

University of Wyoming
UW Leadership Team Meeting
October 7, 2025
8:30-10:00 a.m. · Coe 506

Attendees:

Ed Seidel, President
Anne Alexander, Interim Provost, Office of Academic Affairs
Chad Baldwin, Associate Vice President, Institutional Communications
Parag Chitnis, Vice President, Research and Economic Development Division
Nycole Courtney, Interim Vice President, Student Affairs
Kelly Crane, Dean, College of Agriculture, Life Sciences, and Natural Resources
Danny Dale, Interim Dean, College of Engineering and Physical Sciences
Amanda DeDiego, Interim Dean, UW-Casper
Tara Evans, Vice President and General Counsel
Rob Godby, Faculty Senate Chair
Jacob Marquez, Interim Staff Senate President
Patrick Hardigan, Dean, College of Health Sciences
Alex Kean, Vice President, Budget and Finance
Cass Kvenild, Dean, UW Libraries
Kelsey Kyne, Chief of Staff to the President
RoseMarie London, Executive Director and Deputy Secretary, UW Trustees
Bill Mai, Vice President, Campus Operations
Amy McLaughlin, Vice President, Information Technology
Beth McMillan, Interim Director, School of Computing
Carolyn Pepper, Interim Dean, School of Graduate Education
Peter Parolin, Dean, Honors College
Mike Smith, Vice President, Governmental Affairs and Community Engagement
John Stark, President/CEO, UW Foundation
Scott Turpen, Dean, College of Arts and Sciences

Opening Remarks

President Seidel began the meeting by introducing Jacob Marquez, the Interim Staff Senate President, noting that an election for the next president will take place at the November Staff Senate meeting. He then discussed the timeliness of board materials, emphasizing that the Board of Trustees will be stricter in the future about receiving materials late.

Turning to the state budget process, Seidel reported a productive meeting with the Governor to review the university's budget priorities. The budget office recommended two key items for

support: Career and Technical Education (CTE) and critical minerals. However, salary increases, and a \$25 million block grant inflation request were removed from the university's submission by the state budget office. Seidel said the discussion with the governor was polite and constructive. He noted that CTE is especially important to state legislators and residents. Senator Dockstader wants to see more engagement through extension offices, and the legislature views CTE in a broad and inclusive way. Regarding critical minerals, Seidel said the topic resonated strongly with the Governor, and that UW is exploring a partnership with Georgia Tech on this initiative.

Vice President Alex Kean added that the state budget office had removed compensation items across all state agencies, and that inflation adjustments, like compensation, might ultimately be handled statewide.

Interim Staff Senate President Jacob Marquez expressed appreciation that the Governor's discussion on compensation was positive, emphasizing that unfilled positions strain university operations and that UW needs to retain staff longer.

Seidel shared a lighter moment, mentioning that he hosted approximately 40 first-year students at his home the previous evening, calling it an enjoyable experience.

Follow-up Guidance – Title VI and HB 147

Vice President and General Counsel Tara Evans provided a status report on the Office of Civil Rights (OCR) investigation. UW received a finding from OCR due to prior participation with the PhD Project. A resolution agreement was signed and returned to OCR on 10/3. The agreement requires UW within 60 days to submit a list of partnerships with external parties that may be exclusionary based on race. This does not include academic field of study. An update to Faculty, Staff, and Students with further guidance on the Title VI Dear Colleague Letter and HB 147 is forthcoming. There will be a Q&A session for leadership on this topic on Friday.

Shared Governance Working Group Update

Faculty Senate Chair Rob Godby opened the discussion by reflecting on the two open meetings held so far, explaining that the group is still working to fully understand the complexities of shared governance. He noted that while the university has made a commitment to shared governance processes, those processes have sometimes been ignored—both intentionally and unintentionally. Many people, he observed, believe they understand shared governance, but in practice it often proves more difficult than expected. The committee has a November deadline to develop a report with recommendations, and the next two meetings will focus on determining the best path forward. Rob emphasized that living up to shared governance principles is challenging but essential.

VP Evans asked if there was an example of a time when processes were intentionally ignored. Chair Godby cited the College of Health Sciences (CoHS) as a case where people felt that established systems and regulations were not followed as intended, and that when such failures occur, it is important to acknowledge mistakes and apologize. VP Evans suggested breaking down these incidents to identify lessons learned and possibly holding small group discussions to explore how the university can prevent similar issues in the future.

Chair Godby agreed that the institution needs a shared, campus-wide understanding of what effective shared governance should look like. Dean Peter Parolin added that the most meaningful progress has come from discussions that address the emotional impact of past experiences, noting that it might be time for an institutional apology to those who feel wronged. VP Evans discussed how it might be helpful and necessary to meet directly with people in CoHS to hear their perspectives.

Dean Scott Turpen observed that the committee is also focusing on moving forward constructively, mentioning that he recently presented the proposed budget model to A&S department heads to gather their feedback.

President Seidel closed the conversation by saying that one of his goals this year is to position the university as strongly as possible for its next president. He thanked everyone for their ongoing work and collaboration and affirmed his commitment to continue engaging with the group in that effort.

Response to Federal Shutdown

Dean Kelly Crane asked if there was going to be any institutional communication about the effects of the recent government shutdown on the campus. He noted that his college is likely the most impacted by this shutdown as they have several federally funded faculty, students, and programs. Crane shared that a communication for administration would be good for morale.

Vice President Parag Chitnis responded that UW would meet salary commitments to students, but federal employees are not allowed to work at this time. Chitnis agreed that a communication was a good idea and that it would be best if it came from his office.

Dean Carolyn Pepper noted that the communication related to grad students needs to be clear on who is and is not impacted.

Critical Needs Next Steps

Interim Provost Anne Alexander summarized a qualitative analysis completed on the revised lists submitted for the Critical Needs project. The list was reduced to 71 priorities.

- Dominant need type was foundational or mission critical needs with 30 entries. Following that were entries for strategic investments for growth.
- Risk mitigation had 7 entries.
- There were 35 mentions of personnel.
- Artificial intelligence had 24 mentions.
- The largest cross cutting themes were “foundational/people” and “strategic/technology process”

Alexander asked that the group keep the list updated and shared that next steps would be to look at budgets and see how we might move on some of these.

President Seidel noted that some of these items will need to be addressed institution wide, like AI.

Chair Godby noted that the School of Computing could be a good partner in crafting the approach to AI on campus.

Interim Director Beth McMillan agreed that SoC could be a key player in developing an overarching approach to AI at UW, but that more coordination between major units is needed at this time.

President Marquez proposed increasing revenue in his unit by selling surplus online, using the CSU auxiliary units as a model.

Dean Crane asked to keep this list in the context in which it was developed. He communicated that needs can change based on the opportunity provided. He stated the need for this list to be dynamic and for this exercise to be successful that it will require continuous engagement from administration with Deans and program leaders. Crane asked that administration consider dropping the “critical” modifier for this exercise.

VP Evans shared that it is important to keep moving these items forward. She believes if similar needs can be clustered then progress can be made in key areas.

President Seidel encouraged people to take this information back to their units and discuss what might be done to address the most urgent items.