

UNIVERSITY OF WYOMING
Excellence in Higher Education Endowment Report
From the Office of the Provost and Vice President for Academic Affairs
1 OCTOBER 2009
[Pursuant to W.S. 21-16-1204]

To the Joint Appropriations and Joint Education Interim Committees

1. Background

Created in 2006, the Excellence in Higher Education Endowment was funded at \$105 million, two-thirds of which, or \$70 million, was designated to the University of Wyoming. Earnings on the state-managed endowment, which are distributed by the state treasurer to the university, allow the university to establish endowed faculty positions (known as Wyoming Excellence Chairs) and to acquire instructional and resource materials, classroom equipment, and other resources necessary to support the work of endowed chairs. Distributions to the university are based on a spending policy of 5% of the average of the market value of the corpus for each of the preceding five (5) fiscal years or the fiscal years up to five for which there was a balance.

The statute imposes some constraints on the uses of the endowment earnings. Not less than 2/3 of the amounts must be used to expand university instruction and research in disciplines related to economic and social challenges facing Wyoming. No fewer than four (4) Wyoming Excellence chairs must be in the College of Education. The remaining endowed faculty members must have established reputations in other areas of distinction as identified in the university academic plan, including business, arts and humanities, mathematics, cultural studies, economics and law.

In order to jump start the Wyoming Excellence endowed faculty program while the endowment corpus was filling, and pursuant to Enrolled Act No. 54, Senate, Section 1 (c) (ii), the fifty-eighth Legislature of the State of Wyoming appropriated \$2.8 million in one-time funds, subsequently reduced to \$1.8 million to be distributed to the University of Wyoming and expended exclusively for the purposes specified in W.S. 21-16-1202 (b). The one-time appropriation allowed the university to begin filling positions in fiscal years 2007 and 2008. Those initial positions were then funded permanently with earnings from the Excellence in Higher Education Endowment.

2. Summary and history of authorized positions

Under W.S. 21-16-1204, UW must report annually on faculty positions partially or fully funded through the endowment program, including the name of each faculty member filling a Wyoming Excellence chair, their education and experience, their research and instructional activities, and the benefits of their research and instruction.

The “jump-start” appropriation became effective July 1, 2006. The Provost developed a planning budget for the allocation of positions to be supported with these funds during the 2007-2008 biennium, while the \$70M endowment account began to fill. Based on the planning budget, three searches were authorized with “jump-start” funds: two in the College of Education

(fulfilling one-half of the legislative mandate requiring four positions in the College of Education) and one in the College of Arts and Sciences Creative Writing MFA program.

During the second year of the biennium, as more information became available about anticipated payouts to the university from the state-managed endowment account, more searches were authorized in two phases. Seven additional Wyoming Excellence endowed chair positions were authorized during fiscal year 2008, and five more were authorized in July 2008 for a total of fifteen authorized endowed faculty positions. Four of these 15 positions were to be funded with earnings combined from both the state account and private endowment gifts to the university, allowing for a greater number of search authorizations and establishing a unique private-public partnership in endowing distinguished professorships.

The decision to authorize the fifteen positions was based on a budget for salary, benefit, and other position-related costs consistent with the projected payout estimates provided by the state treasurer's office prior to the financial market declines realized later in fiscal year 2009. Subsequent financial market events mandated the need to reevaluate the size of the budget and number of permanent positions that could be supported by the endowment earnings. Given the need for exceptional prudence in filling permanent faculty positions, and consistent with representations to the Joint Appropriations Committee, the University placed a number of the authorized searches on hold. At the time of this report, nine of the fifteen authorized positions have been filled and the remainder are on hold pending a more favorable financial climate and evidence of a sustainable flow of adequate earnings. In a couple of cases, described below, one-time supporting funds have been made available to support visiting professorships that do not require a permanent commitment of salary dollars but afford UW's colleges and departments to continue to build programs consistent with the legislative mandate.

