

THE UNIVERSITY OF WYOMING

MINUTES OF THE TRUSTEES

August 22, 1997

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THE UNIVERSITY OF WYOMING

MINUTES OF THE TRUSTEES

August 22, 1997

Trustees attended a breakfast arranged by Bill Gern, Vice President for Research, on Friday morning, August 22, 1997 in the Old Biochemistry Building, and visited the Spatial Data and Visualization Center.

Committee meetings were held on Thursday, August 21, and continued Friday morning. An executive session to discuss personnel and litigation matters was held on Thursday. Trustees held two executive session meetings and their business meeting on Friday, August 22.

CALL TO ORDER

Trustee President Pete Jorgensen called the business meeting to order at 10:05 a.m. on Friday, August 22, 1997.

ROLL CALL

Trustee Secretary Rita Meyer called roll. The following Trustees were in attendance: Peter M. Jorgensen, John D. "Dave" Bonner, Deborah Healy Hammons, Elizabeth A. Kail, Forrest "Frosty" Kepler; Jeri Kirk, Ron McCue, Rita Meyer, Thomas Spicer, and Hank True. Ex-officio members Philip Dubois, and Scott Neu also attended the meeting. Trustees Shelly Ritthaler and Walter G. "Jerry" Saunders, as well as ex-officio members Jim Geringer and Judy Catchpole were unable to attend.

ANNOUNCEMENTS

At the May, 1997 Trustees' meeting, Trustees authorized transfer of \$1,000,000 from the Associated Students of the University of Wyoming student loan account to a permanent endowment, the income from which would be available annually to ASUW to address special student needs.

Trustee Neu stated that ASUW wished to make the \$1 million endowment for use toward work on campus. Mr. Neu said he was pleased to be part of the ASUW group making history in this regard. He introduced several members of ASUW who were instrumental in establishing the endowment. Scott Neu presented a check for \$1 million to UW President Philip Dubois. Scott Neu and Scott Curry, president and executive assistant of ASUW respectively, were presented plaques on behalf of the Board of Trustees and UW Foundation.

President Jorgensen recognized Ed Oleske, Budget Analyst in the state budget office for his consistent attendance at Trustees' meetings.

APPROVAL OF MAY 9, 1997 MINUTES OF THE TRUSTEES

It was moved by Trustee Spicer, seconded by Trustee Bonner, and carried that the May 9, 1997 Minutes of the Trustees be approved.

APPROVAL OF EXECUTIVE COMMITTEE MINUTES OF JULY 3, 1997 AND JULY 16, 1997

It was moved by Trustee True and seconded by Trustee Kirk that the Executive Committee minutes of July 3 and July 16, 1997 be approved. The motion carried. The Executive Committee minutes are included as Enclosure 1.

Enclosure 1

Enclosure 2

re 3

Enclosure 3

Enclosure 4

ASUW REPORT

Ex-officio Trustee Scott Neu circulated a list of those ASUW student senators who had received a 4.0 grade point average during the spring semester.

At the May 9, 1997 Trustees' meeting, Trustees authorized a \$50,000 transfer from the ASUW student loan account for use this summer. Trustee Neu reported that ASUW is looking at possible projects for use of those funds.

President Dubois noted that Scott Neu had represented UW extremely well during county-wide visits this summer.

STAFF SENATE REPORT

Staff Senate Chairperson Sandy Gabriel distributed a list of Staff Senate committees, whose terms began on July 1, 1997. Ms. Gabriel noted that the Wyoming Public Employees Association was forming a group on campus. She thanked Trustees for inviting her to attend the retreat at John P. Ellbogen's ranch this month.

FACULTY SENATE REPORT

Faculty Senate chair Susan Frye reported that the Faculty Senate would meet at the end of September for the first time this fall. Ms. Frye brought two information items before the board: 1) a bookstore committee has been formed to meet in the coming month. Lori Phillips, senior assistant librarian, will chair that committee. 2) The Faculty Senate asked that the post-tenure review legislation be sent to the faculty rights committee. One issue is whether there should be a five-year review of faculty who already have tenure.

Faculty Senate will be working on a priority document, which will list the faculty's top five priorities. The Senate hopes to have it ready by the next Trustees' meeting. Trustee Kepler asked that the faculty work in a timely fashion on the post-tenure review issue.

REPORTS AND RECOMMENDATIONS OF COMMITTEES

ACADEMIC AND STUDENT AFFAIRS COMMITTEE

The Academic and Student Affairs Committee met on Thursday, August 21, 1997 with the following members present: Dave Bonner, Betty Kail, Debbie Hammons, Ron McCue, and Shelly Ritthaler. Trustee Dave Bonner chaired the committee in the absence of chairman W.G. "Jerry" Saunders. Trustee Bonner reported the following to the full board:

Items for Action:

1. **Change to Trustee Regulation on Vacation Leave**

The purpose of the proposed change to the Trustee Regulation on Vacation Leave (Chapter V.G) was to eliminate the provision requiring new personnel to be employed six months prior to taking accrued vacation leave. Effective October 1, 1997, the change will permit the use of accrued vacation leave as it is earned. Trustees were informed that if this change were approved, it would be extended to staff employees; this will be done through the Staff Handbook. Based on a recommendation by the Academic and Student Affairs Committee, it was moved by Trustee Bonner, seconded by Trustee Kail, and carried that the change be approved as outlined below. Trustee True voted against the motion.

G. VACATION AND LEAVE FOR FACULTY, ACADEMIC
PROFESSIONALS, AND UNIVERSITY OFFICERS

1. VACATION LEAVE

Full-time faculty, academic professionals (excluding post-doctoral personnel), and University officers on a fiscal year contract are entitled to twenty-two (22) working days of Vacation Leave annually accrued at the rate of 1.834 working days per month. Vacation Leave credits may not accrue beyond the maximum amount which may be earned over two (2) years.

Part-time faculty, academic professionals, and University officers on a fiscal year contract shall accrue Vacation Leave based upon a pro rata basis in accordance with the percentage of appointment up to a maximum of 100 percent. Thus, for example, one working three-fourths time earns Leave at 75 percent of the rate of full-time personnel.

Faculty, academic professionals, and University officers whose working term is less than twelve (12) months, regardless of the fact that their salaries may be paid in twelve (12) monthly installments, are not entitled to Vacation Leave with pay.

~~Vacation Leave accrues to eligible faculty, academic professionals, and University officers after they have been in the employ of the University for six (6) months. Vacation Leave credits may not accrue beyond the maximum amount which may be earned over two (2) years.~~

Academic personnel converting from fiscal to academic year appointments will utilize their Vacation Leave prior to assuming their academic year appointments in lieu of a lump-sum payment.

Employees terminating for all reasons other than disciplinary, may elect a lump-sum payment and/or Terminal Vacation Leave; an employee released for disciplinary reasons must take the accrued Vacation Leave in a lump-sum payment. No other type of Leave may be used during Terminal Vacation Leave except Holiday Leave. Dates for Vacation Leave shall be approved by the appropriate administrative supervisor.

2. Approval of ASUW Constitution Change

Trustees were previously informed that Referendum 4, an ASUW constitution change voted upon during the spring, 1997 student body general election, had failed to pass. However, this information was incorrect; the referendum did receive a majority of "yes" votes in the April 2, 1997 election. As a result, the change to the ASUW Constitution was brought to the Trustees for approval. Based on a recommendation from the Academic and Student Affairs Committee, it was moved by Trustee Bonner, seconded by Trustee McCue and carried that the constitution change be approved. It is included as Enclosure 2.

3. Title Change in Undergraduate Degree Program in Theatre and Dance

Although initially brought to Trustees as an item for information, the Academic and Student Affairs Committee moved the following to an item for action and subsequently recommended approval.

The Department of Theatre and Dance in the College of Arts and Sciences requested approval of a degree title change from Bachelor of Fine Arts in Theatre and Dance (BFATD) to the Bachelor of Fine Arts (BFA). The program, which specified the degree requirements for the BFA, was approved in 1995; the proposed title change will require no new courses or new financial resources

The current BFATD title is a misnomer and does not represent a graduating student's work. A student graduating with a degree from the Preprofessional Program has focused work in Theatre Performance, Dance Performance or Technical/Design. It is rare that a student graduates with work completed in both dance and theatre; therefore, the degree title BFATD is far too inclusive.

In 1995, when additional courses were approved from the new Preprofessional Degree (BFA), it was the desire of the department that the degree title be changed as well to meet the nationally acknowledged degree Bachelor of Fine Arts. Through an oversight the change was not made. It is now the hope of the department that the error can be corrected and the language for the degree title be streamlined.

Trustees were informed that the change of degree title had been approved by the dean of the College of Arts and Sciences, the Arts and Sciences Central Committee, the University Academic and Student Affairs Committee, and the provost. It was moved by Trustee Bonner, seconded by Trustee Kirk, and carried unanimously that the degree title change be approved.

Items for Information:

1. Proposed Undergraduate Program in Microbiology

The College of Agriculture, in cooperation with the College of Arts and Sciences and the College of Health Sciences, has developed a proposal to create a cross-college undergraduate major in microbiology. The program, which will be administered by the College of Agriculture, will involve 32 faculty in nine academic departments.

The proposed program can be organized through reallocation of existing resources from within the participating colleges. This reallocation will include the development of four new courses totaling eight credit hours, the appointment of a program coordinator with a .125 FTE assignment, and a budget of \$4,000 to defray instructional costs associated with two of the newly proposed laboratory courses.

During the committee meeting, President Dubois indicated his support of the proposed undergraduate program. It will require many different disciplines, and the curriculum should serve students better. President Dubois expressed caution on the overall number of credit hours needed to complete UW programs, saying that he would address the issue later in the year.

Rollin Abernethy, Associate Dean in the College of Agriculture, reported to the Academic and Student Affairs Committee on the history of microbiology studies at UW, saying that the department of molecular biology had been redesigned several years ago, and the degree became molecular biology. The current proposal is an outcome of a departmental review. Dr. Abernethy predicted that the college should be able to meet the needs of the students. Current UW faculty will create a nucleus for the program.

The item will be brought back to Trustees at their next meeting.

2. Proposed Changes in Admission Policy – Residency Requirements

During the 1996-97 academic year, the Residency Classification committee undertook a review of residency classification issues at the University. The Committee, which also serves as an appeals panel for residency cases, was in a position to examine chronic problem areas which persist since the policy was last amended in 1995. In addition, the Committee, chaired by the Director of Admission and Enrollment Services, was in position to review any portion of our residency classification policy which has placed the University of Wyoming at a disadvantage in student recruitment.

The Committee's report was reviewed by the President's Executive Council and a proposed revision to them has been prepared for discussion. An annotated copy of the draft was distributed as part of the advance report mailed to Trustees.

The Academic and Student Affairs Committee discussed the proposed changes, and Phill Harris, Associate Vice President for Administration and Finance, spoke to the changes. The committee asked several questions about student classification for fee purposes. The item will be brought to the Trustees again at the September meeting.

3. Report on Alternative Petroleum Engineering Options

A report on alternatives for petroleum engineering was presented to the Trustees as background information prior to their meeting. That information may be found in the August 21-22, 1997 Trustees' Report.

College of Engineering Associate Dean David Whitman addressed the Academic and Student Affairs Committee, saying that the first two students have enrolled in the Chemical/Petroleum engineering option.

A committee has been formed to look at private fund raising, and will hold their first meeting in September. They hope to have a report for Trustees at their September meeting.

Dr. Whitman asked for guidance from the Board regarding transfer agreements. Based on the decisions made at the May meeting of the Trustees, he wrote the seventeen schools who have accredited engineering programs in the United States to see if they were interested in a transfer agreement, either 2+2 years or 2+2 ½ years. He heard back from 12 who were very interested in the possibility. The University of Alaska at Fairbanks was quite interested, so the dean traveled to UW to work on a model transfer agreement.

The Trustees discussed at length the funding questions about any type of transfer agreement. It was determined that Dr. Dubois, Ken Griffin, and Dave Whitman would map out a proposal for the September meeting based on the unique characteristics of the College of Engineering program. Dr. Whitman was asked to attend the September meeting of the Trustees.

