



UNIVERSITY OF
**NORTHERN
COLORADO**

University of Northern Colorado Big Sky ALL IN 2024 Voter Action Plan

Executive Summary

The University of Northern Colorado (UNC) was founded in 1889 as the state teacher's college. UNC is a public, doctoral research institution, with enrollment of approximately 9000 students. UNC is recognized as a top university for social mobility and we are an emerging Hispanic Serving Institution. More than 40% of our undergraduates identify as first-generation college students.

We pride ourselves in making voting accessible to the UNC Community. Colorado has facilitated a mail-in ballot process since 2013, and our campus hosts a Voter Service and Polling Center, as well as a 24-Hour Ballot Drop-off Location. Over the course of the last eight years (since 2016) the University of Northern Colorado has participated in the ALL IN Campus Democracy Challenge. The Office of Student Engagement, Student Government Association, and Office of Student Development have worked together to develop a set of action items to promote voter registration, voter turnout, and non-partisan voter engagement activities.

UNC's 2024 action plan builds on the previous work and expands the scope of action items for the upcoming year. Specifically, UNC's 2024 top goals are:

- Establish the Bears Vote Coalition, a cross-functional group composed of campus and community partners to promote voter registration, voter turnout, and non-partisan voter engagement activities
- Receive designation as a Voter Friendly Campus (<https://www.voterfriendlycampus.org/>)
- Increase civic education, voter education, and political discourse programming and initiatives
- Increase registered voters in the UNC community and voter turnout
- Streamline and align University policies and procedures around free speech, political speakers, and campaigning on campus

The Bears Vote Coalition is facilitated by two co-chairs and is comprised of two teams, engagement and logistics. Co-chairs and Team Leads are responsible for reviewing the action plan and establishing steps to ensure the successful implementation of the plan. Team Leads are also responsible for ensuring that the responsibilities outlined for each team are accomplished.

The purpose of UNC's 2024 action plan is to accomplish the goals outlined above. The plan will be implemented primarily on the Greeley campus including academic, social and community spaces while also providing the opportunity for engagement from students participating in remote work with UNC.

The intended duration of the 2024 action plan is Fall 2023 up to and after the November 2024 election. UNC believes it is important to provide support and follow up with community members following the election results.

Leadership

UNC's participation in ALL IN will now be led by the new Bears Vote Coalition. The Bears Vote Coalition is co-chaired by the Dean of Student Development and the Associate Vice President of Administration. The Bears Vote Coalition includes an Engagement Team and a Logistics Team. Complete membership of the Engagement and Logistics Teams will be established in Spring 2024.

- **Coalition Co-Chairs:**
 - Dean of Student Development
 - AVP of Administration
- **Engagement Lead(s):**
 - Executive Director of Student Engagement
 - Student Government Association Representative
- **Logistics Lead(s):**
 - Assistant Dean of Student Development
 - Director – University Center
- **Liaison:** General Counsel

Engagement Team

Responsibilities

The Engagement Team will be responsible for:

- Coordinating non-partisan educational programming on:
 - Current issues (i.e., Israel/Palestine conflict, climate change, immigration, health care)
 - Constructive Dialogue through facilitation of the NASPA/CDI tool
 - First Amendment and speech rights
- Engagement with ALL IN

Composition

- Faculty from a variety of academic colleges
- University Libraries
- Athletics
- Division of Diversity, Equity, and Inclusion
- Greeley City Council Representative
- Student(s) representatives from Student Government Association, Clubs & Organizations, and student employees from campus.

Logistics Team

Responsibilities

The Logistics Team will be responsible for:

- Assisting with cross-functional logistics if/when candidates would like to campaign on campus
- Facilitating a policy/procedure gap analysis related to voting access, speech rights, protest, campaigning, and political speakers
- Developing a BVC website and communications plan

Composition

- Conference and Events Services
- Associate Dean
- UNC Police
- Office of Institutional Equity and Compliance (OIEC)
- Division of Diversity, Equity, and Inclusion
- Student Affairs and Enrollment Services Communications
- Weld County Elections Office

UNC is committed to working collaboratively with the local board of elections to implement the 2024 action plan. As is noted above, a member of the Weld County Elections Office is a member of the Logistics Team.

In an effort to provide continuity and succession after people leave positions, UNC's Coalition Leader Team has created a repository for documents, timelines, and information to ensure successful transition of information in the absence of team members.

