

**THE UNIVERSITY OF WYOMING**

**MINUTES OF THE TRUSTEES**

**December 16, 1995**

**The Final Minutes can be found on the University of Wyoming Board of Trustees  
website at [www.uwyo.edu/trustees/meetings](http://www.uwyo.edu/trustees/meetings)**

**TRUSTEES OF THE UNIVERSITY OF WYOMING**

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**December 16, 1995**

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**THE UNIVERSITY OF WYOMING**  
**MINUTES OF THE TRUSTEES**  
**December 16, 1995**

The Board of Trustees of the University of Wyoming held a regular business meeting on December 16, 1995 in the Old Main Board Room. Trustees visited college and administrative units, and attended a luncheon with WCTL-L parents on Friday, December 15, 1995. Committee meetings were also held on Friday.

President Walter G. "Jerry" Saunders called the meeting to order at 9:00 a.m.

**ROLL CALL**

The following Trustees attended the business meeting: Walter G. "Jerry" Saunders, John D. "Dave" Bonner, Deborah Healy Hammons, Harry L. Harris, Peter M. Jorgensen, Elizabeth A. Kail, Forrest "Frosty" Kepler, Daniel L. Kinnaman, Jeri Kirk, Rita Meyer, Shelly Ritthaler, and Hank True. Ex-officio members

Terry P. Roark, Judy Catchpole, and Sam Krone were in attendance. Ex-officio Trustee Governor Jim Geringer was absent.

**PRESIDENT'S REPORT**

President Roark announced the following:

- University of Wyoming and F.E. Warren Air Force Base officials have signed a

memorandum of understanding allowing UW to offer courses toward off-campus undergraduate degree programs on the base. These include degree programs in social science, administration of justice, and psychology. Courses leading to these degree programs will be offered on the base beginning next spring.

- Harold L. Bergman, professor of zoology and physiology and director of the Red Buttes Environmental Biology Laboratory, has been named a fellow by the American Association for the Advancement of Science. He may be the first person at UW to receive this distinction.

- Wyoming Public Radio at the University of Wyoming ended its fall membership drive in record-breaking time, fulfilling its \$100,000 goal in three days and three hours.

- For the sixth consecutive year, UW engineering students have passed their initial licensing examination at a rate higher than the national average. Most recent scores show that 92 percent of UW students passed the examination, compared to a 78 percent passing rate nationally.

- UW's teacher education program is one of seven nationwide selected for a five-year study by the National Education Association. UW's selection is based partly on the University's involvement in the unique Wyoming School-University Partnership.

- Charlotte Farr, coordinator of off-campus credit courses, is one of five national experts selected to lead a PBS satellite teleconference on distance learning.

- Fred and JoAnn Reckling, physician and nurse, have created an endowed lectureship in bioethics. The gift is the first major donation in a drive to match a \$1 million pledge from Denver businessman Carl M. Williams to establish the Center for the Advancement of Ethics.

- Kim Evans, UW senior in molecular biology, is one of 11 students nationwide to receive a scholarship from Alpha Zeta, the national professional service honorary in agriculture. She is the daughter of Dawn and Jim Evans of Casper.

- The University of Wyoming College of Law and the Buffalo Bill Historical Center in Cody are co-recipients of the Bar TL ranch, a gift from Cody attorney Jerry W. Housel. UW's share of the ranch will go to endow the Jerry W. Housel/Carl F. Arnold Distinguished Chair in Law.

- A documentary on the controversial return of wolves to Yellowstone National Park recently won a first place award at the Silver State Documentary Film Festival in Las Vegas. The program was produced by the UW television department.

#### **APPROVAL OF OCTOBER 13, 1995 MINUTES**

It was moved by Trustee Jorgensen, seconded by Trustee Harris, and carried that the minutes of the October 13, 1995 meeting of the Trustees be approved.

#### **APPROVAL OF OCTOBER 25 AND NOVEMBER 6, 1995 CONFERENCE CALL MINUTES**

It was moved by Trustee Harris and seconded by Trustee Jorgensen that the October 25, 1995 and November 6, 1995 conference call minutes be approved. The motion carried. The conference call minutes are included as Enclosure 1.

#### **ACADEMIC AND STUDENT AFFAIRS COMMITTEE**

President Saunders called on Chairperson Hammons for a report from the Academic and Student

Affairs Committee meeting held on December 15, 1995. Those attended the committee meeting were Trustees Hammons, Jorgensen, Kinnaman, Kirk, Ritthaler, and Catchpole. Trustee Hammons reported the following:

**Graduate Minor in Statistics**

The Department of Statistics proposed the implementation of a graduate minor in statistics for graduate students in existing masters and doctoral programs at the University of Wyoming. Graduate students in many disciplines find their graduate and subsequent careers richer for having had a solid foundation in statistical methods. A statistical concentration within many disciplines will enable graduate students from the University of Wyoming to more successfully compete for jobs in which there is a research or decision-making expectation.

The graduate minor would require the completion of 12 credit hours of coursework at the 5000-level from the offerings within the Statistics Department (except Stat 5520). Of these 12 hours, three could be substituted from another department at the 5000-level upon approval of the Statistics Department.

Existing faculty, library, physical facilities, and equipment are sufficient to meet the demand placed on the Statistics Department by the creation of this program. There is sufficient room within existing graduate courses to accommodate the anticipated increase in student demand for these courses (a total of about 10-12 students per year).

Based on a recommendation from the Academic and Student Affairs Committee, it was moved by Trustee Hammons, seconded by Trustee Kirk, and carried that Trustees of the University of Wyoming approve the graduate minor in statistics.

### **Proposed Changes in Academic Program Reviews**

Trustee Hammons noted that the proposed changes in academic program reviews was listed as an informational item on the agenda. However, after discussion with regard to input from industry and other constituencies being included in program reviews, and a suggestion that there be student input, it was recommended by the Academic and Student Affairs Committee that the item be treated as an action item and adopted.

The Deans' Council recommended modifications to the program review process. The changes, based upon experiences gained during the 1994-95 program reviews, have been broadly circulated for comment to department heads, relevant college committees, and the Academic Planning Committee of the Faculty Senate. The 10-year review cycle will be retained, and the goals of the review process will continue to focus upon assessing the quality and productivity of teaching, research, and service in each academic unit. In addition, the reviews will also determine whether each unit's organizational structure is appropriate and will make budgetary and nonbudgetary recommendations.

It was moved by Trustee Hammons, seconded by Trustee Bonner, and carried, that the proposed changes in academic program reviews be approved.

The changes to the program review are summarized in 16 recommendations; this summary is appended as Enclosure 2. It is anticipated that the new recommendations will be implemented immediately.

### **Elimination of the Doctorate of Philosophy in History Degree**



The dean of the College of Arts and Sciences proposed elimination of the doctor of philosophy in history as a degree option and that no new students be admitted to their program. In accordance with University Regulation 702, Revision 11, February 10, 1994, Section 7c., the Graduate Council recommended elimination of the program. The recommendation was based on the assessment that at least \$250,000 -- or more than \$20,000 per student -- is needed to allow the program to operate in a satisfactory manner.

During the Academic and Student Affairs Committee meeting, Oliver Walter, dean of the College of Arts and Sciences, said that a committee composed of both on- and off-campus representatives recommended that the program be retained contingent upon a \$150,000 increase in the library budget, an increase in the departmental budget, additional graduate assistant support, and the immediate filling of four vacant lines in the department. Dean Walter said the College of Arts and Sciences does not have the capacity to reallocate enough funds to meet those needs. After consideration by the provost, dean, Graduate School dean, and the department head, it was recommended that the program be discontinued. Those students currently in the program would be accommodated until they finish their degrees.

During the committee meeting, Trustee Hammons asked questions which had been brought to her by other Trustees. One was whether elimination of the program would change the nature of UW, in that it would take away the only Ph.D. program in humanities.

Trustees were told that it would not. Another concern was whether elimination of the program would affect undergraduate integrity. Dean Walter indicated that, on occasion, when a graduate

program is eliminated, more attention has been paid to the undergraduates, thereby making the undergraduate program stronger. Dean Walter cited the theatre department as an example where that occurred.

Following discussion, the Academic and Student Affairs Committee recommended that the item be treated as an action item and that the program be eliminated. The committee felt, however, that as a courtesy, to consider their concerns, members of the history department be allowed to address the board during the business meeting.

