

**STATE OF COLORADO
DEPARTMENT OF HIGHER EDUCATION
PERFORMANCE CONTRACT**

This Performance Contract, effective the date of approval by the Colorado Commission on Higher Education (hereinafter referred to as the "Commission"), is by and between the Department of Higher Education (hereinafter referred to as the "Department") and the Board of Trustees of the University of Northern Colorado (hereinafter referred to as the "Governing Board").

RECITALS

WHEREAS, in its passage of SB 04-189, known as the College Opportunity Fund, the General Assembly has found in its adoption of Senate Bill 04-189, the College Opportunity Fund, that it is imperative that an increased number of Coloradans pursue education beyond high school.

WHEREAS, the General Assembly has determined that a postsecondary educational experience for Coloradans is essential for the State to compete in the new global economy and to develop a new generation of leaders and active participants in state and local civic affairs.

WHEREAS, the General Assembly has found that it is critical that the rate of postsecondary participation by low-income Coloradans, males, and minorities, who are currently under-represented, be increased at every State institution of higher education.

WHEREAS, the General Assembly has determined that it is appropriate to support programs that are designed to encourage participation in postsecondary education, that increase citizens' awareness of the value of and need for a postsecondary education, and that make citizens aware of the financial support provided by them through the General Assembly to students and institutions of higher education.

WHEREAS, the General Assembly enacted the College Opportunity Fund Act, Title 23, Article 18, Section 101 et seq., Colorado Revised Statutes, which states that performance contracts should provide for greater flexibility and a more focused accountability for institutions of higher education to students and the people of Colorado.

WHEREAS, Title 23, Article 5, Section 129, Colorado Revised Statutes provides that each governing board of a State institution of higher education shall negotiate a performance contract with the Department that specifies the performance goals the institution shall achieve during the period that it operates under the performance contract.

WHEREAS, Title 23, Article 5, Section 129, Colorado Revised Statutes provides that a State institution of higher education's compliance with the goals specified in the performance contract may be in lieu of requirements in Article 1 and Article 13 of Title 23, Colorado Revised Statutes for the period of the performance contract.

WHEREAS, Title 23, Article 5, Section 129, Colorado Revised Statutes requires that the specified procedures and goals set forth in the performance contract must be measurable and tailored to the role and mission of each institution and may include, but shall not be limited to: (1) improving Colorado residents' access to higher education; (2) improving quality and success in higher education; (3) improving the efficiency of operations; and (4) addressing the needs of the State.

AGREEMENT

NOW THEREFORE, in consideration of the foregoing and intending to be bound hereby, the Parties agree as follows:

1. Scope of Contract. This contract and Addenda, which are hereby expressly incorporated herein (the "Performance Contract"), sets forth the performance goals of the University of Northern Colorado (hereinafter referred to as the "Institution"), with the statutory role and mission of a comprehensive baccalaureate and specialized graduate research university with selective admission standards and primary responsibility for undergraduate and graduate degree programs for educational personnel preparation in the state of Colorado. This Performance Contract sets forth the agreement regarding the services provided by the Institution, including the offering of baccalaureate, and masters and doctoral programs primarily in the field of education; and all services as defined in the Performance Contract Goals and Assessments set forth herein.

2. Term of Contract. This Performance Contract shall be effective after execution by the Governing Board and the Department and on the date the Performance Contract is approved by the Colorado Commission on Higher Education and shall remain in effect until June 30, 2009.

3. Statutory Requirements Exempted by This Performance Contract. Title 23, Article 5, Section 129(2)(a), Colorado Revised Statutes provides that a State institution of higher education's compliance with the goals specified in a performance contract may be in lieu of the requirements of Article 1 of Title 23 and the "Higher Education Quality Assurance Act," Article 13 of Title 23, for the term of this Performance Contract. As of the Effective Date of this Performance Contract, the Institution's compliance with the terms set forth in this Performance Contract will be in lieu of the Institution's compliance with the requirements of Article 1 of Title 23 and the "Higher Education Quality Assurance Act," Article 13 of Title 23 set forth in Addendum E.