Institutional Values and Landscape of UNC

Overview

The University of Northern Colorado (UNC) is a public research university in the state of Colorado with approximately 9000 students. The faculty and staff add another 1,400 members to the UNC community. UNC is a multipurpose institution offering a wide range of graduate and undergraduate degree programs in six academic colleges: Humanities and Social Sciences, Monfort College of Business, Education and Behavioral Sciences, Natural and Health Sciences, Performing and Visual Arts, and University Libraries. The University offers more than 2,000 academic courses.

Values

The University believes that its distinctive service to society can only be offered in a student-centered atmosphere of integrity that is grounded in honesty, trust, fairness, respect, and responsibility. For this reason, the University is committed to promoting an environment in which:

1. academic integrity is valued and expected;
2. excellence is sought and rewarded;
3. teaching and learning flourish;
4. diversity of thought and culture is respected;
5. intellectual freedom is preserved; and
6. equal opportunity is afforded

In recognizing our values, UNC is committed to offering unbiased and nonpartisan education and programming to foster an environment where all students feel comfortable engaging in the voting process. Specifically, we are committed to ensuring that students are integrating community standards that already exist, specifically as it relates to civility, during the voter education process. It is vital that we continue to educate our community on engaging in productive and safe manners while also being aware of rights and responsibilities to report concerns to the University.

Strategic Plan

UNC's strategic plan, *Rowing Not Drifting, 2030*, takes shape in the form of five vision elements that serve as our foundation in support of and service to our students, faculty, staff, alumni, and community.

- Students First
- Empower Inclusivity
- Enhance & Invest
- Innovate & Create
- Connect & Celebrate

Each of the five elements listed above gives rise to the UNC commitment to improving civic learning and democratic engagement. Specifically, the work of the Bears Vote Coalition supports *Rowing, Not Drifting 2030* through the Students First and Empower Inclusivity Vision Elements:

Students First (<https://www.unco.edu/strategic-plan/vision-elements/students-first/>)

We exist to transform the lives of our students. We focus on all aspects of their success by making intentional decisions to meet their needs and the needs of our community.

- *We empower students to make a difference through leadership, involvement, and advocacy*

Empower Inclusivity (<https://www.unco.edu/strategic-plan/vision-elements/empower-inclusivity/>)

The diversity within our university and state is a distinct advantage that we celebrate and nurture. We ensure learning occurs through meaningful discussion of shared and different experiences, viewpoints, and ideas.

- *Community members engage in robust discussions and share their experiences, viewpoints, and ideas in respectful ways.*

Programming surrounding civic engagement, speech rights, current issues, and effective discourse prepare our students to be community leaders, advocates, and members of an informed citizenry during their time as students and upon graduation. Our work to remove barriers to voting amplifies students' voices in our democracy and empowers them to exercise their rights. Faculty and staff play a key role in both educating students on these topics, as well as role modeling what it means to be civically engaged.

Student Affairs Learning Aims

The Department of Student Affairs revised their co-curricular Learning Aims during the Fall 2023 term. The six Learning Aims are:

- Self-Awareness
- Well-Being
- Equity
- Career Readiness
- Interpersonal Engagement
- Leadership

Specifically, the Bears Vote Coalition will facilitate students' learning connected to the following Student Affairs Learning Aims:

- Interpersonal Engagement

Students will be able to develop and sustain positive relationships with others. Relationship skills include mutual respect, cultural humility, engaging in healthy conflict management and resolution, dialogue, listening, and an understanding of our interconnectedness with others around us. This includes the ability to positively engage in communities, understand impact, and create a sense of belonging for others.

Students will be able to:

- Develop relationship skills. (ILOs: 2a, 2b, 2c)
- Engage effectively across difference. (ILOs: 2a, 2b, 2c)
- Actively engage in their communities. (ILOs: 2a, 2b, 2c, 2d, 5a)

- Leadership

Students will be able to explore their leadership identity, identify how to effectively collaborate with others, foster civic engagement, engage in principled dissent, create sustainable and meaningful change.