Eric Kohler, associate professor of history, addressed the board during the business meeting. He summarized arguments of some history faculty, which he felt were compelling in support of retaining the program.

William Moore, professor and chair of the history department, also addressed the board. He said that the proposal came out of a review of the history department that began 20 months ago. He felt that a series of questions had been honestly asked by the administration about the Ph.D. program. Dr. Moore thought there would be more flexibility in hiring if the Ph.D. program were discontinued.

Dr. Saunders stated that UW is faced with a number of difficult choices. UW has never been faced with budget cuts of this magnitude. Trustee Hammons moved that Trustees of the University of Wyoming approve elimination of the doctorate of philosophy in history degree. The motion was seconded by Trustee Jorgensen and carried.

Trustee Ritthaler asked Dr. Moore to take the action of the board as a directive to strengthen

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the bachelor and master's programs, and to make the American Heritage Center a center for research. Dr. Moore said he welcomed that opportunity and will devote himself to that charge.

## **BUDGET COMMITTEE**

President Saunders called on Trustee Jorgensen for a report from the Budget Committee meeting held on December 15, 1995. Committee members Jorgensen, Bonner, Kail, and True attended the meeting, along with other Trustees and University personnel. Trustee Jorgensen reported the following:

### **Audit Reports - Fiscal Year 1995**

Jim Hearne, of the firm McGladrey & Pullen, attended the meeting to present audit reports for the fiscal period July 1, 1994, through June 30, 1995.

Mr. Hearn reviewed the following audit reports: (1) financial statements for the University of Wyoming (2) audit report for certain bond funds, (3) compliance audit for federal assistance programs, (4) Intercollegiate Athletics, and (5) KUWR-FM. After answering questions from Trustees, Mr. Hearn commended Vice President Baccari, Director of Financial Services Kathleen Hicks, and Linda Nydahl, Manager of Accounting, for their hard work and dedication to quality.

The auditors have issued an unqualified opinion on each report. Based on a recommendation from the Budget Committee, it was moved by Trustee Jorgensen, seconded by Trustee Bonner, and carried, that the Trustees of the University of Wyoming accept the five reports identified above.

**Tuition Proposal for FY 1997**

The University's FY 1996 undergraduate rates for tuition and mandatory fees are \$2,005 for resident students (composed of \$1,686 tuition and \$319 fees), and \$6,403 (composed of \$6,084 tuition and \$319 fees) for non-resident students. These rates place the University at the 15th percentile of public doctoral institutions, which was the long-range goal set by the Trustees in October, 1989.

It was recommended that the undergraduate tuition component of the total tuition and mandatory fee package be adjusted by 7.5 percent for FY 1997. This adjustment would increase undergraduate tuition by \$126 for residents and \$456 for non-residents and would result in additional tuition revenues of \$1,185,000 for the first fiscal year and \$2,370,000 for the overall biennium. These amounts are net of existing scholarship costs and assume constant enrollment levels.

This recommendation was made in light of the budget funding needs for the 1997-1998 biennium, and it was further recommended that this proposal be considered in the context of a two-year plan which anticipates a similar increase in the second year of the biennium. By planning ahead for two years it is then possible to forecast the additional tuition revenue available for the biennium to address budget funding shortfalls and other University needs for the biennium.

If an adjustment of 7.5 percent were applied in FY 1998, then an additional \$1,289,000 in tuition revenues would be available in the second year of the biennium. Adjusting tuition both years by 7.5 percent would generate a total of \$3,659,000.

These changes do not include any increases in mandatory fees which may be recommended to the Trustees in January. These fees are currently set at \$319 annually.

In the School of Pharmacy and the College of Law, students are assessed a flat-rate tuition

differential in addition to the base rate for tuition and mandatory fees. It was also recommended that these differentials be adjusted by the same percentage as general tuition. In addition to a 7.5 percent adjustment, the dean of the College of Law recommended a further annual increase of \$250.

In Pharmacy, the increase would apply to non-residents only since the resident differential is the same as that for graduate students. The graduate differential is set at 25 percent of resident undergraduate tuition. The non-resident differential, which is currently set at \$1,500, would increase by \$112.50 for a new rate of \$1,612.50.

The Law School differential, which is currently set at \$1,000, would increase by \$325 based on a 7.5 percent adjustment of \$75 and the dean's recommendation for an additional \$250. The new rate would be set at \$1,325.

The last recommended adjustment was to increase the tuition assessed medical contract students by 7.5 percent. Tuition for these students is currently set at \$5,000; they are not assessed mandatory fees. The adjustment would result in an increase of \$375 for a new rate of \$5,375.

These three adjustments for pharmacy, law, and medical contract students would result in a total revenue increase of approximately \$94,400 in FY 1997. If the 7.5 percent adjustment is applied in FY 1998, then approximately \$325,100 would be realized over the biennium.

Based on a recommendation from the Budget Committee, it was moved by Trustee Jorgensen and seconded by Trustee Kirk that FY 1997 resident undergraduate tuition be increased by \$126 and non-resident undergraduate tuition by \$456. It was further recommended that medical contract tuition be increased by \$375, the pharmacy differential for non-residents be increased by \$112.50,

and the law differential increased by \$325. Trustee True indicated that, because the proposed budget includes a shortfall if Trustees did not include a second increase of 7.5 percent for FY98, there would be an additional \$1.3 million cut from the budget. Trustee True moved that Trustees approve a second year increase in tuition of 7.5 percent. Trustee Kepler asked for Trustee Krone's assessment as to student reactions if tuition was increased both years. Trustee Krone said that, given budget circumstances and the biennial budget, he thought it would be well received. The motion was seconded by Trustee Hammons and carried. A vote on the original motion as amended also carried.

#### **Budget Authorization Increase for ASUW**

University Regulation 239 provides that the Trustees shall approve the operating budget for the Associated Students of the University of Wyoming (ASUW). Consistent with this regulation, it was recommended that the Budget Committee recommend to the Trustees of the University of Wyoming a FY 1996 budget authorization increase for ASUW in the amount of \$9,300. This increase will be funded from the ASUW reserve account. This account had a year end balance of \$273,423.09.

This increase is necessary in order for ASUW to fund programs and activities which were not included in the \$518,294 operating budget approved by the Trustees in May 1995. Specifically, ASUW requires \$4,000 to fund the salary adjustments approved for FY 1996 but not budgeted in the original allocation; \$4,000 for a program to be used during Black History Month; \$1,000 for a needs assessment survey; and \$300 for name tags and name plates for senate members.

This request was presented and approved by the ASUW Senate at its December meeting. Based upon a recommendation from the Budget Committee, it was moved by Trustee Jorgensen, seconded by Trustee Kail, and carried, that a FY 1996 budget authorization increase for ASUW in the amount of \$9,300 be approved.

### **Eleanor Chatterton Kennedy Estate**

Negotiations with Open Space, Inc., of Arvada, Colorado for the University of Wyoming has concluded the sale of property from the Eleanor Chatterton Kennedy Estate. Proceeds from the sale of the Kennedy property and water rights have been designated for the benefit of the American Heritage Center building fund to repay the bridge loans used to construct the building.

Based on a recommendation from the Budget Committee, it was moved by Trustee Jorgensen and seconded by Trustee True that the Trustees authorize Dan Baccari, Deputy Treasurer of the Trustees, to conclude the sale of the assets of the Eleanor Chatterton Kennedy Estate including the sale of the real property located in Arvada, Colorado.

The motion carried.

### **Approval of Contracts and Grants**

It was moved by Trustee Jorgensen, seconded by Trustee True, and carried that the Trustees of the University of Wyoming accept contracts and grants in the amount of \$3,581,229 for the period September 29, 1995 through November 13, 1995.

### **Approval of Gifts and Scholarships**

It was moved by Trustee Jorgensen, seconded by Trustee Kirk, and carried that the Trustees



of the University of Wyoming accept gifts and scholarships in the amount of \$288,493.85 for the period September 16, 1995 through October 30, 1995.