4. Academic and Vocational Program Approval. While operating pursuant to this Performance Contract, the Governing Board need not consult with nor obtain approval from the Commission to create, modify, or eliminate academic and vocational programs offered by the Governing Board, so long as such creations, modifications and eliminations are consistent with the institution's statutory role and mission. The Commission shall have the authority pursuant to Title 23, Article 5, Section 129(6)(b), Colorado Revised Statutes, to override any creation or modification of an academic or vocational program if the change made by the

Governing Board is inconsistent with the Institution's statutory role and mission. The Governing Board will comply with the Commission's Policy and Procedures for the Approval of New Academic Programs in Public Institutions of Higher Education in Colorado Operating Under a Performance Contract adopted on October 7, 2004.

5. Reporting of Budget and Proposed Tuition Increases. Title 23, Article 5, Section 129(6)(c), Colorado Revised Statutes requires the Governing Board to report to the Commission its plans for any tuition increases for the following academic year for the Commission to forward to the General Assembly during the annual budget process. The Governing Board shall submit this information in accordance with the requirements of the Title 24, Article 37, Colorado Revised Statutes and in the form and manner prescribed by the Commission. The General Assembly retains the authority under Title 23, Article 5, Section 129, Colorado Revised Statutes, to approve tuition spending authority for the Governing Board of the Institution.

6. Resident Applicant Admission Requirements. While operating pursuant to this Performance Contract, Title 23, Article 5, Section 129(7)(b), Colorado Revised Statutes, the Governing Board shall continue to admit Colorado resident applicants within the requirements of Title 23, Article 1, Section 113.5, Colorado Revised Statutes, who meet the admissions criteria of the Institution.

7. Data Reporting Requirements. The Governing Board shall transmit to the Department all annual reports and data required in this Performance Contract including that specified in Addendum A, attached hereto, in the form and manner prescribed herein or as required by applicable Commission Policy. The Institution shall continue to provide all data required by the Student Unit Record Data Systems (SURDS) and the United States Department of Education through the Department. When possible, the Department shall provide notice and consult with the institutions before requiring any additional or new SURDS data. The Governing Board shall submit to the Department an annual certification as to the overall material accuracy and completeness of the data submitted in accordance with the terms set forth herein. All data must be handled by the Commission and Department consistent with the statutory requirements set forth in Title 23, Article 1, Section 108(9), Colorado Revised Statutes.

8. Performance Goal Achievement. This Performance Contract sets forth those goals, standards and requirements upon which the Department and the Governing Board have mutually agreed. The ability of the Institution to fulfill the terms of this Performance Contract expressly assumes funding at a level which approximates the Department funding appropriated by the General Assembly during fiscal year 2003-2004. Any material change in the level of general funds available to students as stipends, to institutions under fee-for-service contracts under the College Opportunity Fund, and state general fund financial aid allocated through the Commission, shall cause the parties to this agreement to meet and discuss whether a change in any provisions of this agreement is appropriate. The actions undertaken by the Governing Board and Institution pursuant to this Performance Contract shall be performed consistently with applicable state and federal law.

9. Issue Resolution. In the event that a party to this Performance Contract fails to take those actions agreed upon herein or perform as set forth in this Performance Contract, the other party shall notify the first party of the failure to act or perform (a "Performance Failure"). The notice shall indicate the nature of the Performance Failure and request that responsive action be taken to correct the alleged Performance Failure. If the party fails to use its best efforts to resolve the alleged Performance Failure within a reasonable period of time, the official representatives of the parties, as designated in the Performance Contract, shall promptly meet to discuss a remediation plan for resolution of the alleged Performance Failure or modification of this Performance Contract as may be required by the circumstances.

10. Performance Report. Performance on the Performance Contract shall be reported by the Department to the Governor and General Assembly pursuant to Title 23, Article 5, Section 129(5), Colorado Revised Statutes.

