

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

**May 12, 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**

**AGENDA**

**May 12, 1995**

<b>CALL TO ORDER .....</b>	<b>5</b>
<b>ROLL CALL .....</b>	<b>5</b>
<b>ANNOUNCEMENTS .....</b>	<b>6</b>
<b>PRESIDENT’S REPORT .....</b>	<b>7</b>
<b>APPROVAL OF MINUTES .....</b>	<b>9</b>
<b>APPROVAL OF DEGREES.....</b>	<b>10</b>
<b>ELECTION OF OFFICERS.....</b>	<b>10</b>
<b>ELECTION OF TWO MEMBERS TO EXECUTIVE COMMITTEE .....</b>	<b>10</b>
<b>APPOINTMENT OF MEMBERS TO UNIVERSITY OF WYOMING RESEARCH CORPORATION .....</b>	<b>11</b>
<b>ACADEMIC AND STUDENT AFFAIRS COMMITTEE.....</b>	<b>12</b>
Bachelor of Science in Health Sciences .....	12
Masters-Pathologist’s Assistant.....	15
Master of Science in Environmental Engineering .....	18
Proposed Graduate Minor in Statistics .....	20
Proposed Interdisciplinary Graduate Degree Programs.....	20
Master List of Degrees.....	22
Progress Report on Student Recruitment and Retention .....	22
<b>BUDGET COMMITTEE.....</b>	<b>24</b>
Authorization for Stock Transfers .....	25
Fiscal Year 1996 Budget, Section I .....	26
Fiscal Year 1996 Budget, Section II, Associated Students of the University of Wyoming and Wyoming Union.....	32

Fiscal Year 1996 Budget, Associated Students of the University of Wyoming.....	34
Fiscal Year 1996 Budget, Wyoming Union .....	36
Facility Rental Fees .....	37
Guidelines for Exceptions to UW's Incentive Pay Policy .....	37
Approval of Contracts and Grants, Gifts and Scholarships .....	38
Internal Audit Plan for the Year Ending June 30, 1996.....	39
Internal Audit Activity Conducted in Accordance with the Audit Plan for the Period January 1, 1994 to March 31, 1994 .....	40
Program Reorganization-Unireg 43 .....	40
Recess .....	41
Program Reorganization-Unireg 43 (continued) .....	41

**PERSONNEL COMMITTEE .....41**

Faculty Appointments.....	42
Academic Professional Appointments .....	42
Adjunct Appointments .....	43
Intercollegiate Athletic Appointments.....	44
Intercollegiate Athletic Reappointments .....	44
Clinical Faculty Appointment.....	46
Transfer of American Heritage Center Personnel to Archivist Faculty Status.....	46
Academic Professional Probationary Reappointments .....	47
Extended Term Appointments .....	49
Academic Professional Promotions .....	51
Continuation of Probationary Faculty Appointments .....	52
Faculty Tenure .....	60
Faculty Promotions .....	62
Change in Sabbatical Leave.....	66
Leave of Absence Without Pay.....	66
Retirements .....	67
Addendum A-Emeritus or Retired Status .....	73
Retirement Vacancies and Extensions .....	75
Salary Administration Policy for FY 1996.....	76
Part-time Academic Professional Appointment.....	80
Resignations .....	80
Status Report-Mercer Report Implementation.....	81

**PHYSICAL PLANT AND EQUIPMENT COMMITTEE .....82**

Union Telephone Easement.....	82
Wyoming Department of Environmental Quality, Water Quality Division Easement .....	83
U.S. West Communications, Inc. Easement .....	83
Oil and Gas Lease, Spears Estate Property.....	84
Leasing of Educational Television Channels.....	85

Progress Report, Projects in Design, and Change Orders.....	86
<b>INVESTMENT COMMITTEE.....</b>	<b>87</b>
Fiscal Year 1996 Budgets, W.R. Coe Estate, W. R. Coe School, and Charles Chacey Kuehn Estate Funds .....	87
Quarterly Report, University Investments .....	89
Quarterly Report University Endowments .....	89
<b>DEVELOPMENT COMMITTEE .....</b>	<b>89</b>
<b>COMMUNITY COLLEGE AND OUTREACH COMMITTEE.....</b>	<b>90</b>
<b>COMMITTEE OF THE WHOLE .....</b>	<b>92</b>
Schedule of Trustee Meeting Dates .....	92
Amendment to Regulations of the University of Wyoming Trustees.....	93
Renewal of President Roark’s Contract.....	95
Faculty and Graduate Teaching Assistant Awards .....	96
Trustee Committee Assignments .....	96
Report on IENR Board Meeting .....	96
<b>UNFINISHED BUSINESS .....</b>	<b>97</b>
<b>NEW BUSINESS.....</b>	<b>97</b>
<b>ADJOURNMENT AND DATE OF NEXT MEETING .....</b>	<b>99</b>

**THE UNIVERSITY OF WYOMING**

**MINUTES OF THE TRUSTEES**

**May 12, 1995**

The Board of Trustees of the University of Wyoming held their annual business meeting on May 12, 1995 in the Old Main Board Room. Committee meetings were held on Thursday, May 11 and the morning of May 12, 1995. Trustees also hosted a luncheon to honor former Trustee F. Richard Brown and UW flight facility manager George Bershinsky with Trustees' Awards of Merit, and held liaison visits with colleges and University units on Friday, May 12.

President John D. "Dave" Bonner called the annual business meeting to order at 11:10 a.m.

**ROLL CALL**

The following Trustees attended the business meeting: John D. (Dave) Bonner, Deborah Healy Hammons, Harry L. Harris, Peter M. Jorgensen, Elizabeth A. Kail, Forrest "Frosty" Kepler, Daniel L. Kinnaman, Jeri Kirk, Shelly Ritthaler, Walter G. (Jerry) Saunders, and Hank True. Ex-officio members, including UW President Terry P. Roark, State Superintendent of Public Instruction Judy Catchpole, and ASUW President Sam Krone, were also in attendance. Governor Geringer was absent.

## ANNOUNCEMENTS

During committee meetings on Thursday, President Bonner welcomed everyone at commencement time. He also welcomed new ASUW president and ex-officio Trustee Sam Krone, from Cody. Trustee Krone has represented the College of Business on the ASUW senate.

President Bonner introduced Malcolm Holmes, next year's president of Faculty Senate, and Carolyn McCracken-Flesher, Department of English, who is chair-elect and vice-chair of Faculty Senate for the coming year.

On Thursday, May 11, Trustee Awards of Merit were presented to former Trustee Dick Brown and George Bershinsky, Manager of the UW flight facility. Trustee Brown's proclamation read:

"Few people have a closer or more enduring relationship with the University of Wyoming than has F. Richard Brown. That unique relationship started more than four decades ago when he was elected ASUW president; it continued while he served as assistant to then-President George Duke Humphrey and as director of the UW Alumni Association; and it flourished anew during his exemplary service as a University of Wyoming Trustee.

During his six-year term, Trustee Brown led by example, advocating the long-term best interests of students and his alma mater. He inspired his colleagues to see opportunity in adversity, to go beyond what is good enough to reach for the extraordinary, to stay in touch with UW's roots and the people of the state.

Dick Brown completes his appointed term with the profound thanks of University students, faculty, staff, administrators, and his fellow Trustees. His legacy is one of stewardship, compassion, caring, giving, and friendship. The University of Wyoming is a better place because of him.

In recognition of his tireless commitment and with deep appreciation for a job well done, the Trustees of the University of Wyoming are pleased to present to F. Richard Brown their highest honor - the Trustees' Award of Merit."

Mr. Bershinsky's award read:

"George Bershinsky is prone to describe himself as an airplane driver. He is far more than that. George is a consummate professional, an accomplished pilot whose talents and judgements are instrumental in keeping the University of Wyoming in the forefront of atmospheric sciences and in taking campus programs to the people of the state.

Many times he is called upon to leave early and return late, to spend endless hours waiting for others, to disrupt his personal life for weeks on temporary assignment out of state or overseas. George always answers the call.

Whether he is flying passengers or is piloting UW's research plane through towering thunderheads, George completes his mission with efficiency and dispatch. Fellow pilots pay him their highest compliment when they state with truth: "He has the right stuff."

In appreciation for his dedication and in tribute to his professionalism, the Trustees of the University of Wyoming are pleased to present to George V. Bershinsky their highest honor - the Trustees' Award of Merit."

## **PRESIDENT'S REPORT**

President Roark stated that he has been invited to speak at commencement ceremonies in Cokeville and Encampment this year. He also reported the following to Trustees during their committee meetings on Thursday:

- Meredith Marine and Neal Sample of the UW forensic/speech team are champions of the National Parliamentary Debate Association. Marine is an English senior from Powell. Sample is a computer science junior from Durant, Okla. Overall, UW's forensic team placed second among 30 teams competing in the national sweepstakes.

- Tom Abramson, a 1982 graduate of UW's Department of Journalism and Telecommunication, has been named national "Promotional Marketer of the Year" by the leading international publication on marketing. He is vice president for promotions for Sega of America, Inc.

- University of Wyoming scientists were the first to keep an unmanned high-altitude research balloon aloft for six days over the North Pole. The successful effort was part of an international research effort involving members of UW's high-altitude balloon research group in the Department of Physics and Astronomy.

- Linda R. White, program assistant in the honors program, will receive the National Academic Advising Association's Certificate of Merit for outstanding advising in 1995.

- UW student publications received 20 awards at the recent Rocky Mountain Collegiate Media Association convention in Colorado. The Branding Iron, UW student newspaper, won six awards for reporting, photography, and design. Steve Bahmer of Glenrock is the Branding Iron editor. "Frontiers" magazine received eight awards including top honors for color photography and special effects. The student magazine is edited by Dave Coleman of Wheatland and Alicia Short of Cheyenne. The campus literary magazine, the "Owen Wister Review" received six awards, including a first place for fiction. The magazine is edited by Georgette Hartley of Tuckerton, N.J., and Walter Domes of Marion, Ind.

- James Fornstrom, civil engineering professor, and Stephen Miller, plant, soil and insect sciences professor, recently were cited by the Western Society of Weed Science for outstanding



achievements.

- Mike Devine, director of the American Heritage Center, has been selected to serve as a senior Fulbright lecturer to Korea in 1996.

- One hundred five outstanding high school sophomores have been selected for the 1995 UW Summer High School Institute. The students will come to UW from 53 Wyoming high schools, ensuring statewide representation. Selection to attend the summer institute was based on academic achievement, extra-curricular activities, and overall creativity.

- The UW chapter of Delta Tau Delta fraternity has been named one of 23 chapters in the nation to receive a Court of Honor award. The award is the highest honor an undergraduate chapter can receive.

- UW has been selected by the U.S. Department of Education to participate in the William D. Ford Federal Direct Loan Program, starting with the 1996-97 academic year. The program streamlines the process and makes loans more readily available to students.

- Two UW broadcasting students -- Meike Sjoer, an international student from Holland, and Steve Jackson of Laramie -- are recipients of special awards from the Rocky Mountain Collegiate Media Association.

## **APPROVAL OF MINUTES**

It was moved by Trustee Saunders and seconded by Trustee Harris that the March 18, 1995 Minutes of the Trustees and the April 28, 1995 conference call minutes of the Trustees be approved.

The motion carried. The April 28, 1995 conference call minutes are included as Enclosure 1.

### **APPROVAL OF DEGREES**

It was moved by Trustee Harris, seconded by Trustee Ritthaler, and carried that the Trustees of the University of Wyoming approve the awarding of degrees to individuals recommended by the faculty and deans, with a record of such degree awards to be maintained by the Registrar's Office after authentication by the President.

### **ELECTION OF OFFICERS**

President Bonner called for election of officers for the Board of Trustees for 1995-96. The nominating committee - Trustee Jorgensen, chair; Deborah Healy Hammons, and Harry Lee Harris met and made recommendations to be presented to the full board. Based on their recommendations, it was moved by Trustee Hammons, seconded by Trustee Kail, and carried that the following slate of officers be elected: Walter G. "Jerry" Saunders, president; Forrest "Frosty" Kepler, vice president; Peter Jorgensen, secretary; and Harry Lee Harris, treasurer.

President Saunders expressed appreciation to the board for their confidence. He said it was an honor to follow in the footsteps of so many outstanding Trustee presidents.

### **ELECTION OF TWO MEMBERS TO EXECUTIVE COMMITTEE**

The Bylaws of the Trustees of the University of Wyoming state that the executive committee

shall consist of five members of the Trustees, one of whom shall be the President of the Trustees who shall serve as chairman, one of whom shall be the immediate past president of the Trustees, one of whom shall be the vice president of the Trustees, and two of whom shall be elected by the Trustees for a term of one year at the annual meeting of the Trustees.

President Saunders called for nominations to the executive committee. It was moved by Trustee Hammons that Peter Jorgensen and Harry "Lee" Harris be appointed to the executive committee. Trustee Kepler seconded the motion. Trustee True moved that nominations cease. Trustee Kepler seconded the motion, and it carried unanimously. Members of the executive committee for 1995-96 include Walter G. "Jerry" Saunders, John D. "Dave" Bonner, Forrest "Frosty" Kepler, Peter Jorgensen, and Harry "Lee" Harris.

#### **APPOINTMENT OF MEMBERS TO UNIVERSITY OF WYOMING RESEARCH CORPORATION**

The terms of the Board of Directors of the University of Wyoming Research Corporation expire on June 30, 1995. President Roark indicated that Western Research Institute is the sole entity of the University of Wyoming Research Corporation, which is self-supporting and receives no University funding. According to their bylaws, UW Trustees appoint their board of directors. The bylaws require that a majority of members have no affiliation with UW. Trustee Jorgensen had expressed a desire to step off the Wyoming Research Corporation board. President Roark thanked Trustee Jorgensen for his years of service. President Roark recommended that the current slate of directors, as well as Trustee Hank True, Frank Mendicino, and Major General Scott Smith be

appointed. It was moved by Trustee Harris and seconded by Trustee Kinnaman that the following be elected to the Wyoming Research Corporation board of directors for a one-year term: Dr. Charles Brandenburg, Dr. William A. Gern, Mr. Forrest Kepler, Mrs. Dolores Kern, Mr. Thomas J. Lien, Dr. Terry Roark, Mr. Richard Robitaille, Mr. Richard C. Willson, Mr. Hank True, Mr. Frank Mendicino, and Major General Scott Smith. The motion carried.

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

President Saunders asked Chairman Jorgensen for a report from the Academic and Student Affairs Committee meeting held on May 11, 1995. Committee members Jorgensen, Hammons, Kinnaman, and Ritthaler attended the meeting, along with other Trustees and University personnel. The following items were presented to the full Board:

##### **Bachelor of Science in Health Sciences**

It was recommended that the Academic and Student Affairs Committee recommend to the Trustees of the University of Wyoming approval of the Bachelor of Science degree in Health Sciences.

