

April 18, 2013

RE: AITC Committee Annual Report

Faculty Senate,

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

During the 2012-2013 Academic Year the AITC met once and corresponded via email to discuss the single charge for the committee.

“This memo serves as the official charge to the Academic Information Technology Committee to recommend the technological options for the purpose of reviewing reappointment, tenure, extended term, and promotion packets by peers and administrators.”

The committee chair reported to the Executive Committee with an update report and work on this charge will continue into the 2013-2014 academic year.

Christi Boggs will be chair for the 2013-14 term.

Respectfully submitted;



Christine Boggs
Chair AITC

AITC Committee Membership for the 2012-2013 Academic Year

| | | |
|-----------|---------------------------------------|-----------------------------|
| AG | Family & Consumer Sciences | Virginia Vincenti |
| AS | English | Eric Nye |
| AS | Geography | Shannon Albeke |
| BU | Management & Marketing | Mark Peterson |
| ED | Professional Studies | Doris Bolliger |
| EN | Computer Science | Kim Buckner |
| HS | Communication Disorders | Amy Weaver |
| LA | Law | Alan Romero |
| LI | Coe Reference | Kaijsa Calkins |
| OS | Outreach Credit Programs | Christi Boggs, Chair |

Academic Planning Committee
Annual Report of 2012-2013 Academic Year

To the University of Wyoming Faculty Senate
April 12, 2013

The Academic Planning Committee comprised the following members:

| Department | Name |
|----------------------------|-------------------------|
| Veterinary Science | Chaoqun Yao |
| History | Phil Roberts |
| Communication & Journalism | George Gladney |
| Management & Marketing | Jose Rosa |
| Secondary Education | Linda Hutchison |
| Computer Science | Ruben Gamboa |
| Communication Disorders | Roger Steeve |
| Law | Michael Smith |
| Coe Reference | David Kruger |
| American Heritage Center | Claudia Thompson, Chair |
| UW/CC Center | Lydia Nganga |

On September 5, 2012, the Committee received this charge to review proposed General Education requirements from the UW Faculty Senate chair Michael Barker:

“Academic Affairs has produced several documents for the review of and recommended changes to the General Education requirements for UW undergraduate students. Two reports are a result of a Task Force 1 and Task Force 2 committees. The TF1 and TF2 reports provide the philosophy and general guidelines for a proposed new General Education program at UW. According to UW Reg 6-700, “In accordance with, and subject to, the Regulations of the Trustees and applicable provisions of law, the University Faculty is responsible for the establishment of educational and academic policies for the University.” Thus, the Faculty Senate, as representatives of the UW faculty, will consider for adoption the philosophy and general guidelines of the TF1 and TF2 reports. The TF2 report includes the findings of the TF1 report and serves as a proposal for new General Education requirements.

This memo serves as the official charge to the Academic Planning Committee to (1) review and comment on the philosophy and guidelines in the TF1 and TF2 reports, (2) comment on and make recommended changes to the TF2 report for TF2 committee (or a new committee) consideration, and (3) present the findings to the Faculty Senate Exec Oct 8 committee meeting. If appropriate, a resolution should be produced in concert with the Exec Committee for senate consideration.

Please be advised that your findings should be presented to the Executive Committee on October 8, 2012, and possibly also on October 15, in order for the information to be presented to the Faculty Senate on October 22.”

The committee met on September 5 at 2 PM in the Flaming Gorge Room of the Union, but due to the difficulty of achieving a quorum, business was thereafter conducted by email. The chair introduced a brief resolution for consideration:

“Resolved: that the Academic Planning Committee accepts and supports the ‘Recommendations for a Revised General Education Program’ by the University Studies Review Task Force 2 (Fall 2012) with the following exception:

- That the language on page 16 under Human Culture and under STEM reading ‘Courses may not be counted toward the major’ be replaced by ‘Courses may not be from within the major department’.”

The resolution was passed unanimously by the committee October 1, 2012.

The resolution, as amended and expanded by the Executive Committee, was introduced to Faculty Senate as Senate Resolution 316 on November 26, 2012.

After discussion and further amendment, the resolution was passed by Faculty Senate on January 28, 2013.

The Academic Planning Committee looks forward to a detailed and conscientious implementation of the new General Education structure. The committee recognizes that implementation of this ambitious initiative will demand many hours of work by departments and colleges and in some cases the redeployment of faculty resources. We encourage administrators at all levels, from department heads to the president’s office, to support and reward the efforts made to achieve the goals of this plan.

Claudia Thompson will be chair for the 2013-14 term.

D. Claudia Thompson
Chair, Academic Planning Committee

Budget Planning Committee Report, for 20122013
April 15, 2013

Warren Crawford (AG), Gregg Cawley (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), Ben Marks (SS)

Activities

This year the Budget Planning Committee was charged with creating a handout to educate faculty about the University of Wyoming budget. The committee met five times over the course of the academic year to work on this charge.

