

**THE UNIVERSITY OF WYOMING**  
**MINUTES OF THE TRUSTEES**

**February 4, 1953**

**For the confidential information**  
**of the Board of Trustee**

A special meeting of the Board of Trustees was held on February 4, 1953. Answering the roll call when the meeting was called to order at 1:45 p.m. in the Board room were the following: Simpson, McCracken, Reed, Del Monte, Sullivan, Hansen, Burwell, Patterson, Bush, Brough, Jones, and Newton, and ex-officio, Stolt and Humphrey. Absent was Rogers, ex-officio member.

Mr. Reed asked that the following correction be made in the minutes of the January 19 meeting of the Board: change the last sentence in the second paragraph of the section entitled "Resignation, Bowden Wyatt" to read as follows: "The opinion was expressed, however, that in acquiescing to Mr. Wyatt's request for release some notice should be taken of his apparent disregard for the sanctity of his contract, which still had approximately nine years to run." Mr. Reed then moved that the minutes of the December 12 and January 19 meetings of the Board be approved with the correction indicated. Mrs. Patterson seconded the motion and it was carried.

President Humphrey informed the Board that Mr. W. R. Coe had indicated his willingness to contribute \$10,000 to permit continuation of the Conference on American Studies offered for the first time during the summer of 1952. He stated that Mr. Coe's gift would make it possible to offer the program during both terms of the 1953 summer school and to provide fellowships in the amount of \$125 each for twenty-five teachers each term, fifteen from Wyoming schools and ten from schools in surrounding states. He recommended that the Board authorize support of this program to the extent of waiving \$37 out of the total of \$44 in summer school fees for each of the teachers selected to participate in the 1953 program.

APPROVAL OF MINUTES

WAIVER OF FEES FOR  
AMERICAN STUDIES  
CONFERENCE

After some discussion, during which President Simpson suggested that each of the Trustees write a letter to Mr. Coe expressing appreciation for his generous support of the University, Mr. Del Monte moved that the Board authorize the waiver of fees as recommended by President Humphrey. Mr. Sullivan seconded the motion and it was carried.

President Humphrey read a letter from Dr. W. R. Nesbitt, Director of the Student Health Service, in which he submitted his resignation, to be effective on March 20, 1953, in order to go into private practice in California. Mr. Sullivan moved that Dr. Nesbitt's resignation be accepted. Mrs. Bush seconded the motion and it was carried.

The Trustees gave attention next to a report from the Faculty Retirement and Insurance Committee on the bills being considered by the State Legislature for adoption of Federal Social Security as the major portion of state retirement. Mr. Forest R. Hall and Mr. Frank J. Trelease, Chairman and Secretary respectively of the Faculty Retirement and Insurance Committee were invited into the meeting to explain to the Trustees the effect which passage of the bills in question would have upon University employees. These men explained that social security benefits would be supplemented by a new state system, under which the state and the employees would each contribute two per cent of salaries and the state would contribute an additional one per cent for a limited time to take care of accrued rights under the existing retirement system.

Mr. Hall and Mr. Trelease pointed out that if the bills become law, all University of Wyoming employees who are members of the state system will be placed under social security as of March 31, 1953, and will be covered by the two per cent supplemental plan as of April 1, 1953. They explained that some special provision would need to be made for those

RESIGNATION

Nesbitt

PROPOSED BILLS  
COVERING STATE  
ADOPTION OF  
SOCIAL SECURITY

University employees (some 350) who are members of the Limited Service Plan, and they suggested that if limited service rights are discontinued on March 31, 1953, the amount of their individual interest in the Limited Service Plan which has accrued prior to that date be made available to employees at their respective retirement ages. Attention was called to the formulae which had been worked out for determining the amount of the partial limited service payments.

Mr. Hall and Mr. Trelease informed the Board that if the bills in question become law, it would be better for the Board of Trustees to liquidate the Limited Service Plan than to have the Plan liquidated by law. They stated that the Interim Committee had requested a preliminary expression from the Trustees as to whether or not they would, if the Legislature passes the bills, adopt a complementary resolution liquidating the Limited Service Plan in accordance with the proposal as explained.

After a thorough discussion of the various factors involved, Mr. Reed moved, Mr. Hansen seconded, and it was carried that the following resolution be adopted:

"Whereas the Legislative Interim Committee has recommended to the Legislature of the State of Wyoming that legislation be adopted liquidating the present State Employees Retirement System, authorizing the covering of state employees under the Federal Social Security Act, and adopting a participating State Retirement Plan to supplement Social Security benefits; be it therefore resolved, that if such legislation be passed, this Board will liquidate the Limited Service Plan of the University of Wyoming, at the meeting scheduled for February 28, 1953, and in any event not later than March 30, 1953, in a manner that will make employees of the University who are presently under the Limited Service Plan eligible for coverage by Social Security and by such supplementary State Retirement Plan."