### **Bond Issue for Advance Purchase of Energy**

Vice President for Finance Dan Baccari briefed the Budget Committee on a possible opportunity for UW to save on costs incurred with purchase of energy. In the very near future, UW may be able to negotiate rates and develop long-term contracts in the purchase of electricity, gas, and coal. Mr. Baccari will continue to consult with bond counsel and interested companies to determine whether long-term contracts are possible.

### **Governor's Budget Recommendation**

President Roark reviewed the Governor's budget recommendations, which included a recommendation for a general fund appropriation of \$172.7 million, which is an increase of \$6.6 million over our current general fund appropriation. The total includes about \$1.7 million for equipment replacement. However, because of on-going salary obligations and the loss of some federal funding, we will still be about \$9.7 million below what is needed to sustain current operations.

In addition to the general fund appropriation, Gov. Geringer is recommending that UW receive \$1 million in one-time funding to support our private fund-raising efforts, \$1,775,000 for deferred maintenance, and \$1,861,000 for technology. The latter amount includes \$841,000 for electronic classrooms, \$270,000 for student services document imaging and networking, and

\$750,000 for an advanced financial services system.

The budget recommendations make no provision for increasing the salaries of any state employees, including those at UW and the community colleges. If that stands, any increases given during the coming biennium will have to come from internal savings or own-source revenues.

Governor Geringer supports the proposal for UW to affiliate with the WAMI (Washington, Alaska, Montana, Idaho) medical education consortium. This week the Joint Education Committee voted 12-2 to sponsor a bill appropriating \$748,627 to implement the first phase of the WAMI program. That includes \$584,397 for instructional facilities -- primarily an anatomy laboratory -- and \$164,230 for on-going instructional costs.

President Roark said that by Trustees' action today, they had adopted two of the items which the administration had considered recommending, that of tuition increases and elimination of the Ph.D. program in history, which eliminates the need for two positions and some additional funding.

President Roark said the \$6 million in proposed reductions and eliminations were made with some heaviness of heart, because very fine programs and activities were being reduced or eliminated. President Roark also said that the budget recommendations would be on the home page of the World Wide Web, and available to anyone who has access to the Internet.

#### **Fees, Charges, Refunds, and Deposits, July 1, 1996 - June 30, 1997**

Annually, Budget Committee and Trustees approve requests for changes and additions to authorized fees, charges, refunds, and deposits. These were presented as an information item for the fiscal year beginning July 1, 1996, and will be presented for action at the January 1996 meeting.

The proposed changes address mandatory fees; University fees, charges, and deposits; Auxiliary Enterprises charges; laboratory and special course fees; and miscellaneous fees, charges and deposits.

### **PERSONNEL COMMITTEE**

President Saunders called on Trustee Kail for a report from the Personnel Committee meeting of December 15, 1995. Members Betty Kail, chair; Debbie Hammons, Lee Harris, Dan Kinnaman, and Rita Meyer attended the committee meeting.

During the committee meeting, President Saunders introduced Tom Henry, the new executive director of the Wyoming Community College Commission. Mr. Henry said he is a strong advocate of the University, and hopes to expand on that and have a more substantive role in the future. Trustee Catchpole said that Mr. Henry has been part of the Governor's town meetings, and has been a partner in those discussions.

Trustee Kail said that the Personnel Committee held a pre-committee meeting. During that meeting, assignments were made in an effort for efficiency during the committee meetings.

During the business meeting, it was moved by Trustee Kail and seconded by Trustee Hammons that the following recommendations of the Personnel Committee be accepted by the full board. The motion carried.

### **Faculty Appointment**

### **COLLEGE OF HEALTH SCIENCES**

- a. Virginia Mohl as assistant professor at the Family Practice Residency Program at Casper, effective September 1, 1995, at a fiscal (11-month) salary of \$100,512. This is a tenure-track appointment.

### **Academic Professional Appointments**

#### **COLLEGE OF AGRICULTURE**

- a. Steven D. Aagard as associate university educator, effective December 1, 1995, at a fiscal (11-month) salary of \$35,004. This appointment is eligible for extended term appointment.
  
- b. Phyllis B. Lewis as associate university educator, effective November 1, 1995, at a fiscal (11-month) salary of \$32,400. This appointment is eligible for extended term appointment.

#### **SCHOOL OF EXTENDED STUDIES AND PUBLIC SERVICE**

- c. Catherine G. Marine as assistant lecturer and academic outreach coordinator, effective November 6, 1995, at a fiscal (11-month) salary of \$34,344. This appointment is eligible for extended-term appointment.
  
- d. Elizabeth N. Wiest as associate lecturer, coordinator of off-campus programs in nursing, effective October 1, 1995 at an annual (9-month) salary of \$39,912. This is an extended term appointment with no change in salary

**Administrative Appointments**

- a. Brian J. Keintz as interim director of the Wyoming Union, effective November 20, 1995, and until a permanent director is appointed, at a fiscal (11-month) salary of \$40,200; this includes a temporary increase of \$6,552.
- b. William M. Ellis as the regional director of the Southwest Regional Small Business Development Center (SBDC) located in Rock Springs at an annual (11-month) salary of \$35,000 effective November 6, 1995.

**Administrative Reappointments**

**COLLEGE OF ARTS AND SCIENCES**

- a. Myron B. Allen III as head of the Department of Mathematics and professor of mathematics for a three-year term, at no change in salary, effective August 15, 1995 at a fiscal year (11-month) salary of \$76,896.
- b. James A. Martin, as head of the Department of Philosophy and professor of philosophy for a three-year term, at no change in salary, effective August 15, 1995 at a fiscal year (11-month) salary of \$57,768.
- c. William H. Moore, as head of the Department of History and professor of history for a three-year term, at no change in salary, effective August 15, 1995, at a fiscal year (11-month) salary of \$61,380.

**Clinical Faculty Appointment**

The appointment listed below in support of student programs in the College of Health Sciences was approved for the period designated. Such appointments carry no tenure rights.

**COLLEGE OF HEALTH SCIENCES**

<u>NAME</u>	<u>CLINICAL TITLE</u>	<u>LOCATION</u>
Novick, Robert A. (11/19/95 - 06/30/97)	Clinical Faculty in Family Practice/Cardiology	Casper

**Intercollegiate Athletic Appointments**

- a. Todd C. Nalder as assistant trainer/lecturer in athletics, effective August 25, 1995 at an annual (10-month) salary of \$21,000. This is a non-tenure track appointment.
- b. Kilmeny Waterman as head women's tennis coach/lecturer in athletics, effective November 15, 1995 at a fiscal (11-month) salary of \$28,008. This is a non-tenure track appointment.

**Adjunct Appointments**

**COLLEGE OF AGRICULTURE**

- a. Scott E. Franklin as adjunct assistant professor of molecular biology, for the

period November 1, 1995, through August 31, 1996.

**COLLEGE OF ARTS AND SCIENCES**

- b. David J. Ashley as adjunct associate professor of international studies for the period August 22, 1995, through August 22, 1998.
- c. Lewis Bagby as adjunct professor of international studies for the period of August 22, 1995, through August 21, 1998.
- d. Adrian Bantjes as adjunct assistant professor of international studies for the period August 22, 1995, through August 21, 1998.
- e. Winberg Chai, as adjunct professor of international studies for the period August 22, 1995, through August 21, 1998.
- f. Catherine Connolly as adjunct assistant professor of women's studies for the period January 1, 1996, through December 31, 1998.
- g. Colleen Denney as adjunct assistant professor of women's studies for the period January 1, 1996, through December 31, 1998.
- h. Neil Harrison as adjunct assistant professor of international studies for the period August 22, 1995, through August 21, 1998.
- i. Jeanne Holland as adjunct associate professor of women's studies for the period January 1, 1996, through December 31, 1998.
- j. Katherine Jensen as adjunct associate professor of international studies for the period August 22, 1995, through August 21, 1998.
- k. Quee-Young Kim as adjunct professor of international studies for the period

of August 22, 1995, through August 21, 1998.

l. Eric D. Kohler as adjunct associate professor of international studies for the period August 22, 1995, through August 21, 1998.

m. Beth Kolko as adjunct assistant professor of women's studies for the period January 1, 1996, through December 31, 1998.

n. Diane LeBlanc, as adjunct assistant lecturer of women's studies for the period January 1, 1996 through December 31, 1998.

o. Richard A. Marston as adjunct professor of international studies for the period August 22, 1995, through August 21, 1998.

p. Garth Massey, as adjunct professor of international studies for the period August 22, 1995, through August 21, 1998.

q. William E. Morgan as adjunct professor of international studies for the period August 22, 1995, through August 21, 1998.

r. Carl E. Olson as adjunct professor of international studies for the period August 22, 1995, through August 21, 1998.

s. Deborah D. Paulson as adjunct assistant professor of international studies for the period August 22, 1995, through August 21, 1998.

t. Daniel Peris as adjunct assistant professor of international studies for the period August 22, 1995, through August 21, 1998.

u. Tamara Resler as adjunct assistant professor of international studies for the period August 22, 1995, through August 21, 1998.

v. Terri Rittenberg as adjunct associate professor of international studies for the



period August 22, 1995, through August 21, 1998.

w. Stephen C. Ropp as adjunct professor of international studies for the period August 22, 1995, through August 21, 1998.

x. Audrey Shalinsky as adjunct professor of international studies for the period August 22, 1995, through August 21, 1998.

y. Barbara Thiem as adjunct professor of music, for the period August 22, 1995, through July 31, 1998.

