

To: University of Wyoming Faculty Senate

From: University of Wyoming Academic Planning Committee

Re: Annual Report for 2011-2012 Academic Year

Date: April 17, 2012

The Academic Planning Committee received two charges from the UW Faculty Senate on October 26, 2011.

1st charge: the committee was asked to review Proposed Admission Standards for the University of Wyoming with particular attention to the Humanities. The committee was asked to consider whether Humanities courses were given the right amount of weight in the admission standards.

Committee members interviewed representatives from the Music, Art, and Mathematics departments, attended the Laramie "town hall" discussion, and talked with Carol Frost (VP for Special Projects). Committee members also conducted independent research to find literature on the topic.

The committee submitted its report to the Executive Committee of the Faculty Senate November 11, 2011. In addition, the committee chair was asked to present to the UW Board of Trustees Academics and Research Subcommittee, November 17, 2011. The Academic Planning Committee recommended that Humanities should receive greater emphasis in the admission standards. The Board of Trustees voted on November 18 to approve new admission standards, including "two years of...coursework demonstrating breadth or depth in learning chosen from fine and performing arts, social and behavioral studies, humanities, additional foreign languages or career-technical courses." This was in line with the Academic Planning Committee's recommendations.

2nd charge: the committee was asked to "review UW Regulations related to the Academic Policy and University Studies Program, noting any discrepancies, and make recommendations to...provide consistency between them."

The Academic Planning Committee reviewed regulation 6-712 (Physical Education Requirements) and 6-714 (Freshman English Graduation Requirement) and found both significantly out of synch with current UW needs and practices. Committee members consulted with faculty in the English and Health Sciences departments and drafted proposed new language for the regulations.

The proposal was presented to the Executive Committee of the Faculty Senate, February 20, 2012. However, alterations to course requirements proposed by the University Studies Program Task Force could alter university practice so much that the regulations would have to be reconsidered again. As a result, consideration of university regulations was put on hold until the USP Task Force report has been completed and accepted.

D. Claudia Thompson
Chair, Academic Planning Committee

TO: UW Faculty Senate

FROM: Michael Nelson, Chair, **Faculty Academic Standards, Rights & Responsibilities Committee**

Subject: Committee Report for AY 2011-2012

The FASRR Committee spent the fall 2011 semester finalizing our proposed revisions to UW Regulation 5-801, Dismissal of Academic Personnel. The bill incorporating these revisions was introduced at the September Faculty Senate meeting. At the October Faculty Senate meeting, discussion on the bill took place, including approval of amendments proposed by the FASRR Committee. Passage occurred at the November meeting. The revised Regulation took effect with approval by the Trustees at the March 2012 Board meeting.

Also during fall 2011 we began work on our next charge from the Executive Committee, which was formally transmitted to us in November. We continued with this project throughout spring semester. The charge was to review all UW Regulations related to and/or bearing on the revised UW Regulation 5-801. That review was intended to identify any regulations that are in conflict with the revised 5-801 or are otherwise inconsistent with 5-801 or each other. Following that review, we were directed to make recommendations to the Executive Committee for any needed changes in UW Regulations to properly align the relevant provisions.

We submitted a series of recommendations at the April 9 Executive Committee meeting. The Executive Committee is awaiting formal input from the UW Legal Counsel office on those recommendations. Discussions will continue this fall.

Budget Committee Report

April 13, 2012

Warren Crawford (AG), Lynne Ipina (AS), Steve Bieber (AS), Fred Sterbenz (BU), Cliff Harbour (ED), Mark Garnich (EN), Laura Mallett (HS), Debora Person (LA), Deborah McCarthy (LI), Laura Jackson (AHC), John Kambutu (OS), Cheri Frank (SS), Shannon Thomas (ASUW)

The Budget Committee has discussed a variety of topics this year, and we anticipate that given the ongoing budget situation for the state we will be busy next year.

In the fall semester we engaged in lengthy discussions about the proposal for a 20% increase upon promotion to full professor with Faculty Senate Chair Warrrie Means. This issue has been discussed by the Senate off and on for some time and as usual there were a wide variety of opinions on the matter. No consensus was reached on the matter and in the end no resolutions are forthcoming on the issue at this time.