We brainstormed about what should be included in such a handout and interviewed colleagues to gain some insight into what the range of knowledge was about the university budget. We discovered that there was a very wide range of knowledge about the budget among the faculty and also a very wide range of interest in the budget.

In looking for information about the budget to answer questions that were raised during the brainstorming sessions and interviews, we found that all of the answers were already available on the university website, the state government website, or, in a few cases, in material physically held by the University Libraries. Given the sheer volume of information available we decided that the information was better suited to an electronic handout. This handout is available at:

<http://libguides.uwyo.edu/budget>

During the year the committee also discussed ongoing concerns about faculty salaries, the impact of the budget reductions on staffing and workload, and other concerns related to the budget.

Our work for next year will be guided by the charge of the incoming chair of the Faculty Senate.

| Debora Person, College of Law, has agreed to serve as chair for the 2013-2014 academic year.

Committee on Committees

2012-13 Academic Year Annual Report – April 2013

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.

| | | | <i>Term Ends Spring of</i> |
|-----|----------------------------|-----------------------|--------------------------------|
| AG | Renewable Resources | Michael Smith | 2015 |
| AS | Sociology | Malcolm Holmes | 2015 |
| 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 | Jacquelyn Bridgeman | 2015(R) |
| LI | Coe Reference | Cheryl Goldenstein | 2013 |
| AHC | American Heritage Center | Emily Christopherson | 2013 |
| OS | Outreach Credit Programs | Jeff Miller (Senator) | 2015(2) |

(2)=second consecutive term

(R)=replacement/partial term

* Sandy Hsu substituted for 2012-13 while Wiltse was on sabbatical

The CoC recruits and approves academic personnel to fill eight Faculty Senate Committees. The committee emailed concerning recruitment and approvals throughout the year. The CoC met once on April 3, 2013 for the major spring recruitment activity. All vacancies were filled except one representing the American Heritage Center on the Academic Information Technology Committee that awaits a position being filled. One College of Education vacancy and the College of Law vacancies were filled following the meeting.

The CoC approved a motion to approve and put forward to the Faculty Senate Executive Committee Senate Bill 325, A Bill to Revise UW Regulation 702 "Establishment of Faculty Senate Committees" by Adding the Dean of the Outreach School as an *Ex Officio* Member to the University Course Review.

Teresa Ukrainetz has served as Chair of the CoC for three years. The committee elected Cheryl Goldenstein to be Chair for the 2013-14 year. As always, Amy Kopp continues to provide indispensable assistance to the CoC Chair.

Teresa Ukrainetz

Chair, Committee on Committees

TO: Faculty Senate

FROM: Tim Collier, Committee Chair

RE: **Faculty Academic Standards, Rights & Responsibilities Committee**
Annual Report 2012-13

The FASRR committee met three times in the past year as well as participated in extensive email correspondence about two issues. The first was a series of regulations related to termination, including regulation 5-1. The committee forwarded its recommendations about changes to these regulations in March, as per the charge given the committee by the Faculty Senate Executive Committee in the Fall. The second issue was related to academic freedom, specifically a document from Academic Affairs about a US Supreme Court decision, *Garcetti vs. Ceballos*. As per our charge, the FASRR committee examined this document. There were a variety of sentiments on the FASRR about revising UW's statement of Academic Freedom. Some on the committee were reluctant to take on a revision and were unconvinced that the Supreme Court decision warranted a revision of UW's language on Academic Freedom. Others on the committee viewed *Garcetti vs. Ceballos* and Academic Affairs document as a good opportunity to strengthen UW's statement about Academic Freedom. The committee largely agreed that a "first draft" of language from the Legal Office or Academic Affairs would be helpful. Myron Allen has produced a draft of a statement about Academic Freedom. In addition, the committee has looked at a statement of Academic Freedom from the University of Delaware.

The FASRR Committee now needs a new charge. My suggestion, if I may, would be for the FASRR Committee to examine Myron Allen's draft along with the statement from the University of Delaware, with the charge of producing new language on Academic Freedom for Regulation 5-1.

Tim Collier will be chair for the 2013-14 term.

Committee members 2012-13:

| | |
|-----|------------------|
| AG | Tim Collier |
| AS | Cliff Marks |
| AS | Carol Frost |
| BU | John Tschirhart |
| ED | John Stellern |
| EN | John O'Brien |
| HS | Michelle Hilaire |
| LA | Michael Duff |
| LI | Marcia Butler |
| AHC | Rick Ewig |

