

**THE UNIVERSITY OF WYOMING**

**MINUTES OF THE TRUSTEES**

**March 27-28, 2014**

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

**THE UNIVERSITY OF WYOMING**  
**MINUTES OF THE TRUSTEES**  
**March 27-28, 2014**  
**Coe Library, Room 506**

The Board of Trustees of the University of Wyoming met in Laramie, Wyoming, Thursday, March 27, and Friday, March 28, 2014. The meeting began with breakfast and public session. The Board then attended the ribbon cutting ceremony for the Education Annex Canopy Project and a luncheon with the Mead Family, administrators, and other invited guests at Wildcatter Stadium Club and Suites. The luncheon was followed by public session which lasted until around 5:00 p.m. The Board changed their schedule and did not attend the 2014 President's Speaker Series Presentation, *The Biological Hunger for Salt and the Wars that Salt Has Caused*, by Professor of Neuroscience Francis "Bill" Flynn, but rather continued to meet in public session to discuss tuition and the proposed salary distribution policy. The evening of Thursday, March 27, the Board attended a working dinner with vice presidents and invited guests at the UW Conference Center at the Hilton Garden Inn.

Friday, March 28, 2014, the Board held committee meetings and executive session before attending the "Take a Trustee to Class" activities, followed by lunch with faculty and administrators. Following lunch, the Board met in public session until 4:00 p.m. The business meeting was held on the afternoon of Friday, March 28, 2014.

**TRUSTEES OF THE UNIVERSITY OF WYOMING AGENDA**  
**March 27-28, 2014**

**WORK SESSIONS**

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**Roll Call**

**Approval of Board of Trustees Meeting Minutes**

January 16-18, 2014

**Approval of “Special” Board Meeting Minutes**

March 10, 2014

**Approval of Executive Session Meeting Minutes**

January 16-18, 2014

**Reports**

ASUW

Staff Senate

Faculty Senate

**Public Testimony**

[To be held from 10:00-10:30 a.m. on Friday, March 28, 2014]

**Committee of the Whole**

**REGULAR BUSINESS**

**Board Committee Reports**

A. Academics and Research – Murdock

Trustee Lauer, Committee Chair – [No report; will not meet]

B. Fiscal and Legal Affairs – Mai

- Trustee Davis, Committee Chair
- C. Student Affairs/Athletics/Administration/Information Technology – Axelson
- Trustee Palmerlee, Committee Chair – [No report; will not meet]
- D. Alumni Board – Lauer
- E. Foundation Board – Marsh/Bostrom
- F. Haub School Environment and Natural Resources Board – Davis
- G. Energy Resources Council (ERC) – Palmerlee
- H. Trustee Award of Merit Ad Hoc Committee – True (Time held should the committee be prepared to provide a report)

#### CONSENT AGENDA

1. Approval of Contracts and Grants – Gern
2. Approval of Personnel – Murdock
3. Approval of Easements – Mai
  - o Electric Easement to Powder River Energy, Crook County, WY
  - o Access Easement to FAE Holdings at Spanish Walk Apartments
  - o Access Easement to City of Laramie for west Laramie water tank
4. ~~Approval of Tuition Policy – Mai~~ *(removed by Trustee Mead during Work Session March 27, 2014)*
5. Approval of Fees (Fee Book) – Mai
6. ~~Approval of Salary Distribution Policy – Mai~~ *(removed by Trustee Mead during Work Session March 27, 2014)*
7. Approval of State Matching Funds – Blalock
8. Approval of Master's Degree in Architectural Engineering – Gasem
9. Approval of State Matching Funds Plan – Mai/Blalock

For separate vote:

10. Approval of Tuition Policy – Mai *(removed by Trustee Mead during Work Session March 27, 2014)*
11. Approval of Salary Distribution Policy – Mai *(removed by Trustee Mead during Work Session March 27, 2014)*

#### **New Business**

#### **Old Business**

**Date of Next Meeting** – May 8-9, 2014; Laramie, Wyoming

**Future Meeting:** Board of Trustees Retreat – July 16-18, 2014; Casper, Wyoming

#### **Adjournment**

AGENDA ITEM TITLE: **Approval of State Matching Funds Plan**, Mai/Blalock

CHECK THE APPROPRIATE BOX(ES):

- ☒ Work Session  
☐ Education Session  
☐ Information Item  
☐ Other

Specify:

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MINUTES OF THE MEETING:

Vice President for Institutional Advancement Ben Blalock referred the Board to the materials distributed (see documents inserted below). He provided some background regarding state matching funds and how the funds were used. Vice President Blalock noted that the funds were tracked very well. In response to the question from Trustee Mead regarding the proposed State Matching Funds Policy and if the document was from UW or from statute, Vice President Blalock stated that the plan being proposed addressed the University's initiative to advance the institution moving forward.

The Board discussed the policy and if adopting the policy would enable matching funds for literacy and other current requests and the reason the approval of the policy at that time was necessary. The Board then discussed the institutional fundraising priorities which were typically presented to the Board for review and consideration in the fall. It was noted that the Board did not have an opportunity to review the priorities the fall prior but would review and discuss the fundraising priorities at the Board of Trustees Retreat.

Vice President Blalock noted that the University and the Foundation had been well directed by state initiatives and now knew their directive. Vice President and General Counsel Miller referred the Board to the general policy being presented and also the lists of gifts proposed for state matching funds. He then provided some additional information regarding the gifts proposed for matching and the legislative footnotes regarding this topic. Vice President Miller stated the Board should review and approve requests for matching funds, and not just review the requests as information only items. He added that the Board must ensure the gifts match up with the policy.

Trustee True inquired about the institutional fundraising priorities list, how it was established, and how and when the information would be presented to the Board. Vice President Blalock stated that the Foundation worked with the Office of the President and the Office of Academic Affairs to create a list of priorities. The final plan prepared to direct fundraising priorities is put in place by the university president with the priorities formulated into a list. The final document listing institutional fundraising priorities was presented to the trustees during a joint session meeting of the Board of Trustees and Foundation Board, at which time the list was reviewed and the Foundation was given direction by the trustees on how to proceed.

Trustee Marsh inquired about building these institutional fundraising priorities upon the University Strategic Plan, to which Vice President Blalock commented that the list was tied to the plans and assisted with driving private support. Trustee Palmerlee requested that the plan being presented be cleaned up so the language was abundantly clear that it applied only to the \$5 million in the statutes. Vice President Miller responded that they would work on the language and bring the plan back to the Board for final review and approval. [The documents inserted in this narrative of the minutes is the final version approved by the trustees]

Trustee Palmerlee requested that the conversation regarding fundraising priorities begin at the May Board meeting rather than waiting until the Board Retreat in July.

**UNIVERSITY OF WYOMING BOARD OF TRUSTEES**

**STATE MATCHING FUNDS PLAN – BUDGET SESSION 2014**

The State of Wyoming having recently appropriated the sum of Five Million Dollars (\$5,000,000) for the University of Wyoming through the endowment challenge program as provided in W.S. 21-16-901 through 21-16-904, and whereas the endowments that are eligible to be funded by these matching funds are subject to a plan that is to be approved by the UW Board of Trustees, the board hereby establishes the following plan to govern the allocation of said matching funds.

Gifts that are eligible for this particular pool of matching funds shall have an emphasis on disciplines that are directly related to Wyoming's economy. Qualifying matching gifts can be made in support of students (undergraduate or graduate), faculty or programmatic functions in focused disciplines which include, but are not limited to, the following: Agriculture, Business, Education, Engineering, Energy, Natural Resources, Health Sciences, the Sciences and STEM. The UW Foundation will create and maintain a list of potential matching gift opportunities that fall within these disciplines and will present prospective gift opportunities for the UW Board of Trustees to consider for State match approval until such time as these matching funds have been fully extinguished.

**GIFTS PROPOSED FOR STATE MATCHING FUNDS**  
**March 27, 2014**

**Matching Funds for Literacy Center – 2014 Wyoming Session Laws, Chapter 26, Section 339 (c)**

**Donor:** Donne & Sue Fisher, Denver Colorado

**Gift Amount:** \$2.5 Million

**Match Amount Requested:** \$2.5 Million

**Endowment Purpose:** The gift and State matching funds will be used to create the Fisher Fund for the Advancement of Literacy that will provide programmatic support for the UW Literacy Research Center & Clinic. The fund will support hiring of a center director, graduate student support, research grants, and the center's tutoring program.

**Matching Funds for Disciplines Related to Wyoming's Economy – 2014 Wyoming Session Laws, Chapter 26, Section 067 of Section 3, footnote 13**

**Donor:** Natural Gas Processing Company/David Hamilton, Worland, Wyoming

**Gift Amount:** \$250,000

**Match Amount Requested:** \$250,000

**Endowment Purpose:** Funds will be used to create a permanent scholarship endowment in the name of Jim Gillum, a long time Wyoming geologist. Funds will support Geology students (undergraduate and/or graduate) from the Rocky Mountain region who are interested in Petroleum Geology.

**Donor:** Anonymous, Gillette, Wyoming

**Gift Amount:** \$275,000 +/-

**Match Amount Requested:** \$275,000 +/-

**Endowment Purpose:** The gifts and State matching funds will be used to supplement an existing fund within the College of Agriculture and Natural Resources that was previously established by the Donors in December of 2003 – the "Global Perspectives in Agriculture Fund". This fund is used to support grants to faculty members within the College of Agriculture and Natural Resources who conduct research with other institutions – both national and international. For example, this fund has been used to support a partnership between the UW College of Agriculture and Natural Resources and the ruminant livestock production industry in Brazil, which is widely recognized as a world leader in this industry. Historically, for every dollar awarded from this fund, another \$8 dollars has been generated in additional external funding.

**Donor:** Larry & Lynn Baccari, Sheridan, Wyoming

**Gift Amount:** \$250,000

**Match Amount Requested:** \$250,000

**Endowment Purpose:** The gift and state matching funds will be used to create a new endowment within the College of Engineering and Applied Science that will support the Department of Civil Engineering. The fund will either support students through an endowed scholarship in the name of the donors or will be used to create an Excellence Fund in the name of the donors supporting the department of Civil Engineering.

AGENDA ITEM TITLE: **Salary Distribution Policy (Session I)**, Mai/Miller

CHECK THE APPROPRIATE BOX(ES):

☒

Work Session

☐

Education Session

☐

Information Item

☐

Other

Specify:

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MINUTES OF THE MEETING:

Vice President for Administration Bill Mai provided the Board with a handout regarding the proposed distribution of compensation [See document attached to this section of the minutes].

Vice President Mai noted that the University was operating on very old market data. He referred the Board to the memorandum found on the fourth page of the handout and discussed the proposal recommended by the administration.

UW President McGinity commented on the funds available for distribution, noting that the pool of monies was not large enough to address current salary issues with respect to reaching market. He discussed the proposal being presented and the elements detailed below [text taken from handout].

The \$3.55 Million **Market Adjustment** recognizes several important points:

- Current pay grades are based on 2007 market comparators
- It has been nearly 5 years since UW received funding for ongoing pay increases
- Employees performing in a satisfactory manner are deserving of a pay increase
- Unsatisfactory performers are not eligible

*Those categories excluded from the Market Increase:*

1. *Underperformers*
2. *Contract employees earning over \$100,000*
3. *Employees hired or who received other pay increases after June 30, 2013*
4. *President, Vice Presidents, College Deans*

Trustee Davis inquired about the long-term plan for addressing issues with salaries at the University. He noted that the University did not have a policy in place with respect to merit increases, and it was therefore not clear how this was done in the past or would be done moving forward.

Vice President for Administration Bill Mai thanked Trustee Davis for considering this issue for the coming years and commented that the proposal for the current distribution of funds was heavily weighted toward market increases, and the next compensation increase would be more focused on performance and merit. Vice President Mai then discussed the performance evaluation system in

place at the University and provided some background regarding the evaluation system in place at the state level. There was discussion by the Board regarding satisfactory employees and how employees would be evaluated moving forward.

Trustee Mead stated that the Board took a position with the legislature that the distribution of these funds would be used to reward for performance, and the proposal being presented by the administration was heavily market-based. He expressed his concerns for this proposal and how it would be received by the legislature being that the University stated the monies would be used for merit increases. Trustee Mead acknowledged the work that had gone into the presentation, but suggested there be more money from the tuition increase allocated toward merit rather than market.

UW President McGinity commented that he and the administration intended to present a financial plan to the Board of Trustees, which the Board could review and discuss, so there was a clear understanding of all spending categories at this institution, including compensation. This tool would be for the administration and trustees to use when thinking of opportunity costs, capital, etc.

Vice President Mai noted that 75% of the University spent its money on personnel. He then discussed the market information, comparator information, and the need for keeping the market information up to date.

Trustee Palmerlee requested that the administration report back to the Board on how the \$1.1 million was allocated among true high performers, as it would be helpful for the Board to see the actual distribution. He clarified that this information be in concept, and not by individual names. Trustee Palmerlee asked ASUW President Kahler to comment on the discussion.

ASUW President Kahler noted that he would prefer to wait until the Board received the tuition presentation; however, he noted that students were in support of a tuition increase if those funds were used for compensation increases. He added that about 80% of the students polled on this topic were supportive of a tuition increase between 3% and 5%.

Trustee Bostrom asked Vice President Mai to begin the discussion on the topic of tuition and fees.

DRAFT

University of Wyoming (067) a,b						
Agency 067, Section I		NOTE: Actual dollar distribution to University employees would result from UW merit salary allocation process.			FY 15 Budget Request	
Employee Groups	Comparison Groups	Avg UW Salary	Avg Salary-- Comp Group	UW % of Average	Annual Amount - Dollars Required to Bring All Groups to 95% of Market <sup>1</sup>	Annual Amount - Dollars Required to Bring All Groups to 91% of Market <sup>1</sup>
1 Administrators <sup>2</sup>	CUPA - 50 Public Research Universities <sup>4</sup>	\$ 183,176	\$ 228,970	80%	\$ 996,019	\$ 730,414
2 Faculty Combined <sup>3</sup>	CUPA, OSU - 50 Public Research Univ, ARL	\$ 76,500	\$ 88,954	86%	\$ 7,267,213	\$ 3,934,247
Top 3 Ranks (b)	OSU - Public Research Universities <sup>4</sup>	\$ 84,880	\$ 98,391	86%		
Full		\$ 106,790	\$ 127,204	84%		
Assoc		\$ 76,302	\$ 86,665	88%		
Assist		\$ 67,533	\$ 76,142	89%		
3 Staff	Regional/Local Market <sup>5</sup>	\$ 45,858	\$ 50,953	90%	\$ 2,511,009	\$ 502,202 <sup>6</sup>
4 Coaches / Athletics	CUPA	\$ 70,012	\$ 82,367	85%	\$ 517,735	\$ 310,641
5 Total UW Full-time Sec I Employees and Salary Increase					\$ 11,291,976	\$ 5,477,503
6 Employer Paid Benefits @ 23.39%					\$ 2,641,193	\$ 1,281,188
7 Total Cost of Salary and Benefit Program (for one fiscal year)					\$ 13,933,169	\$ 6,758,691

(a) Excludes 167 (Medical Education). Includes salary of any position funded by Section I Full-time Personnel Services (SER included). Average UW salaries are based on the FY 2014 budget.

(b) Top 3 Ranks faculty data are the average UW salaries for 2012-13 compared to the average salaries of 50 Public Research Universities for 2012-13.

Footnotes:

<sup>1</sup> Assumes an increase effective July 1, 2014 for fiscal year.

<sup>2</sup> Administrators includes 29 positions--President, Provost, Vice Presidents, Athletic Director, Associate Provosts and Associate Vice Presidents, General Counsel, and Deans.

<sup>3</sup> Combined Faculty include tenure system faculty, department heads, librarians, and academic professionals.

<sup>4</sup> The Comparator Group includes 50 public research universities, including members of the Association of American Universities and other public research universities. Sources: College and University Professional Association for Human Resources (CUPA) and Oklahoma State University (OSU) Faculty Salary Survey by Discipline, 2012-13/Special study of 50 public research institutions (Michigan State Univ, Rutgers-State Univ of New Jersey-New Brunswick, Stony Brook Univ-SUNY, Univ of Oregon, and Univ of Washington did not participate in the latest study).

<sup>5</sup> Positions are benchmarked by their recruitment segment of local, regional, or educational. The following survey sources were used: Economic Research Institute --Wyoming, College and University Professional Association for Human Resources-- Regional Comparator Schools/Public, Doctoral Granting, or EduComp Compensation Survey.

<sup>6</sup> The Staff category includes at-will staff administrators, whose average salary is 90% of market. The dollar amount requested raises this subset to 91% of market.

7/10

3/26/2014, 2:56 PM

***Section 1 Pay Increase: Distribution Policy Options***  
***Estimated Merit Pool Addition From Market Adjustment***

<u>Option</u>		
1	<u>Employees Hired or Raised after June 30, 2013</u>	
	<u>Hired</u>	<u>Raised</u>
Count	187	192
Added to Merit Pool	\$213,096	\$346,851
2	<u>President, VPs, AVPs, Deans, Interim Deans, Interim Associate Provosts, and Interim Provost (Not excluded in Option 1)</u>	
	<u>Excluded</u>	<u>Total Group</u>
Count	19	36
Added to Merit Pool	\$70,439	\$134,518
3	<u>Contract Employees over 100k</u>	
Count	6	
Added to Merit Pool	\$11,644	
4	<u>Employees with Less than Satisfactory (&lt;3.0) Performance Rating on 2013 Review (estimated)</u>	
Count	20	
Average Pay	\$42,307	
Added to Merit Pool	\$19,884	
<u>Total Addition to Merit Pool</u>		
	\$663,914	

**BENEFITED EMPLOYEES BY DIVISION  
AS PERCENT OF SECTION I EMPLOYEES:  
DISTRIBUTION OF MERIT POOL**

					Per \$100,000
					Projected Merit Pool Allocation Based on Total
Division	Head Count	Percent of Total Head Count	Sum of Salary	Percent of Total Salary	Salary
President	7	0.33%	\$986,784	0.73%	\$752
Athletics	118	5.57%	\$7,154,004	5.43%	\$5,451
Academic Affairs	1409	66.49%	\$93,669,276	71.37%	\$71,367
Student Affairs	101	4.77%	\$4,720,212	3.60%	\$3,596
Administration	298	14.06%	\$12,564,528	9.57%	\$9,573
Research & Economic Dev	22	1.04%	\$1,564,884	1.19%	\$1,192
Foundation	36	1.70%	\$2,300,676	1.75%	\$1,753
Government & Legal Affairs	7	0.33%	\$653,892	0.50%	\$498
Government & Community Affairs	16	0.76%	\$1,055,220	0.80%	\$804
Information Technology	103	4.86%	\$6,419,892	4.89%	\$4,891
Internal Audit	2	0.09%	\$160,008	0.12%	\$122
	2,119	100.00%	\$131,249,376	100.00%	\$100,000

**Note.**

Data based on headcount query dated 2.28.14.

Sum of Salary data based on actual salaries paid.



Date: March 25, 2014

To: Executive Council; Deans and Directors; Department Heads; Colin Keeney, Faculty Senate Chair; Jim Logue, Staff Senate President; and, Brett Kahler, ASUW President

From: Richard C. McGinity, University President

Re: Recommendations Regarding Compensation and Tuition

I am forwarding to you the following proposal, which summarizes the recommendations regarding compensation and tuition I have provided to the Board of Trustees and intend to discuss at the regular Board of Trustees meeting scheduled for this Thursday, March 27, and Friday, March 28. The two recommendations overlap, to a degree, as you will see below.

I propose two sources of funding for compensation, the \$4.15 million General Fund appropriation included in the Biennial Budget bill passed this year by the legislature, and a \$500,000 component of a proposed 4% tuition increase for FY 2015. (That 4% tuition increase raises approximately \$2 million per year, one-quarter of which would go to compensation.)

Of this \$4.65 million total, I propose a dual-distribution approach for FY 2015. The first is a Market Pay Adjustment of \$3.55 million from the General Fund appropriation, equal to a roughly 2.35% increase to the base pay of most employees. The second is a \$1.1 million Merit Pay component made up of \$600,000 gathered from categorical exclusions to the market compensation pot, as well as \$500,000 to be raised from a portion of the tuition increase. All pay increases would be ongoing, rather than one-time "bonus" payments.

- I. The \$3.55M Market Adjustment recognizes several important points.
- Current pay grades are based on 2007 market comparators
  - It has been nearly 5 years since UW received funding for ongoing pay increases
  - Employees performing in a satisfactory manner are deserving of a pay increase
  - Unsatisfactory performers are not eligible

*Those categories excluded from the Market Increase:*

1. Underperformers
2. Contract employees earning over \$100,000
3. Employees hired or who received other pay increases after June 30, 2013
4. President, Vice Presidents, College Deans

- II. The \$1.1 million performance based Merit Pay increase details:
- \$600,000 netted from the above exclusions
  - \$500,000 from a portion of a 4% tuition increase
  - Allocated to vice presidents based on a percent of payroll in each function
  - Allocated by vice presidents and managers, upon approval of plans by President

Office of the President  
Dept. 2424 - 1000 E. University Avenue - Laramie, WY 82071  
(207) 766-4121 - fax (207) 766-4126

Memo - Recommendations Regarding Compensation and Tuition  
March 25, 2014  
Page 2

- Performance appraisals will factor into merit awards, although the FY 2015 plan also recognizes that the performance appraisal system has not been applied in detail to compensation for several years, and may require adjustments or additional supervisor training
- Groups 1 and 4 of the exclusions listed above would not be eligible

The July 1, 2015 (FY 2016) compensation increase is to be determined. The Legislature has approved a General Fund appropriation of \$8.35 million for that year.

In addition, I am proposing a 4% tuition increase for FY 2015. While I will forecast a similar increase for FY 2016 and perhaps for one or more years into the future, the board is only being asked to consider and take action on the increase for FY 2015.

A 4% increase would generate approximately \$2 million in FY 2015. I propose to distribute the total in the following manner:

- \$500,000 to Merit-based Compensation
- \$570,000 to the LMS—Learning Management System
- \$350,000 to the College of Arts and Sciences
- \$250,000 for the STEP student retention center
- \$250,000 for libraries
- \$80,000 for labs/equipment/supplies

AGENDA ITEM TITLE: **Tuition Policy and Fees and Fee Book (Session I)**, Mai/Miller

CHECK THE APPROPRIATE BOX(ES):

- ☒ Work Session  
☐ Education Session  
☐ Information Item  
☐ Other

Specify:

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MINUTES OF THE MEETING:

Trustee Dave Bostrom inquired about the distribution of funds generated by a tuition increase, the justification for the distributions, and how much was proposed for salaries.

Vice President for Administration Bill Mai referred the Board to their handout regarding tuition and fees. He noted that income from tuition would go into the UW Income Fund. Vice President Mai commented that this proposal was based on estimates, not actual numbers, as the actual amounts would not be known until a later date.

Vice President Mai again referred the Board to the handout and the following section:

*A 4% increase would generate approximately \$2 million in FY 2015. I propose to distribute the total in the following manner:*

- *\$500,000 to Merit-based Compensation*
- *\$570,000 to the LMS—Learning Management System*
- *\$350,000 to the College of Arts and Sciences*
- *\$250,000 for the STEP student retention center*
- *\$250,000 for libraries*
- *\$80,000 for labs/equipment/supplies*

Vice President Mai mentioned the discussion regarding the need for additional support for the English Languages Assistance programs for foreign students—services for students to help ensure success. Vice President Mai explained the amounts listed above, the purpose of the funds, and the justification for requesting. He commented on the College of Arts and Sciences financial issues and explained structural funding in the colleges.

Trustee Davis expressed his strong support for applying all funds, 100% of the money, toward salaries. He added that maybe the issue in the College of Arts and Sciences could be solved by cutting some programs to look at alternate ways to fund some of the programs.

Faculty Senate Chair Keeney noted that the faculty had been listening and paying attention to the discussions regarding a tuition increase and salaries. He noted that when an announcement comes out, all of the money generated from a tuition increase was not applied to salaries, and this would

make faculty upset. He noted that it had been mentioned that if there was a tuition increase, the money would be used to fund compensations.

Trustee True expressed his frustration for the challenges of how this information was presented as only a small part of the large picture of the University budget, income amounts, and expenses. He elaborated on the challenges he had with respect to prioritizing uses of the funds, amount applied toward compensation, and the focus on the legislative allocation and its intent.

There was continued discussion regarding tuition and fees and the need for approval, prioritizing spending of the funds, listening to the students' requests for how the funds were to be used, and what merit and market increases meant to the administration compared to the view of the trustees.

Trustee Mead commented that a market adjustment was "across the board" and merit was to "keep" a person, to which Vice President Mai commented that the further the University got away from the market, the harder time it would have keeping its employees.

UW President McGinity invited Vice President for Information Technology Robert Aylward to provide some insight into issues in his unit with respect to market and compression. He commented that the University was not receiving enough to be competitive in the area, across the state, and across the country.

UW President McGinity stated that the University was deeply appreciative of what the legislature had done, but the money provided would only be a start moving forward. Vice President Mai then discussed the retirement contribution and how employees would be affected in the coming months. There was discussion between Vice President Mai and Trustee Marsh regarding the retirement contribution, its long-term benefits, and the need for employees to keep it in perspective.

The Board continued their discussion on the need for tuition money generated to go to those teaching the students. There was also discussion of the block grant and the history of the University's budget. Trustee Palmerlee expressed the trustees' support of the administration and the recommendations in front of them, noting that the conversations had been extremely valuable.

Trustee MacPherson commented that he supported the administration's recommendations for that year with the hope that they could take a difference approach the next year as it was difficult to make an informed decision without all of the facts.

Trustee Mead requested this item be pulled from the Consent Agenda.

Trustee True commented that he did not believe the Board was living up to the commitment made to the legislature. As he agreed with several of the comments, he looked forward to having a broader discussion to gain perspective.

ASUW President Brett Kahler provided some background regarding the work that had been done in the past year in support of a potential increase in tuition. He then commented on the students'

position regarding tuition, noting the support for a 4% increase with the understanding that all money generated would be applied to salary increases. Vice President Mai noted that he met with ASUW in February to discuss this topic and the priority needs of the institution. He was impressed by the questions from the students at the meeting.

The Board discussed the Hathaway scholarship, changes made during the legislative session, and how this affected UW.

Mary Kay Hill commented on the difference in funding support from the legislature to community colleges and the University of Wyoming. She noted that the community colleges had had a very good year with local resources and legislative funding.