4. Other

Trustee Deborah Hammons noted that several years ago the Board had been asked to change the requirements of the President's Scholarships, where an exception was made for students to put off their university experience for Rotary or other things. She noted the discrepancy between it and the Trustees' Superior Student Scholarship. Trustee Hammons said she had contact with a student who was a recipient of a Trustees' Superior Student

Scholarship. The student wanted to go on an LDS mission, but because of the language in the rules, would not be able to take advantage of it. Trustee Hammons contacted Dr. Hurst, who spoke to Dr. Dubois. Dr. Dubois made an exception for that student. Trustee Hammons believed that in terms of effective treatment, the policy should be changed. Vice President Hurst distributed new wording for the scholarship, which Trustees will be asked to approve at their September meeting.

BUDGET COMMITTEE

The Budget Committee of the Trustees met on August 21, 1997. Budget Committee members Rita Meyer, chair; Dave Bonner, Deborah Hammons, and Hank True attended the meeting.

The following was reported to the full board:

Items for Action:

1. Biennium Budget Request – Section I

The Trustees' Budget Committee met via conference call on August 7, 1997. During that call, the committee approved a set of recommendations outlined in a letter from UW President Philip Dubois to the full Board on August 12, 1997. The letter is attached as Enclosure 3.

Dr. Dubois explained his rationale for forwarding segments of the budget, and answered questions from Trustees regarding the budget process, salary increases, his decision not to recommend a tuition increase, and various other issues.

Dr. Dubois asked for input from the board on the UW innovation center, saying that UW is not doing what it can to commercialize its own faculty inventions. In conversations with the Governor, Dr. Dubois said he thought it was an effort UW could make in economics

development. He and Vice President Bill Gern will explore it further, discuss it with state officials, and possibly put it on the table for discussion later in the year.

It was moved by Trustee Meyer, seconded by Trustee True and carried that the Section I budget be approved.

2. Biennium Request – Section II

The Section II budget recommendations as approved by the Budget Committee during their August 7, 1997 conference call, are outlined in UW President Philip Dubois' letter to the Budget Committee on August 12, 1997 (Enclosure 3). It was moved by Trustee Meyer and seconded by Trustee Bonner that the Section II biennium budget request be approved. The motion carried.

3. Biennium Request – Capital Request

It was moved by Trustee Meyer, seconded by Trustee McCue and carried that the capital request be approved. President Dubois noted that one-time funds may become available.

4. 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, it was moved by Trustee Meyer, seconded by Trustee Bonner, and carried that the Trustees of the University of Wyoming 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.

5. **Internal Audit Activity Conducted in Accordance with the Audit Plan for the Period April 1 – June 30, 1997**

Trustee Meyer moved that the following audit activity be approved. The motion was seconded by Trustee True and carried.

a. The following audits and related activities are in process:

1. Faculty and Staff Insurance Holding Account (0-93010) has been audited and the report has been drafted. The report will be issued when questions raised during the audit have been reviewed by the Attorney General's Office.
2. The comprehensive audit of NCAA compliance in the area of Student-Athlete Eligibility is in progress. This is the initial audit in a series of five annual audits that will cover all NCAA compliance areas.
3. Since November of 1996, Van Jacobson has been participating in the implementation of the PeopleSoft Financial Management System. The goals in this area are to evaluate the controls and functionality that are being configured into these systems as they are being implemented. Chris Sewell has been on leave from Internal Audit since August of 1996 to serve as the Business Process Team Leader for the PeopleSoft Financial Management System implementation.

- b. Audit recommendations from the following audits have been fully implemented:
1. The recommendations from the June of 1995 audit of the University Theatre (account 0-26166) have been implemented.
 2. The recommendations from the Centennial Singers December of 1996 audit report have been implemented.
- c. Audit recommendations from the following audits have not been fully implemented:
1. Animal Science Sales (account 0-26247) audit report was issued in June of 1994. The only recommendation remaining to be implemented was modified in January of 1997 and will be implemented during July 1997.
 2. Campus-wide policies on documentation of business travel paid by IDR and documentation of business meals were recommended in an audit report that was issued in December of 1994. Changes to travel and business meal documentation will not be implemented until after the PeopleSoft Financial Management System has been implemented.
 3. University Libraries Administration Office and Acquisitions office audit report was issued in November of 1995. Recommendations will be fully implemented by September of 1997.
 4. Telecommunications (accounts 0-26340, 0-26386, 0-26430, 0-74031, 0-93083) audit report was issued in April 1996. Recommendations will be fully implemented by July of 1997.
 5. Vending Services (accounts 0-26120, 0-26168, 0-93024) audit report was issued in January of 1996. Recommendations will be fully implemented by September of 1997.
 6. Student Health Services audit report was issued in September of 1996. Recommendations will be fully implemented by September of 1997.

The Moving Expense audit report was issued in April of 1997. Recommendations will be fully implemented by December of 1997.

6. Approval of Contracts and Grants

It was moved by Trustee Meyer and seconded by Trustee Bonner that contracts and grants in the amount of \$ 3,322,219.00 for the period April 16, 1997 through June 30, 1997 be approved. The motion carried. Trustee True abstained from voting.

7. **Approval of Gifts and Scholarships**

PERSON It was moved by Trustee Meyer, seconded by Trustee Bonner and carried that gifts
and scholarships in the amount of \$157,124.40 for the period April 1, 1997 through June 30,
with 1997 be approved. Trustee True abstained from the vote.

MEMOR Trustee Jorgensen acknowledged the True family for their substantial gifts to the
present University.

8. **Approval of Increase to Wyoming Water Resources Center**

PERSON It was moved by Trustee Meyer, seconded by Trustee True and carried that the
Wyoming Water Resources Center biennium budget request of \$206,000 be approved.

ENCLOSURE 1

Fe 3

Enclosure 3

ENCLOSURE 4

PERSONNEL COMMITTEE

The Personnel Committee of the University of Wyoming Trustees met on August 21, 1997 with the following members present: Jeri Kirk, chair; Dave Bonner, and Elizabeth Kail. Committee member Shelly Ritthaler was absent. It was moved by Trustee Kirk that the fourteen items for action presented to the committee in the Trustees' Report, as well as the administrative appointment presented as an addenda, be approved. The motion was seconded by Trustee Kepler and carried.

Four items were presented for information. The approved items were:

1. Faculty Appointments

COLLEGE OF AGRICULTURE

- a. Donald M. McLeod, as assistant professor of agricultural economics, effective August 19, 1997, at an annual (9-month) salary of \$42,000. This is a tenure-track position.
- b. Donald L. Jarvis as associate professor of molecular biology, with tenure, effective January 9, 1998, at an academic year (9-month) salary of \$59,376.

COLLEGE OF ARTS AND SCIENCES

- c. Charles C. Beneke II, as assistant professor of art, effective August 19, 1997, at an annual (9-month) salary of \$36,000. This is a tenure-track appointment.
- d. Scott Boitano, as assistant professor of zoology and physiology, effective August 19, 1997, at an annual (9-month) salary of \$41,004. This is a tenure-track position.
- e. Carole Kennedy Chaney, as assistant professor of political science, effective August 19, 1997, at an annual (9-month) salary of \$37,500. If the degree

requirements are not completed by September 2, 1997, the appointment will be at the rank of instructor. This is a tenure-track appointment contingent upon satisfactory completion of all the requirements for the Ph.D. by December 1997

- f. Dennis F. Dunn, as assistant professor of computer science, effective August 19, 1997, at an academic (9-month) salary of \$53,004. This is a tenure-track position.
- g. Robert Laurens Kelly, as professor of anthropology, with tenure, effective August 19, 1997, at an academic year (9-month) salary of \$56,004.
- h. Phyllis Ruth Kloda, as assistant professor of art, effective August 19, 1997, at an annual (9-month) salary of \$35,004. This is a tenure-track appointment.
- i. Frieda E. Knobloch, as assistant professor of American Studies, effective August 19, 1997, at an annual (9-month) salary of \$36,000. This is a tenure-track appointment.
- j. Peter Parolin, as assistant professor of English, effective August 19, 1997, at an annual (9-month) salary of \$35,508. This is a tenure-track position.
- k. Lin Poyer, as associate professor of anthropology, with tenure, effective August 19, 1997, at an academic year (9-month) salary of \$22,500. This appointment is a half-time position for two years; at that time a decision will be made on extending this position to a full-time appointment or retaining Dr. Poyer on a half-time appointment.

- l. Chikwendu Christian Ukaegbu, as assistant professor of sociology, effective August 19, 1997, at an annual (9-month) salary of \$42,000. This is a tenure track appointment with three years credit toward tenure.
- m. Bryan J. Vila, as associate professor of political science and in the administration of justice program, with tenure, effective August 19, 1997, at an annual (9-month) salary of \$53,004.
- n. Amy W. Wagner, as assistant professor of psychology, effective August 19, 1997, at an annual (9-month) salary of \$40,500. This is a tenure-track appointment.

COLLEGE OF BUSINESS

- m. Penne Ainsworth, as associate professor of accounting, effective August 19, 1997, an annual (9-month) salary of \$67,500. This is a tenure-track position.
- n. Andrew D. Banasiewicz, as assistant professor of management and marketing, effective August 19, 1997, at an annual (9-month) salary of \$55,008. This is a tenure-track appointment.
- o. Robert Godby, as assistant professor of economics and finance, effective August 19, 1997, at an annual (9-month) salary of \$48,000. This is a tenure-track appointment.
- p. Scott A. Hoover, as assistant professor of economics and finance, effective August 19, 1997, at an annual (9-month) salary of \$65,000. This is a tenure-track appointment contingent upon satisfactory completion of all requirements

- for the Ph.D. by August 1997. If the degree requirements are not completed, the appointment will be at the rank of instructor.
- q. Sandra B. Richtermeyer, as assistant professor of accounting, effective August 19, 1997, at an annual (9-month) salary of \$65,004. This is a tenure-track appointment.
- r. Sherrill Shaffer, as the John A. Guthrie, Sr., Distinguished Professor of Banking and Financial Services and tenured professor of economics and finance, effective August 19, 1997, at an annual (9-month) salary of \$90,000.

COLLEGE OF EDUCATION

- s. Michelle L. Buchanan, as assistant professor in the division of lifelong learning and instruction, effective August 25, 1997, at an annual (9-month) salary of \$36,000. This is a tenure-track appointment.
- t. Alan Richard Buss, as assistant professor in the division of lifelong learning and instruction, effective August 25, 1997, at an annual (9-month) salary of \$35,000. This is a tenure-track appointment contingent upon satisfactory completion of all requirements for the Ph.D. by August 1997. If the degree requirements are not completed, the appointment will be at the rank of instructor.

COLLEGE OF ENGINEERING

- u. Margaret B. Bailey, as instructor of architectural engineering, effective August 19, 1997, at an annual (9-month) salary of \$49,992. This will become a tenure-track position with the rank of assistant professor upon completion of the Ph.D. which is anticipated during the 1997-98 academic year.
- v. John H. Clark, as H.T. Person Chair, effective August 25, 1997, for the Fall semester at a salary for the period of \$40,000. This appointment, which fulfills the fundraising committee's vision to fill the Chair with an individual recognized for excellence in teaching, is a visiting faculty appointment and carries no tenure rights.
- w. Patrick C. Gilcrease, as assistant professor of chemical and petroleum engineering, effective August 19, 1997, at an academic year salary (9-month) of \$51,168. This is a tenure-track appointment
- x. Suresh Muknahallipatna, as assistant professor of electrical engineering, effective August 19, 1997, at an annual (9-month) salary of \$46,200. This is a tenure-track appointment.
- y. Ann Whelan Peck, as assistant professor of mechanical engineering, effective August 19, 1997, at an annual (9-month) salary of \$26,004. This is a half-time, tenure-track appointment.

COLLEGE OF HEALTH SCIENCES

- z. Mary Elizabeth Calkins, as assistant professor of nursing, effective August 19, 1997, at an annual (9-month) salary of \$39,048. This is a tenure-track appointment.

