



**TRUSTEES OF THE UNIVERSITY OF WYOMING
BOARD MEETING AGENDA
Wednesday, November 18-Friday, November 20, 2015
Laramie, Wyoming**

Friday, November 20, 2015

12:45-2:00 p.m. – Business Meeting

Marian H. Rochelle Gateway Center, Salons D&E

Roll Call

Approval of Board of Trustees Meeting Minutes

- September 9-11, 2015 (regular meeting)
- September 24, 2015 “Special” Meeting
- October 14, 2015 (conference call)

Approval of Executive Session Meeting Minutes

- September 9-11, 2015 (regular meeting)
- September 24, 2015 “Special” Meeting

Reports

ASUW

Staff Senate

Faculty Senate

Public Testimony

[Held on Thursday, November 19, from 11:00-11:30 a.m.]

Committee of the Whole

Regular Business

Board Committee Reports

[Note- Committees of the Board will be discussed during a regular work session of the meeting. Those listed below will provide reports during the regular Business meeting.]

Trustee Standing Committees

Audit and Fiscal Integrity Committee

Jeff Marsh (Chair)

Honorary Degrees and Awards Committee

President McGinity (Chair)

Liaison to Other Boards

- UW Alumni Association Board – Wava Tully
- Foundation Board – Jeff Marsh & Dave Bostrom
- Haub School of Environment & Natural Resources – Michelle Sullivan
- Cowboy Joe – John McKinley



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Items for Approval:

1. Approval of Contracts and Grants – Gern
2. Approval of Personnel – Jones
[Note: A revised personnel section was distributed to the Board prior to the vote; see attachment A]
3. Approval of UW Regulation Revisions – Miller
 - UW Reg 8-1 (Residency)
[Note: A revised regulation was distributed to the Board prior to the vote; see attachment B]
 - UW Reg 7-550 (Regulations of the College of Engineering and Applied Science) - Revisor’s Bill
4. Approval of Tuition for FY 2017 – Mai/Axelson
5. Approval of Engineering Building Exterior – Mai/McKinley
6. Approval of High Bay Progress Report – Mai/MacPherson
7. Annual Audited Financial Statements – Lowe/Mai
8. Approval of FY 2016 Operating Budget Increase – Lowe/Mai
9. Approval for Changes in Degrees:
 - Revised Major in Earth Systems Science
 - New Minor in Outdoor Leadership
 - New Five-Year BA-MA in Political Science

Trustee President Palmerlee noted that though the items were listed as “Items for Approval” they would be voted on as a consent agenda. Trustee Marsh moved to approve the consent agenda. Trustee Sullivan seconded. All trustees were in favor; vote passed unanimously.

Other Action Taken

Faculty Senate Chair Tucker Readdy noted that a revision of UW Regulation 5-173 had been distributed to the Board, which was not listed on the consent agenda but that was discussed at 7:30 a.m. on Thursday, November 18. Vice President Rick Miller noted that this regulation was revised based on the Board’s discussion during the Thursday work session. Trustee MacPherson moved to adopt the revised UW Regulation 5-173 [See Attachment C]. Trustee Dave Bostrom seconded. There was discussion about which positions would be subject to this regulation. All were in favor of the motion; vote passed unanimously.



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ATTACHMENT A

Revised
Personnel Section
Board of Trustees Meeting
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(revised 11-19-15 following Executive Session)

Committee of the Whole – ITEMS FOR APPROVAL
Approval of Personnel, Jones

A.Items for Action Recommended by the President

APPOINTMENTS

1. Administrators

It is recommended to the Trustees of the University of Wyoming that the following Administrators be approved as indicated.

Academic Affairs

<u>Name</u>	<u>Rank</u>	<u>Salary</u>	<u>Appointment Period</u>
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International Program

Scott, Mary K	Acting Director	\$80,004/FY	09/01/2015
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Mary Katherine Scott received a B.A. (2003) in Fine Arts and Spanish and a M.A. (2005) in Spanish from the University of Wyoming, and a Ph.D. (2013) in World Art Studies from the University of East Anglia. Dr. Scott has been an Assistant Lecturer at the University of Wyoming since 2013.

Student Affairs

<u>Name</u>	<u>Rank</u>	<u>Salary</u>	<u>Appointment Period</u>
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Office of the Registrar

Buchanan, Lane	Registrar	\$95,004/FY	11/01/2015
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Lane Buchanan received a B.S. (1994) in Mathematics, a B.S. (1994) in Secondary Education/Mathematics and a M.P.A. (2003) from the University of Wyoming. Mr. Buchanan has been Associate Registrar since 2002 at the University of Wyoming.



