

*Absent -
Timothy
Saper*

BOARD OF TRUSTEES

UNIVERSITY OF NORTHERN COLORADO
Monday, October 21, 1974

Panorama Lounge-University Center
9 a.m.

Suggested Agenda

*Denotes item requiring Trustees' action

- * 1. Adoption of Agenda *OK*
- * 2. Approval of Minutes of September 26, 1974 *Done*
- * 3. Personnel *Done* *Lauren* *OK* President Bond
- 4. Delegation of authority for Secretary to sign capital construction documents for the Board Dr. Hause
- 5. Root causes of Collective Negotiations in Higher Education *Handled out 10/11/74* *proceeding 10/11/74* Dr. Lakin
- 6. Proposal from University Transportation Commission for campus bus service - *Mark Townsend* Dr. Nelson
- * 7. Dr. Darrell Holmes' proposal for the Holmes campus - *Done* *Reviewed OK* Trustee Caplan
- * 8. Architectural Master Planning Contract *Done* *3-15-74* Dr. Barnhart
- 9. Report to CCHE of cost estimate to remove architectural barriers from UNC Dr. Barnhart
- * 10. 1975-76 Budget Request *Done* *Done* Dr. Barnhart & Dr. Johnson
- 11. Special Programs Report Dr. Hause
- 12. President's Comments President Bond
- 13. Chairman's Comments *T.F. Cole* *Bryant* Trustee Caplan
- 14. Report on Colorado Commission on Higher Education *Colorado Commission* *10/11/74* *Board* Trustee Bain
- 15. Secretary's Report *Secretary's* *minutes* *10/11/74* *done* Dr. Hause

Insurance

Done

Handled out 10/11/74

Done

Colorado Commission

Secretary's

minutes

APPROVED December 12, 1974

MINUTES
UNIVERSITY OF NORTHERN COLORADO
BOARD OF TRUSTEES

October 21, 1974

The Board of Trustees for the University of Northern Colorado met in the Panorama Lounge of the University Center at 9 a.m. on October 21, 1974, with the following present:

TRUSTEES: Mrs. Jean Bain, Dr. Harlan Bryant, Mr. Gerald Caplan,
Mr. Richard Davis, Mr. William Southard

ADMINISTRATION, FACULTY, STAFF: President Richard R. Bond, Dr. Alvin Barnhart,
Dr. J. Gilbert Hause, Dr. Frank Lakin, Dr. Barbara Mickey, Dr. Ted Nelson, and Mr. Tom Elliott

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

Dr. Hause announced that KUNC was recording the proceedings of the meeting. There was no objection from the Board.

The meeting was called to order by the Chairman, Gerald Caplan.

ADOPTION OF AGENDA

Mr. Southard moved that the Board adopt the agenda as presented; seconded by Mr. Davis. Motion carried.

APPROVAL OF SEPTEMBER 26, 1974, MINUTES

Mr. Davis moved that the minutes of the September 26, 1974, meeting be approved as submitted; seconded by Dr. Bryant. Motion carried.

PERSONNEL-APPOINTMENTS, CHANGE-OF-STATUS, PROMOTIONS, RESIGNATIONS

Mrs. Bain moved that the Board approve the personnel items concerning academic appointments, non-academic appointments, appointments to Navajo Education Project, change-of-status items, promotions, and resignations as submitted; seconded by Mr. Southard. Motion carried. (Complete list of names of individuals is on file with the minutes in the Secretary's office.)

Appointments of department chairmen, an acting chairman, and associate dean were presented as an information item. (Complete list of names of individuals is on file with the minutes in the Secretary's office.)

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✓ DELEGATION OF AUTHORITY - CONSTRUCTION CONTRACTS

Delegation of authority to sign capital construction contracts for the Board of Trustees to Dr. J. Gilbert Hause was presented as an information item.

Dr. Hause also read a letter from Frank Abbott to Robert Scott, State Controller, informing him of the Board of Trustees' approval of authorization for Dr. Richard R. Bond to sign for the Board and ultimately for the Governor of the State. He also informed the Board that Tom Elliott, Legal Counsel for the University, was authorized to sign contracts and agreements for the Attorney General.