The program is an interdisciplinary course of study which will provide a general, broadly-based education in the health sciences rather than a focus on a particular professional field, such as pharmacy or nursing. Since enrollment in many of the professional programs of the College of Health Sciences is restricted, this plan of study would serve as a student recruitment and retention

tool. Qualified students could be recruited to or retained at the University of Wyoming and obtain the Bachelor of Health Sciences (BHS) degree with coursework from all the health sciences fields, liberal arts, and sciences. Their undergraduate courses of study and selection of courses would prepare them for a number of careers (e.g., health care administration, environmental health and safety, marketing/sales, insurance, and human service agencies) as well as entry into graduate professional schools in optometry, occupational therapy, physical therapy, medicine, dentistry, medical social work, public health administration, physician assistant programs, and a number of other advanced fields.

It is expected that the BHS program will enroll approximately 150-200 students. The overall additional program cost is \$51,000, composed of one academic professional employee (\$45,000 including employer-paid benefits) to assume responsibility for internship experiences; \$4,000 travel; and \$2,000 operating support. Funding will come from the provost's office until there is clear evidence of the cost effectiveness of the program; at that time, funding will be drawn from new tuition revenues. If the program is not cost effective, it will be eliminated. Market demand for this degree program is high.

During the committee meeting, Trustee Jorgensen expressed a concern that Trustees were being asked to establish new programs without eliminating or modifying others. He expressed a desire to see a pre-adoption review of programs before they are brought to Trustees so that Trustees can be confident that the programs are important, central to UW's mission, and receive the emphasis that is required.

Trustee Jorgensen stated that he was opposed to approval of any new programs before a budget is developed for the next biennium. Since there will be a funding request from WAMI, he suggested waiting to approve this particular degree program until the WAMI proposal comes forward. Considerable discussion followed.

President Roark noted that some programs have been phased out. He suggested that UW's role is to serve the needs of the people of Wyoming. As those needs change, UW needs to change, as long as it is done with a balanced budget. President Roark indicated his belief that the Bachelor of Science in Health Science will be a revenue-generating program.

Trustee Saunders said it was important to create a degree that speaks to health science education, and asked whether it would supplant a degree in physical education. Dr. John Baldwin, Associate Dean of Health Sciences, answered that it was an attempt to create a general degree in health care, and would not replace a physical education degree.

In response to a request from Trustees for as much information as possible prior to making decisions on programs, Provost Karnig distributed the proposal from the College of Health Sciences for a bachelor of science degree in health sciences. Provost Karnig also distributed a copy of the questions asked whenever new programs are considered, with a request that Board members indicate additional questions that should be addressed.

During the meeting of the full board, it was moved by Trustee True and seconded by Trustee Kirk that the bachelor of science degree in health sciences be approved. Trustees Bonner, Harris, Kirk, Ritthaler, and True voted for the motion. Trustees Hammons, Jorgensen, Kail, Kepler, and

Kinnaman voted "no". President Saunders voted in favor of the motion to break the tie.

### **Masters - Pathologist's Assistant**

It was recommended that the Academic and Student Affairs Committee recommend to the Trustees of the University of Wyoming approval of the Masters -- Pathologist's Assistant degree.

Trustee Jorgensen moved that the Masters - Pathologist's Assistant degree be approved. The motion was seconded by Trustee Kinnaman, and discussion followed.

This is a two-year program which provides selected students with the opportunity to enter a rapidly expanding field. The pathologist's assistant is a professional who is qualified by academic and practical training to provide service in anatomic pathology under the direction and supervision of a qualified pathologist (M.D.). Health care reform is exerting financial pressures to hold down costs while continuing to provide quality diagnostic services and patient care. The trained pathologist's assistant has the unique ability to increase the efficiency of the pathologist and to extend his/her services, especially in rural areas. The pathologist's assistant provides routine services in autopsy, surgical pathology, and is involved in all areas of the anatomic pathology lab.

Pathologist's assistants are in great demand, and there are very few programs currently training them: Duke University Medical Center, Durham, North Carolina; Quinnipiac College, Hamden, Connecticut; the University of Maryland in Baltimore; Wayne State University in Detroit; and St. John's University in New York City. This program would be the only one of its kind in the

western United States and is a logical next career step for

students with medical technology degrees, nursing degrees, and other related health science backgrounds.

The proposed program, which will be located in Casper, will be jointly supported through a collaborative effort by the University of Wyoming and the Wyoming Medical Center (WMC) in Casper. In the first year of the program, the WMC will expend \$342,000 in start-up costs, facilities remodelling and renovations, equipment and library materials. In the second year, WMC obligations are budgeted at \$308,000 and the University's at \$16,000. In future years, WMC obligations are estimated at \$305,000 and the University's at approximately \$14,000. WMC obligations will cover volunteer faculty, a program director, equipment, travel and other support services. UW obligations will support part-time instructional personnel, equipment, and support services.

Differential tuition will be charged students enrolling in this program. In addition to resident or non-resident graduate tuition, a differential of \$4,800 annual will be assessed. These monies will be directed to cover University expenses for this program; and degree activities will be self-sustaining after year one.

There will be two students accepted into the program in year 1, and two more in year 2. This program could be extended to other cooperating hospitals and clinics in Wyoming. Such expansion would require similar support from cooperating medical organizations.

In addition to the above information, Provost Karnig provided Trustees with the proposal



from the College of Health Sciences describing the degree program.

During the Academic and Student Affairs Committee meeting, Trustee Jorgensen again expressed reservations about approving any new programs until the budget for the next biennium is finalized, and until the WAMI proposal comes forward.

Jan Jelinek, associate dean of health sciences and professor of speech pathology and audiology, and Jim Thompson, associate lecturer and director of the medical technology program, spoke to Trustees on behalf of the proposal. Dr. Jelinek said that the program is designed to provide physician extenders, who can be employed in smaller communities where there are no pathologists. Mr. Thompson indicated that UW would be on the leading edge with this type of program. Today's telecommunications would allow licensed pathologists to receive high-quality images sent by the pathologist assistant.

Trustee Kepler brought up the issue of liability concerns.

Trustee Kepler asked whether Wyoming's pathologists supported the program. He indicated that he would be more likely to vote for the program if there was a statement or resolution from state pathologists supporting it.

Tom Dunn, dean of the Graduate School, reviewed the recommendations the proposal had received prior to submission to the Trustees for approval. Dr. Dunn said that one of the stipulations was that a collaborative agreement must be made between UW and the Wyoming Medical Center.

Trustee Kail suggested that Trustees ascertain whether the program fits in with Governor

Geringer's rural health care initiative before proceeding.

After further discussion, and a question as to whether the gross anatomy class in the program would be taught at the Wyoming Medical Center or in Laramie (with the addition of a new laboratory at UW), it was moved by Trustee Hammons and seconded by Trustee Bonner that the item be tabled. The motion to table the item carried, with Trustee Kirk voting "no".

Sentiment was expressed by Trustees that there be a long-range plan for degrees from the College of Health Sciences.

### **Master of Science in Environmental Engineering**

The purpose of the program is to fill a gap in the College of Engineering for environmental engineering programs. Faculty and administrators have extensively examined and discussed the need for this program. The master of science program will be started with the participation of faculty from the departments of civil and architectural engineering and chemical and petroleum engineering. This interdisciplinary set of faculty is also projected to help initiate a B.S. degree in environmental engineering at a later date.

Graduate programs in environmental engineering are fairly common throughout the United States. Virtually all of these programs are housed in a single academic unit, usually either civil or chemical engineering departments. There are also approximately 20 departments of environmental engineering in the U.S. These programs tend to give the student a more narrow view of

environmental engineering problems and solutions, based on academic emphases of the unit in which the program is housed.

The proposed program at the University of Wyoming is a unique cooperative effort of two departments representing faculty with a broad variety of engineering and non-engineering backgrounds. It will give students an interdisciplinary perspective of engineering solutions to environmental problems. Each faculty member will bring approaches to the classroom and the laboratory which will result in cross fertilization of ideas, stimulating new concepts and viewpoints. The program is not duplicated anywhere in the WICHE states. There will be several new courses created (e.g., Environmental Engineering Principles and Advanced Engineering Pollution) and instructional faculty will be reassigned from other courses to cover the new offerings. Therefore, the program requires no new resources.

College of Engineering Dean Sam Hakes spoke in favor of the program to the Academic and Student Affairs Committee. Dean Hakes said that the proposal had gone through significant review. There will be no increased costs because the resources already exist. Students in civil, chemical, and petroleum engineering have elected to take environmental engineering tracks. If the three are combined into an interdisciplinary program, Dean Hakes said he thought much could be accomplished. Trustee Hammons noted that the program is in response to the elimination of agricultural engineering in 1992, at which time there was talk about developing an environmental engineering program. Dean Hakes said he hoped there would be a bachelor's program within five years.

During the meeting of the full board, it was moved by Trustee Jorgensen, seconded by Trustee Kinnaman, and carried that the Master of Science in Environmental Engineering degree be approved.

The following were presented to the full board as items for information:

### **Proposed Graduate Minor in Statistics**

The Department of Statistics is proposing 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 proposed 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 our existing graduate courses to easily accommodate the anticipated increase in student demand for these courses (a total of about 10-12 students per year).

Graduate School Dean Thomas Dunn reported that the graduate minor would primarily be a

packaging devise which will allow students to have a minor in statistics. It can already be done, but without formal designation as a minor.

### **Proposed Interdisciplinary Graduate Degree Programs**

It was reported to the Academic and Student Affairs committee that there is an increasing demand for persons whose graduate education is more interdisciplinary, e.g., a person who understands formation of public policy but who also understands the engineering and biological complexities of constructing of road construction. The proposed Master of Arts and Master of Science in Interdisciplinary Studies will provide to a select group of our graduate students the opportunity to construct degree programs that cross up to three customary disciplinary boundaries to meet the demand for post-baccalaureate educated persons who are literate in more than one disciplinary area.

The proposed new programs rely totally upon courses, faculty, and resources already in place. In essence, the proposed new degrees offer graduate students an opportunity to build their advanced education in ways that are not now possible. The academic rigor of the proposed programs is sound -- the proposed M.A. and M.S. in Interdisciplinary Studies both require 43 credit hours, all of which must be at the 5000 level compared with 30 credit hours for many disciplinary degrees. All graduate students rely heavily upon guidance from graduate committees (a committee is formed for each individual student). A student's graduate committee will play an even more pivotal role in the interdisciplinary degrees where the committee, in consultation with the student,

will shape the student's program of study to a greater extent than in customary disciplinary degrees.

The proposed degree programs will be administered through the Graduate School.

Dean Dunn said that the programs will allow research and coursework under the direction of the graduate committee, with subsequent approval by the Graduate School.

Trustee Kail commented that in her conversations with the graduate council, members seemed very enthusiastic about the program.

Trustee Hammons suggested that the number of students involved and other criteria evaluated before the item is brought to Trustees for action.

### **Master List of Degrees**

In accordance with the procedure established by the Board of Trustees of the University of Wyoming in March, 1983, a Master List of Degrees offered is submitted annually for the information of the Trustees. It is included as Enclosure 2. Trustee Jorgensen suggested that the number of graduates over the past five years per degree be listed in the future.

### **Progress Report on Student Recruitment and Retention**

As a result of Trustees' request, Vice President Hurst gave a progress report on student recruitment and retention, with a focus on recruitment initiatives. Vice President Hurst gave Trustees a roster of recruitment and retention committee members. The committee has been instrumental in devising recruitment and retention initiatives, and includes 37 members faculty, staff,

and administrators from across the campus. Dr. Hurst noted that student recruitment is a long term-project, involving the whole University community to provide a successful process.

Associate Provost Griffin distributed an evaluation report of FY 94 recruitment initiatives. In FY 94, the University of Wyoming undertook three major initiatives designed to increase the number of new undergraduate students enrolling on-campus. The outcomes suggest that the initiatives were accompanied by enrollment increases for both new freshmen and transfer students.

The FY 94 recruitment initiatives were telecounseling, new scholarships, and west coast recruiting. The goal of telecounseling was to intensify and personalize communications with prospective and admitted students which would generate increased enrollments in the fall of 1995. The admissions office developed software to track students seeking admission to UW. Applicants were identified in terms of admission status, academic interests, career options and extracurricular activities. Students were then hired in the admissions office to call prospective and admitted students to establish a personal contact with the applicants, to identify questions they had, and to make them feel comfortable with calling back if they or their parents had additional questions. Faculty from academic departments also participated in the telecounseling program. Using information provided by the admissions office, individual faculty were assigned the task of calling prospective students to discuss academic and career options.

Faced with a declining number of Wyoming high school graduates, the University undertook two interrelated programs designed to increase the number of non-resident students at the University of Wyoming as well as improving the yield of Wyoming residents. Wyoming excellence and

achievement scholarships were designed to increase high-quality non-resident students by providing tuition discounts. Excellence awards were valued at \$1,000 annually; students with GPAs of 3.5 to 4.0 qualified for this program.

The student leader scholarship program was designed to attract graduates of Wyoming high schools who had distinguished themselves as student leaders and who maintained at least a 3.0 high school GPA. A total of 24 students who enrolled in the fall of 1994 were awarded this scholarship.

The goal of west coast recruiting was to identify and recruit high quality students from California, Oregon, and Washington. Evaluation of this initiative after the first year resulted in a change of direction in the recruitment of non-resident undergraduate students. The initiative was modified for the 1994-95 recruiting season to target a more diverse geographical area. The impact of the modifications will continue to be evaluated to determine the future allocation of financial resources to recruit non-resident students.

Dr. Hurst reported that enrollment trends from 1993-1994 indicate that the initiatives designed to increase enrollments were positive. The cost of the recruitment initiatives in 1993-94 has been more than offset by tuition revenue.

Preliminary data on new undergraduate applicants suggest that the increases experienced in fall 1994 may not reoccur in 1995. Several factors may help produce a decline, including a smaller high school graduating class in Wyoming, implementation of new admission standards, higher tuition at UW compared to Wyoming community colleges, and intense competition by colleges and universities across the nation for a declining pool of high school graduates.



Trustee Jorgensen expressed appreciation to Vice President Hurst and Associate Provost Griffin for the informative presentations.

## **BUDGET COMMITTEE**

President Saunders called on Trustee Hammons for a report from the Budget Committee meeting held on May 11. Committee members Hammons, Harris, Jorgensen, and True, and ex-officio members Bonner and Roark attended the committee meeting, along with other Trustees and University staff. Based on the committee meeting, the following recommendations and reports were presented to the full Board.

### **Authorization for Stock Transfers**

Brokerage firms are requesting certification of resolutions carrying a date within six months of the transaction.