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2. Faculty

It is recommended to the Trustees of the University of Wyoming that the following faculty appointments be approved as indicated.

Academic Affairs

<u>Name</u>	<u>Rank</u>	<u>Salary</u>	<u>Appointment Period</u>
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American Heritage Center

<u>Marcusse, Molly</u>	Assistant Archivist	\$41,208/FY	04/13/2015
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Molly Marcusse received a B.A. (2010) in Ancient Near Eastern Civilizations from the University of Michigan, and a M.L.S. (2013) in Archives, Records and Information Management from the University of Maryland. Ms. Marcusse has been a Byzantine Archives Assistant at Dumbarton Oaks Research Library, Trustees for Harvard University since 2014.

Honors Program

<u>McConigley, Nina S.</u>	Assistant Professor	\$67,000/AY	08/25/2015
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Nina McConigley received a B.A. (1997) in English from Saint Olaf College, a M.A. (2002) in English from the University of Wyoming, and a M.F.A. (2006) in Creative Writing from the University of Houston. Ms. McConigley has been and Assistant Lecturer at the University of Wyoming since 2013.

School of Environment & Natural Resources

<u>Monteith, Kevin</u>	Assistant Professor	\$80,000/AY	08/25/2015
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Kevin Monteith received a B.S. (2003) and a M.S. (2006) in Wildlife and Fisheries Sciences from South Dakota State University, and a Ph.D. (2011) in Biological Sciences from Idaho State University. Dr. Monteith has been a Research Professor in the Department of Zoology and Physiology at the University of Wyoming since 2013.

College of Arts & Sciences

<u>Name</u>	<u>Rank</u>	<u>Salary</u>	<u>Appointment Period</u>
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Department of Statistics

<u>Piccorelli, Annalisa</u>	Assistant Professor	\$73,008/AY	08/25/2015
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Annalisa Piccorelli received a B.A. (2003) in Mathematics from Miami University, a M.S. (2007) and Ph.D. (2010) in Epidemiology and Biostatistics from Case Western Reserve University. Dr. Piccorelli has been an Assistant Professor at the University of Akron since 2011.

College of Education

<u>Name</u>	<u>Rank</u>	<u>Salary</u>	<u>Appointment Period</u>
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Department of Elementary & Early Childhood Education

<u>Brock, Cynthia Helen</u>	Professor	\$145,008/AY	10/15/2015
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Cynthia Brock received a B.S. (1981) in Elementary Education/Math Education from Oregon State University, a M.Ed. (1985) in Reading and Language Arts from Washing State University, and a Ph.D. (1997) in Educational Psychology from Michigan State University. Dr. Brock has been a Lecturer in Literacy Studies at the School of Education at the University of South Australia since 2013. Dr. Brock will serve as the Wyoming Excellence Chair in Literacy and was hired with tenure at the rank of Professor.



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College of Engineering and Applied Science

<u>Name</u>	<u>Rank</u>	<u>Salary</u>	<u>Appointment Period</u>
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Department of Civil & Architectural Engineering

Griffiths, Shawn C.	Assistant Professor	\$83,052/AY	08/25/2015
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Shawn Griffiths received a B.S. (2009) in Civil Engineering from Utah State University, a M.S. (2011) in Civil Engineering (Geotechnical) from the University of Arkansas, and a Ph.D. (2015) in Civil Engineering (Geotechnical) from the University of Texas.

Judd, John P.	Assistant Professor	\$83,052/AY	08/25/2015
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John Judd received a B.S. (2002) and an M.S. (2005) in Civil Engineering from Brigham Young University, and a Ph.D. (2015) in Civil Engineering from Virginia Tech. Dr. Judd was a Structural Engineer in Utah until 2011 and an Instructor at Virginia Tech until 2015.

Department of Mechanical Engineering

Aidhy, Dilputneet Singh	Assistant Professor	\$82,008/AY	08/25/2015
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Dilpuneet Aidhy received a B.E. (2004) in Metallurgical Engineering from Punjab Engineering College, and a Ph.D. (2009) in Materials Science and Engineering from the University of Florida. Dr. Aidhy has been a Postdoctoral Research Scientist at Oak Ridge Associated Universities since 2012.

