

University of Wyoming
UW Leadership Team Meeting

November 4, 2025

8:30-10: 00 a.m. · Union Senate Chambers

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, Vice President, Student Affairs
Kelly Crane, Dean, College of Agriculture, Life Sciences, and Natural Resources
Tara Evans, Vice President and General Counsel, Office of General Counsel
Patrick Hardigan, Dean, College of Health Sciences
Julie Hill, Dean, College of Law
Alex Kean, Vice President, Budget and Finance
John Koprowski, Dean, Haub School of Environment and Natural Resources
Holly Krutka, Executive Director, School of Energy Resources
Cass Kvenild, Dean, UW Libraries
Kelsey Kyne, Chief of Staff to the President, Office of the President
RoseMarie London, Executive Director and Deputy Secretary, UW Trustees
Bill Mai, Vice President, Campus Operations
Beth McMillan, Interim Director, School of Computing
Carolyn Pepper, Interim Dean, School of Graduate Education
Jenna Shim, Dean, College of Education
Mike Smith, Vice President, Governmental Affairs and Community Engagement
John Stark, President/CEO, UW Foundation
Scott Turpen, Dean, College of Arts and Sciences

Meeting Summary:

Opening Remarks

President Seidel began by recognizing Holly Krutka for her distinguished service as the Executive Director of SER, Krutka will be leaving UW at the end of the month. Seidel then provided an update on the AI Initiative, led by Jeff Hamerlinck, highlighting ongoing support for the AI cluster hires.

Seidel discussed the recent Staff Town Hall meeting, where parking dominated the conversation. Participants offered numerous suggestions, including better communication about bus routes and parking lots, increasing the frequency of bus service, and designating special parking for the Employee of the Quarter. The administration remains open to additional input from the group on these issues.

Seidel also discussed use of the recruitment and retention fund, which currently supports two main funding outlets for faculty: the President's Distinguished Scholar Award and funds available for recruitment or retention, including start-up packages. The administration is exploring ways to extend similar support mechanisms to staff.

Seidel reminded the group that the university operates two planes—one is dedicated to travel within the state—and he encouraged UWLT to make use of this resource when appropriate.

Finally, Seidel announced a special lecture he would give on November 7th at 4 p.m. in Classroom 129 on the history of gravitational waves. He concluded by emphasizing the importance of this group focusing on major institutional priorities such as critical needs, budgetary issues, and enrollment challenges.

10/7 UWLT & Senates Reception: Debrief & Next Steps

Chief of Staff Kyne discussed the recent relationship-building event with the Faculty and Staff Senates and UWLT aimed at strengthening collaboration and improving the university community. A follow-up survey will be distributed to UWLT members to gather feedback on the success and impact of the event. The discussion centered on making UW a better place to work and learn. Interim Provost Alexander noted that she heard from multiple faculty members that work is needed to build a more robust faculty mentoring program. This theme has also emerged in several program reviews.

FIRST Working Group Update

Vice President Chitnis provided an update on the group's work to ensure compliance with federal policies on national security, research integrity, and foreign influence under the current administration, emphasizing that alignment with these requirements is the group's primary goal. These compliance efforts are particularly important when programs receive federal funding from any of the five major agencies.

Vice President Evans reported on developments related to the Personal Responsibility and Work Opportunity Reconciliation Act of 1996 (PRWORA) and definition of "Federal public benefit" which stipulates that individuals receiving federal public benefits cannot be undocumented immigrants. Recipients of a "benefit" from a federally funded program at UW must now go

through a verification process—currently handled through an attestation form. Additionally, if the university provides incentives for participation in research, recipients must also be verified.

Evans also summarized the new United States Department of Agriculture (USDA) Guidance Memorandum stating that, moving forward, no foreign scholars from “countries of concern” may work on USDA-funded grants. Institutions employing individuals from such countries are also not eligible to apply for USDA grants.

Regarding these policies, the president requested that Chitnis and Evans report back to UWLT in a future meeting.

Great Colleges to Work for Survey

Interim Provost Alexander reported that the senates had raised the idea of re-administering the *Great Colleges* survey to help identify and address critical needs within the university’s culture. A shorter version of the survey could be deployed in the spring, with free results available by July. It would be administered through the Provost’s Office and would provide valuable insights into areas such as morale, personnel, benefits, and institutional services, while also collecting demographic and organizational data. The results would offer benchmarks against peer institutions to guide future improvements.

President Seidel emphasized that conducting the survey now could be particularly valuable, as the findings would provide meaningful information for the incoming president.

Alexander noted that HR’s assistance would be needed to provide a randomly selected list of about 600 faculty and staff participants. Vice President Kean expressed that HR would probably not have a broader role in facilitating the survey.

SAP Project

Vice President Evans reviewed the long-term progress of the university’s regulation review project. The effort began in 2016, following significant regulatory growth over the years. In 2008, the university had 12 Trustees’ regulations and 100 university regulations; by the time of the 2016 review, the number of Trustees’ regulations had expanded to 112. The review process that year examined which regulations should remain under Trustees’ authority and which should not, reducing university regulations from 100 to 80. During the process, the team also discovered roughly 1,000 smaller policy documents scattered across the institution.

In 2023, the university resumed reviewing these documents to determine which are still relevant. However, given upcoming priorities for the next year, the group agreed that this broader review could be placed on the back burner for now. In the meantime, departments can continue submitting *DAPs* (Departmental Administrative Policies), which require less formal review.

Vice President Chitnis noted that encouraging departments to start with DAPs could make it easier to later designate them as *SAPs* (Standard Administrative Policies). Dean Carolyn Pepper emphasized the importance of maintaining a bottom-up process that allows input from across the university. Evans agreed to slow the review process accordingly.

The group also discussed the possibility of designating representatives from each unit to serve as primary contacts for reviewing and coordinating policy updates.

Roundtable

Interim Provost Alexander suggested the group visit the “Natural Archive” exhibit at the Library Annex in the basement of Bio Sciences. Dean Turpen also provided a plug for the new production from the Department of Theatre and Dance “Bright Star.”

Vice President Stark shared that the Foundation Stewardship Summit is today. The focus of the summit will be on named faculty positions.

Vice President Courtney thanked Vice Presidents Mai and Kean for their help with January move-in.

Vice President Smith shared that he will soon be asking for information for the upcoming legislative session and is appreciative of everyone’s prompt responses. He gave a summary of the session timeline and handed it over to Vice President Kean to summarize the CREG report. Kean noted that while revenues from state investments are up, revenues from sales and use taxes are down and may continue to trend that direction.