AGENDA ITEM TITLE: **Introductions and Recognitions**

CHECK THE APPROPRIATE BOX(ES):

- ☒ Work Session  
☐ Education Session  
☐ Information Item  
☐ Other

Specify:

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MINUTES OF THE MEETING:

On Thursday, March 27, the Board was introduced to Tier I Engineering Initiative Project Coordinator Krista Laursen. Ms. Laursen provided background regarding her work, previous positions, and explained in more detail the work she would do in her position at the University of Wyoming.

Following the introduction, Faculty Senate Chair Colin Keeney inquired how and at what levels the faculty input would be taken, to which Ms. Laursen noted that active stakeholder engagement was very important and drove projects like this one. She noted that she had been fortunate to have already been working with the faculty.

Mary Kay Hill inquired about the scope of the project and management of responsibilities. Ms. Laursen added that Richard Horner was overseeing the programs for the facilities. Mary Kay Hill then added that it would be helpful to have discussion about the approach on how the Tier 1 teaching and learning would be handled.

UW President McGinity noted that there was an implementation team and some of the work had happened with Dean of the College of Engineering and Applied Sciences Kahled Gasem, Director of SER Northam, Richard Horner, Vice President and General Counsel Rick Miller, Vice President for Governmental and Community Affairs Chris Boswell, and Ms. Laursen.

Trustee Bostrom welcomed Ms. Laursen and noted that the Board looked forward to working with her.

Friday, March 28, Interim Vice President for Academic Affairs Maggi Murdock introduced members of the Nordic ski team and the coaches who accompanied them, Christie Boggs and Rachel Watson. Each member present introduced themselves and where they were from.

Vice President for Research and Economic Development Bill Gern recognized Dr. Lamia Goual as a recipient of a National Science Foundation (NSF) CAREER Award. He explained that this award was the Early Career Development Award, and was the NSF's most prestigious award in support of early career development activities. The award was given to educators that insert research and education in the context of the mission of their organizations. Vice President Gern gave more background on the award and its criteria. He then gave information on Dr. Goual's professional and academic background and detailed some of her areas of research.

Vice President Gern then introduced Professor of Zoology & Physiology and Robert B. Berry Distinguished Chair in Ecology, Craig Benkman, as the recipient of the Edward O. Wilson Naturalist Award. He gave background on the award and its namesake. He detailed the award's focus on a researcher who had provided knowledge on a specific ecosystem or group of organisms. Vice President Gern noted the distinguished nature of the group of recipients of this award. He then gave information on Professor Benkman's professional and academic background.

Vice President Gern acknowledged Dr. Anna Chalfound as the recipient of the Presidential Early Career Award for Scientists & Engineers awarded by the President of the United States. He explained this award's emphasis on scientific innovation and community service through science. He gave more detail on the award's specific criteria. Vice President Gern noted her employment in the Wyoming Co-op Unit of the United States Geological Survey (USGS), and detailed her professional and research background.

Vice President for Student Affairs Sara Axelson introduced Director of the UW Veteran's Center Marty Martinez, Interim Dean of Students Dolores Cardona, Director of Foundation Development Katrina McGee, and Director of Corporate and Foundation Giving Chris Spooner. She stated that all of these individuals partook in the acquiring of a gift from the Keeney Foundation in Sheridan to support veterans and the UW Veteran's Center.

UW President McGinity gave a brief overview of Dr. Horner's educational and professional background, as well as detailed various areas of his expertise. He then allowed Dr. Horner to speak to the Trustees in order to explain more about himself and what drew him to the University of Wyoming. UW President McGinity also explained the nature of Dr. Horner's position.

Interim Vice President Murdock introduced Khaled Gasem, the Interim Dean of the College of Engineering & Applied Sciences and an Associate Vice President of Academic Affairs to give the next recognition. Dr. Gasem announced the appointment of Mohammad Piri as the Wyoming Excellence Chair in Petroleum Engineering. He gave information on the history of the endowment and its purpose. He then presented highlights of Dr. Piri's academic career. He also commended Dr. Piri for his accomplishments and contributions on the UW campus.

Trustee President Bostrom thanked Brett Kahler for his service as ASUW President.

AGENDA ITEM TITLE: **Budget and Budget Management 101 – Trustee Orientation**, Mai

CHECK THE APPROPRIATE BOX(ES):

- ☒ Work Session
- ☐ Education Session
- ☐ Information Item
- ☐ Other

Specify:

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MINUTES OF THE MEETING:

Vice President for Administration Bill Mai referred the Board to the materials in the report regarding budget [see materials inserted below]. He briefly discussed the various slides and noted that more information would be presented at the May Board meeting.

Associate Vice President Lowe and Associate Vice President for Operations Mark Collins provided an update on the ESCO agreement and utility saving, noting that this was still in process and the return would be seen as longer term.

There was brief discussion regarding major maintenance for this biennium and the next biennium. Trustee Larry Gubbels inquired about money available for “emergency” needs to which Vice President Mai commented that the ability for the institution to absorb those types of costs was a problem and noted some specific examples of recent emergency needs that required funding.

There was brief discussion regarding generated funds from the sale of the facility on Poplar Street in Casper and potential for use of the funds for other projects with the University and the city.

## **UNIVERSITY OF WYOMING BUDGET OVERVIEW**

### **November 2013**

This document provides a brief overview of UW's budgets, originally developed for members of the Board of Trustees. The overview is organized as follows:

#### **1. REVENUE (SOURCES OF FUNDS):**

- General operating budget: Section I
- Self-sustaining budgets: Section II
- Special appropriations and other state agencies
- Capital construction
- Major maintenance

#### **2. EXPENDITURES (USES OF FUNDS):**

- Expenditure classifications
- Functions supported by expenditures

Hard copies of the complete UW operating budget are available at the Coe Library circulation desk. Three pie charts at the end of this document reflect the Section I budget revenue by funding source, expenditures by classification, and expenditures by function.

## 1. REVENUE (SOURCES OF FUNDING)

REVENUE CATEGORY	DESCRIPTION
SECTION I	<p>UW's general operating budget, supported by:</p> <ul style="list-style-type: none"> <li>• Legislative appropriations from the state's general fund <ul style="list-style-type: none"> <li>○ Agency/Department 067 – University of Wyoming <ul style="list-style-type: none"> <li>▪ Includes the School of Energy Resources</li> </ul> </li> <li>○ Agency/Department 167 – UW Medical Education</li> </ul> </li> <li>• UW income fund (mostly tuition) and Athletics income fund</li> <li>• Federal formula funds for the College of Agriculture and Natural Resources</li> <li>• Certain other revenues (land income, sales and services, federal mineral royalties, and clinic income)</li> <li>• Unrestricted income from the UW Foundation</li> </ul> <p>It is common to refer to the legislature-funded portion of the Agency 067 Section I budget as the “block grant”, since UW has the ability to move budget authority around within this appropriation without seeking line-by-line approval. The UW Medical Education budget (Agency 167) is not a block grant and has a specified number of employees.</p>
SECTION II	<p>Consisting mainly of self-sustaining budgets, including:</p> <ul style="list-style-type: none"> <li>• Revenue from auxiliary operations (such as housing, residence halls, dining services, student health service, student union, transportation, parking, and the University Store)</li> <li>• Gifts and contributions</li> <li>• Sponsored funding for research grants and contracts</li> <li>• Student fees</li> <li>• Federal mineral royalties</li> <li>• Intercollegiate Athletics</li> </ul>
SPECIAL APPROPRIATIONS AND OTHER STATE AGENCIES	<p>Operating budgets for specific activities authorized by the legislature in addition to the Section I and Section II budgets. Included in this category is the UW-administered portion of the Western Interstate Commission for Higher Education (Agency 069), and the Enhanced Oil Recovery Commission (Agency 070). UW may not transfer funds among these accounts, or between these accounts and the Section I or II budget.</p>
CAPITAL CONSTRUCTION	<p>Budgets for direct construction, architectural and engineering fees, equipment and furnishings, contingencies and associated costs. Funds for financing such projects may come from:</p> <ul style="list-style-type: none"> <li>• State general funds</li> <li>• Bonds issued against predictable sources of revenue, such as student fees and federal mineral royalties</li> <li>• Gifts and state matching funds</li> <li>• A combination of these sources</li> </ul>

MAJOR MAINTENANCE	Funds allocated by the Wyoming Legislature each biennium to support the maintenance and repair of major building systems (windows, roofs, HVAC, electrical wiring, data networks etc.). State statutes require these funds to be spent to maintain the current uses of facilities. The allocations follow a numerical formula established by the state in 2004 and are subject to the availability of funds. The director of physical plant determines project priority levels based on discussions with vice presidents, deans, and directors and maintains a schedule of projects and their priority levels, costs, and status. Major maintenance funds are not part of UW's Section I block grant.
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#### **SECTION I: SPECIFIC FUNDS, FUNDING SOURCE, AND CONSTRAINTS ON USE**

FUND	DESCRIPTION
GENERAL FUND	Legislative appropriation for the operation of the university.
UW INCOME FUND	Revenue deposited to this fund comes from three major sources: (1) tuition (by far the largest source); (2) student fees (special course fees, computer fees, and certain miscellaneous fees); and (3) income from Intercollegiate Athletic events. These funds are unrestricted except that athletic income is utilized only for Intercollegiate Athletics.
SALES AND SERVICES FUND	The primary revenue sources for this fund are indirect cost recovery, central services cost allocation, and interest income from the investment of funds held by the university. Other sources include procurement card patronage rebates, library fines, utility sales to fraternities and sororities, and sale of livestock and agricultural products produced as a result of instructional activities. This fund is unrestricted and may be used for any university purpose.
FEDERAL MINERAL ROYALTIES FUND	The source of income for this fund is mineral royalties from production on federal lands in Wyoming. These restricted revenues are used in Section I for maintenance and operation of UW's physical plant. A portion of this fund is used in Section II for payment of principal and interest on bonded debt, and for constructing and equipping new buildings, repair of existing buildings and purchase of improved or unimproved real estate.
FEDERAL FUNDS - AGRICULTURAL RESEARCH	These funds are provided by congressional appropriation under the McIntire-Stennis and Hatch Acts. They are restricted to uses supporting agricultural research.
FEDERAL FUNDS - AGRICULTURAL EXTENSION	These funds are provided by congressional appropriation under the Smith-Lever Act, and are restricted to use in agricultural extension programs.
AGRICULTURAL COLLEGE LAND INCOME FUND	This fund was created by the Federal Morrill Act which provided for a land grant of 90,000 acres to the Territory of Wyoming. A permanent fund was created in conjunction with the act to receive all proceeds from the sale of such lands. The fund derives its income from interest on the permanent fund and from rental of lands. These revenues are restricted to use for teaching of agricultural and mechanical arts, including military tactics.

UNIVERSITY LAND INCOME FUND	The fund was created by Federal Land Grant of 72 sections, and proceeds from the sale of such lands are placed in a permanent fund. The fund derives its revenue from interest on the permanent fund and from rental of lands. These funds are unrestricted and may be used for any university purpose.
UW FOUNDATION INCOME FUND	These funds are provided by the University of Wyoming Foundation from unrestricted income earned through management fee assessments and from Foundation investments.

## SECTION II: SPECIFIC FUNDS, FUNDING SOURCES, AND CONSTRAINTS ON USE

FUND	DESCRIPTION
AUXILIARY ENTERPRISES	Revenue from self-sustaining enterprises which exist to furnish goods or services to students, faculty, staff, other institutional departments, or incidentally to the general public, and charge a fee directly related to, although not necessarily equal to, the cost of the goods or services. Auxiliary enterprises include housing, residence halls, dining services, student health services, student union, transportation, parking, and the University Store.
GIFTS AND CONTRIBUTIONS	Non-federal support and donations from corporations, foundations, and private contributors are included in this category
SPONSORED FUNDING	Revenue primarily from federal agencies but also includes state and corporate contracts and grants, as well as foundation funding supporting sponsored research and specific educational and service programs.
ASSOCIATED STUDENTS OF UW	Revenue generated by student fees and income received as gifts to support the student loan program.
FEDERAL MINERAL ROYALTIES	The source of income for this fund is mineral royalties from production on federal lands in Wyoming. These restricted revenues are used in Section II for payment of principal and interest on bonded debt, and for other debt service charges such as required payments to the capital fund for improvements, operations and maintenance of debt-financed facilities. FMRs are also used in Section II for constructing and equipping new buildings, repair of existing buildings and purchase of improved or unimproved real estate.
INTERCOLLEGIATE ATHLETICS	Revenues generated through gifts, grants and contracts, and auxiliary services used to support Athletic activities, as well as revenue from sporting events.

## 2. SUMMARY OF EXPENDITURES

The National Association of College and University Business Officers classifies expenditures in two ways: (a) *by expenditure classification* (that is, the types of goods or services purchased) and (b) *by function* (that is, the elements of the institution's mission supported by the expenditures).

### a. EXPENDITURE CLASSIFICATIONS DEFINED BY NACUBO

EXPENDITURE CLASSIFICATIONS	DESCRIPTION
PERSONAL SERVICES	All salary and wage compensation for university employees and students and employee benefit programs in which the university participates.
SUPPORT SERVICES	Expenditures for services required by the university in the discharge of its functions or to fulfill legal obligations of the university. Types of expenditures include, but are not limited to, commodities purchased for consumption (such as office supplies, printing, stationery, equipment and small tools), continuing costs for rental of real estate or equipment, irrigation assessments, insurance premiums, maintenance service contracts, travel expenses, and contractual services.
GRANTS AND AID PAYMENTS	This category includes academic and athletic scholarships paid to student to cover tuition, room and board, books, and other educational expenses. It also includes payments to or on behalf of students who are participating in UW's various medical education loan repayment programs.
NON-OPERATING EXPENDITURES	This category includes, but is not limited to, interest expense and tuition and fee refunds.

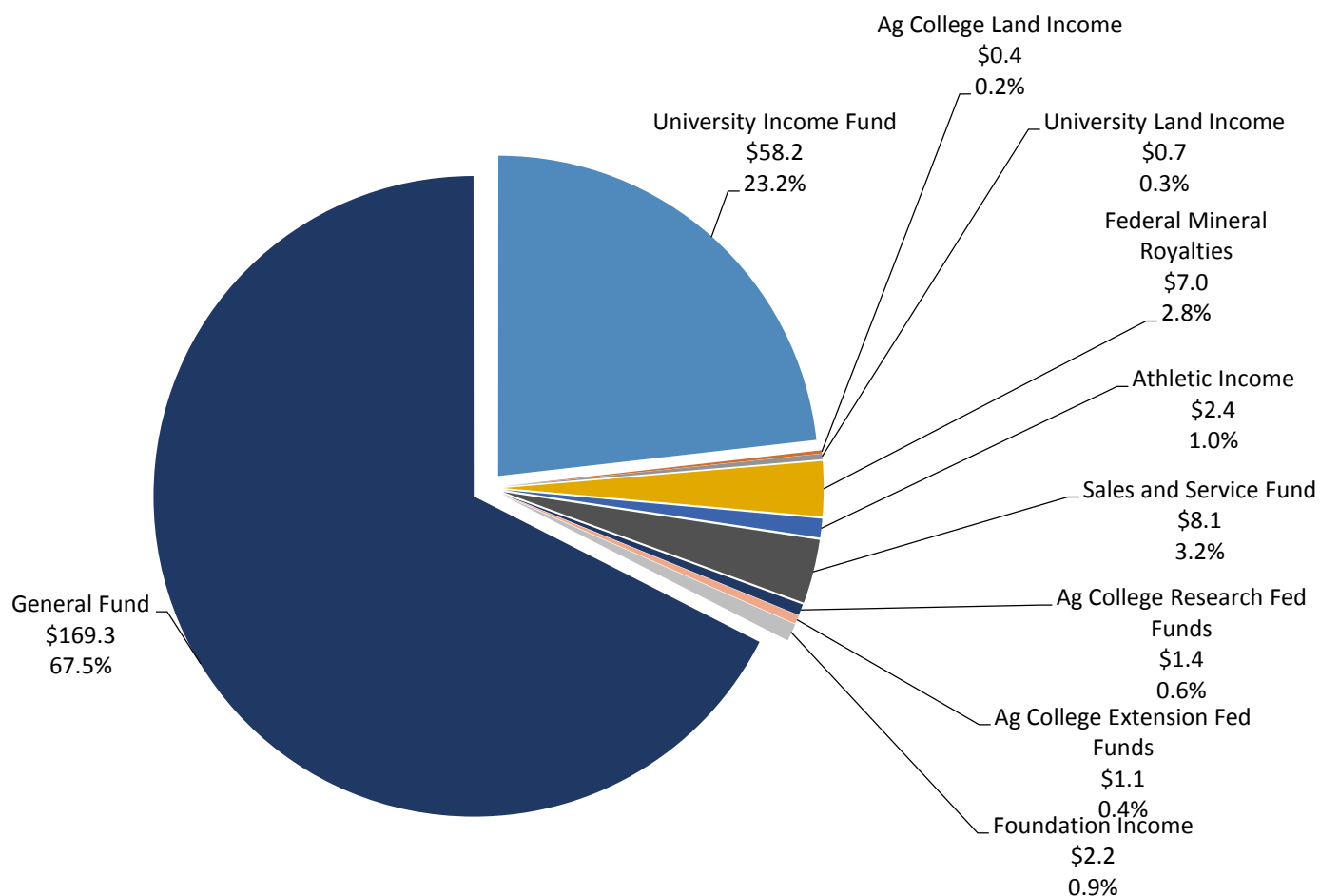
**b. NACUBO-DEFINED FUNCTIONS SUPPORTED BY EXPENDITURES**

Expenditures to support the functions listed below may be made in any of the NACUBO-defined expenditure classifications listed above.

<b>FUNCTION</b>	<b>DESCRIPTION</b>
<b>INSTRUCTION</b>	Expenditures for all activities that are part of the university's instruction program. Expenses for credit and noncredit courses; academic, vocational, and technical instruction; remedial and tutorial instruction; and regular, special and extension sessions are included in this category.
<b>RESEARCH</b>	This category includes all expenditures for activities specifically organized to produce research outcomes, whether commissioned by an agency external to the institution or separately budgeted by an organizational unit within the institution. Subject to these conditions, it includes expenditures for individual and/or project research as well as those of institutes and research centers.
<b>PUBLIC SERVICE</b>	Funds are expended for activities established primarily to provide non-instructional services beneficial to individuals and groups external to the institution. These activities include community service programs (excluding instructional activities) and cooperative extension services. Included in this program are conferences, institutes, general advisory services, reference bureaus, radio and television, consulting, and similar non-instructional services to particular sectors of the community.
<b>ACADEMIC SUPPORT</b>	Funds are expended primarily to provide support services for the institution's primary missions: instruction, research, and public service. It includes (1) operations for the retention, preservation, and display of educational materials, for example, libraries, museums, and galleries; (2) the provision of services that directly assist the academic functions of the institution; (3) audiovisual services and technology services, such as computing support; (4) academic administration (including academic deans but not department chairs) and personnel to provide administrative support and management direction to the three primary missions; and (5) separately budgeted support for course and curriculum development.
<b>STUDENT SERVICES</b>	Funds expended for the offices of admissions and the registrar and those activities whose primary purpose is to contribute to the student's emotional and physical well-being and to his or her intellectual, cultural, and social development outside the context of the formal instruction program. It includes expenditures for student activities, cultural events, the student newspaper, intramural athletics, student organizations, intercollegiate athletics (if the program is not operated as an auxiliary enterprise), counseling and career guidance (excluding informal academic counseling by the faculty), student aid administration, and student health service (if not operated as an essentially self-supporting activity).

INSTITUTIONAL SUPPORT	Expenditures for: (1) central executive-level activities concerned with management and long-range planning of the entire institution, such as the governing board, planning and programming, and legal services; (2) fiscal operations, including the investment function; (3) administrative information technology; (4) space management; (5) employee personnel and records; (6) logistical activities that provide procurement, storerooms, and printing; (7) transportation services to the institution; (8) support services to faculty and staff that are not operated as auxiliary enterprises; and (9) activities concerned with community and alumni relations, including development and fund raising.
OPERATION AND MAINTENANCE OF PLANT	Expenditures for the administration, supervision, operation, maintenance, preservation, and protection of the university's physical plant. This function includes all expenditures for janitorial and utility services; repairs and ordinary or normal alterations of buildings, furniture, and equipment; care of grounds; maintenance and operation of buildings and other plant facilities; and facility planning and management.
SCHOLARSHIPS AND FELLOWSHIPS	Expenditures for scholarships and fellowships in the form of grants to students, resulting either from selection by the institution or from an entitlement program. It also includes trainee stipends, prizes, and awards, except trainee stipends awarded to individuals who are not enrolled in formal course work, which are charged to instruction, research, or public service as appropriate.
INTER- COLLEGIATE ATHLETICS	Intercollegiate Athletic accounts whose funding is supported by the University of Wyoming, including athletic scholarships but not including club sports, which fall under the student services program.

# **UNIVERSITY OF WYOMING -- \*Department 067** **FY 2014 BUDGET, SECTION I FUNDING BY SOURCE** **(\$s in Millions)**



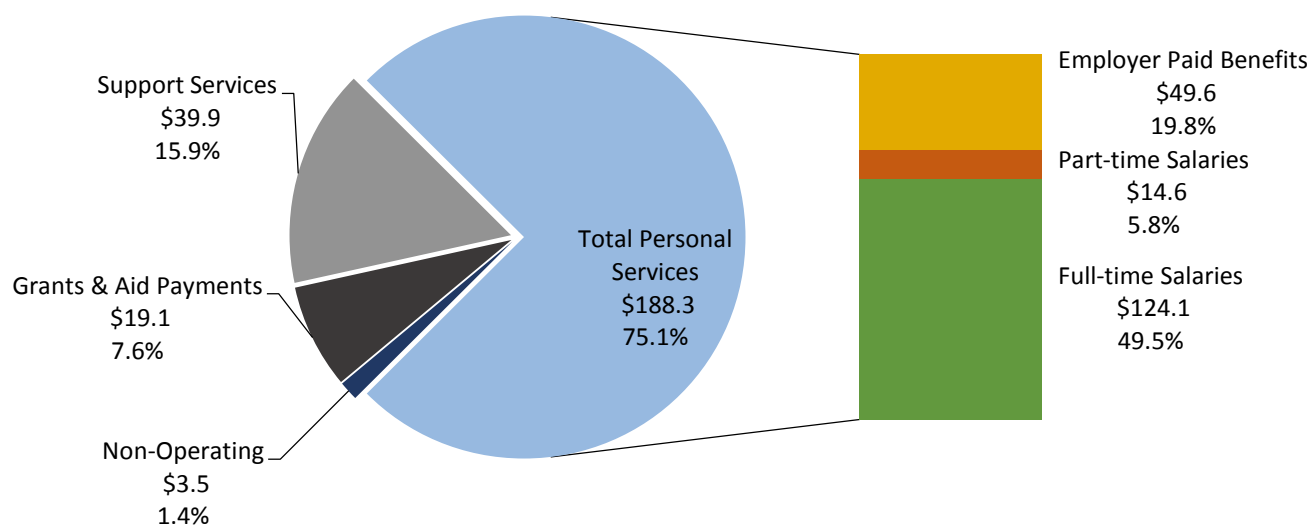
**Total Section I Department 067 Funding:**  
**\$250,806,807**

**\* 067 -- University of Wyoming**  
 (Not including SER, NCAR, or  
 retention incentive payment)

# **MAJOR MAINTENANCE FUNDING: HISTORY OF THE PROGRAM**

FISCAL YEARS	APPROPRIATION	REMARK
2004	\$ 2,889,128	First year of the program
2005-2006	\$ 12,585,599	
2005-2006	\$ 2,074,250	Special appropriation for fire suppression in residential facilities
2007-2008	\$ 27,255,144	
2009-2010	\$ 19,709,452	
2011-2012	\$ 0	UW received \$27 million in federal "stimulus" funds instead
2013-2014	\$ 19,033,964	
TOTAL TO DATE	\$ 83,547,537	

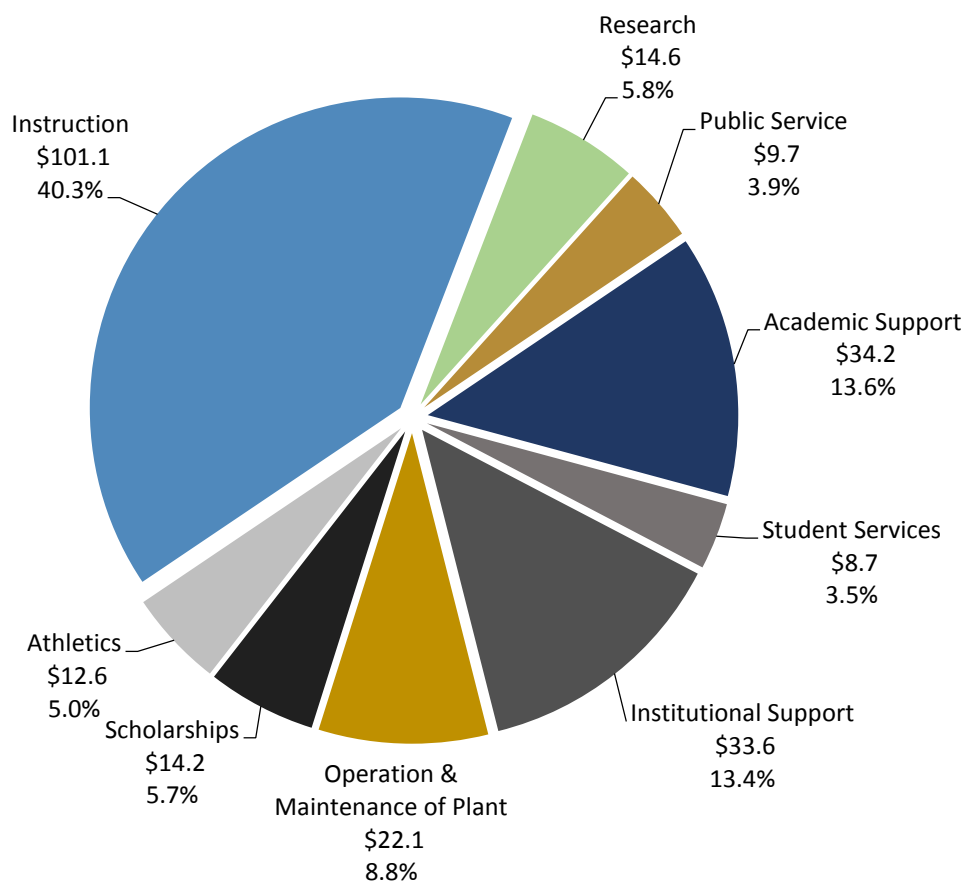
## **UNIVERSITY OF WYOMING -- \*Department 067 FY 2014 BUDGET, SECTION I EXPENDITURES BY CLASSIFICATION (\$s in Millions)**