Faculty Development Committee Annual Report 2012-13

Committee Members:

| College | Department | Name | Term Expires (Spring) | Phone | Email... uwoyo.edu |
|---------|------------------------------|------------------------|-----------------------|-------|-----------------------|
| AG | Animal Science | Rob Cordery-Cotter | 2015 | 65276 | rcordery |
| AS | Modern & Classical Languages | Mark Person | 2013 | 63109 | mperson |
| AS | Political Science | Larry Hubbell | 2015 | 66484 | hubbell |
| BU | Management & Marketing | Roland Kidwell | 2014 | 63424 | rkidwell |
| ED | Professional Studies | Bret Range | 2014 | 65649 | brange |
| EN | Electrical/Computer Eng | Margareta Stefanovic | 2014(2) | 66780 | mstefano |
| HS | Pharmacy | Jennifer Petrie, Chair | 2013 | 66983 | jpetrie |
| LA | Law School | Noah Novogrodsky | 2014 | 66448 | nnovogro |
| LI | Administrative Office | Kelly Visnak | 2015 | 65535 | kvisnak |
| AHC | American Heritage Center | Rachael Dreyer | 2013(R) | 62580 | rdreyer |
| OS | Outreach Credit Programs | Meg Van Baalen-Wood | 2013(2) | 66461 | megw |

(2)=second consecutive term

(R)=replacement for an unexpired term

Annual FDC Activities

- Flittie Sabbatical Award (one award approved)
 - Application deadline: November 2, 2012
 - Four applications received
 - One awarded
- Faculty Awards
 - Application deadline: January 18, 2013
 - John P. Ellbogen Meritorious Classroom Teaching Award
 - Eleven applications received
 - Three awarded
 - George Duke Humphrey Distinguished Faculty Award
 - Two applications received
 - One awarded
 - Hollon Family Award for Teaching Excellence in Off-Campus Programs
 - Three applications received
 - One awarded
 - John P. Ellbogen Lifetime Teaching Award
 - Five applications received
 - One awarded
 - CASE U.S. Professors of the Year Award nominee recommended by the FDC
- Flittie House
 - Application deadline: April 26, 2013
 - FDC will review applications following deadline

Faculty Senate Executive Committee Charges

- ELS tuition waiver charge (attached)
 - FDC drafted the Call for ELS Tuition Waiver Nominations for review by the Exec Committee
 - **Outcome** – Exec agenda was amended to strike the FDC's report on the proposal due to the news that the ELS program will no longer continue at UW.

- Faculty Senate Resolution to increase a faculty's salary 20% upon promotion to Full Professor charge (attached)
 - FDC evaluated both the benefits and concerns of implementing this policy (attached x 2).
 - FDC developed a college salary comparisons table (attached) based on the Planning, Budget and Institutional Analysis college standard data sets, which reviewed department salary comparisons of full-time instructional faculty by rank.
 - Majority of the FDC voted to proceed forward with developing the proposed resolution (attached) and presented all information to the Exec Committee for review.
 - **Outcome** – Exec voted to move this forward for the Faculty Senate to receive documentation during the April 2013 meeting, and have it come before the senate for discussion during the September 2013 meeting.

Bret Range will be chair for the 2013-14 term.



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TO: Jennifer Petrie, Chair
Faculty Development Committee

FROM: Michael Barker, Chair
Faculty Senate

DATE: February 4, 2013

RE: Faculty Development Committee Charge

In the recent past, the Faculty Senate has considered supporting a resolution in support of an automatic 20% salary increase for those faculty promoted to the rank of Full Professor. The Budget Planning Committee deliberated the proposal, but did not come to a consensus on supporting the effort. The concept has been a priority item for the Faculty Senate Executive Committee and Academic Affairs for the past two years. The current Faculty Senate Executive Committee believes that the Faculty Development Committee is the proper Faculty Senate standing committee to consider a proposal at this time.

Dr. Jean Garrison took the lead and conducted a survey of full professors on support for the 20% salary increase for full professor promotion. The survey letter and results are attached.

This memo serves as the official charge to the Faculty Development Committee to (1) consider the benefits and concerns for instituting a policy that automatically increases a faculty's salary 20% upon promotion to Full Professor, (2) work with Academic Affairs to develop a policy that includes the 20% increase and any other stipulations deemed necessary, and (3) develop a Senate Resolution for Faculty Senate consideration.

The Faculty Senate Executive Committee anticipates having a resolution, if the FDC approves, to the senate at the April full senate meeting.

Thank you and your committee in advance for your work in this regard.

Arguments supporting the resolution to increase promotion raises to 20%:

- Equity is listed as one of the justifications for merit-based raises in all of our salary policy memos, and if we were to receive a legislative appropriation for merit raises, equity adjustments would be a priority use
- History indicates that there has not been a merit raise since 2009-10. We are in a time of fiscal belt-tightening and there is no meaningful prospect of generalized raises in the short or medium-term.
- We inhabit a system that guarantees promotion increases but relies on external variables for across the board raises.
- This proposal represents the only significant financial boost that some people are going to receive for the foreseeable future.
- There continues to be a very large salary discrepancy between Associate faculty who would be promoted to Full compared to those already at the Full Professor status within their own College, and even with the 20% raise, they would not meet the average salary. However, 20% closes the gap more so than the 10% raise. (See College Salary Comparisons table).
- The idea of increasing the step increase from 10% to 20% is to (a) recognize the work of faculty members at the moment of promotion, and (b) try to retain valued faculty at the exact time when they are likely to have maximum lateral mobility because the same outside review process that warrants promotion generates interest from other institutions.
- We need to support our colleagues who are working toward promotion, who have demonstrated excellence allowing the opportunity for promotion.
- The money for general raises comes from approval by the legislature, but the money for promotional raises is a budgeted item that comes from our CPM fund. Recommending the use of CPM funds to provide raises for all faculty will result in negative consequences to our CPM-funded positions.
- Compression, though very important, is a separate issue, and one that must be addressed, but that this plan is aimed at a different problem.

- Recommendation: Outline a plan for redressing other pay inequities with future tranches of funding (along the lines of the 2006-07 senior faculty bump) so that this isn't done on an ad hoc basis for each group in the broader academic community.

Arguments opposing the resolution to increase promotion raises to 20%:

- According to the College Salary comparisons, filling chaired professorships from outside the university can perpetuate inequity. Full professor salary averages in the comparison data include two very different populations: those promoted internally over prolonged periods of below-market salaries at prior ranks, and those hired from outside for endowed chair positions. In some colleges, the internally promoted individuals are paid significantly less than the others, and a 20% raise for their junior colleagues will create serious morale problems without actually addressing the existing inequities that potentially lead to the flight of faculty.
- Increasing salary by 20% may increase potential losses of other high-performing associates and fulls who were recently promoted under the old rules. In discussing this proposal with colleagues, one committee member identified at least two individuals, both recently named by their college's administrators as underpaid high performers, who will be on the job market if this policy is adopted at either promotion level.
- Concerns about CPM-funded positions staying vacant, as money is used to pay for the 20% increases. In addition, when a raise pool does occur, merit pay raises for those not getting promoted would be adversely affected. In other words, when a position is not filled to pay for these raises through CPM, the university will ask other faculty who get no raise and may have had no raise in 4-5 years to pick up the resulting slack to increase the reward level of a few colleagues.
- This scheme likely will not serve to prevent faculty from leaving due to most of them not qualifying for this pay increase.
- Singling out those up for promotion would further add to the gaps, especially in departments that have raised the floor for starting salaries. Associates and fulls in some departments are already paid less than those at lower rank.
- There are more equitable ways to disburse these funds to address the gaps already in existence, rather than to widen them. Some of our salaries are already 15%-20% below what new hires are paid and this measure will just maintain the salary gap.
- This will increase the compression and inversion many faculty are already experiencing,
- This may exacerbate the general frustration both teaching and support staff are currently feeling due to the prolonged lack of raises.
- A 20% pay raise for a few might further discourage the legislature from seriously considering across the board raises, not to mention remediating existing salary inequities.
- We should place our energy into resolving the compression and adjusting salaries to align better with national averages.
- The current 10% is sufficiently rewarding for those already paid equitably; a better approach would be for the provost's office to use sound reasoning and just action in dealing with individuals who are inequitably paid by using their discretion (and possible CPM funds, now and in the future), with consultation from the deans, to target merit and equity adjustments where appropriate.
- When the legislature eventually does allocate raise funds, this 20% raise, which presumably would then be paid from the raise pool rather than CPM, would significantly reduce the raise pool for anyone else who had gone through the extended pay freeze period but was not fortunate enough to be promoted during the time period.
- We should allow the new president to weigh in, or at least take office, before putting this policy into effect.

| College | Assistant Professor | | | Associate Professor | | | Professor |
|---|--|--|--|------------------------|---|---|------------------|
| | 2011-12 Avg. Salary | 10% raise upon promotion to Associate Professor (+/- compared to current Associate Professor) | 20% raise upon promotion to Associate Professor (+/- compared to current Associate Professor) | 2011-12 Avg. Salary | 10% raise upon promotion to Professor (+/- compared to current Professor) | 20% raise upon promotion to Professor (+/- compared to current Professor) | |
| College of Agriculture & Natural Resources | <u>\$67,008</u> | \$73,709 +\$3,616 | \$80,409 +\$10,316 | <u>\$70,093</u> | \$77,102 -\$21,009 | \$84,111 -\$14,000 | <u>\$98,111</u> |
| College of Arts & Sciences | <u>\$60,590</u> | \$66,649 -\$5,310 | \$72,708 +\$749 | <u>\$71,959</u> | \$79,154 -\$19,468 | \$86,350 -\$12,272 | <u>\$98,622</u> |
| College of Business | <u>\$100,341</u> | \$110,375 +\$3,512 | \$120,409 +\$13,546 | <u>\$106,863</u> | \$117,549 -\$22,506 | \$128,235 -\$11,820 | <u>\$140,055</u> |
| College of Education | <u>\$59,142</u> | \$65,056 -\$2,372 | \$70,970 +\$3,542 | <u>\$67,428</u> | \$74,170 -\$31,647 | \$80,913 -\$24,904 | <u>\$105,817</u> |
| College of Engineering & Applied Science | <u>\$80,387</u> | \$88,425 -\$582 | \$96,464 +\$7,457 | <u>\$89,007</u> | \$97,907 -\$21,135 | \$106,808 -\$12,234 | <u>\$119,042</u> |
| College of Health Sciences | <u>\$60,396</u> | \$66,435 -\$8,958 | \$72,475 -\$2,918 | <u>\$75,393</u> | \$82,932 -\$17,086 | \$90,471 -\$9,547 | <u>\$100,018</u> |
| College of Law | <u>\$86,508</u> | \$95,158 -\$3,701 | \$103,809 +\$4,950 | <u>\$98,859</u> | \$108,744 -\$28,224 | \$118,630 -\$18,338 | <u>\$136,968</u> |
| The Outreach School | <i>Faculty were counted within their individual disciplines.</i> | | | | | | |