11. Point of Contact and Notices. For the purposes of this Performance Contract, the individuals identified below are hereby designated as the official representatives of the respective parties. Either party may from time to time designate in writing new or substitute representatives. All notices given hereunder shall be deemed given and sufficient if delivered in writing by (i) United States mail or (ii) overnight delivery such as Federal Express to:

For the Department:

Richard F. O'Donnell
Executive Director
Colorado Department of Higher Education
1380 Lawrence Street, Suite 1200
Denver, CO 80202

For the Governing Board and Institution:

President Kay Norton
University of Northern Colorado
Campus Box 59
Greeley, Colorado 80639

12. No Third-Party Beneficiary. Nothing in this Performance Contract shall be construed or implied to confer third-party beneficiary status on any person or entity.

13. Severability. To the extent that this Performance Contract may be executed and performance of the obligations of the parties may be accomplished within the intent of the contract, the terms of this Performance Contract are severable, and should any term or provision hereof be declared invalid or become inoperative for any reason, such invalidity or failure shall not affect the validity of any other term or provision hereof.

14. Governing Law. This performance Contract shall be governed by and construed in accordance with the laws of the State of Colorado.

15. Entire Agreement. This Performance Contract is intended as the entire integration of all understandings between the parties regarding performance contracts authorized by Title 23, Article 5, Section 129, Colorado Revised Statutes. No prior or contemporaneous addition, deletion or other amendment hereto shall have any force or effect whatsoever, unless embodied herein in writing, signed by the parties and approved by the Commission. No subsequent novation, renewal, addition, deletion or other amendment hereto shall have any force or effect unless embodied in a writing executed and approved by both parties to this Performance Contract.

16. Approval Required. Pursuant to Title 23, Article 5, Section 129(3), Colorado Revised Statutes, this Performance Contract and any modification or addition thereto shall not become effective until reviewed and approved by the Commission.

IN WITNESS WHEREOF, the parties have executed this Performance Contract this 16 day of February, 2005.

For the Governing Board:

By: 
Signature of Authorized Representative

For the Department of Higher Education:

By: 
Richard F. O'Donnell
Executive Director

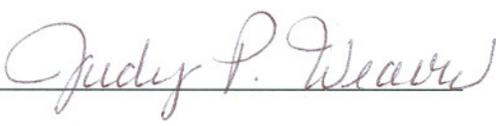
APPROVED:

Governing Board

By: 
Chair

APPROVED:

Colorado Commission on Higher Education

By: 
Chair

Dated: 2-16-05

Dated: 2-8-05

ADDENDUM A

This addendum sets forth the goals, the procedures by which the parties will address the goals, and how the parties' performance of the contract provisions will be assessed.

Goal #1: Access and Success

WHEREAS, the Commission has determined that it is a highest priority of the State to ensure widespread access by Colorado residents to Colorado's public colleges and universities with particular focus on expanding the number of students who are prepared, apply and enroll, and increasing retention and graduation rates with particular emphasis on increasing the participation and success of underserved students.

WHEREAS, the Department will develop and deliver a statewide marketing campaign with the goal of convincing every student and parent in the State of Colorado that college is accessible and affordable and that it is important to prepare academically for it in order to increase the college-going and completion of students, especially underserved students, which include low-income, male and minority students.

WHEREAS, the Department will work with the State and institutions to design efficient and effective financial aid strategies.

WHEREAS, the Department will work to make CollegeinColorado.org a fully integrated and user-friendly Pre-Collegiate Online Guidance System.

WHEREAS, the Department will lead the organization and operation of the Colorado College Access Consortium to coordinate and support K-12, pre-collegiate and college preparation programs.

WHEREAS, the Governing Board is charged with the direction and operation of the Institution, and has, in fulfillment of that obligation, engaged in comprehensive planning for the Institution, including achievement of unqualified institutional accreditation by the Higher Learning Commission of the North Central Association in 2004.

NOW, THEREFORE, the Parties agree as follows:

Section 1: Retention

1.1 By December 31, 2008, the Institution shall increase its fall-to-fall retention rate for first-time, full-time freshman from 68.2% to 71.0%. The Institution shall increase its fall-to-fall retention rate for first-time, full-time freshman, including transfers to other institutions, from 82.9% to 85.0%.