Based on a recommendation from the Budget Committee, Trustee Hammons moved, Trustee Harris seconded, and it carried to adopt the following resolution:

RESOLVED that the President of The University of Wyoming and the Treasurer of the Board of Trustees, representing the Trustees of The University of Wyoming, a body corporate, are hereby authorized to sell, assign and transfer stocks, bonds, evidences of interest, evidences of indebtedness and/or other obligation, and all other securities, corporate or otherwise, now or

hereafter held by this corporation in its own right or in any fiduciary capacity, and to execute any and all instruments necessary, proper or desirable for the purpose; further that any past action in accordance herewith is hereby ratified and confirmed; and

FURTHER RESOLVED that the President of The University of Wyoming and the Treasurer of the Board of Trustees, representing the Trustees of The University of Wyoming, a body corporate, are hereby authorized to act as agents for and to sign agreements, resolutions and any other documentation required to establish, maintain, and terminate security cash accounts with security dealers and brokers for the purpose of taking ownership and possession of cash, bonds, stocks and other securities held by such dealers and brokers which have been directed to the University by gift, bequest or any other act of transfer; and further that said agents are fully authorized to sell, assign and transfer stocks, bonds, evidences of interest, evidences of indebtedness and/or other obligation, and all other securities, corporate or otherwise, now or hereafter held by this corporation in its own right or in any fiduciary capacity pursuant to this authorization, and to execute any and all instruments necessary, proper or desirable for the purpose; and

FURTHER RESOLVED that any corporate officer of the University of Wyoming is hereby authorized to certify this Resolution to whom it may concern.

### **Fiscal Year 1996 Budget, Section I**

The Section I operating budget for FY 1996 has been prepared on the basis of the legislative appropriation for the 1995-1996 biennium and the funding adjustments made during FY 1995 as a result of the October 1, 1994 salary adjustments and other program changes approved by the

Trustees during the fiscal period. This budget also includes recommendations for salary adjustments and other program enhancements to be funded with a combination of new revenues resulting from the tuition increases approved for Fall 1995 and budget reversions from FY 1995.

The approved tuition increase effective this fall semester will generate an estimated \$1,266,000 in new revenues. Of this amount, approximately \$816,000 (gross revenue less scholarship requirements) is available to address University needs. The recommendation for allocating these funds includes:

1. Utilizing \$449,934 to adjust scholarship budgets. This funding will cost adjust tuition and fee scholarships by the amount of tuition increase approved for the 1995-96 academic year.
2. Applying \$500,000 of the increase to salary adjustments for FY 1996. This new revenue will be combined with \$1,164,000 unexpended funds within the current employer paid benefit accounts and \$929,000 from FY 1995 budget reversions to provide a salary adjustment pool of \$2,593,000 for faculty, staff and graduate student stipends. The salary administration policy is contained within the Personnel Committee report.
3. Utilizing \$299,000 of the remaining \$316,066 for three program priorities. An allocation of \$124,000 is recommended to address the next phase of the Title IX compliance agreement in Intercollegiate Athletics. An allocation of \$115,000 is recommended for recruiting and retention initiatives and \$60,000 is recommended

for part-time salary funds to assist with UW's hazardous waste disposal program.

The following tables provide a reconciliation of the original FY 1995 budget with the adjusted operating budget for the current fiscal year and the proposed allocations for FY 1996.

UNIVERSITY OF WYOMING  
 SECTION I OPERATING BUDGET  
 FISCAL YEAR 1995 RECONCILIATION

APPROPRIATION

Program/Activity	<u>Original FY 1995</u>	<u>Adjusted FY 1995</u>	<u>Difference</u>
Instruction	\$ 57,834,916	\$ 59,630,320	\$ 1,795,404
Research	8,673,711	9,040,560	366,849
Public Service	5,568,693	5,696,262	127,569
Academic Support	14,502,362	15,069,339	566,974
Student Services	6,761,013	7,031,554	270,541
Institutional Support	11,073,989	11,605,566	531,577
Operation of Plant	12,006,828	12,195,823	188,995
Scholarship/Fellowships	4,724,135	5,603,605	879,470
Intercollegiate Ath.	5,694,128	6,005,663	311,535
Salary Appropriation	<u>1,150,000</u>	0	(1,150,000)
Sub-total	\$127,989,775	\$131,878,689	\$ 3,888,914

UW ADJUSTMENTS

Title IX - Athletics			
Women's Soccer Program	\$ 71,080	\$ 0	\$ (71,080)
Scholarship Adjustment	<u>1,041,492</u>	<u>0</u>	<u>(1,041,492)</u>
Sub-total	\$ 1,112,572	\$ 0	\$ (1,112,572)

Total Budget	<u>\$129,102,347</u>	<u>\$131,878,689</u>	<u>\$ 2,776,342 *</u>
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\*NOTES ON ADJUSTMENTS:

- (1) The salary appropriation, scholarship adjustments and women's soccer program allocations have been incorporated into specific programs and no longer appear as undistributed amounts. In addition to the \$1,150,000 appropriated by the State for salary adjustments, the university increased its operating budget by \$2,218,130 from FY 1994 general fund carryover and new tuition revenue to fund the 5.7% salary adjustments granted in October 1994. These adjustments have been distributed within each of the nine programs utilized in Section I.
  - (2) A one-time adjustment in the amount of \$313,342 was added to the budget after the fiscal period started to close accounts for course fees, differential tuition, and miscellaneous charges.
  - (3) Additional allocations were approved for Information Technology and library acquisitions on a one-time basis in the amount of \$210,000.
  - (4) The medical contracts program required an additional \$34,870 for FY 1995. This funding was transferred from the FY 1996 budget. Funding for the biennium will not change from the original level but the adjustment this fiscal period was necessary because of the students remaining in the Utah program.
- b. The following table summarizes the biennial appropriation and the proposed allocation for the 1996 fiscal year.

UNIVERSITY OF WYOMING  
 SECTION I OPERATING BUDGET  
 FISCAL YEAR 1996

APPROPRIATION

Program/Activity	<u>Allocated</u> <u>FY 1995</u>	<u>Proposed</u> <u>FY 1996</u>	<u>1995-1996</u>
Instruction	\$ 59,631,320	\$ 60,426,881	\$120,058,201
Research	9,040,560	9,081,868	18,122,428
Public Service	5,696,262	5,779,136	11,475,398
Academic Support	15,069,336	15,000,416	30,069,752
Student Services	7,031,554	6,855,703	13,887,257
Institutional Support	11,604,566	11,352,762	22,957,328

Operation of Plant	12,195,823	12,254,807	24,450,630
Scholarships/Fellowships	5,603,605	5,603,605	11,207,210
Intercollegiate Athletic	<u>6,005,663</u>	<u>6,030,671</u>	<u>12,036,334</u>
Sub-total	\$131,878,689	\$132,385,849	\$264,264,538

FY 96 ADJUSTMENTS

Salary Adjustment(1)

reversions	\$ (2,093,000)	\$ 2,093,000	0
new tuition	0	500,000	500,000
Law School Tuition Diff(2)	0	112,500	112,500
Scholarship Adjustment(3)	0	449,934	449,934
Title IX - Athletics(4)	0	124,000	124,000
Recruiting/Retention(5)	0	115,000	115,000
Hazardous Waste(6)	<u>0</u>	<u>60,000</u>	<u>60,000</u>
Sub-total	(2,093,000)	3,454,434	1,361,434
Total Budget	<u>\$129,785,689</u>	<u>\$135,840,283</u>	<u>\$265,625,972</u>

- (1) Salary adjustments for FY 1996 will be funded with \$929,000 of reversions from program budgets and \$1,164,000 of unexpended employer paid benefits plus an additional allocation of \$500,000 of new tuition revenue.
- (2) This reflects the tuition differential for the Law School for the 1995-1996 biennium. The tuition differential has been approved by Trustee action but the funding authorization has not been incorporated into the budget.
- (3) Increased scholarship requirement as a result of the tuition increases adopted.
- (4) Title IX compliance funding. Includes second year of soccer, start-up for tennis program and travel and recruitment funds for women's programs.
- (5) Funding for recruiting and retention initiatives.
- (6) Part-time salary funds to assist with hazardous waste program.

- c. The following table summarizes the sources of revenue used to support the Section I Block Grant and the funding allocation for each fiscal year.

UNIVERSITY OF WYOMING  
 1995-1996 BIENNIUM  
 FUNDING SOURCES

APPROPRIATED	<u>FY 1995</u>	<u>FY 1996</u>	<u>1995-1996</u>
General Fund	\$ 82,831,854	\$ 83,251,911	\$166,083,765
Water Development Fund	768,623	768,622	1,537,245
Agricultural Land Income	380,000	380,000	760,000
University Land Income	1,100,000	1,100,000	2,200,000
UW Income Fund	29,505,112	29,592,216	59,097,328
Sales and Service	3,350,062	3,350,062	6,700,124
Family Practice Income	1,879,500	1,879,500	3,759,000
Mineral Royalties	8,903,848	8,903,847	17,807,695
Federal Funds	2,507,808	2,507,809	5,015,617
Foundation Income	301,882	301,882	603,764
Medical Contract Income	<u>350,000</u>	<u>350,000</u>	<u>700,000</u>
Sub-total	\$131,878,689	\$132,385,849	\$264,264,538

UW ADJUSTMENTS

General Fund Adjustment			
FY95 Reversion for Salary	\$( 1,314,000)	\$ 1,314,000	\$ 0
UW Fund Adjustments			
FY 95 Reversion for Salary	( 779,000)	779,000	0
FY 96 Salary Funding	0	500,000	500,000
Title IX - Athletics	0	124,000	124,000
Recruit/Retention/Haz waste	0	175,000	175,000
Law School Tuition	0	112,500	112,500
Scholarship Adjustments	<u>0</u>	<u>449,934</u>	<u>449,934</u>

Net Increase	\$(2,093,000)	\$ 3,454,434	\$ 1,361,434
Total Section I Budget	<u>\$129,785,689</u>	<u>\$135,840,283</u>	<u>\$265,625,972</u>

Based on a recommendation from the Budget Committee, Trustee Hammons moved approval of the Section I operating budget of \$135,840,283 for the fiscal year beginning July 1, 1995, and that authorization be granted to increase the biennium budget authorization of the University in the amount of \$1,361,434 to accommodate FY 1996 tuition revenues supporting salary adjustments, intercollegiate athletic requirements, recruiting and retention initiatives, hazardous waste disposal, law school tuition differentials and scholarship adjustments. The motion was seconded by Trustee Bonner, and it carried. This increase will be submitted to the Governor for approval and incorporation into the institution's appropriation base.

Enclosure 3 reflects the detail allocation of operating funds for Section I.

**Fiscal Year 1996 Budget, Section II, Associated Students of the University of Wyoming, and Wyoming Union**

The fiscal year 1996 budgets for Section II, Associated Students of the University of Wyoming (ASUW), and the Wyoming Union were discussed in concert by the Budget Committee, since the ASUW and Wyoming Union budgets are part of the Section II budget.

The FY 1996 operating budget for Section II covers the University's needs for its self-sustaining operations, consisting primarily of auxiliary services, gifts and contributions, sponsored funding for research, debt service, and other similar activities. This appropriation, like that for Section I, is allocated as a block grant by the legislature and then subsequently broken into fiscal



year operating budgets.

The Section II budget for the 1995-1996 Biennium and FY's 1995 and 1996 are presented in the table below:

SECTION II BUDGET FOR FY 1996			
	<u>1995-1996</u>	<u>FY 1995</u>	<u>FY1996</u>
-			
SPONSORED FUNDING	\$36,371,000	\$36,371,000	\$72,742,000
GIFTS AND CONTRIBUTIONS	3,847,500	3,847,500	7,695,000
AUXILIARY ENTERPRISES	25,817,000	25,817,000	51,634,000
ASUW	828,082	721,143	1,549,225
DEBT SERVICE	6,485,542	6,485,543	12,971,085
INTERCOLLEGIATE ATHLETICS	<u>3,296,000</u>	<u>3,296,000</u>	<u>6,592,000</u>
subtotal	76,645,124	76,538,186	153,183,310
UW Adjustments			
ASUW Budget (1)	0	106,291	106,291
Block Grant Adjustment (2)	<u>0</u>	<u>1,500,000</u>	<u>1,500,000</u>
subtotal	0	1,606,291	1,606,291
TOTAL	<u>\$76,645,124</u>	<u>\$78,144,477</u>	<u>\$154,789,601</u>

(1) The FY 1996 budget for ASUW exceeds the appropriation currently allocated for this program by \$106,291. Additional Section II budget authorization in this amount must be approved in conjunction with the budget authorization.

(2) The 1995-96 biennium appropriation for the Section II block grant was established on projections from FY 1993 expenditure levels. Current projections indicate that additional spending authority will be necessary to accommodate growth in several program areas for increased fees and charges, salary adjustments and inflationary growth. An increase of \$1,500,000 will provide sufficient capacity to cover expected growth and additional costs associated with salary increases to be implemented in FY 1996.

Revenues to support the Section II budget are derived from the following sources:

SECTION II BUDGET FOR FY 1996			
<u>1995-1996</u>		<u>FY 1995</u>	<u>FY 1996</u>
FEDERAL FUNDS	\$ 29,818,576	\$ 29,760,863	\$ 59,579,439
UNIVERSITY FUNDS	41,830,396	41,781,170	83,611,566
MIN ROYALTIES	<u>4,996,152</u>	<u>4,996,153</u>	<u>9,992,305</u>
	76,645,124	76,538,186	153,183,310
UW Adjustments (1)			
UW Funds	\$ <u>0</u>	\$ <u>1,606,291</u>	\$ <u>1,606,291</u>
subtotal	0	1,606,291	1,606,291
 TOTAL	 \$ <u>76,645,124</u>	 \$ <u>78,144,477</u>	 \$ <u>154,789,601</u>

(1) Additional spending authority in the amount of \$106,291 supporting ASUW activities. \$81,004 will be drawn from the reserve account and \$25,287 from anticipated revenue. \$1,500,000 increase in budget authority is needed for growth in self-sustaining program operations and FY 1996 salary adjustments.

**Fiscal Year 1996 Budget, Associated Students of the University of Wyoming**

Section 3 of University Regulation 239 provides that the annual budget for the Associated Students of the University of Wyoming (ASUW) is to be presented to the Trustees for consideration.

The budget requests for FY 1996 are summarized below. Action taken by ASUW this year separates the student publications budget from other ASUW activities. The overall budget for ASUW is \$648 dollars less than the current fiscal year.