*2011-12 Avg Salary

<http://www.uwyo.edu/oia/ap/index.asp>

**A RESOLUTION IN SUPPORT OF A 20 PERCENT SALARY INCREASE FOR
PROMOTION TO FULL PROFESSOR AND ACADEMIC PROFESSIONALS PROMOTED TO SENIOR STATUS**

WHEREAS, following promotion to Full Professor, per the Academic Planning Data Sets, newly promoted full professors' salaries would be significantly below the average of their College faculty equivalent; and

WHEREAS, our current system guarantees promotional raises, however, merit raises are provided at the discretion of the legislature, which have not been awarded since 2009; and

WHEREAS, to minimize faculty attrition, we need to retain valued faculty when they are likely to have maximum lateral mobility; and

WHEREAS, the current ten percent salary increase to full professor does not raise salaries enough to establish equivalency with comparator institutions; now

THEREFORE, in our desire to recognize the work of faculty at the time of promotion, we recommend that faculty promoted to full professor, and academic professionals promoted to senior status, receive a 20 percent salary increase for that promotion.

April 11, 2013

To: Faculty Senate

From: Eric J. Sandeen, Chair

Re.: **Graduate Council** annual report (2012-2013)

Graduate Council members this year were:

Don McLeod (college of Agriculture), Kristi Cammack (College of Agriculture), Walter Scott (College of Arts and Sciences), Susan Swapp (College of Arts and Sciences), Victor Ginting (college of Arts and Sciences), David Aadland (College of Business), Jose Rosa (College of Business), Patrick Manyak (College of Education), Suzanne Young (College of Education), John O'Brien (College of Engineering), Michael Urynowicz (College of Engineering), Sreejayan Nair (College of Health Sciences), Mary Hardin-Jones (College of Health Sciences), Demetria Jackson (Law School), Lindsay Grubbs (Graduate student, College of Arts and Sciences), Tara Hindman (Graduate student, College of Education), and Eric Sandeen, Chair (College of Arts and Sciences).

It is not the duty of the Chair to call out those who did not attend meetings, but I would be remiss if I did not ask the Senate to remind those making college appointments to this committee that regular attendance is expected. I would also like to note that the two graduate student representatives – Lindsay Grubbs and Tara Hindman – were exemplary committee members.

Accomplishments:

1. Approval of new and modified programs in the College of Education.
2. Successful completion of a Graduate Student Appeal.
3. Conferral of Graduate Awards. This year's recipients:

Graduate Mentor Award: Carolyn Pepper (Psychology)

Ellbogen Graduate Assistant awards: Guinevere Jones (Botany/Life Sciences), Breanne Winter (Communication & Journalism), Courtney Carlisle (English), Stephanie Walker (Psychology), Christopher North (Zoology & Physiology).

Masters Thesis award: Chris Kirol (Ecosystem Science & Management) and Karen Fielder (English).

Dissertation award: Zachariah Gompert (Botany)

4. Consultation with Associate Provost of Academic Affairs Andrew Hansen that resolved anomalies between academic dishonesty statements in the University Catalog and options represented in UNIREG 6-802 and development of a revised petition form asking for an exception of the six-year completion of degree requirement for MA/MS students.

