



October 25, 2024

To: Brandon McElroy, Vice Provost for Access & Engagement, Chair
David Aadland, Professor of Economics, College of Business
Chad Baldwin, Associate Vice President, Communications & Marketing
Tami Benham-Deal, Acting Provost
Adam Comeau (or designee), Staff Senate President
Nycole Courtney, Associate Vice President, Student Affairs
Steve Dillon, Director, School of Culture, Gender and Social Justice
Hannah Downey, Content Strategist, Institutional Marketing & Communications
Tara Evans, Vice President and General Counsel
Ray Fertig (or designee), Faculty Senate Chair
April Heaney, Director, LeaRN
Jill Higham, Senior Vice President, UW Foundation
Jill Johnson, Director of International Students & Scholars
Kelsey Kyne, Chief of Staff to the President
Mandy Marney, Associate Dean, College of Agriculture, Life Sciences & Natural Resources
Kameron Murfitt (or designee), ASUW President
Peter Parolin, Dean, Honors College
Mike Smith, Vice President for Governmental Affairs & Community Engagement

From: Ed Seidel, President

Re: Access & Engagement Working Group

In line with its strategic plan and the Spring 2024 Diversity, Equity, and Inclusion Working Group's report, the University of Wyoming endeavors to be a place where all individuals and groups are welcomed and have the resources needed to achieve their academic and professional goals. As UW has transitioned to an Access & Engagement model to support critical functions once facilitated by the Office of Diversity Equity, and Inclusion, it is important that stakeholders throughout campus are involved in planning next steps. Additionally, through its action in May 2024, the UW Board of Trustees has reaffirmed UW's commitment to Equal Opportunity as a guiding principle. With this background in mind, I am forming this working group to ensure the university's functions align with the Equal Opportunity and Prohibited Efforts (EOPE) statement and, more specifically, to

- Develop and execute a communications plan that a) keeps the campus community informed of Access & Engagement updates and campus-wide resources, and b) provides recommendations on unit-level communications.
- Complete a thorough review of the programs, functions, and activities identified by the DEI Review working group earlier this year as having potential DEI components; work with

appropriate leadership to modify programs, functions, and activities as needed to comply with the EOPE statement.

- Work with campus leadership to ensure websites and other digital assets align with the EOPE statement.
- Conduct an analysis to determine which functions, if any, are no longer available or accessible to the campus community and provide recommendations on co-curricular activities, programs, and services that are critical to support student success and institutional excellence.
- Provide a recommendation on how the University can continue to prioritize recruiting diverse students and employees. Describe what resources are needed to make this happen.
- Work with the Conflict Management Group on recommendations for how units can assist their employees with conflict resolution and managing adversarial situations, including mindful communication, civil discourse, and free expression.
- Work with the Student Success office and the divisional units/colleges to continue to enhance critical student success initiatives that are not preferential or exclusionary.
- Work with the leaders of signature programs like the Shepard Symposium on Social Justice and the Wyoming Latina Youth Conference to continue to support their impactful work.
- With my involvement, re-engage with the Black 14 to explore the possibility of resuming the Black 14 Social Justice Summer Institute.
- Serve as a group to receive input on matters related to Access & Engagement.

It is critical that this working group approach its work with an understanding of the efforts that precede it. Specifically, the group will need to become familiar with the following documents and resources, which can be found here and linked below.

- March 28, 2024 Presidential Charge to form the Diversity, Equity, and Inclusion Review Working Group
- April 16, 2024 Diversity, Equity, and Inclusion Review Working Group Report, including appendices and addenda
- The [materials](#) of the May 2024 Board of Trustees Meeting
- Board of Trustees' [Equal Opportunity and Prohibited Efforts Statement](#)
- Draft Standard Administrative Policy (SAP) related to Allowable Expenses
- [Access & Engagement website](#), particularly FAQs.

My office will schedule a kick-off meeting so that I can further articulate my expectations for this group and answer your questions. I have asked Vice Provost for Access & Engagement Brandon McElroy to chair the working group, and he will also be in touch with additional information. I ask that Vice Provost McElroy provide me and my Cabinet with a verbal, monthly update on progress beginning in November 2024 through May 2025.

I appreciate in advance your assistance, collaboration, and input on this important topic.

Cc: President's Cabinet
ASUW President
Faculty Senate Chair
Staff Senate President