The 15 authorized positions conform to the legislative mandate. Four positions in Education, as prescribed by the legislation, have been created and all are now filled. The strategy for allocation of the others was to coordinate a set of positions in the life sciences, in agreement with the University Plan, and to build greater depth in other selected areas of distinction, including the arts and humanities and professions critical to the state such as business and law. In addition, positions were selected for allocation based on their potential to address economic and social challenges in the state, such as community economic development, livestock and wildlife disease, and managing natural resource conflicts. The allocation strategy is reflected in the following table, and the 15 allocated positions are described in detail below. Those positions that are currently on hold are also described.

| Allocation strategy | Number of positions | College/Academic Unit |
|---|----------------------------|--|
| Education | 4 | Education |
| UW Areas of Distinction | | |
| Arts & Humanities | 3 | Arts & Sciences Art Museum |
| Life Sciences | 4 | Arts & Sciences Agriculture Engineering Haub School & Ruckelshaus Institute |
| Professions Critical to Wyoming | 2 | Business Law |
| Other Economic and Social Challenges | 2 | Agriculture Haub School & Ruckelshaus Institute |

Position descriptions

College of Education (four searches authorized; four completed)

Four of the fifteen positions allocated reside in the College of Education with focuses on literacy, science, and mathematics education. The individuals selected for these positions are tasked with developing and leading nationally recognized programs in these fields and are expected to be magnets for attracting the best and brightest junior faculty and students into these critical areas of teaching need in Wyoming. These positions represent the four Wyoming Excellence chairs that must, by law, be in the College of Education.

- Literacy.** **Dr. James F. Baumann** joined the UW College of Education, as the first Wyoming Excellence Chair in Literacy Education. A professor of language and literacy education most recently at the University of Georgia, Baumann earned a B.A. degree in psychology (1971) at the University of Notre Dame, and received his M.S. (1973) and Ph.D. (1980) degrees in curriculum and instruction at the University of Wisconsin-Madison. Dr. Baumann taught upper-level courses on campus and through the Outreach School, which were highly evaluated by the UW students and 19 practicing classroom teachers from across the state who participated. In addition to coursework, Baumann chaired or served on committees for 15 M.A. and Ph.D. students in Education. Dr. Baumann organized and chaired the first annual UW Literacy Conference, which was held in the fall of 2008. Baumann's contributions during the year to published works included *Handbook of Research on Reading Comprehension*, *A Comprehensive Guide to Teacher Research*, *Handbook of Reading Disabilities*, *Research Topics on Language Disorders*, the *Fifty-seventh Yearbook of the National Reading Conference*, and *Vocabulary Instruction: Research to Practice*. In 2009, Dr. Baumann obtained a \$1.78 million federal grant funded by the U.S. Department of Education, Institute for Education Sciences, and National Center for Education Research, to research and explore the efficacy of instructional procedures for developing the vocabulary of upper-elementary school students. Baumann worked with UW colleagues to develop a Ph.D. specialization

in Literacy Education at UW, which is beginning to attract advanced graduate student who seek to become the next generation of leaders in research and scholarship in literacy education. Dr. Baumann was instrumental in having a UW Center for Literacy included in the university's most recent strategic plan. The Center, when fully functional, will provide critical literacy diagnostic and tutoring services to children and families in the state and region, develop graduate literacy education programs, provide professional development for reading and writing teachers, and support important research in literacy teaching and learning.

- **Science Education. Dr. Tim Slater** joined the university faculty in the fall of 2008 as the first Wyoming Excellence in Higher Education Endowed Chair in Science Education. Dr. Slater earned a B.S in Physical Science and a B.S in Secondary Science Education at Kansas State University, a M.S in Physics at Clemson University, and a Ph.D. in Geological Science Education at the University of South Carolina. Slater is focused on improving UW's national and international recognition for excellence in science education. He initiated the formation of Cognition in Astronomy, Physics and Earth Sciences Research Team, a collaborative group of faculty and graduate students studying how students learn science in formal and informal learning environments, with a particular emphasis on non-science major undergraduates and pre-service teachers. Dr. Slater and other faculty have given national and international conference presentations and keynote plenary lectures in an effort to dramatically increase public awareness of educational and scholarly opportunities at the University of Wyoming. Their efforts have paid dividends and UW is enjoying a large and highly talented incoming class of graduate students in science and mathematics education. In service to the citizens of Wyoming, Dr. Slater taught 41 in-service teachers pursuing their M.S. degrees a course in advanced instructional strategies, and, working with other UW faculty, delivered four summer in-service teacher workshops on how to improve students' skills at using mathematics and quantitative reasoning in science coursework. He participated in and spoke at a national conference for college faculty focusing on improving teaching concepts related to energy and the environment, and served as the plenary speaker for the UW fall forum conference on Teaching for Creation of Knowledge. In conjunction with the School of Energy Resources, Dr. Slater is developing curriculum materials and teacher training programs for K-12 Wyoming Energy Education, with the long-term goal of developing a M.S. degree program on energy education designed specifically for Wyoming's K-12 teachers.
- **Mathematics Education. Dr. Larry Hatfield.** This fall the College of Education is pleased to introduce Dr. Larry Hatfield as the Wyoming Excellence Chair in Mathematics Education. Dr. Hatfield joins two other Excellence Chairs (in Literacy Education and Science Education) to bring expanded expertise and capacity to broad-ranging efforts related to teacher preparation and in-service teacher professional development. Professor Hatfield comes to UW from the University of Georgia where he held the Josiah T. Meigs Distinguished Teaching Professor of Mathematics Education for many years. He continues a distinguished career in mathematics education and brings an internationally recognized reputation for his research and teaching in the development of mathematical concepts, the impact of affective variables on the learning of math, and influencing school reform through mathematics instruction. He has received numerous scholarship