Comments from the Chair:

The Graduate Student Appeal occupied about a month of my time during the Fall semester, since it was up to me to organize the appeal and collect documents from both sides. In fact, the Council met only once during Fall and that was to appoint the graduate student representatives to the Council and recruit the voting members of the Graduate Student Appeals Board. This was the first appeal conducted using the new guidelines and the process proved to be laborious, litigious at the outset, but, in the end, very successful. The actual hearing – lasting a full eight hours – accomplished what the guidelines set before us (at least in the opinion of the chair): to hear both sides in a non-adversarial environment. As a non-voting member of the Board who was in charge of the proceedings, I listened carefully to the tone of the exchanges and came away with the firm impression that we had treated the student respectfully. Both sides had advisors (read: lawyers) present and, in the end, the Board exercised the option presented in the Guidelines and retained its own counsel. I have two recommendations: 1) These advisors must not speak at the hearing unless invited to do so. I enforced this rigorously and was glad that I had. There were true conversations and not terse accusations. 2) The Board should retain its own advisor early in the process. At least for this beleaguered Chair, the introduction of this person into the preparation for the hearing was a great help. I want to extend my thanks to the Board for the many hours and careful attention they devoted to this process over the course of two months: Jose Rosa, Suzanne Young, Sreejayan Nair, Lindsay Grubbs, and Tara Hindman.

This is my second (and final) year chairing the Council and it is my impression that we could contribute more to graduate education at UW. We do well what we do – more than half of the members were generous of their time and attentive to issues presented to us. We could do more.

Having said that, I pass the position of chair to Suzanne Young (College of Education).

2012-2013 Library Council Summary

1. Membership...

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

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

- Technical Services
- McMurry Reading Room
- Learning Resource Center
- WySR and Scholarly Communication

3. Topical Discussions included:

- Special events, such as the King James Bible and Brian Leung (fall), and David McCullough (spring)
- UW's acceptance into the Greater Western Library Association (GWLA), the successful culmination of many year's work
- Book sale procedures
- Subject bibliographer program/ways to improve communication with faculty
- Journal review/Elsevier renewal
- Library Notes music program
- Digital collections update and new initiatives
- LibQual Survey: current implementation & next steps
- Effectively marketing to students and faculty
- Learning spaces discussion, including a media screening room and research commons

3. Election of new chair

- Dr. Erin Campbell-Stone will serve as chair for the 2013-2014 academic year.

Respectfully Submitted,



Dr. Edward Janak

Chair, Library Council

2012-2013 Academic Year

Research Advisory Committee Report

4-15-2013

Jane Warren, 2010-2011 Chair, Research Advisory Committee

FGIA Awards

The following recipients were awarded Faculty Grant-In-Aid (FGIA) awards by the Research Advisory Committee.

Name—Department---Amount

Boyi Dai and Qin Zhu-- Kinesiology & Health-- \$7,500.00--*Developing and Validating an On-Site Biomechanical Testing Tool for ACL Injury Prevention*

Chung-Souk Han and Michael Dillon-- Mechanical Eng-- \$7,500.00--*Biomechanics of the Grasshopper Leg*

Kam Ng-- Civil & Architectural Engineering--\$7,500.00--*Computational Analysis of Scour on the Stability of Spill-Through Bridge Abutments*

David Williams and, Shannon Albeke--Ecosystem Science & Management--\$7,500.00--*Are Spatial Patterns and Sources of Atmospheric Nitrogen Deposition in the Wind River Range Recorded in the Stable Isotope Compositio of Lichens?*

Sreejayan Nair—Pharmacy--\$7,500.00--*A Novel Endogenous Chromium Binding Peptide Alleviates Insulin Resistance*

Jason Gigley and Jonathan Fox--Molecular Biology--\$7,300.00--*Toxoplasma gondii induced acceleration of Huntington's disease progression*

David Bagley--, Chemical/Petroleum Engineering--\$7,500.00--*Enhanced Biofilm Growth to Increase Solubilization of Cellulose*

Jane Warren and Jennifer Weatherford-- Professional Studies-- \$6,453.00--*Evaluating Current Attitudes Toward Sex Roles, Inclusion, Control, and Affection in Women in Abusive Relationships Compared to attitudes Measured Twenty-Six Years Ago in Abused Women*

Total Awarded—\$58,753.--

Robyn Parrish from the Research Office sent out award letters to those listed above on April 1, 2013. The amount of their award is documented as is their department.

Year Report

We (Jane Warren, Steve Boss (consultant), and the Research Office) initially met in the fall of 2012 to review suggested updates to the format and to continue to align the check list for applicants with the review criteria for reviewers. Again this year, FGIA applications were completed and submitted electronically and as well completed applications were transmitted to the FGIA committee members digitally using an online form or electronic WORD document. The completed digital proposals were distributed to FGIA committee members via the WyoWeb group. Committee members reviewed and ranked their assigned proposals accordingly and then met as a group on March 14, 2013 to review and selected eight proposals to be funded.

We discussed ideas on how to measure the rankings more effectively. During our March 14 review meeting Anna Zajacova, Ph.D. Assistant Professor of Sociology was selected as the new chair for the coming year. We will continue to work with the FGIA committee members, the Research Office and our new Chairman Anna Zajacova to improve the online form and/or WORD document, improve the review process, and continue to enhance and streamline the proposal and review process as needed.