✓ ROOT CAUSES OF COLLECTIVE NEGOTIATIONS IN HIGHER EDUCATION

Dr. Lakin distributed copies of Root Causes for Collective Bargaining in Higher Education and discussed the seminars to be offered this year to faculty, administrators, and board members. He named some of the people who he hoped would be able to serve on the panels, i.e., legislators and representatives from CUNY (City University of New York) and SUNY (State University of New York) and Central Michigan. (Copy of material distributed is filed with the minutes in the Secretary's office.)

Considerable discussion was held concerning collective bargaining and the power of the bargaining agent appointed by the State.

Dr. Lakin stated that the seminars would be held in December and January.

✓ UNIVERSITY TRANSPORTATION COMMISSION - CAMPUS BUS SERVICE

Dr. Nelson introduced Mark Townsend who presented the University Transportation Commission's proposal for a campus bus service. Mr. Townsend stated that it would cost \$8.50 per quarter, per student for the first year and then \$6.25 per quarter, per student for the next four years, for a total cost of \$254,000. A student referendum will be held during pre-registration for the students to vote on the proposed bus service. Mr. Townsend further explained that the student fee increase would be mandatory for all students.

The proposed service in comparison with other services at comparable institutions was discussed. Mr. Townsend also stated that public meetings would be held before the referendum to explain the bus service.

Financing for the plan was discussed. It was suggested that the financial aspects and questions of liability for debts be discussed with the legal counsel before any implementation was undertaken.

Mr. Caplan stated that the Board was impressed with the proposal and would be taking a good look at the referendum vote, not only for the number of affirmative and negative votes but for the whole student response. He thanked Mr. Townsend and his colleagues for presenting the program.

DARRELL HOLMES' PROPOSAL FOR HOLMES CAMPUS

A letter was read by Mr. Caplan from Dr. Darrell Holmes requesting the approval of the board to plant a maple tree on the Darrell Holmes campus. Mr. Davis moved that the President of the University respond to Dr. and Mrs. Holmes with an enthusiastic affirmation regarding the planting of the tree; seconded by Mr. Southard. Motion carried unanimously.

ARCHITECTURAL MASTER PLANNING CONTRACT - CHILDRESS/PAULIN

Mr. John McAfee presented the information on the Architectural Master Planning Contract with the firm of Childress/Paulin, Architects/Planners stating that the funds had been encumbered previously and this proposal rearranges funds into a new contract. Dr. Bond explained that the Colorado Commission on Higher Education is interested in the whole business of Master Planning and is developing a model for a master plan with the cooperation of UNC. The University Master Plan Committee under the direction of Dr. Barbara Mickey will determine the academic programs and the academic use of University buildings.

Mr. McAfee stated that the University had worked with the Commission staff on the proposed contract and after approval by the Board of Trustees, the proposal would be sent to the Colorado Commission on Higher Education for approval.

Mr. Davis moved that the Board approve the Proposal for Architectural Services; seconded by Mrs. Bain. Motion carried. (Proposal and accompanying information on file with the minutes in the Secretary's office.)

COST ESTIMATE TO REMOVE ARCHITECTURAL BARRIERS FROM UNC

Mr. McAfee explained that Rep. Sandy Arnold of the Joint Budget Committee last year requested that each institution present a cost estimate to remove architectural barriers to the handicapped. He further explained that the Colorado Commission on Higher Education would request the funds for the whole State and the total funds requested would be \$2.9 million, of which \$800,000 would be needed for UNC.

1975-76 BUDGET REQUEST

Dr. Barnhart distributed copies of changes in the budget request document received by the Trustees. (Copies of the distributed materials and the original budget request are on file with the minutes in the Secretary's office.)

Dr. Barnhart stated that due to additional student FTE enrollment from 11,500 to 12,062 and the additional cash income from those students, the supplemental request would be for \$388,000 instead of \$600,000.

Considerable discussion was held concerning the increase of 40% over last year's budget and its impact on tuition increases. Dr. Bond stated that the concept of low tuition has the support of Presidents of all institutions in Colorado; they feel that the increased tuition is rapidly pricing a sizeable number of students out of the market because the percentage of student financial aid has not increased. He commented further that several students had concerns about the increase in tuition but that after examining the budget request they were in complete support of it.