The Governor and the Joint Appropriations Committee requested that all state agencies provide proposals for possible 2%, 5%, or 8% cuts to the state budget. Academic Affairs requested that proposals be in the form of an update to the 2009 budget reductions documents. We met with Chair Means to discuss the issues involved and to provide input in to the update to the 2009 Budget Planning White Paper. The 2011 version of this report and the December 2011 memo from Chair Means and the Executive Committee are available on the Academic Affairs website.

In the context of the discussion of possible budget cuts several other issues regarding salary and benefits, academic mission, and funding of university priorities were discussed. State appropriations account for a significantly higher percentage of the University of Wyoming's budget than is the case for most other state supported universities. With upcoming reductions in state funding likely coming, this is something to keep in mind for all faculty as we are highly dependent on the state as a funding source.

The Committee will meet once more to provide input to Chair Means and the Executive Committee regarding the proposed 4% budget cut in FY2014.

Recommendations for the Committee for next year are:

1. Near the start of the fall semester meet with the Faculty Senate Chair, the Vice President for Administration, and appropriate members of Academic Affairs. At this meeting the committee will seek guidance on what to focus on during the coming academic year.
2. Follow up on the faculty salary issues raised in the 2010 Committee report.
3. Provide input on upcoming budget issues when possible. Given the conflicting cycles of the fiscal and academic year there are times when it is impossible to provide timely input on these matters. While we can continue to articulate general principles it can be difficult to provide concrete input in budget matters that occur outside of the academic cycle. We continue to advise that support for the academic mission, faculty and staff salaries, and representation of faculty in the budget process are key priorities for the Committee and the faculty.
4. Discuss and determine who should be responsible for faculty education in budget matters. There is a great deal of misinformation among both the faculty and staff about the budget process, particularly as it applies to salaries and benefits.

Committee on Committees
 2011-12 Academic Year
 Annual Report – April 2012

11 voting members: 1 from each of the 7 colleges (2 from A&S), Libraries, American Heritage Center and the Outreach School; *ex officio* member: Chair-Elect of the Faculty Senate; Chair is an *ex officio* member of the Executive Committee of the Faculty Senate. Staggered 3-year terms.

Committee:		<i>Term Ends</i>	
		<i>Spring of</i>	
AG Renewable Resources	Michael Smith	2012(R)	
AS Sociology	Malcolm Holmes	2012(R)	
AS Communication & Journalism	Eric Wiltse	2014	
BU Economics & Finance	Owen Phillips	2014	
ED Elem/Early Child Ed	Michelle Buchanan	2014	
EN Chemical & Petroleum Eng	Shunde Yin	2013	
HS Health Sciences	Teresa Ukrainetz	2013	
LA Law School	Dee Pridgen	2012(2)	
LI Coe Reference	Cheryl Goldenstein	2013	
AHC American Heritage Center	Emily Christopherson	2013	
OS Outreach Credit Programs	Jeff Miller	2012	Senator

(2)=second consecutive term
 (R)=replacement/partial term

Report:

The CoC recruits and approve academic personnel to fill eleven Faculty Senate Committees. The committee emailed concerning recruitment and approvals throughout the year. The CoC met once on April 2, 2012 for the major spring recruitment activity. All vacancies were filled except one on representing the American Heritage Center on the Academic Information Technology Committee and one representing the College of Agriculture on the Student Interaction Committee. These are expected to be filled by incoming personnel in Fall, 2012.

The CoC approved a motion to use on-line volunteer solicitations and other communications with UW academic personnel to save on the costs of paper production and distribution.

Teresa Ukrainetz was Chair of the committee this year and was re-elected for 2012-13. Amy Kopp continues to provide indispensable assistance to the CoC Chair.

April 12, 2012

RE: AITC Committee Annual Report

Faculty Senate,

Annual Report of the University of Wyoming Faculty Senate Academic Information Technology Committee (AITC).

During the 2011-2012 Academic Year the AITC did not receive any charges from the Faculty Senate.