**Total Section I Department 067 Funding:  
\$250,806,807**

**\* 067 -- University of Wyoming**  
(Not including SER, NCAR, or  
retention incentive payment)

**UNIVERSITY OF WYOMING -- \*Department 067  
FY 2014 BUDGET, SECTION I EXPENDITURES BY  
FUNCTION  
(\$s in Millions)**



**Total Section I Department 067 Funding:  
\$250,806,807**

**\* 067 -- University of Wyoming**  
(Not including SER, NCAR, or  
retention incentive payment)

**AGENDA ITEM TITLE: Board of Trustees Conversation with Governor Matt Mead**

**Thursday, March 27, 2014**

**1:30 p.m.**

**Coe Library, room 506**

CHECK THE APPROPRIATE BOX(ES):

- ☐ Work Session
- ☐ Education Session
- ☐ Information Item
- ☒ Other

Specify: meeting/conversation with Governor Matt Mead

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**MINUTES OF THE MEETING:**

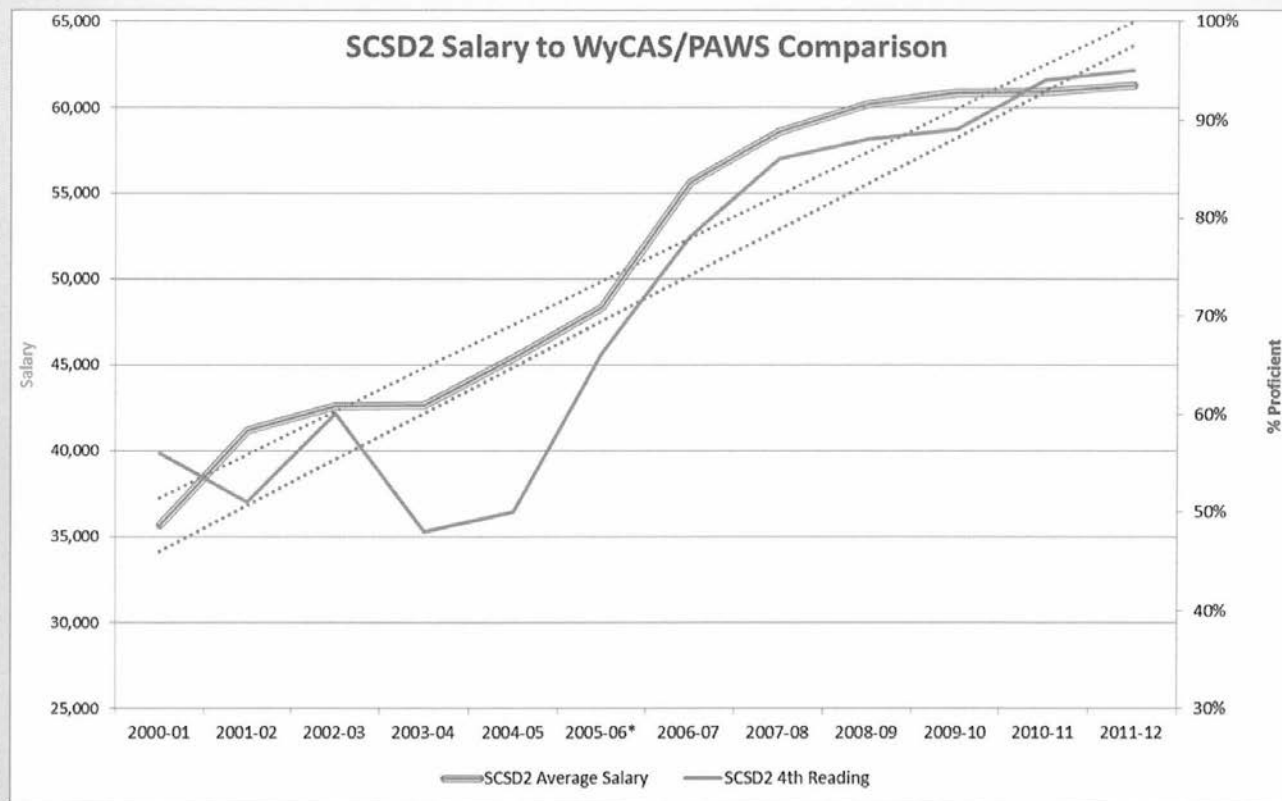
Governor Matt Mead introduced his guest, Mr. Craig Dougherty, Superintendent of schools in Sheridan, Wyoming. The Governor provided positive comments regarding the Marian H. Rochelle Gateway Center and Literacy Center event they attended earlier that day. Mr. Craig Dougherty shared a presentation (see presentation inserted below).

# *Sheridan County School District #2*

## *University of Wyoming Board of Trustees Briefing*

March 27, 2014

## The Case for Paying Teachers Well Relating Compensation to Performance



**2013 PAWS/ACT Results**  
**Sheridan County School District #2**  
**Percent Proficient & Above Comparison Chart**  
**Large School District Comparisons**

	3rd Grade	4th Grade	5th Grade	6th Grade	7th Grade	8th Grade	11th Grade
Reading	85 1st	90 1st	90 1st	96 1st	88 1st	93 1st	81 1st
Math	95 1st	96 1st	95 1st	96 1st	92 1st	88 1st	81 1st

**2007 / 2012-2013 PAWS Results  
Sheridan County School District #2  
Percent Proficient & Above  
Henry A. Coffeen Elementary**

	Reading			Math		
	2007	2012	2013	2007	2012	2013
3 <sup>rd</sup> Grade Proficient & Above	67%	100%	92%	94%	100%	100%
4 <sup>th</sup> Grade Proficient & Above	63%	89%	85%	81%	96%	97%
5 <sup>th</sup> Grade Proficient & Above	57%	86%	80%	66%	93%	97%

**2007 / 2012-2013 PAWS Results  
 Sheridan County School District #2  
 Percent Proficient & Above  
 Highland Park Elementary**

	Reading			Math		
	2007	2012	2013	2007	2012	2013
3 <sup>rd</sup> Grade Proficient & Above	59%	93%	92%	86%	97%	98%
4 <sup>th</sup> Grade Proficient & Above	68%	92%	95%	89%	92%	97%
5 <sup>th</sup> Grade Proficient & Above	89%	98%	98%	88%	97%	93%

## **Our Activities Program - More than just Athletics**

- 30% of Wyoming All-State String Performers come from SHS
- 30% of Northwest String Performers come from SHS
- Former SHS Orchestra Students now Attend: New England Conservatory; Eastman School of Music; Lawrence Conservatory; Harvard, Brown, and Yale University
- Seven of the last Twelve SHS Valedictorians and Salutatorians were Orchestra Students
- 409 Elementary Students are Enrolled in Suzuki Violin

## **Sheridan #2 Where “Excellence and Accountability” is not just a Motto**

- Highest Percentage of National Blue Ribbon Elementary Schools in the state of Wyoming
- In 2014, 5 of 12 WDE Blue Ribbon Candidates were SCSD#2 schools
- Highest Percentage of Schools Exceeding Expectations in the state of Wyoming
- Highest Ranking at all Grades Tested Among 4A Districts, based on PAWS & ACT
- SHS is one of US News and World Reports Top (6%) High Schools (Silver Award) 2013
- SHS is one of Newsweek's Top High Schools in the Country in March 2008 and 2013 (only Wyoming High School in 2013)

## **SCSD#2: One of the Best in the Rockies**

- Of 75 2014 UW Trustees' Scholars Award winners, 10 (13%) are from Sheridan High, & 1 is from Fort Mackenzie High
- 66 National Merit Scholar Finalists since 2000
- 24 2013 AP Scholars: 6 with Distinction, 6 with Honor
- FMHS - Highest composite ACT score (22.6) in the state, of all high schools
- SHS has the largest number of students participating at all-state music (30% of the entire state representation)

## **Spending Money where it Counts**

- 3rd (of 48) in spending on instruction
- 3rd (of 48) in average teacher salary
- 4th (of 48) in 30-year career earnings for teachers
- 42nd (of 48) in general fund dollars received per ADM
- 45th (of 48) in spending on administration

## **Considerations for Statewide Leadership**

Proposition 1: Provide model school in Sheridan

Proposition 2: Establish Statewide Collaboration Model

- Intensive, Sustained Principals' Academy
- Annual Literacy and Math Institutes
- Teachers collaborating with other teachers
- More districts truly collaborating with UW's Pre-service Program

Those of us in school districts  
really want UW to recruit and retain  
the best Wyoming has to  
offer (and take in some winners  
from out of state)

University of Oklahoma as an example.

AGENDA ITEM TITLE: **Tier I Science Initiative**, McGinity

CHECK THE APPROPRIATE BOX(ES):

- ☐ Work Session  
☐ Education Session  
☐ Information Item  
☒ Other

Specify: Working Dinner re: Tier I Science Initiative

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MINUTES OF THE MEETING:

[Minutes provided by Office of the President staffer Laura Wespetal in the absence of Deputy Secretary to the Board Shannon Sanchez.]

McGinity gave a welcome and toasted everyone involved in the Board of Trustees meeting for their endurance and flexibility. He also noted that though long, these meetings were beneficial and would help propel the University in a positive direction. UW President McGinity noted that the Tier I science legislation could be a moral builder and another opportunity for UW to pursue excellence. McGinity formally began the meeting at 7:18 p.m. by reading an excerpt from House Bill 41 Section 317 about becoming a Tier I science university. This was the same charge given in the Tier I engineering legislation. UW President McGinity mentioned several areas where UW was already excelling in the sciences, such as SER and the Energy Innovation Center. UW President McGinity stressed that he did not want people to become concerned by the logistics of responding to this legislation, but rather to see it as an opportunity for UW. Becoming a Tier I science university would take a lot of work, but the opportunity presented by the legislation showed that it was worth the effort. The Governor needed to submit his plan of how to become a Tier I science university by December 2014, and a task force would be formed to decide how to do this. He noted that though this was an exciting endeavor, UW needed to seize the moment and pursue it. UW President McGinity then opened the floor to discussion on this legislative mandate.

Discussion covered four major subjects: 1) The Tier I science legislation in relation to Tier I engineering legislation; 2) the availability of long-term sustained funding for this initiative; 3) defining what programs were included in science and areas of current distinction in science, and; 4) the formation of the task force for this project.

Discussion first turned to how this legislation related to the engineering Tier I legislation and the WGEESIT task force that was a result of the legislation. Participants noted that initially WGEESIT faced obstacles, but as the project progressed, people realized that the external input gained through WGEESIT was important and led to beneficial outputs.

Further discussion revolved around how this initiative would be different than engineering. A Tier I science initiative would present different challenges than engineering because there was less industry support and what departments were included in this initiative were more ambiguous. Therefore, UW needed to focus on garnering support for this initiative within the state. This was

a major task to complete in a short amount of time. Several participants noted that there were deans and faculty who were excited about this initiative and ready to pursue this task.

Discussion also revolved around the need for continued, sustained funding for these Tier I initiatives, and not only start-up funds. Many noted that these Tier I initiatives would not reach their full potentials unless there was continued funding, especially for faculty salaries. Participants noted that external sources evaluated science programs by the faculty and the grant and research funding they brought to the University. Recent faculty and consequent funding losses were also noted. Hopefully, the recent pay raise, as well as the opportunity for new and renovated science labs, would prevent further faculty erosion. Other participants suggested that the University needed to convey the importance of having world-class faculty at UW. Faculty leaving costed UW more than research dollars.

Participants noted that the legislature had been generous with funding one-time expenditures, but they were nervous to commit to funding future expenditures. UW needed to think about how it could help the legislature find a way to fund future expenditures with current dollars, as well as helped them see the importance of filling the facilities with top-tier faculty. The buildings proposed in the science initiative were only the beginning of the pursuit of being a Tier I university, and not the end. The use of endowments, even partially funded ones, was suggested as a possible solution to this issue. Others proposed creating a document showing the revenue and expenditures for UW to share with the legislature so they could more thoroughly understand UW's financial situation.

In contrast to this discussion, others noted that the legislature had included additional funds in these legislative mandates for recurring resources and faculty salaries. The legislature accepted that these larger endeavors would be funded at a higher level from the legislature. Others noted that they hoped those involved in the process would not put too many strings on their willingness to accept this opportunity. This was a great opportunity—the legislature wanted to give UW this funding, but it did not want to allocate money and leave UW alone.

Another discussion topic included the definition of science and areas of expertise within UW. Programs like economics and finance did not need labs, yet they increased funding, and PhD students could increase their stature. Discussion revolved around current areas of distinction at UW and what other areas should be pursued. Some areas of distinction mentioned included ecology, geology, environment and natural resources, and computational sciences. Some noted that they should think less about departments and more about areas of distinction.

Participants also discussed how the task force would be determined. Since there was a lot of buy in from faculty members, a list of names had already begun to be compiled. It was important to note that the formation of the task force was a serious endeavor, and those on the force truly needed to be at the pinnacle of their fields. With more prestigious individuals involved, more opportunities would exist for funding. Another point that was made was that while top caliber people were needed, faculty who knew and understood their fields had to be involved as well. There had to be a partnership between faculty, the Foundation, and the Office of Research to determine the task force.

UW President McGinity ended the meeting by saying that there would be more discussion on these topics in the near future and thanked everyone for attending. The meeting was adjourned at 8:21 p.m.

AGENDA ITEM TITLE: **Overview of Academic Personnel and Policies, Including Tenure & Promotion and Reappointment and Trustee Orientation**, Murdock/Jones

CHECK THE APPROPRIATE BOX(ES):

- ☒ Work Session  
☐ Education Session  
☐ Information Item  
☐ Other Specify:
- 

BACKGROUND AND POLICY CONTEXT OF ISSUE:

Interim Associate Provost Davis Jones referred the Board to the PowerPoint which contained information regarding the Tenure and Promotion process [see power point inserted below].

During his presentation, he noted that only the Board could grant tenure on a faculty member. Associate Provost Jones added that only the positive cases were brought to the Board for approval and the negative cases were presented during an Executive Session. Dr. Jones discussed the tenure and promotion process, current work done by the University Tenure and Promotion Committee, voting, and comments provided during the process.

Associate Provost Jones stated that once faculty received tenure, they were still very involved on campus and were active in their area of discipline because the University wanted them to still be engaged and produce. Interim Vice President Murdock stated that the University took this process seriously and reviewed faculty teaching, as well as service.

Trustee President Palmerlee inquired about the discussion happening in higher education regarding teaching professionals and other categories of faculty not on the tenure track, unionization, etc. and if the administration was addressing these issues at the University of Wyoming.

Interim Vice President Murdock commented that there was a real increase in hiring part-time faculty and that this was not an unusual practice.

## Overview of faculty reappointment, tenure, and promotion

Maggi Murdock  
David Jones  
Office of Academic Affairs

- I. What is Tenure?
- II. Standards and Criteria
- III. Faculty Career Path
- IV. Portfolios
- V. Review Proces

## I. What is Tenure?

### Legal view: Tenure is an employment contract

- Has no specified end date
- Can be ended only for specific reasons (cause, financial exigency)

#### Principles recognized in case law:

- There is no guarantee of tenure.
- The review takes many factors into account.
- There are many levels of review and recommendation.
- Only the governing board can confer tenure.

## I. What is Tenure (Why do we have Tenure?)

### Philosophic view: Tenure and Academic Freedom

“Academic freedom and tenure ... exist in order that society may have the benefit of honest judgment and independent criticism which otherwise might be withheld because of fear of offending a dominant social group or transient social attitude.”

Clark Byse and Louis Joughin, *Tenure in American Higher Education: Plans, Practices, and the Law* (Ithaca: Cornell University Press, 1959), p. 4.

## II. Standards and Criteria

From UW Regulation 5-1.D:

“The main criteria for reappointment, tenure and promotion decisions are **creative development, advancement of knowledge, and dissemination of knowledge.**”

In short, the land-grant mission:

Teaching  
Research  
Service

***The key question:***

*Does the candidate's record reflect both the commitment and the promise to sustain a career-long record of effective teaching, scholarship at the forefronts of knowledge, and effective service?*

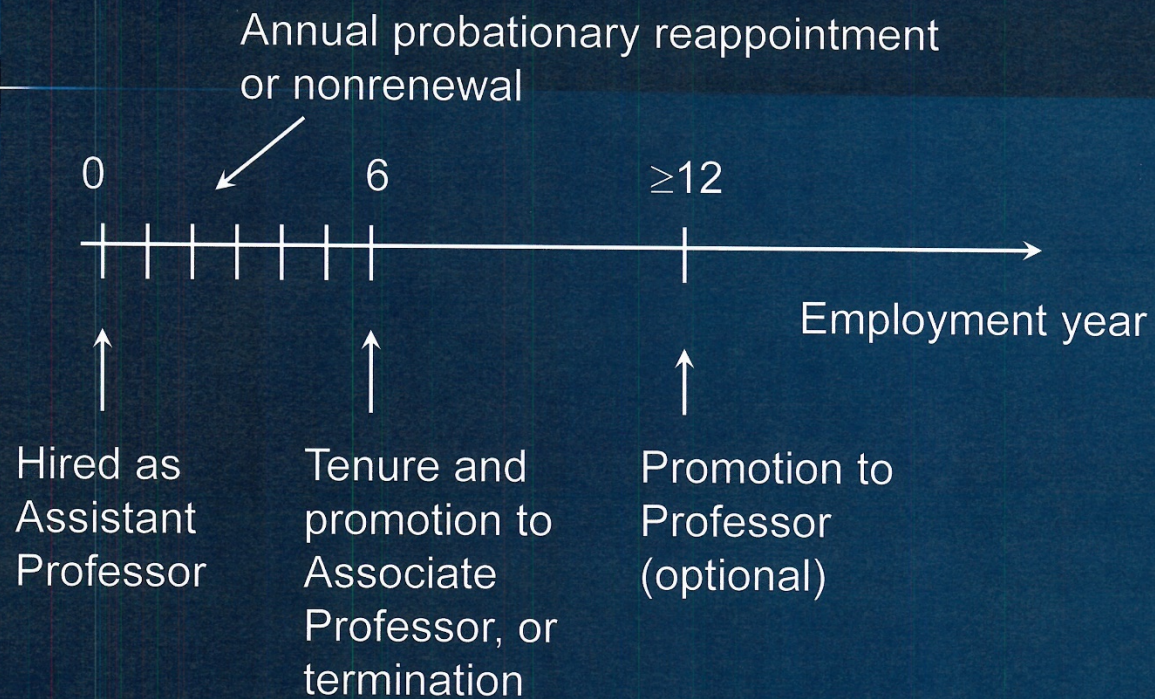
It's not a matter of clearing the bar.

Tenure is not the finish line.

## How do we answer this question?

- Strong teaching, demonstrated *early* in the career.
- Strong scholarship, critical for faculty to remain effective as their disciplines evolve.
- Peer review by nationally or internationally recognized experts, as well as by UW students and faculty.
- What about Collegiality?

### III. Faculty Career Path



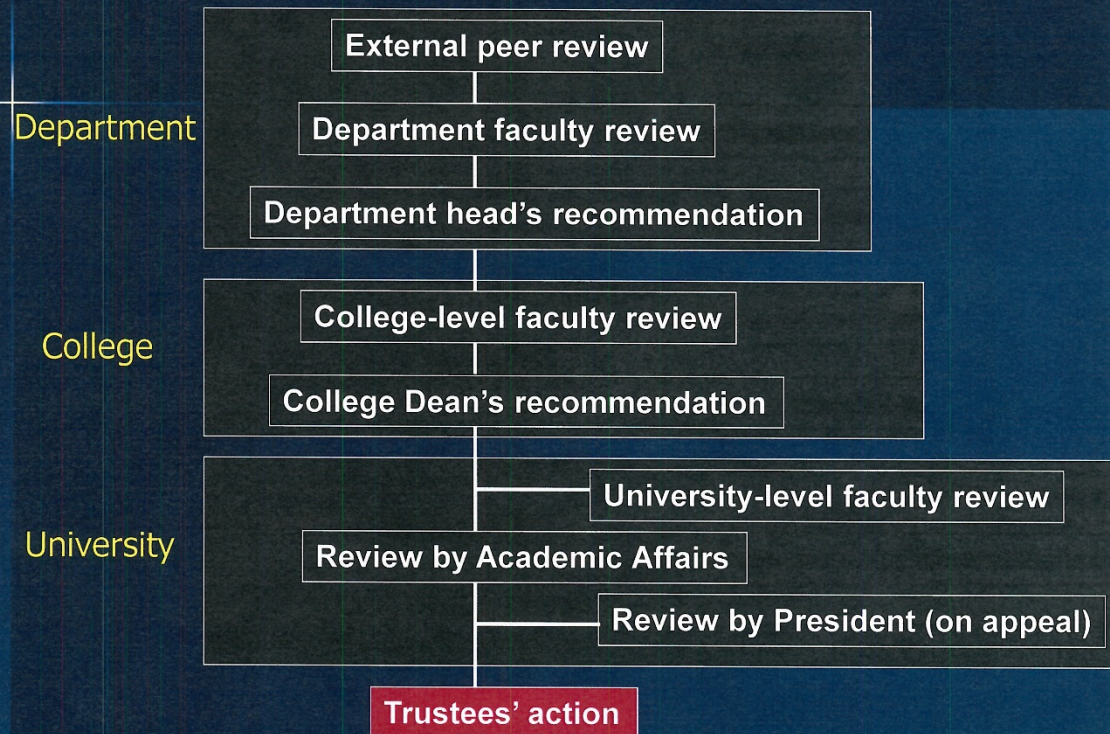
## IV. Portfolio (or “Packet”)

### Annual documentation of:

- **Teaching** evaluations (students, peers, faculty administrators)
- Record of **Research/Scholarly Activity** (publications, books, grants, creative work, external peer reviews)
- **Service** (UW committees, statewide service, professional organizations)

**Record of previous years' evaluations at all levels**

## V. Review Processes



### Department-level review

- Solicitation of external letters (T&P cases)
- Review and vote by faculty peers
- Recommendation by Department Head

#### Example peer remark (2<sup>nd</sup>-year reappointment):

“For someone with a 60% teaching split, who has taught for two years in another institution before coming to the University of Wyoming, her progress in teaching is unsatisfactory.”

**TEACHING COUNTS!**

**And the pressure to perform comes early**

UW Regulation 5-803 requires a minimum of 4 external letters from “arm’s-length” experts.

### External references chosen by Department Head

“[The] scholarship is bold in treating major authors and issues, careful in its close reading of primary texts and its consideration of secondary literature, and scrupulous in its honesty and clarity. I have found his work of genuine value for my own teaching and writing.” [From Duke University]

### College-level review

- Review and vote by faculty-elected college committee
- Recommendation by Dean

#### Example remark from college committee:

"It is clear from \_\_\_\_\_'s packet, especially the comments made by the external reviewers, that he has achieved a regional, national, and international reputation for his work... . His record of securing external funding and publishing his work are exceptional. Student evaluations of his teaching have consistently been positive and his graduate students have been very successful in terms of their ability to produce peer-reviewed products."

The "Slam Dunk"

### University-level review

- Review by faculty-elected university committee, if required  
OR
- Recommendation by Provost

### Example University T&P comment:

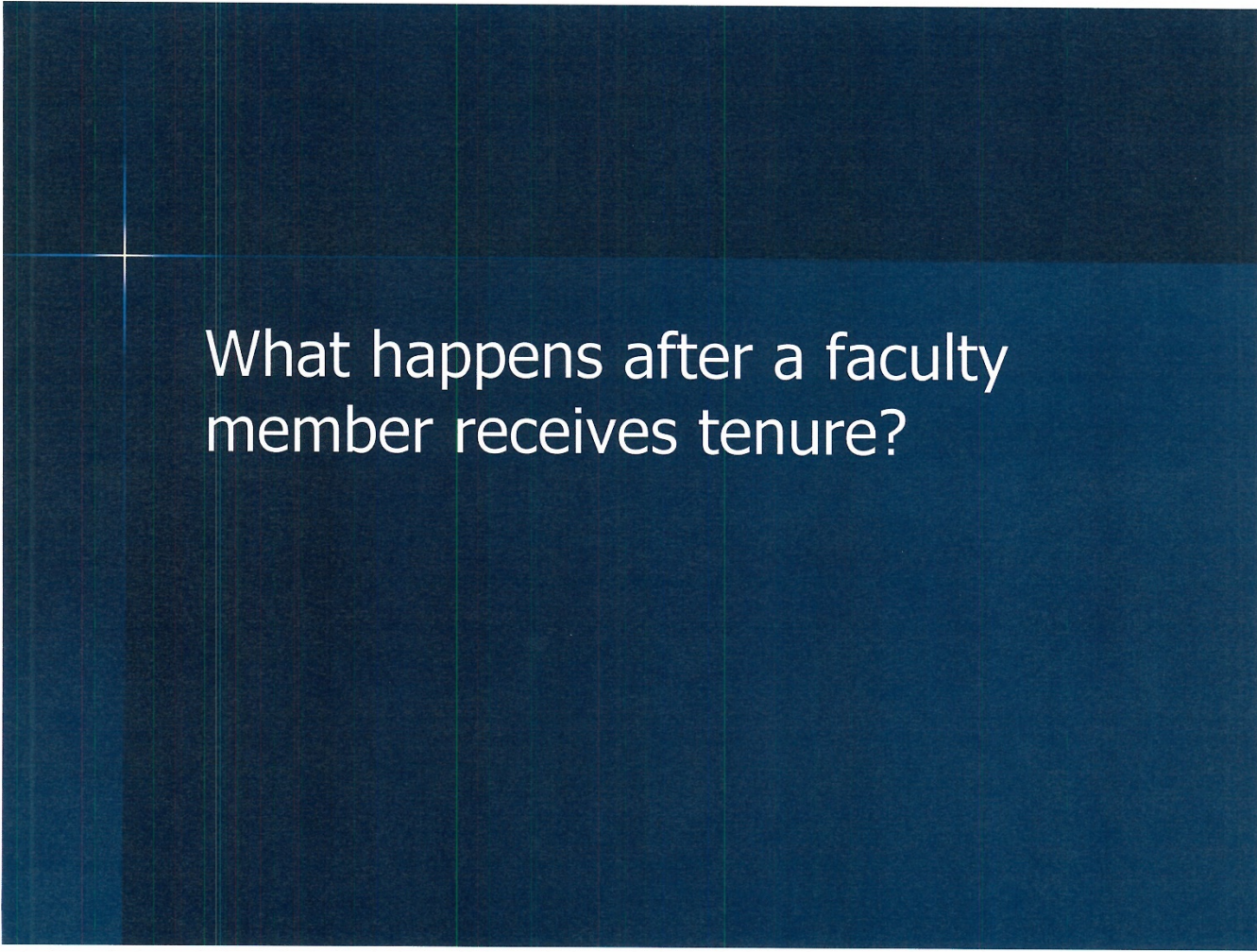
"This case presents an all-too-familiar pattern: fine teacher, great citizen who is ... succeeding at tasks necessary for the department, college, and university, but doing so at the expense of ... research development."