- aa. Martha Ellison, as associate professor of social work, effective August 19, 1997, at an academic year (9-month) salary of \$42,000. This is a tenure-track appointment.
- bb. Kenneth H. Johnson, as assistant professor of family practice, Cheyenne, effective August 18, 1997 at a fiscal (11-month) salary of \$100,512. This is a tenure-track appointment.

COLLEGE OF LAW

- cc. Stephen I. Singer as assistant professor of law, effective August 19, 1997, at an annual (9-month) salary of \$51,012. This is a tenure-track appointment.

UNIVERSITY LIBRARIES

- cc. Rebecca A. Jones, as assistant librarian, effective August 29, 1997, at a fiscal (11-month) salary of \$26,004. This appointment is eligible for extended term appointment.

2. Academic Professional Appointments

COLLEGE OF AGRICULTURE

- a. Milton Green, as associate university extension educator, effective July 1, 1997, at a fiscal (11-month) salary of \$42,000. This appointment is eligible for extended term appointment.
- b. George Howard, as assistant lecturer of rangeland ecology and watershed management and rodeo coach, effective August 1, 1997, at a fiscal (11-month) salary of \$31,008. This appointment is eligible for extended term appointment.

c. Cody Lamar Nichols, as assistant director for 4-H and youth, and associate university extension educator, effective June 15, 1997, at a fiscal (11-month) salary of \$50,052. This appointment is eligible for extended term appointment.

COLLEGE OF ARTS AND SCIENCES

d. Allyson J. Anderson, as assistant lecturer in computer science, effective August 19, 1997, at an annual (9-month) salary of \$30,000. This appointment is eligible for extended term appointment.

e. Patricia McLean, as assistant lecturer in modern and classical languages, effective August 25, 1997, at an annual (9-month) salary of \$24,408. This appointment is eligible for extended term appointment.

f. Bonnie Sue Zare, as half-time assistant lecturer of English, effective August 21, 1997, at an annual (9-month) salary of \$13,008. This appointment is eligible for extended term appointment.

COLLEGE OF HEALTH SCIENCES

g. Cara Lea Calvo, as assistant lecturer in the Medical Technology Program, effective July 16, 1997, at a fiscal (11-month) salary of \$33,228. This appointment is eligible for extended term appointment.

h. Cindy Greenwald, as assistant lecturer of speech pathology and audiology, effective August 20, 1997, at an annual (9-month) salary of \$25,296. This appointment is eligible for extended term appointment.

i. Holly Miller, as assistant lecturer of nursing, effective August 22, 1997, at an annual (9-month) salary of \$30,936. This appointment is eligible for extended term appointment.

OFFICE OF ACADEMIC AFFAIRS

j. Andrew Marcus Bryson, as assistant lecturer in the Center for Teaching Excellence, effective August 18, 1997, at an annual (9-month) salary of \$18,480. This appointment is eligible for extended term appointment.

3. **Administrative Appointments**

COLLEGE OF ARTS AND SCIENCES

- a. Omowale Akintunde, assistant professor in the division of lifelong learning and instruction, as acting director of the African American Studies Program in the College of Arts and Sciences for the period July 1, 1997, to June 30, 1998, at no change in his academic (9-month) salary. A summer stipend equal to two months salary was provided.
- b. Audie Blevins, professor of sociology, as head of the department of Sociology for a three-year period effective August 21, 1997, at a fiscal (11-month) salary of \$66,348.
- c. Kathy Jo Evertz, assistant lecturer of English, as Director, University Studies First-Year Student Program, effective August 21, 1997, at an academic (9-month) salary of \$27,600.

- d. Michael J. Horan, professor of political science, as acting head of the department of political science during the 1997 - 98 academic year, at a fiscal (11-month) salary of \$64,152.
- e. Paul Elvin Johnson, professor of physics and astronomy, as chair of the department of physics and astronomy for a three-year period effective September 1, 1997, at a fiscal (11-month) salary of \$58,776. Dr. Johnson joined the faculty of the University of Wyoming in 1981 as assistant professor of physics and astronomy, was promoted to associate professor and granted tenure in 1986, and was promoted to professor in 1993.
- f. Nancy Stanton, professor of zoology and physiology, as head of the department of zoology and physiology for a three-year period effective August 21, 1997, at a fiscal (11-month) salary of \$66,696. Dr. Stanton joined the faculty of the University of Wyoming in 1972 as assistant professor of zoology, was granted tenure in 1978, was appointed to associate professor in 1981, and promoted to professor in 1995. She served as acting head of the department of zoology and physiology in 1981, was appointed head from 1982 through 1985.

COLLEGE OF EDUCATION

- g. Charles Ksir, professor of psychology and chair of the department of psychology, as dean of the College of Education, effective August 25, 1997, for a three-year term, and professor of psychology, at a fiscal (11-month) salary of \$92,004.

- h. Donald S. Seckinger, professor of leadership and human development, as chair of the division of leadership and human development for a three-year term, effective August 21, 1997, at a fiscal (11-month) salary of \$54,432

COLLEGE OF ENGINEERING

- i. Raymond G. Jacquot, professor of electrical engineering, as acting head of the department of electrical engineering for the 1997-98 academic year, effective August 19, 1997, at an academic year (9-month) salary of \$75,468.

COLLEGE OF HEALTH SCIENCES

- j. Thomas F. McVeigh, temporary associate lecturer and director, technical assistance and information services, Wyoming Institute for Disabilities (WIND), as associate director of the Wyoming Institute for Disabilities (WIND), effective July 1, 1997, at a fiscal (11-month) salary of \$43,256
- k. D. Paul Thomas, professor in the School of Physical and Health Education, as interim associate dean for the School of Physical and Health Education for the period effective June 16, 1997, through August 31, 1998, at a fiscal (11-month) salary of \$61,752.

SCHOOL OF EXTENDED STUDIES AND PUBLIC SERVICE

- l. Sheila K. Atwood, as head, division of extended noncredit programs, and coordinator, conferences and institutes, and assistant lecturer effective May 29, 1997, at a fiscal (11-month) salary of \$36,000. This appointment is eligible for extended term appointment.

OFFICE OF ACADEMIC AFFAIRS

- m. Thomas Buchanan, associate dean of the College of Arts and Sciences and professor of geography and recreation, as associate provost for academic affairs for a two-year period, effective August 15, 1997, at a fiscal (11-month) salary of \$84,420.
- n. Kenyon N. Griffin, associate provost for academic affairs and professor of political science, as interim provost and vice president for academic affairs, for the period August 1, 1997, through June 30, 1998, or until a permanent appointment is made, at a fiscal year (11-month) salary of \$109,008.
- o. Judith A. Powell, associate provost for academic affairs and professor of consumer science, as associate provost for outreach and dean of the School of Extended Studies and Public Service, effective August 1, 1997, through June 30, 1998, at a fiscal year (11-month) salary of \$96,216.

DIVISION OF INFORMATION TECHNOLOGY

- p. Robert R. Aylward, as director-at-will of information technology, effective August 11, 1997, at a fiscal (11-month) salary of \$82,500.
- q. Jean Dailey-Fruth, as director-at-will of information technology, effective May 1, 1997, at a fiscal (11-month) salary of \$72,000.
- r. Michael Walters, as director-at-will of information technology, effective May 1, 1997, at a fiscal (11-month) salary of \$66,000.

UNIVERSITY LIBRARIES

s. Diana Shelton, assistant director for information services, as assistant director for information services and head of the Coe Library reference department, effective July 1, 1997, at a fiscal (11-month) salary of \$47,388.

4. Intercollegiate Athletic Appointments

a. David J. Simon, as assistant women's volleyball coach and lecturer in intercollegiate athletics, effective May 12, 1997, at an annual (12-month) salary of \$28,008. This is a non-tenure track appointment.

b. Jill Johnson, as head women's golf coach and lecturer in intercollegiate athletics, effective July 1, 1997, at an annual (10-month) salary of \$22,008. This is a non-tenure track appointment.

c. Peter Pilling, as associate athletic director for external affairs and lecturer in intercollegiate athletics, effective June 9, 1997, at an annual (12-month) salary of \$53,052. This is a non-tenure track appointment.

5. Administrative Reappointments

COLLEGE OF ARTS AND SCIENCES

a. Ronald Beiswenger, professor of geography and recreation, as chair of the department of geography and recreation, for a three-year term, effective August 19, 1997, at no change in salary.

COLLEGE OF ENGINEERING

b. Henry Haynes, professor of chemical engineering, as head of the department of chemical and petroleum engineering, for a two-year term, effective July 1, 1997, at no change in salary.

6. **Changes in Assignment**

COLLEGE OF AGRICULTURE

a. Ray A. Field, professor of animal science, as the first Curtis and Marian Rochelle Chair in animal science, for a three year period, effective August 1, 1997, at a fiscal year (11-month) salary of \$90,000.

COLLEGE OF ARTS AND SCIENCES

b. Steven Buskirk, professor of zoology and physiology, and head of the department of zoology and physiology, be reassigned as professor of zoology and physiology, effective August 21, 1997, at an academic year (9-month) salary of \$55,000.

c. Burke Grandjean, professor of sociology and head of the department of sociology, be reassigned as professor of sociology, effective September 1, 1997, at an academic year (9-month) salary of \$62,784.

d. Larry Hubbell, associate professor of political science and head of the department of political science, be reassigned as professor of political science, effective September 1, 1997, at an academic year (9-month) salary of \$41,200.

e. Lee H. Schick, professor of physics and astronomy and chair of the department of physics and astronomy, be reassigned as professor of physics and astronomy, effective August 31, 1997, at an academic year (9-month) salary of \$68,676.

COLLEGE OF EDUCATION

f. Dan King, professor of human development and leadership and dean of the College of Education, be reassigned as professor of human development and leadership, effective August 21, 1997, at an academic year (9-month) salary of \$76,656.

COLLEGE OF ENGINEERING

g.. John W. Steadman, professor of electrical engineering, associate dean of the College of Engineering, and head of the Department of Electrical Engineering, be reassigned as professor of electrical engineering, effective August 1, 1997, for the 1997-98 academic year.

7. **Adjunct Appointments**

An adjunct appointment carries no tenure rights. The following adjunct appointments were approved under the conditions cited.

COLLEGE OF ARTS AND SCIENCES

- a. Edward B. Bradley, as adjunct associate professor in the School of Environment and Natural Resources for a three-year period effective August 25, 1997. Dr. Bradley is currently an associate professor of agricultural economics at the University of Wyoming.
- b. Thomas Dunn, as adjunct professor in the School of Environment and Natural Resources for a three-year period effective August 25, 1997.
- c. Steven P. Gloss, as adjunct associate professor in the School of Environment and Natural Resources for a three-year period effective August 25, 1997.
- d. Richard T. Green, as adjunct associate professor in the administration of justice program for a three-year period effective August 25, 1997.
- e. Neil E. Harrison, as adjunct assistant professor in the School of Environment and Natural Resources for a three-year period effective August 25, 1997.
- f. Peter W. Huntoon, as adjunct professor in the School of Environment and Natural Resources for a three-year period effective August 25, 1997.
- g. Donald McLeod, as adjunct assistant professor in the School of Environment and Natural Resources for a three-year period effective August 25, 1997.

- h. Joseph S. Meyer, as adjunct assistant professor in the School of Environment and Natural Resources for a three-year period effective August 25, 1997.
- i. Dirk D. Miller, as adjunct professor of zoology and physiology in the School of Environment and Natural Resources for a three-year period effective August 25, 1997.
- j. Derek C. Montague, as adjunct associate professor in the School of Environment and Natural Resources for a three-year period effective August 25, 1997.
- k. Marie Reyes, as adjunct faculty in Women's Studies for a three-year period effective August 25, 1997. Ms. Reyes is currently involved in grant writing for women and minorities in science.
- l. Mrityunjai P. Sharma, as adjunct professor in the School of Environment and Natural Resources for a three-year period effective August 25, 1997.
- m. Jason Shogren, as adjunct professor in the School of Environment and Natural Resources for a three-year period effective August 25, 1997.
- n. Mark S. Squillace, as adjunct professor in the School of Environment and Natural Resources for a three-year period effective August 25, 1997.
- o. John T. Tschirhart, as adjunct professor in the School of Environment and Natural Resources for a three-year period effective August 25, 1997.
- p. Donald S. Warder, as adjunct professor in the School of Environment and Natural Resources for a three-year period effective August 25, 1997.

