# THE UNIVERSITY OF WYOMING

# MINUTES OF THE TRUSTEES

Monday, October 20, 2014

The final minutes can be found on the University of Wyoming Board of Trustees website at <a href="http://www.uwyo.edu/trustees">www.uwyo.edu/trustees</a>

## TRUSTEES OF THE UNIVERSITY OF WYOMING AGENDA Monday, October 20, 2014

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#### **Roll Call**

#### **Consent Agenda Items for Approval**

Approval of Revisions to UW Regulations 8-256 (to be renumbered as 1-256) – Miller Approval of CMAR - Arena-Auditorium Renovation, Phase II – Mai

## Date of Next Meeting - November 12-14, 2014; Laramie, Wyoming

## Adjournment

## THE UNIVERSITY OF WYOMING MINUTES OF THE TRUSTEES Monday, October 20, 2014 Conferece Call University of Wyoming Campus; Old Main Boardroom

As reflected in the minutes, the University of Wyoming Board of Trustees held a conferece call on Monday, October 20, 2014. The conference call was initiated from the Old Main Boardroom. Trustee President Palmerlee called the meeting to order 8:03 a.m. The Board covered several topics such as tuition policy, non-resident tuition discount and scholarship program, and endowed chairs initatives, among others. Board of Trustees President Dave Palmerlee adjourned the meeting at 9:05 a.m.

## AGENDA ITEM TITLE: Tuition Policy Discussion/BOT Committee Update, Mai

## CHECK THE APPROPRIATE BOX(ES):

Work Session
Education Session
Information Item
Other Specify:

#### MINUTES OF THE MEETING:

Trustee President Dave Palmerlee asked Vice President for Administration Bill Mai to introduce the tuition policy. Vice President Mai asked if the chairman of the subcommittee, Trustee Davis, would like to have input on the topic. Trustee Davis asked Vice President Mai to continue presenting. Vice President Mai explained that for the past nine to ten months, there had been a discussion of needing to implement a tuition policy whereby a base tuition increase was established. He referred the Board to the first page of the packet and to the discussion among the subcommittee members the week prior. He stated that everyone that had discussed the issue had agreed that a 4% base tuition increase made sense, given current and foreseeable University operating environment.

Vice President Mai then referred the Board to Item C in the packet and the proposed method of increase. 2% would be dedicated to salaries. The next 1% would be allocated to academic support budgets in the Office of Academic Affairs and then distributed to those in highest need as determined by the provost. The final 1% would go to the libraries and Information Technology. He reminded the Board that each percent was about \$500,000. He stated that there was clearly a need in those areas, and it would take some time to grow budgets with that approach, but every time there would be long-term progress in those areas. Vice President Mai stated that this was currently just a discussion point for the Board and that they would likely ask the Board to take action on one or more forms in November. These included adopting a tuition policy and a school year 2015-16 actual approach, which for the coming year would be guided toward compensation. He stated that he felt there was actually a need for 5%, but that much more than that would not be palatable. In the coming year 4 of the 5% could go to compensation, some to the Office of Academic Affairs, but most directly to faculty, and there could be a piece purely for retention. 1 of the 5% would go into the Office of Academic Affairs' budgets for academic excellence. Vice President Mai then noted that the Office of Academic Affairs would have to prioritize that money, but basically the colleges' budgets needed to be increased. There was not enough room to take on new programs or to continue with existing programs. He then turned his time over to questions and comments.

Trustee Dick Davis, chair of the committee on this topic, gave more background, stating that there was a lot of input by people at the University, especially those affected by tuition increases. This outline of a policy came about based on that input. The committee did not discuss what would or

would not be done specifically in the future with respect to modifications, but it was agreed that a tuition policy was critical and necessary and that the outline presented would be the recommendation. He referenced Vice President Mai's comment that there would be no voting on the issue at that moment, but that the Board should take a look at the proposed outline to see if it made sense. He then asked ASUW President Ahmed Balogun if he had taken this issue to the student body.

ASUW President Balogun responded that it had been discussed with the executive team and several senators, but there would be an official resolution coming into the senate the next week that would be voted on as a whole. He stated that from his discussion with the students, popular consensus was that they wanted to know what the money was going to and how UW's spending compared to other colleges and institutions. He also stated that the major concern was the perpetual nature of these consistent increases with no end date in sight. He mentioned that after the purpose of the increases was explained, most students understood them. He said that they would wait and see how the resolution goes the next week.

