

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

February 6, 1987

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

THE UNIVERSITY OF WYOMING

Minutes of the Trustees
February 6, 1987

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THE UNIVERSITY OF WYOMING

Minutes of the Trustees
February 6, 1987

A regular meeting of the Trustees of the University of Wyoming was called to order by President Mickelson at 3:15 p.m. on February 6, 1987 in the Board Room of Old Main.

ROLL CALL

The following Trustees were in attendance: Bussart, Chapin, Gillaspie, Hinckley, McCue, Mickelson, Miracle, Sawyer, Schuster, Smith, Updike, and ex officio members Simons and Veal. Trustee member Rochelle and ex officio members Governor Sullivan and Jamieson were absent.

APPROVAL OF MINUTES

President Mickelson asked if there were any corrections or additions to the minutes of the meeting of January 17, 1987. There were no corrections or additions and President Mickelson declared the minutes approved as circulated.

COMMUNITY COLLEGE
RELATIONS COMMITTEE

President Mickelson called on Chairman Updike for a report from the Community College Relations Committee meeting held on February 5, 1987. Committee members Updike, Hinckley, Gillaspie, Sawyer, and ex officio member Mickelson attended the

committee meeting, along with other Trustees and University staff. Committee member Schuster was absent. The following report was given on the Community College Relations Committee meeting.

JOINT MEETING WITH THE WYOMING
COMMUNITY COLLEGE COMMISSION

Dr. Barden led a discussion
with Trustees and the

Commissioners of the Wyoming Community College Commission. Dr. James Randolph, Executive Director of the Wyoming Community College Commission, provided a brief overview of the roles and powers of the new Wyoming Community College Commission.

Partnerships between the University of Wyoming and community colleges were discussed. Dr. William Walden reported on the role of the Wyoming Higher Education Computer Network. The potential role of telecommunications in instructional outreach by the University of Wyoming and the community colleges was discussed.

This concluded the report from the Community College Relations Committee.

ACADEMIC ISSUES COMMITTEE

President Mickelson called
on Chairman Miracle for a

report from the Academic Issues Committee meeting held on February 5, 1987. Committee members Bussart, Miracle, McCue, Sawyer, Simons, Updike, and ex officio member Mickelson attended the committee meeting, along with other Trustees and University staff. Committee member Smith was absent. Based on the committee meeting, the following recommendations were presented to the full Board.

REVISIONS TO TRUSTEE REGULATION,
CHAPTER VIII., SECTION 8., THE
WYOMING UNION, AND UNIREG 245

Discussion was held in the
Academic Issues Committee

meeting on the proposed revision to Trustee Regulation, Chapter VIII., Section 8., The Wyoming Union, which provides for the general supervision and management of the Wyoming Union.

The Wyoming Union Committee, which has responsibility under the Trustee Regulations for advising on budget priorities, facilities and general operations, submitted a recommendation to the Trustees to rename the committee to the "Wyoming Union Board" in Chapter VIII., Section 8., of the Regulations of the Trustees.

Further, it was recommended that University Regulation 245, attached as Enclosure 1 (blue), be amended to include a) the renaming of the committee as the Wyoming Union Board, b) the identification the Vice President for Academic Affairs as the senior level administrator for the Wyoming Union, and c) the clarification of the functions of the Wyoming Union.

Mr. Miracle moved that the Trustees of the University of Wyoming approve changing the "Wyoming Union Committee" to "Wyoming Union Board" in Chapter VIII., Section 8. of the Regulations of the Trustees of the University of Wyoming, and amending University Regulation 245, as described above and as attached in Enclosure 1. The motion was seconded by Mr. Bussart, and it carried. When amended, Chapter VIII. Section 8. of the Regulations of the Trustees of the University of Wyoming will read:

* * *

CHAPTER VIII. STUDENTS, Continued

Section 8. THE WYOMING UNION

The general operation and utilization of the Wyoming Union shall be conducted under the immediate administrative supervision of the Director of the Wyoming Union, who shall be responsible to the President of the University through the Vice President for Academic Affairs. The Director of the Wyoming Union shall also be subject to the supervision of the Vice President for Finance with regard to the business and financial affairs of the Wyoming Union. The Director of the Wyoming Union shall be responsible for administering and planning the affairs of the Wyoming Union after consultation with the Wyoming Union Board with regard to general advisement on budgeting priorities for programs and services of the Wyoming Union as well as facility policies, scheduling of facilities and other similar matters involving the use and operation of the Union. The Wyoming Union Board shall be established by regulation issued by the President of the University, approved by the Trustees.

* * *

POLICY ON ACQUIRED IMMUNE
DEFICIENCY SYNDROME (AIDS)

Mr. Baker discussed the proposed University of Wyoming Information Circular 1987-2, a policy on Acquired Immune Deficiency Syndrome (AIDS). This is a policy to guide administrators, faculty, staff, and students on the subject of Acquired Immune Deficiency Syndrome (AIDS). In a report to the Trustees in February 1986, it was indicated that an effort would be made to acquaint the University community with the disease and its implications, to dispel the myths associated with the disease, and to prevent the spread of the disease.

Mr. Miracle moved that the Trustees of the University of Wyoming approve the proposed Information Circular 1987-2, Enclosure 2 (yellow). Mr. Bussart seconded the motion, and it carried.