**ASUW**  
 FY 1996  
 OPERATING BUDGET

SOURCES OF FUNDS:	<u>FY 1995</u>	<u>FY 1996</u>
ASUW FEE	\$284,750	\$357,000
ASUW RESERVE	91,305	81,004
ASUW EQUIPMENT RESERVE	10,677	12,900
PRESIDENTIAL GRANT	3,000	0
INTEREST EARNED	0	2,500
GENERATED REVENUES	<u>143,380</u>	<u>64,890</u>
 TOTAL FUND SOURCES	 <u>\$533,112</u>	 <u>\$518,294</u>
 USES OF FUNDS:		
ASUW GOVERNMENT & SERVICES	\$402,740	\$254,543
ASUW ACTIVITIES	111,607	230,888
STUDENT ORGANIZATIONS	18,765	29,293
EQUIPMENT RESERVE	0	3,570
STUDENT PUBLICATIONS	<u>0</u>	<u>0</u>
 TOTAL FUND USES	 <u>\$533,112</u>	 <u>\$518,294</u>

**STUDENT PUBLICATIONS**  
 FY 1996  
 OPERATING BUDGET

SOURCES OF FUNDS:	<u>FY 1995</u>	<u>FY 1996</u>
STUDENT FEES	\$ 123,250	\$ 139,250
INTEREST EARNED	0	800
REVENUE	<u>171,720</u>	<u>169,090</u>
 TOTAL FUND SOURCES	 \$ 294,970	 \$ 309,140
 USES OF FUNDS:		

STAFF SALARIES	\$ 95,225	\$ 118,590
STUDENT SALARIES	54,775	55,000
TRAVEL	550	1,500
EQUIPMENT	1,200	1,060
OPERATIONS	<u>143,220</u>	<u>132,990</u>
TOTAL FUND USES	<u>\$ 294,970</u>	<u>\$ 309,140</u>

### **Fiscal Year 1996 Budget, Wyoming Union**

The fiscal year 1996 operating budget for the Wyoming Union was presented for consideration by the Budget Committee and the Trustees. The Wyoming Union budget for the fiscal year beginning July 1, 1995 was developed in consultation with the Wyoming Union Board. The budget request for FY 1996 is \$1,525,673. This represents a decrease of approximately 1.3 percent from the previous budget.

Based on a recommendation from the Budget Committee, Trustee Hammons moved approval of the Section II budget for FY 1996 as described above in the amount of \$78,144,477 and that the Section II budget authorization of the University be increased by \$1,606,291 to accommodate the increased budget authorization of ASUW and other self-sustaining program operations; approval of the ASUW operating budget and Student Publications request for FY 1996 in the amount of \$827,434 including authorization to transfer up to \$81,004 from the ASUW Reserve to fund the FY 1996 budget request; and approval of the fiscal year 1996 budget for Wyoming Union, as presented in Enclosure 4. The motion was seconded by Trustee Jorgensen, and it carried.

The ASUW Reserve is an account containing funds remaining from prior budget periods. By

ASUW policy all unexpended funds remaining in the ASUW budget are transferred to this account at the end of each fiscal period and are available for future allocation with Trustee approval. The balance in the reserve account at the beginning of this fiscal year was more than \$290,000.

This budget increase will also be submitted to the Governor for approval and incorporation into the institution's appropriation base.

### **Facility Rental Fees**

At the January 21, 1995 meeting of the Trustees, the fee book covering the period July 1, 1995 - June 30, 1996, was approved. At that meeting the question was raised with regard to structuring the rental fees to non-University users in an effort to earmark funds for maintenance.

Based on a recommendation from the Budget Committee, Trustee Hammons moved that a 10 percent surcharge on rental fees be approved for inclusion in the fee book, to be charged only to external users of University facilities. The motion was seconded by Trustee Harris, and it carried. These surcharges would be deposited into a separate account earmarked for maintenance, and under the control of the Director of Physical Plant. For self-sustaining facilities rented to external users, surcharges would be deposited to an account similarly designated. Effective date would be for the fiscal year beginning July 1, 1995. Trustees asked that guidelines be established defining external users. Judy Catchpole requested that the public schools not be defined as external users.

### **Guidelines for Exceptions to UW's Incentive Pay Policy**

The University of Wyoming has received a contract from the Mid-America Manufacturing

Technology Center (MAMTC) through the National Institute Standards and Technology to initiate MAMTC-Wyoming. A part of this contract requires that if corporate MAMTC goals are met then all MAMTC employees, including those in the regional MAMTC offices, receive incentive pay. For UW to sign and initiate this contract which is designed to provide assistance to Wyoming's manufacturers, an exception to the University's incentive pay policy is required. It should be noted that this is placed in the Contracts and Grants component of the Budget Committee because it concerns fulfilling obligations in a specific contract, and it does not establish a broad personnel policy (therefore, it is not under personnel).

Based on a recommendation from the Budget Committee, Trustee Hammons moved approval of the following policy:

The University of Wyoming will only accept contracts or grants involving incentive pay as part of the contract employee's compensation under the following conditions:

- 1) that all funding comes from organizations external to the University;
- 2) that policies of the external organization, or its board of directors, require the inclusion of incentive pay in its agreement with the University, where cost is reimbursable under the terms of the agreement; and
- 3) that any project involving incentive pay will be reported individually by the University administration to the Board of Trustees before approval is granted.

The motion was seconded by Trustee Bonner, and it carried.

#### **Approval of Contracts and Grants, Gifts and Scholarships**

Based on a recommendation from the Budget Committee, it was moved by Trustee Hammons, seconded by Trustee Harris and carried, that the Trustees of the University of Wyoming

accept contracts and grants in the amount of \$3,579,332 for the period February 21, 1995 through April 17, 1995, and gifts and scholarships in the amount of \$541,871.17 for the period February 1, 1995, through March 31, 1995.

### **Internal Audit Plan for the Year Ending June 30, 1996**

Van Jacobson, Internal Auditor, presented the following audit plan:

The goal of Internal Audit is to audit as many areas of the University as possible and provide audit services to the following affiliated organizations: University of Wyoming Alumni Association, Inc.; Cowboy Joe Club, Inc.; and the Wyoming State 4-H Foundation. Whenever possible, internal controls are reviewed as they are being developed for new systems or revised within existing systems.

In determining the specific University areas to be audited, the following factors are taken into consideration: audit work performed by external auditors, an assessment of risk, and the resources of Internal Audit.

Based on a recommendation from the Budget Committee, Trustee Hammons moved, Trustee Jorgensen seconded, and it carried, to approve the internal audit plan for the year ending June 30, 1996 as follows:

- a. Continue audits of self-sustaining accounts in the following fund groups: General Current Funds Unrestricted, Revolving Funds, and Auxiliary Enterprise Funds.
- b. Perform cash counts when appropriate.
- c. Audit the University Accounts Receivable Office.
- d. Provide audit services to the following affiliated organizations:
  1. Perform an audit and prepare financial statements for the University of

Wyoming Alumni Association, Inc. for the fiscal year ending June 30, 1995.

2. Perform an audit and prepare financial statements for Cowboy Joe Club, Inc. for the fiscal year ending June 30, 1995.
3. Perform a limited examination for the Wyoming State 4-H Foundation for the fiscal year ending September 30, 1995.

**Internal Audit Activity Conducted in Accordance with the Audit Plan for the Period January 1, 1994 to March 31, 1994**

A report prepared by Mr. Van Jacobson, on the internal audit activity for the period January 1, 1995, through March 31, 1995, conducted in accordance with the audit plan, was presented to the Budget Committee, and Mr. Jacobson responded to questions. He noted that the additional position is working out well and they have been able to complete more audits.

**Program Reorganization - Unireg 43**

President Roark presented draft 6 of University Regulation 43, Academic Program Elimination, to the Budget Committee for review and consideration. The major change in this draft from earlier drafts is the shift in language from "program reduction/reorganization" to "program elimination." Considerable discussion was held during the committee meeting. Trustees asked for more time to look at the latest draft along with previous drafts prior to a vote; therefore, no action was taken by the Budget Committee.

Special Assistant to the President Baker provided the Trustees with a May 5 version of draft 6. Trustee Kepler moved adoption of Unireg 43 as presented. Trustee Kail seconded the motion. Trustee True moved that the motion be amended to change page 3 of the May 8 draft by deleting the



first paragraph and substituting the original first paragraph from the May 5 draft and dropping the alternate paragraph. Trustee Harris seconded the motion, and it carried.

### **Recess**

The meeting was recessed at 12:00 noon to permit Trustees to attend the luncheon to honor former Trustee Dick Brown and UW pilot George Bershinsky. The meeting reconvened at 1:40 P.M.

### **Program Reorganization - Unireg 43 (continued)**

Trustee Harris moved to amend the motion to change page 1, line 21, by striking the word "and" and substituting the word "or." The motion was seconded by Trustee Kepler, and it carried. Trustee Harris moved to amend the motion to change page 5 by striking lines 3 and 4 in their entirety and substituting the following: "The interests of tenured faculty shall be considered together with all other factors here and above set forth when program elimination would result in termination of a tenured faculty member." The motion was seconded by Trustee Kepler, and it carried. The motion as amended carried. A copy of Unireg 43 as approved is attached as Enclosure 5.

### **PERSONNEL COMMITTEE**

President Saunders asked Trustee Kirk for report from the Personnel Committee meeting held May 11, 1995. Committee members Kirk, Kail, and Kinnaman attended the meeting, along with other Trustees and University personnel. Based on the committee meeting, it was moved by Trustee Kirk

and seconded by Trustee Jorgensen that James Stoll be added to the list of Intercollegiate Athletic Reappointments. It was seconded by Trustee Kinnaman and carried that the following items, including Addendum A - Emeritus or Retired Status, be approved as indicated.

### **Faculty Appointments**

#### **COLLEGE OF AGRICULTURE**

a. Eric Weber, as temporary assistant professor of molecular biology, effective January 18, 1995, at a fiscal (11-month) salary of \$29,808. This is a non-tenure track appointment.

#### **ARMY ROTC**

b. Wallace B. Celtrick, as assistant professor of military science, effective May 22, 1995. There is no University of Wyoming salary associated with this non-tenure track position.

c. Dale R. Wood, as assistant professor of military science, effective July 1, 1995. There is no University of Wyoming salary associated with this non-tenure track position.

### **Academic Professional Appointments**

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

a. Peter C. Ellsworth as associate lecturer, effective January 3, 1995, at an fiscal (11-month) of \$45,000. This appointment is eligible for extended term appointment.

COLLEGE OF HEALTH SCIENCES

- b. Jane M. Theobald, as assistant lecturer, medical technology, effective July 1, 1995, at an fiscal (11-month) salary of \$30,600. This appointment is eligible for extended term appointment.

SCHOOL OF EXTENDED STUDIES AND PUBLIC SERVICE

- c. Judith E. Osterman, as assistant lecturer in the School of Extended Studies and Public Service, effective January 17, 1995, at a fiscal (11-month) salary of \$38,004. This position is eligible for extended term appointment.

**Adjunct Appointments**

COLLEGE OF ARTS AND SCIENCES

- a. Katherine L. Woodard as adjunct assistant professor of sociology for the period March 3, 1995, through December 31, 1998. Dr. Woodard is currently an assistant professor of social work at the University of Wyoming.
- b. Robert Wiley as adjunct professor of zoology for the period May 1, 1995, through September 30, 1997. Mr. Wiley is currently a fisheries biologist at the Wyoming Game and Fish Department.

**Intercollegiate Athletic Appointments**

- a. Darrell Wyatt as assistant football coach and lecturer in athletics, effective March 20,

1995, at a fiscal (11-month) salary of \$30,000. This is a non-tenure track appointment.

b. Randy Welniak as development officer and lecturer in athletics, effective May 15, 1995, at a fiscal (11-month) salary of \$36,000. This is a non-tenure track appointment.

### **Intercollegiate Athletic Reappointments**

The following intercollegiate athletic reappointments were approved for the period July 1, 1995 through June 30, 1996, or as otherwise indicated.

<b><u>Name</u></b>	<b><u>Title and Rank</u></b>
Joe Abunassar	Assistant Basketball Coach/Lecturer, part-time (8/15/95-5/14/96)
Kevin Blokker	Assistant Women's Soccer Coach/Lecturer
Tom Burman	Associate Athletic Director/Lecturer
Linda Conger	Assistant Swim Coach/Lecturer (8/29/95-6/28/96)
Carolyn DeHoff	Assistant Women's Basketball Coach/Lecturer
Joe Dowler	Associate Athletic Director/Lecturer
Brenda Eriksson	Assistant Track Coach/Lecturer (8/15/95-6/14/96)
Liza Grant	Head Women's Soccer Coach/Lecturer
Trent Greener	Assistant Strength Coach/Lecturer
Jeff Grove	Assistant Women's Volleyball Coach/Lecturer

The University of Wyoming  
Minutes of the Trustees  
May 12, 1995  
Page 45

Terri Howes	Senior Woman's Administrator/Lecturer
Todd Inglehart	Assistant Baseball Coach/Lecturer (8/30/95-6/29/96)
David Kindy	Athletic Trainer/Lecturer (8/1/95-5/31/96)
Beth Kuwata	Head Women's Volleyball Coach/Lecturer
Jim Lathrop	Head Strength Coach/Lecturer
Chad Lavin	Head Women's Basketball Coach/Lecturer
Kyle Linton	Head Women's Golf Coach/Lecturer (7/1-12/31/95 and 3/1-6/30/96)
Bill Lyons	Head Athletic Trainer/Lecturer
Mark Miller	Head Swim Coach/Lecturer
Pat Moran	Assistant Women's Basketball Coach/Lecturer (8/15/95-6/14/96)
Kathy Parker	Athletics Counselor/Lecturer
Roger Prenzlów	Head Men's Golf Coach/Lecturer
Jim Sanchez	Assistant Track Coach/Lecturer (8/15/95-6/14/96)
Duane Schopp	Head Track Coach/Lecturer
Stacy Schulz	Athletic Trainer/Lecturer (8/1/95-5/31/96)
Joe Stafford	Assistant Wrestling Coach/Lecturer (8/15/95-6/14/96)
Jim Stoll	Assistant Men's Basketball Coach/Lecturer (4/1/95-3/31/96)
Steven Suder	Head Wrestling Coach/Lecturer
Dave Taylor	Head Men's Baseball Coach/Lecturer
Pete Toyé	Assistant Athletic Director/Lecturer

Dan Viola                      Associate Athletic Director/Lecturer  
Todd Wyant                      Athletics Counselor/Lecturer (8/9/95-5/8/96)

**Clinical Faculty Appointment**

COLLEGE OF HEALTH SCIENCES

<u>Name</u>	<u>Clinical Title</u>	<u>Location</u>
Klein, Daniel S.	Clinical Faculty in Family Practice/ Internal Medicine	Cheyenne

**Transfer of American Heritage Center Personnel to Archivist Faculty Status**

Regulations of the American Heritage Center (UniReg 490), which were approved by the Trustees of the University of Wyoming on October 21, 1994, provide for archivist faculty rank and extended term appointments similar to the status accorded the University Library faculty. Extended appointments are for six years. A fifth year review will result either in a terminal year or the first year of another six-year appointment.

Approval of the transfer of American Heritage Center personnel to archivist faculty rank and appointment was granted as specified below. The titles and appointments are effective on May 12, 1995.