Trustee Davis concluded by saying that this was just the report, and there would be a chance for further discussion at the November meeting.

Trustee President Palmerlee asked if there was any discussion on the salary increases being performance-based. Trustee Davis stated that there had not been any.

Trustee Marsh commented that for the time being, they should just look at what 5% would do, as 4% appeared to be insufficient. He added that he would like a little more explanation of the mandatory salary increase due to the fact that it was not a mandatory component. He stated that he understood that the funds would go toward salary increases, but he would like to see it be performance-based, and not necessarily an expectation. The Board needed to look at salary increases overall with regard to the salary policy.

Trustee Davis responded to Trustee Marsh by saying that there was only a portion of the 2% that was mandatory, and that was for promoted faculty. With a promotion, there is a raise, and he believed that that was \$425,000 of the total. He noted that the balance of it would be used for salary increases, which should be restated so that it was clear that it was merit-based. Every year there was a situation of mandatory increases simply by promotion.

Trustee President Palmerlee asked if there had been any discussion or review by the Governor's office or if this issue had already been reviewed by the legislature.

Trustee Davis stated that to his knowledge, it had not. Vice President Mai stated that it was discussed with the legislators in Casper at the Board retreat, although he was not sure of how indepth the discussion was. He stated that the purpose of the subcommittee was just to discuss tuition policy and not a policy of what the future salary increases would look like. He reminded the Board that the mandatory part of the policy was related to tenure and promotion, and that by nature was a merit-based system.

Trustee President Palmerlee asked if there was any further discussion on this item.

Trustee True stated that knowing that the student senate might take action in the coming week meant that it needed to be emphasized that the outline was only a draft and that the document would see more flexibility. He added that he recognized that one of the driving forces of having this policy was to set up a foundation as they moved forward. He acknowledged that Item F reemphasized that the Board had the final say on this matter. Given all of that, there were defined numbers in this policy that drew a line in the sand so that if the trustees wanted to make future adjustments, they would have to positively make changes; whereas, if there was some flexibility in it, it might be easier to work with in the future.

Trustee True offered the example of the recommended tuition increase of 4% being an absolute number with no real flexibility. He wondered if it should instead say approximately 4% +/-2%. If inflation started to run, it would give the administration some flexibility to bring something other than 4% to the trustees with justification. He then acknowledged that in regard to Item C, these issues were high priorities, but in four years, the Board may not want to allocate those revenues. He said that in his perspective, having some flexibility would be an advantage. Trustee True stated that he wished to see more flexibility and some sideboards put on this policy rather than absolute numbers. He then emphasized that because the student senate was taking action on this draft, he wanted to make sure they were fully aware that it was subject to revision.

Trustee President Palmerlee thanked Trustee True and asked if Vice President Mai and the subcommittee could give some thought to what Trustee True suggested, as they continued working toward this. He also suggested that it show up in the November materials. Vice President Mai agreed.

## AGENDA ITEM TITLE: Non-resident Tuition Discount and Scholarship Plan, Axelson

## CHECK THE APPROPRIATE BOX(ES):

Work Session
Education Session
Information Item
Other Specify:

#### MINUTES OF THE MEETING

Trustee President Palmerlee asked that Vice President for Student Affairs Sara Axelson present on the Non-Resident Tuition Discount and Scholarship Plan.

Vice President Axelson stated that in November, the administration would be asking the Board to support the tuition discount and scholarship policy. She referred back to the discussion of this topic at the last meeting, where the legislators' tuition discount footnote was discussed. The past spring, the legislature had been curious about the potential of enrollment and revenue growth based on tuition discounts, especially within the Rocky Mountain region. She then explained that a group of individuals at UW, led by Mary Aguayo of Student Affairs, working with Financial Aid, Administration and Finance, and Admissions, reviewed discount policies across the country and UW data on what attracts and retains students, and a policy had been developed. A draft had been previously given to Vice President for Governmental and Community Affairs Chris Boswell and Director of Government Relations Mike Massie to take to the legislature, but essentially the plan suggests that there would not be extreme revenue growth of discounts were added.