and professional awards. UW looks forward to his leadership and influence in strengthening the graduate programs that prepare the next generation of mathematics education faculty for higher education and in supporting the pre-service programs for K-12 teachers.

- **Literacy Education. Dr. George Kamberelis** will join Dr. James Baumann in January 2010 to bring the dual expertise of reading and literacy education to UW's elementary and secondary education and pre-service teacher programs. Together, Professors Kamberelis and Baumann will provide significant leadership for graduate studies in literacy education, Wyoming initiatives targeting improved literacy for K-12 students, and professional development for Wyoming in-service teachers. Dr. Kamberelis is currently a Professor at University at Albany – SUNY. He earned a B.A in Philosophy and Religion from Bates College, an M.A. in Literature and Religion from the University of Chicago, and a M.S. in Psychology and Ph.D. in Education and Psychology from the University of Michigan. Dr. Kamberelis is a member of the National Assessment of Educational Progress Test Development Standing Committee of the National Center for Education Statistics and Education Testing Service, and associate editor of *Linguistics and Education: An International Journal*.

Arts and Humanities (3 searches authorized; 3 completed)

- **Eminent Writer-in-Residence (one permanent visiting position, to be filled each year)**. One of three positions allocated in the first year of the biennium was for an Eminent Writer-in-Residence, a permanent visiting position to reside in the English Department's Creative Writing Master of Fine Arts (MFA) program. By allowing the university to bring in a new, well-known creative writer each year, this endowed position will help cement the reputation of the MFA as a nationally competitive program in creative writing and will also significantly enhance UW's curriculum in English composition more generally.

Ms. **Joy Williams** served as Writer-in-Residence during the 2008-2009 academic year. Ms. Williams, whose novels, short stories, and essays have been nominated for some of the nation's most prestigious literary awards, earned a B.A. from Marietta College and an M.F.A. from the University of Iowa. She is the author of four novels, including *The Quick and the Dead*, which was a Pulitzer Prize finalist. Williams offered two graduate courses and served on four MFA thesis committees. She gave public readings on campus and around the state: one in Jackson and one in Lander. She was instrumental in assisting the Visiting Writers Series in bringing the fiction writer **James Salter** to campus and legendary novelist **Don DeLillo** to campus and to Jackson, Wyoming.

The budget for the Wyoming Excellence Eminent Writer-in-Residence also allowed the MFA program to host visits with the university community and public audiences by 14 contemporary writers, including: fiction writers **Salman Rushdie, James Salter, Neela Vaswani, Chris Bachelder, Manuel Munoz, Nellie Hermann, Jennifer Davis,** and **Karl Iagnemma**, and distinguished poets **Evie Shockley, Chelsey Minnis, B.H.**

Fairchild, Jake Adam York, Arielle Greenberg, and Lara Glenum. The writers gave well-attended public talks and readings, worked one-on-one and in small groups with graduate and undergraduate students, and created lasting connections between the MFA program and the most powerful currents in contemporary American literature.

During the current academic year, the Eminent Writer-in-Residence position will be shared among three notable writers who will each spend two months at UW. They include: poet **Claudia Rankine**, journalist and *Paris Review* editor **Philip Gourevitch**, and Pulitzer-prize winning novelist **Edward P. Jones**.