Respectfully submitted,

Christine Boggs

Chair AITC

To: Warrie Means, Chair
Faculty Senate

From: Meg VB Wood, Chair
Faculty Development Committee

Subject: Faculty Development Committee Annual Report

Date: April 12, 2012

The Faculty Development Committee completed four tasks during the 2011-2012 academic year.

1. On December 1, 2011, the committee met to recommend a recipient for the Flittie Sabbatical award. After reviewing the thirteen nominees for the award, the committee selected Caskey Russell, Associate Professor, English.
2. In response to a charge from the Executive Committee of the Faculty Senate, the committee completed an assessment of the effectiveness and perceptions of on-line teaching. The findings were summarized and presented to the Executive Committee of the Faculty Senate on January 9, 2012, followed by a presentation to the Faculty Senate on January 30, 2012.
3. On March 9, 2012, the committee met to make recommendations for the faculty teaching and research awards. We made the following recommendations:
 - a. Ellbogen Lifetime Teaching Award – Michael Day
 - b. Ellbogen Meritorious Classroom Teaching Award – Nicole Lamartine, Thomas Thurow, and Cameron Wright
 - c. George Duke Humphrey Distinguished Faculty Award – Hank Harlow
 - d. Hollon Family Award for Teaching Excellence in Off-campus Programs – Cliff HarbourWe also recommended that Charles Dolan be nominated for the CASE award.
4. Jennifer Petrie was elected chair of the committee for 2012-13.

As its final task before the end of the spring semester, in May 2012, the committee will review applications to occupy the Flittie House for the upcoming academic year.

April 17, 2012

To: Warrie Means, Chair
Faculty Senate

From: Eric J. Sandeen, Chair
Graduate Council
Professor and Director
American Studies Program

Re.: Graduate Council Annual Report

During this academic year the Graduate Council engaged in three significant activities:

1. We reviewed existing Catalog copy, revising one section and adding language to another. Specifically, we amended the requirements for participation in committees at the masters and doctoral levels, making it possible for a non-UW professor or professionally qualified persons to be appointed. We added text to the Catalog that specifically permits a department or program to dismiss a graduate student who fails to make satisfactory progress toward the degree.
2. We approved revisions to existing MS and Ed.D. degree programs in the College of Education.
3. We selected winners of the various Graduate Awards (Outstanding Graduate Advisor, Outstanding MA/MS Thesis, Outstanding Ph.D. Dissertation, Ellbogen Graduate Assistant teaching awards).

A final note: Because the structure of graduate education has changed during the past several years, special vigilance needs to be given to the inadequacies and inconsistencies of the University Catalog. Much of the actual work of administering graduate programs has devolved to individual units – and this Council believed strongly in home rule, whenever possible – and so the Catalog should not be open to varying interpretations on basic issues. I suspect that the Council will continue with this work next year as problems and questions arise.

Member of the Graduate Council for 2011-2012:

Don McLeod (Agriculture), Kristi Cammack (Agriculture), Eric Sandeen, Chair (Arts and Sciences), Walter Scott (Arts and Sciences), Susan Swapp (Arts and Sciences), Snehalata Huzurbazar (Arts and Sciences), David Aadland (Business), Jose Rosa (Business), Patrick Manyak (Education), Suzanne Young (Education), John O'Brien (Engineering), Sukky Jun (Engineering), Sreejayan Nair (Health Sciences), Mary Hardin-Jones (Health Sciences), Stewart Young (Law), Brian Eberhard (graduate student), Nathan Roe (graduate student).

2011-2012 Library Council Summary

1. Membership...

- Library Council met 4 times this academic year
- Members/representatives from every college, Libraries staff, American Heritage Center, students both undergraduate and graduate, and one non-UW member

2. This academic year, we were given overviews of a variety of branch libraries, departments, and Services:

- Brinkerhoff Geology Library
- Research & Instruction
- Scholarly Communication
- Reference uses of technology
- Collection Development meetings with UW departments
- Special Collections

3. Topical Discussions included:

- UW Legislative Request including collection increase
- Search Interfaces and initiatives to improve discovery
- iPad Loaning Program
- Use of social media
- Collection and Staffing Plan
- Collection Budget for FY12
- New Resources funded by FY12 Legislative/Tuition Funding
- Budget Reduction Principles
- LibQual Survey: past results, current implementation
- USP/Information Literacy updates, continuing Librarian efforts to continue this throughout USP