Dr. Bond introduced Mearl Kerns, Director of Financial Aids, and Mrs. Joan Harrison, Democratic candidate for District 50 House of Representatives seat.

Dr. Bond raised the question of the supplemental request stating that with the additional students, the cash income derived from their tuition amounted to \$222,000. He questioned if the University should request \$600,000 supplemental monies, plus the \$222,000 since we are handling the extra students or if the request should be for \$388,000? After considerable discussion, the Trustees decided that the supplemental request should be for \$388,000.

The additional enrollment above the cap of 11,500 was discussed. Dr. Bond explained that larger percentages of admitted new freshman and transfer students enrolled, along with additional people in the summer because of legislation requiring teachers to have special education instruction.

Dr. Bond also requested the Board's approval to raise the request for the student cap at UNC to 11,900 because he felt that cutting back to 11,700 would be extremely severe. He further stated that each of the past two years, we have requested an increase to 11,700, with the Colorado Commission on Higher Education approving the increase toward an ultimate fall enrollment of 12,500 level in the 1980's, but the Executive Budget Office has retained the cap at 11,500. The Trustees endorsed the request of 11,900 FTE unanimously.

Mr. Davis moved that the Board approve the budget request as presented; seconded by Mrs. Bain. Motion carried.

SPECIAL PROGRAMS REPORT

Dr. Hause presented the Special Programs Report for information. (Copy of the report is attached to the minutes in the Secretary's office.)

CHAIRMAN'S COMMENTS

Mr. Caplan announced that Dr. Bryant had replaced him on the Colorado Commission on Higher Education Task Force on Roles and Missions.

REPORT ON COLORADO COMMISSION ON HIGHER EDUCATION

Mrs. Bain reported that the Commission would be meeting on Friday, October 25, and that the state-wide plan for the elimination of architectural barriers was on the agenda. She also stated that Brown Cannon had resigned from the Commission and Ms. Kate Stonington had replaced him.

SECRETARY'S COMMENTS

Dr. Hause announced that the Budget hearing with the Executive Budget Office staff would be held in the Student Legislative Chambers at Colorado State University; a public forum would be held on Tuesday, October 22 from 3 to 5:30 p.m. with Governor Vanderhoof.

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He also stated that the Governor would be on the UNC campus on Thursday, October 24, to meet with students, faculty, and staff; a luncheon will be held at noon to which all of the Trustees and others have been invited. Mrs. Bain and Mr. Southard reported that they would attend the luncheon.

He informed the Trustees that the CCHS budget hearing would probably be held in Denver on November 12.

Next meeting of the Board of Trustees was set for Thursday, December 12. Meeting was adjourned at 11:10 a.m.

Respectfully submitted,

J. Gilbert Hause
J. Gilbert Hause
Secretary

Record of proceedings of a discussion with administration and Board of Trustees on Collective Bargaining, September 26, 1974, Room 312, University Center, 12:45 p.m.

Tom Elliott informed the Board that it would appear to be necessary for the Board to establish a policy regarding collective bargaining. The University attorneys have discussed the various options which are as follows:

1. Discuss in forums on the campus with the faculty and others; bring in experts to discuss all sides of the issue;
2. Do nothing. There are problems with this position because the CCHE is working on legislation through Dick Tharp and Bob Rogers so it probably would be impossible to do nothing.
3. The Board of Trustees should discuss at an open meeting the issue of collective bargaining. Elliott has reservations about this option because of the CU experience where the American Federation of Teachers and the Colorado Education Association came in to present their positions to the Board, thus forcing them to make a decision. This method creates an adversary position.
4. The Board should continue to discuss collective bargaining in executive session. We need to know what the Trustees will approve. Jerry Caplan asked "What is the faculty position on collective bargaining?"

Bond stated that there are several indications, one of which was a climate study done this summer which asked questions regarding collective bargaining. Among the administrators, 80% favored no collective bargaining; faculty, 65% favored no collective bargaining; and among the students, 50% favored no collective bargaining.