DISCUSSION OF CURRENT STATUS OF
DEPARTMENT OF ELECTRICAL
ENGINEERING FACULTY

Dean Sam Hakes reported
to the Academic Issues

Committee on the current status of the Department of Electrical Engineering faculty.

This concluded the report from the Academic Issues Committee.

PERSONNEL COMMITTEE

President Mickelson called
on Chairman Bussart for a

report from the Personnel Committee meeting held on February 5, 1987. Committee members Bussart, Hinckley, Miracle, Sawyer, Schuster, Updike and ex officio member Mickelson attended the committee meeting, along with other Trustees and University staff. Based on the Personnel Committee recommendations, Mr. Bussart moved approval of the following appointments, adjunct appointments, adjunct reappointments, administrative appointment, administrative reappointment, reappointments, leave of absence, cancellation of sabbatical leave, and retirements. The motion was seconded by Mr. Sawyer,

APPOINTMENTS

The following appointments
were approved.

College of Commerce and Industry

1. James Brooks Mitchell as Assistant Professor of Business Administration for the 1987 Spring semester effective January 6, 1987 at an annual (9-month) salary rate of \$38,000. This is a tenure track appointment.

College of Engineering

2. Sue Ellen Englert as Assistant Professor of Electrical Engineering for the 1987 Spring semester effective January 6, 1987 at an annual (9-month) salary rate of \$33,000. This is a tenure track appointment.

Intercollegiate Athletics

3. Gregg William Brandon as Assistant Football Coach and Lecturer in Intercollegiate Athletics for the period January 21, 1987 through March 31, 1988 at an annual (11-month) salary rate of \$26,004. This is a non-tenure track appointment.

4. David A. Butterfield as Assistant Football Coach and Lecturer in Intercollegiate Athletics for the period January 21, 1987 through March 31, 1988 at an annual (11-month) salary rate of \$26,004. This is a non-tenure track appointment.

5. Eugene A. Huey as Assistant Football Coach and Lecturer in Intercollegiate Athletics for the period January 19, 1987 through March 31, 1988 at an annual (11-month) salary rate of \$49,500. This is a non-tenure track appointment.

6. Joseph H. Tiller as Assistant Football Coach and Lecturer in Intercollegiate Athletics for the period January 19, 1987 through March 31, 1988 at an annual (11-month) salary rate of \$45,000. This is a non-tenure track appointment.

7. Mark Alan Tommerdahl as Assistant Football Coach and Lecturer in Intercollegiate Athletics for the period January 19, 1987 through March 31, 1988 at an annual (11-month) salary rate of \$22,500. This is a non-tenure track appointment.

ADJUNCT APPOINTMENTS

The following adjunct appointments were approved.

An adjunct appointment carries no tenure rights or salary.

College of Agriculture

1. Cleon V. Kimberling as Adjunct Associate Professor of Veterinary Sciences for the period February 1, 1987 through June 30, 1990.

College of Arts and Sciences

2. Ronald A. Jackson as Adjunct Assistant Professor of Psychology for the period January 6, 1987 through January 5, 1990.

3. Webster Jones as Adjunct Professor of Zoology and Physiology for the period January 1, 1987 through December 31, 1989.

4. Patsy McGinley as Adjunct Associate Professor of Psychology for the period January 6, 1987 through January 5, 1990.

Military Science

5. Raymond W. Thorne as Assistant Professor of Military Science for the period July 1, 1987 through June 30, 1991.

ADJUNCT REAPPOINTMENTS

The following adjunct reappointments were

approved under the conditions cited.

College of Arts and Sciences

1. Robert W. Brocksen as Adjunct Professor of Zoology and Physiology for the period January 1, 1987 through December 31, 1989.

2. David G. Eckles as Adjunct Instructor in Anthropology for the period January 14, 1987 through January 14, 1990.

3. William Hepworth as Adjunct Professor of Zoology and Physiology for the period January 1, 1987 through December 31, 1989.

4. Douglas Mitchum as Adjunct Professor of Zoology and Physiology for the period January 1, 1987 through December 31, 1989.

5. E. Tom Thorne as Adjunct Professor of Zoology and Physiology for the period January 1, 1987 through December 31, 1989.

College of Health Sciences

6. Kent Christensen as Adjunct Professor of Speech Pathology and Audiology for the period April 1, 1987 through June 30, 1990.

ADMINISTRATIVE APPOINTMENT--
Richard J. Morgan

College of Law and Professor of Law with tenure in the College of Law, effective July 1, 1987, an annual (11-month) salary rate of \$88,004.

Richard J. Morgan was appointed as Dean of the

ADMINISTRATIVE REAPPOINTMENT--
Roland E. Barden

Vice President for Academic Affairs for the period July 1, 1987 through June 30, 1989.

Roland E. Barden was reappointed as Associate

REAPPOINTMENTS --In
Intercollegiate Athletics

rank in Intercollegiate Athletics states that all appointments and reappointments to the basketball and football coaching staff shall be for the annual periods commencing on April 1 of each year. Any salary adjustment would be made on the same basis as would be available generally to University employees. The following reappointments were approved, effective April 1, 1987.

The Trustee policy governing personnel holding academic

1. Charles Bradley as Assistant Basketball Coach and Lecturer in Intercollegiate Athletics for the period April 1, 1987 through March 31, 1988.