President Humphrey stated that, in accordance with the authorization given by the Board to the Athletic Director to make a thorough study of

APPOINTMENT,  
HEAD FOOTBALL  
COACH

the men available for the position of head football coach and present his recommendation, Mr. G. J. Jacoby had proceeded to screen the applicants—some 150—to find the person whom he wished to recommend. President Humphrey stated that the applicants were considered in three divisions: coaches of large institutions (so-called "name" coaches), successful head coaches in small institutions, and outstanding assistant coaches in large institutions. The field was narrowed to nine men, Dr. Humphrey indicated, of whom he and Mr. Jacoby interviewed three, with Mr. Jacoby interviewing the fourth.

After careful consideration of all the factors involved, Mr. Jacoby had presented his recommendation that Mr. William Phillip Dickens be appointed Head Football Coach, effective February 1, 1953, and that he be offered a contract for three years and two months at the following salary scale: \$10,000 per year from February 1, 1953, to March 31, 1954; \$10,500 from April 1, 1954 to March 31, 1955; and \$11,000 from April 1, 1955, to March 31, 1956.

After an hour's discussion, Mr. G. J. Jacoby, Athletic Director, was invited into the meeting at 4:20 p.m. Mr. Jacoby explained that, in screening the applicants for the position, he had looked for someone who was fundamentally a sound football coach, someone who had not passed the pinnacle of success but was instead struggling to get to the top, someone who could get along well with the student body, the faculty and administrative staff, and the people of Wyoming, and someone who would take part in civic organizations. He stated that he believed he had found all of those qualities in Mr. Phil Dickens, whom he recommended for the position.

At 4:40 p.m., Mr. Dickens was invited into the meeting and, after he had been introduced to the Trustees, he gave a brief statement of his



philosophy in respect to football coaching. He stated that he felt the most important thing was a boy's education and that he stressed cooperation with faculty and with other students on the part of his players and his staff. He stated that he also believed in taking part in civic organizations. He indicated his desire to secure as many Wyoming boys as possible for the football team, although he realized that it would be necessary to secure players from other states, also. Questioned about his assistants, Mr. Dickens stated that he expected to bring three assistants with him: Clayton Stapleton, line coach and first assistant; Robert Hicks, end coach; and Louis McCullough, backfield coach. For a fourth assistant he proposed to select if possible a Wyoming boy who knows the people of the state and who could help in recruiting Wyoming students.

After Mr. Dickens had answered a number of questions from the Trustees, he and Mr. Jacoby left the room. Mr. Jones moved that the Board authorize the appointment of Mr. Phil Dickens as Head Football Coach, effective February 1, 1953, under the terms outlined by President Humphrey, it being understood that the contract would be written to include a penalty or withholding clause in the event the contract should be broken at any time before completion, and that a nominal rent would be charged for the residence to be occupied by Coach Dickens and his family. Mr. McCracken seconded the motion and it was unanimously carried.

Mr. Dickens and Mr. Jacoby returned to the meeting briefly. Mr. Dickens was informed of the Board's approval of his appointment, and he expressed his appreciation and his intention of doing his very best in the position in question.

When Mr. Dickens and Mr. Jacoby had left the room, President Humphrey informed the Trustees that the Wyoming Taxpayers Association had released and placed upon the desk of each legislator a survey of financial and statistical data for colleges and universities in the Mountain States, which not only placed the University of Wyoming in a very bad light but which violated almost every criterion of research. Dr. Humphrey gave the Trustees copies of a statement which had been prepared by University officials pointing out the errors in the survey. He proposed to give copies of this statement to each of the legislators.

After the Trustees had read the statement, there was a general discussion as to what steps should be taken. It was the consensus of the Board that the statement should be revised to include comparative figures revealing the true picture in regard to expenditures at the University of Wyoming, that some members of the Board should review this statement and make any changes they feel should be made, and that copies of the revised statement should be placed on the desks of all legislators. Mr. Reed, a member of the executive Committee of the Wyoming Taxpayers Association, stated that he would present the matter to the Executive Committee of that Association and request them either to participate with the University in an authentic statement or release an amended statement of their own.

The Board adjourned at 6 p.m. to meet again on February 27-28, 1953.

Respectfully submitted,



H. D. Del Monte  
Secretary

STATEMENT OF  
WYOMING TAXPAYERS  
ASSOCIATION