College of Health Sciences

<u>Name</u>	<u>Rank</u>	<u>Salary</u>	<u>Appointment Period</u>
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School of Pharmacy

Lessard, Bethany A.	Clinical Assistant Professor	\$90,000/FY	07/06/2015
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Bethany Lessard received a Pharm.D. (2009) from Northeastern University - Bouve College of Health Sciences. Dr. Lessard has been a Clinical Pharmacist at BMC HealthNet Plan in Boston since 2014.

University Libraries

<u>Name</u>	<u>Rank</u>	<u>Salary</u>	<u>Appointment Period</u>
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Research & Instruction

Martin, Piper A.	Assistant Librarian	\$51,504/FY	05/01/2015
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Piper Martin received a B.A. (1998) in English Literature from the University of California, Santa Cruz, and a M.L.I.S. (2002) from the University of Texas. Ms. Martin has been a Humanities Librarian at Wright State University Libraries since 2003.



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3. Academic Professionals

It is recommended to the Trustees of the University of Wyoming that the following extended-term-track academic professional appointments be approved as indicated.

College of Agriculture and Natural Resources

<u>Name</u>	<u>Rank</u>	<u>Salary</u>	<u>Appointment Period</u>
<i>Department of Animal Science</i>			
Boardman, Caleb J	Assistant Lecturer	\$65,004/FY	05/15/2015
Caleb Boardman received an A.A. (2010) in Agribusiness from Coffeyville Community College, a B.S. (2012) in Agribusiness, and a M.S. (2014) in Animal Science from Texas A&M University. Mr. Boardman has been a Graduate Assistant at Texas A&M since 2013.			

College of Health Sciences

<u>Name</u>	<u>Rank</u>	<u>Salary</u>	<u>Appointment Period</u>
<i>School of Pharmacy</i>			
Cruz, Charlie P.	Assistant Lecturer	\$63,000/AY	01/15/2016
Charlie Cruz received a B.S. (1998) in Medical Technology from Lorma College, a M.A. (2003) in Science Education from Don Mariano Marcos Memorial State University, and a Ph.D. (2014) in Management from Saint Louis College. Dr. Cruz has been a Lecturer at Shaqra University since 2010.			

Outreach School

<u>Name</u>	<u>Rank</u>	<u>Salary</u>	<u>Appointment Period</u>
<i>UW at Casper</i>			
Wasilik, Oksana	Assistant Lecturer	\$63,000/AY	03/01/2015
Oksana Wasilik received a Diploma in Management (2000) from Ivanovo State Power University, a M.A. (2005) in Adult and Continuing Education, a M.S. (2010) in Applied Statistics, and a Ph.D. (2011) in Instructional Technology from the University of Wyoming. Dr. Wasilik has been an Instructional Technology Educational Specialist at the University of Wyoming at Casper since 2013.			

CHANGES IN APPOINTMENTS

1. Faculty

College of Health Science

<u>Name</u>	<u>Rank</u>	<u>Salary</u>
<i>Division of Social Work</i>		
Bliss, Donna	Associate Professor	\$107,465/AY
Dr. Bliss ends her appointment as Director of the Division of Social Work and continues as a tenured Associate Professor in the Division of Social Work.		



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B. Items for Information

The changes in appointments and reappointments listed below are for the information of members of the Board of Trustees.

CHANGES IN APPOINTMENTS

1. Administrators

College of Agriculture and Natural Resources

<u>Name</u>	<u>Rank</u>	<u>Salary</u>
<i>Dean's Office</i>		
Stayton, Mark M.	Interim Associate Dean	\$115,008/FY
Dr. Stayton will serve as Interim Associate Dean for Academic and Student Programs.		

College of Law

<u>Name</u>	<u>Rank</u>	<u>Salary</u>
Duff, Michael C.	Associate Dean	\$165,228/FY
Michael Duff will serve as Associate Dean.		

University Libraries

<u>Name</u>	<u>Rank</u>	<u>Salary</u>
Kyenild, Cassandra M.	Interim Associate Dean	\$92,196/AY
Cassandra Kyenild will serve as Interim Associate Dean.		
McCarthy, Deborah A.	Interim Associate Dean	\$106,524/FY
Deborah McCarthy will serve as Interim Associate Dean.		

2. Faculty

College of Law

<u>Name</u>	<u>Rank</u>	<u>Salary</u>
Bridgeman, Jacquelyn L.	Professor	\$203,676/AY
Professor Bridgeman ends her appointment as Interim Dean in the College of Law and continues as a tenured Professor in the College of Law.		