3. Due to the current budgetary climate, we discussed the following reduction principles:

- *Non curriculum collections will be canceled, i.e., the popular reading collection:*

The popular reading collection supports recreational reading although it promotes reading, it is not linked to a curriculum initiatives. There are alternative options for reading materials including the literature collections, classical literature available in the McMurry Reading Room, and the Albany County Public Library. In addition, interlibrary loan services are available to borrow materials not owned by UW. A long term development initiative is underway to create an endowment to move funding for this collection from state funds to private funds. Eliminating this collection will have minimal impact on students.

- *Reduction of multimedia collections:* The audio visual (DVD/VHS) collection supports a variety of collection goals including teaching and recreation. This popular collection has grown dramatically and is in high demand by students and faculty. The Libraries would reduce new purchases to items with a demonstrated instructional need and the continuation of existing series should it be difficult to retroactively purchase series modules.

- *Maintain series/journals/databases:* Journals are typically linked to multiyear contracts based on the calendar years requiring significant work to terminate a license and only partial year savings. Online journals require considerable work to provide access including data loading, cataloging, uploading holdings to three databases, linking journals with index databases, and developing proxy access for off campus access that is critical for distance students. Due to workload impacts, it not trivial to eliminate an online journal backtracking through the processes and then reinstalling the journals in 1-2 years. Gaps in journal collections are difficult to restore and impact future research. The Libraries will undertake strategies to maintain current serials such as extending multiyear contracts but will not add new journals. Ongoing regular evaluation of

journal holdings with faculty will continue to ensure journal collections support current curriculum and research priorities.

- *Drastically reduce book/monograph purchases:* While reduction of monograph purchases would significantly impact the humanities, this reduction would have a temporary impact that is largely recoverable. This is not a long term strategy but it proved effective during the 2009 reductions. The Libraries would establish an account for faculty who demonstrate an immediate curriculum need for a book and would focus purchases on small presses that tend to have limited print runs. Depending on the term and depth of reduction, the Libraries might implement a price point as another evaluative strategy. The Libraries would work with YBP, UW's primary book vendor, to track purchases that would have been made without a reduction and when funds are restored, will retroactively purchase those items. Interlibrary loan services would be available to request missing titles from other libraries creating a delay but ensuring access is preserved.

- *Increased Interlibrary Loan and Prospector Services:* A possible collection reduction will transfer some purchasing costs to borrowing costs. Interlibrary loan services are effective for meeting curriculum and research needs for the short term and these services would be promoted so that students and faculty understand alternatives to meeting their information needs.

- *Focus on Communication:* Communication regarding collection changes and alternative services is essential so that faculty understand why such changes are required. Especially for a temporary reduction, clear communication is necessary so that faculty realize this is a short term problem with alternative options. The recent growth in collections will be maintained and long term goals of creating a research collection is a priority for the Libraries and the University.

4. Election of new chair

- Dr. Edward Janak was asked to chair a second academic year and will serve for the 2012-2013 academic year.

Respectfully Submitted,



Dr. Edward Janak
Chair, Library Council
2011-2012 Academic Year

Report to the Faculty Senate, from the Research Advisory Committee for 2011-2012

This Committee's main charge is to oversee the awarding of Faculty Grants-in-Aid. To that end, we received 37 applications from over 25 different disciplines and \$260,629 being requested in total.

We awarded 7 proposals, with awards totaling \$51, 265. The recipients were as follows:

Jonathan Brant Civil and Architectural Engineering \$7200 —
"Recovery of Dissolved Minerals and Metals from RO Concentrate using Magnetic Nano-Adsorbents"

Michael Brose History \$7200 —
"Network Analysis of Political Elites in Mongol Yuan China"

Mark Clementz Geology/Geophysics \$7,315 —
"Late Pleistocene-Holocene Climate Change Inferred from Geochemical Analysis of Small and Large Mammal Coprolites (Last Canyon Cave, Pryor Mountains, Montana)"

Susan Dewey Gender & Women's Studies \$7,500 —
"Assessing knowledge and perceptions about sex trafficking amongst law enforcement officers, sex workers, and social service providers in Denver"

Carl Frick Mechanical Engineering \$7,275 —
"Micro-patterned Thermally Switchable Adhesive Surface"

Myrna Miller Vet Sciences \$6,975 —
"Further Characterization of an unknown virus isolated from a calf"

Mary Anne Purtzer Nursing \$7,500 —
"Integrating Cancer Patient Self-Monitoring into Practice: Are We Ready?"