<u>Name</u>	<u>Archivist Faculty Rank</u>	<u>Appointment</u>
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Devine, Michael J.	Archivist	Extended Term
Wilsted, Thomas P.	Archivist	Extended Term
Ewig, Richard G.	Associate Archivist	Extended Term
Trost, E. Maxine	Associate Archivist	Extended Term
Shelstad, Mark L.	Assistant Archivist	Extended Track (Probationary)
Thompson, D. Claudia	Assistant Archivist	Extended Track (Probationary)
Burton, Bradford R.	Assistant Archivist	Temporary
King, Jennifer E.	Assistant Archivist	Temporary
Lane, Ann Marie	Assistant Archivist	Temporary
Prinster, Inez D.	Assistant Archivist	Temporary

### **Academic Professional Probationary Reappointments**

The following academic professionals were recommended by the appropriate administrative officials for reappointment for the 1995-96 year. The reappointments were approved as indicated.

<b><u>Name</u></b>	<b><u>Department</u></b>	<b><u>Rank</u></b>
<b><u>COLLEGE OF ARTS AND SCIENCES</u></b>		
Beiswenger, Jane	Zoology and Physiology	Associate Lecturer
Clark, Sandra	English	Assistant Lecturer

Evertz, Kathy J.	English	Assistant Lecturer
Ibarra, Susan	Language	Assistant Lecturer
Keeney, Colin	English	Assistant Lecturer
Kloda, Phyllis	Art	Assistant Lecturer
Krafczik, Joseph	Modern and Classical Languages	Assistant Lecturer
Leblanc, Diane	English	Assistant Lecturer
Marron, Margaret G.	English	Assistant Lecturer
McKeage, Kathleen	Music	Associate Lecturer
Spitler, John	Mathematics	Research Scientist
Stalder, Margaret	Theatre and Dance	Associate Lecturer
Tarantola, Carol Lynn	Communication and Mass Media	Associate Lecturer
Travers-Matthews, Diane	Modern and Classical Languages	Assistant Lecturer
Wiltse, Eric M.	Communication and Mass Media	Assistant Lecturer
Young, Carolyn	English	Assistant Lecturer

COLLEGE OF HEALTH SCIENCES

Cassel, Jane	Family Practice Center - Casper	Assistant Lecturer
Myers, Karen	Speech Pathology and Audiology	Assistant Lecturer
Thompson, Loren	School of Pharmacy	Assistant Lecturer

Extended Term Appointments



Following review of the appropriate academic personnel, the dean, and the provost, the President recommended the following academic professionals be placed on extended term appointments to be effective July 1, 1995. The extended term appointments were approved.

<u>Name</u>	<u>Department</u>	<u>Rank</u>
<u>COLLEGE OF AGRICULTURE</u>		
Cullen, Margaret Jane	Cooperative Extension Service	University Extension Educator
Cunningham, Ronald	Cooperative Extension Service	University Extension Educator
Daniels, Barbara	Cooperative Extension Service	University Extension Educator
Ellenwood, Bonnie	Cooperative Extension Service	University Extension Educator
Faught, C. Kirk	Cooperative Extension Service	Associate University Extension Educator
Gill, James	Cooperative Extension Service	University Extension Educator
Hininger, Scott	Cooperative Extension Service	Associate University Extension Educator
James, Susan	Cooperative Extension Service	Associate University Extension Educator
Jenkins, Jay	Cooperative Extension Service	Associate University Extension Educator
Knox, Steven	Cooperative Extension Service	Assistant University Extension Educator

Melcher, Linda	Cooperative Extension Service	University Extension Educator
Peterson, Eric	Cooperative Extension Service	Associate University Extension Educator
Schwoppe, Michael	Cooperative Extension Service	Senior University Extension Educator
Smith, Denise	Cooperative Extension Service	Associate University Extension Educator
Tatman, Wayne	Cooperative Extension Service	University Extension Educator
Taylor, William	Cooperative Extension Service	Associate University Extension Educator
Whitman, Leanne	Cooperative Extension Service	University Extension Educator
Woitaszewski, Donna	Cooperative Extension Service	University Extension Educator

COLLEGE OF ARTS AND SCIENCES

Williams, John G.	Zoology and Physiology	Associate Lecturer
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COLLEGE OF HEALTH SCIENCES

McDonald, E.J.	Speech Pathology and Audiology	Senior Lecturer
Thompson, Jim	Medical Technology	Associate Lecturer

Academic Professional Promotions

Following review of the appropriate academic personnel, the dean, and the provost, the President recommended the following promotions to be effective July 1, 1995. The promotions were approved.

<u>Name</u>	<u>Title</u>	<u>Promoted To</u>
<u>COLLEGE OF AGRICULTURE</u>		
Drake, Kent	Associate University Extension Educator	University Extension Educator
Fink, Gerald	University Extension Educator	Senior University Extension Educator
Gade, Gene	University Extension Educator	Senior University Extension Educator
Henderson, Frank	University Extension Educator	Senior University Extension Educator
Holmes, Betty	Associate University Extension Educator	University Extension Educator
James, Susan	Associate University Extension Educator	University Extension Educator
Knox, Steve	Assistant University Extension Educator	Associate University Extension Educator
Pasley, Chris	Associate University Extension Educator	University Extension Educator

Wardlaw, Mary Kay	Associate University Extension Educator	University Extension Educator
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COLLEGE OF HEALTH SCIENCES

Thompson, Jim	Assistant Lecturer	Associate Lecturer
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Continuation of Probationary Faculty Appointments

The following members of the faculty in their second, third, fourth, or fifth year of service were recommended by the appropriate administrative officials for reappointment for the year 1995-96. The appointments were approved.

<u>Name</u>	<u>Department</u>	<u>Rank</u>
<u>COLLEGE OF AGRICULTURE</u>		
Brewer, Michael John	Plant, Soil, and Insect Sciences	Assistant Professor
Broughton, Kenneth S.	Home Economics	Assistant Professor
Cameron, Bruce A.	Home Economics	Assistant Professor
Franc, Gary D.	Plant, Soil, and Insect Sciences	Assistant Professor
Hansen, Karen	Animal Science	Assistant Professor
McAllister, Milton M.	Veterinary Science	Assistant Professor
Miller, Kurt W.	Molecular Biology	Assistant Professor
Sanson, David W.	Animal Science	Assistant Professor
Schmitz, John D.	Agricultural Economics	Assistant Professor

Silliman, Benjamin	Home Economics	Assistant Professor
Thorsness, Peter E.	Molecular Biology	Assistant Professor
Van Campen, Hana	Veterinary Science	Assistant Professor
Zhang, Renduo	Plant, Soil, and Insect Sciences	Assistant Professor

COLLEGE OF ARTS AND SCIENCES

Anderson, Carolyn B.	English	Assistant Professor
Anderson-Sprecher, Richard	Statistics	Assistant Professor
Antell, Judith A.	Sociology	Assistant Professor
Bantjes, Adrian A.	History	Assistant Professor
Barnhart, Stephen Leslie	Music	Assistant Professor
Bogard, Theresa L.	Music	Assistant Professor
Bohle, Scott	Chemistry	Assistant Professor
Branting Luther Karl	Computer Science	Assistant Professor
Colberg, Patricia J.	Zoology and Physiology	Assistant Professor
Connolly, Catherine	Sociology	Assistant Professor
Corcoran, Robert C.	Chemistry	Associate Professor
Denney, Colleen J.	Art	Assistant Professor

The University of Wyoming  
Minutes of the Trustees  
May 12, 1995  
Page 54

Diluzio, Raphael A.	Art	Assistant Professor
Drummond, Kent G.	Communication and Mass Media	Assistant Professor
Estes, Karen Bartsch	Psychology	Assistant Professor
Estes, David E.	Psychology	Assistant Professor
Funkhouser, Charles P.	Mathematics	Associate Professor
Garnett, Rodney A.	Music	Assistant Professor
Gerow, Kenneth G.	Zoology and Physiology	Assistant Professor
Goodin, Susanna L.	Philosophy	Assistant Professor
Harkin, Michael Eugene	Anthropology	Assistant Professor
Harrison, Neil E.	Political Science	Assistant Professor
Humphrey, Neil Frank	Geology and Geophysics	Assistant Professor
John, Barbara E.	Geology and Geophysics	Associate Professor
Kubacki, Steven R.	Psychology	Assistant Professor
Liu, Biyue	Mathematics	Assistant Professor
Lovvorn, James R.	Zoology and Physiology	Assistant Professor
Luk, Tin Shan	Physics and Astronomy	Assistant Professor
Marks, Clifford	English	Assistant Professor
Mathew, Tarek P.	Mathematics	Assistant Professor
McMosley, William F.	Music	Assistant Professor
Miller, Steven L.	Botany	Assistant Professor

Moorman, Leo	Physics and Astronomy	Assistant Professor
Meyer, Joseph S.	Zoology and Physiology	Assistant Professor
Nishio, John	Botany	Assistant Professor
Paulson, Deborah	Geography and Recreation	Assistant Professor
Polyakov, Peter	Mathematics	Associate Professor
Przygocki, James T.	Music	Assistant Professor
Roberts, Phil	History	Assistant Professor
Schatzman, James C.	Mathematics	Associate Professor
Sherline, Edward D.	Philosophy	Assistant Professor
Smith, Kenneth L.	Communication and Mass Media	Assistant Professor
Streib, William Mark	Theatre and Dance	Assistant Professor
Tolo, Khama-Bass	Modern and Classical Languages	Assistant Professor
Van Baalen, Jeffrey	Computer Science	Assistant Professor

COLLEGE OF BUSINESS

Chavis, Betty Lou	Accounting	Assistant Professor
Del Rossi, Alison F.	Economics and Finance	Assistant Professor
Lindstrom, Grant L.	Management and Marketing	Assistant Professor

Lucero, Margaret Ann	Management and Marketing	Assistant Professor
Schwebach, Robert G.	Economics and Finance	Assistant Professor
Wang, Lih Jau	Economics and Finance	Assistant Professor
Weatherford, Lawrence	Management and Marketing	Assistant Professor

COLLEGE OF EDUCATION

Amstutz, Donna	Lifelong Learning and Instruction	Assistant Professor
Basom, Margaret R.	Leadership and Human Development	Assistant Professor
Berube, William G.	Leadership and Human Development	Assistant Professor
Bruce, Mary Alice	Leadership and Human Development	Assistant Professor
Cochenour, John J.	Lifelong Learning and Instruction	Assistant Professor
Coll, Ken M.	Leadership and Human Development	Assistant Professor
Collins, Norma Decker	Lifelong Learning and Instruction	Assistant Professor
Freeman, Brenda J.	Leadership and Human Development	Assistant Professor
Hutchison, Linda S.	Lifelong Learning and Instruction	Assistant Professor
Machell, James R. Jr.	Leadership and	Assistant Professor



Human Development

Shaeffer, Margaret B.	Lifelong Learning and Instruction	Assistant Professor
Sorenson, Larry D.	Leadership and Human Development	Assistant Professor
Whitson, Donna Lee	Lifelong Learning and Instruction	Assistant Professor
Yocom, Dorothy J.	Leadership and Human Development	Assistant Professor

COLLEGE OF ENGINEERING

Christensen, Bradley	Civil and Architectural	Assistant Professor
Hamann, Jerry C.	Electrical	Assistant Professor
Ksaibati, Khaled	Civil and Architectural	Assistant Professor
Kubichek, Robert F.	Electrical	Assistant Professor
McInroy, John E.	Electrical	Assistant Professor
Pierre, John W.	Electrical	Assistant Professor
Reid, Carl R.	Mechanical	Assistant Professor
Snider, Jefferson R.	Atmospheric Sciences	Assistant Professor

COLLEGE OF HEALTH SCIENCES

Allerheiligen, David	Casper Family Practice	Assistant Professor
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The University of Wyoming  
Minutes of the Trustees  
May 12, 1995  
Page 58

Beeken, Janice Elaine	Nursing	Assistant Professor
Burman, Mary E.	Nursing	Assistant Professor
Coulon, Stephen C.	Physical and Health Education	Assistant Professor
Ewing, Joseph	Casper Family Practice	Assistant Professor
Fahlberg, Larry L.	Physical and Health Education	Assistant Professor
Gillespie, Stephen G.	Pharmacy	Assistant Professor
Henderson, Scott T.	Cheyenne Family Practice	Assistant Professor
Houston, Robert E.	Casper Family Practice	Assistant Professor
Hussain, Muhammad Delwar	Pharmacy	Assistant Professor
Kozisek, Peter B.	Cheyenne Family Practice	Assistant Professor
McNabb, James W.	Casper Family Practice	Assistant Professor
Parks, Douglas S.	Cheyenne Family Practice	Assistant Professor
Perry, Cecyle K.	Speech Pathology and Audiology	Assistant Professor
Sullivan, Beverly A.	Pharmacy	Assistant Professor
Wildman, Karen M.	Casper Family Practice	Assistant Professor
Williams, Karl G.	Pharmacy	Assistant Professor
Yamreudeewong, Weeranuj	Pharmacy	Assistant Professor
<u>COLLEGE OF LAW</u>		
Donahue, Debra L.	Law	Assistant Professor

Saxton, Bradley	Law	Assistant Professor
Welle, Elaine Ann	Law	Assistant Professor

UNIVERSITY LIBRARIES

Bauer, Frances Louise	Science Library	Senior Assistant Librarian
Chang, Hui-Yee	Coe Cataloging	Senior Assistant Librarian
Gahagan, Janice L.	Health Science Information Network	Senior Assistant Librarian
Harlow, Mary Ann	Coe Reference	Senior Assistant Librarian
Jorgensen, Jan	Coe Reference	Senior Assistant Librarian
Phillips, Lori Jo	Coe Reference	Senior Assistant Librarian
Schmitt, John Phillip	Coe Reference	Senior Assistant Librarian
Scott, Sally	Science Library	Senior Assistant Librarian
Sielaff, McKinley	Coe Reference Librarian	Senior Assistant Librarian

Faculty Tenure

Following review of the appropriate faculty bodies, deans, provost, and President recommended that the following faculty be placed on tenure effective August 24, 1995. They were

approved.