2. Kevin K. McLeod as Assistant Basketball Coach and Lecturer in Intercollegiate Athletics for the period April 1, 1987 through March 31, 1988.

LEAVE OF ABSENCE

William Gienapp, Associate Professor of History, was

granted a leave of absence without pay for the 1987-88 academic year.

CANCELLATION OF
SABBATICAL LEAVE

At the January 16, 1987
Trustee meeting, a sabbatical leave for the 1987-88 academic year was granted to Phyllis Karns, Assistant Professor of Nursing in the College of Health Sciences. At Professor Karns' request, this sabbatical leave was cancelled.

RETIREMENTS

The following retirements were approved on the dates and under the conditions cited.

The following retirements were approved on the dates

<u>Name</u>	<u>Position</u>	<u>Date of Retirement</u>
Flittie, Edwin G.	Professor of Sociology	1/2/87 with designation as <u>Emeritus</u>
Jackson, Jean M.	Sr. Administrative Secretary Athletic Department	2/27/87 with designation as <u>Retired</u>
Veal, Donald L.	President, Professor of Atmospheric Science	6/1/87 with designation as <u>President Emeritus</u>

EARLY RETIREMENT
PROGRAM FY 1987

Upon a motion by Mr. Bussart, seconded by Mr. Updike, it carried to approve the FY 1987 Early Retirement Program, as described below.

Upon a motion by Mr. Bussart, seconded by Mr. Updike, it

On April 11, 1986, the Trustees approved an Early Retirement Program for University of Wyoming employees for fiscal year 1986. The program approved by the Trustees was a one-time option to be exercised on or before June 30, 1986, and a report on the program was presented to the Trustees on July 25, 1986. A request for authorization for an Early Retirement Program for University employees for fiscal year 1987 was presented for consideration by the Personnel Committee and the Trustees.

The Early Retirement Program presented for consideration contains the basic eligibility and benefit provision authorized by the Trustees last year, but does include some modest changes to the benefits for employees 62 years of age or older. The proposed eligibility and benefit provisions of the Early Retirement Program for fiscal year 1987 are as follows:

1. Eligibility. All employees aged 55 through 70 on June 30, 1987 who have completed more than fifteen years of paid continuous service are eligible to participate.
2. Benefit. The basic benefit would be determined using a combination of age, years of paid continuous University service, and the individual's budget salary for Fiscal Year 1987. An individual aged 55 would receive 61% of his/her FY 1987 salary; an individual aged 56 would receive 51% of his/her FY 1987 salary; an individual aged 57 would receive 41% of his/her FY 1987 salary; an individual aged 58 would receive 31% of his/her FY 1987 salary; an individual aged 59 would receive 21% of

his/her FY 1987 salary; and an individual aged 60 would receive 11% of his/her FY 1987 salary. Individuals aged 61 through age 70 would receive 5% of his/her FY 1987 salary. An amount equal to 1% of the FY 1987 salary would also be added for each year of continuous paid University service greater than 15. Individuals electing the Early Retirement Option would be granted normal Trustees' Retirement privileges. Each retiree would be paid in a lump sum. The Division of Personnel Services would assist each retiree, if requested, in considering possible alternatives for investing the money received.

3. Proposed Timetable. The program will be funded with appropriations in the FY 1987 budget. Consequently, all who elect to participate in the Early Retirement Program must be retired on or before June 30, 1987. The Early Retirement benefit will be afforded to all eligible University employees retiring after June 30, 1986 and on or before June 30, 1987.

The basic eligibility provisions proposed for the FY 1987 Early Retirement program are the same as those approved for the FY 1986 program, except that the effective date for determining eligibility is June 30, 1987 rather than June 30, 1986. The benefit provisions for employees aged 55 through 61 remain unchanged. However, for employees aged 62 through 70, the basic benefit has been modified. The FY 1986 program authorized a basic benefit of 3% of the FY 1986 salary for employees aged 62 and 1% of the FY

1986 salary for employees aged 63 through aged 70. For FY 1987, the proposed basic benefit would be 5% of the FY 1987 salary for employees aged 62 through 70. The proposed timetable for FY 1987 would extend the benefit to any employee retiring after June 30, 1986 and on or before June 30, 1987.

The proposed Early Retirement program for FY 1987 is within the financial capability of the University. The costs would be absorbed within the fiscal year 1987 appropriations, and the savings would be realized in the following fiscal years beginning July 1, 1987.

University personnel records indicate that 193 University employees are eligible for the program, including nine that have retired since July 1, 1986. Of the 193 eligible employees, 108 are faculty and 85 are staff. Available data suggests that most employees will not elect to retire early under the plan. It is expected that the savings realized in FY 1987 through the Early Retirement plan will more than equal the costs. Administrative processes are in place to identify actual savings from the implementation of the plan.

The University's FY 1986 Early Retirement program achieved the program's objectives. Included as Enclosure 3 (tan) is a report on the fiscal impact of the FY 1986 Early Retirement program. It should be noted that the fiscal year 1986 Early Retirement program allowed the University to recover the costs of the program and to realize additional savings of \$127,554.29.

PART-TIME APPOINTMENTS

ments were reported to the Trustees.