**COLLEGE OF HEALTH SCIENCES**

z. Christine E. Kramer as adjunct clinical faculty in dental hygiene for the period August 1, 1995 through June 30, 1997.

**Adjunct Reappointments**

The following academic personnel were recommended by the appropriate administrative officials for reappointment as adjunct faculty. Such appointments carry no tenure rights.

**COLLEGE OF ARTS AND SCIENCES**

- a. Edward B. Bradley as adjunct associate professor of international studies for the period August 22, 1995, through August 21, 1998.
- b. Gladys Crane as adjunct professor of women's studies for the period January 1, 1996, through December 31, 1998.
- c. Robert D. Gehrz as adjunct professor of physics and astronomy for the period October 1, 1995, through September 1, 1998.
- d. Janice Harris as adjunct professor of women's studies for the period January 1, 1996 through December 31, 1998.
- e. Madonne Miner as adjunct associate professor of women's studies for the period January 1, 1996, through December 31, 1998.
- f. Audrey C. Shalinsky as adjunct professor of women's studies for the period January 1, 1996, through December 31, 1998.

**Sabbatical Leaves**

As set forth in the Regulations of the Trustees, sabbatical leaves may be granted to any tenured member of the University faculty for the purpose of increasing the recipient's professional competence and usefulness to the University. Sabbatical leave time may be used for research, writing and/or study at a place of the recipient's choosing. University personnel holding academic rank whose duties are primarily administrative in nature are also eligible for sabbatical leaves. A minimum of six years academic service at the University must precede each period of sabbatical leave, although no right accrues automatically through lapse of time.

The granting of such leave is, in each case, within the discretion of the Trustees upon the recommendation of the President. Sabbatical leaves shall not be ordinarily available for the purpose of obtaining an advanced degree. A faculty member who fails to return to the University for at least one academic year immediately following a sabbatical leave shall be obligated to repay the amount of compensation received from the University during the period of his or her leave. Leaves for a full contract year are compensated at a rate equal to 60 percent of the faculty member's annual salary; leaves for a half-contract year are compensated at the faculty member's existing rate for the period.

Requests for sabbatical leave during 1996-97 were reviewed by the appropriate department and dean. The following 25 faculty members are approved for sabbatical leave during 1996-97, as indicated, subject to available resources. In each case, the teaching responsibilities of faculty on sabbatical will be assumed by other instructors.

- a. H. John Baldwin, professor in the school of pharmacy for the period January 1, 1997, through June 30, 1997. Dr. Baldwin, a member of the faculty of the

University of Wyoming since 1985, has had no previous sabbatical leaves. Dr. Baldwin will spend a six-month period at the Department of Health in Cheyenne focusing on public policy issues related to health care and health care delivery in Wyoming. This experience will impact his administrative and teaching functions in planning future health care needs in Wyoming.

b. Harold L. Bergman, professor of zoology and physiology, for the 1997 spring semester. Dr. Bergman, a member of the faculty of the University of Wyoming since 1975, was granted a sabbatical leave in 1990. Dr. Bergman will teach, assist with curriculum development, and conduct research at the University of Nairobi in Nairobi, Kenya. His teaching and curriculum development activities will help University of Nairobi faculty incorporate fish biology topics in the curriculum for veterinary students and broaden his expertise for future teaching assignments in Wyoming. Research activities would include continuation of his earlier work on physiological adaptations of the Lake Magadi tilapia to the harsh environmental conditions that the fish tolerate in the hot, alkaline pools surrounding Kenya's Lake Magadi. Dr. Bergman has applied for a Fulbright award to support his proposed activities in Kenya.

c. William C. Donaghy, professor of communication and mass media, for the 1996 fall semester. Dr. Donaghy, a member of the faculty of the University of Wyoming since 1973, was last granted a sabbatical in 1989. Dr. Donaghy will

conduct interviews with prominent leaders in many different fields. The focus of the interviews will be on the verbal and nonverbal communication practices that contribute to personal success. This sabbatical leave will result in scholarly publications, a possible television documentary, and the findings will be integrated into his communication and mass media courses.

d. Paul Dunham, Jr., professor of physical and health education for the 1996-97 academic year. Dr. Dunham, a member of the faculty of the University of Wyoming since 1975, was granted a sabbatical leave in 1989. Dr. Dunham will study the history and philosophy of sport and physical education. His research will result in a book entitled Introduction to History and Philosophy of Sport and Physical Education, and will enhance his classroom teaching activities.

e. Richard T. Green, associate professor of political science, for the 1996 fall semester. Dr. Green, a member of the faculty of the University of Wyoming since 1988, has had no previous sabbatical leaves. Dr. Green will conduct participant-observer research in the Wyoming Department of Health. Dr. Green will examine administrative roles, organizational characteristics within the state's rural health care policy subsystem, problems and prospects of rural health policy in Wyoming. This sabbatical will develop contacts for continuing collaboration between UW and various state agencies, will result in scholarly publications on Wyoming health care issues and contribute new instructional materials.

f. Brian V. Hanly, professor of music, for the 1997 spring semester. Mr.

Hanly's proposal entails a pedagogical study of music for the violin from the baroque and classical periods through the romantic and virtuoso era of the late 19th century. He has been invited by violin faculty at Indiana University and at the Cleveland Institute of Music to spend his sabbatical in residence at their institutions. In addition, he intends to visit a number of prestigious music schools in the U.S. to study with and observe other music educators. This will afford him an opportunity to enhance his instructional skills and abilities and to gain increased visibility for the University of Wyoming Department of Music.

g. Philip Holt, associate professor of modern and classical languages, for the 1996-97 academic year. Dr. Holt, a member of the faculty of the University of Wyoming since 1987, has had no previous sabbatical leaves. Dr. Holt will further his research interests in classical studies focusing upon Greek heroes -- those mortals honored after death with worship. This research will shed light on the cultural and psychological functions of Greek hero-cult with some further implications for our understanding of heroes in Greek myth and literature. The outcomes will include both publications and enriched classroom teaching on the topics.

h. Robert R. Howell, associate professor of physics and astronomy, for the 1996-97 academic year. Dr. Howell, a member of the faculty of the University of Wyoming since 1986, has had no previous sabbatical leaves. Dr. Howell will collaborate with researchers at Lowell Observatory during a unique period in the study of Jupiter's moon, Io. Lowell Observatory and the University of Wyoming

have been conducting major programs for the earth-based monitoring of the volcanic activity on this, the most active body in the solar system. In December of 1995, the Galileo spacecraft will arrive at Jupiter to begin detailed observations, and scientists at Lowell and at the U.S. Geological Survey in Flagstaff are members of the Galileo team. Dr. Howell will be able to combine the various earth-based data sets to provide a coherent picture of the recent activity and to use the Galileo data to test new models of that activity which will be published as scholarly works and utilized in classroom settings.

i. Marsha Fay Knight, associate professor of theatre and dance, for the 1996-97 academic year. Ms. Knight, a member of the faculty of the University of Wyoming since 1983, has had no previous sabbatical leaves. Ms. Knight proposes to continue her studies in the area of historical dance. Study in New York will be at the Julliard School of Music and in London at the new Russian-based International Centre for the Performing Arts. Expertise gained from this sabbatical will result in enhanced dance reconstruction, choreography, or movement coaching of period works at the University of Wyoming.