Good performance in one dimension of the job doesn't trump inattention to other dimensions.

## Trustees' action

- Only positive cases forwarded
- Cases presented as a slate
- Negative decisions in executive session
- March for first-year cases; May for all others

There is no tenure until the Trustees confer it.



What happens after a faculty  
member receives tenure?

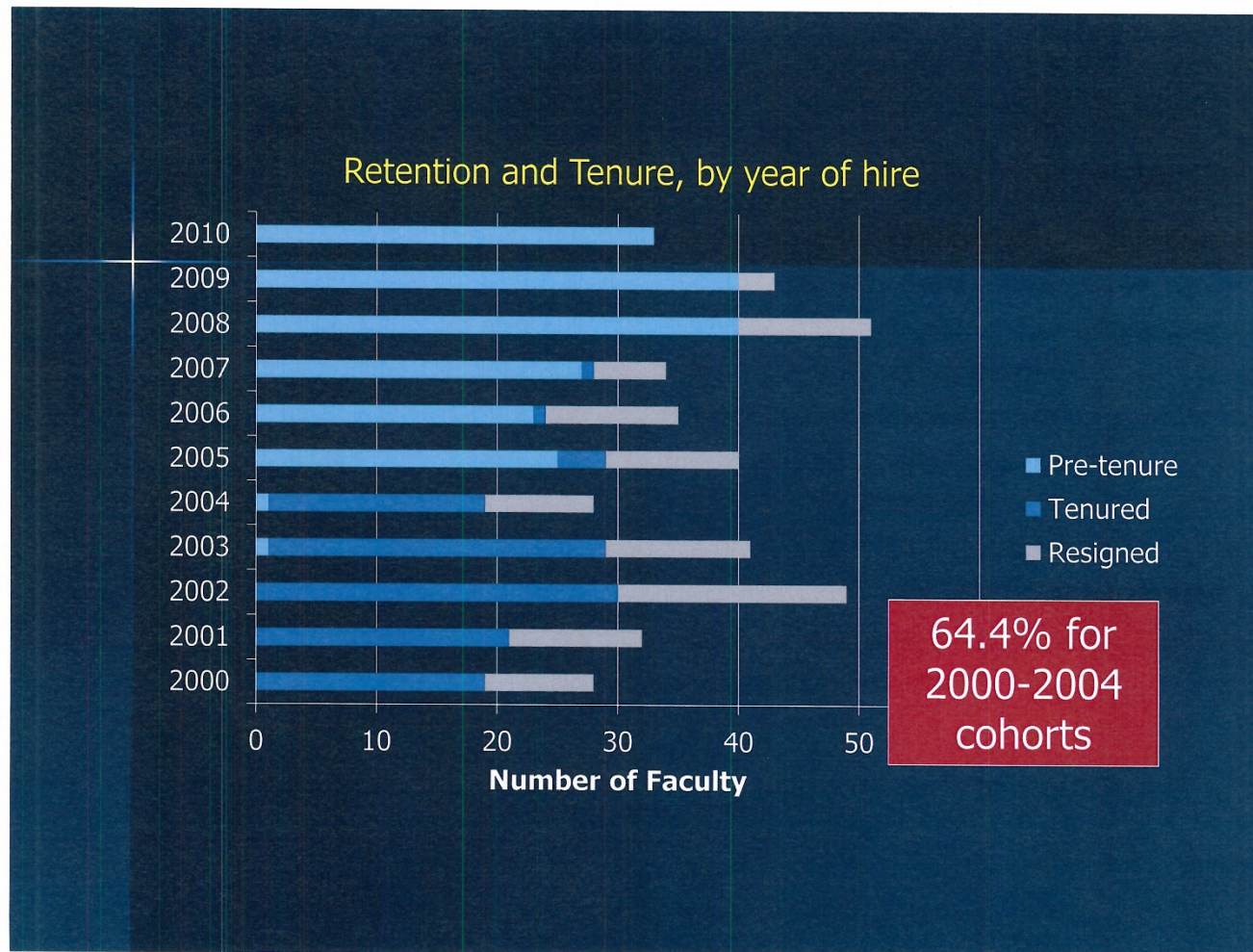
### **UW's post-tenure review policy:**

- All faculty members have regular performance evaluations.
- Results affect salary and future promotions.
- There are corrective measures for cases when performance falls below expectations.
- When these measures fail, dismissal is possible.

UW's 2 most recent dismissals of tenured faculty members:

- 2006 (for neglect of duty)
- 1993 (for flagrant insubordination)

(Others have left after a threat of dismissal.)





QUESTIONS?

AGENDA ITEM TITLE: **Strategic Planning Progress**, McGinity/Murdock

CHECK THE APPROPRIATE BOX(ES):

- ☒ Work Session
- ☐ Education Session
- ☐ Information Item
- ☐ Other

Specify:

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MINUTES OF THE MEETING:

UW President Dick McGinity and Interim Vice President for Academic Affairs Maggi Murdock provided an update regarding the University Strategic Plan and progress. They noted that all units were involved in the process. They briefly discussed the meeting that took place in February and the suggestions that were being brought forward. UW President McGinity and Interim Vice President Murdock noted that they were considering the fiscal impacts of the suggestions.

Trustee Dave Bostrom thanked them for the updates and noted that he and the Board looked forward to hearing more in the coming months.

AGENDA ITEM TITLE: **Legislative Summary and UW's Plans in Response,** Boswell/Mai/Miller

CHECK THE APPROPRIATE BOX(ES):

- ☒ Work Session
- ☐ Education Session
- ☐ Information Item
- ☐ Other

Specify:

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MINUTES OF THE MEETING:

Vice President for Governmental and Community Affairs Chris Boswell discussed in detail the table below and followed up with what reports the legislature had requested.



Date: March 19, 2014

To: UW Board of Trustees

From: Richard C. McGinity, University President

Re: 2014 Post-Legislative Issues Requiring UW Action

Attached is a summary identifying the substantial number of tasks UW has facing in the coming months as a result of the actions of the 2014 Legislature.

This list has been created so that we can keep track and manage our efforts to ensure UW takes full advantage of the opportunities presented by these requirements. Substantial efforts are already underway, and we will keep the Board apprised on progress as the spring and summer progress.

### 2014 Post-Legislative Issues Requiring UW Action

SUBJECT	STATUTORY REFERENCE	DESCRIPTION	DEADLINES
<u>ACADEMIC PROGRAMS</u>			
1. Tier 1 Engineering Program	Budget Bill Block grant 067 Footnote 10	<ul style="list-style-type: none"> <li>- \$8 million separate line item in budget (that means it is not part of the block grant);</li> <li>- UW prohibited from reducing funding for CEAS or reducing CEAS proportional share of the block grant; - UW to include request for Tier 1 funding in the next biennial budget bill including UW's matching share</li> <li>- \$150,000 immediately effective for Program Coordinator;</li> <li>- Balance effective July 1, 2014 to be expended consistent with the Tier I plan</li> </ul>	Summer 2015, UW will necessarily consult with the Tier I Task force regarding the budget request for the next biennium
2. Tier 1 Engineering Facility	Budget Bill Section 327	<ul style="list-style-type: none"> <li>- Gov must consult with Task Force and cochairs of Minerals Committee on design;</li> <li>- Gov to release Level II/III planning and design funds if satisfied the building will meet the objectives</li> <li>- Provision is immediately effective</li> </ul>	UW will need to request release of construction funds likely in 2015 session

3. High Bay facility	Budget Bill Section 067 Block grant Footnote 7 & 12 Section 331(a); See also item #4 under Foundation	<ul style="list-style-type: none"> <li>- \$3M in matching funds from redirection of AML funds</li> <li>- \$7.5M in matching funds in block grant</li> <li>- Governor must approve release –</li> <li>- Gov must consult with Task force before approving release of funds for construction</li> </ul>	
4. Science Tier 1 Initiative	Budget bill Section 317	<ul style="list-style-type: none"> <li>- Governor to appoint task force</li> <li>- Consultation with legislative leadership and Board of Trustees in such appointments by Governor</li> <li>- The task force will report on a variety of biological and physical science laboratory needs with a view to laying the groundwork for another initiative to promote excellence.</li> </ul>	<p>Task force report due November 1, 2014.</p> <p>Gov to include his recommendations in light of task force report in his budget recs on 12/1/14</p>
5. Implement Clinical lab outreach degree in Casper	Budget bill In block grant	Requested funding approved for implementation; implementation efforts will begin shortly	
6. Report on transfer of credits in consultation with community colleges and CC Commission	Budget bill 067 footnote 8	UW must consult with the Community Colleges and report to the committees; this is a very longstanding legislative concern	<p>Report due to JAC and JEC 11/1/14</p> <p>(JAC meets Nov 10-11 in Casper and Nov 24-25 in Cheyenne)</p>

7. WWAMI review and review panel	Budget bill Section 167 footnote 1	<ul style="list-style-type: none"> <li>- UW President to designate a physician review panel</li> <li>- UW conducts review and submits same to review panel;</li> <li>- Review and recommendations submitted by the panel to the Board of Trustees and the Labor Committee</li> <li>- Offers of assistance have come forth from the Wyoming Medical Association</li> </ul>	<p>Trustees must set a due date for the submission – but no later than 10/1/15;</p> <p>Trustees might consider setting date at May 2014 meeting</p>
8. Family practice residency budget review	Promised to JAC	<ul style="list-style-type: none"> <li>- Need to clarify the budget structure so that an appropriate biennial budget request can be prepared by summer 2015</li> <li>- Need to determine feasibility of federal assistance</li> </ul>	
9. Wyoming Public media appropriation and implementation	Block grant	Requested funding approved but only \$1 million; need to determine future efforts for equipment/facilities and interaction with WyoLink	
10. UW law school	Judiciary committee Interim topic	Judiciary is interested in hearing from a variety of constituencies regarding the Law School; a very valuable opportunity for communication	Judiciary meeting in Laramie Sept 11-12 (same as BOT)
<u>Research and Economic Development</u>			
1. Brucellosis research	Budget bill In block grant	Additional \$200K request approved	

2. Rare earth minerals	Budget bill Section 331	Continuation of rare earth minerals research funding	
3. Water research	Various legislators and committees	Concerns regarding UW's water research efforts funded through the Water Development Commission to support state agencies in accomplishing their mission	
4. Value added energy & industrial plan	Budget Bill Section 334	A very ambitious initiative involving a variety of state agencies, including UW	
<u>Student Affairs</u>			
1. Plan for residence halls	Budget Bill Section 067 Footnote 2	This is a once in a generation opportunity to discuss the long term future of on-campus housing with a strong emphasis on traditional aged freshmen; freshmen being required to live in campus housing is a strong predictor of academic success	Report due to JAC and JEC by 10/1/15
2. Enrollment incentive	Budget Bill Section 067 Footnote 6	\$1M in FY 16 if fall enrollment in 2015 is at least 600 greater than fall 2013; see #3	
3. Report on reducing tuition for students in surrounding states	Budget Bill 067 Footnote 1	Note – the language requires the BOT to report to the committees; #2 above and this report are essentially a request by the Legislature that UW determine what its enrollment goals and objectives are	10/1/14 report to JAC and JEC (JAC meets Nov 10-11 in Casper of 24-25 in Cheyenne)

4. Reduce fees for student camps to attract students	Budget Bill 067 Footnote 4	\$100K to reduce the costs of attendance at camps for high school students at UW; an opportunity to show more students UW	
5. Veterans' tuition	Senate File 61	Beginning with the summer of 2014, veterans meeting certain criteria will be granted resident status for tuition purposes at UW and the Community Colleges	
6. Wyoming conservation corps (WCC)	Travel committee interim topic	The WCC operated almost exclusively on revenues from contracts for services performed. Many of the projects were under the auspices of state agencies. The Joint Travel, Recreation, Wildlife and Cultural Resources Committee has an interim topic to develop sustainable funding for the WCC.	
<u>Information Technology</u>			
1. Matching funds to release IT appropriation	Budget Bill 067 Footnote 9	UW requested \$2.8M in one-time funding for IT equipment; the Legislature authorized \$1.5M to be released in \$150K increments as UW matched the appropriations with funds from any source, including the block grant	

<u>Administration</u>			
1. BSL-3 O&M Repair Transfer of work	Budget Bill 067 Block grant & Section 332 See also Budget Bill Capcon 006 Footnotes 2 & 3	<ul style="list-style-type: none"> <li>- \$1.3M for O&amp;M approved</li> <li>- Atty Gen and State A&amp;I have the lead regarding repairs</li> <li>- UW has a team in place to work with the AG and State A&amp;I</li> </ul>	Ag Committee interim topic <ul style="list-style-type: none"> <li>- Meeting in Laramie Sept 25 and 26 (no home game)</li> </ul>
2. O&M for the Outreach facilities	Budget Bill 067 Block grant	<ul style="list-style-type: none"> <li>- Requested funding for O&amp;M for UW at Casper, Sheridan and Riverton Outreach facilities approved</li> </ul>	
3. Plan for Major maintenance	Budget Bill Section 312	<ul style="list-style-type: none"> <li>- Full funding for major maintenance at 1.5% of replacement cost</li> </ul>	
4. Classroom renovations	Budget Bill Capcon Section 067	<ul style="list-style-type: none"> <li>- \$4M for the first of several phases of classroom renovations and remodeling across campus to provide modern educational platforms</li> </ul>	
5. Water wells & delivery system	Budget Bill Capcon Section 067	<ul style="list-style-type: none"> <li>- \$5M for drilling two wells for non-potable water and for the infrastructure to deliver the water</li> </ul>	

6. Poplar street facility proceeds – swap for STEM	Budget Bill Section 324	<ul style="list-style-type: none"> <li>- Poplar street facility in Casper will shortly be sold; a contract based on the winning bid will soon be executed;</li> <li>- The proceeds from the sale will be transferred to the State Treasurer to be held in reserve as a result of agreements related to the supplemental bond coverage program UW participates in</li> <li>- The transfer will free up Federal Mineral Royalties currently being held by the St Treas; those FMRs will be used to cover the unexpectedly high cost of utility work under Lewis Street associated with the Enzi STEM facility</li> </ul>	
<u>Athletics</u>			
1. CJC 1:2 match	Budget Bill 067 Footnote 5	\$1M in each year of the biennium is available to match Cowboy Joe Club donations on a \$1 match per \$2M donation basis	
2. Rodeo support and transfer to athletics	Budget Bill 067 Footnote 3	Part of the Legislature's comprehensive effort to promote rodeo at UW and the Community Colleges; Office of Travel and Tourism also has funding UW's Dept of Intercollegiate Athletics will work with the College of Ag and Natural Resources to develop a plan	Report due 11/1/14 Legislation not clear, but JAC is intended recipient of the report

3. AA appropriation	Budget Bill Capcon 067	\$5M to complete Phase II of the AA	
4. Corbett pool Planning funds for construction	Budget Bill Capcon 067	\$500K in planning funds \$2M set aside for construction UW needs to proceed quickly so that a request for construction can be submitted in the supplemental budget request	
<u>Foundation</u>			
1. Report on stabilization reserve account	Senate File 26 Section 2	UW will report to the Judiciary Committee regard ing a stabilization reserve account related to state matching funds for UW endowments	July 17-18 Newcastle (same dates as Board retreat)
2. Matching funds – literacy	Budget bill Section 339(c)	A generous donor has provided a gift that these funds will match to support the First Lady's literacy initiative	
3. Matching funds – petroleum engineering chair	Budget Bill 067 Block grant Footnote 11	Efforts are underway to secure a donor for these matching funds	
4. Matching funds – High bay	Budget Bill 067 Block grant Footnote 12 & Section 331 (a)	Efforts are underway to secure donors for these matching funds	

5. Matching funds – disciplines related to Wyoming's economy	Budget Bill 067 Block grant Footnote 13	These matching funds are available only to match gifts for disciplines related to Wyoming's economy under a policy approved by UW's Board of Trustees Efforts are underway to prepare a draft policy for the Board's consideration	
<u>Other</u>			
1. LSO Mgmt Audit of UW		The Management Audit Committee of the Legislature is conducting a management audit of UW in several respects This audit is focused primarily in UW policies and practices, not a fiscal audit When the audit is complete, UW will have an opportunity to respond to it and appear before the Management Audit Committee	
2. Special districts	Corporations Committee interim topic	Management Council advised Corporations Committee to contact Law School for assistance  The Law School has a faculty member who has been in communication with the Legislative Service Office to provide necessary support to the Committee.	

3. Tribes - education	Select Tribal Relations Committee to discuss education on the reservation	It is anticipated that UW would participate in any discussions the Select Committee has regarding education on the reservation; In addition, there is interest in developing a program where Native American students would be provided opportunities to attend medical school	
4. WYIN (Wyoming Investment in Nursing)	Joint Labor, Health and Social Service Committee	UW students benefit from the WYIN program  The Committee is determining whether to recommend reauthorizing the program.	

AGENDA ITEM TITLE: **Salary Distribution Policy (Session II)**, Mai/Miller

CHECK THE APPROPRIATE BOX(ES):

- ☒ Work Session
- ☐ Education Session
- ☐ Information Item
- ☐ Other

Specify:

[Note: The Board changed their schedule and did not attend the 2014 President's Speaker Series Presentation, *The Biological Hunger for Salt and the Wars that Salt Has Caused*, by Professor of Neuroscience Francis "Bill" Flynn, but rather continued to meet in public session to discuss tuition and the proposed salary distribution policy.

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MINUTES OF THE MEETING:

As instructed by the trustees, Vice President for Administration Bill Mai drafted a proposal for the distribution of funds with a 60/40 and 50/50 split and provided it to the Board of Trustees for discussion [see information inserted below].

The University of Wyoming  
Board of Trustees  
March 27-28, 2014

Salary Distribution Options (in millions)							
		Market		Merit		Total	
<b>1) WITH EXCLUSIONS (GF = 50%/50%)</b>							
General Fund appropriation	\$4.15						
Exclusions	(0.65)						
	\$3.50	\$2.10	60.0%	\$1.40	40.0%	\$3.50	
Exclusions		-		0.65		0.65	
<b>General Fund appropriation</b>		\$2.10	50.6%	\$2.05	49.4%	\$4.15	
Tuition		-		1.00		1.00	
Total Distribution		\$2.10	40.8%	\$3.05	59.2%	\$5.15	
Raise %		1.4%					
		Market		Merit		Total	
<b>2) WITHOUT EXCLUSIONS (GF = 60%/40%)</b>							
General Fund appropriation	\$4.15						
Exclusions	-						
<b>General Fund appropriation</b>	\$4.15	\$2.50	60.2%	\$1.65	39.8%	\$4.15	
Tuition		-		1.00		1.00	
Total Distribution		\$2.50	48.5%	\$2.65	51.5%	\$5.15	
Raise %		1.7%					

AGENDA ITEM TITLE: **Tuition Policy and Fees and Fee Book (Session II)**, Mai/Miller

CHECK THE APPROPRIATE BOX(ES):

- ☒ Work Session  
☐ Education Session  
☐ Information Item  
☐ Other Specify:

MINUTES OF THE MEETING:

Trustee Dave True noted that his suggestion from the previous day was for option #2 as seen below:

		Market		Merit		Total	
2) <b>WITHOUT EXCLUSIONS (GF = 60%/40%)</b>							
General Fund appropriation	\$ 4.15						
Exclusions	-						
<b>General Fund appropriation</b>	<b>\$ 4.15</b>	<b>\$ 2.50</b>	<b>60.2%</b>	<b>\$ 1.65</b>	<b>39.8%</b>	<b>\$ 4.15</b>	
Tuition		-		1.00		1.00	
Total Distribution		<b>\$ 2.50</b>	<b>48.5%</b>	<b>\$ 2.65</b>	<b>51.5%</b>	<b>\$ 5.15</b>	
Raise %		1.7%					

Trustee Brad Mead provided an overview of what was discussed during the previous conversation and the change from a 4% to 5% increase in tuition. He added that he supported option #2 but did not support the tuition increase at 5%.

There was discussion regarding the support for funding the priorities listed and justification for supporting that funding. Trustee Mead commented that during the FLAC meeting, the arts and sciences component of \$350,000 was discussed, and he noted that he did endorse that being paid out of the tuition increase. Faculty Senate Chair Colin Keeney noted that he had missed part of the conversation the day before but wanted clarification that the current proposal was for a larger increase in tuition with less being paid toward compensation.

Trustee Dick Davis moved to increase tuition by 1% to 5% which allowed for another \$500,000 to go to the merit side of salary increases (\$500,000 being a “hard” number).

Trustee Jeff Marsh seconded the motion adding that the legislative appropriation for salaries be distributed as provided in option #2 of the handout. There was then discussion regarding the use of funds for merit portion and market funding.

Trustee John MacPherson requested the amendment be voted on separately. Trustee President Palmerlee requested the market be called “performance” and the merit be called “incentive” in the table provided.

Trustee Palmerlee requested that the merit/incentive money be distributed in a manner that rewards the outstanding performers in a way that is appropriately delegated by the manager, and after that is complete, the administration report back to the Board when it is done, by some categorization, to show how the monies were distributed.

Trustee MacPherson noted that he supported the amended language and modification to the motion. Trustee MacPherson seconded the amendment.

Vice President Mai asked for clarification on how the funds would be allocated and if they would follow UW President McGinity's plan. Trustee Palmerlee replied that yes, they would follow his plan.

Trustee Willson inquired about the timing of the distribution of the market increase and the merit increase, to which Vice President Mai noted that the funds would be distributed to the employees on July 31. Trustee Bostrom commented that the Board was relying on the president to create the appropriate distribution, noting that the formula for distribution was similar in all areas.

Staff Senate President Jim Logue stated, on behalf of the Staff Senate, that the money for raises would apply to raises not reserved for other purposes for departments. Trustee Bostrom stated that on behalf of the full Board, he agreed with that comment and that the intent for the money was to go to employees rather than to a slush fund.

Faculty Senate Chair Keeney discussed the way compensation increases were handled in the past, noting that there were times when the merit pool was split in many ways and spread out. He encouraged there be some consistency when distributing these funds.

Trustee Bostrom commented that the Board would rely on the president to appropriately distribute funds, with a formula for distribution that made it similar in all areas.

Trustee True clarified that with option #2, the funds were to be distributed as stated in the president's memorandum, as that component did not change.

The Board took a vote on the amendment to the motion, which was moved by Trustee Marsh and seconded by Trustee MacPherson. Approval of adding language that, "legislative appropriation for salaries be distributed as provided in option #2 of the handout and the market column be relabeled 'performance' and the merit column be relabeled 'incentive' in the table provided."

Deputy Secretary for the Board Shannon Sanchez took a roll call vote for the amendment to the original motion:

<b><u>Trustees</u></b>	<b><u>Vote</u></b>
Bostrom, Dave	Yes
Davis, Dick	Yes

Fear, Betty	n/a
Gubbels, Larry	Yes
Lauer, Warren	n/a
MacPherson, John	Yes
Marsh, Jeff	Yes
Mead, Brad	No
Palmerlee, Dave	Yes
True, Dave	Yes
Tully, Wava	Yes
Willson, Howard	No

The motion passed with majority decision, 8 to 2.

*Approval of Tuition Policy (Consent Agenda Item)*

This item was pulled from the Consent Agenda for a separate vote. Trustee Davis originally moved to increase tuition from 1% to 5% which allowed for another \$500,000 to go to the merit side of salary increases (\$500,000 being a “hard” number). Trustee Marsh seconded the motion.

Faculty Senate Chair Keeney noted that he did not support this motion at all. Being that the University did not know what the enrollment would be, he asked that the Board consider setting fixed amounts. Trustee Bostrom stated that the salary number was a “hard” number, which would be given priority to be allocated first, followed by the other items on the list.

Deputy Secretary for the Board Shannon Sanchez took a roll call vote for the original motion:

<b><u>Trustees</u></b>	<b><u>Vote</u></b>
Bostrom, Dave	Yes
Davis, Dick	Yes
Fear, Betty	n/a
Gubbels, Larry	Yes
Lauer, Warren	n/a
MacPherson, John	Yes
Marsh, Jeff	Yes
Mead, Brad	No
Palmerlee, Dave	Yes
True, Dave	Yes
Tully, Wava	Yes
Willson, Howard	No

The motion passed with majority decision, 8 to 2.

Vice President Mai noted that the tuition piece was to be distributed by percent to the divisions. Regarding fees, it was recommended that the fees be adopted at the levels they were and to review the numbers once more in the coming years. Vice President Mai recommended that the Board give direction to not reallocate the monies for other purposes, but rather to make sure the fee structure matched correctly without anything extra built in. He noted that the anticipation with the fee structure was that the amount covered both years. Vice President Mai recommended that the Board tell the president that this action happened, to which Trustee Bostrom agreed.

*Approval of Salary Distribution Policy*

This item was pulled from the Consent Agenda for a separate vote. Deputy Secretary for the Board Shannon Sanchez took a roll call vote for the motion:

<b><u>Trustees</u></b>	<b><u>Vote</u></b>
Bostrom, Dave	Yes
Davis, Dick	Yes
Fear, Betty	n/a
Gubbels, Larry	Yes
Lauer, Warren	n/a
MacPherson, John	No
Marsh, Jeff	Yes
Mead, Brad	No
Palmerlee, Dave	Yes
True, Dave	Yes
Tully, Wava	Yes
Willson, Howard	No

The motion passed with majority decision, 7 to 3.

Following the vote, Vice President Mai requested clarification for the distribution of funds. He noted that the groups excluded from the compensation increase were as follows [the information provided below was pulled from the president's memorandum]:

*Those categories excluded from the Market Increase:*

- 1. Underperformers*
- 2. Contract employees earning over \$100,000*
- 3. Employees hired or who received other pay increases after June 30, 2013*
- 4. President, Vice Presidents, College Deans*

Vice President Mai added that those listed in group #2 (contract employees earning over \$100,000) and those in group #3 (employees hired or who received other pay increases after June 30, 2013) did qualify for a merit increase, while those listed in group #1 (underperformers) and group #4 (president, vice presidents, and college deans) would not be eligible for the merit increase.

*Revised March 27, 2014*  
The University of Wyoming  
Board of Trustees'  
March 27-28, 2014

## **Tuition Policy and Fees and Fee Book, Mai/Miller**

### **Tuition Policy**

#### **BACKGROUND AND POLICY CONTEXT OF ISSUE:**

The Trustees of the University of Wyoming, a constitutional body, are responsible for the “management of the university” (Wyoming Constitution, Article 7, 17). UW Regulation 8-1 stipulates that “all student fees, charges, refunds and deposits shall be fixed by resolution of the Trustees and shall be published in the appropriate university publications.”