1.2 The Governing Board has committed to improvement of student success and access, including increasing its fall-to-fall retention rates long-term, by integrating and coordinating support services and fostering an inclusive campus in its comprehensive planning process. See Charting the Future Final Report, attached as Addendum B. The Institution's

Commission on Student Success, as outlined in the Report, will detail the structural changes and shifts in funding priorities required to most effectively support student success at the University of Northern Colorado. By December 31, 2007, the Institution shall report on the recommendations of the Commission on Student Success.

Section 2: Graduation

2.1 By December 31, 2008, the Institution shall increase its six-year graduation rate for all students from 47.1% to 49.0%.

2.2 The Governing Board has committed to the improvement of student access and success, including increasing graduation rates long-term, by integrating and coordinating support services and fostering an inclusive campus. See Charting the Future Final Report, attached as Addendum B. The Institution's Commission on Student Success, as outlined in the Report, will identify structural changes and shifts in funding priorities required to most effectively support student success at the Institution. By December 31, 2007, the Institution shall report on the recommendations of the Commission on Student Success.

Section 3: Underserved Students

3.1 Title 23, Article 5, Section 129, Colorado Revised Statutes requires that each performance contract address "increasing enrollment of underserved students, including low-income individuals, males and minority groups." For purposes of this Performance Contract, "underserved students" shall be defined as students who are: (a) low-income (would satisfy income requirements for a Federal Pell Grant); (b) members of an ethnic or racial minority group; (c) males and (d) first-generation college students. The Institution is committed to enhancing the recruitment, enrollment retention and graduation of underserved students. Charting the Future Final Report (Addendum B), the Transition Plan (Addendum C), the work of the Commission on Student Success, the Diversity Advisory Council and other Institution initiatives outline current programs addressing this goal and how the Institution will improve and fund these efforts in the future.

3.2 The Governing Board shall submit an annual report on or before December 31st that details the results of programs and efforts to increase enrollment, retention and graduation of underserved students.

3.3 The Governing Board shall ensure that the goals in this section are addressed consistently with the role and mission of the Institution, its admission and academic standards, and the level of funding available.

Goal #2: Quality in Undergraduate Education

WHEREAS, the Commission has determined that it is a highest priority of the State, as set forth in the Student Bill of Rights, Title 23, Article 1, Section 125, Colorado Revised Statutes to: (1) improve academic competencies and provide learning experiences that foster the development of skills and abilities that prepare students for the global economy; (2) prepare students for continuing, graduate or postgraduate professional studies; (3) ensure the transferability of general education courses; and (4) establish critical thinking and logic skills essential to full participation in a democratic society and has established a core curriculum concept in accordance with the Student Bill of Rights, Title 23, Article 1, Section 125, Colorado Revised Statutes.

WHEREAS, the State should provide meaningful and user-friendly information on the quality of undergraduate education to consumers about each institution that will drive market decisions by parents, students, and employers.

WHEREAS, the Governing Board has committed to an institutional mission, vision and values set forth in its Board Policy Manual, and has committed in its Charting the Future Final Report (Addendum B) to: (1) provide a quality education that enables a UNC graduate to contribute effectively in a rapidly changing, diverse, and technologically advanced society, (2) deliver on UNC's promise to provide a student-centered education that provides a solid liberal arts foundation, professional preparation, and real world experiences, and (3) seeks to be recognized as an educational leader by external entities such as the Commission.

WHEREAS, the Charting the Future Final Report provides for various commissions, task Forces and councils which will address the quality of undergraduate education.

NOW, THEREFORE, the Parties agree as follows:

Section 1: General Education Requirements

1.1 By January 1, 2006, the Governing Board shall supervise the implementation of the Charting the Future Final Report (Addendum B) as outlined in the Transition Plan (Addendum C), and shall take any actions necessary to implement the Best University Experience Core Curriculum and four-year experience developed by the Institution. The Best University Experience Core Curriculum is a fully transferable foundational curriculum that corresponds with continuing development and refinement of GT Pathways, Colorado's statewide guaranteed transfer program for general education that was created and endorsed by the GE 25 and the Commission.