<u>Name</u>	<u>Department</u>	<u>Rank 1995-96</u>
<u>COLLEGE OF AGRICULTURE</u>		
Hansen, Thomas	Animal Science	Associate Professor
Means, Warrie J.	Animal Science	Associate Professor
Olson, Richard A.	Range Management	Associate Professor
Quoss, Bernita L.	Home Economics	Associate Professor
Schantz, Rhoda M.	Home Economics	Associate Professor
Van Tassell, Larry	Agricultural Economics	Professor
<u>COLLEGE OF ARTS AND SCIENCES</u>		
Griffith, Michael T.	Music	Associate Professor
Hamel, Patricia Jane	Modern and Classical Languages	Associate Professor
Holland, Jeanne E.	English	Associate Professor
Hubbell, Lawrence D.	Political Science	Associate Professor
Kalbfleisch, Pamela J.	Communication and Mass Media	Associate Professor
Levy, Gary	Psychology	Associate Professor
McCracken-Flesher, Caroline	English	Associate Professor
Moorhouse, G. Eric	Mathematics	Associate Professor
Resnik, David	Philosophy	Associate Professor

Shader, Bryan	Mathematics	Associate Professor
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Woodward, Charles	Physics and Astronomy	Associate Professor
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COLLEGE OF BUSINESS

Elmendorf, Richard	Accounting	Assistant Professor
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Greller, Martin M.	Management and Marketing	Associate Professor
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Rittenburg, Terri Lyn	Management and Marketing	Associate Professor
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Walker, Kenton B.	Accounting	Associate Professor
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COLLEGE OF EDUCATION

Nel, Johanna	Leadership and Human Development	Associate Professor
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Peterson, Norman K.	Lifelong Learning and Instruction	Associate Professor
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Shade, Richard A.	Leadership and Human Development	Associate Professor
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Sherritt, Carol Ann	Lifelong Learning and Instruction	Associate Professor
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Stewart, Roger A.	Lifelong Learning	Associate Professor and Instruction
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COLLEGE OF HEALTH SCIENCES

Byra, Mark T.	Physical and Health Education	Associate Professor
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Benham-Deal, Tami B.	Physical and Health Education	Associate Professor
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Woodard, Katherine L.	Social Work	Associate Professor
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UNIVERSITY LIBRARIES

The following recommendations for placement on extended appointment are submitted pursuant to University Regulation 631. Extended term appointment is for a period of five years with another review before reappointment. The following individuals were placed on extended term appointment effective July 1, 1995.

<u>Name</u>	<u>Department</u>	<u>Rank 1995-96</u>
Lange, Karen	Outreach Services	Associate Librarian
Leath, Janis	Collections	Associate Librarian
Hanscom, Martha	Cataloging	Associate Librarian
Shelton, Diana	Administration	Associate Librarian
Stewart, Bill	Administration	Associate Librarian
White, Carol	Cataloging	Associate Librarian

**Faculty Promotions**

Following review of the appropriate faculty bodies, deans, and provost, the President, the following promotions were approved effective July 1, 1995.

<u>Name</u>	<u>Title</u>	<u>Promotion to</u>
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COLLEGE OF AGRICULTURE

Carson, David K.	Associate Professor of Home Economics	Professor
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Hansen, Thomas	Assistant Professor of Animal Science	Associate Professor
Hixon, Douglas L.	Associate Professor of Animal Science	Professor
Olson, Richard A.	Assistant Professor of Range Management	Associate Professor
Petersen, Nancy S.	Associate Professor of Molecular Biology	Professor
Quoss, Bernita L.	Assistant Professor of Home Economics	Associate Professor
Raisbeck, Merl F.	Associate Professor of Veterinary Sciences	Professor
Shantz, Rhoda M.	Assistant Professor of Home Economics	Associate Professor
Van Tassell, Larry	Associate Professor of Agricultural Economics	Professor
<u>COLLEGE OF ARTS AND SCIENCES</u>		
Blau, George	Associate Professor of Psychology	Professor
Frost, Carol	Associate Professor of Geology and Geophysics	Professor
Griffith, Michael T.	Assistant Professor of Music	Associate Professor
Hamel, Patricia Jane	Assistant Professor of Modern and Classical Languages	Associate Professor
Holland, Jeanne E.	Assistant Professor	Associate Professor

	of English	
Hubbell, Lawrence D.	Assistant Professor of Political Science	Associate Professor
Levy, Gary	Assistant Professor of Psychology	Associate Professor
McCracken-Flesher, Caroline	Assistant Professor of English	Associate Professor
Moorhouse, G. Eric	Assistant Professor of Mathematics	Associate Professor
Resnik, David	Assistant Professor of Philosophy	Associate Professor
Shader, Bryan	Assistant Professor of Mathematics	Associate Professor
Shih, Shagi-Di	Assistant Professor of Mathematics	Associate Professor
Stanton, Nancy	Associate Professor of Zoology and Physiology	Professor
Woodward, Charles	Assistant Professor of Physics and Astronomy	Associate Professor

COLLEGE OF BUSINESS

Hersch, Joni	Associate Professor of Economics and Finance	Professor
Murdock, Gene W.	Associate Professor of Management and Marketing	Professor
Phillips, Owen R.	Associate Professor Economics and Finance	Professor



Rittenburg, Terri Lyn	Assistant Professor of Management and Marketing	Associate Professor
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Walker, Kenton B.	Assistant Professor of Accounting	Associate Professor
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COLLEGE OF EDUCATION

Nel, Johanna	Assistant Professor of Leadership and Human Development	Associate Professor
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Peterson, Norman K.	Assistant Professor of Lifelong Learning and Instruction	Associate Professor
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Shade, Richard A.	Assistant Professor of Leadership and Human Development	Associate Professor
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Sherritt, Carol Ann	Assistant Professor of Lifelong Learning and Instruction	Associate Professor
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Stewart, Roger A.	Assistant Professor of Lifelong Learning and Instruction	Associate Professor
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COLLEGE OF ENGINEERING

Kelly, Robert D.	Associate Professor of Atmospheric Sciences	Professor
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Sandige, Richard S.	Associate Professor of Electrical Engineering	Professor
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COLLEGE OF HEALTH SCIENCES

Benham-Deal, Tami B.	Assistant Professor of Physical and Health Education	Associate Professor
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Byra, Mark T.	Assistant Professor of Physical and Health Education	Associate Professor
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Woodard, Katherine L.	Assistant Professor of Social Work	Associate Professor
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SCHOOL OF EXTENDED STUDIES AND PUBLIC SERVICE

Cassity, Michael	Associate Professor in the School of Extended Studies and Public Service	Professor
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	<u>UNIVERSITY LIBRARIES</u>	
Lange, Karen	Senior Assistant Librarian	Associate Librarian

Leath, Janis	Senior Assistant Librarian	Associate Librarian
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Change in Sabbatical Leave

COLLEGE OF ARTS AND SCIENCES

- a. At the December 16-17, 1994, meeting of the Trustees, James M. Rosen, professor of physics and astronomy, was granted a sabbatical leave for the 1995-96 academic year. Professor Rosen was granted a sabbatical leave change to the 1995 fall semester.

Leave of Absence Without Pay

- a. Thomas A. Wesche, associate director, Wyoming Water Resources
- b. Center and professor of range ecology and watershed management, was granted a leave of absence without pay for the period of June 1, 1995, through August 31, 1995.

**Retirements**

<u>Name</u>	<u>Position</u>	<u>Birth Date</u>	<u>Employment Date</u>	<u>Retirement Date</u>
Allen, M. Kathryn	Office Associate, Student Life	09/28/39	10/17/66	06/30/95 with designation as <i>Retired</i>
Anderson, Donald A.	Professor of Statistics	08/28/37	09/01/66	04/03/95 with designation as <i>Emeritus</i>
Anderson, Karleen	Sr. Office Associate Special Assistant's Office	02/14/36	02/15/65	06/30/95 with designation as <i>Retired</i>
Barr, Lowell L.	Associate Professor of Lifelong Learning and Instruction	06/07/35	08/25/75	06/30/95 with designation as <i>Emeritus</i>
Bixler, Charles	Sr. Computer Operator	10/07/28	09/01/65	06/30/95 with designation as <i>Retired</i>
Boresi, Arthur P.	Professor of Civil Engineering	08/27/24	11/01/79	05/13/95 with designation as <i>Emeritus</i>
Bromley, Norma	Facilities/Ground Attendant	01/31/40	01/21/80	06/30/95
Chase, Nancy	Office Technician, Admissions	02/20/36	08/13/79	06/30/95
Cardon, Yoshiko N.	Assistant Professor Medical Technology	10/25/41	07/01/73	06/30/95

The University of Wyoming  
 Minutes of the Trustees  
 May 12, 1995  
 Page 68

Cole, James R.	Associate Professor of English	11/04/38	09/01/63	05/31/95 with designation as <i>Emeritus</i>
Collins, James R.	Dean of the College of Education	01/15/41	09/01/70	06/30/95 with designation as <i>Emeritus</i>
Collins, Larry	Manager, Duplicating Service	10/04/40	07/11/60	06/30/95 with designation as <i>Retired</i>
Collins, Lois	Office Assistant, Athletics	01/02/41	09/06/68	05/15/95 with designation as <i>Retired</i>
Cronkleton, Thomas	Physician, Student Health	07/22/28	07/01/76	06/26/95 with designation as <i>Retired</i>
DeBree James O.	Associate Dean and Director of Cooperative Extension Service	11/09/33	01/13/82	05/03/95
Dieterich, H.R.	Professor of History	05/03/25	09/01/58	05/13/95 with designation as <i>Emeritus</i>
Dunlap, Lewis A.	Mechanic Operator I Central Energy Plant	10/25/34	06/25/69	04/21/95 with designation as <i>Retired</i>
Edmiston, Clyde	Professor of Chemistry	06/04/37	09/01/64	05/13/95 with designation as <i>Emeritus</i>
Fife, Sally L.	Coordinator, Special Programs	10/23/34	08/29/79	06/30/95 with designation as <i>Retired</i>

The University of Wyoming  
 Minutes of the Trustees  
 May 12, 1995  
 Page 69

Gabriel, Karen	Office Specialist, Athletics	10/25/40	02/20/80	06/30/95
Gabriel, Leroy	Coordinator, Athletic Facilities	05/14/38	07/01/61	06/30/95 with designation as <i>Retired</i>
Goertz, Fredrick	Master Technician	01/08/32	08/12/74	06/30/95 with designation as <i>Retired</i>
Guffey, Keith R.	Painter	09/26/41	11/19/90	04/28/95
Hansen, Kathryn	Area Supervisor, Physical Plant	06/27/43	08/12/71	06/30/95
Hankin, Howard	Construction Inspector	08/02/34	01/18/67	04/28/95 with designation as <i>Retired</i>
Hooker, Floyd	Freight Handler	06/06/34	08/01/75	06/30/95 with designation as <i>Retired</i>
Jackson, Edna Mae	Line Supervisor Food Service	04/16/35	08/01/74	05/13/95 with designation as <i>Retired</i>
Kvidahl, Robert F.	Associate Professor of Education	03/05/37	09/01/69	06/30/95 with designation as <i>Emeritus</i>
Kruggel, William G.	Research Scientist	05/15/40	07/01/73	06/30/95
Kuhn, Virginia	Accounting Technician, Education	12/16/31	11/17/69	06/30/95 with designation as <i>Retired</i>
Lansing, Thomas	Academic Outreach	04/30/40	09/01/69	06/30/95 with

The University of Wyoming  
 Minutes of the Trustees  
 May 12, 1995  
 Page 70

	Coordinator			designation as <i>Emeritus</i>
Larson, Paul H.	Academic Outreach Coordinator	07/11/38	09/01/71	05/13/95 with designation as <i>Emeritus</i>
Lewis, Robert M.	Associate Director, Information Technology	01/28/39	02/01/66	06/30/95 with designation as <i>Retired</i>
Long, Betty	Staff Assistant,	02/06/28	09/01/67	06/30/95 with
Long, Francis M.	Professor of Electrical Engineering	11/10/29	09/01/56	05/31/95 with designation of <i>Emeritus</i>
McGrail, George R.	Professor of Accounting	10/29/37	09/01/65	06/30/95 with designation as <i>Emeritus</i>
McIntyre, June L.	Supervisor, Facilities/Grounds, Physical Plant	07/05/39	07/01/74	06/30/95 with designation as <i>Retired</i>
Meranda, Jacqueline	Office Associate, Human Resources	12/29/38	08/09/76	06/29/95
Miner, Cecilia	University Extension Educator	09/02/41	07/02/73	05/31/95 with designation as <i>Retired</i>
Milburn, James Lee	Academic Outreach Coordinator	05/13/38	09/01/67	06/30/95 with designation as <i>Emeritus</i>
Nordquist, Shirley	Office Associate, Economics and Finance	02/06/36	09/01/69	06/26/95 with designation as <i>Retired</i>

The University of Wyoming  
 Minutes of the Trustees  
 May 12, 1995  
 Page 71

Olson, Gary L.	Master Technician	12/30/33	02/01/72	06/30/95 with designation as <i>Retired</i>
Ortega, Annie M.	Assistant Supervisor, Housing	03/14/40	07/17/73	05/31/95 with designation as <i>Retired</i>
Palese, Dominic C.	Master Technician	08/28/31	04/19/65	06/30/95 with designation as <i>Retired</i>
Palmer, Bernice	Office Specialist, Animal Science	05/02/35	01/01/66	06/30/95 with designation as <i>Retired</i>
Peters, Mary	Office Technician, Fiscal Operations	05/29/33	07/03/72	06/30/95 with designation as <i>Retired</i>
Petrick, Stan	Professor of Computer Science	08/16/31	07/31/87	08/31/95
Pigg, Norma	Office Specialist, Education	04/20/40	01/17/78	06/30/95
Piper, Raymond	Carpenter	09/19/34	06/01/77	05/31/95 with designation as <i>Retired</i>
Pratt, Gene A.	Director, Center for Academic Advising	01/30/33	09/01/61	06/30/95 with designation as <i>Emeritus</i>
Ryan, Michelle W.	Custodian, Physical Plant	08/25/37	12/05/68	06/30/95 with designation as <i>Retired</i>
Sanchez, Virginia	Custodian/Mover	02/17/38	07/28/73	05/31/95

The University of Wyoming  
 Minutes of the Trustees  
 May 12, 1995  
 Page 72

Smith, Marion	Relief Operator,	02/26/33	08/29/76	05/31/95 with designation as <i>Retired</i>
Smucker, Loretta	Research Associate I Psychology	12/19/33	12/21/78	05/12/95 with designation as <i>Retired</i>
Smucker, Thomas	Associate Professor of Education	11/19/35	08/25/75	05/31/95
Stone, Quentin A.	Assistant Athletic Coordinator, Athletics	02/09/35	01/15/74	06/30/95 with designation as <i>Retired</i>
Storer, Estalene	Accounting Associate, Housing	03/27/32	07/01/80	06/30/95 with designation as <i>Retired</i>
Walden, William E.	Special Assistant to the President, Information Technology	10/08/29	07/01/85	06/30/95 with designation as <i>Retired</i>
Walker, John	Assistant Professor of Health and Physical Education	11/09/34	09/01/62	05/13/95 with designation as <i>Emeritus</i>
Wilson, Ramona	Office Associate, Botany	01/07/30	08/15/74	06/30/95 with designation as <i>Retired</i>
Young, Bill	Director, News Service	04/24/32	07/01/60	06/30/95 with designation as <i>Retired</i>
Zurbuchen, Charles H.	Assistant Professor of Education	02/27/40	08/26/74	05/13/95

**Addendum A - Emeritus or Retired Status**



Trustee Regulations regarding Trustee emeritus or retired status relate to longevity and years of service. There are several individuals who desire to participate in the early retirement program, but who do not qualify for emeritus or retired status because they do not have 15 years of continuous service and have reached age 60. Further, many universities award emeritus or retired status based upon quality of service.

It was recommended and adopted that the individuals listed below who have given distinguished service be specially designated emeritus or retired effective on their retirement date. Individuals receiving such special designation shall qualify for the personal recognition but not for financial benefits customarily associated with Board-designated retirement status.