Respectfully submitted by Dennis Moser, Chair, 17 April, 2012

**University of Wyoming Faculty Senate
Student Interaction Committee
Yearly Report, Academic year 2011-2012
Respectfully Submitted by: Kari Morgan, Committee Chair**

Our committee's work this year has focused on the following topics:

- 1) **Student Opinions of Online Teaching Evaluations:** Our committee was charged with soliciting student feedback about the effectiveness of online teaching evaluations. The survey was administered in spring 2011 and the results and a final report were reported to faculty senate executive committee and faculty senate in January/February 2012.
- 2) **Supplemental Instruction.** Based on the recommendation of one of our student members (Cheyenne Worthram), we investigated the Supplemental Instruction Program that is sponsored by LEARN. Based on the results of a meeting that was held with Jessica Wilford and April Heaney (LEARN staff), we believe that this program is of benefit to students who participate in the program, as well as to the student leaders (and faculty). We would like to encourage Faculty Senate to learn more about the Supplemental Instruction program, and support promotion and continued funding for the program.
- 3) **Other.** The chair monitored potential topics related to the mission of the Student Interaction Committee and solicited committee feedback as necessary. In particular, the chair solicited feedback on the new admissions standards and provided information on the USP revisions to the committee.
- 4) **Comments from the Chair.** It has been a pleasure to serve as chair of this committee for the past year. Our committee consists of faculty and student members, all of whom are active participants in the work of our committee. I would like to thank ASUW for promptly appointing students to our committee, and also thank all committee members for their work this year.
- 5) **Elections:** Ed Janak will serve as chair for the committee for the upcoming year.

UNIVERSITY OF WYOMING

University Studies Program Committee

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2011-2012 Annual Report from the University Studies Committee

Committee Membership

Cheryl Goldenstein, Chair, University Libraries

Samara Madrid, College of Education

Neil Humphrey, College of Arts and Sciences

David Messenger, College of Arts and Sciences

Brant Schumaker, College of Agriculture

Steven Barrett, College of Engineering

Mark Byra, College of Health Sciences

Jason Katzmann, UW/CC

Jo Lynne Stalnaker, College of Business

Shaun Hayes, American Heritage Center

Charlotte Yoest, Associated Students of the University of Wyoming

Ex Officio Members

Jo Chytka, Advising and Career Services, Student Affairs

Janet Timmerman, Outreach

Tammy Agard, Registrar, Student Affairs

Joe Jensen, Academic Planning, Faculty Senate

Andy Hansen, Associate Provost for Academic Affairs

Oliver Walter, Deans' Council

Phyllis Jones, Laramie County Community College

Aneesa McDonald, Academic Affairs

Purpose of Committee

The committee is primarily charged with setting policy and approving courses for the University Studies Program. Committee members met monthly throughout the 2011-2012 academic year.

Course Approvals/Rejections

Courses approved for USP designations are renewed every three years. Departments offering USP courses submit syllabi and other supporting materials to the USP Committee as part of the renewal process. Because of the current revision of USP, the committee chose to extend designations of over 200 existing USP courses through 2011-12 rather than asking departments and faculty to complete what might seem to be unnecessary work. The committee will consider renewing these courses in 2012-13, depending on the outcome of the USP revision process.