1.2 The Student Bill of Rights, Title 23, Article 1, Section 125, Colorado Revised Statutes, provides that the completion of core general education courses, regardless of the delivery method, should satisfy the general education core course requirements of all Colorado public institutions of higher education. In order to meet this requirement, by July 1, 2006, all courses in the Best University Experience Core Curriculum shall be submitted,

according to Commission policy, to the GE 25 Council or its successor, for approval and inclusion in GT Pathways for guaranteed transfer. The Department shall convene the GE 25 Council and provide sufficient resources to ensure that all courses submitted to the GE 25 Council, or its successor, are reviewed prior to January 1, 2006.

1.3 The Governing Board may continue to nominate new and/or additional courses that satisfy pertinent guidelines and requirements of GT Pathways to be included in the Best University Experience Core Curriculum. The Institution also shall continue to recognize and provide full credit for all core courses approved for statewide transfer completed at other Colorado state colleges and universities, including credits earned through Commission approved competency tests.

1.4 Beginning in July 1, 2006, the Governing Board shall require the completion of its Best University Experience Core Curriculum by all newly enrolled, first-time students and ensure the following:

(a) All course catalogs and academic transcripts shall clearly designate courses eligible for statewide guaranteed transfer.

(b) All course catalogs and related materials shall clearly designate lower division courses that are not eligible for statewide guaranteed transfer.

(c) All academic transcripts shall certify the satisfactory completion of the transferable general education core curriculum, regardless of whether the academic degree program has been completed or conferred.

1.5 Lower division general education course requirements that are not part of the Best University Experience Core Curriculum are acceptable and need not be submitted to the GE 25 Council for inclusion in GT Pathways. However, a student must be able to complete any such requirements within the 40 credit hour lower division general education limit established by the Student Bill of Rights. Further, if a transfer student has satisfactorily completed the transferable core curriculum at another Colorado state college or university, the Institution shall not require the completion of any additional lower division general education courses by that student.

1.6 Beginning July 1, 2006, and each year thereafter, the Governing Board shall report statistics on the demand for and supply of courses at its campus(es) that satisfy the Best University Experience Core Curriculum. Such data, if available, may include the number of sections offered, enrollment demand and course availability, data on the ranks of instructor teaching the courses, and the average class enrollment for each course, disaggregated by course title and number.

Section 2: Academic Assessment

2.1 The Governing Board has invested in the development and support of assessment of outcomes of its undergraduate education by the establishment of an office of assessment and accreditation to consistently evaluate student academic success and inform

program improvement. This will include evaluation of the effectiveness of the Best University Experience core curriculum (See Addendum B).

2.2 By September 1, 2005, and each year thereafter, the Governing Board shall report to the Department on the policies developed by the Institution, through the Center for Faculty and Staff Development or otherwise, to maintain appropriate high academic quality and rigor, including efforts to mitigate grade inflation.

2.3 By September 1, 2006, the Governing Board shall provide to the Department data on the implementation of policies to maintain appropriate high academic quality and rigor. Such data may include the distribution of grades by academic subjects and course level and other indicators and assessments of student competency.

Section 3: Faculty Evaluation and Professional Development

3.1 The Institution will examine and refine its current faculty pay policies, including merit pay provisions, and consider appropriate faculty evaluation, promotion and tenure policies and procedures in light of the institutional goals, mission and values. As provided in Addendum B, the Institution shall invest in the development of a Center for Faculty and Staff Development, which will support effective and innovative methods of teaching in the traditional classroom and via technology.

a. By July 1, 2005, the Institution will submit a report on its progress in creating and implementing a comprehensive faculty evaluation and professional development procedure, including any relevant data thereto, to the Commission.

b. By July 1, 2006 and each year thereafter, the Governing Board shall provide a report that illustrates specifically how financial incentives, such as cash bonuses, raises, stipends, awards or other items, are used in the implementation of its faculty evaluation and professional development procedure. The report shall be accompanied by data clearly showing how the financial incentives are applied differentially to faculty based on the evaluation criteria.

3.2 The Governing Board shall ensure that the courses in the Best University Experience core curriculum are taught by individuals with appropriate qualifications and experience.