j. Charles F. Mason, professor of economics and finance, for the 1996-97 academic year. Dr. Mason, a member of the faculty of the University of Wyoming since 1982, was granted a sabbatical leave in 1990. Dr. Mason will visit several universities in New Zealand and study the privatization of markets there. New Zealand's economy includes examples of both regulated and unregulated

markets. Outcomes of this sabbatical will include scholarly publications and an enhanced understanding of different economics which will help him offer students a richer classroom experience.

k. G. Eric Moorhouse, associate professor of mathematics, for the 1996-97 academic year. Dr. Moorhouse, a member of the faculty of the University of Wyoming since 1989, has had no previous sabbatical leaves. Dr. Moorhouse will visit the University of Waterloo and Queens University to investigate research topics of common interest with experts at other institutions, particularly related to distance-regular graphs,  $p$ -ranks of combinatorial objects, and applications of algebraic geometry to combinatorics. In addition, he will revise and augment lectures for Math 3200 (Polynomials), Math 5550 (Abstract Algebra I) and various topics courses.

l. Joy M. Reid, associate professor of English, for the 1996-97 academic year. Dr. Reid, a member of the faculty of the University of Wyoming since 1989, has had no previous sabbatical leaves. Dr. Reid will work on three major publishing projects including co-editing an English as a Second Language (ESL) textbook series, editing a second volume of teacher-based articles on learning styles and strategies of ELS students, and writing a multi-media Introduction to Linguistics textbook. This project will enhance ESL expertise at the University of Wyoming.

m. Terri L. Rittenburg, associate professor of management and marketing, for the 1996-97 academic year. Dr. Rittenburg, a member of the faculty of the



University of Wyoming since 1989, has had no previous sabbatical leaves. Dr. Rittenburg will conduct research at the Norwegian School of Economics and Business Administration in Bergen, Norway. The work will extend her current work in international business ethics by adding a non-European Union country to her research. She will also take an active role in plans for the macro marketing meeting which will be held in Bergen in 1997. Her contacts in Norway will result in international internship and study-abroad opportunities for University of Wyoming students. In addition, she will devote time to student recruiting and alumni fund raising for the College of Business.

n. Dean M. Roddick, associate professor of chemistry, for the 1996-97 academic year. Dr. Roddick, a member of the faculty of the University of Wyoming since 1986, has had no previous sabbatical leaves. Dr. Roddick will work in the Department of Chemistry at the University of California at Berkeley on dehydropolymerization, and at the Los Alamos National Laboratory he will work on novel metal atom research. The work to be carried out at these institutions is uniquely matched to the available facilities and research expertise at these world-leading chemistry institutions. This sabbatical will result in scholarly publications and enable Dr. Roddick to bring back to the campus new research techniques for use in his undergraduate and graduate courses.

o. Steve C. Ropp, professor of political science, for the 1997 spring semester. Dr. Ropp, a member of the faculty of the University of Wyoming since 1982, was

granted a sabbatical leave in 1989. Dr. Ropp will continue his study of Panamanian politics. His research will focus on the relationship between neo-liberal economic reforms and populist political processes during the presidential term of Ernesto Perez Balldares, the current president. In addition to the publication of the research, the field research will contribute new perspectives to classroom instructional activities.

p. James O. Rose, associate professor of civil and architectural engineering, for the 1997 spring semester. Mr. Rose, a member of the faculty of the University of Wyoming since 1982, was last granted a sabbatical leave in 1990. Mr. Rose will continue his work and experience that began with his first sabbatical in 1990 in Rome, Italy. He will conduct follow-up research with the International Centre for the Study of the Preservation and Restoration of Cultural Property (ICCROM) and will begin the process of forming an international network of building conservators and others involved in preservation activities. He will establish and formalize institutional contracts with an Italian academic institution for the purpose of facilitating student exchanges in our American Studies program.

q. Eric J. Sandeen, professor and director of American studies, for the 1996-97 academic year. Dr. Sandeen, a member of the faculty of the University of Wyoming since 1982, was last granted a sabbatical leave in 1988. The purpose of this sabbatical will be to strengthen international student exchanges, increase the use of computer assisted instruction in American Studies, link the University with a funded teaching project on the World Wide Web, articulate these innovations with regional

universities and Wyoming community colleges, and develop additional internship sites for students in American Studies.

r. Richard Sandige, professor of electrical engineering, for the 1996-97 academic year. Dr. Sandige, a member of the faculty of the University of Wyoming since 1979, has had no previous sabbatical leaves. Dr. Sandige will be a temporary faculty member at California Polytechnic State University at San Luis Obispo and will interact with the computer engineering program. He will bring back information that can be used to expand and strengthen the computer engineering option in the College of Engineering. He will also finish the second edition of Modern Digital Design. His leave will benefit the digital electronic program in electrical engineering and will result in an updated curriculum.

s. Leigh Selting, associate professor of theatre and dance, for the 1996-97 academic year. Mr. Selting, a member of the faculty of the University of Wyoming since 1989, has had no previous sabbatical leaves. Mr. Selting will work as a production assistant on a Broadway musical with Jeff Lee and Montana Beach Productions. Though Mr. Selting will receive no compensation for his work, the opportunity to research, document, and return to the department with the latest procedures and techniques of directing, casting, and stage managing a Broadway show is one that few college theatre educators have the chance to experience.

t. Ann B. Stevens, professor of law, for the 1996-97 academic year. Ms. Stevens, a member of the faculty of the University of Wyoming since 1985, has had

no previous sabbatical leaves. Ms. Stevens will complete an LL.M. in taxation, either at the University of Denver or at the University of Washington. After completion of this program, she will be prepared to teach the income taxation and corporate taxation courses at the College of Law as well as partnership tax, which may be added to the curriculum. She will also gain the expertise that is expected for scholarship in tax and to work with professional organizations in proposing and evaluating tax laws.

u. Patricia A. Taylor, professor of sociology, for the 1996 fall semester. Dr. Taylor, a member of the faculty of the University of Wyoming since 1990, has had no previous sabbatical leaves. Dr. Taylor will continue her research at the National Center for Atmospheric Research in Boulder, Colorado, on organizational culture and social structure. She is exploring questions on the relationships among scientists with staff, scientists with their science, and the work of creating and sustaining a relatively new scientific discipline. This project will enhance Dr. Taylor's expertise for teaching organization theory and related courses as well as result in scholarly publications.

v. Sadrul Ula, professor of electrical engineering, has requested a calendar year sabbatical, including Spring 1997 and Fall 1997. The request here is for Spring 1997. A subsequent request, for Fall 1997, will be made next year. Dr. Ula, a member of the faculty of the University of Wyoming since 1982, was granted a sabbatical leave in 1990. Dr. Ula will teach engineering courses (.4 FTE) at

Ahsanullah University of Science and Technology, Dhaka, Bangladesh. Dr. Ula will undertake student recruiting efforts at Ahsanullah University and will also pursue research and development possibilities with electric utilities and engineering consulting firms in Bangladesh.

w. Kristine T. Utterback, associate professor of history, for the 1996-97 academic year. Dr. Utterback, a member of the faculty of the University of Wyoming since 1986, has had no previous sabbatical leaves. Dr. Utterback will devote extensive research and writing time to her book on medieval women pilgrims, 1100-1500. She has developed an extensive bibliography including accounts by pilgrims of their journeys, ships' manifests and contracts, and collections of miracles occurring at saints' shrines, as well as secondary writings on pilgrimage. The resulting book will detail the actual physical journey and describe the women who made it, albeit probably in collective biographies, and will also explore the motives and results of their journeys. This research will broaden scholars' understanding of this historical period and will be integrated into her classes.

x. Junping Wang, associate professor of mathematics, for the 1996-97 academic year. Dr. Wang, a member of the faculty of the University of Wyoming since 1989, has had no previous sabbatical leaves. Dr. Wang will enhance his teaching and current research program in applied mathematics through increased professional contact with experts at other institutions. The main focus of activity will include research emphasizing efficient numerical methods of energy-related problems and development of a graduate course in computational mathematics. An invitation has

been received from Texas A&M University to support the proposed sabbatical leave.

y. Norma N. Wilkerson, associate professor in the school of nursing, for the 1997 spring semester. Dr. Wilkerson, a member of the faculty of the University of Wyoming since 1983, has had no previous sabbatical leaves. Dr. Wilkerson will visit selected schools of nursing which are currently at the cutting edge in the use of computer technologies for instruction at both the undergraduate and graduate levels. Dr. Wilkerson will increase her ability to use computer technologies in course development and will develop an upper division nursing/health sciences course on substance abuse prevention for vulnerable populations. This course will be used in the nursing program and in conjunction with distance learning technologies.

