

Faculty Senate – Executive Committee

Minutes

Monday, February 24, 2025

Attendance: Ray Stuart Fertig III (*Chair*), Ashley Hope Carlisle (*Member-at-Large*), Treva Sprout-Ahrenholtz (*Secretary*), Vladimir Alvarado, Tiger Robison (*Member-at-Large*), Rob Godby (*Chair-Elect*)

Absent: Greg Cawley (*Member-at-Large*)

Guest(s): Mandy Gifford

Meeting called to order at 12:20 pm.

Motion to approve agenda; seconded, carried.

Motion to approve minutes of last session; seconded, carried.

Reminders

Reminders were made for the Faculty Town Hall with President Seidel on Wednesday 2/26/25 4pm – 5pm.

Reminders were made for the Faculty Senate Speaker Series – Noted the change of location to the East Yellowstone Ballroom on 3/11 at 2pm

Chairs Report:

Cabinet Updates –

Staff Townhall Feedback seemed to be focused on up-and-coming changes in the University structure, including reorganization efforts. There is a fair amount of frustration over the lack of raises being provided to staff. Different options were discussed for helping to provide some kind of measurable benefit in lieu of raises such as discounted memberships to Half-Acre. Chair feels like this won't move the needle for most of the staff, administration cites lack of available funding (despite having a SuperBowl ad). Chair suggested that it does not appear that President Seidel is fighting for the staff and faculty of the University, considering other state agencies have received wage increases but not UW.

Risk Assessment (White Madere) is departing from previous approaches and will not include questions of 'culture' moving forward, and culture issues will not be a part of internal audits moving forward. Chair is concerned that this will be used as a tool to sweep things 'under the rug'. No other office is poised to take over the survey/auditing process.

Access & Engagement reports that 75% complete on a review of programs and activities; a review of websites and other university assets is now complete.

Staff Reorganization – Phase II is currently being piloted through Student Affairs. Scott Turpen will ask other deans for other colleges to pilot the proposed changes. Overall focus of the reorganization strategy is focused on project managers, "etc." (Office Associates

should not be affected). Phase I (providing better job descriptions) may or may not have been completed to everyone's satisfaction.

One-on-One With President Seidel. President would like to have more alignment with faculty goals; chair noted this is somewhat difficult considering the vast diversity of faculty and their respect projects and workloads. President seemed to be receptive to the idea of more Strategic Alignment meetings. Chair brought up the need for a comprehensive pay plan that included smaller regular raises. Chair feels that President Seidel seems disinclined to support any plan regarding plan and was unreceptive to the idea. Chair brought up the possible search for a permanent provost; President Seidel did not provide any sort of timeline. Chair brought up continued concerns over the 2-2 process; President Seidel did not seem receptive to further discussion concerning the matter.

Other Business

Some discussion over the lack of raises, and the necessity of the University to rebuild staff and faculty. With a lack of steady salary growth, there is a profound concern that retaining existing workers will be more cost effective than constantly trying to bring in new people that may or may not stay long enough for their initial costs to be worth it, long-term. The turnover does more harm than it does good, even if new people are brought in at lower salaries.

Discussion of some of the SAPPs that are being brought up for a vote. Chair has received no feedback on the 'Hiring International Personnel' SAPP. Chair requesting additional guidance from Tara Evans.

Discussion of the Allowable Expenses SAPP, and clarification of the alterations made by the Chair. Chair asked for someone to make a motion to move forward the two SAPPs (Allowable Expenses & International Personnel).

Chair asked Mandy Gifford about progress made to the 2-13 process regarding the School of Computing. Mandy then addressed the committee, explained some of the particulars related to the 2-13 process related to the School of Computing. Mandy highlighted the differences between this initial presentation and what may eventually move forward to the Board of Trustee's in April. Committee and Mandy discussed specific SAPPs that are involved in the 2-13 process and the specifics as to how the process is to be governed concerning faculty in moving programs/departments/schools. Clarification over which SAPP should be followed in the process, with the Committee noting that the listed SAPP is incorrect (2021 version of the SAPP, instead of the 2024 version of the SAPP). Mandy waiting for the School of Computing proposal to come to her Friday, before a survey is released to 'relevant' faculty and staff' to ascertain the perceived impact of the change to the school of the computing. Chair reissued an invitation to Director Gabrielle (School of Computing) and Cam to address faculty senate and the executive committee. Mandy confirmed the eventual attendance of pertinent individuals to both Faculty Senate and The Executive Committee.

Chair asked Mandy about USP progress and was told that progress is being made and initial reports should be available next month.



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Chair-Elect Godby inquired about the administrative records SAPP.

Motion to adjourn at 1:08pm; seconded, motion carried.