As a matter of information only, the part-time appoint-

RESIGNATIONS

Trustees.

The following resignations were acknowledged by the

1. James Beasley, Assistant Curator, University Art Museum, January 21, 1987.
2. Robert Bratkowski, Assistant Football Coach and Lecturer in Intercollegiate Athletics, January 8, 1987.
3. James Craig Bray, Assistant Football Coach and Lecturer in Intercollegiate Athletics, January 9, 1987.
4. Thomas M. Everson, Assistant Football Coach and Lecturer in Intercollegiate Athletics, January 8, 1987.
5. Kathleen Hinchman, Assistant Professor of Curriculum and Instruction, January 2, 1987.
6. Tim Lappano, Assistant Football Coach and Lecturer in Intercollegiate Athletics, January 8, 1987.
7. Wayne R. Sand, Assistant Professor of Atmospheric Science, February 16, 1987.
8. Gregg Smith, Assistant Football Coach and Lecturer in Intercollegiate Athletics, January 8, 1987.
9. John L. Smith, Assistant Football Coach and Lecturer in Intercollegiate Athletics, January 9, 1987.

10. James M. Walsh, Assistant Professor in the University Library, February 20, 1987.

11. Alex V. Wood, Assistant Football Coach and Lecturer in Intercollegiate Athletics, January 9, 1987.

This concluded the report and recommendations from the Personnel Committee.

BUDGET COMMITTEE

President Mickelson called on Trustee Chapin for a report from the Budget Committee meeting held on February 5, 1987. Committee members Bussart, Chapin, Gillaspie, McCue, and ex officio member Mickelson attended the committee meeting, along with other Trustees and University staff. Committee members Smith and Rochelle were absent. Based on the Budget Committee meeting, the following report and recommendations were presented to the full Board.

AUDIT, INTERCOLLEGIATE ATHLETICS

James Hearn of McGladrey, Hendrickson & Pullen was present at the Budget Committee meeting to answer questions on the audit of the Intercollegiate Athletics Program.

Mr. Chapin moved acceptance of the report of McGladrey, Hendrickson & Pullen on the audit of the Department of Intercollegiate Athletics for the fiscal year ending June 30, 1986, and the approval of the University responses to the

recommendations in the report. The motion was seconded by Mr. Gillaspie, and it carried.

TRANSFER OF FUNDS, SECTION
200, CHAPTER 37, 1986 SESSION
LAWS OF WYOMING

Mr. Chapin moved approval
of the transfer of \$74,000

for fiscal year 1987 from the School of Human Medicine program to the Maintenance, Operation and Repair of Plant program for projects mandated by the Fire Marshal, Occupational Safety and Health and Handicapped requirements. The motion was seconded by Mr. Gillaspie, and it carried.

ACCEPTANCE OF CONTRACTS,
GRANTS, GIFTS, AND SCHOLARSHIPS

Mr. Chapin moved acceptance
of contracts and grants

in the amount of \$457,640.00 for the period December 24, 1986 through January 16, 1987; and gifts and scholarships in the amount of \$287,513.50 for the period November 6, 1986 through January 22, 1987. The motion was seconded by Mr. Bussart, and it carried.

QUARTERLY REPORT,
UNIVERSITY INVESTMENTS

Vice President Todd
presented to the Budget

Committee a quarterly report on the status of the University endowment portfolio, excluding the W.R. Coe and Charles Chacey Kuehn Estate funds.

This concluded the report and recommendations from the Budget Committee.

PHYSICAL PLANT AND
EQUIPMENT COMMITTEE

President Mickelson called
on Chairman Hinckley for a

report from the Physical Plant and Equipment Committee meeting held on February 5, 1987. Committee members Chapin, Hinckley,

Gillaspie, Schuster, and ex officio member Mickelson attended the committee meeting, along with other Trustees and University staff. Committee members Rochelle and Smith were absent. Based on the Physical Plant and Equipment Committee meeting, the following report and recommendations were presented to the full Board.

AUTHORIZATION TO SELL PROPERTY
AT 719 IVINSON AVENUE

Mr. Hinckley moved approval
of 1) an appraisal on the

Trustee property at 719 Ivinson Avenue; 2) the sale of the property at 719 Ivinson Avenue for not less than the appraised value; 3) the deposit of the proceeds of the sale of the Trustee property at 719 Ivinson Avenue in a quasi-endowment account in the University endowment funds; 4) a restriction on the income from the quasi-endowment account limiting the expenditure of the income to payment of a housing allowance for the Head Football Coach; and 5) the lease of the property at a fair market value in the event the property cannot be sold for at least the appraised value. The motion was seconded by Mr. Gillaspie, and it carried.

REPORT ON STOCK FARM PROPERTY

As reported to the Physical
Plant and Equipment Committee

at the January meeting, the 1986 Legislature enacted legislation (Chapter 112, Session Laws of Wyoming, 1986) transferring almost all of the Stock Farm property to the State Archives, Museums and Historical Department. The legislation provided that "(t)he University of Wyoming shall continue to use the lands and facilities of the Wyoming territorial prison until replacement

facilities are constructed, even though the state archives, museums and historical department may have commenced restoration and stabilization" The 1986 Legislature's action, as reported to the Trustees in January 1987, transferred the Stock Farm property south and east of Highway 130-230. In fact, the statute transferred a portion of the Veterinary Medicine-State Chemist facility.