### **Change in Sabbatical Leave**

#### **COLLEGE OF AGRICULTURE**

a. At the December 10-11, 1993, meeting of the Trustees, Alan M. Gray, professor of plant, soil, and insect sciences, was granted a sabbatical leave for the 1994 fall semester. Subsequently, he requested that his leave be postponed and has now requested that the sabbatical be cancelled. His request was granted.

### **Leaves of Absence Without Pay**

#### **COLLEGE OF ARTS AND SCIENCES**

a. Harley A. Thronson, Jr., professor of physics and astronomy, was granted a leave of absence without pay for a three-year period beginning with the end of the

1995-96 academic year to assume a three-year administrative position with NASA in Washington, D.C. in the Office of Space Science.

Dr. Thronson's primary activities at NASA will be in the area of strategic/long-range budget planning, policy coordination with other federal agencies and non-U.S. agencies, and liaison with Congress and the Executive. This three-year assignment will provide him with broad areas of responsibility and leadership in space administration.

#### **ACADEMIC AFFAIRS**

b. Andrew L. Turner, Director, University Counseling Center, was granted a leave of absence without pay for the period January 29, 1996, through May 14, 1996, to serve as a faculty member and director of psychological services for the Semester at Sea International Studies Program. Dr. Turner's service to the University will be enhanced through a broadening experience as director of psychological services in a different setting and through exposure to cultural diversity in a variety of international environments.

#### **Changes in Assignment**

##### **COLLEGE OF AGRICULTURE**

a. Edward B. Bradley, associate professor of agricultural economics and associate director of international programs, was reassigned as associate professor of agricultural economics, on a fiscal year appointment, effective October 1, 1995. A fiscal year administrative stipend of \$4,320 will be terminated.

- b. Ray Field, professor of animal science and head of the Department of Animal Science, was reassigned as professor of animal science, on a fiscal year appointment, at no change in salary, effective January 3, 1996.

**COLLEGE OF ENGINEERING**

- c. Chang-Yul Cha, professor of chemical and petroleum engineering and head of the Department of Chemical and Petroleum Engineering, was reassigned effective September 1, 1995, from an academic year to a fiscal year appointment, at a fiscal (11-month) salary of \$84,312.
- d. Kynric M. Pell, professor of mechanical engineering and head of the Department of Mechanical Engineering, was reassigned effective September 1, 1995, from an academic year to a fiscal year appointment, at an fiscal (11-month) salary of \$92,628.

**COLLEGE OF HEALTH SCIENCES**

- e. Bonnie G. Berger, professor of physical and health education and associate dean of the School of Physical and Health Education, was reassigned effective September 1, 1995, from an academic year to a fiscal year appointment, at a fiscal (11-month) salary of \$83,112.



**Retirements**

The individuals listed below were granted retirement on the date and under the conditions cited.

<b><u>Names</u></b>	<b><u>Position</u></b>	<b><u>Date</u></b>	<b><u>Birth</u></b>	<b><u>Employment</u></b> <b><u>Date</u></b>	<b><u>Retirement</u></b> <b><u>Date</u></b>
Frison, George C.	Professor of Anthropology		11/11/24	09/01/67	12/13/95 with designation as <i>Emeritus</i>
Hinds, Frank C.	Professor of Animal Science		11/30/30	02/19/80	01/05/96 with designation as <i>Emeritus</i>
Johnson, Jeanne	Associate Librarian		05/07/33	08/23/71	02/03/95 with designation as <i>Emeritus</i>
Rinehart, Edgar A.	Professor of Physics and Astronomy		10/16/28	09/01/64	12/31/95 with designation as <i>Emeritus</i>

**Ratification of Immediate Hires**

At the May 1995 meeting, the Trustees authorized the President to approve immediate hires as provided in the early retirement incentive legislation. Listed below are four positions approved for immediate recruitment.

Based on a recommendation from the Personnel Committee, Trustees ratified President Roark's approval of the immediate hires. With ratification of these four positions, this brings to a total 58 of the 117 early retirement vacancies approved for hire.

<u>Early Retirement Position</u>	<u>Line Number</u>	<u>Administrative Unit</u>
Professor	0528	History
Professor	0697	Law
Professor	1866	Law
Classroom Coordinator	1144	Center for Teaching Excellence

**Part-Time Academic Professional Appointments**

The Regulations of the Trustees provide that part-time academic professionals will be appointed annually by the President of the University upon the recommendation of the appropriate academic officers. The part-time academic professional appointments shown below were reported to the Trustees for their information.

<b><u>Name</u></b>	<b><u>Department</u></b>	<b><u>Rank</u></b>
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**COLLEGE OF ARTS AND SCIENCES**

Huet de Perez, Valerie M. (08/28/95 - 05/10/96)	Modern and Classical Languages	Temporary Assistant Lecturer
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Peterson, Elise B. (10/01/95 - 06/30/96)	Wyoming Cooperative Research Unit	Temporary Assistant Research Scientist
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**COLLEGE OF ENGINEERING**

Steadman, Sally (08/24/95 - 05/11/96)	Dean's Office	Temporary Senior Lecturer
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**SCHOOL OF EXTENDED STUDIES**

Burns, Manuelita A. (09/06/95 - 12/20/95)	Nursing	Temporary Assistant Lecturer
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Kathka, David (08/31/95 - 12/20/95)	History	Temporary Assistant Lecturer
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**UW/CC CENTER**

Taylor, Sheila D. (08/28/95 - 05/17/96)	Lifelong Learning and Instruction	Temporary Assistant Lecturer
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Tihen, Renee (08/28/95 - 12/21/95)	Political Science	Temporary Assistant Lecturer
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**Resignations**

The following resignations were reported to the Trustees for their information:

- a. David W. Sanson, assistant professor of animal science, effective January 3, 1996.
- b. Greg Tatham, director of the Wyoming Union, effective November 17, 1995.

Each resigned to accept a position at another institution.

**PHYSICAL PLANT AND EQUIPMENT COMMITTEE** President Saunders called on Trustee Kinnaman for a report from the Physical Plant and Equipment Committee meeting of December 15, 1995. All members of the committee, including Dan Kinnaman, chair; Lee Harris, Pete Jorgensen, Frosty Kepler, and Rita Meyer attended the committee meeting, as well as University personnel.

The following were reported to the full board:

**US West Communications Easement at Red Buttes**

US WEST Communications requested a 16 foot wide, 6,130 foot long right-of-way easement adjacent to the east right-of way for U.S. Highway 287 on Red Buttes research facility property for a buried fiberoptic telephone line. Joe Bobbitt, Red Buttes superintendent, has been made aware of this request; he sees no adverse effects should this cable be installed. US WEST would pay the University the standard \$10/rod fee recently paid for a similar easement at the animal science livestock center. The University would realize \$3,715 from this easement.

US WEST will also need to acquire a short piece of right-of-way from the power line near UW Red Buttes research facility buildings that would extend westward out to the telephone easement described in the above paragraph. This buried power line would supply electric power to a newly proposed telephone cabinet. The exact location of this easement will be determined after on-site consultation with Joe Bobbitt. US WEST would pay the same \$100/rod fee for this 60 +/- easement or about \$600.

Trustees were shown a map with the specific location of the telephone easement and general

location of the power line easement. One of the reasons for this proposed location is a result of US WEST anticipating UW's needs for an economical link from the Red Buttes research facility to a fiberoptic telephone system. When UW is ready, US WEST will permit the necessary tap into this line. Costs for such a hook-up will be forthcoming in the future.

Based on a recommendation from the Physical Plant and Equipment Committee, it was moved by Trustee Kinnaman, seconded by Trustee Kepler, and carried that the Trustees of the University of Wyoming grant these two easements.

