustees a copy of matters of concern to both Boards of Trustees and the assignment of tasks to various individuals to follow up on those matters.

Meeting adjourned at 2 p.m.

Respectfully submitted,

  
J. Gilbert Hause  
Secretary