- **Fine Arts Visiting Artist-in-Residence (one permanent visiting position allocated).** The endowed Artist-in-Residence is a rotating position that offers students in the departments of Art, Music, and Theatre and Dance the opportunity to work with professional artists with national and international reputations. In addition, the Wyoming Excellence budget for the position supports short-term visits to campus by artists in a variety of fine arts disciplines. These artists participate in theatrical and musical performances and work directly with fine arts students. Each year the lead fine arts department has the opportunity to fill the primary Artist-in-Residence position, and the two other fine arts departments use a portion of the budgeted funds to advertise and to bring prospective artists in residence to campus for shorter periods.

Bill Bowers, acclaimed Broadway actor, mime, director and educator, joined the Theatre and Dance department as the first Artist-in-Residence. Written and directed by Bowers, the play *Hey*O*Kah/Hok*A*Hey* was presented to sold-out audiences in February 2009. Drawing from the “contrairie” clowns of Native America, the play explored what it means to be different and celebrated the power of difference to reflect, critique, and transform culture. Bowers also presented his award-winning off-Broadway show *It Goes Without Saying* and taught a class in Creative Movement for the Actor.

In addition, the Emerging Artist program in the department of Theatre & Dance brought 17 talented artists and professionals to work with and present master classes to UW students. More than 50 classes or workshops were presented during the year, with at least one presentation from every artist open to the public. The artists included: **David White**, Artistic Director of WordBRIDGE Playwrights; **Michael Growler**, costume designer; **Patty Kingbaker**, talent agent; **Ray Fellman**, singer; **Cleo Parker Robinson**, founder of CPR Dance Ensemble, an affiliate of the Denver Center for the Performing Arts; **Ellie Sciarra**, professional tap dancer, producer, and choreographer; **Melanie Milow**, Professor of Dance at Metropolitan State College of Denver; **Raghu Raj P**, Indian Bharathanatyam dancer; **Kevin Rigdon**, professional scenic and lighting designer and Professor at the University of Houston; **Jose Cruz Gonzalez**, playwright and teacher at California State University at Los Angeles; **Ashley Lucas**, writer/performer and Assistant Professor at the University of North Carolina at Chapel Hill; **Cheri Vasek**, costume designer; **Travis Fristche**, management consultant for arts organizations and artists; **Phil Thompson**, Head of Acting and voice/dialect coach at University of

California at Irvine; **David Wohl**, professional composer; **Jeremie Michael**, professional pianist/accompanist; and **Victoria Dale**, freelance choreographer.

The UW department of Music used Fine Arts Visiting endowment funds to bring Grammy award-winning chamber group **Eighth Blackbird** to campus. The group presented public concerts, provided chamber music coaching, master classes, allowed open rehearsals, and made informal performances of university student's compositions. Music students were provided the opportunity to understand the life and career of a professional musician by direct interactions with members of the group.

The department of Art brought several artists and scholars to the university. The artists gave class guest lectures, were available for individual student advising and critiques, and presented lectures which were open to the students and public. The list of artists included: **Jontimothy and Patti Pizzuto**, Inky Paper Print series visiting artists, **Jonathan Hils** and **Jennifer Odem**, sculpture; **Hong Zhang**, graphic design; **Andrea Pearson**, art history; **Kevin Sloan**, painting; **Bang Wool**, drawing/mixed media; **Kate Inskip**, ceramics; and **Joseph Morzuch** and **Melissa Wilkinson**, foundations and jurors for the foundation student exhibition.

World renowned graphic designer **David Carson** will be the primary Fine Arts Visiting Artist-in-Residence in academic year 2009-2010. Carson earned a B.F.A. in Sociology from San Diego State University, and is principal and chief designer of David Carson Design, Inc. and Creative Director for the Gibbes Museum of Art in Charleston, South Carolina. He and his work have been featured in over 180 articles in magazines and newspapers around the world, including Newsweek and the New York Times. London-based *Creative Review* magazine dubbed Carson "Art Director of the Era." His first book, *The End of Print*, coauthored with Lewis Blackwell, is the top selling graphic design book of all time, and has been printed in five languages.