- q. Renduo Zhang, as adjunct assistant professor in the School of Environment and Natural Resources for a three-year period effective August 25, 1997.

COLLEGE OF ENGINEERING

- r. Theodore C. Gertsch, as adjunct professor in the department of civil and architectural engineering for a three-year period effective August 25, 1997.
- s. James R. Goodman, as adjunct professor of civil and architectural engineering for a three-year period effective August 25, 1997.
- t. John E. Parks, as adjunct faculty in the department of civil and architectural engineering for a three-year period effective August 25, 1997.

8. Adjunct Reappointment

ARMY ROTC

- a. Charles E. Munier as adjunct professor of military science for a three-year period effective August 25, 1997. Major Munier is currently deputy sheriff, Albany County Sheriff's Department.

9. Continuation of Probationary Faculty

The following members of the faculty in their second, third, fourth, or fifth year of service have been recommended by the appropriate administrative officials for reappointment for the year 1997-98 and were approved as indicated

<u>Name</u>	<u>Department</u>	<u>Academic Rank 1997-98</u>
<u>AMERICAN HERITAGE CENTER</u>		
Lane, Anne Marie	American Heritage Center	Assistant Archivist
Olson, Lori	American Heritage Center	Assistant Archivist
Shelstad, Mark	American Heritage Center	Assistant Archivist
Thompson, D. Claudia	American Heritage Center	Assistant Archivist

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10. **Recalls**

- a. Gladys M. Crane, emeritus professor of theatre, was recalled for the period effective August 21, 1997, through May 9, 1998, at a salary of \$6,000 to teach a course in religion for the department of English/Religious Studies. This is a non-benefited position.
- b. Fredrick Deiss, M.D., retired associate professor in the Family Practice Residency Program at Casper, was recalled effective July 1, 1997, at a fiscal (11-month) salary of \$100,512 to fill one vacant faculty physician line. This is a benefited position.
- c. Marguerite van Doorslaer, emeritus professor of modern and classical languages, was recalled for the period August 27, 1997, through May 9, 1998, at a salary of \$8,000 to teach a course in University Studies for the department of modern and classical languages. This is a non-benefited position.

11. **Changes in Sabbatical Leave**

COLLEGE OF ARTS AND SCIENCES

- a. At the December 13-14, 1996, meeting of the Trustees, Caroline McCracken-Flesher, associate professor of English, was granted a sabbatical leave for the 1997-98 academic year. Professor McCracken-Flesher was granted a request that this sabbatical leave be postponed until 1998-99 academic year.
- b. At the December 13-14 1996, meeting of the Trustees, Steven Miller, associate professor of Botany, was granted a sabbatical leave for the 1997-98

academic year. Professor Miller was granted his requested that this sabbatical leave be changed to a one-semester sabbatical for the Fall semester 1997

c. At the December 13-14, 1996, meeting of the Trustees, John Nishio, associate professor of botany, was granted a sabbatical leave for the 1997-98 academic year. Professor Nishio requested and was granted a sabbatical leave be change to a one-semester sabbatical for the Spring semester 1998.

d. At the December 13-14, 1996, meeting of the Trustees, B. Patrick Sullivan, associate professor of chemistry, was granted a sabbatical leave for the 1997-98 academic year. Professor Sullivan was granted a change to a one semester sabbatical for the Spring semester 1998.

COLLEGE OF EDUCATION

e. At the December 13-14, 1996, meeting of the Trustees, Ace Cossairt, professor in the division of leadership and human development was granted a sabbatical leave for the 1997-98 academic year. Dr. Cossairt requested and was granted that this sabbatical leave be changed to the Fall semester 1997.

COLLEGE OF ENGINEERING

f. At the December 13-14, 1996, meeting of the Trustees, Robert D. Kelly, professor of atmospheric science, was granted a sabbatical leave for the 1997 fall semester. Professor Kelly was granted a postponement to this request

12. Leaves of Absence Without Pay

COLLEGE OF ARTS AND SCIENCES

- a. Ken Coll, associate professor, division of leadership and human development, for the 1997-98 academic year for personal reasons.
- b. Matthew D. Haines, assistant professor of computer science, for the 1997-98 academic year for personal reasons.
- c. Tamara Resler, assistant professor of political science, for the 1997-98 academic year for personal reasons.
- d. John H. Rowland, professor of computer science, for the 1997 fall semester for personal reasons.
- e. Jeffrey Van Baalen, associate professor of computer science, for the 1997-98 academic year for personal reasons.

COLLEGE OF BUSINESS

- f. James Brooks Mitchell, associate lecturer of management and marketing, for the 1997 fall semester for personal reasons.

COLLEGE OF EDUCATION

- g. Karen Sealander, assistant professor in the division of leadership and human development for the 1997-98 academic year for personal reasons.
- h. Richard A. Shade, associate professor in the division of leadership and human development for the 1997-98 academic year for personal reasons.

COLLEGE OF ENGINEERING

i. John Steadman, associate dean in the college of engineering and head of the department of electrical engineering, for eighty (80) percent of his time for the 1997-98 academic year, to allow him to take a position of Distinguished Visiting Professor at the United States Air Force Academy.

13. Retirements

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

<u>Name</u>	<u>Position</u>	<u>Birth Date</u>	<u>Employment Date</u>	<u>Retirement Date</u>
Campbell, Robert A.	Associate Professor Wyoming Center For Teaching and Learning - Laramie	01/21/38	09/01/68	05/23/97 with designation as <i>Emeritus</i>
Church, Olive	Professor of Lifelong Learning and Instruction	01/19/32	08/23/73	05/09/97 with designation as <i>Emerita</i>
Durer, Christopher	Professor of English	09/15/28	09/01/69	12/31/97 with designation as <i>Emeritus</i>
Ferris, Clifford D.	Professor of Electrical Engineering	11/19/35	09/01/68	12/31/97 with designation as <i>Emeritus</i>
Jenkins, Terry	Professor of Mathematics	11/07/35	09/01/66	05/09/98 with designation as <i>Emeritus</i>

Kunselman, Ray	Professor of Physics and Astronomy	02/22/42	09/01/69	07/01/98 with designation as <i>Emeritus</i>
Nel, Johanna	Associate Professor in the Division of Leadership and Human Development	01/09/40	08/22/88	05/19/97
Rebka, Glen A., Jr.	Professor of Physics and Astronomy	09/19/31	09/01/70	05/10/97 with designation as <i>Emeritus</i>

Items for Information:

1. **Full-Time Temporary Faculty Appointments**

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

<u>Name</u>	<u>Department</u>	<u>Rank</u>
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COLLEGE OF AGRICULTURE

Ji, Inhae (07/01/97 - 06/30/98)	Molecular Biology	Research Professor
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COLLEGE OF ARTS AND SCIENCES

Harrawood, Michael (08/19/97 - 05/09/98)	English	Temporary Assistant Professor
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Hill, Robin K. (08/21/97 - 05/09/98)	Computer Science	Visiting Assistant Professor
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CATALOG

Reitinger, Douglas
(08/21/97 - 05/09/98)

English

Temporary Assistant Professor

UW/CC CENTER

Holt, Pol William
(08/19/97 - 05/14/98)

Lifelong Learning
and Instruction -
BOCES

Temporary Assistant Professor

INSTITUTE FOR ENERGY RESEARCH

Heasler, Henry
(07/01/97 - 06/30/98)

Institute for Energy
Research

Research Professor

2. **Part-Time Temporary Faculty Appointments**

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

<u>Name</u>	<u>Department</u>	<u>Rank</u>
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UNIVERSITY LIBRARIES

Kearley, Jamie P.
(07/01/97 - 06/30/98)

Outreach Services

Temporary Assistant Librarian

OFFICE OF ACADEMIC AFFAIRS

Hutchings, Patricia A.
(08/15/97 - 05/15/98)

Center for Teaching
Excellence

Temporary Visiting Professor

3. Full-Time Temporary Academic Professional Appointments

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

<u>Name</u>	<u>Department</u>	<u>Rank</u>
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COLLEGE OF AGRICULTURE

Dutta, Sujit K. (07/07/97 - 10/30/97)	Animal Science	Temporary Research Scientist
Jewell, Jean E. (07/01/97 - 06/30/98)	Molecular Biology	Temporary Research Scientist
Speed, Sherry (07/01/97 - 12/31/97)	Molecular Biology	Temporary Research Scientist

COLLEGE OF ARTS AND SCIENCES

Avendano-de Chen, Esther R. (08/25/97 - 05/09/98)	Modern & Classical Languages	Temporary Assistant Lecturer
Chamberlain, Kevin R. (08/21/97 - 05/09/98)	Geology/Geophysics	Temporary Senior Research Scientist
Ciardi, Teresa M. (08/20/97 - 05/09/98)	Physics and Astronomy	Temporary Assistant Lecturer
Dove, James (08/20/97 - 05/31/97)	Physics and Astronomy	Visiting Assistant Professor
Driese, Kenneth I. (07/01/97 - 06/30/98)	Botany	Temporary Assistant Research Assistant

Helfgott, Michel (08/19/97 - 05/08/98)	Mathematics	Temporary Assistant Lecturer
Heyns, Jacobus B. (07/14/97 - 12/31/97)	Chemistry	Visiting Assistant Lecturer
Jenkins, Sam (08/21/97 - 05/09/98)	English	Temporary Assistant Lecturer
Miller, Laura (08/21/97 - 05/09/98)	Computer Science	Temporary Assistant Lecturer
Peterson, Elise (07/01/97 - 06/30/98)	Wyoming Cooperative Fishery and Wildlife Research	Temporary Assistant Research Scientist
Shea, Teresa (08/26/97 - 05/09/98)	Theatre & Dance	Temporary Assistant Lecturer
Shoji, Eiichi (07/01/97 - 09/30/97)	Chemistry	Temporary Research Scientist
Ward, James S. (08/21/97 - 05/09/98)	Computer Science	Temporary Assistant Lecturer

COLLEGE OF EDUCATION

Cason, Maggie (08/25/97 - 05/09/98)	Lifelong Learning and Instruction	Temporary Assistant Lecturer
Doyle, James M. (08/25/97 - 05/09/98)	Leadership and Human Development	Temporary Assistant Lecturer
Doyle, Rosemary T. (08/25/97 - 05/09/98)	Leadership and Human Development	Temporary Assistant Lecturer
Warren, Nancy (08/25/97 - 05/09/98)	Lifelong Learning and Instruction	Temporary Assistant Lecturer
White, Jeffrey Mark (08/25/97 - 05/09/98)	Lifelong Learning and Instruction	Temporary Assistant Lecturer

COLLEGE OF ENGINEERING

Gertsch, Theodore C. (08/21/97 - 12/31/97)	Civil and Architectural	Temporary Assistant Lecturer
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COLLEGE OF HEALTH SCIENCES

Davis, Julie M. (07/01/97)	Cheyenne Family Practice	Temporary Assistant Lecturer
Morehouse, Theresa Geyer (08/19/97 - 05/09/98)	Nursing	Temporary Associate Lecturer
Koski, Cheryl Lynn (08/19/97 - 05/09/98)	Nursing	Temporary Associate Lecturer
Steiner, Susan H. (09/01/97 - 06/30/98)	Nursing	Temporary Associate Lecturer
Taylor, Veronica K. (08/19/97 - 05/09/98)	Nursing	Temporary Assistant Lecturer

UW/CC CENTER

Taylor-King, Sheila (-8/19/97 - 05/14/98)	Lifelong Learning and Instruction - BOCES	Temporary Assistant Professor
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OFFICE OF RESEARCH

