

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

March 5, 1985

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

THE UNIVERSITY OF WYOMING

Minutes of the Trustees
March 5, 1985

<u>Table of Contents</u>	<u>Page</u>
ROLL CALL-----	1
ANNOUNCEMENT-----	1
DISCUSSION RE FY 1986 SALARY ADMINISTRATION POLICY-----	1
GRADUATE STIPENDS-----	5
ADJOURNMENT AND DATE OF NEXT MEETING-----	6

THE UNIVERSITY OF WYOMING

Minutes of the Trustees
March 5, 1985

A special meeting of the Trustees of the University of Wyoming was called to order by Acting President Chapin at 1:00 p.m. on March 5, 1985, in the Board of Directors' Room of the Guaranty Federal Savings and Loan Building in Casper, Wyoming.

ROLL CALL

The following Trustees were in attendance: Ford T. Bussart, Donald E. Chapin, W. R. Gillaspie, John T. Hinckley, Leo P. McCue, Jr., Gordon M. Mickelson, Brian Miracle, Curtis Rochelle, Thomas A. Sawyer, Robert P. Schuster, Carlin Smith, David W. "Bud" Updike, and ex officio member Donald L. Veal. Ex officio members Governor Herschler, Lynn Simons, and John Eisenhower were absent. Senator Thomas F. Stroock was also present.

ANNOUNCEMENT

Mr. Chapin introduced new Trustees Ford T. Bussart of Green River and Robert P. Schuster of Jackson Hole. He also noted that the Board was pleased with the reappointment of Trustee Mickelson and Trustee Miracle.

DISCUSSION RE FY 1986
SALARY ADMINISTRATION
POLICY

President Veal reported that the 1985 Legislature appropriated \$3,655,000 from the general fund for salary improvement for University faculty and staff, effective July 1, 1985. The appropriation includes \$2,947,581 for salary improvement for faculty and staff, including the Wyoming Higher Education Computer Network, and

\$707,419 for fringe benefits. He noted further that Section 203 of Enrolled Act 127 states that ..."employees of the University shall receive salary increases in accordance with policies established by the University of Wyoming board of trustees." Briefly, Dr. Veal reviewed salary administration policies for faculty and staff for the last three fiscal years, some of the market-impacted areas that currently need adjusting, possible solutions for adjusting faculty and staff salaries within the market-impacted areas, and his understanding of the legislative intent on the distribution of salary improvement funds.

President Veal noted that, although historically the Trustees have set salary administration policy, the Faculty Senate, the Staff Council, and the Deans have had an opportunity to formulate their recommendations as to the distribution of salary funds. After consultation with these groups, the administration has then developed the salary administration policy recommendations to be considered by the Trustees.

Although these groups have not had an opportunity to present their recommendations, President Veal indicated it was his understanding that the purpose of the Trustee meeting was to provide preliminary suggestions from the Trustees as to how salary improvement funds should be awarded to staff, faculty, and executive personnel. Further, he noted that funds appropriated for faculty and staff salary improvements are mutually exclusive and have not been commingled.

In discussing the salary policy for staff, President Veal said he observed Legislators expressing an intent to provide each

professional and general staff employee with a uniform increase of five percent (5%). In accordance with Trustee Regulations, this uniform increase would only be given to those individuals with at least a "satisfactory" rating. Further, he stated that arguments had been made during the session by the administration that approximately \$132,000 was needed to adjust the salaries of the 45 market-impacted staff positions. Funds to make a portion of these adjustments would be available from salary improvement dollars remaining from unfilled positions.

Trustee McCue expressed concern over a uniform salary increase of five percent (5%) for all staff employees, as he felt that employees with outstanding merit and service would not be recognized. He suggested rather that a salary policy be developed providing a uniform four and one-half percent (4½%) salary increase for all staff employees receiving at least a satisfactory performance rating; that one-half percent (½%) be retained by the administration to be allocated on the basis of merit; and that the market-impacted areas be adjusted from salary improvement funds remaining from unfilled positions. It was the consensus of the Board that after President Veal consults with campus groups, he could also use these Trustee suggestions in developing a staff salary administration policy proposal to be presented to the Trustees during the April 1985 meeting.

President Veal stated that he did not observe the same level of discussion concerning the FY 1986 faculty salary improvement appropriations. During the legislative session, however, considerable interest was expressed by individual legislators in

addressing salary problems caused by market impact, and also in maintaining the merit principle. There was also some interest in utilizing a portion of the salary improvement funds for a uniform salary improvement for faculty. Further, President Veal discussed the market-impacted areas in the faculty, and noted that arguments had been made during the session by the administration that to adjust all these positions (112) approximately \$604,000 would be needed.

After discussion, Trustee Smith suggested as a general guideline that perhaps two percent (2%) could be allocated to those faculty members having at least satisfactory performance and the remaining three percent (3%) be utilized for merit/market. Trustee McCue suggested three percent (3%) be allocated to all faculty members having at least satisfactory performance, one percent (1%) could be retained by the administration to be allocated to those faculty members who have demonstrated outstanding performance, and one percent (1%) along with available unfilled position monies could be used to adjust the market-impacted positions. The consensus of the Board was that the faculty salary administration policy should provide for a minimum increase for satisfactory performance, and that a portion of the salary improvement funds be used for merit/market.

President Veal said the FY 1985 salary administration policy did not contain a provision for executive personnel, since the salary levels of executive employees were frozen at the June 30, 1984 rates. The question was asked whether the legislature had provided the five percent (5%) salary increase funds for executive

personnel. President Veal said that the legislature did appropriate salary improvement monies for the entire University personnel base including part-time.

The Trustees recommended that President Veal submit his policy recommendations for executive personnel salary improvements to the Board at the April meeting.

GRADUATE STIPENDS

President Veal stated that the current base University graduate stipend is \$5,535, and that this level has not been adjusted since July 1, 1982. A survey on graduate stipends for the fall term 1984 in The Chronicle of Higher Education and a study compiled by the University of North Dakota indicate that the University of Wyoming's graduate stipend is less than the average for public universities with Ph.D. programs. The administration of graduate assistantships, senior graduate assistantships, and split graduate assistantships were then discussed. Awarding of the graduate assistantships according to present University policies and practices allows for recognition of prevailing rates in the various disciplines.

Mr. Mickelson moved that the present base University graduate assistantship stipend rate of \$5,535 be changed to \$5,670 effective with the 1985-86 year. The motion was seconded by Mr. McCue, and it carried.

ADJOURNMENT AND DATE OF
NEXT MEETING

There being no further business to
come before the Trustees, the meeting
was adjourned at 3:00 p.m. The next meeting of the Trustees is
scheduled for April 11-13, 1985.

Respectfully submitted,

Karleen B. Anderson

Karleen B. Anderson
Deputy Secretary