- **Art Museum Master Teacher. Heather S. Bender. (one position funded temporarily).** A five-year commitment has been made to fund the Master Teacher project with Wyoming Excellence funds, after which the UW Art Museum will continue support for the position with private donations. The Art Museum is pleased to announce that Heather Bender joined the museum staff in the fall of 2009. Ms. Bender earned a B.A. degree in Art and History, with a minor in Education, from Salisbury University and holds a Wyoming State Teacher Certificate. Previously, Bender was the director of LCSC Center for Arts and History in Idaho, and education specialist at the Buffalo Bill Historical Center in Cody, Wyoming. Bender will provide regular teaching and professional development opportunities for pre-service UW students, enriched teaching and research opportunities for graduate students, and leadership in developing and implementing pre-K through 16 educational models which are anchored by the Art Museum's collections and exhibitions. Using the museum's exhibitions, elementary and secondary education students will be able to learn teaching practices first-hand, and how original can material enliven the learning experience. In addition to university and Laramie County Community College courses, Bender offers classes in the Art Museum's After School Enrichment Program.

Life Sciences (four searches authorized; two completed, two on hold).

- **Ecology. Dr. Ingrid Burke** joined the university faculty in fall 2008 as the first Wyoming Excellence Chair in Ecology, a tenured faculty member in the departments of Botany and Renewable Resources, and the director of the Haub School and Ruckelshaus Institute of Environment and Natural Resources. Dr. Burke earned a B.S. in Biology from Middlebury College and a Ph.D. in Botany from the University of Wyoming. She oversees the Haub School and directs the Ruckelshaus Institute's applied research efforts, with an emphasis on Wyoming's open space, and water and energy resources. Over the past year, Burke has focused in increasing the scope and depth of interdisciplinary opportunities for UW students interested in natural resources and environment at UW by partnering with colleges to expand course offerings; enrollment increased to 140 majors and minors. She advises four graduate students and currently has three Ph.D. students, one of whom just arrived from Mongolia on a Fullbright fellowship. Her advisory board and committee memberships include: Governor's Building the Wyoming We Want initiative, Wyoming Energy Resources Council, two committees for the Environmental Protection Agency's Scientific Advisory Board, the Ecological Processes and Effects Committee, and the Report on the Environment advisory committee. She just completed service on a National Academy of Sciences committee that produced the report *New Biology for the 21st Century*. Dr. Burke also published seven peer-reviewed articles, co-edited a book on rangelands, and authored numerous book chapters. She was instrumental in producing a guide for landowners regarding commercial wind development; a comprehensive study of land use change in Wyoming and tools for land use management. In service to the citizens of the state, Burke assisted the Governor's office in delivering a conference on wind energy development in the state, and organized the Wyoming Landscape Conservation Initiative conference.
- **Prion biology.** The College of Agriculture Veterinary Sciences department will welcome **Hermann M. Schätzl, M.D.** in January 2010. Dr. Schätzl earned an M.D. in Retrovirology from Mac von Pettenkofer Institute for Microbiology and Hygiene in Munich, Germany. He is currently Professor and head of the Clinical Virology Unit at the Technical University of Munich. His areas of research interests include prion diseases, infectious neurodegenerative disorders, cellular and molecular biogenesis and pathogenesis of prion proteins and prions, cell culture models for prions and amyloidic proteins, therapeutic and prophylactic anti-prion approaches, prions and autophagy, and modifiers of prion diseases/infections. Prion diseases, such as bovine spongiform encephalopathy (BSE) in cattle, scrapie in sheep, and chronic wasting disease (CWD) in elk, affect both livestock and wildlife, and as such are of particular importance to Wyoming's livestock and tourism sectors, its economy, landscape, and lifestyle. In some cases, prion diseases have been known to affect humans, as well. Professor Schätzl's work, which is at the frontier of the new science of prion biology, is expected to build UW's reputation as an international center of research in wildlife and livestock disease and other neurodegenerative disease interactions.

