

University of Wyoming
UW Leadership Team Meeting
May 5, 2026
8:30-10: 00 a.m. · Coe 506

Attendees:

Business Managers were invited to this meeting

Ed Seidel, President

Anne Alexander, Interim Provost, Office of Academic Affairs

Chad Baldwin, Associate Vice President, Institutional Communications

Tom Burman, Director of Athletics

Scott Beaulier, Dean, College of Business

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

Gwen Dailey, Staff Senate President

Danny Dale, Interim Dean, College of Engineering and Physical Sciences

Amanda DeDeigo, Interim Dean, UW-Casper

Tara Evans, Vice President and General Counsel

Rob Godby, Faculty Senate Chair

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

Cass Kvenild, Dean, UW Libraries

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

Scott Quillinan, Acting Executive Director, School of Energy Resources

Jenna Shim, Dean, College of Education

Mike Smith, Vice President, Governmental Affairs and Community Engagement

Jack Tennant, Executive Director, UW Alumni Association

Scott Turpen, Dean, College of Arts and Sciences

Opening Remarks

President Ed Seidel opened the meeting noting he is currently focused on supporting a smooth leadership transition and strengthening external institutional relationships. He shared positive impressions from ongoing conversations with President-designate Shane Reeves and emphasized Reeves's interest in learning the University thoroughly before July 1.

President's Proposed FY2027 Budget

Vice President for Budget and Finance Alex Kean presented the President's proposed FY2027 budget. He explained that the University faces a projected shortfall driven by three primary factors:

- Tuition revenue declines: Actual tuition revenue in recent years has fallen below projections, necessitating a reduction of approximately \$4 million in anticipated unrestricted operating revenue. While the incoming first-time, full-time class appears stable, it still does not fully replace graduating cohorts.
- Decreased investment income: Reduced cash balances and lower market returns—following years of major construction and maintenance spending—have limited the University's ability to offset revenue shortfalls through investments.
- Rising utility costs: University utility costs are forecast to increase by roughly \$2.9 million. These expenses have now been moved from Campus Operations into a standalone general university operations account to improve transparency.

Combined, these pressures create a gap just under \$15 million. Rather than imposing a uniform 4 percent cut across all unrestricted operating budgets, leadership proposed:

- A 2 percent reduction across all operating units, and
- Holding the remaining balance centrally to allow for more strategic, enterprise-level decisions and flexibility.

This approach allows units discretion during the year to manage the reduction through vacancy savings, expense restraint, or other revenue offsets, while avoiding rigid, across-the-board cuts that could undermine long-term planning.

Kean clarified that prior legislative footnote 9 language referencing a \$5 million savings target has been removed and is no longer binding. Instead, the University must submit a report by December 1 describing operational efficiencies and potential reallocations.

The efficiency review focuses on three broad areas:

- Administrative and supervisory structures
- Low-enrollment courses, majors, minors, and certificates
- Federally and state required compliance with DEI related legislation

Leadership emphasized that this process is not solely a cost-cutting exercise but an opportunity to reassess priorities, improve alignment with institutional mission, and identify where resources may be better deployed.

A wide-ranging discussion followed regarding how to approach the remaining approximately \$8.5 million cut not yet allocated within the budget framework. Participants distinguished between:

- Core missions: Teaching, research, and service
- Foundational support services: IT, facilities, compliance, utilities, and other essential infrastructure
- Discretionary or growth activities: Programs or services that may be scaled depending on resources

Vice President of IT, Amy McLaughlin highlighted the limited flexibility within foundational IT services and suggested efficiency opportunities through greater centralization, elimination of duplicative systems, and consolidated purchasing.

President Ed Seidel encouraged leaders to consider centralization more broadly, rethink low-demand programs, and explore revenue-generating opportunities such as professional and graduate programs, partnerships, and improved transfer pipelines.

Leadership reiterated that enrollment challenges reflect long-term demographic trends rather than a short-term fluctuation. Interim Provost Anne Alexander emphasized the need to recalibrate institutional scale, explore new markets, and preserve academic quality while recognizing a smaller future student population.

Kean reviewed the proposed salary plan to be presented to the Board of Trustees, which includes:

- A flat \$1,400 cost-of-living increase for eligible employees
- Market adjustments to bring staff to minimum pay bands and faculty closer to peer benchmarks
- A merit pool distributed initially as a percentage, with flexibility for approved adjustments to address compression and inversion

Further discussion will occur at upcoming board prep meetings.

Hanover Academic Portfolio Project

Interim Provost Anne Alexander announced a new centralized contract with Hanover Research to conduct a comprehensive undergraduate and graduate program portfolio review. Hanover will assess programs using metrics such as student demand, labor market data, and regional trends, and identify candidates for investment, maintenance, differentiation, or further review.

The project is intended to complement existing program review processes and inform both academic planning and budget discussions. Preliminary results are expected approximately 6–8 weeks after Hanover’s campus visit later in May.