Legislation has been introduced in the 1987 Session by Senator Robert Burnett to correct the transfer of Stock Farm property. The legislation excludes from the transfer all lands south and east of Highway 130-230 and south of Garfield Street. These lands are needed to correct the 1986 Legislature's unintended transfer of a portion of the Veterinary Medicine-State Chemist building to the State Archives Department, and to permit future expansion to the south and east. The lowland area to the east of the Veterinary Medicine-State Chemist facility is needed for grazing of the noncontaminate animals.

Mr. Schuster moved the University amend Senator Burnett's bill to include the land east of Highway 130-230 and north of Garfield Street, and if in the future the Territorial Prison needs this property, that the University will negotiate with the State Archives, Museums and Historical Department for the return of the property. The motion was seconded by Mr. Miracle. On a call for the question Trustees Schuster, Bussart, Miracle, Sawyer, and Urdike voted yes. Trustees Chapin, Gillaspie, McCue, Smith,

Hinckley, and Mickelson are recorded as voting no. The motion failed.

PROGRESS REPORTS

As a matter of information only, progress reports and change orders on the various construction projects were provided to the Trustees.

This concluded the report and recommendations from the Physical Plant and Equipment Committee.

W.R. COE/CHARLES CHACEY
KUEHN ESTATE COMMITTEE

President Mickelson called on Chairman McCue for a report from the W.R. Coe/Charles Chacey Kuehn Estate Committee meeting held on February 5, 1987. Committee members McCue, Bussart, and ex officio member Mickelson attended the committee meeting, along with other Trustees and University staff. Committee member Rochelle was absent. Based on the W.R. Coe/Charles Chacey Kuehn Estate Committee meeting, the following report was given to the full Board.

QUARTERLY REPORT W.R. COE SCHOOL,
W.R. COE ESTATE, AND CHARLES
CHACEY KUEHN ESTATE FUNDS

As a matter of information, John A. Vann, Investment Adviser for the Coe and Kuehn accounts, presented the most recent quarterly reports on the funds under the management of the Coe/Kuehn Committee, and responded to questions on investment strategies and the divestiture of investments in companies doing business in South Africa.

Dr. Todd reported that he had several corrections to make on Mr. Vann's report on the divestiture of investments in companies doing business in South Africa. Dr. Todd reported that the University has investments with only three companies who are doing business in South Africa -- Texaco, Inc., American Brands, Inc., and Ford Motor Company. Only 2% of the portfolio is invested with these companies and the amount of money invested is less than \$300,000.

This concluded the report from the W.R. Coe/Charles Chacey Kuehn Estate Committee.

ATHLETIC COMMITTEE

President Mickelson called on Chairman McCue for a report from the Athletic Committee meeting held on February 5, 1987. Committee members McCue, Hinckley, Miracle, Sawyer, Updike, and ex officio member Mickelson attended the committee meeting, along with other Trustees and University staff. Committee member Smith was absent. The following report was given on the Athletic Committee meeting.

REPORT BY SPECIAL ASSISTANT

David Baker reported to the Athletic Committee that Paul Roach was out recruiting and that the football coaching staff had been appointed except for one unfilled position. Mr. Baker also noted that the "chicken" would be performing at the Friday night basketball game with Chicago State.

REPORT ON CONTRACT FOR ATHLETIC
DIRECTOR/HEAD FOOTBALL COACH

Mr. McCue reported to the
Committee on the contract

for the Athletic Director/Head Football Coach. He briefly reviewed the terms and conditions of Mr. Roach's contract as Athletic Director/Head Football Coach. A summary of the conditions and terms of the contract is attached as Enclosure 4 (pink).

Mr. Baker noted that the annual cost associated with the Coach's residence was \$19,770. A recommendation was made to the Physical Plant and Equipment Committee that the 719 Ivinson property be sold and that the proceeds of the sale be invested with the income from the account to be used to offset a portion of the cost of the authorized housing allowance for the Head Football Coach. Trustee Bussart said he wanted to compare an amortized conventional mortgage loan on this property with the \$1,000 a month housing allowance. At the conclusion of the committee meeting, Dr. Veal had this information for Mr. Bussart.

BROADCAST RIGHTS

David Baker reported meeting
with the Wyoming Broadcasters

on January 30, 1987 in Casper. He noted that:

1. Broadcasters were adamantly opposed to the idea that the University would handle its own broadcast of athletic events.
2. Representative of Gowdy Broadcasting reported to the group that they have lost \$80,000 a year on our contract.
3. Several broadcasters expressed their opinion that the University's interest in receiving a quality broadcast and maximum coverage in Wyoming communities should be overriding and that revenue for the rights should be of least consideration.

4. The Broadcasters pointed out that no matter what approach we take to an award, the determination needs to be made by early April because of the budgeting schedules of major advertisers and their national advertising agencies.
5. The Broadcasters questioned whether there is adequate time to put together a joint venture in light of the budgeting schedules of major advertisers --although they did not oppose the joint venture approach.
6. At the end of the meeting the Executive Committee of the Wyoming Broadcasting Association passed a motion endorsing either a bid approach or a joint venture approach to awarding the University of Wyoming broadcasting rights.