Students will be able to:

- Practice civic responsibility through engaging in community duties, identification and advocacy for change, and developing civic education. (ILOs: 2d, 3b, 3c)
- Identify their moral, ethical, and intellectual foundation in an effort to engage in principled dissent. (ILOs: 1b, 1c, 1e, 2a, 2d)

UNC Student Profile:

Campus Demographic Data

Table 3: Number of Undergraduate Degree Seeking Students by Sub-Population

	Fall 2017	Fall 2018	Fall 2019	Fall 2020	Fall 2021	Fall 2022
All UG Students	9,104	8,903	8,448	7,531	6,683	6,024
Female	5,949 (65%)	5,788 (65%)	5,627 (67%)	5,068 (67%)	4,519 (68%)	4,019 (67%)
Male	3,155 (35%)	3,115 (35%)	2,819 (33%)	2,461 (33%)	2,162 (32%)	2,001 (33%)
Unknown	0 (<1%)	0 (<1%)	2 (<1%)	2 (<1%)	2 (<1%)	4 (<1%)
American Indian or Alaska Native	37 (<1%)	35 (<1%)	38 (<1%)	23 (<1%)	22 (<1%)	19 (<1%)
Asian	181 (2%)	197 (2%)	178 (2%)	171 (2%)	147 (2%)	129 (2%)
Black or African American	416 (5%)	390 (4%)	369 (4%)	357 (5%)	322 (5%)	267 (4%)
Latinx/Hispanic	1,902 (21%)	1,988 (22%)	1,989 (24%)	1,762 (23%)	1,610 (24%)	1,526 (25%)
Multiracial	424 (5%)	397 (4%)	387 (5%)	359 (5%)	312 (5%)	288 (5%)
Native Hawaiian/ Pacific Islander	14 (<1%)	18 (<1%)	19 (<1%)	18 (<1%)	11 (<1%)	9 (<1%)
Temporary U.S. Resident	108 (1%)	100 (1%)	72 (<1%)	64 (<1%)	58 (<1%)	68 (1%)
Unknown	455 (5%)	196 (2%)	95 (1%)	57 (<1%)	45 (<1%)	34 (<1%)
White	5,567 (61%)	5,582 (63%)	5,301 (63%)	4,720 (63%)	4,156 (62%)	3,684 (61%)
Veteran	237 (3%)	263 (3%)	230 (3%)	202 (3%)	183 (3%)	142 (3%)
Veteran Dependent	131 (1%)	207 (2%)	186 (2%)	139 (2%)	144 (2%)	152 (3%)
Non-Veteran	8,736 (96%)	8,433 (95%)	8,032 (95%)	7,190 (95%)	6,356 (95%)	5,730 (95%)
Pell Recipient	2,994 (33%)	2,911 (33%)	2,665 (32%)	2,167 (29%)	1,928 (29%)	1,742 (29%)
No Pell	6,110 (67%)	5,992 (67%)	5,783 (68%)	5,364 (71%)	4,755 (71%)	4,282 (71%)
First Generation	3,935 (43%)	3,908 (44%)	3,659 (43%)	3,215 (43%)	2,811 (42%)	2,485 (41%)
Not First Generation	5,169 (57%)	4,995 (56%)	4,789 (57%)	4,316 (57%)	3,872 (58%)	3,539 (59%)

Table 6: Final Fall Enrollment History – by College – Primary and Secondary Programs Considered

College	Level	Fall 2017	Fall 2018	Fall 2019	Fall 2020	Fall 2021	Fall 2022
Education and Behavioral Sciences	Undergraduate	1,792 (15%)	1,804 (15%)	1,819 (16%)	1,630 (16%)	1,513 (16%)	1,356 (16%)
	Graduate	1,656 (14%)	1,559 (13%)	1,540 (14%)	1,526 (15%)	1,548 (16%)	1,298 (15%)
Humanities and Social Sciences	Undergraduate	1,954 (16%)	1,951 (16%)	1,962 (17%)	1,691 (16%)	1,382 (14%)	1,135 (13%)
	Graduate	83 (<1%)	84 (<1%)	69 (<1%)	58 (<1%)	57 (<1%)	55 (<1%)
Monfort College of Business	Undergraduate	981 (8%)	958 (8%)	1,056 (9%)	914 (9%)	877 (9%)	902 (11%)
	Graduate	29 (<1%)	43 (<1%)	135 (1%)	203 (2%)	269 (3%)	285 (3%)
Natural and Health Sciences	Undergraduate	3,153 (26%)	3,095 (26%)	2,943 (26%)	2,556 (25%)	2,230 (23%)	2,026 (24%)
	Graduate	736 (6%)	755 (6%)	680 (6%)	616 (6%)	622 (7%)	553 (6%)
Performing and Visual Arts	Undergraduate	920 (8%)	931 (8%)	899 (8%)	788 (8%)	731 (8%)	675 (8%)
	Graduate	272 (2%)	287 (2%)	251 (2%)	227 (2%)	226 (2%)	224 (3%)
Undergraduate Studies / University College	Undergraduate	628 (5%)	459 (4%)	25 (<1%)	129 (1%)	100 (1%)	70 (<1%)

UNC NSLVE Report Data 2020

The data from NSLVE overwhelming tells us that UNC has positive trends for voter engagement in several student demographic areas, many of which are above national averages. Graphs showing voter engagement by race/ethnicity, age group, and field of study are shown below as examples of these positive patterns.