A tuition increase of 4 percent for FY 2015 is recommended for all *resident* and *non-resident* undergraduate and graduate students. The tuition costs per credit hour that result from these recommended increases are:

	\$ per credit hour	
	<b><u>FY 2014</u></b>	<b><u>FY 2015</u></b>
<b><u>General Tuition Program</u></b>		
<b>Undergraduate</b>		
Resident	\$108	\$112
Non-resident	\$432	\$449
<b>Graduate</b>		
Resident	\$210	\$218
Non-resident	\$629	\$654
<b><u>Outreach Non-resident Transition Plan</u></b>		
Undergraduate	\$152	\$224
Graduate	\$294	\$431
<b><u>Tuition Rates for Programs with Differential Rates</u></b>		
<b>Law</b>		
Resident	\$419	\$436
Non-resident	\$889	\$925
<b>Pharmacy</b>		
Resident	\$387	\$402
Non-resident	\$816	\$849
<b>MBA</b>		
Resident	\$540	\$562
Non-resident	\$822	\$855

**DNP**

Resident	\$304	\$316
Non-resident	\$643	\$669

Proceeds from the general tuition increase will be used to support UW's top non-salary academic program priorities, including A&S Structural Funding, Learning Management System, university libraries, labs/equipment/supplies and student recruitment and retention initiatives. These investments will directly enhance the quality of the educational experience for UW students.

The tuition proposal will generate new revenue of approximately \$2.0M in FY 2015. With the exception of the \$500,000 for compensation (which is a firm number), the tuition revenue generated is intended to be used for the following purposes:

	<b><u>FY 2014</u></b>
Merit-Based Compensation	\$500K
A&S Structural Funding	\$350K
Learning Management System	\$570K
Libraries	\$250K
Labs/equipment/supplies	\$ 80K
<u>Student recruitment and retention</u>	<u>\$250K</u>
<b>Total New Revenue</b>	<b>\$2,000K</b>

**PRIOR RELATED BOARD DISCUSSIONS/ACTIONS:**

The Board discussed tuition policy at the January 2014 meeting and again at the March 10, 2014 Special Board Meeting.

**WHY THIS ITEM IS BEFORE THE BOARD:**

The Board of Trustees approves the tuition rates for the University of Wyoming.

**ARGUMENTS IN SUPPORT:**

- The proposed investment of tuition dollars in A&S Structural funding, Learning Management System, libraries, labs/equipment/supplies and student recruitment and retention will enhance the quality of the education UW students receive.
- Generous support from general fund appropriations provided by taxpayers of the State of Wyoming substantially underwrites the cost of education for Wyoming resident students.
- Tuition and mandatory fees for resident undergraduates at the UW are the lowest in the country among all public doctoral universities. If the proposed tuition increase is adopted, UW will continue to have the lowest tuition and mandatory fee rates for resident undergraduates nationwide among public doctoral universities.
- The Outreach School's four-year transition plan (that was approved in January 2012) will bring non-resident tuition rates in line with UW on-campus non-resident rates by FY 2017.

- Tuition differentials for the professional programs leading to the J.D., M.B.A., and Pharm.D. degrees will increase by the same rates as the general undergraduate and graduate rates.
- The differential rate adjustments will provide additional resources directly to the four professional degree programs, enhancing the quality of those programs for the students who pay the tuition differentials.

**ARGUMENTS AGAINST:**

None.

**ACTION REQUIRED AT THIS BOARD MEETING:**

It is recommended that the Board of Trustees of the University of Wyoming approve the tuition rates for resident and non-resident students (including the non-resident tuition rate transition plan for the Outreach School) and the differential tuition rates for professional programs as presented in this item for Fiscal Year 2015.

**PRESIDENT'S RECOMMENDATION:**

The President recommends approval of the tuition program as presented in this item.

**Fees and Fee Book**

**BACKGROUND AND POLICY CONTEXT OF ISSUE:**

The Trustees of the University of Wyoming, a constitutional body, are responsible for the "management of the university" (Wyoming Constitution, Article 7, 17). UW Regulation 8-1 stipulates that "all student fees, charges, refunds and deposits shall be fixed by resolution of the Trustees and shall be published in the appropriate university publications."

The Board adopted a two-year program of tuition increases at the March 2012 Board of Trustees meeting and a two year program of fees at the March 2012 meeting. Mid-biennium changes to the Fee Book were approved at the March 2013 meeting.

This item (together with the associated University of Wyoming Fee Book publication) presents recommended increases for all Mandatory and Non-Mandatory Fees for the University of Wyoming.

### **Mandatory Fees**

The mandatory fees assessed on all students on the Laramie campus support a variety of self-sustaining programs. The proposed increases for FY 2015 will be used to fund operating cost increases (e.g., compensation increases, employer contribution for health insurance premiums, retirement, utility cost increases, etc.) and a limited number of program enhancements.

- The fee request from the Wyoming Union will cover anticipated compensation increases, increases in health insurance and retirement contributions. The \$3 SLCE (Service, Leadership and Community Engagement) fee will also be moved from the Student Services Fee to the Wyoming Union Fee. The Union Board and the Student Fee Committee have recommended approval of this request.
- The mandatory Student Services Fee supports a number of programs and operations, including ASUW, Student Media, Recycling, Wellness, AWARE, and music/theatre programs. The SLCE Fee is being moved to the Wyoming Union Fee. Base increases in the Student Services Fee will be used to fund compensation increases, retirement contribution increases, health insurance increases, maintenance and repair expenses, and supplies. Additional funding has been requested by Alcohol Wellness Alternatives, Research & Education (AWARE) to cover the Student Health 101 online health education magazine, since the current grant supporting it is ending May 2014. The University Counseling Center is requesting additional funding to support programming for a centralized wellness program including a health educator and athletic trainer. Student Media is requesting an increase to cover anticipated compensation increase, health insurance cost increases and retirement increases. ASUW is requesting a small increase in their fee to cover anticipated compensation increases, health insurance costs and retirement increases as well as a small programmatic increase for ASTEC to pay for the increased demands on the program. The Recycling program and Music/Theatre did not request an increase in FY 2015.
- The increased fee for Student Health Service will cover compensation increases, increases in health insurance premiums and retirement contribution increases.
- The increase of \$25 per year for Intercollegiate Athletics will provide additional support for a broad array of athletics needs including, but not limited to, student game promotions, medical expenses, student athlete academic counseling, recruiting and team travel. UW student fees supporting Intercollegiate Athletics are among the lowest in the conference and the western region of the United States at universities with Division I athletics programs.
- The Campus Recreation Programs fee request will cover compensation increases, anticipated health insurance increases and retirement contribution increases as well as a full-time fitness coordinator.
- The increase in the Transit Fee reflects increased costs to add shuttle service to the Gateway Center in addition to the anticipated compensation increases, health insurance cost increase, and retirement contribution as well as replacement of buses.

The table below summarizes the proposed changes in mandatory fees for FY 2015 along with those assessed in the current year (FY 2014).

### **Proposed Mandatory Fees FY 2015**

<b>Mandatory Student Fees<sup>1</sup></b>	<b>FY 2014</b>	<b>FY 2015</b>
Wyoming Union	\$ 276.74	\$ 292.62
Student Services	\$ 170.90	\$ 186.12
Student Health Service	\$ 210.46	\$ 214.06
Intercollegiate Athletics	\$ 205.00	\$ 230.00
Campus Recreation Programs	\$ 220.00	\$ 225.00
Transit Fee	\$ 81.28	\$ 107.92
<b>Total Mandatory Student Fees</b>	<b>\$1,164.38</b>	<b>\$1,255.72</b>
<b>Total Annual \$ Increase</b>		<b>\$ 91.34</b>

<sup>1</sup>Fees are shown on an annual basis

All mandatory fee requests were reviewed by the ASUW Student Fee Committee and submitted to ASUW for ratification. ASUW passed a first reading of Senate Resolution #2421 (see Exhibit 1) on March 11, 2014, supporting the proposed fee increases. Final approval is scheduled to occur on March 25, 2014.

### **Non-Mandatory Fees**

Non-Mandatory Fees are charged to cover the cost of providing services to individuals who choose (but are **not** required) to purchase these services from the University.

### **Residence Life & Dining Services Rates**

As an auxiliary department, Residence Life & Dining Services (RLDS) is financially self-supporting—the department must generate revenues to support all expenses. The three major revenue components of the RLDS budget are room, board, and rent. To cover projected expenses in FY 2015, room and board fees in the residence halls are proposed to increase by 3.33% and 3.15% respectively, and apartment rent by 2.50%.

The major cost drivers within the RLDS budget are increases in health insurance costs, utilities, and food costs. In FY 2015, in order to fund the anticipated increase in compensation, increase in health insurance premiums, retirement increases, anticipated utility rate increases of 7.0%, and food cost increases of 1.0%, it is necessary to increase room rates by 3.33% and board rates by approximately 3.15%.

Rental rates for the student apartments must also support the projected costs for health insurance and utility increases. The workforce assigned to the apartments is much smaller in comparison to the residence hall complex, and as a result, the rental rates do not need to increase as much as the residence halls. The proposed rate increases for University apartments reflects an overall increase of 2.50% for FY 2015.

The proposed increase would establish the following residence hall room rates for FY 2015:

<b>Residence Hall Room Charges Academic Year, excludes semester break</b>	<b>FY 2014</b>	<b>FY 2015</b>
Room occupancy Double, B	\$4,027	<b>\$4,160</b>
Room occupancy Single, A	\$5,701	<b>\$5,889</b>
Single, B	\$5,963	<b>\$6,160</b>

The proposed increases would establish the following residence hall board rates for FY 2013 and FY 2014:

<b>Board Charges, Academic Year Fall and spring semesters, excluding Thanksgiving, Christmas, spring and Easter breaks</b>	<b>FY 2014</b>	<b>FY 2015</b>
Unlimited access plan	\$5,424	<b>\$5,595</b>
Any 15 access plan	\$4,648	<b>\$4,794</b>
Any 12 access plan	\$4,244	<b>\$4,378</b>
Any 9 access plan	\$3,287	<b>\$3,390</b>
Any 7 access plan	\$2,596	<b>\$2,677</b>
Dining Dollars (per semester)		
Added Dining Dollars	\$100	<b>\$100</b>
Best Dining Dollars	\$200	<b>\$200</b>
BLOCK PLANS (Per Unit)		
25 Lunches	\$268.88	<b>\$277.35</b>
60 Lunches	\$626.36	<b>\$646.09</b>
25 Any Meal	\$286.23	<b>\$295.25</b>
60 Any Meal	\$676.56	<b>\$697.87</b>

Apartment rental rates for FY 2015 are proposed as follows:

<b>Apartment Rental Rates, Student, per month</b>	<b>FY 2014</b>	<b>FY 2015</b>
Landmark Village	\$764	<b>\$787</b>
Landmark ADA	NA	<b>\$720</b>
River Village		
Two bedroom	\$912	<b>\$928</b>
Three bedroom	\$1,027	<b>\$1,037</b>
Spanish Walk, one bedroom	\$684	<b>\$705</b>

For the Bison Run Village apartments, the FY2015 rates will be:

<b>Bison Run Village, per month</b>	<b>FY 2014</b>	<b>FY 2015</b>
Four bedroom/two bathroom – ADA one level	<b>399</b>	<b>411</b>
Four bedroom/two and half bathroom	<b>420</b>	<b>433</b>
Four Bedroom/three bathroom (shared bathroom)	<b>399</b>	<b>411</b>
Four Bedroom/three bathroom (private bathroom)	<b>430</b>	<b>443</b>
Three Bedroom/three bathroom	<b>435</b>	<b>448</b>

#### **Other Non-Mandatory Fees**

All other non-mandatory fee changes are outlined in the Fee Book publication.

#### **PRIOR RELATED BOARD DISCUSSIONS/ACTIONS:**

The Board was briefed at the January 2014 Board meeting and at the Special Board of Trustee meeting in March 2014.

#### **WHY THIS ITEM IS BEFORE THE BOARD:**

The Board of Trustees authorizes all University fees and charges.

#### **ARGUMENTS IN SUPPORT:**

The proposed increases support necessary cost increases (e.g., utility increases and health insurance cost increases that are consistent with those of employees funded through the Section I Budget) and program and capital improvements outlined earlier. ASUW has supported the proposed increases.

#### **ARGUMENTS AGAINST:**

None.

#### **ACTION REQUIRED AT THIS BOARD MEETING:**

Approval of the Mandatory and Non-Mandatory Fees for FY 2015 as presented in this item and the Fee Book.

#### **PRESIDENT'S RECOMMENDATION:**

The President recommends that the Trustees of the University of Wyoming approve the Mandatory and Non-Mandatory Fees for FY 2015 as presented in this item and the Fee Book.

**Exhibit 1**  
**SENATE RESOLUTION #2421**

**TITLE:** ASUW Support for University of Wyoming Tuition Increase

**DATE:** March 6, 2014

**AUTHOR:** President Kahler; Chief of Staff Haakinson; Director of Finance Iberlin

**SPONSORS:** Senators Blazovich, Haukaas, Powell, West

1. WHEREAS, the Associated Students of the University of Wyoming (ASUW) recognizes the
2. responsibility to recommend tuition increases that benefit a large population of students; and,
3. WHEREAS, the ASUW Student Government has the responsibility to accurately represent
4. the sentiment of the entire student body; and
5. WHEREAS, the ASUW Student Government formed a Tuition Task Force team in the Fall
6. of 2013 to research feasible tuition increases for UW students; and,
7. WHEREAS, faculty at UW have been leaving their positions in search of higher paying
8. positions at universities elsewhere at an increasing rate; and,
9. WHEREAS, the data collected data (contained in Addendum A) from the Tuition Task Force
10. team to aid in the evaluation of tuition increases was recommended to the Board of Trustees.
11. THEREFORE, be it resolved the by Student Senate of the Associated Students of the
12. University of Wyoming (ASUW) that the ASUW recommend and support a 4% increase in
13. tuition for the Fiscal Year 2015 and Fiscal Year 2016; and,
14. THEREFORE, be it further resolved that the ASUW recommend to the Board of Trustees
15. that tuition rates be evaluated and see if the tuition increases should be continued for the next
16. two years after the initial two years; and,

17. THEREFORE, be it further resolved that the revenue that is directly generated from the

18. tuition increases be applied to faculty salaries.

**Referred to:** Student Outreach and Policy Committee

**Date of Passage:** \_\_\_\_\_ **Signed:**

\_\_\_\_\_

**(ASUW Chairperson)**

**“Being enacted on \_\_\_\_\_, I do hereby sign my name hereto and**

**approve this Senate action.” \_\_\_\_\_**

**ASUW President**

## Addendum A

# UNIVERSITY OF WYOMING

ASUW Student Government  
Dept. 3625 • Wyoming Union 020  
1000 E. University Ave., Laramie, WY 82071-2000  
(307) 766-5204

March 3<sup>rd</sup>, 2014

To: Board of Trustees, University of Wyoming  
Dick McGinity, President of the University of Wyoming  
Bill Mai, Vice President for Administration  
Sara Axelson, Vice President of Student Affairs

From: Brett Kahler, ASUW President  
Chris Haakinson, ASUW Chief of Staff  
Tuition Task Force Committee

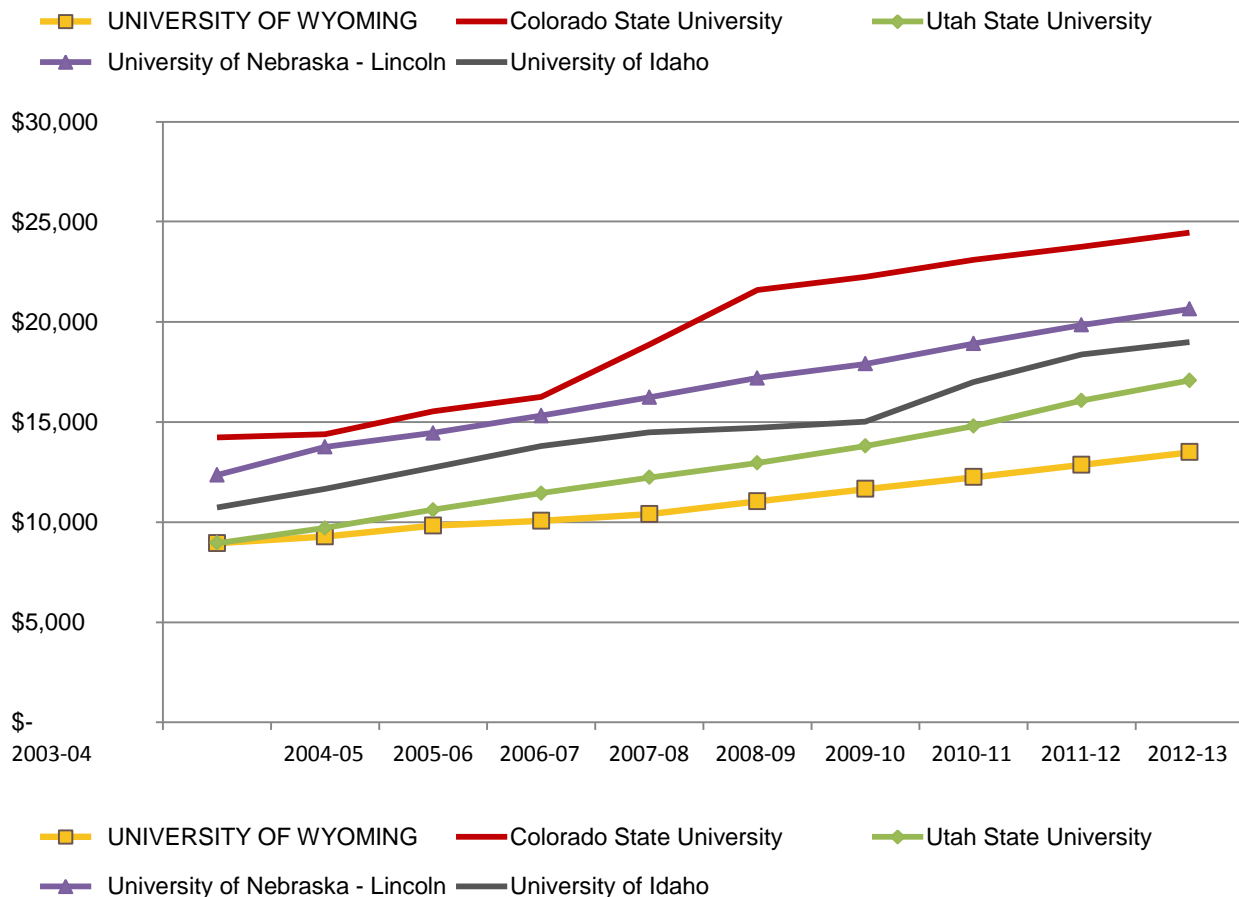
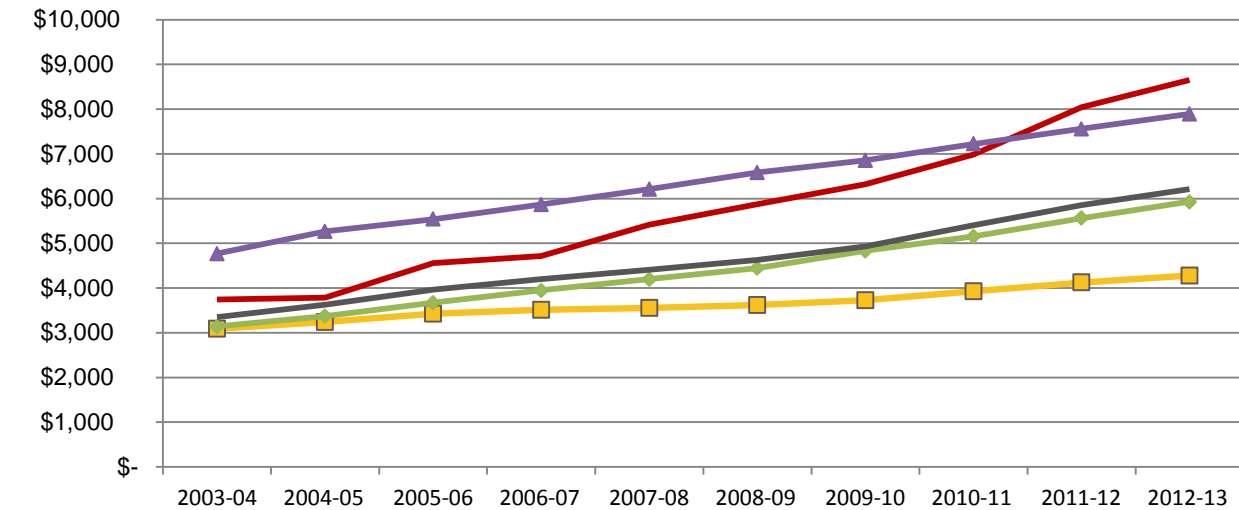
RE: **University of Wyoming Tuition**

Through recommendations made over the summer of 2013, a tuition task force committee was formed on behalf of ASUW to research and formulate whether a tuition increase would be beneficial to the campus of the University of Wyoming. The Tuition Task Force Committee consisted of five student volunteers: Kara Nazminia, Jim Meyer, Douglas Jordan, Heather Gibbs, and Morteza Akbarabadi. These student volunteers spent the majority of the first semester meeting with staff, faculty members, and different organizations to determine if a tuition increase would be beneficial. Another objective of the committee was to determine if there was an increase needed, how much. It was determined by the committee that tuition should be increased for the next two Fiscal Years and that the revenue generated should be applied to faculty salaries.

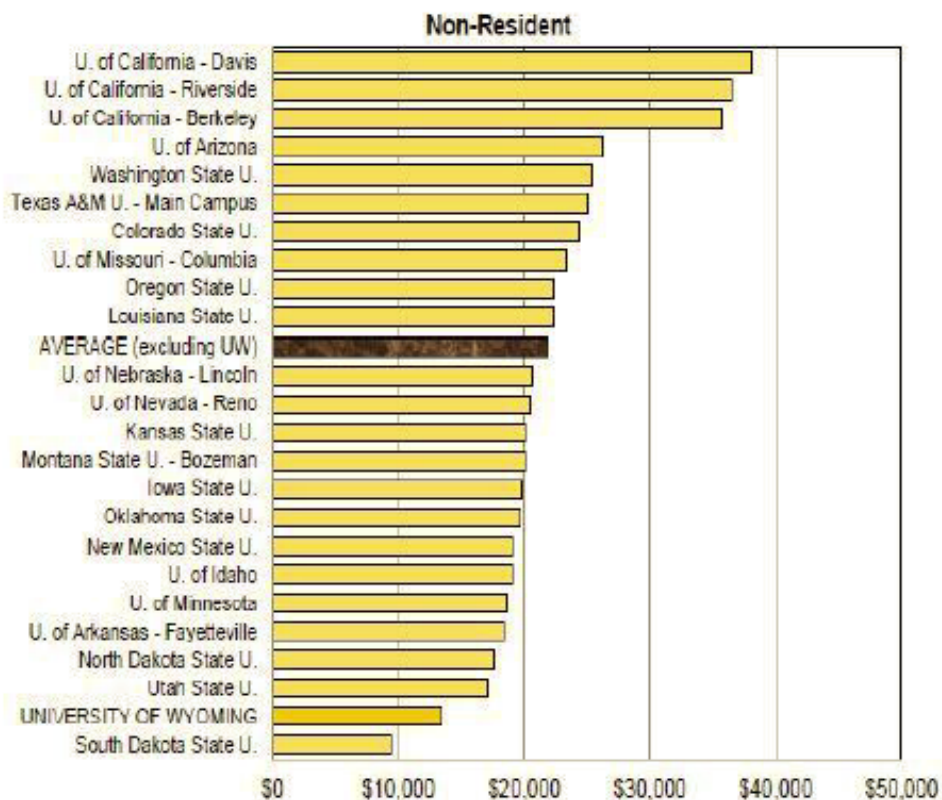
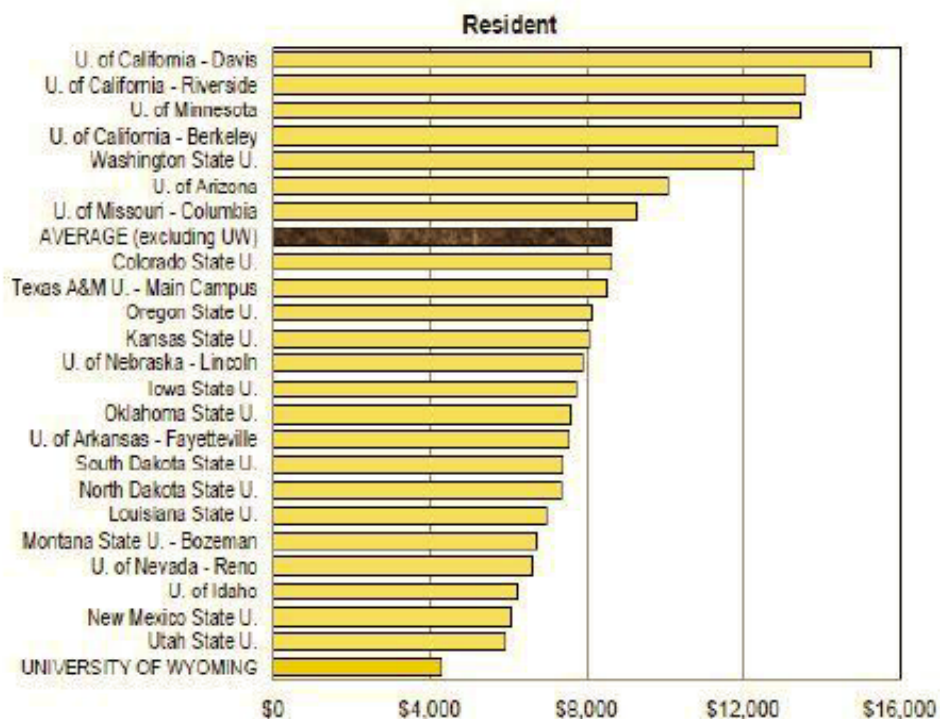
**Admissions** – From an admissions standpoint, Director of Admissions, Shelley Dodd stated that raising tuition would not decrease admissions numbers. Because the University of Wyoming has state-of-the-art facilities and top notch faculty, the Admissions Office feels that students will not be detracted from the University of Wyoming just because of tuition increases. Not to mention, the University of Wyoming continues to build facilities on campus to elevate admission numbers and retain the level of education.