Waller, Aaron (07/21/97 - 06/30/98)	Wyoming Water Resources Center	Temporary Assistant Research Scientist
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4. **Part-Time Temporary Academic Professional Appointments**

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

<u>Name</u>	<u>Department</u>	<u>Rank</u>
<u>COLLEGE OF AGRICULTURE</u>		
Snider, Maryalice (08/25/97 - 12/31/97)	Family and Consumer Sciences	Temporary Assistant Lecturer
Thorsness, Mary K. (07/01/97 - 06/30/98)	Molecular Biology	Temporary Research Scientist
Turpen, Heather (08/25/97 - 05/31/98)	Family and Consumer Sciences	Temporary Assistant Lecturer
<u>COLLEGE OF ARTS AND SCIENCES</u>		
Ashley, Yarong Jiang (08/25/97 - 05/09/98)	Sociology	Temporary Assistant Lecturer
Deitrich-MacLean Gay (08/25/97 - 12/17/97)	Psychology	Temporary Assistant Lecturer
Fornes, Elizabeth Armelle (08/25/97 - 05/09/98)	Modern and Classical Languages	Temporary Assistant Lecturer
Ginter-Novinger, Sarah (08/25/97 - 05/31/98)	Modern and Classical Languages	Temporary Assistant Lecturer
Goodson, Patricia A. (07/01/97 - 06/30/98)	Chemistry	Temporary Research Scientist
Kirsch, Caroline F. (08/25/97 - 12/17/97)	Sociology	Temporary Assistant Lecturer

Madsen, Virginia J. (08/25/97 - 12/31/97)	Art	Temporary Assistant Lecturer
Mathew, Debbie (08/25/97 - 12/31/97)	Art	Temporary Assistant Lecturer
Nyhus, Sheila M. (08/25/97 - 05/09/97)	Sociology	Temporary Assistant Lecturer
Palmer, Sally L. (07/01/97 - 07/31/97)	English/Religious Studies	Temporary Assistant Lecturer
Peacock, Jon A. (08/22/97 - 06/30/98)	Political Science	Temporary Assistant Lecturer
Pullen, Sue (08/25/97 - 12/31/97)	Art	Temporary Assistant Lecturer
Reid, Rhonda (08/25/97 - 12/17/97)	Women's Studies	Temporary Assistant Lecturer
Schmidtman, Pat A. (08/25/97 - 12/31/97)	Art	Temporary Assistant Lecturer
Schmit, Roger W. (08/21/97 - 12/17/97)	English/Religious Studies	Temporary Assistant Lecturer
Sember, Gregory M. (08/25/97 - 12/18/97)	Political Science	Temporary Assistant Lecturer
Sharp, Catherine (08/21/97 - 05/09/98)	Philosophy	Temporary Assistant Lecturer
Talbert, William J. (08/25/97 - 12/31/97)	Art	Temporary Assistant Lecturer

COLLEGE OF EDUCATION

Akey, Anne (08/25/97 - 05/09/98)	Lifelong Learning and Instruction	Temporary Assistant Lecturer
Carlton, Kathelee (08/25/97 - 12/19/97)	Lifelong Learning and Instruction	Temporary Assistant Lecturer

Kmetz, Vcky (08/25/97 - 12/19/97)	Lifelong Learning and Instruction	Temporary Assistant Lecturer
McConnell, Rodney (08/25/97 - 12/19/97)	Lifelong Learning and Instruction	Temporary Assistant Lecturer
Marquardt, Christine (08/25/97 - 12/19/97)	Liflong Learning and Instruction	Temporary Assistant Lecturer
Robertson, Bonnie Blue (08/25/97 - 12/19/97)	Lifelong Learning and Instruction	Temporary Assistant Lecturer
Sippel, Dorothy (08/25/97 - 06/30/98)	WCTL-L	Temporary Assistant Lecturer

COLLEGE OF ENGINEERING

Goodman, James R. (08/21/97 - 12/31/97)	Civil and Architectural	Temporary Assistant Lecturer
Gostovich, Michael N. (08/21/97 - 12/31/97)	Civil and Architectural	Temporary Assistant Lecturer

COLLEGE OF HEALTH SCIENCES

Flippo, Tobie K. (09/01/97 - 06/30/98)	Nursing	Temporary Assistant Lecturer
Garcia, Teresa (07/01/97 - 06/30/98)	Speech Pathology and Audiology	Temporary Assistant Lecturer
Gladstein, Joel (07/01/97 - 06/30/98)	Casper Family Practice	Temporary Assistant Lecturer

COLLEGE OF LAW

Southard, Robert W.	Law	Temporary Assistant Lecturer
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UW/CC CENTER

Burke, Carolyn M. (08/19/97 - 05/14/98)	Pharmacy	Temporary Senior Lecturer
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Smith, Wendy M.
(08/19/97 - 05/14/98)

Lifelong Learning and
Instruction - BOCES

Temporary Assistant Lecturer

5. Resignations

- a. Linda R. Backer, assistant lecturer, effective June 27, 1997.
- b. Jerrold P. Buk, senior university extension education, effective June 30, 1997,
- c. Michael Cassity, coordinator of correspondence studies, School of Extended Studies and Public Service, effective September 15, 1997.
- d. Michael K. Freeman, director, School of Extended Studies and Public Service, effective July 31, 1997.
- e. Stephen Fromm, assistant professor of mathematics, effective September 1, 1997.
- f. Mark L. Gardner, instructor of accounting, effective May 31, 1998.
- g. Dee Hopkins, professor and chair, division of leadership and human development, effective June 27, 1997.
- h. Albert K. Karnig, Provost and vice president for academic affairs, effective August 15, 1997.
- i. Steven R. Kubacki, assistant professor of psychology, effective May 9, 1998.
- j. James R. Machell, Jr., assistant professor, division of leadership and human development, effective August 2, 1997.
- k. Carlos Martinez del Rio, assistant professor of zoology and physiology, effective December 31, 1997.
- l. Madonne Miner, associate professor of English, effective August 31, 1997.
- m. Virginia Mohl, assistant professor, Casper Family Practice, effective June 13, 1997.
- n. Daniel Peris, assistant professor of history, effective May 10, 1997
- o. John P. Schmitt, senior assistant librarian, effective June 13, 1997.
- p. Lawrence C. Todd, associate professor of anthropology, effective May 9, 1997.

q. Judy A. Wilder, assistant professor and interim associate dean, School of Physical and Health Education, effective June 13, 1997.

r. John Williams, associate lecturer of zoology and physiology, effective August 31, 1997.

Nine faculty members and one academic professional have accepted positions at other academic institutions, two faculty members are leaving academe (one to go into the corporate world), one faculty member is moving to Montana, two faculty members resigned for personal reasons, one faculty member and one academic professional gave no indication of future plans, and one academic professional moved because of spouse's job acceptance out-of-state.

PHYSICAL PLANT & EQUIPMENT COMMITTEE

The Physical Plant and Equipment committee met on Thursday, August 21, 1997, with the following committee members present: Betty Kail, chair; Pete Jorgensen, Ron McCue, Rita Meyer, , and Tom Spicer. Trustee Ritthaler was unable to attend. Trustee Kail reported the following:

1. Authorization to Purchase Alpha House

Trustees were provided historical information regarding the Alpha Kappa Lambda house in the August 21-22, 1997 Trustees Report.

The Foundation's assistance has allowed the University to retain control of the property and prevent it from potentially passing to a third party with interests inconsistent with the University's and the development of Fraternity Row. It was reported that it was in the interest of the University to acquire this property, as it has done with others that have come up for sale on Fraternity and Sorority Row, and it was proposed that the University purchase the house for its appraised value of \$350,000. By doing so the University will eliminate the annual lease payments to the Foundation which to date have amounted to approximately \$267,000. The original cost of the house, including repairs, amounted to \$141,051.

It was further proposed to finance the purchase by using the proceeds from the sale of the President's house, Lyman property and airport land (current balance \$340,000), with the difference funded from surplus bond reserves no longer required to secure the University's bond obligations. The proposed use of the sale proceeds is consistent with Trustee Policy adopted in January, 1995 which in part states: "It is the policy of the Trustees to designate proceeds from the sale of real property for the acquisition of land and improvements, new construction and/or renovation of facilities."

Based on a recommendation from the Physical Plant and Equipment Committee, it was moved by Trustee Kepler and seconded by Trustee Kirk that the AKL house be purchased for the appraised value of \$350,000, to be funded as outlined above. The motion carried.

2. Request for Easement at the UW Torrington Research and Extension Center

The State of Wyoming Department of Transportation will be letting a construction contract for approach obliterations and reconstruction, and slope excavation and embankment work on U.S. Highway 85 between Torrington and Lingle, Goshen County.

One phase of this work will be to install a buried drain pipe under the highway some 620 feet southeasterly from the approach into the UW Torrington Research and Extension Center. To properly maintain said drainage pipe in the future, Department of Transportation personnel must enter onto university land. Therefore, the Wyoming Department of Transportation is requesting a right-of-way Easement, four meters x four meters, or 172 square feet.

Based on a recommendation from the Physical Plant and Equipment Committee, it was moved by Trustee Kepler, seconded by Trustee McCue and carried that the Trustees of the University of Wyoming grant the right-of-way easement to the State of Wyoming Department of Transportation.

3. Americans with Disabilities Act (ADA) Consultant

The University of Wyoming received a legislative appropriation of \$3,114,430 to address ADA needs, and approximately one million dollars remains. This budget has been used, for the most part, to address major facility access needs requiring installation of elevators. With the completion of these projects, Trustees were informed that UW is now in a position to move forward with the

Enclosure 1

Enclosure 3

Enclosure 7

next highest priorities of the Campus Access Committee, which are the Classroom Building, Knight Hall and Coe Library. The buildings will be made to comply as completely as possible with the ADA.

The University's Facilities Planning Office advertised a request for qualifications for design services, and received six responses from Wyoming firms, which were then reviewed by the Campus Access Committee on August 1, 1997. Interviews were waived, based partially on having interviewed several of the firms for the first commission. The Committee ranked the firms based on the submitted qualifications

It was moved by Trustee Kepler that the Trustees of the University of Wyoming approve negotiation of an agreement for services with Malone Belton for the second phase of the ADA modifications. The motion was seconded by Trustee Meyer and carried.

Items for Information:

1. Geology Library Planning

Trustees were provided the following information regarding geology library planning: The Geology Department, A&S Dean and the University Development Office have been successful in identifying a major donor for the Geology Library. The donation will permit the resumption of planning and renovation of the Geology Library originally included in the project to construct the Minerals Research and Reclamation Center (MRRC). The renovation could not be funded within the budget of the MRRC and was temporarily suspended until private funds could be raised for the project.

The Gorder/South Group, architect for the MRRC project, will provide professional design services to reconfigure the Geology Library within the S.H. Knight Building. The conceived

schedule is to complete the redesign and construction documents for bidding the project by the end of the calendar year. Construction could then be completed for occupancy by the 1998 fall semester.

2. Student Athlete Center

Trustees were given the following update on the student athlete center:

The University has contacted the architectural firm of Sink Combs Dethlefs (SCD) of Denver, Colorado, a firm with extensive experience with athletic facilities, to complete the programming, site analysis and preliminary design for the Student Athlete Center. An agreement to provide the full complement of architectural services for programming, design and construction was completed with SCD on July 30, 1997. In accordance with the agreement, which required SCD to give preference to Wyoming consultants, SCD will utilize the services of the following Wyoming firms:

Gorder/South Group, Associate Architect, Casper, Wyoming
Bay and Lower, Structural Engineering, Casper, Wyoming
McFall Konkell and Kimball, Mechanical Engineering, Cheyenne, Wyoming
Banner Associates, Electrical and Civil Engineering, Laramie, Wyoming

An organizational meeting with the Student Athlete Center Planning Committee and Design Team occurred on July 30, 1997. The architect is now reviewing the program document.