Bond stated that he felt that things would probably heat up this year due to other campuses' action and also if the legislature won't look seriously at the budget request. Lakin stated that faculty feeling concerning collective bargaining can change in 48 hours. Bond indicated that he felt that UNC is farther from collective bargaining than any institution in the State.

Elliott observed that if the statute is passed, UNC comes under the statute whether they want to or not.

Hause agreed to provide copies of a pamphlet by the Education Commission of the States concerning collective bargaining. He also stated that CCHE is planning seminars on collective bargaining for Trustees and Regents.

Bryant said he favored seminars for everyone on collective bargaining. The faculty doesn't know anything about collective bargaining; the legislation regarding collective bargaining will pass the House this session. It is questionable if it will get through the Senate. Legislature will not finance collective bargaining even if a model law on collective bargaining is passed. It could cost UNC \$100,000 a year to do the research to take on the collective bargaining issues. There is a limit to what administrators can do, Bryant said.

Caplan stated that the legislature won't pass collective bargaining for public employees unless they know what the institutions want. If collective bargaining occurs, it will be due to a miss-signal to the legislature from higher education. The Board of Trustees must look at what is best for our faculty. UNC faculty have fared pretty well lately due to the efforts of the administration. Can we continue to do it, or do we do better if we go to collective bargaining on a state-wide basis of equal pay for equal work. Most faculty are ignorant about collective bargaining and what they give up. The faculty thinks collective bargaining is more money, they don't know what we'll lose.

Barnhart stated that the legislature is moving toward collective bargaining but slowly as he sees the situation.

Lakin stated that this summer while he was away from campus crises, he was able to reflect on many issues. He feels the campus faculty is concerned about inflation; moral is low due to inflation. The faculty thinks the administration doesn't have much to say on higher education and the Board of Trustees don't have the nerve to say much. There is frustration over state control, federal regulations, and canned decisions. This fall the University of Northern Colorado should select a committee of faculty with diverse points of view. Lakin will work with the committee. They will bring in Ping from Central Michigan and a faculty member from the same institution to give both sides of the issue since they have had a great deal of experience with this issue at that school. The Board of Trustees agreed to initiate the forum on collective bargaining even with the risks involved. Lakin said that the Board of Trustees might want to point out to the state what the issues are which bring on collective bargaining. The faculty would like to see the Board of Trustees take that position. The Board should raise the issues with the State so that they can see why collective bargaining comes about.

Caplan asked "Can UNC faculty do the job of identifying the issues which cause collective bargaining?" Bond and Lakin said yes, they could, and maybe do a better job than the Colorado Commission on Higher Education. Bond said it should be a topic for discussion at the next Board meeting on October 24, although there was a budget hearing on October 21 and 22, and commission budget hearings on November 13 to 20. Maybe the Board meeting should be on October 21.

Caplan as Chairman of the Trustees should make a statement at the October 22 meeting in Ft. Collins. Caplan wants the Trustees to meet before October 22 to review the position. He does not want to be negative regarding the commission and the governor's position on issues.

Timothy said he didn't understand where education is in the normal labor relations laws. Bond said you've seen in the papers what has been done in public schools; in industrial states, education has gone the industrial route. The NEA, AFT, AAUP are the strongest for collective bargaining. Collective bargaining came to higher education via the community college route. Michigan and New York were first. Only private institutions are under the national relations board.

Bryant said that CAPE already is holding grievance hearings recognized by the State Department of Personnel. State classified service is driving collective bargaining to the faculty.

Bond stated that an executive session at the next meeting would be preferable to an open discussion.

Caplan suggested that we conduct the study and provide all members of the University community with the information about the issues. Information sessions, not hearings, should be held. We should find out what the real causes are in addition, to the tax and the economic problem in Colorado. Elliott said if it's on the board agenda, the Board will be asked to take a position. Bryant said we have a lot to learn. Lakin stated that we should announce today to the public the way we will go. Bond questioned announcing it today. Lakin said a little information is better than no information. Bryant asked why the Board

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of Trustees should have to tell the faculty to do this. Lakin said the faculty should know the Board of Trustees is getting information on collective bargaining. Caplan asked Lakin to announce the seminars on collective bargaining which will be attended by the Board members to study the issues.

The meeting adjourned at 1:15 p.m.