**Comparison of Other Universities** – Five land-grant institutions across the region, including the University of Wyoming, were compared to each other regarding residential and nonresidential tuition as of 2013. Looking at the residential tuition graph, the University has remained the cheapest compared to its competitors regarding tuition costs. The same case can be stated for nonresidential tuition. Relatively speaking, beginning in the academic year 2003 –2004, most of the universities had started at or around the same tuition base. Over time, the other universities exponentially

increased tuition, while the University of Wyoming remained the same, only increasing tuition marginally over a decade. Shown below are graphs comparing the University of Wyoming base tuition to other land-grant universities:



**Undergraduate Average Annual Tuition and Fees  
UW Selected Western Land-grant Comparators 2012-13**



**Comparison of Other Universities Continued** – As seen above, the University of Wyoming is the least expensive when tuition is compared, yet the University maintains high quality facilities. This leaves the opportunity to increase tuition and still be in the “AVERAGE”.

**Tuition** – The Tuition Task Force Committee met with Interim Vice President of Fiscal Administration, Janet Lowe in late September and discussed with her the effects of raising tuition from a revenue aspect. As researched and gathered, a 1% increase in tuition across campus would generate approximately \$495,000. A 1% increase to salaries, on the other hand, would cost the university approximately \$1,750,000. Noticeably, in order to generate enough revenue to cover salary increases, tuition must be increased by 4%.

Based on multiple committee interactions, it was at the discretion of the Tuition Task Force Committee to increase University of Wyoming tuition 4% for Fiscal Year 15' and another 4% for Fiscal Year 16'. At the end of the second year of tuition increases, it was recommended that the process be evaluated and see if the tuition increases should be continued for the next two years after the initial two years. It was also stipulated that the revenue that is directly generated from the tuition increases be applied to professor salaries.

The Tuition Task Force Committee members believe that the increases in tuition and salaries will generate results that will retain faculty of University of Wyoming, yet the University of Wyoming will remain a competitor in terms of tuition cost.

It was also discussed, that extra incentives should be in place when attracting and retaining faculty for the University of Wyoming. Morteza Akbarabadi discussed with new faculty members of different universities, particularly in the Department of Engineering, one of the main incentives for them was to provide a comparable starting fund for the new faculty members to start their research and also having an appropriate facility to start their activities. Another important point that they mentioned was the tendency of the university to help the new faculty members get accommodated in the town and also getting help from the recommended agents for their settlements. Even though having a comparable salary was one of the main parameters for them to continue their job in the current department, having access to ever improving laboratories to carry out research would help them to decide at their current position.

Overall, increasing tuition marginally over the next few years will help retain and promote faculty at the University of Wyoming, but other efforts must be made to retain top-of-the-line faculty at the University of Wyoming.

**Conclusion** – Overall, the Tuition Task Force Committee spent a great deal of time researching and meeting with individuals to gather concrete evidence to provide a recommendation of whether or not tuition should increase, and by how much. This proposal is a recommendation and we believe that this information will aid the Board of Trustees in making a decision regarding tuition.

# FY 2015 Tuition and Fees Board of Trustees March 27, 2014



UNIVERSITY OF WYOMING

**FY 15 (4% R, 4% NR)**  
**Resident and Non-Resident Rates**  
 (per credit hour)

	FY 2015		
	Current Rate	Proposed Rate	\$ Increase
Resident Undergraduate	\$ 108	\$ 112	\$ 4
Resident Graduate	\$ 210	\$ 218	\$ 8
Non-Resident Undergraduate	\$ 432	\$ 449	\$ 17
Non-Resident Graduate	\$ 629	\$ 654	\$ 25



UNIVERSITY OF WYOMING

## Addressing Needs with Tuition Revenues —FY 15 (4% R, 4% NR) (\$s in thousands)

Proposed Program Priorities:	FY 2015
<u>Merit-based Compensation</u>	<u>\$500</u>
A&S Structural Funding	\$350
Learning Management System (in lieu of separate student fee)	<u>\$570</u> <del>\$650</del>
Libraries	<u>\$250</u> <del>\$500</del>
Labs/equipment/supplies	<u>\$ 80</u> <del>\$250</del>
Student recruitment and retention	\$250
	\$2,000



The University of Wyoming  
Board of Trustees' Minutes  
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2013-14 Resident Undergraduate Tuition & Fees Among all U.S. Public Doctoral Institutions

1 - U. of Pittsburgh - Pittsburgh Campus	17,100	45 - U. of South Carolina - Columbia	10,816	89 - U. of Texas at San Antonio	9,082	133 - U. of Texas at El Paso	7,239
2 - Penn State U.	16,992	46 - U. of Cincinnati	10,784	90 - Indiana U. of Pennsylvania	9,080	134 - Morgan State U.	7,218
3 - U. of New Hampshire	16,496	47 - Georgia Institute of Technology	10,650	91 - U. of Toledo	9,054	135 - U. of Northern Colorado	7,168
4 - Colorado School of Mines	16,485	48 - Oakland U.	10,613	92 - Lamar U.	9,036	136 - SUNY - Coll of Envtl Sci & Forestry	7,129
5 - U. of Vermont	15,718	49 - U. of Maine	10,600	93 - Texas Tech U.	8,942	137 - Georgia Southern U.	7,066
6 - College of William and Mary	15,463	50 - Bowling Green State U.	10,590	94 - U. of Oklahoma - Norman	8,916	138 - Bowie State U.	6,971
7 - U. of Illinois at Urbana - Champaign	15,258	51 - Ohio U.	10,446	95 - U. of Alabama at Birmingham	8,904	139 - Texas A&M U. - Kingsville	6,940
8 - New Jersey Institute of Technology	15,218	52 - U. of Arizona	10,426	96 - U. of Texas - Arlington	8,878	140 - Wichita State U.	6,927
9 - U. of California - Irvine	14,688	53 - U. of Wisconsin - Madison	10,403	97 - Old Dominion U.	8,820	141 - Tennessee State U.	6,774
10 - U. of California - Riverside	14,184	54 - Western Michigan U.	10,355	98 - Indiana U. - Purdue U. Indianapolis	8,767	142 - Mississippi State U.	6,772
11 - Temple U.	14,096	55 - U. of Colorado Boulder	10,347	99 - U. of Memphis	8,666	143 - San Diego State U.	6,766
12 - U. of California - Davis	13,896	56 - U. of Houston	10,272	100 - Sam Houston State U.	8,594	144 - U. of Mississippi	6,760
13 - Miami U. - Oxford	13,799	57 - U. of Georgia	10,262	101 - Kansas State U.	8,585	145 - Montana State U. - Bozeman	6,752
14 - U. of California - Santa Barbara	13,746	58 - Indiana U.	10,209	102 - Wright State U.	8,542	146 - U. of Southern Mississippi	6,744
15 - Michigan Technological U.	13,728	59 - U. of Kansas - Main Campus	10,107	103 - Texas A&M U. - Main Campus	8,506	147 - U. of Nevada - Las Vegas	6,690
16 - U. of Minnesota - Twin Cities	13,555	60 - U. of Maryland - Baltimore County	10,068	104 - SUNY - Buffalo	8,426	148 - U. of New Orleans	6,662
17 - Rutgers State U. - New Brunswick	13,499	61 - U. of Akron	10,054	105 - U. of North Carolina - Chapel Hill	8,340	149 - U. of Nevada - Reno	6,653
18 - U. of California - San Diego	13,453	62 - Ohio State U.	10,037	106 - Oregon State U.	8,322	150 - Texas A&M U. - Commerce	6,583
19 - U. of Massachusetts Amherst	13,443	63 - Arizona State U.	10,002	107 - U. of South Alabama	8,310	151 - U. of Alaska - Fairbanks	6,564
20 - U. of Illinois - Chicago	13,410	64 - Purdue U.	9,992	108 - Indiana State U.	8,256	152 - U. of Idaho	6,524
21 - U. of California - Santa Cruz	13,398	65 - U. of Kentucky	9,966	109 - North Carolina State U.	8,206	153 - Florida State U.	6,507
22 - U. of Michigan	13,142	66 - Georgia State U.	9,928	110 - SUNY - Binghamton	8,145	154 - Florida International U.	6,506
23 - Clemson U.	13,054	67 - George Mason U.	9,908	111 - SUNY - Albany	8,080	155 - West Virginia U.	6,456
24 - Illinois State U.	13,010	68 - U. of Hawaii at Manoa	9,904	112 - U. of Iowa	8,061	156 - U. of New Mexico	6,447
25 - Rutgers State U. - Newark	12,998	69 - Auburn U.	9,852	113 - U. of South Dakota	8,022	157 - U. of South Florida	6,410
26 - U. of California - Berkeley	12,864	70 - Kent State U.	9,816	114 - SUNY - Stony Brook	7,995	158 - U. of North Carolina - Greensboro	6,388
27 - Michigan State U.	12,863	71 - U. of Texas - Austin	9,798	115 - U. of Nebraska - Lincoln	7,975	159 - U. of West Florida	6,366
28 - U. of California - Los Angeles	12,697	72 - South Carolina State U.	9,776	116 - Texas Southern U.	7,946	160 - Jackson State U.	6,348
29 - U. of Virginia	12,668	73 - U. of Oregon	9,763	117 - Portland State U.	7,878	161 - Idaho State U.	6,344
30 - U. of Massachusetts - Boston	12,584	74 - U. of Louisville	9,750	118 - Louisiana State U.	7,873	162 - U. of Central Florida	6,317
31 - U. of Rhode Island	12,450	75 - Northern Arizona U.	9,740	119 - Middle Tennessee State U.	7,840	163 - U. of Florida	6,270
32 - U. of Washington	12,397	76 - U. of Colorado Denver	9,625	120 - U. of Arkansas - Fayetteville	7,818	164 - U. of Louisiana at Lafayette	6,268
33 - Washington State U.	12,327	77 - Missouri U. of Sci & Tech	9,510	121 - Iowa State U.	7,726	165 - New Mexico State U.	6,220
34 - U. of Massachusetts - Lowell	12,297	78 - Cleveland State U.	9,499	122 - South Dakota State U.	7,713	166 - Florida Atlantic U.	6,193
35 - U. of Delaware	12,112	79 - U. of Missouri - St. Louis	9,480	123 - North Dakota State U.	7,660	167 - Utah State U.	6,185
36 - Southern Illinois U. - Carbondale	12,093	80 - U. of Missouri - Kansas City	9,456	124 - U. of Arkansas at Little Rock	7,601	168 - East Carolina U.	6,143
37 - U. of Connecticut	12,022	81 - U. of Alabama	9,450	125 - U. of Nebraska at Omaha	7,557	169 - U. of North Carolina at Charlotte	6,107
38 - Virginia Commonwealth U.	12,002	82 - U. of Missouri - Columbia	9,415	126 - East Tennessee State U.	7,543	170 - U. of Montana	6,045
39 - U. of Texas - Dallas	11,806	83 - Colorado State U.	9,314	127 - U. of North Dakota	7,508	171 - Florida Agricultural and Mechanical U.	5,827
40 - Northern Illinois U.	11,745	84 - U. of Wisconsin - Milwaukee	9,300	128 - Texas Woman's U.	7,470	172 - North Carolina A & T State U.	5,622
41 - Virginia Tech	11,455	85 - U. of Alabama in Huntsville	9,192	129 - U. of Utah	7,457	173 - U. OF WYOMING	4,404
42 - Central Michigan U.	11,220	86 - U. of Maryland - College Park	9,162	130 - Oklahoma State U.	7,442		
43 - U. of Tennessee - Knoxville	11,194	87 - Ball State U.	9,160	131 - Texas A&M U. - Corpus Christi	7,429		
44 - Wayne State U.	11,094	88 - U. of North Texas	9,105	132 - Louisiana Tech U.	7,302		

FY 15  
\$4,615

**Average Annual Tuition and Fees at  
Wyoming Community Colleges**

*Resident Tuition and Fees*

INSTITUTION	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14
Casper College	1,368	1,416	1,464	1,536	1,584	1,668	1,752	1,848	1,848	2,136	2,232	2,448
Central Wyoming College	1,636	1,684	1,884	1,956	1,920	1,992	2,064	2,136	2,136	2,208	2,472	2,568
Eastern Wyoming College	1,608	1,656	1,800	1,848	1,800	1,872	1,944	2,016	2,144	2,280	2,376	2,472
Laramie County Community College	1,644	1,740	1,836	1,956	2,004	2,088	2,208	2,472	2,472	2,544	2,640	2,796
Northern Wyoming Community College District	1,584	1,632	1,680	1,891	1,896	2,016	2,131	2,227	2,227	2,302	2,398	2,653
Northwest College	1,712	1,760	1,808	1,880	1,928	2,000	2,107	2,132	2,246	2,312	2,436	2,614
Western Wyoming Community College	1,474	1,540	1,594	1,658	1,720	1,828	1,916	1,994	1,994	2,142	2,186	2,282
AVERAGE of Wyoming Community Colleges	\$1,575	\$1,633	\$1,724	\$1,818	\$1,836	\$1,923	\$2,017	\$2,118	\$2,152	\$2,275	\$2,391	\$2,548
University of Wyoming	\$2,997	\$3,090	\$3,243	\$3,426	\$3,515	\$3,554	\$3,621	\$3,726	\$3,927	\$4,125	\$4,278	\$4,404

*Non-Resident Tuition and Fees*

INSTITUTION	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14
Casper College	3,816	3,960	4,104	4,296	4,440	4,644	4,872	5,112	5,112	5,544	5,832	6,240
Central Wyoming College	4,084	4,228	4,524	4,716	4,776	4,968	5,184	5,400	5,400	5,616	6,072	6,360
Eastern Wyoming College	4,056	4,200	4,440	4,608	4,656	4,880	5,064	5,280	5,408	5,688	5,976	6,264
Laramie County Community College	4,092	4,188	4,476	4,716	4,860	5,064	5,328	5,736	5,736	5,952	6,240	6,528
Northern Wyoming Community College District	4,032	4,176	4,320	4,651	4,752	5,014	5,251	5,491	5,491	5,710	5,998	6,445
Northwest College	4,160	4,304	4,448	4,640	4,784	4,976	5,227	5,396	5,510	5,720	6,036	6,406
Western Wyoming Community College	3,920	4,082	4,234	4,418	4,576	4,804	5,036	5,258	5,258	5,550	5,786	6,074
AVERAGE of Wyoming Community Colleges	\$4,023	\$4,163	\$4,364	\$4,578	\$4,692	\$4,907	\$5,137	\$5,382	\$5,416	\$5,683	\$5,991	\$6,331
University of Wyoming	\$8,661	\$8,940	\$9,273	\$9,816	\$10,055	\$10,394	\$11,031	\$11,646	\$12,237	\$12,855	\$13,488	\$14,124

NOTE: These figures are for undergraduate first-time, full-time students with an academic year of 30 credits.

Source: Wyoming Community College Commission and University of Wyoming Fee Books.

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# Professional Programs

## (Base + Differential per credit hour)

### FY 2015

		Current Rate	Proposed Rate	\$ Increase
J.D.	Resident	\$ 419	\$ 436	\$ 17
Pharm. D.	Resident	\$ 387	\$ 402	\$ 15
MBA	Resident	\$ 540	\$ 562	\$ 22
DNP	Resident	\$ 304	\$ 316	\$ 12
J.D.	Non-Resident	\$ 889	\$ 925	\$ 36
Pharm. D.	Non-Resident	\$ 816	\$ 849	\$ 33
MBA	Non-Resident	\$ 822	\$ 855	\$ 33
DNP	Non-Resident	\$ 643	\$ 669	\$ 26



UNIVERSITY OF WYOMING

## Mandatory Fees

- Mandatory fees are paid by all Laramie campus full-time and part-time students
- Six Mandatory fees support Student Union, Student Services\*, Student Health Service, Athletics, Campus Recreation, and Transit

\* Student Services fee supports ASUW, Student Media, Recycling, Wellness, AWARE, and Music/Theatre.



UNIVERSITY OF WYOMING

## Summary of Mandatory Fee Proposals for FY2015

<u>Mandatory Student Fees<sup>1</sup></u>	2014	FY 2015
Wyoming Union	\$ 276.74	\$ 292.62
Student Services	\$ 170.90	\$ 186.12
Student Health Service	\$ 210.46	\$ 214.06
Intercollegiate Athletics	\$ 205.00	\$ 230.00
Campus Recreation Programs <sup>2</sup>	\$ 220.00	\$ 225.00
Transit Fee	\$ 81.28	\$ 107.92
Total Mandatory Student Fees	\$1,164.38	\$1,255.72
Total Annual \$ Increase	-	\$ 91.34

<sup>1</sup>Fees are shown on an annual basis

<sup>2</sup>Half Acre Gym renovation and expansion--\$27M total project; \$12M from student fees and \$15M from General Fund; requires increase of \$84 per student per year to cover debt service payments for \$12M, \$50 per student per year in FY 2013 and \$34 per student per year in FY 2014.



UNIVERSITY OF WYOMING

## UW Tuition and Mandatory Fees 2015

	FY 2014	FY 2015	\$ Increase	% Increase
Tuition ( <i>Resident Undergraduate</i> )	\$3,240.00	\$3,360.00	\$120.00	3.7%
Total Mandatory Student Fees	\$1,164.38	\$1,255.72	\$ 91.34	7.8%
Total Tuition and Mandatory Fees	\$4,404.38	\$4,615.72	\$211.34	4.8%



UNIVERSITY OF WYOMING

## Non-Mandatory Fees

- Residence Life and Dining Services
  - Room (FY 2015 ~ 3.33%)
  - Board (FY 2015 ~ 3.15%)
  - Rent (FY 2015 ~ 2.50%)
- No new course fees, some existing program/course specific fees were adjusted
- User Fees also include charges for facility usage, technology fees for scanning and cataloging printed material, golf course and day-care fees, and parking and transit fees. The majority of these fees are charged to non-students.
- All other Non-mandatory Fees are listed in the University of Wyoming Fee Book publication



UNIVERSITY OF WYOMING

**University of Wyoming  
Tuition and Fee Changes Over Time**

<b>Undergraduate Resident:</b>						<b>Undergraduate Non-Resident:</b>					
Academic Year	Tuition	% Change	Fees	Tuition & Fees	% Change	Academic Year	Tuition	% Change	Fees	Tuition & Fees	% Change
2004-05	\$ 2,810	3.6%	\$ 693	\$ 3,243	5.0%	2004-05	\$ 8,640	3.2%	\$ 693	\$ 9,273	3.7%
2005-06	\$ 2,760	5.7%	\$ 666	\$ 3,426	5.6%	2005-06	\$ 9,150	5.9%	\$ 666	\$ 9,816	5.9%
2006-07	\$ 2,820	2.2%	\$ 695	\$ 3,515	2.6%	2006-07	\$ 9,360	2.3%	\$ 695	\$ 10,055	2.4%
2007-08	\$ 2,820	0.0%	\$ 734	\$ 3,554	1.1%	2007-08	\$ 9,660	3.2%	\$ 734	\$ 10,394	3.4%
2008-09	\$ 2,820	0.0%	\$ 801	\$ 3,621	1.9%	2008-09	\$ 10,230	5.9%	\$ 801	\$ 11,031	6.1%
2009-10	\$ 2,820	0.0%	\$ 906	\$ 3,726	2.9%	2009-10	\$ 10,740	5.0%	\$ 906	\$ 11,646	5.6%
2010-11	\$ 2,970	5.3%	\$ 957	\$ 3,927	5.4%	2010-11	\$ 11,260	5.0%	\$ 957	\$ 12,257	5.1%
2011-12	\$ 3,120	5.1%	\$ 1,005	\$ 4,125	5.0%	2011-12	\$ 11,650	5.1%	\$ 1,005	\$ 12,655	5.0%
2012-13	\$ 3,160	1.0%	\$ 1,098	\$ 4,278	3.7%	2012-13	\$ 12,360	4.6%	\$ 1,098	\$ 13,458	4.9%
2013-14	\$ 3,240	1.0%	\$ 1,164	\$ 4,404	3.0%	2013-14	\$ 12,960	4.6%	\$ 1,164	\$ 14,124	4.7%
5-Year Change	14.9%			18.2%		5-Year Change	20.7%			21.3%	
10-Year Change	24.1%			35.6%		10-Year Change	50.0%			52.3%	

<b>Graduate Resident:</b>						<b>Graduate Non-Resident:</b>					
Academic Year	Tuition	% Change	Fees	Tuition & Fees	% Change	Academic Year	Tuition	% Change	Fees	Tuition & Fees	% Change
2004-05	\$ 3,528	3.5%	\$ 693	\$ 4,161	4.6%	2004-05	\$ 10,104	3.2%	\$ 693	\$ 10,737	3.6%
2005-06	\$ 3,720	5.4%	\$ 666	\$ 4,386	5.4%	2005-06	\$ 10,704	5.9%	\$ 666	\$ 11,370	5.9%
2006-07	\$ 3,816	2.6%	\$ 695	\$ 4,511	2.9%	2006-07	\$ 10,944	2.2%	\$ 695	\$ 11,639	2.4%
2007-08	\$ 3,936	3.1%	\$ 734	\$ 4,670	3.5%	2007-08	\$ 11,260	3.1%	\$ 734	\$ 12,014	3.2%
2008-09	\$ 4,176	6.1%	\$ 801	\$ 4,977	6.6%	2008-09	\$ 11,952	6.0%	\$ 801	\$ 12,753	6.1%
2009-10	\$ 4,392	5.2%	\$ 906	\$ 5,298	6.5%	2009-10	\$ 12,552	5.0%	\$ 906	\$ 13,458	5.5%
2010-11	\$ 4,608	4.9%	\$ 957	\$ 5,565	5.0%	2010-11	\$ 13,176	5.0%	\$ 957	\$ 14,133	5.0%
2011-12	\$ 4,848	5.2%	\$ 1,005	\$ 5,853	5.2%	2011-12	\$ 13,624	4.9%	\$ 1,005	\$ 14,629	4.9%
2012-13	\$ 4,944	2.0%	\$ 1,098	\$ 6,042	3.2%	2012-13	\$ 14,448	4.5%	\$ 1,098	\$ 15,546	4.8%
2013-14	\$ 5,040	1.0%	\$ 1,164	\$ 6,204	2.7%	2013-14	\$ 15,096	4.5%	\$ 1,164	\$ 16,260	4.6%
5-Year Change	14.8%			17.1%		5-Year Change	20.3%			20.8%	
10-Year Change	42.9%			49.1%		10-Year Change	49.4%			51.4%	

NOTE: The tuition rates used are based on 30 hours for undergraduates and 24 hours for graduates.

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**University of Wyoming**  
**Tuition and Fee Changes Over Time for Differential Tuition Programs**

<b>MBA Resident:</b>						<b>MBA Non-Resident:</b>					
Academic Year	Tuition	% Change	Fees	Tuition & Fees	% Change	Academic Year	Tuition	% Change	Fees	Tuition & Fees	% Change
2010-11	\$ 12,218	*	\$ 957	\$ 13,173	*	2010-11	\$ 17,424	*	\$ 957	\$ 18,381	*
2011-12	\$ 12,458	2.0%	\$ 1,005	\$ 13,461	2.2%	2011-12	\$ 18,072	3.7%	\$ 1,005	\$ 19,077	3.8%
2012-13	\$ 12,608	1.9%	\$ 1,098	\$ 13,704	2.5%	2012-13	\$ 18,888	4.5%	\$ 1,098	\$ 19,986	4.8%
2013-14	\$ 12,980	2.1%	\$ 1,164	\$ 14,124	2.4%	2013-14	\$ 19,728	4.4%	\$ 1,164	\$ 20,892	4.5%
4-Year Change	6.1%			7.2%		4-Year Change	13.2%			13.7%	
<b>Law Resident:</b>						<b>Law Non-Resident:</b>					
Academic Year	Tuition	% Change	Fees	Tuition & Fees	% Change	Academic Year	Tuition	% Change	Fees	Tuition & Fees	% Change
2004-05	\$ 4,880	3.2%	\$ 633	\$ 5,493	4.0%	2004-05	\$ 10,880	3.1%	\$ 633	\$ 11,493	3.5%
2005-06	\$ 5,850	20.4%	\$ 688	\$ 6,518	18.6%	2005-06	\$ 13,110	20.7%	\$ 688	\$ 13,778	19.9%
2006-07	\$ 6,840	18.9%	\$ 695	\$ 7,535	15.6%	2006-07	\$ 15,380	17.2%	\$ 695	\$ 16,055	16.5%
2007-08	\$ 7,410	8.3%	\$ 734	\$ 8,144	8.1%	2007-08	\$ 16,590	8.0%	\$ 734	\$ 17,324	7.9%
2008-09	\$ 8,840	18.8%	\$ 801	\$ 9,441	15.9%	2008-09	\$ 19,290	16.3%	\$ 801	\$ 20,091	16.0%
2009-10	\$ 9,980	4.9%	\$ 908	\$ 9,988	5.6%	2009-10	\$ 20,250	5.0%	\$ 908	\$ 21,158	5.3%
2010-11	\$ 10,580	18.8%	\$ 957	\$ 11,517	15.6%	2010-11	\$ 22,320	10.2%	\$ 957	\$ 23,277	10.0%
2011-12	\$ 12,090	14.5%	\$ 1,005	\$ 13,095	13.7%	2011-12	\$ 24,420	9.4%	\$ 1,005	\$ 25,425	9.2%
2012-13	\$ 12,330	2.0%	\$ 1,098	\$ 13,428	2.5%	2012-13	\$ 25,530	4.5%	\$ 1,098	\$ 26,628	4.7%
2013-14	\$ 12,570	1.9%	\$ 1,164	\$ 13,734	2.3%	2013-14	\$ 26,670	4.5%	\$ 1,164	\$ 27,834	4.5%
5-Year Change	38.7%			37.8%		5-Year Change	31.7%			31.6%	
10-Year Change	158.6%			150.0%		10-Year Change	145.6%			142.2%	
<b>Pharm.D. Resident:</b>						<b>Pharm.D. Non-Resident:</b>					
Academic Year	Tuition	% Change	Fees	Tuition & Fees	% Change	Academic Year	Tuition	% Change	Fees	Tuition & Fees	% Change
2004-05	\$ 6,804	18.0%	\$ 633	\$ 7,437	15.5%	2004-05	\$ 15,192	28.0%	\$ 633	\$ 15,825	25.3%
2005-06	\$ 7,200	5.8%	\$ 688	\$ 7,888	5.8%	2005-06	\$ 16,058	5.7%	\$ 688	\$ 16,722	5.7%
2006-07	\$ 7,344	2.0%	\$ 695	\$ 8,039	2.2%	2006-07	\$ 16,380	2.0%	\$ 695	\$ 17,075	2.1%
2007-08	\$ 8,588	16.7%	\$ 734	\$ 9,302	15.7%	2007-08	\$ 19,152	16.9%	\$ 734	\$ 19,888	16.5%
2008-09	\$ 9,432	10.1%	\$ 801	\$ 10,233	10.0%	2008-09	\$ 21,098	10.2%	\$ 801	\$ 21,897	10.1%
2009-10	\$ 9,900	5.0%	\$ 908	\$ 10,808	5.6%	2009-10	\$ 22,140	4.9%	\$ 908	\$ 23,048	5.2%
2010-11	\$ 12,132	22.5%	\$ 957	\$ 13,089	21.1%	2010-11	\$ 24,984	12.8%	\$ 957	\$ 25,941	12.6%
2011-12	\$ 13,302	10.4%	\$ 1,005	\$ 14,307	10.0%	2011-12	\$ 26,892	7.6%	\$ 1,005	\$ 27,897	7.5%
2012-13	\$ 13,644	1.9%	\$ 1,098	\$ 14,742	2.4%	2012-13	\$ 28,116	4.6%	\$ 1,098	\$ 29,214	4.7%
2013-14	\$ 13,932	2.1%	\$ 1,164	\$ 15,096	2.4%	2013-14	\$ 29,378	4.5%	\$ 1,164	\$ 30,540	4.5%
5-Year Change	40.7%			39.7%		5-Year Change	32.7%			32.5%	
10-Year Change	104.8%			103.0%		10-Year Change	93.4%			93.0%	
<b>Doctor of Nursing Practice Resident:</b>						<b>Doctor of Nursing Practice Non-Resident:</b>					
Academic Year	Tuition	% Change	Fees**	Tuition & Fees	% Change	Academic Year	Tuition	% Change	Fees**	Tuition & Fees	% Change
2012-13	\$ 7,152	**	\$ 980	\$ 8,112	**	2012-13	\$ 14,780	**	\$ 980	\$ 15,720	**
2013-14	\$ 7,298	2.0%	\$ 980	\$ 8,258	1.8%	2013-14	\$ 15,432	4.6%	\$ 980	\$ 16,392	4.3%
2-Year Change	2.0%			1.8%		2-Year Change	4.6%			4.3%	

NOTE: The tuition rates used are based on 24 hours for MBA and Doctor of Nursing Practice, 30 hours for Law, and 36 hours for Pharm.D.