Research Advisory Committee-2012-2013

11 voting members: 1 from each of the 7 colleges (2 from A&S), Libraries, American Heritage Center, and the Outreach School; *ex officio* members: Provost & Vice President for Academic Affairs, Vice President for Research & Economic Development; Chair is an *ex officio* member of the Faculty Development Committee of the Faculty Senate. Members are appointed by the Committee on Committees.

| College | Department | Name | Term Expires (Spring) | Phone | Email ... uwyo.edu |
|---------|----------------------------------|-----------------------|-----------------------|----------|--------------------|
| AG | Agricultural & Applied Economics | Ben Rashford | 2014 | 66474 | brashfor |
| AS | Sociology | Anna Zajacova | 2013(R) | 63342 | azajacov |
| AS | Geology & Geophysics | Kenneth Sims | 2015 | 63306 | ksims7 |
| BU | Economics & Finance | Charles Mason | 2015 | 65336 | bambuzlr |
| ED | Professional Studies | Jane Warren, Chair | 2014(2) | 63417 | jwarren4 |
| EN | Atmospheric Sciences | Min Deng | 2013 | 66334 | mdeng2 |
| HS | Communication Disorders | Roger Steeve | 2013 | 66186 | rsteeve |
| LA | Law | Larry MacDonnell | 2015 | 66107 | lmacdonn |
| LI | Brinkerhoff Geology Library | Larry Schmidt | 2013(R) | 62844 | lschmidt |
| AHC | American Heritage Center | Leslie Waggener | 2013(R) | 62557 | lwaggen2 |
| OS | UW/CC Center | Dagmara Motriuk Smith | 2013 | 268-2542 | motriuk |

(2)=second consecutive term

(R)=replacement for an unexpired term

TO: Faculty Senate

FROM: John O'Hagan
Chair, Student Interaction Committee

DATE: April 4, 2013

RE: **Student Interaction Committee** Report 2012-2013

The committee's charge: "to coordinate with April Heaney and Jessica Willford from the LeaRN Program to (1) review current methods for promoting the Supplemental Instruction (SI) and Synergy programs amongst colleges and faculty, (2) investigate & recommend methods that will increase awareness of, and participation in, the programs, and (3) investigate and recommend possible funding options that will not only help sustain the program at its current level through projected cutbacks, but also facilitate for growth to fulfill a demonstrated need."

After meetings, discussions and gathering of anecdotal data, the committee has determined that there are no significant issues or "problems" with either Supplemental Instruction or Synergy. It has been determined by the committee that a direct appeal for increased participation in SI via letters containing testimonies from current SI/Synergy participants (both faculty and students) to Deans and Directors, as well as presentations at various college "heads meetings" is a good first step to increasing the awareness of programs, their functions and effectiveness.

It has also been recommended that, as far as increasing funding for SI, these same letters and presentations include an appeal to Deans and Directors to split the cost of SI with LeaRn as well as a request for additional recommendations for on-going assessment of need and growth in SI and possible plans for increasing budget as required.

John O'Hagan has been selected to continue serving as chair for AY 2013-2014

| | | | | | |
|------|--|---------------------|---------|-------|----------|
| AG | Ecosystem Science & Management | Ginger Paige | 2015 | 62200 | gpaige |
| AS | Physics & Astronomy | Richard Barrans | 2013(2) | 66516 | rbarrans |
| AS | Theatre & Dance | John O'Hagan, Chair | 2013 | 62164 | johagan |
| BU | Economics & Finance | David Finnoff | 2014 | 65773 | finnoff |
| ED | Elementary & Early Childhood Education | Kimberly Miller | 2015 | 64006 | kmiller1 |
| EN | Electrical/Computer Eng | David Whitman | 2014(2) | 66466 | whitman |
| HS | Nursing | Linda Williams | 2014(2) | 66599 | lindagw |
| LI | Collection Development | Julia Proctor | 2015 | 65535 | jprocto4 |
| AHC | American Heritage Center | Amanda Stow | 2013(R) | 62579 | astow |
| ASUW | Student | Michelle Gouldin | 2013 | | mgouldin |
| ASUW | Student | Nicholas Muncy | 2013 | | nmuncy |

TO: University of Wyoming Faculty Senate

FROM: **University Course Review Committee**

RE: Annual Report

The University Course Review Committee has met six times during the 12-13 academic year (last meeting of the year is scheduled for April 26). In total the committee approved 291 course action items. The breakdown and classification by college/school is shown below:

| | Courses Modified | Courses Added | Courses Discontinued |
|--|------------------|---------------|----------------------|
| College of Agriculture & Natural Resources | 21 | 3 | 3 |
| College of Arts & Sciences | 62 | 45 | 12 |
| College of Business | 9 | 3 | 1 |
| College of Education | 11 | 25 | 0 |
| College of Engineering & Applied Science | 7 | 10 | 0 |
| College of Health Sciences | 26 | 17 | 20 |
| Army | 2 | 0 | 0 |
| ENR | 0 | 2 | 0 |
| ERS | 2 | 1 | 0 |
| HP | 1 | 0 | 0 |
| Total | 141 | 106 | 36 |

Committee member included Bruce Cameron (AGNR), Audrey Shalinsky (A&S), Kent Drummond (BUS), Allen Trent (ED), Steven Barrett (ENG), Tristan Wallhead (HS), Jacquelyn Bridgemon (LAW).