Section 4: Evaluation and Assessment of Student Learning Student Performance and Assessment of Student Learning

4.1 To the extent possible and based upon available data, the Institution shall report annually, in accordance with the SURDS reporting schedule, on student achievement by providing data on outcomes on licensure, professional, graduate school admission, and other examinations taken by baccalaureate graduates and/or career and technical graduates employed or continuing their education.

4.2 In accordance with the Charting the Future Final Report, by January 1, 2007 and continuing annually thereafter, the Institution shall submit a report on the outcomes of student assessments created and administered by the Institution's office of assessment and accreditation to the Commission. This report shall include data on students' knowledge of content taught in courses approved for the Best University Experience curriculum.

Goal #3: Efficiency of Operations

WHEREAS, the Commission has determined that a highest priority of the State is to provide for the efficient and effective stewardship of resources, be they tuition dollars, state or federal tax dollars, or other sources of funding.

WHEREAS, the Governing Board has committed in Addendum B to organize for the most effective and efficient university possible, so that every dollar spent in an investment in greatness, and further that the university will maximize its use of existing and future assets through activity-based budgeting and the efficient use of facilities.

NOW, THEREFORE, the Parties agree as follows:

Section 1: Efficiency Through Better Information

1.1 The Governing Board has established the implementation of an integrated administrative data system (ERP) as a priority for investment for the Institution. An RFP for purchase and implementation of such a system will be released in late 2004. The implementation of such a system will allow activity-based cost analysis and subsequent budgeting, an ultimate goal of Charting the Future Final Report (Addendum B).

Section 2: Mandatory Costs

1.1 As part of the Commission's annual budget process, the Governing Board shall provide, through the Budget Data Book, information to the Department that identifies mandatory cost increases or decreases.

1.2 The Department shall use the information submitted by the institutions to determine the base funding increase necessary for cash fund and cash fund exempt increases that at a minimum shall consider changes in mandatory costs, such as salary, insurance and utility costs, as well as enrollment growth and inflation.

1.3 The Governing Board may submit requests for tuition differentials, specialized fees, or other tuition increases to improve quality, expand access or address capital needs above the base funding amount as decision items through the normal budget process. The Commission shall forward these decision items to the General Assembly and the Office of State Planning and Budgeting during the budget process.

Section 2: Financial Ratios

2.1 The Institution will report annually to the Commission on the following financial ratios identified and discussed in KPMG's Ratio Analysis in Higher Education: New Insights for Leaders of Public Higher Education, 2002: primary reserve ratio; net operating revenues ratio, viability ratio, debt burden ratio. See Addendum D for definitions. Tracking these ratios over time and comparing them to those of selected peer institutions will support the Institution's linkage of strategic planning with financial planning and annual budgeting.

Section 3: Capital Assets and Maintenance

3.1 The Institution will allocate a percentage of new tuition revenue for deferred maintenance in proportion to the level of tuition increase in excess of inflation and mandated costs authorized by the General Assembly. The Governing Board shall breakout in a footnote in their annual Statement of Revenues, Expenses, and Changes in Net Assets the actual amount spent.

Section 4: Auxiliary Facilities

4.1 The Governing Board must provide an initial report to the Department on the number and type (private or publicly operated) of auxiliary facilities they operate, as such facility is commonly understood under Title 23, Article 5, Sections 101.5(2) and 102, Colorado Revised Statutes, within 60 days of acceptance of this Performance Contract.

4.2 The Governing Board will complete an assessment by January 1, 2006, of the appropriateness of privatizing auxiliary facilities under their control and report the results of this assessment to the Department. In addition, when authorizing any new auxiliary operation at the Institution, the Governing Board will consider privatization of such operation as part of the authorization process.

Goal #4: Teacher Education

WHEREAS, the Commission has determined that it is a highest State priority to ensure that highly qualified teachers are in every K-12 classroom.

WHEREAS, educator preparation is a shared enterprise among the Commission, the Colorado Department of Education, institutions of higher education, and local school districts.

WHEREAS, teacher education programs must prepare teachers to succeed in an era of high standards and strong accountability where the expectation is that achievement levels will rise for every student.