Vice President Axelson then explained that what would be done would try to attract higher achieving students, and then the scholarship awards could be spread to more in-state students, transfer students, and freshman. She continued that the written policy on the last page of her topic in the packet, showed the current scholarship scenario with varying scholarship levels based on GPA and test scores, as developed by UW economists about eight years prior, with some refinement over the years. Vice President Axelson then stated that UW had had steady growth with that policy, but not to the desired extent. She said that looking at what attracts a student to come to UW, she believes that we need a higher level of discount at the higher end of those performing students, and we need to then raise the amount of scholarships available from students that UW retains, but may not be able to keep the scholarship depending on their performance. She explained that in essence, an \$8100 discount would be added to students who have a 34 ACT score and a 3.0 or 4.0 and 24 ACT. These emphasized that these are high achieving students, most residing out-of-state, who the University woud want to be able to award a scholarship to to attract them. She also explained that there would be additional scholarships available to them through the colleges, referencing the College of Engineering's scholarships that attract incoming students. Vice President Axelson mentioned that in order to attract these high-achieving students to UW, the University needed to be able to offer a competitive package. She then added that the system

would be simplified with the students receiving a \$6,000 award down to a \$3,000 award. Students who were retained, but did not keep their scholarships, would offset these additional costs. Vice President Axelson stated that the bottom line was that the cost would be a wash because of offset, but that resources were being realigned to high-achieving Wyoming residents that did not currently get the level of award she would like to see. She then requested the Board's support for this proposal in November and stated that she had just wanted to share this information with the Board during this meeting.

Trustee President Palmerlee referenced the first paragraph on the second page and explained that he did not understand where the extra scholarship money was coming from, as scholarships were increased to \$8,100 for the Rocky Mountain residents.

Vice President Axelson responded by explaining that the lower-end students were being offered "vanity scholarships", which were large enough to attract them to the University. She noted that if a student did not maintain the necessary GPA for their scholarship, they would still be retained and graduate, but they wiould lose their scholarship, and the money that was freed up at the lower-end would offset the higher achieving students. She then referenced the peach-colored zone on the graph and further explained how those were the students UW wanted to attract, but they often did not have the best grades after coming to college. They graduate, but they do not maintain a high GPA, which then frees up scholarship dollars for other students that offset that discount.

Trustee President Palmerlee asked about the Rocky Mountain scholarships and if they were backfilled by Section I money dollar for dollar. He inquired if the University had access to four years of funding for a student's scholarship, even if the student loses that scholarship.

Vice President Axelson responded affirmatively, explaining that if a student loses their scholarship, that money is freed up.

Trustee President Palmerlee asked for clarification of if the University still would receive the benefits from a scholarship, even if the \$8,100 is not paid out to the student.

Vice President Axelson responded by explaining that there were additional dollars to work with because the Section I money was a combination of tuition revenues and the block grant, so the benefit would come from that. She stated that if she felt like the model was not financially sustainable, she would not be proposing it. She added that if over time there needed to be adjustments, they would tailor the program so there would be discounts to an unsupported level. She stated that there was methodology behind the model and that it was really is in the best interest of the University. Vice President Axelson added that the Section II money received from the revenues of housing and other fees were additional revenues. For example, 100 more students in the residence halls would add up to about \$1,000,000 more in revenue.

Trustee President Palmerlee asked if there were any more questions.

Vice President Axelson stated that she would be back in November and that she had just wanted the Board to feel confident before signing off on anything.

## AGENDA ITEM TITLE: Update on Transfer Credits, Hagy/Noel

## CHECK THE APPROPRIATE BOX(ES):

Work Session Education Session Information Item Other

Specify:

#### MINUTES OF THE MEETING:

Interim Associate Vice President of Undergraduate Education Alyson Hagy stated that the University had made great progress on the issue of transfer credits. There was an articulation summit that hosted more than 150 administrators, faculty, and deans from all eight institutions. The summit focused on several goals. First, there needed to be clarification of the pathway to graduation at the community colleges and UW. She noted that there would be a redoubling of efforts on the two-plus-two program, with the 17 highest-demand programs between the community colleges and UW included. Interim Associate Vice President Hagy explained that another goal was coming up with comprehensive advising strategies at the community colleges and at UW to support transfer students. She informed the Board that there would be a statewide advising summit in the spring of 2015. Those that would attend had been identified, but they were still working on pinpointing which strategies worked best to identify necessary students and provide academic, financial aid, and community support needed for students to more seamlessly transfer to UW. Associate Vice President Hagy reminded the Board that there were 119 two-plustwo plans she hoped would be signed by the community colleges. Two of those plans had already been signed, and there were 40 more that should be signed before the holidays. She informed the Board that there were three large statewide meetings in several departments, so there may be more that 40 signed. Another positive result of the summit was the identification of the 17 high-demand programs among transfer students. Additionally, there had not been push-back from the faculty at the community colleges or UW on the two-plus-two program. Interim Associate Vice President Hagy mentioned that work was being done to trim back the credits needed to 60 at the community colleges and 60 at UW. She emphasized that the statewide support had been tremendous. She and other administrators met with the community college trustees and the Wyoming Community College Commission. They would also testify in front of the Joint Education Committee this week, focus on identifying how students could finish college in four years in this state, and figure out how the University could support more comprehensive advising. She concluded by noting that they were committed to redoubling the recruiting efforts. She then proceeded to ask for questions.

Trustee President Palmerlee commended UW President McGinity, Interim Associate Vice President Hagy, and Director of Transfer Relations Patrice and thanked them for their direct results approach.

UW President McGinity thanked Trustee President Palmerlee for the compliment and thanked those who had developed the plan. He emphasized to the trustees the issue of needing 120 credits to graduate, with 60 at a community college and 60 at the University. He commented that that goal was accepted in concept by the community colleges, but not necessarily with determination. He noted that that might take some effort in the next few years. UW President McGinity stated that one huge area of opportunity that the University could not address alone was the subject of data. The huge amount of data that the community colleges had on their students did not connect with the University's database, which was a problem among the community colleges and UW. He noted that if these databases were accessible to UW, they could do a much better job of flagging and advising candidates. The University could not do this alone, and it needed to be brought to the attention of the legislators and possibly the local community college administrators. UW President McGinity stated that the solution was not road maps and advising; there were other aspects of the issue that needed continued attention as they moved along.

Trustee Dave Bostrom offered the comment that with the two-plus-two model, he wanted to be sure that no programs were being diluted just to get to graduation and stated that there needed to be differences between programs, because they did not want to dilute the quality of anything they were doing.

Interim Associate Vice President Hagy responded by saying that all programs at UW were limited to 120 credits except for pre-professional programs which were allowed to go up to 128 credits. She noted that there had not been an issue with staying within 60 credits on the UW end, but over the years, the community colleges have added more elective credits to their degree programs and have expected students to earn their general education hours at UW. When faculty members sat down with students, they had to draw a grid to note where each of the credits belonged, but that rigor had not been an issue on either end. The real discussion was who should be in charge of the general education credits and who would get the elective hours at each level. She stated that watered-down degrees would be a very poor result.

Trustee Bostrom commented that he inquired about the dilution of quality because UW did dilute the quality by building some of the general credits into the degree program.

Interim Associate Vice President Hagy informed the Board that the College of Arts and Sciences had recently reduced the extended core requirement from 12 to 15 credits down to six, so the students in those programs had a little "wiggle room". She noted that the value of a general 1000 to 2000 level class versus a major specific 3000 to 4000 level class varied widely by subject. Interim Associate Vice President Hagy said that so far, people associated with UW thought they could definitely benefit from the two-plus-two plan, though.

Trustee Bostrom emphasized that he wanted everyone to keep thinking about the quality side of it because it was very significant.

Interim Associate Vice President Hagy commented that they did not believe that all seven community colleges could offer the first two years of all seven College of Engineering tracks.

Interim Associate Vice Preisdent Hagy noted that the colleges a student could go to for two years to come to UW prepared for their program would be identified, but given resources and distribution, students would arrive to UW behind from some colleges. She stated that they would have to be transparent about where a student was beginning and what was expected, because not all colleges were going to have the foundations for all 90 of UW's degree programs. She re-emphasized that it would not be feasible.

Trustee Marsh expressed appreciation to Interim Associate Vice President Hagy for her efforts to communicate early about the March date.

Interim Associate Vice President Hagy mentioned that the number of students in the Torrington area would also be affected by the dual and concurrent enrollment courses.