The committee reviewed 17 new course proposals for a total of 24 USP designations. The D, G, L, WB, and WC may be embedded in courses meeting another USP requirement. All courses were approved for their requested designations. The following chart shows approvals for each USP category:

Summary of USP Courses Approved/Rejected (by component)

USP Core Components (new)													
Courses	I	WA	O	QA	QB	S, SB, SP, SE	C	CH	CS	CA	V	P	
# Approved	0	0	0	0	0	2	1	3	2	2	0	0	
# Rejected	0	0	0	0	0	0	0	0	0	0	0	0	
USP Embeddable Components													
	L	WB	WC	G	D								
# Approved	0	3	1	7	3								
# Rejected	0	0	0	0	0								

USP Core Components (renew)*													
Courses	I	WA	O	QA	QB	S, SB, SP, SE	C	CH	CS	CA	V	P	
# Approved													
# Rejected													
USP Embeddable Components													
	L	WB	WC	G	D								
# Approved													
# Rejected													

*Committee chose not to review courses for the 2011-2012 academic year do to the revision process.

USP Issue Decisions

Other issues resolved by the University Studies Program Committee in 2011-12:

Renewal of policy allowing transfer and returning students to petition to satisfy the L requirement by passing the TIP exam until December 2013.

USP Revision

Tammy Aagard, Steve Barrett, Jo Chytka, and Cheryl Goldenstein served on University Studies Review Task Force 2. Alyson Hagy, chair of Task Force 2, met with the USP Committee to discuss progress on the revision efforts and to answer questions. The committee looks forward to whatever role it might play in the revision process.

Committee Chair for 2012-2013 Academic Year – Brant Schumaker

**2011-2012 University of Wyoming
Reappointment, Tenure & Promotion (URTP) Committee
Report to Faculty Senate
April 16, 2012**

Committee membership: Tami Benham-Deal (Chair), Jerry Parkinson, Peter Thorsness, Martha Hanscom, Linda Kidwell, George Kamberlis, Jefferson Snider, Cheryl Wells, K.J. Reddy, Narina Nunez, Leslie Wagner, Michael Primus, Mark Ritchie, Susan Frye, Heather Duncan, Stacey Baker, Dennis Coon

The URT&P committee met for its last meeting of AY 2011-2012 on March 26 & 27, 2012. Two items of business were conducted.

I. Faculty Senate Charge to Review University Regulations (UNIREGS)

The URT&P committee concluded its work related to reviewing UNIREGS for possible language change related to promotion to full professor. UNIREG 5-803 (Reappointment, Tenure and Promotion Procedures for University Faculty) was examined and determined to need no modifications at this time. UNIREG 5-1 (Academic Personnel) was also examined and the URT&P committee recommends two changes be made.

Recommendation 1: UNIREG 5-1, B. (Faculty) I. (Designation) d.

Current language (p.2)

Professors, in addition to having the qualifications of associate professors, shall have demonstrated superior capacity for direction of graduate work and research where appropriate, have attained wide recognition in their professional fields for scholarship or other creative work, and shall have gained recognition as teachers and as consistent contributors to the fields in which they are to render University service. It is not anticipated that each faculty member will attain the rank of full professor.

Recommended change

Professors, in addition to having the qualifications of associate professors, have demonstrated superior performance overall, being highly successful in the following areas:

- 1.) direction of graduate and undergraduate work and research where appropriate,*
- 2.) scholarship or other creative work,*
- 3.) teaching,*
- 4.) service to the University as well as other communities and professional organizations, which may include administrative leadership.*

It is not anticipated that each faculty member will attain the rank of full professor.

Rationale for Change to UNIREG 5-1 B sec. d

The proposed change reflects a holistic view of evaluation; that is, overall performance (vs. *capacity*) is measurable and should be expected to be superior to that of the lower rank (i.e., associate professor), but there should be latitude for determining degrees of excellence in each of the dimensions of a full professor's job description. The proposed change acknowledges the importance of work and research with undergraduate students, and not just graduate students, reaffirms the importance of highly successful teaching, and broadens service to include leadership at the university as well as service to other communities and professional organizations. Language specific to the anticipation that all faculty members will not attain the rank of full professor is consistent with the current regulation.

Recommendation 2: UNIREG 5-1, D. ¶ 10

Current language (p.6)

The promotion of faculty shall also be initiated Promotion decisions for associate professors being considered for professor rank is [sic] not tied to years of service; however, decisions will be considered “early” if one has served fewer than five years in the associate rank.