- **Atmosphere-Biosphere Interaction. On hold.** The Colleges of Engineering and Agriculture had initiated a search for a distinguished scholar focused on processes controlling atmosphere-biosphere interactions. To reside in the departments of Atmospheric Sciences and Renewable Resources, the faculty member to hold this Wyoming Excellence chair would study the relationships between changes in climate and terrestrial ecosystems, with an emphasis on the complex, semi-arid terrains of Wyoming. The position would have a critical role as well in developing the newly formed research partnership between the University of Wyoming and the National Center for Atmospheric Research (NCAR). Prior to the position being put on hold, jump-start funds were used to purchase an Energy Dispersive X-ray Spectroscopy system, which enables the existing scanning electron microscope to rapidly determine elemental compositions of particles simultaneously with measurements of sizes and shapes of particles. The new system constitutes a major addition to our capabilities to meet the needs of researchers, and should be very attractive to a scientist interested in working on studies involving particulates from the atmosphere.
- **Biomedical physiology. On hold.** The College of Arts and Sciences Department of Zoology and Physiology had begun a search for a distinguished biomedical physiologist to train students in physiology and health sciences, and to conduct innovative research to build the university's distinction in the life sciences. The endowment for this position is partially private, and the Wyoming Excellence professor selected to fill it would also hold the title "Hank Gardner and Marilyn Fiske Chair of Physiology."

Professions Critical to the State (two positions authorized in the Colleges of Business and Law, both on hold).

The Excellence in Higher Education endowment afforded UW the opportunity to complete several partially funded, privately endowed chairs, creating unique state-private partnerships in building excellence in areas of distinction at UW. Two such positions are in the Colleges of Business and Law. Both are on hold pending a stronger financial outlook:

- **Accounting. On hold.** The College of Business had initiated a search for a distinguished professor to fill the Wyoming Excellence and Toppan Chair in Accounting. Clara Raab Toppan, the private donor, was the first woman CPA in the state of Wyoming. The goals for the Toppan professorship are to recruit accounting students into the profession by connecting with high schools and community colleges throughout the state and region, and to enhance the effectiveness and impact of UW's accounting education program in supporting business development and sustainability in Wyoming.
- **Law. On hold.** A second such partner position was to be located in the College of Law, which had initiated a search for a permanent faculty member to fill the Wyoming Excellence and Kepler Chair in Law and Leadership. The scholar chosen for this position is expected to bring critical expertise in energy or natural resource law to University of Wyoming, and to create and build linkages between the College of Law and the new School of Energy Resources.

During the 2008-2009 academic year on a visiting professorship funded jointly by the Excellence Endowment and College of Law, **Mr. Dennis Stickley** taught insurance law, oil and gas law, and energy law and policy. The arrangement has been extended through academic year 2009-2010, and is also supported financially by the School of Energy Resources. Professor Stickley received a B.S. in international agriculture, M.S. in resource economics and J.D. degree from the University of Wyoming, and a Master of Laws degree in energy law from the University of Utah. He is recognized as an international expert in energy law, and has been listed in the *Guide to the World's Leading Energy and Natural Resources Lawyers*. Stickley made several presentations to UW and international audiences during the year. They included: *Wyoming Pipelines: The Territory Ahead, Negotiating in Good Faith & Other Ethical Considerations in Energy Development* at university-sponsored conferences and panels, and *Financing Cross-Border Pipelines* to the Association of International Petroleum Negotiators in Edinburgh, Scotland and *A Framework for Negotiating & Managing Gas Industry Contracts* to the Egyptian National Gas Holding Company in Cairo, Egypt. Stickley continued his research on wind-energy development and made a report to the Legislative Wind Energy Task Force on options for state-federal cooperation in wind-energy development. He plans to present his work on geologic sequestration of carbon and preparation of model agreements for unitization of pore space estate at a School of Energy Resources conference for landowners in 2010.

Other Economic and Social Challenges (two positions allocated).

- **Community economic development. On hold.** The focus of the Wyoming Excellence endowed chair in Community Economic Development, should it be permanently funded, will be on building the relationship between community economic development and the region's natural resource base, particularly in Wyoming, with a goal of assisting communities to manage and plan for growth and change. In addition to the Ph.D. in Agricultural Economics, Economics, or equivalent degree with documented experience in regional economics, community development, and natural resource policy, other desirable qualifications include working experience with GIS and geospatial analysis, the economics of industry location and site analysis, and/or community development implementation processes. The academic home of the endowed chair in Community Development would be the College of Agriculture.
- **Collaborative natural resource management. Wyoming Excellence endowment funding on hold, alternative funding arrangements in place.** The Haub School and Ruckelshaus Institute of Environment and Natural Resources and the College of Agriculture have collaborated to fund and successfully fill the Eldon and Beverly Spicer Chair in Environment and Natural Resources. **Dr. Steven Smutko**, the faculty member to hold this distinguished professorship, which was to be funded jointly by the Spicer family endowment gift to UW and the Wyoming Excellence Higher Education Endowment, has strong expertise in environment and natural resources conflict resolution and collaborative processes. Dr. Smutko has a B.S. in Outdoor Recreation from Colorado State University, a Master in Community and Regional Planning degree from North