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ATTACHMENT B

**UW REGULATION 8-1
Students**

I. ADMISSION

Admission and programs of the University of Wyoming are offered to all eligible people without regard to race, gender, religion, color, national origin, disability, age, protected veteran status, sexual orientation, gender identity, genetic information, creed, ancestry, political belief, or any other applicable protected category. Requirements for admission to the University shall be established by regulations of the University. The Director of Admissions, through the Vice President for Student Affairs, is responsible for the admission of students. Admission of graduate students must also be approved by the faculty of an applicable graduate program.

II. FEES

Student tuition fees, and charges (Fees) shall be established by the Trustees, and shall be published by the University. All Fees are payable in advance, and no student shall be admitted to classes until Fees have been paid or a deferred payment plan has been established. Payment must be received by the University before any transcripts will be released. In accordance with the University refund policy, if a student formally withdraws from the University, the University shall refund tuition, minus any late fees.

III. STUDENT CLASSIFICATION FOR FEE PURPOSES

Individuals who qualify as Wyoming Residents shall pay the in-state tuition rate, as established by the Board of Trustees. ~~All other individuals~~All other students will be classified as non-resident for tuition classification purposes and shall pay the out-of-state tuition rate, as established by the Board of Trustees. For the purposes of determining whether a student qualifies for in-state or ~~out-of-state~~non-resident tuition, the following guidelines apply:

- ~~A. A.~~ Residing in Wyoming primarily as a student will not support a claim for resident status.~~The for tuition purposes.~~
 - ~~B. If the student provides sufficient documentation of the following students are, the student will be considered a resident for tuition purposes:~~
- Any person who lives in Wyoming-residents:
- ~~1. 1.~~ Individuals who are, including the spouse and any child (including a financial dependents or dependent who is under the age of 24 with a parent, guardian or spouse who lives in the State of) of that person if that person:



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- a. Has his or her principal employment located within Wyoming and the income from his or her employment is the principal source of income for his or her family; and
 - b. The individual pays Wyoming taxes as required by law; and
 - a-c. He or she has been employed within Wyoming for at least a majority of the twelve (12) consecutive months immediately preceding the student's application for resident tuition.
2. Graduates of a Wyoming high school.
3. Active Wyoming National Guard members and U.S. Armed Forces members stationed in Wyoming, and their dependents.
4. Graduate students ~~with~~for the duration of a University-funded ~~fellowships~~fellowship.
5. Wyoming residents temporarily absent from the State due to military service, attendance at an educational institution, or other type of documented temporary ~~sejour~~absence.
6. Individuals who have attended a Wyoming Community College on a full-time basis for at least one semester (excluding summer), have been awarded resident tuition status at a Wyoming by the Community College, and who subsequently attend the University within one year of leaving the Wyoming Community College. A legal dependent under the age of 24 of a Wyoming Community College graduate shall also qualify for resident tuition at the University. Aside from the above, attending Dual enrollment- the University of Wyoming and a Wyoming Community College simultaneously or not being enrolled on a full-time basis at a Wyoming Community College does not qualify a student for resident status for tuition purposes at the University.
7. The spouse or financial dependent of an individual who is determined to be a Wyoming resident pursuant to this Regulation.
8. Individuals with a permanent home in Wyoming. To determine if a permanent Wyoming home has been established, a variety of factors are considered, including evidence ~~that any~~and supporting documentation of the following:
 - a. Any former home has been abandoned, full-time employment and the individual has cut all ties with their former state for at least one year immediately preceding filing for residency tuition.



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b. If a home is owned in Wyoming for one continuous year, it shall be the owner's primary residence, the individual shall have over 50% ownership of home or property in Wyoming, interest, and ownership must be dated at least one year immediately preceding filing for residency tuition.

c. One full year of continual presence in Wyoming, former Wyoming immediately preceding the filing for residency tuition.

d. Financial independence and maintaining state ties, no reliance on Wyoming resources for fall outside the state of Wyoming for financial support, for at least one year immediately preceding filing for residency tuition.

e. Wyoming vehicle registration, at least one year immediately preceding filing for residency tuition.

f. Wyoming address on most recent federal income tax return, a for at least one year immediately preceding filing for residency tuition.

g. A valid Wyoming driver's license, and for at least one year immediately preceding filing for residency tuition.

h. Wyoming voter registration, for at least one year immediately preceding filing for residency tuition.