WHEREAS, K-12 school districts have called for new teachers who are trained in critical areas, including: (1) Technology and its role in instructional delivery; (2) Ability to communicate with students, parents and guardians regarding educational progress and student behavior; (3) Ability to assess student learning and modify curriculum based on assessment

results; (4) Effective classroom management techniques; (5) Ability to apply knowledge to the P-12 classroom and adapt instruction in ways that enhance the ability of achievement levels to rise for all students student learning with a particular understanding of how to close the achievement gap for children of color and boys; and (6) Ability to teach reading, math and science.

WHEREAS, the strength of a teacher preparation program is determined by the degree to which content knowledge, field experience, and professional knowledge are integrated into a performance-based model.

WHEREAS, the University of Northern Colorado has the statutory mission of primary preparer of education professionals in the state of Colorado.

NOW, THEREFORE, the Parties agree as follows:

Section 1: Teacher Education Programs

1.1 The Commission shall continue to authorize and re-authorize teacher education programs pursuant to Title 23, Article 1, Section 121, Colorado Revised Statutes and existing Commission policies, through joint on-site program reviews by the Commission and the Colorado Department of Education scheduled every fifth year.

1.2 The Institution will maintain national accreditation and State authorizations (State Board of Education and the Colorado Commission on Higher Education) of its teacher education programs.

1.3 By July 1, 2006, the Governing Board shall ensure that its teacher education program meets the following standards:

(a) Each teacher candidate shall receive, as part of his or her formal preparation, instruction on teaching diverse student populations and, through required pre-rotation or student teaching experiences, spends time in a Title I or low performing or unsatisfactory school with an improving or stable rating, based upon the results of the previous year's School Accountability Report by the Colorado Department of Education.

(b) Not less than 400 hours of each teacher candidate's 800-hour field experience shall be spent student teaching.

(c) All teacher candidates shall have, as part of their formal preparation, received instruction on the comprehension, diagnosis, interpretation and effective use of student assessment data, especially data from the Colorado Student Assessment Program.

(d) All teacher candidates shall have, as part of their formal preparation, received instruction on the attitudinal and behavioral differences that influence socialization and learning variations between boys and girls.

1.4 By July 1, 2006, all content (non-pedagogy) courses leading to the fulfillment of endorsement area requirements for secondary education licensure shall be taught

by faculty members belonging only to the departments from which the courses originate (e.g., American history courses are taught by faculty members in the history department, mathematics courses are taught by faculty members in the mathematics department).

Section 2: Recruitment and Training of Qualified Candidates

2.1 The Institution shall address improving the recruitment, retention, and graduation of teacher candidates who are under-represented in Colorado's public schools. Specifically, the commissions and task forces delineated in Addendum B will address building an inclusive campus, student success, diversity and student enrichment programs. The Institution shall submit a plan to the Department on or before July 1, 2006 detailing how it will achieve this goal. Included in this report will be data regarding enrollment trends, retention and graduation statistics, program capacities, and student achievement.

2.2 The Institution shall annually submit the Department on or before August 1st of each year, the student identification numbers and endorsement areas for all teacher candidates.

2.3 The Institution will participate with the Department in analyzing the placement in K-12 schools of teacher candidate graduates and their performance once placed, by providing available data concerning graduates to the Commission, subject to the limitations of any applicable privacy law.

Goal #5: Workforce and Economic Development

WHEREAS, the Commission has determined that Colorado's future competitiveness in the global economy depends on having an educated and skilled workforce. Colorado must have workers with high-level skills required for jobs in high-demand fields, workers with basic workplace skills to obtain the most desirable jobs and to continually adapt to the changes that will continue to affect our evolving economy.

WHEREAS, the General Assembly has found that a postsecondary educational experience for Coloradans is essential for the state to compete in the new global economy and to develop a new generation of leaders and active participants in state and local civic affairs.

WHEREAS, the University of Northern Colorado Board of Trustees has committed to the integration of citizen development through service learning as a part of the core experience at UNC, as outlined in Addendum B and Addendum C.