#### **University of Wyoming ADA Modifications 1995**

Bids were received on November 30, 1995, from Arcon, Inc., Laramie, Wyoming, Marshall Contracting, Inc., Laramie, Wyoming, and Spiegelberg Lumber and Building Company, Inc., Laramie, Wyoming. The low bid, submitted by Spiegelberg Lumber and Building Company, is for \$1,481,200 and will provide elevators and restroom modifications. Elevators will be installed in the Beta House, Arts and Sciences building, Biochemistry building, Hoyt Hall and Aven Nelson building. Restroom modifications will occur in the Beta House, fieldhouse, Knight Hall, Corbett P.E. building, Ross Hall, Wyoming Hall, College of Law building, Coe Library, and Crane-Hill Cafeteria. In 1993, the UW Facilities Planning Office estimated this work, minus five of the restroom modifications, to cost \$1,463,911. In 1995, Malone Belton Architects estimated the work, including all above named elevators and restrooms, to cost \$2,120,607.

The bid received from Spiegelberg Lumber and Building Company is within the funds appropriated. Based on a recommendation from the Physical Plant and Equipment Committee, it was moved by Trustee Kinnaman and seconded by Trustee Harris that Trustees of the University of

Wyoming award a contract to Spiegelberg Lumber and Building Company. The motion carried.

### **Inventory on University Lands**

As part of the process to review all University property, Vice President for Finance Dan Baccari distributed a report on University lands. The report included descriptions of University of Wyoming properties deeded to the Trustees of the University of Wyoming, UW properties deeded to the state of Wyoming, lands and facilities leased to outside entities, a definition of University and College of Agriculture lands, and legal descriptions of all properties.

Vice President Baccari reported that evaluation will now take place, as to how they are being used, their value, and consideration of sale or retention of the properties.

Mr. Baccari will work with the Physical Plant and Equipment Committee and come forward to the Trustees with recommendations.

It was suggested that the data reflect the use to which lands are being put and the amount of revenues generated. The uses of lands should be considered in relation to UW's mission.

It was also suggested that a map showing locations of the lands might be helpful for Trustees.

### **Progress Report, Projects in Design, and Change Ord**

Progress reports and change orders on current construction projects and those in the design stage were provided to the Physical Plant and Equipment Committee.

## **INVESTMENT COMMITTEE**

President Saunders called on Trustee Bonner for a report from the Investment Committee meeting of December 15, 1995. Trustees Dave Bonner, chair; Frosty Kepler, and Hank True attended the

committee meeting, as well as other Trustees and University personnel. Trustee Bonner reported the following:

### **Quarterly Report, University Endowments**

The quarterly investment report for the quarter ending September 30, 1995, provided by John A. Vann, Investment Advisor to the Investment Committee, was provided to the Trustees.

Trustee Bonner reported that UW had another very successful quarter, with composite year-to-date returns of 21.68 percent for endowments.

Trustee Bonner also reported that charitable giving had been threatened recently by a class action suit in Texas. The suit suggested that there was a violation of antitrust laws by anyone who used published rates. Immediately all foundations were in peril, but Congress took sudden action to pass emergency legislation exempting charitable trusts from anti-trust actions. The exemption is now in place.

The Investment Committee will hold a mid-winter meeting on February 28, 1996 with John Vann and a select group of managers in Denver.

### **DEVELOPMENT COMMITTEE**

President Saunders called on Trustee Kepler for a report from the Development Committee meeting held on December 15, 1995. Committee members Kepler, Hammons, Kirk, and Ritthaler attended the meeting. Trustee Kepler reported the following:

### **Gifts and Projects Report**

The UW Development Office provided Trustees with a gifts and projects report, which included monthly reports of 1) contributions to colleges and other units, 2) the sources of gifts this



fiscal year, and 3) approved projects. An update on capital projects was also provided.

It was suggested that the columns be totalled on the approved projects table in the future.

### **Campaign Update**

Vice President for Advancement Peter Simpson reported on the upcoming fund-raising campaign. Grenzebach, Glier and Associates, Inc. is now conducting a feasibility study for the campaign. The pre-campaign planning committee has met twice, and has reviewed the audit. The committee will make recommendations before April 1, 1996. The committee will be meeting again on January 25, then will take those recommendations to President Roark, who will forward them to the Trustees.

Vice President Simpson also reported that three external candidates have been scheduled to interview for the position of Associate Vice President for Advancement/Campaign Director.

### **COMMITTEE OF THE WHOLE**

The Committee of the Whole met on Friday, December 15, and continued their discussions on Saturday, December 16.

President Saunders publicly stated that Trustees had been treated well at WCTL-L, where they were treated to lunch on Friday, and learned what talented students there were at the lab school.

### **WCTL-L Tuition**

At the request of the Trustees, Dan King, dean of the College of Education, conducted a survey of non-public school tuitions in the state of Wyoming. The survey compared proprietary and religious schools, and was conducted to provide data against which comparisons could be drawn with current and proposed tuition structures at the Wyoming Center for Teaching and Learning - Laramie (WCTL-L). The survey concluded that WCTL-L has the lowest tuition of all tuition-charging schools in the state.

WCTL-L and the College of Education administration recommend that annual tuition rates for 1997 be increased significantly. Their suggestion was that the sliding scale in effect now be maintained but adjusted as appropriate.

The last paragraph of Dean King's report read:

"While a significantly increased tuition rate is proposed for FY97, it must be made clear that WCTL-L patrons should expect rate increases in subsequent years as well. The college administration recommends that the following three decision rules drive future tuition rate considerations:

- \* Tuition rates at WCTL-L must increase annually at a percentage rate **at least** equal to increases sustained by in-state undergraduate students; and
- \* Tuition rates at WCTL-L should be systematically increased over the next five year period to at least the third quartile of Wyoming tuition charging schools. (If WCTL-L were to achieve placement in the third quartile this year, the tuition charge would be between \$1,100 and \$1,300.)
- \* Fundraising/development efforts should endeavor to establish a financial aid endowment for WCTL-L so that within seven years full tuition income will be realized for all enrolled students.

President Roark said he would take what the dean had provided, as well as the fee book, for consideration at the January meeting of the Trustees.

**Adoption of Conflict of Interest and Consulting Policy**

Trustee Saunders reported that it had been published that Trustees would try to make the Conflict of Interest and Consulting Policy a Trustee Regulation by this meeting.

Special Assistant to the President David Baker explained the process that had been undertaken to formulate Trustee Regulations, Chapter VII, D. Consulting, which he presented to the Trustees in a draft format as five attachments. The Conflict of Interest Committee presented some information at the October Trustees' meeting, which was shown as gray shaded areas and lines in the attachments. Since that meeting, Trustees Meyer and Harris, who served on the Conflict of Interest Committee, received suggestions from individual Trustees. Those suggestions were added to the forms and highlighted in boxed areas.

Mr. Baker said that several people had asked about failure to comply, which he suggested would constitute a conflict of commitment to the University.

Beginning with Attachment 2 dealing with political activities, Mr. Baker noted that existing broad language refers to political purposes -- which is subject to interpretation to include policy matters, not limited to partisan political activities.

A revision to the existing policy was proposed. However, after discussion of the wording of the paragraph, it was moved by Trustee Kepler and seconded by Trustee Jorgensen that Attachment 2 go back to the Conflict of Interest Committee for recommendations to the Trustees. Trustee Kepler amended the motion to add that the recommendations be brought back so that action could be taken at the next meeting. After further discussion, and upon a vote, the motion failed.

After further discussion, it was moved by Trustee Kail and seconded by Trustee Hammons that Trustee Regulation, Chapter VII, Section F. Political Activities read:

"The political rights and privileges of all employees of the University are the same as those of any other citizen of the State. However, exercise of those rights and privileges shall not involve the use of University funds, time, services, and facilities unless University authorized as part of the educational process. Any such use may be subject to disciplinary action, including discharge."

The motion carried.

Discussion of Trustee Regulation, Chapter VII, Section E. Conflict of Interest/Conflict of Commitment (Attachment 3 in the draft copy), followed.

It was moved by Trustee Harris and seconded by Trustee Meyer that Attachment 3, Chapter VII, Section E be approved.

It was moved by Trustee Hammons, seconded by Trustee Meyer, and carried that the motion be amended to delete the sentence in the second paragraph, "Trustees owe a fiduciary duty to the University." A vote on the original motion as amended also carried.