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Looking Closer

By Race/Ethnicity

This page provides the numbers we used to calculate race / ethnicity group voting rates. We include the counts of students and the change in rates between the two most recent comparable election years. If you notice unavailable/missing data in this page, it could mean any of the following for your institution: (i) does not report this data; (ii) did not provide this data in past years; (iii) does not separately submit data for one or more of the demographic groups, or (iv) the data is reported for 10 or fewer students.

	2016			2018			2020			2016-2020 Change (p.p)
	Enrolled	Voted	Rate	Enrolled	Voted	Rate	Enrolled	Voted	Rate	
Asian	354	110	31	401	106	26	309	159	51	↑ 20
American Indian/ Alaska Native	39	20	51	46	20	43	30	22	73	↑ 22
Black	442	250	57	473	197	42	457	331	72	↑ 16
Hispanic	2,044	1,268	62	2,289	1,066	47	2,123	1,606	76	↑ 14
Native Hawaiian/ Pacific Islander	25	11	44	23	-	-	24	15	63	↑ 19
2 or More Races	464	274	59	474	232	49	437	331	76	↑ 17
White	7,633	5,435	71	7,886	4,554	58	6,995	5,705	82	↑ 10
Race Unknown	1,126	694	62	451	222	49	90	55	61	↓ -1

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Looking Closer

By Age Group

Here, we provide the numbers of students in each age category and the voting rates for each group. These are based on the student's age on the day of the election, as calculated by the National Student Clearinghouse using data from student enrollment records.

	2016			2018			2020			2016-2020 Change (p.p)
	Enrolled	Voted	Rate	Enrolled	Voted	Rate	Enrolled	Voted	Rate	
18-21	6,436	4,170	65	6,519	3,164	49	5,406	4,307	80	↑ 15
22-24	2,082	1,327	64	1,990	1,020	51	1,883	1,467	78	↑ 14
25-29	1,351	891	66	1,362	740	54	1,254	930	74	↑ 8
30-39	1,269	898	71	1,263	804	64	1,118	858	77	↑ 6
40-49	675	524	78	642	467	73	549	447	81	↑ 4
50+	314	252	80	267	211	79	255	215	84	↑ 4

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By Field of Study

FIELDS	2016			2018			2020			2016-2020 Change (p.p)
	Enrolled	Voted	Rate	Enrolled	Voted	Rate	Enrolled	Voted	Rate	
Area, Ethnic, Cultural, and Gender Studies	19	-	-	49	21	43	57	44	77	-
Biological and Biomedical Sciences	427	271	63	512	242	47	488	379	78	↑ 14
Business, Management, and Marketing	956	596	62	882	422	48	1,001	780	78	↑ 16
Communication and Journalism	347	212	61	309	154	50	273	228	84	↑ 22
Education	2,283	1,621	71	2,343	1,417	60	2,160	1,760	81	↑ 10
Engineering and Engineering Technologies	67	37	55	67	25	37	68	51	75	↑ 20
English Language and Literature	228	161	71	215	137	64	112	93	83	↑ 12

These are estimated voting rates by field of study, and the numbers we used to calculate the field of study rates. For an explanation of CIP codes, please see our FAQ.* There are roughly 8,000 fields of study among U.S. colleges and universities, so we provide rates for condensed categories.