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\*\*The MBA program changed from graduate tuition to differential tuition in 2010-11.

OA:SDW

\*\*\*The Doctor of Nursing Practice program was instituted in 2012-13. This is an Outreach program that does not pay mandatory campus fees.

6-Jan-2014

**The University of Wyoming**  
**Full-Time Tuition and Fees/Room and Board History**  
**1961-62 to 2013-14**

Academic Year	Full-Time Tuition and Fees												Room and Board						
	Undergraduate						Graduate												
	Resident			Non-Resident			Resident			Non-Resident									
	Tuition	Fees	Total	Tuition	Fees	Total	Tuition	Fees	Total	Tuition	Fees	Total							
1961-62	\$207	\$40	\$247	\$469	\$40	\$509	Graduate tuition & fees charged are the same as Undergraduate tuition & fees until 1991-92.						\$630						
1962-63	\$237	\$40	\$277	\$519	\$40	\$559							\$630						
1963-64	\$238	\$52	\$290	\$538	\$52	\$590							\$652						
1964-65	\$251	\$56	\$306	\$567	\$56	\$622							\$661						
1965-66	\$264	\$57	\$321	\$596	\$57	\$653							\$808						
1966-67	\$277	\$69	\$345	\$893	\$69	\$961							\$830						
1967-68	\$277	\$69	\$345	\$893	\$69	\$961							\$830						
1968-69	\$277	\$71	\$347	\$893	\$71	\$963							\$830						
1969-70	\$302	\$83	\$385	\$968	\$83	\$1,051							\$885						
1970-71	\$302	\$83	\$385	\$968	\$83	\$1,051							\$908						
1971-72	\$302	\$89	\$391	\$1,268	\$89	\$1,357							\$943						
1972-73	\$302	\$109	\$411	\$1,268	\$109	\$1,377							\$943						
1973-74	\$302	\$109	\$411	\$1,268	\$109	\$1,377							\$1,071						
1974-75	\$302	\$109	\$411	\$1,268	\$109	\$1,377							\$1,071						
1975-76	\$302	\$109	\$411	\$1,268	\$109	\$1,377							\$1,221						
1976-77	\$302	\$133	\$434	\$1,268	\$133	\$1,400							\$1,364						
Change in Full-Time from 8.5 hours/semester to 12 hours/semester													Full-time considered 12-20 hours/semester until 1994-95 when Graduate full-time became 9-17 hours/semester.						
1977-78	\$302	\$133	\$434	\$1,268	\$133	\$1,400	\$1,466												
1978-79	\$302	\$133	\$434	\$1,587	\$133	\$1,720	\$1,540												
1979-80	\$302	\$133	\$434	\$1,587	\$133	\$1,720	\$1,725												
1980-81	\$451	\$141	\$592	\$1,737	\$141	\$1,878	\$1,887												
1981-82	\$451	\$141	\$592	\$1,737	\$141	\$1,878	\$2,152												
1982-83	\$451	\$165	\$616	\$1,911	\$165	\$2,076	\$2,284												
1983-84	\$451	\$165	\$616	\$1,911	\$165	\$2,076	\$2,284												
1984-85	\$551	\$165	\$716	\$2,061	\$165	\$2,226	\$2,470												
1985-86	\$562	\$160	\$721	\$2,072	\$160	\$2,231	\$2,534												
1986-87	\$619	\$160	\$778	\$2,283	\$160	\$2,442	\$2,632												
1987-88	\$619	\$160	\$778	\$2,283	\$160	\$2,442	\$2,662												
1988-89	\$659	\$174	\$833	\$2,431	\$174	\$2,605	\$2,860												
1989-90	\$759	\$244	\$1,003	\$2,795	\$244	\$3,039	\$2,960												
1990-91	\$902	\$246	\$1,148	\$3,322	\$246	\$3,568	\$3,167												
1991-92	\$1,045	\$248	\$1,293	\$3,849	\$248	\$4,097	\$1,306	\$248	\$1,554	\$4,110	\$248	\$4,358							\$3,262
1992-93	\$1,168	\$262	\$1,430	\$4,240	\$262	\$4,502	\$1,460	\$262	\$1,722	\$4,532	\$262	\$4,794							\$3,313
1993-94	\$1,380	\$268	\$1,648	\$4,914	\$268	\$5,182	\$1,726	\$268	\$1,994	\$5,260	\$268	\$5,528	\$3,343						
1994-95	\$1,608	\$300	\$1,908	\$5,688	\$300	\$5,988	\$2,016	\$300	\$2,316	\$6,084	\$300	\$6,384	\$3,422						
1995-96	\$1,686	\$319	\$2,005	\$6,084	\$319	\$6,403	\$2,106	\$319	\$2,425	\$6,498	\$319	\$6,817	\$3,520						
1996-97	\$1,812	\$332	\$2,144	\$6,540	\$332	\$6,872	\$2,265	\$332	\$2,597	\$6,993	\$332	\$7,325	\$3,986						
1997-98	\$1,944	\$382	\$2,326	\$7,032	\$382	\$7,414	\$2,430	\$382	\$2,812	\$7,518	\$382	\$7,900	\$4,244						
1998-99	\$1,944	\$386	\$2,330	\$7,032	\$386	\$7,418	\$2,430	\$386	\$2,816	\$7,520	\$386	\$7,906	\$4,278						
1999-00	\$2,016	\$400	\$2,416	\$7,284	\$400	\$7,684	\$2,520	\$400	\$2,920	\$7,790	\$400	\$8,190	\$4,446						
2000-01	\$2,166	\$409	\$2,575	\$7,284	\$409	\$7,693	\$2,708	\$409	\$3,117	\$7,790	\$409	\$8,199	\$4,568						
2001-02	\$2,316	\$491	\$2,807	\$7,788	\$491	\$8,279	\$2,895	\$491	\$3,387	\$8,367	\$491	\$8,859	\$4,744						
2002-03	\$2,400	\$597	\$2,997	\$8,064	\$597	\$8,661	\$2,988	\$597	\$3,585	\$8,676	\$597	\$9,273	\$5,120						
Tuition charges changed from fixed full-time tuition to per credit hour tuition. The tuition comparison for 2003-04 through the present is 16 hours/semester for undergraduates and 12 hours/semester for graduates.																			

Academic Year	Full-Time Tuition and Fees												Room and Board
	Undergraduate						Graduate						
	Resident			Non-Resident			Resident			Non-Resident			
	Tuition	Fees	Total	Tuition	Fees	Total	Tuition	Fees	Total	Tuition	Fees	Total	
2003-04	\$2,520	\$570	\$3,090	\$8,370	\$570	\$8,940	\$3,408	\$570	\$3,978	\$9,792	\$570	\$10,362	\$5,546
2004-05	\$2,610	\$633	\$3,243	\$8,640	\$633	\$9,273	\$3,528	\$633	\$4,161	\$10,104	\$633	\$10,737	\$5,953
2005-06	\$2,760	\$666	\$3,426	\$9,150	\$666	\$9,816	\$3,720	\$666	\$4,386	\$10,704	\$666	\$11,370	\$6,240
2006-07	\$2,820	\$695	\$3,515	\$9,360	\$695	\$10,055	\$3,816	\$695	\$4,511	\$10,944	\$695	\$11,639	\$6,861
2007-08	\$2,820	\$734	\$3,554	\$9,660	\$734	\$10,394	\$3,936	\$734	\$4,670	\$11,280	\$734	\$12,014	\$7,274
2008-09	\$2,820	\$801	\$3,621	\$10,230	\$801	\$11,031	\$4,176	\$801	\$4,977	\$11,952	\$801	\$12,753	\$7,707
2009-10	\$2,820	\$906	\$3,726	\$10,740	\$906	\$11,646	\$4,392	\$906	\$5,298	\$12,552	\$906	\$13,458	\$8,006
2010-11	\$2,970	\$957	\$3,927	\$11,280	\$957	\$12,237	\$4,608	\$957	\$5,565	\$13,176	\$957	\$14,133	\$8,360
2011-12	\$3,120	\$1,005	\$4,125	\$11,850	\$1,005	\$12,855	\$4,848	\$1,005	\$5,853	\$13,824	\$1,005	\$14,829	\$8,759
2012-13	\$3,180	\$1,098	\$4,278	\$12,390	\$1,098	\$13,488	\$4,944	\$1,098	\$6,042	\$14,448	\$1,098	\$15,546	\$9,084
2013-14	\$3,240	\$1,164	\$4,404	\$12,960	\$1,164	\$14,124	\$5,040	\$1,164	\$6,204	\$15,096	\$1,164	\$16,260	\$9,451

NOTE: Graduate and undergraduate tuition were charged the same until 1991-92.

Room and board rates are based on the double-room occupancy rate and unlimited board plan.

P13.052

OIA:SDW

3-Jan-2014



Date: March 25, 2014

To: Executive Council; Deans and Directors; Department Heads; Colin Keeney, Faculty Senate Chair; Jim Logue, Staff Senate President; and, Brett Kahler, ASUW President

From: Richard C. McGinity, University President

Re: Recommendations Regarding Compensation and Tuition

I am forwarding to you the following proposal, which summarizes the recommendations regarding compensation and tuition I have provided to the Board of Trustees and intend to discuss at the regular Board of Trustees meeting scheduled for this Thursday, March 27, and Friday, March 28. The two recommendations overlap, to a degree, as you will see below.

I propose two sources of funding for compensation, the \$4.15 million General Fund appropriation included in the Biennial Budget bill passed this year by the legislature, and a \$500,000 component of a proposed 4% tuition increase for FY 2015. (That 4% tuition increase raises approximately \$2 million per year, one-quarter of which would go to compensation.)

Of this \$4.65 million total, I propose a dual-distribution approach for FY 2015. The first is a Market Pay Adjustment of \$3.55 million from the General Fund appropriation, equal to a roughly 2.35% increase to the base pay of most employees. The second is a \$1.1 million Merit Pay component made up of \$600,000 gathered from categorical exclusions to the market compensation pot, as well as \$500,000 to be raised from a portion of the tuition increase. All pay increases would be ongoing, rather than one-time "bonus" payments.

**I. The \$3.55M Market Adjustment recognizes several important points.**

- Current pay grades are based on 2007 market comparators
- It has been nearly 5 years since UW received funding for ongoing pay increases
- Employees performing in a satisfactory manner are deserving of a pay increase
- Unsatisfactory performers are not eligible

*Those categories excluded from the Market Increase:*

1. *Underperformers*
2. *Contract employees earning over \$100,000*
3. *Employees hired or who received other pay increases after June 30, 2013*
4. *President, Vice Presidents, College Deans*

**II. The \$1.1 million performance based Merit Pay increase details:**

- \$600,000 netted from the above exclusions
- \$500,000 from a portion of a 4% tuition increase
- Allocated to vice presidents based on a percent of payroll in each function
- Allocated by vice presidents and managers, upon approval of plans by President

Office of the President

Dept. 2424 - 1000 E. University Avenue - Laramie, WY 82071  
(307) 766-4121 - Fax (307) 766-4126

Memo - Recommendations Regarding Compensation and Tuition  
March 25, 2014  
Page 2

- Performance appraisals will factor into merit awards, although the FY 2015 plan also recognizes that the performance appraisal system has not been applied in detail to compensation for several years, and may require adjustments or additional supervisor training
- Groups 1 and 4 of the exclusions listed above would not be eligible

The July 1, 2015 (FY 2016) compensation increase is to be determined. The Legislature has approved a General Fund appropriation of \$8.35 million for that year.

In addition, I am proposing a 4% tuition increase for FY 2015. While I will forecast a similar increase for FY 2016 and perhaps for one or more years into the future, the board is only being asked to consider and take action on the increase for FY 2015.

A 4% increase would generate approximately \$2 million in FY 2015. I propose to distribute the total in the following manner:

- \$500,000 to Merit-based Compensation
- \$570,000 to the LMS—Learning Management System
- \$350,000 to the College of Arts and Sciences
- \$250,000 for the STEP student retention center
- \$250,000 for libraries
- \$80,000 for labs/equipment/supplies

AGENDA ITEM TITLE: **Discussion of May Meeting Topics – Budget Oversight and Supplemental Budget Request Planning**, McGinity/Bostrom

CHECK THE APPROPRIATE BOX(ES):

- ☒ Work Session  
☐ Education Session  
☐ Information Item  
☐ Other Specify:
- 

MINUTES OF THE MEETING:

Trustee Dave Bostrom noted the dates for the May Board of Trustees meeting and commented that several trustees had commitments surrounding the meeting. He then suggested shifting the start of the meeting by a half day, beginning around noon on Wednesday, May 7, and finishing around noon on Friday, May 9, 2014. There was consensus by the Board, and the decision was made to adjust the May 2014 meeting dates.

Trustee Bostrom listed the topics which would be discussed at the May Board of Trustees meeting which included budget, supplemental budget request, WWAMI as related to the legislative initiatives, recognition of outgoing and incoming ASUW, Faculty Senate, and Staff Senate officers, and the election of Board of Trustees officers.

Trustee Davis requested the Board continue discussions regarding the science initiative and its progress. There was brief discussion regarding WWAMI and the relationship with the University of Wyoming and the University of Washington. Trustee Willson requested that the Board discuss this topic in detail. Trustee True requested that at the May Board of Trustees meeting, they receive an update on status of searches for interim administrative positions.

AGENDA ITEM TITLE: **Financial Services RFPs**, Mai

CHECK THE APPROPRIATE BOX(ES):

- ☒ Work Session  
☐ Education Session  
☐ Information Item  
☐ Other Specify:
- 

MINUTES OF THE MEETING:

Associate Vice President Janet Lowe noted that her information would be brief, as this was not an item for approval by the Board, but rather it was only information. She then continued to provide background on the issue.

The University of Wyoming utilized a number of financial services providers for banking, cashiering, credit card processing, and investment services. Vice President for Administration Bill Mai would lead a discussion about issuing a series of Requests for Proposals over the next year to examine those financial relationships and if the university was receiving the best possible value and level of service from its providers. A Request for Proposal process also provided an opportunity for providers which the University of Wyoming did not currently have a relationship with to engage in a competitive bid process for university business.

Associate Vice President Lowe noted that the process took about ten months to a year, and the Board would be briefed during the process. She noted that UW President McGinity recommended proceeding with the Financial Services' Request for Proposal process as proposed.

AGENDA ITEM TITLE: **Approval of Easements**, Mai

- Electric Easement to Powder River Energy, Crook County, WY
- Access Easement to FAE Holdings at Spanish Walk Apartments
- Access Easement to City of Laramie for west Laramie water tank

CHECK THE APPROPRIATE BOX(ES):

- ☐ Work Session  
☐ Education Session  
☐ Information Item  
☒ Other                      Specify: Committee of the Whole (Consent Agenda)
- 

MINUTES OF THE MEETING:

There was brief discussion on the items regarding easements.

**Electric Easement to Powder River Energy, Crook County, Wyoming**

Vice President for Administration Bill Mai discussed the electrical easement to Powder River Energy Corporation. He explained that this cooperative is a non-profit Touchstone Energy Cooperative that provides electrical service to northeastern Wyoming. He then added that Powder River Energy was completing proposed alignment of a 69kV high voltage distribution electrical line as part of a request for electrical service for ONEOK's High Voltage Power Line project.

Vice President Mai mentioned that as part of the project, Powder River Energy requested to secure a 60 foot right of way easement across University land in Crook County, Wyoming. He added that the University of Wyoming owns approximately 160 acres of pasture land located approximately two miles northeast of Sundance [see attached map]. Vice President Mai then stated that the real estate was bequeathed to the University as part of the Ella E. Schloredt Estate in 1979 and is leased for livestock grazing. He noted that assets and income from the estate support a scholarship fund in the name of Ella E. Schloredt.

Vice President Mai stated that Powder River Energy pays \$35.00 per rod (16.5 feet) for the length of the easement to landowners. He noted that the length of the easement is approximately 3,464 feet, which equals a payment of approximately \$7,350 to the University. Vice President Mai stated that the easement would also grant ingress and egress for maintenance of the line and equipment.

Vice President Mai added that it was the policy of the University of Wyoming that when a facility was no longer occupied, or upon request of the University administration, an evaluation of the subject facility or land should be made to guide decisions regarding the retention or disposal of the facility and the land. He noted that Board approval was necessary for the University to grant the right of way easement for the electrical line across the University land to Powder River Energy.

He then stated that it was requested that the Board approve granting a right of way easement for an electrical line to Powder River Energy Corporation on University property in Crook County, Wyoming. Vice President Mai added that the president needed to recommend this approval.

#### **Access Easement to FAE Holdings at Spanish Walk Apartments**

Vice President for Administration Bill Mai noted that FAE Holdings 421029R, LLC, a Utah Limited Liability Company, requested an access easement to use an existing private roadway parcel owned by the University of Wyoming adjacent to and south of the University's Spanish Walk Apartments. He said that it was recently determined by FAE Holdings that the parcel they were purchasing did not have legal access to use the roadway that provided access to the north side of the property.

The Spanish Walk Apartments are located near the intersection of Grand Avenue and 30<sup>th</sup> Street with an address of 205 S. 30<sup>th</sup> Street in Laramie, Wyoming. Vice President Mai noted that the private roadway parcel (Easement Area) was donated to the University in 2005. He mentioned that acquisition of the parcel allowed the University to improve the parking area and provide adequate access for emergency vehicles to the buildings at Spanish Walk. The private roadway parcel was paved and established on the recorded plat of the Upland Heights Addition to the City of Laramie in 1973. Vice President Mai stated that the two prior access easements allowed Burger King and Wendy's to use the roadway to gain access to their respective lots. He then commented that the access easement area measures approximately 45 feet wide and 327 feet long (0.34 acres).

Vice President Mai stated that the access easement granted non-exclusive use and a share in the costs to maintain the roadway with the other users. He mentioned that the University would receive \$495 for the easement based on the length of the requested easement.

Vice President Mai noted that it was requested that the Board approve granting an access easement on the private roadway parcel to FAE Holdings 421029R, LLC on University property near the Spanish Walk Apartments. UW President Dick McGinity then recommended that the trustees approve the access easement to FAE Holdings 421029R, LLC.

#### **Access Easement to City of Laramie for west Laramie water tank**

Vice President for Administration Bill Mai began discussion on granting access easement to the City of Laramie for the west Laramie water tank. He noted that the Wyoming Army National Guard completed construction of Field Maintenance Shop (FMS) II near Laramie Regional Airport and the City of Laramie water tank west of Laramie. Vice President Mai added that the facility was located south of State Highway 130 and just east of Laramie Regional Airport. He then stated that the University of Wyoming currently leased the land to the Wyoming Military Department with the understanding both parties would benefit from a future exchange of the FMS II site land for the Laramie Armory property at 2901 Armory Road.

Vice President Mai stated that prior to completion of the FMS II, the University of Wyoming, City of Laramie, and National Guard used an existing private gravel road to access their respective facilities. The City of Laramie had an existing access easement to use the gravel road and utility easement for the water line from the city's water tank, both granted in 2000. He mentioned that as part of the National Guard's FMS II project, a new access off of State Highway 130 for a new

paved road was granted by the Wyoming Department of Transportation (WYDOT). He said that as a condition of WYDOT granting the new access permit, the old access for the gravel road was required to be removed and reclaimed. Vice President Mai then commented that the new paved private access road followed the sewer and water utility lines to the city's water tank facilities and the FMS II facility.

Vice President Mai mentioned that a new access and utility easement(s) describing the new road and water/sewer lines needed to be granted to the City of Laramie. He stated that the access and utility easement area measured 80 feet wide and 1,651.98 feet long (3.034 acres). Vice President Mai then noted that the easement(s) would provide the City of Laramie access to and maintenance of the roadway to access the city's water tank parcel and to operate, maintain, and repair the lines in the easement area so long as the road and utility lines remained in use. He stated that a fee would not be charged for the easement(s) due to the existence of prior easements (requiring only a change in legal description) and the joint effort with the University, City of Laramie, and National Guard.

Vice President Mai noted that it was requested that the Board approve granting access and utility easements to the City of Laramie on University property for the west Laramie water tank. UW President Dick McGinity mentioned that he supported this recommendation.

AGENDA ITEM TITLE: **Election of Officers**, Fear/Mead/Davis

CHECK THE APPROPRIATE BOX(ES):

- ☒ Work Session
  - ☐ Education Session
  - ☐ Information Item
  - ☐ Other
- 

MINUTES OF THE MEETING:

Trustee Davis discussed the nominating committee process. He noted that the group had met and discussed a report that would be delivered at the May Board of Trustees meeting.

AGENDA ITEM TITLE: **Follow-up Discussion from Fall 2013**, Davis

CHECK THE APPROPRIATE BOX(ES):

- ☒ Work Session
  - ☐ Education Session
  - ☐ Information Item
  - ☐ Other
- 

MINUTES OF THE MEETING:

Trustee Dick Davis noted that there were other topics he wanted to bring forward regarding the activities of the previous fall (fall 2013). He commented that the trustees needed to remember and have an appreciation for some of the fallout from the previous fall and noted that the Board had not had an opportunity to discuss those events. Trustee Davis commented that the previous fall was a time when the consternation across campus was severe and people were genuinely afraid of what was happening. The choices the Board made were correct; however, in talking with people on campus, there was still a nervousness about the direction of the University and what was going on.

Trustee Davis noted that he was ensuring those who were concerned that it would take time to work out of this situation, but he had absolute confidence with where the institution was going. He added that he believed this had played a role in why they had not been very successful in some of the previous searches. Trustee Davis commented that some had said the trustees were not in control and that he disagreed with these statements. The trustees needed to be vigilant about being involved in decisions and not being viewed as “rubber stamping” things.

Trustee Davis stated that there were very positive things coming from the current leadership, and those things should help raise the low morale on campus. He added that since he had been connected with the University for so many years, people often contacted him to discuss their concerns. Trustee Davis commented that he had received genuine concern that the University was falling behind where it was a year ago, and he recommended the Board show absolute confidence that it was moving ahead with planning and making progress. He added that the legislature had done remarkable things with the University, the Governor’s Office had supported the University, and the Board had made changes in its leadership.

Trustee Davis commented that some of the things that had happened at the institution in the past year had sent mixed and negative messages, and the Board needed to understand the view from beyond those at the University.

Trustee Bostrom agreed with the comments presented by Trustee Davis and added that there was turmoil, but calmness was coming forward. Trustee Bostrom added that the University needed to stay on the path of making certain that the Board and institution were transparent and continue to point out the great opportunities available to this institution.

**Friday, March 28, 2014**

**Business Meeting**

Coe Library, Room 506

Trustee Bostrom called this meeting to order at 4:11 p.m.

On Friday, March 28, 2014, Trustee MacPherson moved to approve a resolution for Trustee Warren Lauer given his recent health issues and absence from the meeting; Trustee Davis seconded the motion with the comment that some of the particulars be removed from the final documents. Trustee MacPherson agreed to modify accordingly. There was a call for a vote, and the motion passed unanimously [Final signed resolution inserted at the end of these minutes].

During a session later in the meeting, Trustee Willson inquired about the Trustee Award of Merit and creation of an award for outstanding trustee recognition. At that time, Trustee True commented that the committee was in the process of trying to evaluate the Trustee Award of Merit and its criteria. Trustee MacPherson commented that the purpose of presenting this to Trustee Lauer was to thank him for his dedication to the Board as he battled his illness. He added that moving forward, the Board should follow a formal process when deciding to give this award.

**Roll Call**

Deputy Secretary for the Board of Trustees Shannon Sanchez took roll.

Trustees present included: Dave Bostrom, Dick Davis, Larry Gubbels, Jeff Marsh, Brad Mead, President Dave Palmerlee, Dave True, Wava Tully, and Howard Willson (via conference phone). Ex-officio UW President Dick McGinity and ASUW President Brett Kahler were in attendance. Ex-officio Trustee Governor Matt Mead was not in attendance; Mary Kay Hill, Education Policy Advisor to the Governor participated on his behalf. Trustees Fear, Lauer and MacPherson, and ex-officio Trustees Director for Wyoming Department of Education Richard Crandall, and State Superintendent for Public Instruction Cindy Hill, were not in attendance.

Trustee Davis moved to approve the minutes as presented. Trustee Mead seconded the motion, which passed unanimously.