Based on the Athletic Committee recommendation, Mr. McCue moved that at the March 26-27 Trustee meeting, interested vendors be invited to present to the Trustees their proposals for the rights to broadcast University of Wyoming football and basketball contests, which may include exclusive or joint venture rights; and that the administration develop a request for proposal using the following guidelines:

1. A request for proposals for radio and a separate request for proposals for television will be sent to all interested vendors.
2. Proposals shall be considered which contain either or both of the following alternatives:
 - a. A cash bid for a rights fee for Cowboy broadcasts as has been done in previous years, with such modifications as may be set out in the request for proposals; and
 - b. A proposal for a joint venture with the University of Wyoming in which the University would share in both marketing activities and revenues realized from Cowboy broadcasts.
3. Award of broadcast rights to Cowboy games will be made on the basis of competitive negotiations which optimize the following objectives of the University of Wyoming:
 - a. To make play-by-play reports available to as many Wyoming communities as possible (of primary consideration); and

- b. To secure maximum revenue for the support of Cowboy athletics (secondary consideration).
4. The request for proposals will be due two weeks prior to the March 26-27 Trustee meeting.

The motion was seconded by Mr. Bussart, and it carried.

MATTER OF INFORMATION

Trustee Updike requested that the University provide more publicity with regard to basketball games that are being televised outside the state.

This concluded the report and recommendations from the Athletic Committee.

ADJOURNMENT AND DATE
OF NEXT MEETING

There being no further business to come before the Trustees, Mr. Mickelson declared the meeting adjourned. The next meeting of the Trustees is scheduled for March 26-27, 1987.

Respectfully submitted,

Karleen B. Anderson

Karleen B. Anderson
Deputy Secretary

THE UNIVERSITY OF WYOMING
Laramie, WyomingUNIREG 245, Revision 1
DateUNIVERSITY REGULATION 245, Revision 1
Initiating Authority:

Subject: Regulations for the administration and use of the Wyoming Union facility

Reference: (a) Regulations of the Trustees
(b) Regulations of the Trustees, Part VIII, Section 7

1. Purpose: To clarify and establish by regulation the procedures and administrative responsibility of the Wyoming Union to The University of Wyoming Trustees and the President of the University, as well as the students of the University.
2. General Information: Under the constitutional and statutory authority established by the State of Wyoming, the Trustees of the University approved the establishment and construction of the Wyoming Union facility known as the Wyoming Union and approved the issuance of bonds for the purpose of financing this construction. Pursuant to provisions of reference (a) and as the chief executive officer of the University, the President, subject to the authority of the Trustees, has ultimate responsibility in all matters of general policy relative to the use, administration and management of the Wyoming Union. In accordance with that responsibility, the Wyoming Union will be administered and utilized in accordance with the provisions hereinafter established.
3. Purpose of the Wyoming Union: The Wyoming Union shall function as a community center for all University of Wyoming life to enhance and complement University activities in pursuit of the educational purposes of the University. Within the capabilities of the facility, on a sound financial basis and pursuant to the principle of being student oriented, the Wyoming Union shall be maintained as a facility for providing fulfillment of the following University responsibilities:
 - a. Provide such Services, conveniences and amenities as are possible and as may be needed by FOR members of the University community in their daily lives on campus.
 - b. Provide for a balanced and coordinated program of extracurricular educational experiences. OPPORTUNITIES FOR EXTRACURRICULAR EDUCATION, CULTURAL DEVELOPMENT, SOCIAL AND PERSONAL EXPERIENCES.
 - c. Provide for opportunities of personal, social and cultural development, and practice and experience in leadership and management. OPPORTUNITIES FOR PRACTICES AND EXPERIENCES IN LEADERSHIP AND MANAGEMENT.
 - d. Provide for Leisure-time entertainment.

- e. In order of priority and as available, provide facilities for the activities, and programs, MEETINGS AND CONFERENCES of University students, their organizations, faculty, and staff, AND RELATED EDUCATIONAL GROUPS.
4. Wyoming Union Committee BOARD: The Wyoming Union, in the fulfillment of the purposes of the facility, shall operate in accordance with the policies and regulations as formulated by the Wyoming Union Committee BOARD. The Wyoming Union Committee BOARD shall consist of five (5) students appointed by the ASUW President with the advice and consent of the ASUW Senate, one of whom shall serve as chairperson. At least two (2) of these students shall not hold office in ASUW and shall serve for staggered two-year terms; a representative of the University administration appointed by the President of the University; one representative appointed by the Trustees of the University; and one faculty member to be appointed by the Faculty Senate. Except as otherwise specified hereinabove, all appointed committee members shall serve renewable one-year terms. Ex-officio members without vote shall include the Director of the Wyoming Union who shall also serve as the committee secretary; the University Activities Coordinator; and the Director of Auxiliary Enterprises. The responsibilities of the Wyoming Union Committee BOARD shall be as follows:
- a. Formulate and pursue long-range plans and objectives regarding the services and programs of and occurring in the Wyoming Union;
 - b. Formulate the general rules and policies regarding the use of the Wyoming Union and any special requests for the use of the Union facilities by non-University members and provide for the coordination and optimum utilization of programming space and time within the Wyoming Union;
 - c. Be accountable to University students, faculty and others for facilitating such needs of the University community as are appropriate and within the purposes and available resources of the facility;
 - d. Consult with and advise the Vice President for Student ACADEMIC Affairs with regard to general policies of the Union and the appointment, performance and dismissal of the Wyoming Union Director; and
 - e. The Wyoming Union Committee BOARD shall have the responsibility of assisting in developing priorities of expenditure for Union services as far as such matters involve the utilization of student fees for facility development or program changes and additions. This shall include assisting with budget preparation by providing such on-going planning and evaluation as will facilitate a timely consideration of budgetary needs and changes prior to the budget being submitted for approval for the fiscal year.
5. Wyoming Union Director: The Wyoming Union Director shall manage the operations of the Wyoming Union and, in accordance with the provisions of reference (b), shall be under the supervision of the Vice President for Student ACADEMIC Affairs and responsible to the President of the University through the Vice President for Student ACADEMIC Affairs. The responsibilities of the Director shall include:

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- a. The effectuation and enforcement of policies and regulations established by the Wyoming Union ~~Committee~~ BOARD regarding activities, procedures and facility use of the Union as well as insuring compliance with applicable University policies and regulations;
 - b. Directing, supervising and overseeing all employees of the Wyoming Union as well as the recruitment and hiring of such Wyoming Union personnel as may be necessary and approved for fulfilling the purposes of the facility and its services;
 - c. As directed by the Vice President for Finance, making an orderly and systematic accounting of the collection and disbursement of all operational income and related monies as well as preparing and submitting the Wyoming Union budget;
 - d. Reporting to the Wyoming Union ~~Committee~~ BOARD the needs and desires of the University community regarding the Union as well as making recommendations pertaining thereto;
 - e. Advising, supervising and assisting all individuals, groups and organizations that utilize the Wyoming Union facilities;
 - f. Working with the Wyoming Union ~~Committee~~ BOARD in the area of budget preparation; and
 - g. Consulting with the Director of Auxiliary Enterprises regarding the budgeting and administration of those services or enterprises in the Wyoming Union that are self-sustaining, auxiliary services of the facility or any on-going services of the Wyoming Union that are contracted with agencies external to the University.
6. This regulation shall supersede all previous statements and regulations concerning the Wyoming Union. The administration of this regulation shall be the responsibility of the Director of the Wyoming Union.

Approved:

January 28, 1987

THE UNIVERSITY OF WYOMING
Laramie, WyomingINFORMATION CIRCULAR: 1987-2**SUBJECT:** SCHOOL AND WORK ATTENDANCE BY UNIVERSITY STUDENTS OR EMPLOYEES WITH ACQUIRED IMMUNE DEFICIENCY SYNDROME (AIDS)**REFERENCE:** Regulations of the Trustees, Chapter IV.

1. General Information. Acquired Immune Deficiency Syndrome (AIDS) is caused by a fragile virus and is not known to be transmissible by casual contact. Epidemiological studies show that AIDS is transmitted by sexual contact or by blood to blood contact, including transmission by an infected pregnant woman to her unborn child. Shared classrooms, study areas, libraries, theaters, common bathrooms, sports facilities, etc., are not known to present a possibility of transmission of the disease.

Individuals diagnosed as having AIDS or with clinical evidence of infection with the AIDS associated virus (HTLV-III) who receive regular medical attention are entitled to attend or continue attending work or school at the University of Wyoming, subject to the guidelines set forth below. This attendance policy is based on recommendations of the U.S. Department of Public Health and the guidelines of the Centers for Disease Control. It draws heavily on the current knowledge of infectious disease epidemiology and on well established principles of disease prevention and control. Because the best medical guidelines change with new discoveries relating to this disease, this policy is subject to change.

2. Responsibility. The Student Health Service is responsible for and provides a wide range of services for eligible students including health care, counseling, consultation and health education services for patients with AIDS. Questions concerning either this policy or specific case exposure should be referred to the Director of the Student Health Service.
3. Administrative Procedure.
 - a. A patient seen at the Student Health Service must inform the health care provider immediately upon the initial visit if the patient has a confirmed diagnosis or suspects that he/she has AIDS. Failure to do so compromises the safety of the health care staff.

b. Students and University employees who are diagnosed as having AIDS or AIDS-related disorders are strongly urged to be monitored regularly by the medical staff at the Student Health Service in addition to receiving clinical care from an off-campus medical facility with appropriate equipment and resources to treat the disease. Any University student or employee who knows an individual who has AIDS or an AIDS-related disorder should encourage that individual to contact the Director of the Student Health Service for consultation and follow-up.

i. For students, the student's personal physician at the Student Health Service would be the primary on-campus physician of the student with AIDS or clinical evidence of infection with the AIDS associated virus. The student would need to receive primary clinical care from an off-campus physician, as the Student Health Service does not have the facilities or the laboratory equipment to provide comprehensive care for all of the needs of patients clinically ill with this disease. The off-campus physician may make recommendations to the Director of the Student Health Service regarding specific needs of the patient.

ii. For employees, the employee's personal physician would function as the primary clinical manager and may make recommendations to the Director of the Student Health Service regarding specific needs of the employee.