No one factor determines residence status. However, to demonstrate a permanent home students must meet factor (d) above regarding financial independence and meet at least an additional four of the eight criteria in this paragraph to qualify for residency for tuition purposes.

- 9. Effective for the 2015 summer school session and each semester thereafter, an applicant for resident tuition who is a veteran or eligible individual, as described in 38 U.S.-C. 3679(c)(2), shall qualify as a resident for purposes of tuition at the University of Wyoming if the applicant provides:
 - a. A certificate or other evidence of the veteran's qualifying service in the uniformed services of the United States;
 - b. Documented evidence at the time of enrollment at the University of Wyoming that:



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- (1) The applicant for resident tuition intends to live in Wyoming during the term of enrollment;
- (2) The veteran was discharged or released from a qualifying period of service in the active military, naval or air service before the date of enrollment;
- (3) If the applicant is a spouse or a child of the veteran, the applicant is a transferee pursuant to 38 U.S.C. 3311(b)(9) or 3319 of the veteran's eligibility for educational benefits.

c. A person who has qualified for resident tuition pursuant to the above requirements of this section, shall remain qualified in subsequent years if the person pursues one or more courses of education while remaining continuously enrolled, other than during regularly scheduled breaks, lives in the state during the term of enrollment, and, if the person is eligible through a transfer of eligibility pursuant to 38 U.S.C. 3319, the transfer has not been validly revoked.

BC. The following students are considered non-residents:

- 1. Individuals who qualify under Section A above;
- ~~1-2.~~ Individuals who do not qualify under Section AB above; and
- ~~23.~~ Individuals who are not U.S. citizens or permanent residents except as provided by Section A~~2~~aboveB~~2~~ above.

IV. APPEALING TUITION DETERMINATIONS

Students may appeal their classification as a resident or a non-resident through the following process:

- A. A student assigned a non-resident classification may submit a requestan application for reclassificationresidency for tuition purposes to the Registrar or designee. The student must submit the requestapplication and accompanying documentation on or before the first day of classes for the semester they want their tuition classification to be reconsidered.
- B. If the Registrar or designee does not grant reclassification, the student may appeal on a form prescribed by the Registrar that decision to the



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~~Residence~~Residency Classification Committee for review, within twenty ~~(20)~~ten (10) calendar days of the date of the Registrar's or designee's decision. The Committee is chaired by the Registrar or designee, who is a nonvoting member, and consists of three voting. The members of the Residency Classification Committee shall be appointed by the President or designee. In addition to reviewing student residency classification appeals, the

The Residency Classification Committee also has the authority to will review the written decision of the Registrar along with the student's original application and accompanying documentation which were submitted to the Registrar prior to the submission deadline for that semester and make a written finding to affirm or reverse the classification decision of the Registrar. The student has the burden of proof to show that the Registrar committed error in making the original decision regarding classification. The decision of the Residency Classification Committee is final.

- ~~1. Render interpretations and rulings at the request of the Registrar; and~~
- ~~2. Consider University policies in the area of residence classification and make recommendations to the Board of Trustees.~~

- C. Individuals may be reclassified for the following term when facts indicate that a change in residency has occurred since the time of original residence classification or since their most recent appeal. Reclassification as an in-state student will not be applied retroactively to previous terms.

V. REDUCED TUITION

The following non-resident individuals shall receive reduced tuition rates calculated at one hundred fifty percent (150%) of resident tuition:

- A. Graduates of the University;
- B. Spouses of graduates of the University; and
- C. Children of graduates of the University.
- D. Other tuition discount programs established by the University.

VI. SCHOLARSHIPS



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Scholarships, other than those from external sources, are established by the Trustees or by Statute. A listing of such scholarships shall be published on the University Student Financial Aid website.

VII. DISMISSAL

Dismissal of students shall be governed by UW Regulation 8-30 and/or UW Regulation 8-229.

VIII. STUDENT EMPLOYMENT

The University may provide work opportunities for students to assist in meeting costs associated with progress toward their educational objectives and educational benefits. See the University Employee Handbook for rules, policies, and procedures governing student employees.

IX. STUDENT ORGANIZATIONS

The Associated Students of the University of Wyoming (ASUW) is hereby recognized as an official organization of the University (see UW Regulation 8-249). All other campus student organizations must apply annually for official University recognition in accordance with the policies and procedures outlined in UW Regulation 8-234.