Proposed

Promotion decisions for associate professors being considered for the rank of professor are not tied to years of service. Instead, they hinge on the depth, level, and national or international scope and recognition of the candidate’s contributions to the discipline and the university’s mission. Associate professors seeking promotion to professor normally undergo a period of additional professional growth that results in a greater level of accomplishment and intellectual leadership.

Rationale for Change

This portion of the UNIREG focuses on timelines associated with promotion to Full professor. The proposed change shifts attention away from making decisions based on specific timelines (for normal or early promotion). Instead, decisions should hinge on other qualities (i.e., depth, level, and national or international scope and recognition of contributions to the discipline and university mission). While a period of growth is expected to occur between promotion to Associate and Full professor, there is a need to provide flexibility in determining what that period of growth might be.

II. Review of Reappointment, Tenure and Promotion Cases

As per UNIREG 5-803, the URT&P committee reviews cases in which the decision at a lower level is in conflict with that of another level, plus cases deemed by the Vice President of Academic Affairs or the President to benefit from an additional layer of faculty review. The committee also reviews early tenure and/or promotion cases. Ten cases were originally assigned for review. Four of the cases had received conflicting votes at department and/or college levels for reappointment, tenure, or promotion. One review was for early promotion to Associate Professor. The remaining cases were pulled for review due to various concerns. The committee met with candidates on March 26 and 27, 2012. One candidate declined the invitation to meet with the committee due to resignation. Votes and comments were due by April 2, 2012.

Some of the issues that were noted this year include:

- *Clarity and Organization of Packets.* A clear and organized packet is critical to the faculty review process. Lack of clarity and organization is sometimes cited in comments from lower levels as reason for negative votes/comments rather than basing comments on the academic merit presented in the packet. Colleges and units are encouraged to provide professional development and/or guidance in producing clear and organized packets. One suggestion may be to organize packets to show alignment with the various dimensions of the job description.
- *Quality of Unit and College Tenure and Promotion Statements.* The URT&P committee members carefully examine these statements to inform their deliberations and decisions. Statements that clearly articulate expectations of scholarship (e.g., impact on discipline), teaching (e.g., sustainability and effectiveness), and service (e.g., consistency of contribution) facilitate the review process. Units

and colleges are encouraged to systematically and regularly review their statements to ensure that the content accurately reflects the expectations of their discipline. It is also important to ensure that unit and college statements include expectations for all positions that can be reappointed and promoted (e.g., Academic Professional Lecturers, Extension Educators, etc.). Failure to develop and include these expectations hinders the evaluation process.

- *Inclusion of Unit and College Tenure and Promotion Guidelines in Packets.* It is important that all packets include department and college guideline statements. This year some of the packets did not include these guidelines.
- *Inclusion of Faculty Essay/Self-reflection in Packets.* Faculty narratives and self-reflection essays provide reviewers with considerable insight into the journey candidates take in their pursuit of reappointment, tenure and promotion. Candidates can be effective advocates for their cases. This year some of the packets did not include faculty essays.
- *Examples v. Criteria.* University regulations and college/department statements frequently include examples or possible sources of information that can be used to evaluate performance. Occasionally, reviewer comments seem to be based on the perspective that a list of examples is all-inclusive, i.e., failure to demonstrate all of the examples in a list should result in a negative vote or comment. Arguments are less compelling when reviewers misuse a list of examples for a list of required criteria.
- *Cross Discipline, Unit, College Appointments.* Faculty who have teaching, research or service responsibilities across disciplines, units and/or colleges are encouraged to be proactive in ascertaining what the reappointment, tenure and promotion expectations are from all entities. Ongoing discussions about these expectations and how they are evaluated may prevent faculty from finding themselves in a quagmire that stems from differing expectations.