Respectfully submitted

Bruce A. Cameron, Chair (12-13, 13-14).

TO: The Faculty Senate
FROM: Linda Kidwell, Chair, University Tenure & Promotion Committee
Date: April 14, 2013
Re: Report of the **University Reappointment, Tenure & Promotion Committee**

The University Tenure and Promotion Committee may evaluate cases of faculty in tenure track positions prior to the tenure decision year, in the tenure decision year, or when under consideration for promotion. We also may evaluate cases of APLs in their probationary period or when under consideration for extended terms or promotion. This may include personnel with faculty designations in any of the colleges, the libraries, the American Heritage Center, or with Extension Educator designations within the colleges.

The committee generally evaluates cases in four categories:

- Every case that is conflicted is brought before the committee. A case is conflicted if there is disagreement among the four levels of review, meaning that the majority vote at the department level, the recommendation of the department head, the majority vote at the college level, and the recommendation of the dean of the college are not all in the same direction. Having less than unanimous support at the department or college level does not constitute a conflicted case; rather conflict is determined by majority votes at those two levels. Committee members **vote and comment** on these cases.
- All candidates for early promotion, tenure, or extended term are required to be considered by the committee. Committee members **vote and comment** on these cases
- It is also customary that a candidate receiving majority negative recommendations at all levels is invited to appear before the committee to present his or her case to a final level of peer review if they so desire. Committee members **only comment** on these cases.
- Finally, additional cases are selected at the Provost's discretion when the packets contain signals that candidates may be headed toward unfavorable outcomes if adjustments are not made. Committee members **only comment** on these cases.

For the 2012 – 2013 year, the committee met for ten hour meetings on April 1st and 2nd to consider a total of sixteen cases from several, but not all, of the categories and personnel types described above. Of these, six were conflicted, one was early, and the remainder were advisory only. Comments and votes have been compiled and made known to the candidates. Candidates were given until April 15th to respond to the Provost if they wished. In the next few weeks, the Provost will make his recommendation, and the Board of Trustees will make the final votes at their May meeting. The University President is only involved if any of those whom the Provost recommends against extending or promoting elect to appeal their cases.

Our final business of the year was to elect **Dennis Coon, Professor of Mechanical Engineering**, as the head of the committee for the 2013 – 2014 academic year.

UNIVERSITY OF WYOMING

University Studies Program Committee

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www.uwyo.edu/unst

2012-2013 Annual Report from the **University Studies Committee**

Committee Membership

Brant Schumaker, Chair, College of Agriculture and Natural Resources

Jennifer Deckert, College of Arts and Sciences

Neil Humphrey, College of Arts and Sciences

Jo Lynne Stalnaker, College of Business

Samara Madrid, College of Education

Steven Barrett, College of Engineering

Mark Byra, College of Health Sciences

Cass Kvenild, University Libraries

Shaun Hayes, American Heritage Center

Jason Katzmman, University of Wyoming Outreach School

Jared Radosevich, Associated Students of the University of Wyoming

Ex Officio Members

Jo Chytka, Advising and Career Services, Student Affairs

Joe Jensen, Academic Planning, Faculty Senate

Carol Frost, University Studies Coordinator

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 (either in-person or electronically) throughout the 2012-2013 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 57 existing USP courses through 2012-13 rather than asking departments and faculty to complete what might seem to be unnecessary work. The committee will consider renewing these courses in 2013-14, depending on the outcome of the USP revision process.

The committee reviewed 13 new course proposals for a total of 21 USP designations. The D, G, L, WB, and WC may be embedded in courses meeting another USP requirement. A single designation was rejected/withdrawn by the submitter who had requested approval for two core designations. Courses may only be approved for a single core designation. All other 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 | 1 | 0 | 2 | 0 | 0 | 1 | 4 | 1 | 0 | 0 |
| # Rejected | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 |
| USP Embeddable Components | | | | | | | | | | | | |
| | L | WB | WC | G | D | | | | | | | |
| # Approved | 0 | 2 | 1 | 4 | 4 | | | | | | | |
| # 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 2012-2013 academic year due to the revision process.

USP Revision

Steve Barrett is currently serving as the chair for the University Studies Review-Stage 3 Task Force. Other members of the USP committee, Mark Byra and Jo Chytka, are serving on the task force. Additionally, Brant Schumaker is serving on the Implementation Subcommittee of the task force. Erika Prager, University Assessment Specialist, met with the USP Committee to discuss the potential role of the committee under the revised USP. The committee looks forward to whatever role it will play.

Committee Chair for 2013-2014 Academic Year – Brant Schumaker