The schedule established for the first phase of the Center is:

Draft Program Complete	August 19, 1997
Site Analysis Data Presentation	September 5, 1997
Site Selection Complete	September 17, 1997
Revised Design Concept Presentation	September 24, 1997
Review Plan Concept with Users	October 1, 1997
Site Plan and Design Review	October 8, 1997
Schematic Design Complete	October 17, 1997
Presentation Drawing Complete	October 31, 1997
University Approval	November 13, 1997

The design process will conclude after the first phase until funds are available and approval received to proceed with the design and construction of the project.

3. Art Museum Elevator Status

Vice President for Administration and Finance Dan Baccari passed out information on the status of the art museum elevator. After discussing some of the options suggested, President Dubois offered to review the augmentations suggested and bring the item back to the Trustees at their September meeting.

4. Public Radio

KUWR-Wyoming Public Radio engineers have installed equipment in Sheridan and a test of the broadcast signal has been completed. A modification related to the location of the antenna will require an amendment to the original FCC application. The amendment has been completed and FCC approval is expected in 60 days, according to our counsel in Washington. Based upon this estimate, it is anticipated that KUWR-WPR will be on the air in Sheridan by early October.

5. Change Orders and Progress Reports

Change Orders and Progress Reports on continuing projects were provided to the Trustees.

Enclosure 1

Enclosure 2

re 3

Enclosure 3

Enclosure 4

INVESTMENT COMMITTEE

The Investment Committee of the Trustees met on August 21, 1997. Members present were Hank True, Chair; Dave Bonner, and Deborah Hammons. The following was presented to the full board:

Quarterly Report, University Investments and Endowments

A quarterly report on fixed income investments and a statement of endowments for the period April 1, 1997 – June 30, 1997 was presented to the Trustees for their information.

COMMUNITY COLLEGE AND OUTREACH COMMITTEE

The Community College and Outreach Committee met on August 21, 1997. Elizabeth Kail, Chair, Ron McCue, and Hank True were in attendance. Committee Member Shelly Ritthaler was absent. The following was reported to the full board:

Associate Provost for Outreach Report

Dr. Judy Powell, Associate Provost for Outreach, reported that a transfer agreement for engineering, as a 2+3 agreement, is being worked out, as well as one with Chadron College in Nebraska and Front Range Community College in Colorado.

Dr. Powell reported that organizational changes for this year only have been made in the School of Extended Studies. Seven units have been combined into four. Trustee Hammons said that the publication listing fall offerings could be improved with clearer directions on compressed video classes. Dr. Powell will look into the matter.

Dr. Powell expressed optimism that new programs, particularly those in elementary education, will be offered successfully all over the state. The elementary education degree program at the Wind River Reservation will be offered next fall when greater numbers of students are moving to upper division classes. A new Ph.D. program in adult education in Utah has been granted approval from the North Central Association.

Dr. Powell said she was enjoying the challenges of her new job, and getting the technology and program development under way. Dr. Dubois thanked Dr. Powell for her hard work.

DEVELOPMENT COMMITTEE

The Development Committee of the Trustees met on August 21, 1997 with Hank True, chair; Deborah Hammons, Rita Meyer, and Thomas Spicer in attendance.

The following was reported to the full board:

University of Wyoming/UW Foundation Policy Statement

Although listed as an item for action in the Trustees' Report, Chairman True suggested that discussion of the University of Wyoming/University of Wyoming Foundation Policy Statement be deferred until the next meeting. He also suggested delaying Vice President Blalock's commentary on fund raising until the next meeting.

ATHLETIC COMMITTEE

The Athletic Committee of the Trustees met on August 21, 1997. The following committee members were in attendance at that meeting: Trustee Deborah Hammons, Chair; Dave Bonner, Betty Kail, and Ron McCue. Committee member Saunders was absent. Trustee Hammons reported the following to the full board:

University of Wyoming Substance Abuse Policy

A Substance Abuse Policy for athletics was approved in 1986. The program has been reviewed with revisions made to keep the University's practices current with national developments in athlete drug policies. The most recent revision took place in 1991.

Following a comprehensive review, Athletic Director Lee Moon has developed a revised substance abuse policy for Trustee consideration. Modifications are being made on the present mandatory random drug testing program.

- Drug tests will be mandatory four times a year minimum with unannounced test with eight hours notice.
- Weekly testing for "positive athlete" as long as receiving financial aid.
- Urine collection will be monitored.
- Blood testing is a potential option for rare circumstances.

The educational component of the revised plan calls for educational seminars "as appropriate" with attendance mandatory.

Cont: Special Assistant to the President David Baker spoke to the policy. After discussion, it was moved by Trustee McCue during the committee meeting that the new policy be approved, stating that the misuse of alcohol and other drugs is not condoned, that the item be moved to an item for action and approved as a University Regulation. The motion was seconded and carried. It was moved by Trustee Hammons, seconded by Trustee Bonner and carried during the business meeting that the substance abuse policy as approved in the committee meeting be approved.

1997-98 Basketball Ticket Prices

for: On January 25, 1997 a new pricing structure for football ticket sales was approved. A similar pricing structure for basketball has been developed based on the popularity of opponents.

Comparisons with the 1996-97 promotional ticket packages are somewhat difficult, since the 1996-97 basketball season featured only 13 home games, while the 1997-98 home season will consist of 16 games. The average single game price will increase however by \$2.81 for seats in the lower concourse and \$1.88 for upper concourse prices.

C: Trustee Hammons requested that in the future Trustees be provided demographic statistics of where people are coming from to view the games.

T: During the committee meeting, it was moved by Trustee True, seconded by Trustee Spicer and carried that the 1997-98 basketball ticket prices set out in Enclosure 10 of the Trustees' Report be approved. Background information and proposed basketball ticket prices are attached as Enclosure 4.

Contract for Broadcast Rights

Trustee Hammons distributed an item for information regarding radio and television broadcast rights for Cowboy Football and Men's basketball. The contract for the rights expires at the end of the current playing season.

Special Assistant to the President David Baker spoke to the changes, saying it represented a change in the previous format. The current format is a joint venture with an outside vendor. The proposal is to separate radio and television, with the successful bidder broadcasting live basketball and football, weekly shows, and add basketball's midnight opener. An alternate bid would be sought for a rights fee. Mr. Baker said he would work to get it out immediately, and come back to the Trustees in September with a proposal.

Summary of Budget for FY1998

A summary of the FY 1998 budget was presented to the Trustees.

COMMITTEE OF THE WHOLE

The Committee of the Whole met on August 22, 1997. The following item for action was presented to the committee:

1997 Strategic Plan Update

Dr. Dubois commended Donna Bagby for her work on the strategic plan. Dr. Dubois said activity had been measured in the past, but not so much on performance. There are now measures of performance on which to focus. The strategic plan will continue to be developed. After discussion,

it was moved by Trustee McCue, seconded by Trustee Kirk, and carried that the strategic plan be forwarded to the Governor pending amendments suggested during Trustee discussion.

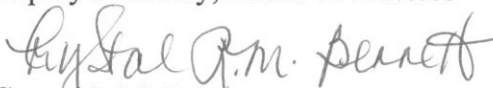
ADJOURNMENT AND DATE OF NEXT MEETING

There being no further business to come before the board, it was moved by Trustee Bonner and seconded by Trustee Kepler that the meeting be adjourned. The motion carried. The next meeting will be held September 26-27, 1997 in Laramie.

Respectfully submitted,



Donna J. Mecham
Deputy Secretary, Board of Trustees



Crystal R.M. Bennett
Staff Assistant

Enclosure 1

Enclosure 3

Enclosure 4

University of Wyoming Trustees
Executive Committee Conference Call
July 3, 1997

The University of Wyoming Trustees Executive Committee held a conference call on July 3, 1997 with the following members present: Pete Jorgensen, chair; Betty Kail, Rita Meyer, and Hank True. Also participating were UW President Philip Dubois, Vice President for Administration and Finance Dan Baccari, Special Assistant David Baker, and Facilities Planning Director Roger Baalman.

The Executive Committee received backup information prior to the conference call with a recommendation that the University employ a design professional to prepare a conceptual design and site options for a Student Athlete Center with 33,000 assignable square feet (ASF). The recommendation included a 4,000 ASF sports medicine center, a 5,000 ASF home football locker room, a 3,000 ASF academic center, a 3,000 ASF equipment/laundry room, a 7,500 ASF weight room, a 3,000 ASF multipurpose room/hall of fame, and 7,500 ASF for football offices. Dr. Dubois said there was a correction on the attachment mailed to Trustees in that the total of column 1 should have been 36,000 square feet rather than \$48,600.

Lee Moon, Dan Baccari, David Baker, and Roger Baalman had been consulted regarding the recommendations. Roger Baalman noted that comparator institutions with facilities being planned or under construction were considered in the analysis.

After discussion, it was moved by Trustee Meyer and seconded by Trustee True that President Dubois' recommendations be approved. Trustee True proposed an amendment that Vice President Baccari and his staff be authorized to make a selection of an architectural firm to perform the work, and that the firm be allowed a design variance of +/- 10% in net square feet. The motion was seconded by Trustee Meyer and carried. The motion as amended carried. Trustees expressed a desire to have a recommendation brought before the full board as soon as possible.

Respectfully submitted,



Donna J. Mecham

University of Wyoming Trustees
Minutes of the Executive Committee
July 16, 1997

The University of Wyoming Trustees Executive Committee met on Wednesday, July 16, 1997 via conference call beginning at 9:00 a.m. UW President Philip Dubois, executive committee members Pete Jorgensen, Betty Kail, Frosty Kepler, Rita Meyer and Hank True, Vice President for Administration and Finance Dan Baccari and Director of University Relations Jay Fromkin participated in the call.

President Dubois requested the conference call to seek the committee's approval of two administrative appointments subject to Trustee approval in August. Dr. Dubois recommended that Ken Griffin, currently associate provost for academic affairs at the University of Wyoming, be appointed Interim Provost and Vice President for Academic Affairs at an annual salary of \$109,000. Dr. Dubois also recommended to the committee that Associate Provost Judy Powell be given a special assignment for the next academic year to assume the operational responsibilities for the School of Extended Studies and Public Service. Ms. Powell will also provide leadership for the development of comprehensive proposals for the future of the University's outreach programs and summer school. Associate Provost Powell's assignment will include the additional title of Dean, School of Extended Studies and Public Service. Dr. Dubois recommended that she receive a \$10,000 stipend.

Trustees expressed enthusiasm for the appointments. It was moved by Hank True, seconded by Rita Meyer, and carried unanimously that the Executive Committee of the Trustees support Dr. Dubois' recommendations pending final approval of the full board at their August meeting.

There will be a press release today regarding the two appointments. Trustees will receive the announcement by fax or e-mail.

Vice President Dan Baccari brought two construction-related items before the committee. It was recommended that the University of Wyoming Board of Trustees award a construction contract for renovations in the Pharmacy Building to Marshall Contracting, Laramie, Wyoming. Marshall Contracting has recently completed the reconstruction in the Biochemistry Building for the WWAMI Center. Vice President Baccari indicated that John Baldwin, Dean of the School of Pharmacy, intended to explore the possibility of a donor contribution for the project costs. If Dr. Baldwin is not successful in receiving donor funding, he intends to delay hiring of faculty in order to pay for the renovations. In the meantime, Vice President Baccari intends to lend the money from the general fund at an interest rate of 6.5%. It was moved by Frosty Kepler, seconded by Rita Meyer and carried that the construction project be approved as described above.

1997 ASUW CONSTITUTION CHANGE CORRECTION

REFERENDUM 4:

Previously, the Trustees were informed that this Constitution change failed to pass by a 2/3 vote at the Student Body General Election on April 2, 1997. However, this information was not correct. According to the ASUW Constitution, Article XI, Amendments, the following bold and underlined portion applies:

"Amendments to this Constitution may be initiated by the ASUW Constitution Committee or by a majority of the voting ASUW Senate, or by any ASUW member who presents a draft of the proposed amendment to the ASUW Senate along with a student petition which includes the signatures of at least ten percent (10%) of the current ASUW membership. **Two weeks after initiation at the second reading of a proposed amendment before the Senate, the proposal must pass the Student Senate by a two-thirds (2/3) vote. When this is obtained, the proposed amendment shall be scheduled for a vote in the next ASUW General Election; and, if the proposal receives a majority of the votes cast in this election, it shall be presented to the University Trustees for final approval.**" [Emphasis supplied].