Dakota State University, and a Ph.D. in Economics with specialization in resource economics from Auburn University. He is currently Director of the North Carolina Natural Resources Leadership Institute, and Extension Specialist with the Department of Agricultural and Resource Economics at North Carolina State University, with responsibilities in the area of natural resources and public policy. His focus has been on working with local governments, state and federal agencies, and others to effectively involve citizens in environmental policy issues. He will join UW in January 2010. Through Professor Smutko's leadership, formal coursework and collaborative process training will be available to students from the wide variety of disciplines with interests in collaborative decision-making. The position will also benefit the myriad of industries, agencies, non-profits, and other participants in collaborative natural resource management by providing research expertise to evaluate the successes and challenges of collaborative decision-making. Temporary funding from the Wyoming Excellence Endowment will be used to fund Dr. Smutko's position in the first year. After the first year, unless Wyoming Excellence funds are sufficient, the College of Agriculture will provide one-half of the funding using regular faculty position monies and the remainder will be funded by the Spicer endowment.

Summary and brief rationale for authorized position searches currently on hold

- Atmosphere-Biosphere Interaction: provides an important link between UW's area of distinction in the life sciences and the UW-NCAR partnership
- Energy and Natural Resource Law/Kepler Chair in Law and Leadership: solidifies UW's focus in these areas in the College of Law
- Community Economic Development: strengthens UW's expertise in the unique challenges facing Wyoming's rural communities
- Collaborative Resource Management: bolsters long-standing area of distinction in environment and natural resources
- Biomedical Physiology/Gardner Chair: can help strengthen and sharpen the focus of a new doctoral program in biomedical sciences proposed in UP3
- Accounting/Toppan Chair: can strengthen a solid professional program important to the state.

3. Fiscal Summary

In total, Academic Affairs had authorized fifteen fully or partially state-funded Wyoming Excellence endowed chair positions for searches during the 2007, 2008, and 2009 academic years. Currently, unfilled position searches are on hold. The costs associated with each position include salaries commensurate with the market for top academics, employer paid benefits, ongoing budgets to support research and instructional activities, as well as one-time start up expenses which are especially critical to recruiting distinguished scholars with large established laboratory research programs.

The balance in the Excellence in Higher Education Endowment expenditure account held at the university as of June 30, 2009 is \$3,170,919.55. Expenditures for the 2010 fiscal year are currently budgeted at \$3.30 million.

The following tables summarize the uses and expenditures of the budgets for filled positions, and the total estimated initial cost of the program when all 15 allocated positions are filled. Not shown are projected costs as the program continues. Costs are anticipated to increase at the rate of approximately four (4) percent a year, in conjunction with anticipated salary raises and increases in benefit and support costs. Wyoming Excellence chairs will not receive salary raises in years in which salary increases are not available to other UW and state employees.

**Use and Expenditure of Funds
July 1, 2008 - June 30, 2009**

| | |
|--|----------------|
| Balance July 1, 2008 | \$3,913,384.74 |
| Advertising and Recruitment | \$145,314.90 |
| Salaries and Benefits | \$993,875.69 |
| Support | \$232,635.28 |
| Equipment/facilities | \$48,713.27 |
| Income (distribution from state and interest)* | \$678,073.95 |
| Balance June 30, 2009 | \$3,170,919.55 |

* does not include 4th quarter distribution, which was received July 31, 2009

Estimated Expenses for All Fifteen Positions, when filled

| Salaries | Employer Paid Benefits | Support for Research and Instructional Activities | Total Annual Expenses | Start Up Costs |
|-----------------|-------------------------------|--|------------------------------|-----------------------|
| \$1,869,000 | \$660,000 | \$745,000 | \$3,170,950 | \$1,746,000 |