## AGENDA ITEM TITLE: WRI, Gern/Miller

#### CHECK THE APPROPRIATE BOX(ES):

Work Session
Education Session
Information Item
Other Specify:

#### MINUTES OF THE MEETING:

Trustee President Palmerlee asked Vice President and General Counsel Rick Miller and Vice President for Research and Economic Development Bill Gern to discuss the Wyoming Research Institutie (WRI).

Vice President Gern referenced the memo from Vice President Miller and himself concerning the change in governance of WRI. He explained that what the memorandum was actually saying was that there was a change in the Wyoming Research Corporation DBA WRI. The major element of change was that the UW Board of Trustees would no long appoint the WRI Board of Directors; which would make the UW Research Corporation more independent. As WRI grows and becomes commercial, which it had already been doing, it would no longer fit the current 501c3 status; therefore, they proposed changing it to the status of 501c9. To do this, WRI would appoint its own Board of Directors, which would allow them to continue to accept federal funds, but would be more appropriate. In summary, they were making a request for a change in governance in the structure of WRI.

Vice President Miller clarified that the relationship between WRI and UW would remain otherwise unchanged. He noted that all of the working relationships would continue, unaffected, with just necessary paperwork as a result of this change. The challenge would come every year the Board appointed UW employees. Vice President Miller noted that times and circumstances had changed, and if the Board continued the members were adjunct faculty; they would have access to the libraries and cooperate and collaborate with some faculty. He also mentioned that there were student internships available.

Vice President Gern added that there was a growing amount of research between WRI and UW faculty and that the functional relationship was not changing.

Trustee President Palmerlee asked if the research going back and forth was controlled by contracts, to which Vice President Gern responded affirmatively.

Trustee True asked about the balance of liability and responsibility in authority and whether the University was shielded from any responsibility of the governance aspect of WRI with the change

in governance. He also asked if UW could make certain that the responsibilities and potential liabilities were also severed when the authority was.

Vice President Miller responded affirmatively, stating that it would be better for UW once this change took place. He noted that they had their own insurance and were not UW employees; thus, there were many legal separations.

Vice President Gern added that the last piece of the association was the appointment to the Board. He stated that they had their own retirement and healthcare systems. They were completely separated from the University except for the Board appointments.

UW President McGinity asked if there might be use for a statement of general release of liabilities between the two entities.

Vice President Miller responded by saying that he had only presented background information to the Board to give them an idea of what was being discussed, but there would be resolutions and documents presented to both boards for the transfer, and a new entity would spring forth as a result. making these appointments as WRI became more commercial, there would be questions that would be best to not have to figure out the answers to, but instead to just change the structure. He then emphasized that WRI would still be closely tied to UW.

## AGENDA ITEM TITLE: CMAR – Arena Auditorium Renovation, Phase II, Mai

## CHECK THE APPROPRIATE BOX(ES):

Work Session
Education Session
Information Item
Other Specify:

#### MINUTES OF THE MEETING:

Trustee President Palmerlee asked Vice President for Administration Bill Mai to introduce the CMAR topic.

Vice President Mai referred the Board to pages nine and ten of the report, which summarized the administration seeking the Board's approval, the Consent Agenda, and the ability to complete negotiations and authorize contracts with Haselden Construction to do the second phase of the Arena Auditorium. He noted that Phase II was nearing completion and should be finished by the end of the month. The building was largely functional and the teams were practicing there. Vice President Mai stated that Haselden Construction had done a fine and timely job for Phase I, and they were at the top of the list for Phase II. The administration would like to continue working with Haselden Construction, and the continuity was important due to an MOU with the city on fire suppression systems. Phase II would cost a total of \$17 million dollars for a renovation and addition, which would affect the concourse. He noted that the \$17 million was a combination of state and private donations: \$6 million in private funds, \$6 million in state matching funds, and \$5 million from direct state appropriations.

Trustee President Palmerlee asked for questions and noted that there were plans for further discussion with the new trustees after January 1 of the coming year to review the 'cap' and CMAR processes. He stated that this would be a valuable update for himself, as well as the new trustees and would be on the agenda within the first six months of the next year.