Other Business

Officers for the 2012-13 URT&P committee include:

Chair: Linda Kidwell (Accounting, College of Business)

Recorder: Dennis Coon (Mechanical Engineering, College of Engineering)

Respectfully submitted by:

Tami Benham Deal (Chair)
April 16, 2012

Report to the Faculty Senate—April 2012

Alyson Hagy
Professor of English
Faculty Athletics Representative

The **Athletics Planning Committee**, which is chaired by the Faculty Athletics Representative, continued its oversight duties during the 2011-12 academic year. The APC analyzes data and helps develop policy via three subcommittees: Academic Integrity (Karen Williams, chair), Fiscal Integrity (Gary Sherman and Cody Barry, co-chairs), and Gender/Diversity/Student-Athlete Well-Being (Jayne Jenkins, chair).

APC members for 2011-12 are: Katrina Zook (A&S), Gary Sherman (A&S), Alyson Hagy (A&S), John Pierre (Engineering/Applied Sciences), Scott Chamberlin (Education), Karen Williams (Agriculture), Stacey Baker (Business), Jayne Jenkins (Health Sciences), Adam Michelena (ASUW), Chaundra Sewell (student-athlete), Cody Barry (Facilities), Richard Miller (CACS), Steve Easton (Dean, Law), Joe Steiner (Dean, Health Sciences). All appointments are made by the President.

Academics: Graduation and retention rates for student-athletes remain higher than those of UW's non-student-athletes. Support from the Office of Academic Services (OAS) and judicious use of summer school funds, tutoring and mentoring helps in both areas. Still, challenges remain. Student-athletes who transfer to UW (from 2-year or 4-year schools) struggle to adjust. The attached charts lay out squad GPAs, probation/suspension status from Fall 2011, and NCAA ineligibilities for Spring 2012. Team Academic Progress Rates (APR) remain solid, and men's basketball has improved remarkably. New APR benchmarks for post-season competition will soon go into effect, however. All UW teams currently meet those benchmarks, but the numbers for football and men's basketball will remain objects of scrutiny.

Fiscal: As this report is being written, Athletics (like all units at UW) is preparing for a potential 4% budget cut. The current plan is to minimize cuts in all areas—academic support, coaching, sports medicine, strength/conditioning—that directly impact student-athletes.

Gender/Diversity/Well-Being: UW teams have been more successful than ever this past year. This has resulted in high ratings from student-athletes on their annual surveys and during exit interviews conducted with those who have exhausted their eligibility. Success, however, often means more stress (especially for true freshman participants) and more missed class time. The APC is keeping an eye on both issues. Student-athletes report they are aware of the availability of counseling services, nutritional support, and staff expertise that can aid them with stress management and time management challenges.

I remain happy, as always, to answer any questions or to hear your concerns in person or via email (ahagy@uwyo.edu). Matt Whisenant, Deputy Director of Athletics, met with the Faculty Senate Executive Committee in early April. We will continue to make those meetings a priority.

UW Student Athletics Fall 2011 Quick Facts

Overall GPA for the UW Athletic Program: 2.77 (Term) 2.82 (Cum)

Overall GPA for the Men's Athletic Programs: 2.57

Overall GPA for the Women's Athletic Programs: 2.97

Highest GPA

Men: Golf 3.25
Women: VB 3.46

Number of students submitted for MWC All-Academic Team:

64 total athletes met the MWC requirements

Breakdown of GPA by Sport

TEAM	GPA
Men's Golf	3.25
Men's Track/XC	3.11
Wrestling	2.64
Men's Swimming	2.56
Football	2.39
Men's Basketball	1.93

TEAM	GPA
Volleyball	3.46
Women's Golf	3.09
Women's Swimming	2.98
Women's Track/XC	2.96
Women's Tennis	2.96
Women's Soccer	2.83
Women's Basketball	2.72

Breakdown of GPA, 4.0

29 out of 382; 8%

Breakdown of GPA, 3.0 and above:

180 out of 382; 47%

Breakdown of GPA, 1.9 and below:

63 out of 382; 17%

MWC All Academic Eligibility Requirements:

This list should include student-athletes from the sports of Men's and Women's Cross Country, Women's Soccer, Women's Volleyball and Football.

Student-athletes who participate in a sport in which the Mountain West sponsors a championship shall be named Academic All-Conference provided they meet the following criteria:

Must have completed at least one academic semester/quarter at the member institution.

Must have a cumulative grade-point-average, at the member institution, of 3.0 or better.

Must have competed in 50 percent of the team's varsity contests.