Discussion of Attachment 4, a form for approval for outside consulting or other professional work, was then discussed.

Trustee Hammons moved approval of Attachment 4 as proposed. Trustee Bonner seconded the motion. Trustee Hammons amended the motion to strike the words "academic" and "University" in the second line. Trustee Bonner seconded the amended motion. The motion as amended carried.

Discussion of Attachment 1, paragraph by paragraph, followed.

Attachment 1, Paragraph 1

It was moved by Trustee Kinnaman and seconded by Trustee Bonner that paragraph 1 be changed as proposed to read, "During the period of full-time University employment a member of academic personnel and University officers may, with the approval of the president or the president's designee, perform professional and consulting work with or without compensation. The motion carried. It was further moved that the word "prior" be inserted before the word "approval." The motion was seconded by Trustee Kepler and carried, with Trustee Kail voting no.

Attachment 1, Paragraph 2

Special Assistant Baker reported that the committee had looked at other institutions and at federal guidelines for sponsored programs in development of paragraph 2. They were also informed about concerns about time availability for consulting with regards to grants.

After discussion, it was moved by Trustee True and seconded by Trustee Meyer that the original language be retained in the second and third lines, making the paragraph read, "The commitment to professional and consulting work shall not normally exceed thirty-nine (39) calendar days per academic year for academic year employees and forty-eight (48) calendar days per fiscal year for fiscal year employees." The motion carried.

Attachment 1, Paragraph 3

It was moved by Trustee True and seconded by Trustee Kepler that paragraph 3 be changed as suggested, with the words "must not interfere" in the first line, and "be in addition to" in the third line underlined. The motion carried.

Attachment 1, Paragraph 4

No suggestions for revision to paragraph 4 were submitted by Trustees; however, it had been the subject of internal debate among faculty. Malcolm Holmes, Faculty Senate President, said the concern had been raised by those in clinical social work, clinical psychology, and nursing concerning client confidentiality. The issue was raised in instances where written statements are signed by them and their clients attesting that the efforts were independent of their University employment and any affiliation thereto. After discussion, President Roark suggested approval of the paragraph as suggested, but adding a sentence, "In those instances where client confidentiality is a necessary and customary practice of the profession, the academic personnel member or University officer shall furnish assurance that such signed, written statements are maintained in the member's or officer's client file." It was moved by Trustee Bonner, seconded by Trustee Harris, and carried to adopt paragraph 4 as amended by Dr. Roark's added sentence. The motion carried, with Trustee True voting no.

Attachment 1, Paragraph 5

It was moved by Trustee Bonner and seconded by Trustee Harris that attachment 1, paragraph 5 be approved as proposed. During further discussion, concern was expressed that requirements set forth would not necessarily have approval of the administration. After discussion, Trustee Hammons suggested that, recognizing the best efforts of the administration, committee, and faculty, Trustees adopt the paragraph as proposed, have close oversight over the next year, and then address any problems. A vote on Trustee Bonner's motion carried.

Attachment 1, Paragraph 6

Trustee Bonner made a motion to change paragraph 6 to read:

"In engaging in outside work, University personnel shall not unreasonably compete with the private sector."

The motion was seconded by Trustee Meyer and carried, with Trustees True and Harris voting no.

Attachment 1, Paragraph 7

It was moved by Trustee Kail and seconded by Trustee Kepler that Paragraph 7 be adopted as written. The motion carried unanimously.

Attachment 1, Paragraph 8

Faculty Senate chair Malcolm Holmes told Trustees that faculty were concerned about proposed changes in the section on consulting because individuals would not be able to perform activities outside the University. The change would greatly inhibit recruiting of faculty who work, for example, in a consulting business outside of business hours. Dr. Holmes said that we must not permit conflict with commitment to the University, and suggested retaining sections a and b of the paragraph, and change c to "which is performed outside the normal commitment of time and effort to the University, or conducted during approved vacation or leave without pay."

Trustee Jorgensen moved that Trustees approve the wording as Dr. Holmes suggested. The

motion was seconded by Trustee Hammons. Trustee Hammons suggested amending the motion to remove the word "normal" and substitute the word "contractual". Trustee Jorgensen accepted the amended language. After further discussion, Trustee Jorgensen withdrew his motion, and Trustee Hammons withdrew her second to the motion. It was moved by Trustee Jorgensen that the original wording be approved. Trustee Meyer seconded the motion. The motion carried, with Trustees Jorgensen, Kepler, Kirk, Hammons, Meyer, Ritthaler and True voting for the motion, and Trustees Bonner, Harris, Kail, and Kinnaman voting no.

Attachment 1, Paragraphs 8 and 9

It was moved by Trustee Harris that a paragraph 9 be added to read, "Failure to comply with this regulation shall constitute a conflict of commitment and shall be cause for disciplinary action," to be in place until such time as the University regulation is adopted by Trustees. The motion was seconded by Trustee Kinnaman and carried, with Trustee Jorgensen opposed.

It was moved by Trustee Jorgensen and seconded by Trustee Meyer that the original wording of paragraph 8 be approved. The motion carried, with Trustees Kepler, Kirk, Ritthaler, Hammons, Meyer, True, and Jorgensen voting for the motion, and Trustees Harris, Bonner, Kail and Kinnaman voting against. Paragraph 8 was further amended on a motion by Trustee Harris, seconded by Trustee True, and carried, with Trustee Jorgensen voting no, to add a section to read,

"Paid professional or consulting activities undertaken outside the individual's overall commitment to the University will be disclosed to the appropriate dean, director, or University President."



A motion by Trustee Kail, seconded by Trustee Meyer to ratify attachments 1-4 carried. Trustee Jorgensen abstained from voting. Attachments 1-4 as approved by the Trustees are included as Enclosure 3.

A draft of the University Regulation will be developed and submitted to the committee. It will be available in draft form at the next meeting, and circulated to Trustees prior to the January meeting if possible.

Trustee Kepler asked that a summary report on consulting be sent to the chair of the Personnel Committee prior to meetings.

## **NEW BUSINESS**

Trustee Krone reported that, in light of budget issues, ASUW has put together a legislative task force to meet with legislators over Christmas break. The senators will talk to their representatives in their home areas. They are going to emphasize positive aspects about UW, and will have budget information with them.

Staff Senate chair Valerie Miller reported that Staff Senate has been interested in the conflict of interest policy, and are still concerned about the Mercer classification/compensation plan. Their endowment committee has been working on fund raising. A new award, called an inspirational award, will be posthumously presented to Jolene Humphreys this spring.

Malcolm Holmes, chair of Faculty Senate, thanked Trustees for the opportunity to contribute to the Conflict of Interest Committee and to discussions during the Trustees' meeting. Dr. Holmes said that a bill calling for immediate review of administrators failed. A bill came from ASUW asking for a fall break, but that was not supported. Dr. Holmes distributed a summary chart detailing UW post-tenure review policies by college, and also a post-tenure review chart. He noted that review of all faculty is now taking place, whether or not they are tenured.

Provost Karnig announced that a representative from the Association of Governing Boards would be at the March Trustees' meeting. More information will be forthcoming at the January meeting.

Betty Long, former staff assistant in Vice President Baccari's office, publicly thanked Trustees for the Trustees' Award of Merit she received in May. Mrs. Long retired from the University of Wyoming, having worked in several capacities since 1947. She said that she is enjoying her retirement very much and tries to be a good ambassador for UW.

Trustee Catchpole said that several weeks ago a math "think tank" had been held, with College of Engineering, College of Education, and math experts involved, in an effort to determine what can be done to encourage partnerships with the community colleges and industry in math concepts. As State Superintendent of Public Instruction, Ms. Catchpole said that students need to be told that math is important, and that they should take it and take it seriously. Scores are going up, which she attributed in part to admissions standards imposed at UW.

#### **ADJOURNMENT AND DATE OF NEXT MEETING**

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President Roark and Dr. Saunders wished everyone "Happy Holidays." The next meeting of the Trustees will be January 26-27, 1996.

There being no further business to come before the Trustees, the meeting adjourned at 12:32 p.m.

Respectfully submitted,

*Electronic signature not available.*

Donna J. Mecham  
Deputy Secretary