Faculty Retirees

<u>Name</u>	<u>Position</u>	<u>Birth Date</u>	<u>Employment Date</u>	<u>Retirement Date</u>
Cardon, Yoshiko N.	Assistant Professor Medical Technology	10/25/41	07/01/73	06/30/95
DeBree, James O.	Associate Dean and Director of Cooperative Extension Service	11/09/33	01/13/82	05/03/95
Petrick, Stan	Professor of Computer Science	08/16/31	07/31/87	08/31/95
Smucker, Thomas	Associate Professor of Education	11/19/35	08/25/75	05/31/95

The University of Wyoming  
 Minutes of the Trustees  
 May 12, 1995  
 Page 74

Walden, William E.	Special Assistant to the President, Information Technology	10/08/29	07/01/85	06/30/95
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Zurbuchen, Charles H.	Assistant Professor of Education	02/27/40	08/26/74	05/13/95
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Staff Retirees

<u>Name</u>	<u>Position</u>	<u>Birth Date</u>	<u>Employment Date</u>	<u>Retirement Date</u>
Bromley, Norma	Facilities/Ground Attendant	01/31/40	01/21/80	06/30/95
Chase, Nancy	Office Technician, Admissions	02/20/36	08/13/79	06/30/95
Gabriel, Karen	Office Specialist, Athletics	10/25/40	02/20/80	06/30/95
Guffey, Keith R.	Painter	09/26/41	11/19/90	04/28/95
Hansen, Kathryn	Area Supervisor, Physical Plant	06/27/43	08/12/71	06/30/95
Kruggel, William G.	Research Scientist	05/15/40	07/01/73	06/30/95
Meranda, Jacqueline	Office Associate, Human Resources	12/29/38	08/09/76	06/29/95
Pigg, Norma	Office Specialist, Education	04/20/40	01/17/78	06/30/95
Sanchez, Virginia	Custodian/Mover	02/17/38	07/28/73	05/31/95

**Retirement Vacancies and Extensions**

The early retirement option program passed by the 1995 Wyoming State Legislature will result in a significant increase in the number of individuals who will retire from the University this year. The legislation provides that with respect to the University: (1) no vacancy created under this program shall be filled without approval of the Board of Trustees; and, (2) early retirement requests may be extended up to a maximum of two years after receipt of the request, but not beyond June 30, 1997, by the President, in consultation with the Board of Trustees.

Authorization was requested to immediately fill early retirement vacancies in positions critical to the continued efficient operation of the University. Positions filled on this basis will be held to a minimum, and subsequently brought to the Trustees at their next business meeting for ratification.

Authorization was also requested to approve early retirement extensions. It is important to notify employees requesting early retirement based on an extension in a timely manner so they may finalize their retirement plans and the University can assure its needs are met.

Based on a recommendation by the Personnel Committee, Trustees of the University of Wyoming authorized the University President to fill early retirement vacancies as needed and to approve early retirement extensions. In accordance with the requirements of the early retirement legislation, vacancies will not be filled if it would result in fewer than 10 percent of the total positions vacated under this program remaining unfilled. All actions to fill

positions and extend retirements will be reported to the Trustees at their next business meeting for ratification.

### **Salary Administration Policy for FY 1996**

It was recommended that the Personnel Committee recommend to the Trustees of the University of Wyoming approval of the following faculty and staff promotion policies. During the Personnel Committee meeting of May 11, 1995, there was discussion about the proposed faculty policy which would change promotion adjustments for faculty receiving promotions from a flat dollar amount for each promotion to a 10 percent increase based upon the individual's salary base. President Roark said he felt the increase fell within the Governor's guidelines about restructuring the budget, and that the increase would help alleviate salary compression. Several Trustees voiced objections that, even though there was money allocated for the salary increase, there is an increased cost to UW. Modifications were made to the policy during the Personnel Committee meeting of May 11.

It was moved by Trustee Kirk and seconded by Trustee Bonner that the faculty promotion policy and salary administration policy for FY 1996 as recommended by the Personnel Committee be approved. Trustees Bonner, Jorgensen, Kail, and Kirk voted for the motion. Trustees Harris, Kinnaman, Kepler, and True voted "no". Trustee Ritthaler abstained from voting. President Saunders, to break the tie vote, voted for the motion. The faculty promotion policy and salary administration policy for FY 1996 are

as follows:

a. Faculty Promotion Policy

The approved policy changes promotion adjustments for faculty receiving promotions from a flat dollar amount for each promotion to a 10 percent increase based upon the individual's salary base.

b. Salary Administration Policy

Implementation of the policy will be consistent with funding allocations approved by the Budget Committee. Funding presently identified provides for a salary adjustment pool of three percent.

Salary adjustments will be effective July 1, 1995. Actual implementation will be made as soon as the amount of salary pool is established. Employees hired after December 31, 1994 and employees in terminal leave status as of July 1 will not be eligible for salary adjustments. Any additional salary funding would be distributed in accordance with the policies outlined below.

The salary policy for FY 1996 addresses academic personnel, classified staff, administrators and graduate student stipends. Consistent with the statutory language provided for this biennium, emphasis on all salary adjustments will be directed toward problems of compression, internal and external equity and merit. Across-the-board salary adjustments will not be permitted. The following sections detail the salary policy for each employee group.

ACADEMIC PERSONNEL (Faculty, Academic Professionals, Administrators with faculty rank):

1. All funds for faculty promotions shall be set aside and allocated as the first step.
2. The remaining salary adjustment funds shall be directed to treating internal (compression) inequities and external (market) inequities.

Salary adjustments will be based on meritorious performance. The performance of a faculty member, academic professional or administrative officer must be at least satisfactory to qualify for a salary adjustment. Performance assessments for academic personnel will be evaluated through established and customary processes.

GRADUATE ASSISTANTS:

A salary adjustment pool equal to the percentage amount established for academic personnel will be created to adjust the stipend amount for graduate assistants.

CLASSIFIED EMPLOYEES:

FY 1996 salary adjustment funds for classified staff employees shall be allocated as follows:

Benefitted Full-Time and Part-Time Employees:

1. A salary adjustment pool equal to the percentage amount applied to academic personnel will be established.
2. Funding to continue the salary adjustments implemented as part of the Mercer classification plan will first be removed from the salary pool.
3. The remaining funds in the classified staff adjustment pool will be allocated to each appointing authority to be used for addressing compression, internal and external equity applying merit and merit-related criteria similar to the plans for academic personnel and non-classified employees.
4. Employees who are in a disciplinary or unsatisfactory work performance status as of July 1, 1995 will not be eligible for salary adjustments.

Non-benefitted employees:

Employees in this category are eligible to receive a salary adjustment subject to the same eligibility criteria for classified, benefitted employees. Authorization to grant adjustments is subject to funding availability in unit budgets not to exceed the overall percentage allocated for the full-time adjustment pools.

NON-CLASSIFIED ADMINISTRATORS:

1. A salary adjustment pool equal to the percentage amount applied to academic personnel, non-benefitted employees and classified staff positions will be established.
2. Adjustments for non-classified employees shall be allocated on the basis of compression, internal equity and external equity, utilizing merit and merit-related criteria.

SECTION II SALARY ADJUSTMENTS:

Employees paid from Section II budgets (e.g. self sustaining operations and grant funded programs) are eligible to receive a salary adjustment subject to the same criteria as employees paid from Section I. Authorization to grant adjustments is subject to funding availability in unit budgets not to exceed the overall percentage allocated for the Section I full-time adjustment pool.

**Part-time Academic Professional Appointment**

The part-time academic professional appointment shown below was reported to the Trustees for their information.

<u>Name</u>	<u>Department</u>	<u>Rank</u>
<u>COLLEGE OF AGRICULTURE</u>		
John, Theodore (04/01/95 - 06/30/95)	Molecular Biology	Research Scientist

**Resignations**

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

- a. Colin G. Calloway, associate professor of history, effective May 13, 1995.
- b. Janet Clark, professor of political science, effective April 5, 1995.
- c. Denise Cloonan, assistant professor of modern and classical languages, effective May 13, 1995.
- c. William P. Iverson, associate professor of petroleum engineering, effective August 31, 1995.
- e. Robert J. Kennedy, assistant football coach and lecturer in athletics, effective March 10, 1995.
- f. Elizabeth Grace Nichols, professor of nursing, effective August 6, 1995.
- g. Teresa Scardino, assistant professor of psychology, effective May 11, 1996.
- h. Kristi Susannah Thomas, senior assistant librarian, effective March 8, 1995.
- i. Eugene Zenzen, assistant professor of music, effective May 13, 1995.



Four faculty resigned to accept positions at other academic institutions, two to pursue professional interests in the private sector, and three for personal reasons.

### **Status Report - Mercer Report Implementation**

At the March 18, 1995 meeting of the Trustees, Dr. Charles F. Schanie of William M. Mercer, Inc. gave a briefing regarding the classification plan developed for the University of Wyoming. Vice President for Administration and Finance Dan Baccari gave an update on implementation of the Mercer classification plan. Mr. Baccari said that a number of concerns by staff are now being addressed. The project steering committee, consisting of a 12-member team of staff, faculty, and administrators, added four new members and will now review appeals. Since the plan has been implemented, the committee has received approximately 300 appeals, which, according to Mr. Schanie, is within the expected number. A letter received by the administration from Pat Wolfinbarger, Staff Senate chair, is being addressed.

### **PHYSICAL PLANT AND EQUIPMENT COMMITTEE**

President Saunders called on Chairman Harris for a report from the Physical Plant and Equipment Committee meeting held earlier in the day. Committee members Harris, Jorgensen, Kail, Kepler, and Kirk, and ex-officio members Bonner and Roark attended the committee meeting, along with other Trustees and University staff. Based on the committee meeting, the following recommendations and reports were presented to the full board.

### **Union Telephone Easement**

In October, 1994, Union Telephone Company of Mountain View, Wyoming purchased the telephone exchange located in Elk Mountain, Wyoming. They were interested in converting the existing long distance connection and replacing the telephone equipment. However, geographic constrictions prohibited establishment of a microwave path to their equipment building in Elk Mountain. An appropriately located passive repeater would solve this problem. A location was identified as the SE 1/4 NE 1/4 Section 8, Township 19 North, Range 80 West. This is University grant land leased to C.A. and Lottie McKee. The lessee was contacted and no foreseeable problems would arise if the repeater was installed.

Union Telephone has offered to pay a \$500 per year lease payment for a period of 20 years. The State of Wyoming Land Office is currently assessing a yearly fee of \$250 for communications sites. Based on a recommendation from the Physical Plant and Equipment Committee, Trustee Harris moved approval of this easement. The motion was seconded by Trustee Bonner, and it carried.

### **Wyoming Department of Environmental Quality, Water Quality Division Easement**

The Water Quality Division, Wyoming DEQ, is presently designing a soil and groundwater remediation system to treat underground storage tank (UST) contamination in west Laramie. The system will include a series of subsurface air sparging wells to cut off the migration of the

contaminant plume eastward toward the Laramie River. An 8' x 10' x 11' equipment shelter must be constructed to house the system controls and recovery vessels. In the interest of public safety and protection of DEQ's equipment, the design consultant has recommended placing the shelter east of the Interstate 80 right-of-way fence on the University of Wyoming Veterinary Science/State Lab property immediately west of the ARS Laboratories. UW has advised that placement of the shelter would have to be as close as possible to the Interstate 80 and Snowy Range Road ROW fences. This easement would terminate upon completion of the remediation project. All borings and monitor wells drilled under this easement would be plugged, all above ground structures and equipment installed as part of the remediation system would be removed, and all damage repaired by DEQ.

Based on a recommendation from the Physical Plant and Equipment Committee, Trustee Harris moved approval of this easement. The motion was seconded by Trustee Kinnaman and carried.

#### **U.S. West Communications, Inc. Easement**

It was reported in the January 20-21, 1995 Trustees' Report that US West would be installing a fiberoptic communication line from west of Laramie to Harmony, Woods Landing, and Mountain Home; this work is now in progress. Approval was granted for US West to bury this new line on UW Animal Science Livestock Center property once the new line crosses from the north side of Highway Wyoming 230. Since US West already has an easement on the UW beef breeding unit north of the highway, replacing existing cable with new fiberoptic cable would require no additional

easement. However, a visual inspection revealed the intended route would have to go through some privately owned home sites. To eliminate this, US West is asking that the University grant them a 16-foot wide easement, 1,340 feet long that would allow the new line to go around the home sites. US West will pay the same \$.61/ft of \$10/rod amount that they have paid for the new easement south of Highway Wyoming 230.

Based on a recommendation from the Physical Plant and Equipment Committee, Trustee Harris moved approval of this request for easement. The motion was seconded by Trustee Kail, and it carried.

#### **Oil and Gas Lease, Spears Estate Property**

Through the Constance Spears Estate UW received a 1/88th mineral right on Section 10, Township 6 South, Range 62 West, Elbert County, Colorado. We have received an offer from one Randy Kreft to lease said property for \$25/acre for two years with a 3/16 royalty should drilling produce oil and/or gas. Our 1/88th ownership figures out to approximately 7.27 acres of the Section or about \$181 lease fee. The offer, however, would be rounded up to \$200. At present the State of Wyoming has a \$1/acre minimum lease fee and requires a royalty of 16 2/3 percent; a 3/16 royalty would be 19 percent. In 1985 this same property was leased to Sohio Petroleum Company but no production was realized from a well that was drilled.

Based on a recommendation from the Physical Plant and Equipment Committee, Trustee Harris moved approval of the above named mineral lease to Randy Kreft of Englewood, Colorado.

The motion was seconded by Trustee Ritthaler, and it carried.

### **Leasing of Educational Television Channels**

For the past 30 years, the Federal Communications Commission (FCC) has issued licenses for Instructional Television Fixed Services (ITFS) television channels. During the period, few licenses were awarded to educational institutions due to their reluctance to commit to a budget of constructing, maintaining, and operating these channels.

The FCC has announced that in the immediate future it will receive license applications for individual markets from educational institutions across the nation. In anticipation of this FCC action, four wireless cable companies approached the University of Wyoming and various other educational entities in Casper, Cheyenne, and Laramie over the past seven months about entering into partnerships.

The leasing of four television channels which are potentially available to the University in Casper, Cheyenne, and Laramie can bring educational and financial gain. Specifically, it opens cooperative programming possibilities with the other educational institutions, it positions us for future developments in data and video transmissions, and the wireless cables will provide a modest remuneration based upon the number of subscribers to this service.

Concerns were raised by Trustees during the committee meeting about the intended programming and the financial stability of the company. Legal counsel David Baker reported that his office reviewed the draft contract which provides that no obscene material will be broadcast, that the

University has the right to deny the broadcast of objectionable material, and that the company will provide insurance for liability. Mr. Baker reported that the University will engage communication counsel in Washington, D.C. to review the contract prior to application for the channels.