The ASUW Senate Passed Senate Bill #1827, "Composition of Student Housing & Health Committee," by Unanimous Consent on October 29, 1996
Referendum 4 Results: Student Body in General Election April 2, 1997
Yes Votes: 593 – No Votes: 222 – Under Votes: 164
A majority of "yes" votes was cast, which causes the Referendum to PASS

ASUW would appreciate Trustee approval to the following change to the ASUW Constitution:

Article VI, Section 6, Subsection H, Paragraph 3:

Presently reads: "3. Composition. The membership of the Student Housing and Health Committee shall consist of a minimum of two ASUW senators, one of whom shall serve as chairperson, one student appointed by the President of Panhellenic Council; one student appointed by the Interfraternity Council; one student representing the Residence Halls; one student representing married student housing; one student representing off campus students; *a representative of Student Health Services; a representative from the Campus Police Department and an advisor appointed by the University's Director of Student Housing.*"

Change: Strike: "*a representative of Student Health Services; a representative from the Campus Police Department and an advisor appointed by the University's Director of Student Housing.*"

Add: "*and a minimum of one student-at-large.*"



THE UNIVERSITY OF WYOMING
LARAMIE, WYOMING 82071

OFFICE OF THE PRESIDENT
(307) 766-4121

August 12, 1997

To the Board of Trustees

Re: 1999-2000 Biennial Budget Request

Dear Colleagues:

In a telephone conference call conducted on Thursday, August 7, the Budget Committee of the Board approved the following set of recommendations for consideration by the entire Board at our scheduled meeting on August 21-22. If you have any questions prior to the meeting, please do not hesitate to call.

Introduction:

On June 10, 1997, the members of the Executive Budget Council sent to me their recommendations for the 1999-2000 biennial budget for Section I. Those recommendations included seven funding requests divided into two funding priorities.

The top priority of the Council—designated for inclusion in the standard budget request—includes a request for faculty and staff salary increases totaling \$15,367,034 over the biennium and a request for \$1,599,239 for equipment. The equipment request reflects the Legislature's decision to permit a portion of the University's equipment needs to be included within the standard budget; the balance of our request (\$837,278) is to be considered as the top priority for funding in the expansion budget.

In the case of the request for salary increases, the Executive Council proposes that a substantial proportion of the dollars required be generated through tuition increases of 4% per year, by reallocation, through submission of a supplementary expansion budget request, or through some combination of these strategies. Thus, although the budget requests for salary increases would seek an additional \$9.8 million from the General Fund, full funding of the proposed salary increases would also require almost \$5.6 million from UW sources over the course of the biennium.

The second priority group includes the balance of equipment funding (noted above), the next planned increment for the WWAMI Program, and five additional budgetary requests to be funded entirely from general fund appropriations in the expansion budget. The Executive Council "concluded that these five items were generally of equal importance and did not wish to prioritize them."

A summary of the Executive Council's budget recommendations appears as Enclosure 1.

President's Recommendations:

As a general prefatory comment before discussing my specific recommendations, let me observe that, in my view, our budget process is badly broken. The current process discourages the consideration of innovative ideas and institutional financing strategies that challenge the status quo. Indeed, the Executive Budget Council itself has recommended that I "take prompt action to initiate a planning process designed to assess future funding, both short-term and long term, and develop an institutional strategy to provide the highest quality education, research, and service to the citizens of Wyoming." As we move into the next academic year, I should like to engage the Budget Committee, the entire Board, and, indeed, the entire campus in a discussion of what such a planning process would look like.

In the interim, however, we are obligated to prepare a budget request for consideration by the Governor and the Legislature at the budget session early next year. Here, then are my recommendations for budget increases to be met by new state appropriations and those to be accommodated through reallocation. I also discuss the recommendations of the Executive Budget Council that I have chosen not to endorse and the reasons for my decisions in those areas as well.

Proposals for New State Appropriations (Standard and Expansion Budgets)

1. Faculty and Staff Salary Increases (\$9,804,168): We have received information directly from the Governor that he intends to recommend as part of the Standard Budget salary increases to achieve his goal of bringing all state employees to 90% of the average for the appropriate market comparison employee groups. The recommendation of the Executive Budget Council for \$15,367,034 for faculty and staff salary increases is consistent with the Governor's goal. Except for a limited number of employees, who would receive increases in the second year of the biennium as a result of having met the 4-year service requirement identified by the Governor, nearly all of the dollars recommended by the Executive Budget Council would be allocated to eligible employees in the first year of the biennium. If fully funded, the increase for faculty would average 6.9%; the increase for staff would average 12.4%.

As much as I recognize the salary deficiencies of our faculty and staff, I believe it would be unwise to attempt to achieve the Governor's goal in the next biennium if to do so would require either a substantial reallocation or increase in student tuition. Even with yet another increase in tuition of 4% per year as recommended by the Council, reallocation of more than \$3 million from our existing personnel and operating revenues would be required. Unfortunately, the Council's report contains no assessment of the specific consequences of such a reallocation except that "given the University's past significant reallocations, it is unlikely that additional funds could be found without eliminating and/or reducing the number of degree programs, course offerings, and services." To place this in some context, \$3 million over the biennium represents almost 36 faculty positions (including employer-paid benefits) if funded at \$35,000 apiece. I'm simply not prepared to say that we could do without such a substantial resource to fully fund the salary increases proposed by the Governor. Stated somewhat differently, the total amount of money actually reallocated as a result of the 1991 Academic Reallocation was \$1.38 million over five years; what makes it likely that we can sensibly reallocate \$3 million over a biennium?

I also am not able to support a recommended increase in tuition at this time. Just in the past week, I have received the draft report of the Cost of Attendance Committee charged by President Roark with developing an analysis of the relationship between changes in the cost of attendance (including tuition, fees, housing, etc.) and the University's enrollment. University tuition and fees alone have increased 62.7% over the past five years and 199% over the past decade for resident undergraduates. And although tuition and fees for the University of Wyoming still place us in the bottom one-third of comparable institutions nationally and are still relatively low in an absolute sense, the increase in education-related costs as a proportion of per capita disposable income has been very rapid. In sum, I believe that the time is ripe to "take a breather" from further tuition increases until we can assess the recommendations of the Cost of Attendance Committee as part of a larger financial and enrollment management strategy.

Finally, I am not able to recommend that we request of the Governor and the Legislature additional funding in the Expansion Budget in lieu of funds to be generated by reallocation. The Governor has indicated that he could not support such an approach and it is doubtful that many legislators could be persuaded either.

In sum, then, my recommendation is that we endorse the Governor's standard budget proposal for spending authority to fund faculty and staff salary increases at the level of \$15,367,034. However, in our discussions with the Governor, the Joint Appropriations Committee, and the Legislature, we should ask for their support in helping us to avoid yet another increase in tuition and a reallocation process with uncertain consequences. Accordingly, it would be our hope that the Governor and Legislature would agree to appropriate \$9,804,168 to support faculty and staff salary increases for the 1999-2000 biennium and give us time to assess the consequences of further tuition increases and additional reallocation. Such an approach should preserve some flexibility for us to consider additional salary increases in the second year of the biennium if we determine such increases to be feasible.

My further recommendation is that any appropriated funds we might receive for FY1999-2000 be allocated equally over the biennium so that our employees will enjoy some salary increase in each year. Although I am sure most employees would prefer to receive all of their increase in the first year, I believe that the ability to reward meritorious performance in each year is not only consistent with good management practice, but also is more likely to help sustain faculty and staff morale to the extent that we can. Splitting the available dollars equally would produce average faculty and staff salary increases of 3.8% in each of the two years of the biennium. Naturally, the specific increases to be granted to individual faculty members and staff employees would depend upon merit-based performance assessments.

I am very sympathetic to the concern implicit in the Executive Council's recommendation that the University needs to give special attention to the condition of staff salaries relative to their market comparison groups. However, if we are able to provide only 3.8% on average for each year of the biennium, I cannot recommend that we split that relatively small pool of dollars in ways that will further aggravate the condition of faculty salaries as well.

2. Equipment (\$2,436,517): As recommended by the Executive Budget Council, I recommend that we include \$1,599,239 for equipment in the Standard Budget and \$837,278 for equipment in the Expansion Budget. These two items, if funded, maintain the biennial appropriation for equipment of \$2.43 million, which has been approved by the Wyoming Legislature since 1987-88. The \$750,000 required as UW's share of the equipment allocation

already exist within our budget so no reallocation or tuition increases are required in connection with this portion of our request.

3. Operating Budget Support (\$2,400,000): Our current biennial budget allocates more than \$44 million for operating support. This budget category includes a wide variety of items, including instructional and office supplies, telecommunications, printing, insurance, travel, library acquisitions, and utilities. Unfortunately, the operating budget has not been cost-adjusted for more than a decade with, as you might expect a consequent loss of purchasing power. The recommendation of the Executive Budget Council of \$2.4 million provides slightly more than a 5% adjustment over the biennium, barely (and perhaps not) enough to offset the expected effects of current inflation. I endorse this recommendation.

4. Library Acquisitions (\$1,000,000): As detailed in the report of the Budget Council, inflation has cut deeply into the acquisition of journals and books. The costs associated with electronic access have also generally added to, rather than replaced, the cost of obtaining printed materials. As a result, the University has cancelled 3,999 serial titles in the last decade and reduced annual book purchases by more than 80%.

To get a quick read on our library situation, I examined some data from some research institutions in the region (e.g., Colorado, Colorado State, New Mexico, Oregon, and Utah, Washington State). The number of serials maintained by these institutions ranged from 15,752 (Utah) to 29,406 (Colorado); the University of Wyoming maintains 11,000 serials. The number of volumes added annually by these institutions ranged from 41,780 (Washington State) to 69,425 (Utah); in 1995-96, Wyoming purchased only 9,614 volumes.

To help restore the purchasing power of the acquisitions budget, the Executive Budget Council recommended a biennial increase of more than \$3 million. Even accepting the validity of the Council's analysis and recognizing the fact that publishing costs for higher education materials have increased much faster than inflation, I don't think we can launch a credible argument with the Governor and Legislature that we need more for library acquisitions than we do for general institutional operating support.

The current acquisitions budget is slightly more than \$2.67 million on an annual basis. We have lost anywhere from 20% to 50% of our purchasing power since 1991 depending upon whether one uses the traditional Consumer Price Index or the University Book and Serials Price Index which is pegged to the actual cost of library materials. I recommend \$1.0 million. If we are successful in obtaining the requested \$2.4 million adjustment in our base operating budget, past practice would suggest that approximately \$290,000 or so will be allocated internally to the Library acquisitions budget. A grand total of \$1.29 million would provide us with a 24% increase in our acquisitions budget over the biennium.

5. UW Innovation Center (\$500,000): In the last legislative session, the Legislature authorized the appointment of the Steering Committee for Business Development by the Governor to develop a strategic plan for the state's economic development. Although the report of the Steering Committee will not be public for several weeks, it is believed that a major focus of that report will be upon enterprise development and the attraction of new business to Wyoming. When combined with the University's generally substandard record in pursuing the commercialization of the products of its research, there may be an opportunity for the University to seek gubernatorial and legislative support to enhance the University's contribution to the

state's economic development through the creation of what might be called the University of Wyoming Innovation Center.

Working under the direct supervision of the Vice President for Research and in collaboration with the Science, Technology, and Energy Authority (STEA) and the Wyoming Small Business Development Center (SBDC), a UW Innovation Center could be created to explore the potential of University inventions to be commercialized in the broader marketplace either through more aggressive attempts to negotiate licensing agreements or, ideally, the development of spin-off businesses and companies by faculty inventors working in partnership with investment partners identified by Innovation Center or STEA personnel. The budget estimate of \$250,000 per annum or \$500,000 for the biennium is based upon my personal examination of similar operations at institutions in North Carolina; the minimal requirement for such a Center is \$150,000 annually.