X. STUDENT PUBLICATIONS

All student publications supported by University facilities or funds shall be approved by, and subject to the direction of, the University Student Media Board. The Board shall report to the President of the University (see UW Regulation 8-38).

XI. ADMINISTRATION

The Vice President for Student Affairs shall administer this Regulation.



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Source:

Trustee Regulation VIII; adopted 7/17/08 Board of Trustees meeting
Revisions adopted 11/18/10 Board of Trustees meeting
Revisions adopted 11/12/14 Board of Trustees meeting
Revisions adopted 1/15/15 Board of Trustees meeting
Revisions adopted 4/13/15 Board of Trustees meeting



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ATTACHMENT C

**Amendment to
UW REGULATION 5-173
Regulations Governing Vacation, Sick Leave, and Compensation
for Faculty and University Officers**

4. COMPENSATION

B. CHANGES IN SALARY RATES.

Prior to the beginning of each fiscal year, faculty and administrative officers shall be advised by the President, or the President's designee, of any changes in individual salary rates being recommended to and subsequently approved by the Trustees of the University of Wyoming.

In order to receive a uniform salary increase, a faculty member or a University officer on a continuing full time or part time appointment shall not have received less than a satisfactory performance rating for the last performance appraisal period, shall not have had disciplinary action imposed during the preceding six (6) months, and shall have completed a minimum of one academic term of six months, whichever is less, of continuous employment with the University.

In order to receive a merit salary increase, a minimum of one academic term of employment at the University shall have been completed.

In order to receive a salary increase for a promotion in rank, a faculty member must be recommended for promotion as prescribed by UW Regulation 5-1.

The effective employment date for continuing faculty and administrative officers, whether academic year or fiscal year appointments, is July 1, and any changes in individual salary rates authorized by the Trustees are effective on July 1 for continuing faculty and administrative officers.

All changes in salary rates provided in this section are subject to the availability of funds and the adoption of a salary administration policy by the Trustees.

- 1. CHANGES IN APPOINTMENT.** A faculty member appointed to a position as a University officer, or a University officer transferred or promoted to another position as a University officer is subject to the appointment procedures for University officers, including the establishment of the starting salary or rate of pay, as prescribed by this section.



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A University officer appointed or reappointed to a faculty position ~~or reappointed to a faculty position~~ or ~~terminating departing~~ a University officer position but retaining a faculty position shall be subject to the following provisions:

- a. The reassignment or assignment or retention of a full time or part time faculty position shall be on the basis of an academic year appointment as defined by UW Regulation ~~4-1-5-1~~ except when the standard appointment in the academic unit in which the appointment occurs is other than an academic year appointment; and
- b. The salary rate for the position into which the individual is reassigned, assigned or retained is ~~determined by the following formula:~~
 - ~~i. Conversion from a full time fiscal year appointment to an academic year appointment: the annual salary rate multiplied by 0.833~~For vice presidents, associate vice presidents, and deans of academic colleges returning to a previously held faculty position at the University, the academic year salary at the time of their appointment as a University officer increased by the average annual merit and market based salary increases within their department during their service as a University officer.
 - ~~ii. For vice presidents, associate vice presidents, and deans of academic colleges who did not hold a faculty position at the University prior to their appointment as a University officer, at the time of their appointment as a University officer, it shall be established as provided in this subparagraph. At the time the person is appointed as a University officer, the Vice President for Academic Affairs, with the approval of the President, shall establish an academic year salary at a market rate based on comparator institutions for the rank in the department in which the University officer holds an appointment. Upon reassignment, assignment or retention to an academic appointment, the person's salary shall be the salary established at the time of appointment as a University officer under this subparagraph increased by the average annual merit and market based salary increases within that department during their service as a University officer.~~
 - ~~ii. Conversion from full time fiscal year appointment to other than an academic year appointment: the full time fiscal year salary as a University officer multiplied by a factor calculated by dividing the number of months of required service as a faculty member by twelve (12) months.~~



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- iii. For all other University officers, a salary recommended by the Vice President for Academic Affairs and approved by the President~~The salary of a University officer reassigned, assigned or retained in a faculty position may, by mutual agreement with the President, be established at a rate other than prescribed by Sections 4.B.2.b.(1) and 4.B.2.b.(2), except that the rate may not exceed the rate provided in Sections 4.B.2.b.(1) and 4.B.2.b.(2); the salary rate of such a University officer may also be established by the Trustees of the University, regardless of the provisions of this section.~~