Based on a recommendation from the Physical Plant and Equipment Committee, Trustee Harris moved that the Vice President for Administration and Finance be granted authority to negotiate a contract between the University and Heartland Wireless, Inc., for a renewable 10-year lease of four ITFS television channels each in Casper, Cheyenne, and Laramie. The motion was seconded by Trustee Bonner, and it carried.

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

As a matter of information, the progress reports and change orders on current construction projects and projects in the design stage were provided to the Physical Plant and Equipment Committee.

### **INVESTMENT COMMITTEE**

President Saunders called on Chairman Kepler for a report on the Investment Committee meeting held earlier in the day. Committee members Kepler and Saunders and ex-officio members Bonner and Roark attended the committee meeting, along with other Trustees and University staff. Based on the committee meeting, the following recommendations and reports were presented to the full Board.

### **Fiscal Year 1996 Budgets, W.R. Coe Estate, W.R. Coe School, and Charles Chacey Kuehn Estate Funds**

Section 7-2 of Chapter VIII of the bylaws of the Trustees of the University of Wyoming

provide that "each year the President of the University shall submit recommendations for allocations to programs from income produced from the management of endowment funds to the committee for approval and submission to the Trustees for adoption".

The recommended fiscal year 1996 budget allocations for programs supported by the W.R. Coe and Charles Chacey Kuehn endowments are presented below.

Approved          Proposed  
FY 1995 FY 1996

W.R. Coe Estate Funds

Expenditures:

Administrative Expenses	\$ 26,836	\$ 27,939	
American Studies Program		104,073	97,517
Coe Chair			<u>30,105</u>
			<u>28,209</u>
Total	<u>\$161,014</u>		<u>\$153,665</u>

W.R. Coe School Funds

Expenditures:

Administrative Expenses	\$ 30,747	\$ 32,116	
American Heritage Center		146,689	137,897
American Studies Program		<u>7,047</u>	<u>6,625</u>
Total	<u>\$184,483</u>		<u>\$176,638</u>

Approved          Proposed  
FY 1995 FY 1996

Charles Chacey Kuehn Estate

Expenditures:

Administrative Expenses	\$ 40,771	\$ 42,706	
American Studies Program		75,990	71,636
American Heritage Center		63,344	59,715
College of Agriculture	<u>64,522</u>	<u>60,825</u>	
Total	<u>\$244,627</u>		<u>\$234,882</u>

Total all programs	<u>\$590,124</u>		<u>\$565,185</u>
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Summary of All Budgets

American Heritage Center	\$210,033	\$197,612	
American Studies Program	187,110	175,778	
Coe Chair		30,105	28,209
College of Agriculture	64,522	60,825	
Administrative Expenses	<u>98,354</u>	<u>102,761</u>	
Total		\$590,124	\$565,185
		=====	=====

Program allocations are based on a distribution of 4.5 percent of the average market value of the Coe and Kuehn endowments as of March 31, for the last three years. Allocations for administrative expense are based on one percent of the average market value of the portfolio.

Based on a recommendation from the Investment Committee, Trustee Kepler moved approval of the budget allocations for programs supported by the W.R. Coe Estate, W.R. Coe School and Charles Chacey Kuehn endowments. The motion was seconded by Trustee Kail, and it carried.

**Quarterly Report, University Investments**

A quarterly report on the status of the investments managed by the University as of March 31, 1995, was provided to the Investment Committee for information only.

**Quarterly Report, University Endowments**

A quarterly report on the status of the University endowments as of March 31, 1995, prepared by John Vann, Investment Advisor, was provided to the Investment Committee for information only.



## **DEVELOPMENT COMMITTEE**

President Bonner called on Chairman Kinnaman for a report from the Development Committee meeting held on May 11, 1995. Committee members Kinnaman, Hammons, Kepler, Saunders, and True attended the committee meeting, along with other Trustees and University personnel. Based on the committee meeting, the following recommendations and reports were presented to the full Board.

A current fiscal year fund raising report was distributed to Trustees. In addition, a report Trustees were apprised on capital projects for which there may be some private funding component. Trustee Bonner thanked Dean Steven Horn and others for their part in raising funds for completion of the livestock teaching center.

An update on a possible fund raising campaign was also presented to Trustees. The campaign would be the second University-wide campaign in UW's history; the first being the Centennial Campaign of 1990. Campaign elements might include scholarships and awards, fellowships and assistantships for graduate students, chairs and professorships, equipment, program enhancements, and renovations of facilities. President Roark would like to ask the UW Foundation Board at their July meeting to engage a professional firm to conduct a feasibility study.

Trustee Saunders reported that he had attended the April meeting of the Foundation Board as well as the alumni auction. UW was well represented, and Vice President Hurst gave a good presentation on recruitment and retention. Trustee Saunders expressed the Trustees' reservations at the Foundation Board meeting about starting a fund-raising campaign.

## **COMMUNITY COLLEGE AND OUTREACH COMMITTEE**

President Saunders asked Trustee Kail for a report from the Community College and Outreach Committee meeting held on May 11, 1995. Trustee Kail reported that Associate Provost Powell had given a very interesting report on UW outreach. During that meeting, Associate Provost Powell distributed a packet of information including the June, 1994 report prepared by the UW Outreach Council, a proposed five-year plan for University of Wyoming outreach, and also gave an informative slide presentation.

Associate Provost Powell indicated that progress had been made in developing statewide off-campus degree programs since 1985. UW serves over 2,000 students/semester in its outreach programs, with the highest enrollment seen in the social sciences.

The outreach council was established in October of 1992 and was charged with working on developing a shared vision of the University's overall outreach mission and a related set of goals for each administrative unit with outreach responsibility; developing strategies for closer cooperation and cooperation among units; recommending ways in which there can be greater efficiencies and economies in the delivery of credit and noncredit outreach programs across Wyoming; and serving as an advisory body to recommend policies and procedures for University outreach.

UniReg 621 defines the philosophy of outreach, which reads, in part, "All off-campus study programs in which University credit is offered shall be equivalent in content and quality of

instruction to on-campus courses applicable to meeting degree requirements." It also reads, "...no distinction may be made between credits earned in University of Wyoming programs of instructed study off-campus and those earned in instructed study on-campus."

As part of her presentation, Associate Provost Powell showed locations of School of School of Extended Studies classes and personnel, compressed video and audio sites, and a comparison of the number of courses taught at each site. She discussed funding, cost per course, and revenue generated by the programs. Associate Provost Powell said that instruction is provided by overload (faculty member is paid), on-load (the department is reimbursed the overload faculty salary), full-time faculty lines supported by the School of Extended Studies and Public Service, use of adjunct faculty, and in some situations faculty are paid by grants, school districts, or other agencies.

The outreach council recommended a clearer vision and focus for University outreach, a more coordinated organizational structure, improvement of county-based services, integration of outreach efforts, technological support for outreach students, sharing of resources among outreach units, and a five-year plan for expansion.

Many of the recommendations are in process or have been implemented. Future plans include expanding the compressed video network, improving outreach student services through technology, implementing marketing/information centers in each county, increasing the number of degree programs, continuing to monitor progress toward goals of the five-year plan, and working with F.E. Warren Air Force Base to provide programs.

Malcolm Holmes, chair of Faculty Senate, said that his experiences as a faculty member

teaching outreach classes had been very positive.

## **COMMITTEE OF THE WHOLE**

### **Schedule of Trustee Meeting Dates**

The Committee of the Whole met on Friday morning, May 12, 1995. Based on a recommendation by the committee, it was moved by President Saunders, seconded by Trustee Harris, and carried that the following Trustees' meeting dates be approved for

1995-96:

July 7-8 (Friday-Saturday)

September 1-2 (Friday-Saturday)

October 13-14 (Friday-Saturday; Homecoming)

December 8-9 (Friday-Saturday)

January 12-13 (Friday-Saturday)

March 22-23 (Friday-Saturday)

May 9-10 (Thursday-Friday; Commencement May 11)

President Roark said that a draft agency plan must be in the Governor's office by July 17. Because budgets are due in the Governor's office in August, President Roark may call a special meeting of

the Trustees, and may contact the Governor to see if the budget can be submitted at a later date.

### **Amendment to Regulations of the University of Wyoming Trustees**

The recent NCAA Certification Self-Study contained the following recommendation:

The University athletics advisory committee should be expanded, and the role of the committee in relation to policy and oversight issues strengthened and clarified to reflect the University's commitment to the one-plus-three model of athletics control. Pursuant to the established institutional consultative process, the president will redefine a role for the committee for Trustee approval during the 1994-95 academic year with the new committee in place by fall 1995.

The NCAA Peer review team, whose report was incorporated into the University's final certification, agreed with the recommendation.

The self-study steering committee recommended expanding the membership of the university athletics advisory committee and clarifying its role. The peer-review team agrees with these recommendations. The new committee would include eight faculty members, two deans, three other administrators, two staff members, two students, two university trustees as well as the athletics director and the faculty athletics representative. The role must be clear and include oversight of academics, admissions, eligibility and compliance.

It was therefore recommended that the Committee of the Whole recommend to the Trustees of the University of Wyoming the approval of the amendment to Chapter II. of the Regulations of the Trustees as follows:

Chapter II. The Administrative Organization of the University

Section 9. Intercollegiate Athletics

#### I. INTERCOLLEGIATE ATHLETICS

Under the administrative supervision of the Special Assistant to the President, the Director of Intercollegiate Athletics shall be responsible to the President for the conduct of the University's intercollegiate athletic program to include the staging of all intercollegiate athletic

contests and for the enforcement of all applicable rules and regulations of associations governing the conduct of intercollegiate athletics.

A University athletics planning committee shall be advisory to the President for the formulation of intercollegiate athletics planning and policy. The committee shall consist of the following members:

The faculty athletics representative to the Western Athletic Conference and National Collegiate Athletic Association, eight other faculty members from degree granting colleges, two deans, three administrators (ex officio), two staff members, two students, two Trustees, and the Director of Intercollegiate Athletics, all appointed by the President of the University.

During the Committee of the Whole meeting of May 12, Trustees discussed the proposed amendment to the Regulations of the University of Wyoming Trustees and the appropriateness of having Trustees on the University athletics advisory committee. A recommendation was made to the full board that the proposed amendment be approved with a modification that that the two Trustee members be deleted from the committee. During the full board meeting, Trustee Saunders moved and Trustee Harris seconded the motion that the two Trustees be deleted from the committee. Trustee Kepler offered an amendment that the regulations be approved with the addition of two Trustees to the committee. Trustee Harris seconded the motion. A vote on the motion to restore two trustees to the committee carried, with Trustees Kail, Kinnaman, Kirk, and Ritthaler voting "no". It was moved by Trustee Jorgensen and seconded by Trustee Bonner that the proposal as written be approved. The motion carried, with Trustee True voting "no".

### **Renewal of President Roark's Contract**

During the Committee of the Whole meeting, Trustee Jorgensen made a motion that the President and Secretary of the Board of Trustees be authorized to execute a contract of renewal for President Roark. Trustee Harris seconded the motion and it carried. The contract would be effective May 12, 1995, and, at President Roark's request, would be for one year only. There will be no salary adjustment at this time. Trustee Bonner said that as Trustees, they are pleased with the performance of this president, who is held with respect on campus and in the state of Wyoming. President Roark expressed appreciation for the vote of confidence by Trustees.

#### **Faculty and Graduate Teaching Assistant Awards**

Trustees were provided information on faculty, staff and graduate teaching assistants awards. The recipients will be honored at commencement ceremonies.

#### **Trustee Committee Assignments**

President Saunders asked that Trustees return the committee assignment sheets to him as soon as possible. He would like to have college liaison assignments made by the next meeting.

#### **Report on IENR Board Meeting**

Trustee Kepler reported on a meeting of the Institute for Environment and Natural Resource Research and Policy held on April 7, 1995. IENR policy board members, as well as UW Foundation Board members, faculty, students, and administrators were in attendance at the meeting.

The purpose of the meeting was to explore a consensus building process. Discussion focused on the Safe Drinking Water Act. A consensus was reached on ways to improve the act, and a draft policy statement was sent to all policy board members.

Trustee Kepler said that Vice President Gern had made contact with members of the Wright Patterson Air Force Base research center. Other contacts may result in research opportunities for UW.

#### **UNFINISHED BUSINESS**

Trustee Kepler asked for a progress report on the Environmental Simulation Facility. Vice President Baccari said that he had been working closely with John Turner and that a business plan was close to completion. It should be on the agenda for the July Trustees' meeting.

#### **NEW BUSINESS**

Trustee Catchpole announced that the Governor's Conference on Education will be held in Casper June 14 and 15. She asked that Trustees give her any suggestions for meeting facilitators.

Trustee Catchpole said there would be a town meeting on May 19 via compressed video for Goals 2000 discussion.

Trustee Kirk noted that her grandfather was pictured in a recent edition of the Campus Pulse. The photograph, as well as others on display at the American Heritage Center, are part of an exhibition,



"The Road to Rock Springs" detailing the immigration of Europeans to Rock Springs, WY.

Trustee Krone reported that ASUW had been working on six bills since the last Trustees' meeting. He will be in Laramie this summer working on an ASUW internship, and will attend the world leadership conference in Seoul, South Korea in September. Trustee Krone thanked the Trustees for making him feel welcome and for their open, friendly, attitude.

Faculty Senate President Malcolm Holmes said he was looking forward to working with the board, and especially thanked Trustees Bonner, Jorgensen, and Kepler for their work on UniReg 43.

Staff Senate President Pat Wolfenbarger introduced Dana Dreinhoffer, new Staff Senate chair. Ms. Dreinhoffer noted that an Staff Senate formed an endowment last year to support staff recognition day. Staff Senate is scheduling an open house for retired staff during homecoming this year. Ms. Dreinhoffer said she looked forward to working with the Trustees during the coming year. President Saunders thanked Pat Wolfenbarger for being a vigorous advocate in Staff Senate.

Staff Senate member Barbara Powell thanked President Roark for working with staff on the new compensation plan, but suggested that the plan was not feasible and going back to the original model.

President Roark noted that although Commencement weekend is a time of great joy, the last month at UW has been a very sad time. Three students died, and another attempted suicide. President Roark thanked those in Vice Presidents Baccari's and Hurst's units, campus police, and UW counseling center personnel for taking action during those situations to help students, friends, and family deal with the tragedies.

The University of Wyoming  
Minutes of the Trustees  
May 12, 1995  
Page 98

Trustee Bonner thanked Betty Long for her long association with Trustees in her position. Trustees, by unanimous consent, asked that Betty be honored with a resolution thanking her for her service to UW.

President Roark reminded Trustees of the 6:00 p.m. reception and 6:45 p.m. dinner that evening.

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

There being no further business to come before the Board, the meeting adjourned at 2:40 p.m. The next meeting date is scheduled for July 7-8, 1995 in the Old Main Board Room.

Respectfully submitted,

*Electronic signature not available.*

Donna J. Mecham  
Deputy Secretary