*<https://tufts.app.box.com/v/idhe-nslve-report-faq>

By Field of Study

FIELDS	2016			2018			2020			2016-2020 Change (p.p)
	Enrolled	Voted	Rate	Enrolled	Voted	Rate	Enrolled	Voted	Rate	
Foreign Languages, Literatures, and Lingui..	159	98	62	196	94	48	177	123	69	↑ 8
Health Professions	1,707	1,174	69	1,864	979	53	1,427	1,143	80	↑ 11
History	194	149	77	209	138	66	207	176	85	↑ 8
Law Enforcement, Firefighting, and Protec..	432	277	64	466	210	45	400	298	75	↑ 10
Liberal Arts and Sciences, and Humanities	672	398	59	430	167	39	139	87	63	↑ 3
Mathematics and Statistics	132	87	66	162	85	52	150	119	79	↑ 13
Multi/Interdisciplinary Studies	360	241	67	222	115	52	204	152	75	↑ 8
Parks, Recreation, Leisure, and Fitness Stu..	842	494	59	792	355	45	715	530	74	↑ 15
Philosophy and Religious Studies	38	24	63	36	15	42	29	24	83	↑ 20
Physical Sciences	349	241	69	327	163	50	237	186	78	↑ 9
Psychology	856	575	67	923	509	55	945	747	79	↑ 12
Social Sciences	453	292	64	477	278	58	386	283	73	↑ 9
Visual and Performing Arts	903	612	68	987	534	54	802	641	80	↑ 12

Ballot Access:

UNC hosts a Voter Service and Polling Center, so students are able to same-day register and vote at a convenient on-campus location. Colorado has facilitated a mail-in ballot process since 2013, so students have easy access to drop off their completed ballots on campus after they received them in the mail.

Source: UNC NSLVE Report 2020

Get Out the Vote:

At our Constitution Day event on September 17, 2023 our Student Government Association had a tabling event about the constitution and encouraged students to register to vote on National Voter Registration Day, September 19, 2023. We also had multiple tables across campus highlighting Voter Registration Day. Promotional materials, as well as laptops with access to the Pledge to Vote and voter registration websites were at the tables.

Strategies and Goals for 2024

The majority of the goals established for the 2024 action plan are short-term measures with long-term implications. The Bears Vote Coalition Co-Chairs and Leads will assess the goals outlined below in Spring 2025 to establish new goals for future election cycles.

GOAL 1: Create a UNC Bears Vote Coalition (BVC) actively champions voter and civic engagement initiatives for the UNC campus community.

Strategy: The Coalition is responsible for ensuring that voter engagement efforts are non-partisan, coordinated and promoted throughout the institution, legally compliant, and in strategic alignment with student learning outcomes and Rowing, Not Drifting 2030.

GOAL 2: Receive designation as a Voter Friendly Campus (<https://www.voterfriendlycampus.org/>)

GOAL 3: Increase civic education, voter education, and political discourse programming and initiatives.

Strategy: Promote and facilitate the following activities:

- Constitution Day - 9/18/23
- National Voter Registration Day - 9/19/23
- Vote Early Day – 10/26/23
- Election Heroes Day - 11/6/23
- Election Day - 11/7/23
- Colorado Primary (President) Election Day - 3/5/24
- Colorado Primary (House & Senate) Election Day – 6/25/24
- Constitution Day - 9/17/24
- National Voter Registration Day - 9/17/24
- Voter Early Day – 10/29/24
- Election Heroes Day – 11/4/24
- Election Day - 11/5/24
- Work with committee to identify other engagement activities and events regarding specific topics. Calendar is currently being comprised with educational activities and programming sessions which include student led and faculty led content.
- Work with the Center for the Enhancement of Teaching and Learning (CETL) to host a “lunch and learn” for faculty and staff regarding the NSLVE report and ALL IN plan.

GOAL 4: Increase registered voters in the UNC community and voter turnout

Strategy: Increase our voting goals to reflect the following

- Voting rate in 2020 – 79.7%
- Voting rate in 2024 - 85%
- Voter registration rate in 2020 - 89.8%

- Voter registration rate in 2024 - 93%
- Strategy:** Close gap of student voters identifying as white and voters identifying as students of color through specific outreach and education with Cultural and Resource centers.

GOAL 5: Streamline and align University policies and procedures around free speech, political speakers, and campaigning on campus.

Strategy: Conduct a gap analysis, then subsequently revise and publish policies to campus by March 1st, 2024.

Reporting & Evaluation

The 2024 ALL IN action plan will be reviewed by the committee and then distributed to UNC shared governance groups in order to create knowledge and solicit feedback. The plan will also be shared with newly identified external groups to identify potential collaborations and shared resources.

The 2024 ALL In action plan will be disseminated to students, families, community members, and alumni through website content, newsletters, and social media.

The committee will consider internal and external stakeholder feedback and make appropriate updates to the action plan strategies and Goals.

We will also review the 2024 NSLVE Report to assess if goals were accomplished; and adjust future goals accordingly.

The committee will develop and implement a student and UNC community survey to obtain feedback that helps inform the committee's work, in addition to the committee feedback and NSLVE data.