## AGENDA ITEM TITLE: Endowed Chairs Initiative Update, McGinity

#### CHECK THE APPROPRIATE BOX(ES):

Work Session
Education Session
Information Item
Other
Specify:

#### MINUTES OF THE MEETING

UW President McGinity began by commenting that many of the trustees were aware that Vice President for Academic Affairs David Jones, Vice President for Research and Economic Development Bill Gern, Interim Associate Vice President of Undergraduate Education Alyson Hagy, and Special Assistant for Research Computing Bryan Shader, among others, had been undertaking research in the area of the Endowed Chairs Initiative. They were researching how other universities handled this issue and what had and had not worked. They were also soliciting input from deans and directors with the goal of positioning the Board to adopt a resolution on this matter that created and funded the Endowed Chairs Initiative in this area. The number and focuses of the chairs were still to be identified.

Interim Associate Vice President Hagy commented that they had met with Senior Vice President for Development John Stark and Vice President for Institutional Advancement Ben Blalock, and they were in agreement about how this should look. In November, they hoped to have a grid showing all of the fully endowed chairs, as well as the full professorships and fellowships. There would be these three to four levels and a spreadsheet that showed the 100 fully or partly endowed chairs that were University priorities. Deans were sending in their reccommendations at the time. These would be bundled with the areas of distinction in UP4. On other campuses, the fully endowed positions were not working the best, but rather the "top offs" were. The distinguished professorships and fellowships that last for a certain number of years were given to high performers on one's own campus that were attached to clear performance expectations. He mentioned that they only had a few of those at the moment and that they had been used very shrewdly. What UW needed to do was mesh this with the deans' needs and look at how to target fundraising.

UW President McGinity then added that a significant component of this effort was the administration of it. The number of endowed chairs would not just sit there unmonitored. They would require a level of administrative overhead, with mentoring and periodic reviews. That would turn into a component cost of this initiative.

Trustee President Palmerlee added that he had had discussions with other trustees, legislative leadership, and the Governor, and there was strong support for this initiative. The timeline that he had foreseen was that there would be a resolution in November to create the initiative, which would be built on over the next year in 2015 to come up with a detailed program for the legislature in the

spring of 2016 for implementation. There would hopefully be graphic materials sent to the Board before the November meeting.

## AGENDA ITEM TITLE: Pathway to the Faculty, McGinity

Specify:

## CHECK THE APPROPRIATE BOX(ES):

Work Session
Education Session
Information Item
Other

# MINUTES OF THE MEETING

UW President McGinity stated that the Pathway to the Faculty had been a subject of discussion among many of the trustees since the retreat, but it had not been organized in any formal way. He stated that he had personally been pursuing every opportunity to meet with faculty of different colleges and interest groups and reported that since the beginning of the semester, he had interacted with 280 or so in informal and formal sessions. He offered the example that Interim Associate Vice President of Undergraduate Education Alyson Hagy had arranged lunches with key community college initiative faculty and that these had been round table discussions dealing with compensation or other initiatives. UW President McGinity mentioned that another group had been organized by Special Assistant for Research Computing Bryan Shader for addressing STEM initiatives. He said that the effort to interact more frequently, and at a greater depth, was proceeding.

#### Committee of the Whole – Consent Agenda

#### **Roll Call**

Deputy Secretary for the Board of Trustees Shannon Sanchez took roll. Trustees participating: Dave Bostrom, Dick Davis, Betty Fear, John MacPherson, Jeff Marsh, Dave Palmerlee, Dave True, Wava Tully, and Howard Willson. Ex-officio Trustees: UW President McGinity, ASUW President Ahmed Balogun, and Wyoming Community College Commission Executive Director Jim Rose participated in the call. Trustees Larry Gubbels, Warren Lauer, and Brad Mead did not participate. Ex-officio Trustees Governor Mead and Superintendent of Public Instruction Cindy Hill did not participate.

- I. Approval of Revisions to UW Regulations 8-256 (to be renumbered as 1-256) Rick Miller, Vice President and General Counsel
- II. Approval of CMAR Arena-Auditorium Renovation, Phase 2 Bill Mai, Vice President for Administration

Trustee President Palmerlee asked for a motion to approve the Consent Agenda. Trustee Marsh moved to approve the consent agenda items; Trustee Davis seconded the motion. The motion passed with a unanimous vote.

#### **Date of Next Meeting**

November 12-14, 2014; Laramie, Wyoming

There was no further business to come before the Board.

#### Adjournment

Board of Trustees President Dave Palmerlee adjourned the meeting at 9:05 a.m.

Respectfully submitted,

Shannon Sanchez Deputy Secretary, Board of Trustees