c. All students diagnosed as having AIDS or with clinical evidence of infection with the AIDS associated virus (HTLV-III) and who receive regular medical attention will be allowed to attend regular classes and participate in all phases of University life. Similarly, all employees diagnosed as having AIDS or AIDS-related disorders and who receive medical attention will be allowed to carry out their normal work functions. Exceptions to this policy will be decided on a case by case basis and may include individuals who have skin eruptions or weeping lesions that cannot be covered and who are, therefore, at risk of transmitting the infection; individuals exhibiting a disregard for the health and safety of other members of the University community; and individuals who otherwise are too ill to attend regular classes at the University or to assume their usual responsibilities at work.

d. Patients with AIDS or a positive HTLV-III antibody test or an AIDS related disorder will be treated as any other patient with a potentially contagious serious illness. The health care personnel that are involved with that patient will be notified of the illness or potential illness so that they may provide medical treatment in accordance with established preventive medical procedures.

e. Since individuals having AIDS or with clinical evidence of infection from AIDS associated virus (HTLV-III) have a somewhat greater risk of encountering infections in an

institutional setting such as the University, the individual may be temporarily excluded from Campus if there is an outbreak of a communicable disease, (e.g., chickenpox, measles, etc.) until he/she is properly treated and/or the outbreak no longer presents a threat to that individual.

f. HTLV-III screening is a blood test for detecting the presence of antibody to the HTLV-III virus. Testing for HTLV-III antibody will not be employed for any purposes other than to assist the personal physician caring for an individual patient in a highly select set of clinical circumstances. Results of HTLV-III antibody tests are confidential and will not be reported or disclosed to the University personnel outside the Student Health Service, unless otherwise required by law.

Approved in accordance with University Regulation 36:

Vice President for Academic Affairs



THE UNIVERSITY OF WYOMING

UNIVERSITY STATION, BOX 3314
LARAMIE, WYOMING 82071

January 14, 1987

TO: Donald L. Veal, President

FROM: James E. Todd, Vice President for Finance

The purpose of this memorandum is to provide you with an update on the results of the FY 1986 early retirement program.

As reported to you earlier, forty-four University employees participated in the program. Of the forty-four, twenty-four were staff members and twenty were faculty. The FY 1986 salary and employer paid benefits of the forty-four was \$1,728,533.75.

The early retirement benefit payments made in FY 1986, including health insurance for FY 1987 and FICA, was \$418,649.92. Therefore, the total costs for FY 1986 were \$2,147,182.67 (\$1,728,533.75 and \$418,649.92).

As of January 14, 1987, salaries and employer paid benefits of individuals in positions left by participants in the early retirement program totaled \$636,607.54. In addition, as of January 15, 1987, either through budget allocations or transfers, funds in an amount of \$545,722 had been committed from the positions of early retirement participants. Therefore, the total FY 1987 funds committed through the filling of positions, budget reallocations or budget transfers is \$1,182,329.54.

The early retirement program has produced the results for which it was designed. Current FY 1987 commitments of \$1,182,329.54, when compared to the \$1,728,533.75 of FY 1986 salaries and employer paid benefits for the forty-four program participants provides sufficient capability to recover the FY 1986 benefit payments of \$418,649.92—leaving an additional savings of \$127,554.29. The program produced the desired results.

JET:bl

Contract for Athletic Director/Head Football Coach
EXECUTIVE SUMMARY

Background:

On September 1, 1986 Paul Roach replaced Gary Cunningham as Director of Intercollegiate Athletics. Cunningham's budgeted salary was \$66,432. Roach was appointed at a salary of \$60,000. On January 6, 1987 Roach was offered the additional duties as Head Football Coach, replacing Dennis Erickson whose salary at the time of his resignation was \$60,000. Roach was paid an additional \$10,000 for the added duties as Head Football Coach. Roach also receives the perquisites as football coach which Erickson had received.

The Contract:

1. Dual Appointment - Appointment as Athletic Director through December 31, 1991.

Appointment as Football Coach through December 31, 1989.

2. Salary - Initial salary of \$70,000, with vacation, sick leave and fringe benefit eligibility the same as all other U.W. employees.

Allocation of \$70,000 is \$60,000 for Athletic Director duties; \$10,000 for football duties with any future salary increases to be prorated accordingly.

3. Additional Compensation - Additional \$20,000 payable in two installments for radio, television and promotional duties provided only so long as he serves as Head Football Coach.
4. Housing Allowance - A monthly housing allowance of \$1,000 per month provided only so long as he serves as Head Football Coach.
5. Employee Services - The normal duties associated with positions of Athletic Director/Head Football Coach to be supervised and evaluated annually by the President of the University.
6. Duration of Appointment, Athletic Director - Five year appointment per Item 1, above.
7. Duration of Appointment, Football - Three year appointment which may be extended annually.
8. Compliance - Immediate termination if knowingly participates in, encourages or allows NCAA violations.
9. Termination of Appointment - If Roach terminates before end of term he is responsible to pay to U.W. \$70,000 for each unexpired year of the term; the University may terminate for cause; if University requests resignation U.W. would buy out entire contract; if University asks Roach to step down as Football Coach only, U.W.'s liability would be limited to \$10,000 per year football allocation only.
10. Action following Termination - Arrangements for a smooth transition are outlined.

COPIES OF THE FULL SEVEN PAGE CONTRACT ARE AVAILABLE TO ANY TRUSTEE WHO DESIRES TO RECEIVE THE COMPLETE DOCUMENT.