

**Board of Trustees**  
**Committee on Academic and Student Affairs**  
**March 24, 2021**  
**3:30-5:00 PM**

**Committee Report**

*UW Trustees: Michelle Sullivan (Chair), Macey Moore, Laura Schmidt-Pizzato*

**1. Information & Discussion: A structured dialogue on inclusive excellence and lived-student experiences at UW (Monago)**

1. Information/Discussion: Trustee Sullivan and Dr. Emily Monago, engaged the committee in a structured dialogue about how, as an institution that is an engine of access and opportunity, UW improves its ability on every level of leadership to make space to hear and understand the experiences of all UW students. The discussion included conversation around UW's response to the zoom bombing of the February 2021 Black History month virtual event and the subsequent Town Hall dialogue that shed light on the difficult experiences that many students, staff and faculty have endured or witnessed at UW and in Laramie. The dialogue explored how trustees can model and participate in the success of all UW students recognizing that we all benefit when our students, staff and faculty can fully contribute.

The committee acknowledged that decisions UW makes today will impact the University's and our students' competitive advantage in a rapidly changing world into the future. The committee agreed that it is important to take a serious look as an institution on how we continue to develop and cultivate connection across the UW community. President Seidel has formed a cabinet-level committee that will work on diversity, equity and inclusion initiatives to build out the recommendations that have come from the Inclusivity Pillar team.

The committee discussed how UW aligns the way it promotes the UW student experience with the policies and practices that increase inclusive excellence around access and success, institution climate and human relations, institutional infrastructure, engagement and partnerships. The UW cabinet team discussed ideas around Trustee involvement, that included supporting and partnering with President Seidel and the Cabinet in advancing inclusive excellence on our campus, in the Laramie community and around the state.

Dean O'Neil summarized the hope from the committee that the Trustees

1. be aware, advocate and be attuned to the experiences of all students at UW.
  2. to help set the tone as a welcoming and safe space for all students.
  3. to charge each area of the University to be aware and attuned of the disparate impacts that decisions and policies might have on students and bring those stories forward to the Trustees.
2. Action: This is an information item.
  3. Next Steps: This is an information item.

**2. Information & Discussion: Faculty COVID Impacts Think Tank Information/Discussion: Two faculty members provided presentations on their recent sabbaticals.**

1. Information/Discussion: Vice Provost Tami Benham-Deal provided the committee information about the recently established Think Tank charged with exploring ways that UW can support faculty in these difficult times, both with short-term and long-term solutions. Considerations have been focused around the tenure and promotion process and creative and research activities. The Think Tank looked at identifying and addressing the inequity of demands on faculty who are primary caregivers, especially during the challenging times of a global pandemic. The group tasked with this exploration came up with some basic principles,

such as flexibility and adaptivity around faculty, generosity with solutions in ways that don't compromise integrity and rigor in research, and reevaluating and reassessing what we are already doing and how we are contributing to this problem that has been brought to light in this pandemic.

2. Action: This is an information item.

3. Next Steps: This is an information item.

**3. Information & Discussion: Update: UW Regulation 2-5 Establishment of a Flexible, Faculty Approved Teacher Effectiveness Evaluating System**

1. Vice Provost Tami Benham-Deal provided the committee with an update and brief discussion Regulation 2-5 which includes the establishment of a flexible, faculty approved teacher effectiveness evaluating system. A working group has been focusing on the purpose of this regulation, and thinking of how to streamline the details and procedures in a SAP. A draft will be presented at a special committee meeting next Wednesday, March 31st.

2. Action: This is an information item.

3. Next Steps: A special meeting is scheduled for XXX to review the draft regulation in order to keep the process on track.