At this point, it may be premature to propose that we include this item in our budget for submission to the Governor. Not only have we not yet had the time to explore the specific relationship of such an entity to STEA and the SBDC (and it is not clear that this need be a separate administrative unit at all), but we have not had the opportunity to review the idea with the Governor nor to identify the near- and long-term expectations we might have for its performance that would justify the expenditure of state resources. Trustee Meyer and I are scheduled to give the Governor a briefing on my recommendations to you at a meeting on Monday, August 18, so I'll be better prepared by the time of the Board meeting to know whether this item is worth moving forward with or not.

6. WWAMI: (\$871,915): It is my understanding that the Governor and the Legislature have already committed to funding the medical contract program with the University of Washington over three biennial periods. This amount represents the "second installment" on that commitment. However, this figure (\$871,915) as recommended by the Executive Budget Council is \$78,738 higher for the 1999-2000 biennium than figures presented to the 1996 Legislature. The difference is primarily related to the cost of providing the clinical experience sites (called Community Clinical Units or CCUs) which were not included in the initial budget development process (+\$71,085) and other minor program adjustments. The first information provided by the University of Washington presenting the cost components of the WWAMI program did not include the incremental costs for CCUs. This same information was used to identify the budget requirements and transitional cost to transfer the medical contract program from Creighton to WWAMI. The omission of the CCU cost component was not noted until we began to negotiate the WWAMI agreement with the University of Washington which was sometime after we had presented our budget request to the Legislature. It was an honest mistake on the part of the University of Washington that did not come to light until this year. A letter from the University of Washington explaining the problem has been requested and should be available at the time of the Board meeting and for subsequent discussions with the JAC and the Legislature. The 2001-2002 biennium will feature an even larger discrepancy (\$105,982) between currently estimated costs and those originally provided to the Legislature.

7. UW/CC Elementary Education Program (\$400,000) Although the Executive Budget Council refused to consider the matter for inclusion in its report, UW/Casper Center Dean Maggi Murdock has also raised with me the question of whether the University of Wyoming has an obligation to include in its next biennial budget a request for legislative support for the Elementary Education program offered at UW/CC since 1990 in cooperation with the Central

Wyoming Board of Cooperative Educational Services (BOCES). Originally, BOCES paid for all expenditures in the program not covered by generated tuition from a one-half mill levy imposed by Natrona School District No. 1. And although there was some difference of opinion between UW and BOCES over the years as to whether UW would take over funding for the program eventually, all of the agreements signed since 1993 as well as the most recent revision signed on behalf of UW this past spring by Board President Kepler and University President Roark have included the provision that “. . . the University will agree to help seek additional legislative funds to assume full responsibility for funding the Elementary Education degree program.” The agreement further provides that “the University and BOCES agree that they shall cooperatively attempt to secure, and will enlist the aid of other interested parties to help secure, such new or additional funds from the Wyoming Legislature if allowed to do so by the Wyoming Governor and Wyoming State Legislature. The amount of such additional funds sought by the parties will be as much as is necessary to complete the transition to permanent University funding of the Elementary Education degree program”

Much as I appreciate the rough sledding that a legislative request of this sort might have to endure, I do believe that we are obligated by the terms of our agreement. Needless to say, we will need to enlist the assistance of the three trustees from Casper College who serve on the BOCES along with the three BOCES trustees from the Natrona County School District and the county's legislative delegation. Exclusive of tuition, the required amount is approximately \$200,000 annually. Failure to obtain these funds imposes no immediate additional budgetary obligation upon the University. Were this item to be supported with new state funds, UW should assert its full and complete authority and responsibility over the Elementary Education Program.

Section I Budget Recommendations Not Forwarded:

I am not forwarding the Executive Budget Council's recommendation on three items identified for the Section I Expansion budget: \$200,000 for classroom modernization, \$2,200,000 for expansion of our equipment budget, and \$847,760 to support the development of Web-based instruction. Here is my thinking:

The first amount is far too small to warrant discussion in the State Legislature. We routinely allocate this much or more to modernize classrooms and should not, in my view, bother the Legislature with a request that amounts to only \$100,000 annually.

The second is a worthy goal, but the reality is that we spend more than \$5.2 million per biennium on equipment, more than twice our existing appropriation of \$2.4 million. I think we all know how this happens, as deans, department heads, and managers have scraped together salary savings and reallocated other support funds to meet our high priority equipment needs. Nevertheless, until we can explain clearly to the Governor and Legislature why we should not continue that practice and demonstrate undesirable consequences due to our inadequate appropriation for equipment, I hesitate to take such a request forward into the next budget session.

As to supporting the development of Internet-based instruction, we are not sufficiently organized or clear in our intentions to proceed with a budget request of this magnitude. I do not at all doubt that we must, in the words of the Council, “transform [our] course development, support, and delivery mechanisms” to reach on-campus students and those at distant locations. But, at least to my knowledge, we have no written plan or clearly established goals in this area.

August 5, 1997

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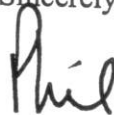
Establishing such a plan and articulating such goals are among the tasks I have set before Associate Provost Powell during the term of her assignment as Dean of the School of Extended Studies and Public Service.

Section II Budget Recommendation (\$185,003,765): Enclosed is a memorandum from Associate Vice President Harris describing the development of the estimates for Section II expenditures. The expenditures for salaries are based upon the Standard Budget. Should we proceed not to reallocate funds and/or raise tuition to fund the full amount in the Section I budget, we will not need to exercise the full extent of the requested spending authority in Section II.

Wyoming Water Resources Center (\$206,000): Enclosed also is an email message to me from Vice President Gern explaining that Trustee approval is required for a requested increase in the budget of the WWRC even though these funds are handled outside the UW block grant and will be paid for from one of the state's water development accounts and not the general fund.

All of these items will be discussed initially in the Budget Committee meeting on Thursday. Please let me know if you require any additional information.

Sincerely,



Philip L. Dubois
President

cc: Faculty Senate President S. Frye
Staff Senate President S. Gabriel

1997-98 BASKETBALL PRICES

Men's Basketball Season Ticket Prices-Lower Concourse

\$149.00 Season Ticket vs \$189.00 Single Game purchase

Season ticket price represents an overall savings of 21% in contrast with the cost of individual game tickets purchased.

Men's Basketball Season Ticket Prices-Upper Concourse

\$143.00 Season Ticket vs \$158.00 Single Game purchase

Season ticket price represents an overall saving of 9% in contrast with the cost of individual game tickets purchased.

Men's Basketball Family Pack Season Tickets-4 Tickets-Upper Concourse

\$340 Season vs \$572.00 (\$143x 4)(Upper Concourse Season)

Purchase of Season Family Pack represents a 40% savings overall compared to purchase of 4-Upper Concourse Season Tickets.

Faculty/Staff Season Ticket Discount

Lower concourse-\$119.00 vs \$149.00-General Public Season Ticket

Upper concourse-\$114.00 vs \$143.00-General Public Season Ticket

Both pricing structures for Faculty/Staff represent a cost savings of 20% over a General Public Season Ticket.

Season Ticket History 1987-1997

1987-88	6,656
1988-89	5,339
1989-90	4,562
1990-91	4,456
1991-92	4,045
1992-93	3,808
1993-94	3,716
1994-95	3,679
1995-96	3,667
1996-97	3,562

Season ticket sales have declined over the past 10 years from an all time high of 6,656 in 1987-88 to the sales of 3,562 in 1996-97. Looking at the ten year history, 1996-97 ranks as the lowest year for season ticket sales.

In order to increase season ticket sales, implementing a staggered pricing structure strategy for single game tickets will provide the means for an increase in sales and also produce several areas of revenue. First and foremost, the discounted price provides an incentive to purchase a season ticket for the least cost, providing savings of 9% to 21% over a single game ticket sale purchase for the entire season. This discount rewards the season ticket holder for loyalty and provides them with cost savings at the same time. The best cost savings of 21% is provided in the lower concourse price of \$149 and also provides the season ticket holder with premium seating for the season.

Secondly, single game ticket pricing is based on popularity (best draw) and pricing the best draw games will help match revenue to proportionate costs (larger crowds equate with larger game management staff requirements, concession staffing requirements, etc.) and provide equity to the department for off-setting those costs. Revenue will be provided to the department from fans of opponents through consignment sales as well as those fans who will purchase the ticket to see these opponents regardless of the pricing structure.

BASKETBALL TICKET PRICES
1997-98 Season

Ticket Type	1997-98 PRICE
Season Public Below	149.00
Season Public Above	143.00
Season Faculty/Staff Below	119.00
Season Faculty/Staff Above	114.00
Season Knotholes	n/a
Season Family	340.00
Single Game Public Below	9.-15
Single Game Public Above	8.-12
Single Game Faculty Discount Above	6.40-9.60
Single Game Knothole	5.00
Spouse Card	15.00
Dependent Card	5.00
Media Guide	10.00
Season Parking	30.00

1997-98 TENTATIVE HOME BASKETBALL SCHEDULE

				LOWER	UPPER
Nov. 8	Sat.	3	Foreign Exhibition	\$9.00	\$8.00
Nov. 12	Wed.	3	Marathon Oil	\$9.00	\$8.00
Nov. 16	Sun.	3	University of Denver	\$9.00	\$8.00
Nov. 25	Tue.	3	Eastern Illinois	\$9.00	\$8.00
Nov. 29	Sat.	3	Southern Utah	\$9.00	\$8.00
Dec. 3	Wed.	2	Utah State	\$12.00	\$10.00
Dec. 17	Wed.	3	Northeastern Illinois	\$9.00	\$8.00
Dec. 23	Thur.	2	Montana State University	\$12.00	\$10.00
Jan. 3	Sat.	2	Long Beach State	\$12.00	\$10.00
Jan. 8	Thur.	2	UTEP	\$12.00	\$10.00
Jan. 10	Sat.	*	University of New Mexico	\$15.00	\$12.00
Jan. 24	Sat.	*	Colorado State University	\$15.00	\$12.00
Jan. 29	Thur.	2	Air Force Academy	\$12.00	\$10.00
Jan. 31	Sat.	*	UNLV	\$15.00	\$12.00
Feb. 12	Thur	*	University of Utah	\$15.00	\$12.00
Feb. 14	Sat.	*	Brigham Young University	\$15.00	\$12.00
5 games		*	Top Draw \$12, \$15		
5 games			2 Second Highest Draw \$10,\$12		
6 games			3 Bottom Draw \$8, \$9		

BASKETBALL TICKET PRICES
1997-98 Season

Ticket Type	16	13	15	16	15
	1997-98	1996-97	1995-96	1994-95	1993-94
	PRICE	PRICE	PRICE	PRICE	PRICE
Season Public Below	149.00	107.00	120.00	128.00	120.00
Season Public Above	143.00	96.00	110.00	112.00	110.00
Season Faculty/Staff Below	119.00	84.00	96.00	103.00	96.00
Season Faculty/Staff Above	114.00	77.00	88.00	90.00	88.00
Season Knotholes	n/a	35.00	40.00	40.00	40.00
Season Family	340.00	250.00			
Single Game Public Below	9.-15	9.00	9.00	9.00	9.00
Single Game Public Above	8.-12	8.00	8.00	8.00	8.00
Single Game Faculty Discount Above	6.40-9.60	6.00	6.00	6.00	6.00
Single Game 25% Discount Above	n/a	n/a	6.00	6.00	6.00
Single Game Discount (100 or more)	n/a	n/a	5.00	5.00	5.00
Single Game 50% Discount Above		4.00	4.00	4.00	4.00
Single Game Knothole	5.00	3.00	3.00	3.00	3.00
Single Game Team Discount	n/a	1.50	1.50	1.50	1.50
Single Game Coaches Discount	n/a	1.00	1.00	1.00	1.00
Junior Joes		20.00	20.00	20.00	20.00
Spouse Card		15.00	15.00	15.00	15.00
Dependent Card		5.00	5.00	5.00	5.00
Media Guide		8.00	8.00	8.00	7.00
Season Parking		25.00	25.00	25.00	25.00