NOW, THEREFORE, the Parties agree as follows:

1.1 As a part of UNC's promise to deliver a student-centered education that provides a solid liberal arts foundation, professional preparation and real world experiences, the Institution will invest in the development and delivery of programs which address the following regional, state and national priorities:

a. Teacher preparation for urban environments, secondary math and science, bilingual and/or ESL licensure at either the elementary or secondary level, elementary education, or special education.

b. Nursing education, including cooperative programs facilitating transfer from community college programs, rural outreach, distance delivery and graduate programs which expand baccalaureate capacity.

ADDENDUM E

RESOURCE, PROGRAMMATIC AND MANAGEMENT FLEXIBILITY

This Addendum B describes the resource, programmatic, and management flexibility which the Department agrees to provide or support for institutions operating under performance contracts.

As of the Effective Date of this Performance Contract, compliance with the terms set forth in this Performance Contract will be in lieu of the following statutory requirements of Article 1 of Title 23 and the "Higher Education Quality Assurance Act," Article 13 of Title 23 and Commission Policies:

STATUTORY REQUIREMENTS

C.R.S. §23-1-105. Duties and powers of commission with respect to appropriations – repeal.

- All subsections waived except for (1), (4), (5) and (8).

C.R.S. §23-1-107. Duties and powers of the commission with respect to program approval, review, reduction, and discontinuance.

All subsections waived except for (2), (4), (5). With respect to subsection 4, the Department agrees to authorize the Governing Board to establish early retirement, retraining and severance programs for faculty in programs to be discontinued subject to consultation with the Commission prior to the Governing Board's approval of such programs.

C.R.S. §23-1-109. Duties and powers of the commission with regard to off-campus instruction.

The Institution shall continue to be subject to the requirements of this section. However, the Commission through the Department agrees to revise its policies to reduce current reporting requirements and to limit the review of off-campus, cash-funded degree and certificate programs, off-campus, state-funded degree programs, and out-of-state/out-of-country programs to ensuring that such programs are consistent with the Institution's statutory role and mission.

C.R.S. §23-1-115. Review and action on existing degree programs.

C.R.S. §23-1-124. Commission directive – sophomore assessments

C.R.S. §23-13-105. Quality indicator system - development - implementation -reports.

C.R.S. §23-13-107. Funding incentives to achieve the statewide goals and expectations

COMMISSION POLICIES

Academic Affairs:

Part B: Approval of New Academic Programs

Part D: Approval of New Vocational Degree Programs in State-Supported Institutions of Higher Education in Colorado

- Sections 2.00 (d), 2.01.03, 2.02.01, 3.01.05, Appendix A

Part H: Designating Programs of Excellence

Part I: Review of Proposals for Coordinated Academic Programs

- Sections: 4.02 (limited to review of role and mission), 4.02.02, 4.02.03, 4.02.05.

Part O: Academic Planning

- Sections: 3.02, 4.00

Part Q: Policy on Affirmative Action

Capital Assets:

Part D – Guidelines for Long-Range Facilities/Infrastructure Master Planning

- 1.00 – Scope of a Long- Range Facilities/Infrastructure Master Plan
 - I. Institutional Data (to become guidelines only)
 - II. Facilities Master Plan
 - A. Planning Concepts (to become guidelines only)
 - B. Facilities Construction and Renovation Economic Studies and Project Cost Estimates
- 2.00 – Publication of a Long-Range Facilities, Infrastructure Master Plan.
- 5.00 – Relation to Statewide Plan

Part I – Instructions & Forms For Completing Physical Plant Inventory

Part L – Policies & Criteria For Capital Construction Priority Setting.

- 1.00 – Policies & Criteria Requests.
- 2.00 – CCHE Priorities Among Capital Construction Funding
- 3.00 & 3.01 – Process for Recommending Funding Priorities.

Part O – Policy Guidelines for Capital Outlay Expenditures.

Part P – Policies for Construction Projects Administration.

Budget Data Book:

Organization Chart

Campus Map

General information page

Format 40: Reporting of ASC II data

Format 9999

Consolidated Supplemental Financial Information

- Format A
- Format B
- Format C
- Format D
- Format E

Administrative Salary Survey report

Decision Items requests for mandatory cost increases

CCHE approval of decision items above mandated costs unless directed to review and approve them by the General Assembly or Joint Budget Committee.