Approval of Board of Trustees Meeting Minutes  
January 16-18, 2014

Approval of Executive Session Meeting Minutes  
January 16-18, 2014

Approval of "Special" Meeting Minutes  
March 10, 2014

**Reports**

**ASUW**

ASUW President Brett Kahler noted ASUW was cleaning up some language in their constitution and, if changes were passed in ASUW, the revisions would be presented to the trustees in the

coming months. He commented that ASUW had been involved in discussions regarding tuition and fees and referred the Board to the ASUW resolution regarding fees [see the resolution attached at the end of these minutes]. ASUW President Kahler then discussed other projects receiving attention, including a trip to Shanghai, proposal for a sidewalk in Prexy's Pasture, and the schedule for elections of the next ASUW administration. ASUW President Kahler then gave a brief presentation regarding the ASUW memorial project.

Trustee Bostrom commented that this was a great project and said he appreciated all of the work done by the students.

#### *Staff Senate*

Staff Senate President Jim Logue provided an announcement for the upcoming Staff Recognition Day scheduled for April 16 with an invitation for all trustees to attend. He discussed the program for the event and awards that would be presented. Mr. Logue referred the Board to a resolution that was passed at a previous meeting regarding formation of an ad hoc committee, which was intended to help with staff retention. He added that the committee would prepare a draft plan in the coming year.

Staff Senate President Logue noted that Office Assistant and Senior in Management Marketing in the College of Business, Rachel Stevens, would be taking the position of Staff Senate chair in the coming months. Also, Staff Senate would be holding officer elections in the coming months. Senate Chair Logue added that there would be challenges getting employees to volunteer for Staff Senate.

#### *Faculty Senate*

Faculty Senate Chair Colin Keeney thanked the administration, the Board of Trustees, the Governor's office, and the legislature for the raises and the efforts that had gone into receiving them. He commented that they had not gotten everything they asked for, but this was a big step towards their goal and thanked everyone for their efforts. Senate Chair Keeney thanked the Board and the administration for extending the deadline for draft academic plans, noting that this extension would allow more widespread presentation and provide thoughtful and thorough documents.

Senate Chair Keeney discussed the election process of the senate and listed those who would be serving in leadership roles in the coming years. He noted that Tucker Readdy, an assistant professor in the Department of Kinesiology and Health, would be the next Faculty Senate chair.

Senate Chair Keeney discussed the faculty list serve and how it was being used. There were questions regarding whether this distribution was being abused and discussion regarding instating a moderator or screening tool for information being posted. Senate Chair Keeney commented that the senate discussed the issue and decided to leave it alone, noting freedom of speech.

Senate Chair Keeney discussed some of the committee work and current senate bills being reviewed and discussed including Bill 326, Bill 327 and UW Reg 5-1.

Trustee Bostrom thanked Faculty Senate Chair Keeney for his presentation of information.

### **Public Testimony**

There was not public testimony.

### **Committee of the Whole - REGULAR BUSINESS**

#### **Board of Trustees Committee Reports**

Committee reports were given during the regular business meeting of the Board.

#### **A. Academics and Research Committee, Murdock – Trustee Lauer, Committee Chair**

There was no report, as this committee did not meet.

#### **B. Fiscal and Legal Affairs Committee, Mai/Lowe – Trustee Davis, Committee Chair**

Trustee Davis discussed the internal audit activity that was presented to the committee which included audit and reviews completed and submitted for: Athletic Attendance, Fleet Services and Dean of Education Change Management Audit.

#### **C. Student Affairs/Athletics/Administration/Information Technology Committee, Axelson – Trustee Willson, Committee Chair**

There was no report, as this committee did not meet.

#### **D. Alumni Board – Trustee Lauer, Board Liaison**

There was no report from this committee. An update was sent in advance.

#### **E. Foundation Board – Trustees Marsh and Willson, Board Liaisons**

Trustee Marsh noted that the Foundation Board met in California in February. Several trustees and administrators attended the meeting. He noted that the Foundation Board discussed matching funds. UW President McGinity commented that a recommended topic for the UW Board of Trustees at an upcoming meeting would be stabilization funds.

**F. Haub School of Environment and Natural Resources Board – Trustee Davis, Board Liaison**  
Trustee Davis referred the Board to the *Haub School Update* they had received in their packet of materials. He commented on the great work done by the Haub School of Environment and Natural Resources and the impressive growth in enrollment numbers over the years. Trustee Davis then expressed his strong support for Wyoming Excellence Chairs and Director of the Ruckelshaus Institute of Environment and Natural Resources Indy Burke and her team for the fabulous job they were doing. He then encouraged the Board to take the time to read through the information he distributed.

#### **G. Energy Resources Council (ERC) – Trustee Palmerlee, Board Liaison**

Trustee Palmerlee stated that the Energy Resources Council was meeting today, and due to the conflict of scheduling, he was unable to attend. Trustee Palmerlee noted that he was able to visit with the group at dinner on the previous evening, and the council was doing fine.

#### **H. Trustee Award of Merit Ad Hoc Committee – Trustee True, Chair**

Trustee True stated that the committee did not have a formal report at that time. He noted that the committee expected to receive additional information in the coming weeks and would likely schedule a conference call to discuss recommendations to be presented to the full Board.

Trustee Marsh moved to approve the Consent Agenda as presented, which reflected the removal of items #4. "Approval of Tuition Policy – Mai" and #6. "Approval of Salary Distribution Policy – Mai." [Note- These items were voted on separately and information is reflected in narrative below]. Trustee Palmerlee seconded the motion. A vote was taken, and the motion passed unanimously.

**Committee of the Whole - CONSENT AGENDA**

1. Approval of Contracts and Grants – Gern
2. Approval of Personnel – Murdock
3. Approval of Easements – Mai
  - o Electric Easement to Powder River Energy, Crook County, WY
  - o Access Easement to FAE Holdings at Spanish Walk Apartments
  - o Access Easement to City of Laramie for west Laramie water tank
4. ~~Approval of Tuition Policy – Mai~~ (*removed by Trustee Mead during Work Session March 27, 2014*)
5. Approval of Fees (Fee Book) – Mai
6. ~~Approval of Salary Distribution Policy – Mai~~ (*removed by Trustee Mead during Work Session March 27, 2014*)
7. Approval of State Matching Funds – Blalock
8. Approval of Master's Degree in Architectural Engineering – Gasem
9. Approval of State Matching Funds Plan – Mai/Blalock

For separate vote:

10. Approval of Tuition Policy – Mai (*removed by Trustee Mead during Work Session March 27, 2014*)
11. Approval of Salary Distribution Policy – Mai (*removed by Trustee Mead during Work Session March 27, 2014*)

[See roll call votes below pulled from work session section of the minutes]

Deputy Secretary for the Board Shannon Sanchez took roll call vote for the amendment to the original motion:

<b><u>Trustees</u></b>	<b><u>Vote</u></b>
Bostrom, Dave	Yes
Davis, Dick	Yes
Fear, Betty	n/a
Gubbels, Larry	Yes
Lauer, Warren	n/a
MacPherson, John	Yes
Marsh, Jeff	Yes

Mead, Brad	No
Palmerlee, Dave	Yes
True, Dave	Yes
Tully, Wava	Yes
Willson, Howard	No

The motion passed with majority decision, 8 to 2.

Deputy Secretary for the Board Shannon Sanchez took roll call vote for the original motion:

<b><u>Trustees</u></b>	<b><u>Vote</u></b>
Bostrom, Dave	Yes
Davis, Dick	Yes
Fear, Betty	n/a
Gubbels, Larry	Yes
Lauer, Warren	n/a
MacPherson, John	Yes
Marsh, Jeff	Yes
Mead, Brad	No
Palmerlee, Dave	Yes
True, Dave	Yes
Tully, Wava	Yes
Willson, Howard	No

The motion passed with majority decision, 8 to 2.

Deputy Secretary for the Board Shannon Sanchez took roll call vote for the motion:

<b><u>Trustees</u></b>	<b><u>Vote</u></b>
Bostrom, Dave	Yes
Davis, Dick	Yes
Fear, Betty	n/a
Gubbels, Larry	Yes
Lauer, Warren	n/a
MacPherson, John	No
Marsh, Jeff	Yes
Mead, Brad	No
Palmerlee, Dave	Yes
True, Dave	Yes
Tully, Wava	Yes

Willson, Howard	No
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The motion passed with majority decision, 7 to 3.

**New Business**

No new business came before the Board. Trustee Willson thanked Assistant Research Scientist in the Office of Academic Affairs Justin McDonald for providing quality audio connectivity for the meeting.

**Old Business**

No old business came before the Board.

**Date of Next Meeting:**

May 7-9, 2014; Laramie, Wyoming

Trustee Bostrom noted that the dates for the May meeting shifted by a half-day to include May 7, 2014. He then stated that the Board of Trustees Retreat would be held in Casper, Wyoming, July 16-18, 2014.

**Future Meeting:** Board of Trustees Retreat – July 16-18, 2014; Casper, Wyoming

**Adjournment**

The meeting adjourned at 4:40 p.m.

Respectfully submitted,



Shannon Sanchez  
Deputy Secretary, Board of Trustees



# UNIVERSITY OF WYOMING

## BOARD OF TRUSTEES RESOLUTION

March 28, 2014

### UW TRUSTEE WARREN LAUER

**WHEREAS**, Warren Lauer has been a member of the University of Wyoming Board of Trustees since 2005; and

**WHEREAS**, it has been reported to the Board that Warren's health issues precluded his attendance at the March 2014 meeting of the Board; and

**WHEREAS**, Warren's presence and participation at the March meeting of the Board was sorely missed; and

**WHEREAS**, Warren has exhibited true dedication to his position as a Trustee, serving with distinction and honor which is appreciated and should be recognized by the Board.

**NOW THEREFORE LET IT BE RESOLVED**, the Board of Trustees of the University of Wyoming wishes Warren a speedy recovery and looks forward to his presence at future Board meetings as soon as his situation will allow. Best wishes, Warren!

**PASSED AND UNANIMOUSLY ADOPTED** on this 28<sup>th</sup> day of March, 2014 by the UW Board of Trustees. In witness whereof, we have hereunto set our hands and caused the great seal of the University of Wyoming to be affixed.

Dave Bostrom, President

John MacPherson, Secretary

Dick Davis

Larry Gubbels

Dave True

Howard Willson

Dave Palmerlee, Vice President

Jeff Marsh, Treasurer

Betty Fear

Brad Mead

Wava Tully



**SENATE RESOLUTION #2422**

**TITLE:** Proposed Mandatory Student Fee Increases for FY15

**DATE:** March 6, 2014

**AUTHORS:** Vice President Murdoch and Senator West

**SPONSORS:** President Kahler, Executive Iberlin, Senators Gondalia, Gross, True and  
SALs Gern and Schmick



1. WHEREAS, the Associated Students of the University of Wyoming (ASUW) Mandatory
2. Student Fee Committee (Committee) recognizes the responsibility to recommend mandatory
3. student fees that benefit a large population of students; and,
4. WHEREAS, the ASUW Student Government has the responsibility to accurately represent
5. the sentiment of the entire student body; and,
6. WHEREAS, The University of Wyoming (UW) entities holding mandatory student
7. fees are required to submit fee proposals forecasting the next fiscal year in order to keep in
8. line with the UW's current fee process; and,
9. WHEREAS, the evaluation of proposed mandatory student fee increases promotes continued
10. operation and expansion of the requesting UW fee units; and,
11. WHEREAS, there is a potential university-wide mandate to increase staff salaries and
12. benefits by a proposed four percent (4%); and
13. WHEREAS, the Committee evaluated only the programmatic mandatory student fee increase
14. requests from the University fee units in respect to the before-mentioned mandate; and,
15. WHEREAS, the Committee distributed a survey regarding the programmatic mandatory
16. student fee increase requests from the University fee units in order to elicit student responses;
17. and,
18. WHEREAS, the Committee used the collected data (contained in Addendum C) from the
19. aforementioned survey to aid in the evaluation of the mandatory student fee increase

20. requests to determine the ASUW's recommendation to the UW Board of Trustees.
21. THEREFORE, be it resolved by the Student Senate of the Associated Students of the
22. University of Wyoming (ASUW) that the ASUW recommend and support the Fiscal Year
23. 2015 Mandatory Student Fees as outlined in Addendum A; and,
24. THEREFORE, be it further resolved that the ASUW provide recommendations and further
25. explanations to the University of Wyoming Board of Trustees concerning student sentiment
26. in regards to the mandatory student fee increase requests as outlined in Addendum B.

Referred to: Student Outreach and Policy, Budget and Planning Committee

Date of Passage: 3/25/14

Signed: Kia N. Murdoch

(ASUW Chairperson)

"Being enacted on 3/27/14, I do hereby sign my name hereto and

approve this Senate action." Brian Kahlen

ASUW President

Addendum A

	FY 14 Approved Fee	Increase	Percent Increase	FY 15 Proposed Fee	
ASUW	35.19	\$ 1.36	3.86%	\$ 36.55	*\$0.66 programmatic increase
AWARE	5.1	\$ 0.37	7.25%	\$ 5.47	
Music/Theater	6.05	\$ -	0.00%	\$ 6.05	
Recycle	9.11	\$ -	0.00%	\$ 9.11	
SLCE	3	\$ -	0.00%	\$ -	
Stu. Media	19.97	\$ 0.35	1.75%	\$ 20.32	
Wellness	7.03	\$ 8.22	116.93%	\$ 15.25	*\$7.30 programmatic increase
SS Total	\$ 85.45	\$ 10.30	12.05%	\$ 92.75	
Athletics	102.5	\$ 12.50	12.20%	\$ 115.00	*\$12.50 programmatic increase
Recreation	110	\$ 2.50	2.27%	\$ 112.50	
Stu. Health	105.23	\$ 1.80	1.71%	\$ 107.03	
Transit	40.64	\$ 13.32	32.78%	\$ 53.96	*\$12.85 programmatic increase
Union	138.37	\$ 7.94	5.74%	\$ 146.31	
Non-SS Total	\$ 496.74	\$ 38.06	7.66%	\$ 534.80	
Gr. TOTAL*	\$ 582.19	\$ 48.36	8.31%	\$ 627.55	

#### **Addendum B**

Trustees of the University of Wyoming,

The Associated Students of the University of Wyoming (ASUW) would like to thank you for considering our recommendations on the proposed increases for the Mandatory Student Fees for Fiscal Year 2015.

The ASUW Mandatory Fee Committee commenced in September of 2013 to begin researching the history of the mandatory student fees. The Committee then invited each mandatory student fee unit to speak during the fall semester on any proposed increases to their mandatory student fee. ASUW has agreed to support the proposed four percent (4%) increases for salary and health benefits for all fee units, in alignment with the potential mandate from the Wyoming State Legislature.

After hearing all of the proposals, the Committee created a student fee survey that was distributed to the entire student body this January. The purpose of the survey was to assess student opinion on the programmatic increases proposed by the following fee units: ASUW, University of Wyoming Athletics Department, the Student Wellness Cluster, and the Transit and Parking Services unit. ASUW's recommendations are based upon information relayed during the fee unit hearings, the results of the student fee survey, and additional research done by ASUW. Below is further explanation describing ASUW's corresponding decisions.

The ASUW proposed a \$0.97 per semester programmatic increase intended to expand the Associated Students Technical Students (ASTEC) program. The proposed expansion included increasing labor hours for the student employees of ASTEC in order to provide more availability for student groups to utilize the free audio-technical services, in addition to equipment maintenance and replacement funds for ASTEC. The Committee supported the increased labor hour funds due to the direct impact on student workers, student groups, and student attendees of events using the ASTEC services. This academic year alone, the ASTEC program has already impacted over 50,000 individuals at more than 300 events. The Committee did not support the equipment maintenance and replacement funds because it will not directly impact the student body, and the student survey results reflected hesitation towards the increase. Therefore, ASUW supports a programmatic increase of \$0.66 in addition to the four percent (4%) salary and benefit package, totaling a \$1.36 increase for the ASUW Student Fee.

The University of Wyoming Athletics Department proposed a \$12.50 per semester programmatic increase. After the initial Athletic Department-hearing, the Committee was not clear on the destination of the student fee funds, so a second hearing was requested. After the second hearing, the destination of the proposed student fee funds within the Athletics Department's budget was still ambiguous, and the direct impact to the entire student body and/or student athletes was unclear. The Committee ensured student athlete perspectives were represented by meeting with the Student Athlete Advisory Committee and distributing the student fee survey directly to student athletes and student athletic-support groups. The survey

results were substantially unsupportive of an increase to the Athletic Department's mandatory student fee. After extensive research and deliberation, the Committee determined that support could not be given to a proposed fee increase where there was no definitive impact to students nor student support present. However, the Athletics Department offered the Student Fee Committee a compromise, included in Addendum D, consisting of the Committee's support for the proposed mandatory student fee this Fiscal Year (FY 15), and in return, the Athletics Department would not request the Athletic mandatory student fee to be increased for the next two Fiscal Years (FY 16 and 17). However, it was still unclear to the Committee where the mandatory student fee funds would go within the Athletic Department's budget, and were uncomfortable with how mandatory student fee funds would be spent. After the Committee's final decision, a detailed budget (outlined in Addendum E) was distributed to the ASUW Student Senate in order to consider the proposed Athletics mandatory student fee proposal. Therefore, though the committee did not support the proposed increase before the above mentioned budget was provided, the ASUW Student Senate was in favor of the proposed increase due to the provided budget. Since the Athletic Department does not claim employee salaries are directly affected by the mandatory student fee funds, the ASUW supports a programmatic increase of \$12.50 for the University of Wyoming Athletic Department Fee for FY15.

The Student Wellness Cluster proposed a \$7.30 per semester programmatic increase to provide the campus with a Student Wellness Center inside of Half Acre Gymnasium upon completion of the current renovations. The Center would include a full-time Athletic Trainer and full-time Health Educator available to the entire student body, free of charge, as well as University Community members who have paid for membership. The Committee was in support of the entire proposed student fee increase for numerous reasons. First, the increase has a high possibility of diminishing over time as well as having a direct impact on the entire student body. Second, the student fee survey reflected support for the proposed increase. Finally, a unique service would otherwise not be possible in the newly renovated Half Acre Gymnasium without the initial funding from mandatory student fees. Therefore, ASUW supports a \$7.30 per semester programmatic increase in addition to the four percent (4%) salary and benefit package, totaling a \$8.22 increase for the Student Wellness Cluster Fee.

The Transit and Parking Services unit proposed a \$12.85 per semester programmatic increase to provide expansion of bus routes to include the new University Gateway Center as well as an additional bus to combat wait times for the expanded route service. The student survey results reflected student support for the proposed student fee increase. The Committee determined the increase would impact current and prospective students directly. Also, the proposed student fee increase is intended only for the next fiscal year; furthermore, if not funded, the Transit and Parking Services unit would be unable to meet the needs of the new University Gateway Center and planned route expansion. Therefore, ASUW supports a \$12.85 per semester programmatic increase in addition to the four percent (4%) salary and benefit package, totaling a \$13.32 increase for the Transit and Parking Services Fee.

Thank you for your time and consideration of the ASUW's Student Fee Committee recommendation and we are grateful to be included in the process of determining the Mandatory Student Fees for Fiscal Year 2015.

Sincerely,


The Associated Students of the University of Wyoming

### Addendum C




#### Student Fee Increases Survey FY15

Respondents: 2136 displayed, 2136 total      Status: Closed  
Launched Date: 02/04/2014      Closed Date: 02/26/2014



1. This academic year, you pay \$102.50 to the UW Athletic Department each semester, which provides free student access to athletic events, and academic resources for student athletes. If better recruitment methods, game guarantees, and more efficient travel for athletes were offered in an effort to enhance competitive strategies, would you support an increase in your fee for these purposes?

		Response Total	Response Percent	Points	Avg
Yes		400	19%	n/a	n/a
No		1735	81%	n/a	n/a
		Total Respondents	2135		
		(skipped this question)	1		

2. How much of an increase would you support?




		Response Total	Response Percent	Points	Avg
\$6.00 per semester		91	34%	n/a	n/a
\$12.00 per semester		93	35%	n/a	n/a
\$19.00 per semester		85	32%	n/a	n/a
		Total Respondents	269	100%	
		(skipped this question)	1867		

3. This academic year, you pay \$40.64 to Transit and Parking each semester, which provides free bus routes around campus, to and from free parking lots, and to the University apartments, in addition to SafeRide services. If the routes were expanded and buses were added to combat wait times, would you support an increase in your fee for these purposes?



		Response Total	Response Percent	Points	Avg
Yes		786	52%	n/a	n/a
No		738	48%	n/a	n/a
		Total Respondents	1524		

(skipped this question) 612




4. How much of an increase would you support?

		Response Total	Response Percent	Points	Avg
\$7.00 per semester		429	55%	n/a	n/a
\$13.00 per semester		200	26%	n/a	n/a
\$20.00 per semester		154	20%	n/a	n/a
Total Respondents		783	100%		
(skipped this question)			1353		



5. This academic year, you pay \$7.03 to Student Wellness each semester, which provides salaries and professional mental health services through the University Counseling Center. If a Wellness Center were opened inside Half Acre gym, providing a full-time Athletic Trainer and a full-time Health Educator accessible to all students, would you support an increase in your fee for these purposes?

		Response Total	Response Percent	Points	Avg
Yes		804	53%	n/a	n/a
No		700	47%	n/a	n/a
Total Respondents			1504		
(skipped this question)			632		




6. How much of an increase would you support?

		Response Total	Response Percent	Points	Avg
\$4.00 per semester		391	49%	n/a	n/a
\$8.00 per semester		211	26%	n/a	n/a
\$12.00 per semester		199	25%	n/a	n/a
Total Respondents		801	100%		
(skipped this question)			1335		

7. This academic year, you pay \$35.19 to ASUW each semester, a portion of which provides free audio/visual services to all RSOs through ASTEC. If ASTEC were to provide higher quality equipment and additional labor for the free audio/visual services offered, would you support an increase in your fee for these purposes?

		Response Total	Response Percent	Points	Avg
Yes		395	27%	n/a	n/a
No		1092	73%	n/a	n/a
Total Respondents		1487	100%		
(skipped this question)			649		

8. How much of an increase would you support?

		Response Total	Response Percent	Points	Avg
\$1.00 increase per semester		119	30%	n/a	n/a
\$2.00 increase per semester		102	26%	n/a	n/a
\$3.00 increase per semester		171	44%	n/a	n/a
Total Respondents		392	100%		
(skipped this question)			1744		

**Addendum D**

**TO: Brett Kahler, ASUW President**  
**FROM: Tom Burman, Director of Intercollegiate Athletics**  
**DATE: March 3, 2014**  
**RE: Proposal for Student Fee Support**

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Thank you for your consideration of the proposal as discussed on March 3, 2014.

If the SFC of the University of Wyoming is willing to support the increase in student-fees for the 2014-15 year, the UW Athletics Department will agree to freeze its annual request at the current 2014-15 level for the following two years (2015-16 & 16-17).

We think the additional revenue from student-fees are needed for the next FY, and we are hopeful you feel this is a win/win proposal for the students and 375+ student-athletes who pay fees.

Some may question the value athletics brings to the University of Wyoming and why student fees should be directed toward intercollegiate athletics. I am hopeful I can answer those questions in a manner that helps clarify some of the issues.

1. Wyoming athletic events are a big draw for students at UW. We often draw more than 4,000 students to a Cowboy football game. The seats provided to UW students have a retail value of \$30 to \$45 per game. We allow all students to enter ALL Wyoming athletics events at no charge. This is not the case at every school, in fact, many schools charge fees and then charge a student ticket charge.
2. Arena Auditorium renovation will dramatically enhance the seating location and atmosphere for students. We are going to re-locate the student section on the floor and immediately adjacent to the visiting team bench area and around behind the basket.
3. UW athletics events are the primary method to entice UW alumni, legislators and donors to return to Laramie, Wyoming. If we didn't have DI athletics it would be very difficult to have the same type of engagement among the constituents as we do today.
4. Athletics donors have become some of the best contributors to academic program across campus. Many of UW's largest contributors made their first donation to athletics and have since given million-dollar gifts to other parts of campus at a later date. The engagement often comes through athletics.
5. UW Athletics generates significant publicity on a regional and national level that cannot be matched by other entities on campus. Unfortunately, sports is a driver in the world of media coverage and we need to continue to push our athletics programs in an effort to grown our brand regionally and nationally.
6. Athletics plays a very important role in helping to create more diversity on the campus – especially among minority groups.
7. Last but not least, athletics is a very important revenue stream for the University as we spend over \$4,000,000 annually in tuition and fees and other associated costs.

Thank you for your consideration. Go Pokes!

**Exhibit 1**  
**SENATE RESOLUTION #2421**

**TITLE:** ASUW Support for University of Wyoming Tuition Increase

**DATE:** March 6, 2014

**AUTHOR:** President Kahler; Chief of Staff Haakinson; Director of Finance Iberlin

**SPONSORS:** Senators Blazovich, Haukaas, Powell, West

1. WHEREAS, the Associated Students of the University of Wyoming (ASUW) recognizes the
2. responsibility to recommend tuition increases that benefit a large population of students; and,
3. WHEREAS, the ASUW Student Government has the responsibility to accurately represent
4. the sentiment of the entire student body; and
5. WHEREAS, the ASUW Student Government formed a Tuition Task Force team in the Fall
6. of 2013 to research feasible tuition increases for UW students; and,
7. WHEREAS, faculty at UW have been leaving their positions in search of higher paying
8. positions at universities elsewhere at an increasing rate; and,
9. WHEREAS, the data collected data (contained in Addendum A) from the Tuition Task Force
10. team to aid in the evaluation of tuition increases was recommended to the Board of Trustees.
11. THEREFORE, be it resolved the by Student Senate of the Associated Students of the
12. University of Wyoming (ASUW) that the ASUW recommend and support a 4% increase in
13. tuition for the Fiscal Year 2015 and Fiscal Year 2016; and,
14. THEREFORE, be it further resolved that the ASUW recommend to the Board of Trustees
15. that tuition rates be evaluated and see if the tuition increases should be continued for the next
16. two years after the initial two years; and,
17. THEREFORE, be it further resolved that the revenue that is directly generated from the

18. tuition increases be applied to faculty salaries.

**Referred to:** Student Outreach and Policy Committee

**Date of Passage:** \_\_\_\_\_ **Signed:** \_\_\_\_\_

**(ASUW Chairperson)**

**"Being enacted on \_\_\_\_\_, I do hereby sign my name hereto and  
approve this Senate action."** \_\_\_\_\_

**ASUW President**

**Addendum A**

# UNIVERSITY OF WYOMING

ASUW Student Government  
Dept. 3625 • Wyoming Union 020  
1000 E. University Ave., Laramie, WY 82071-2000  
(307) 766-5204

March 3<sup>rd</sup>, 2014

To: Board of Trustees, University of Wyoming  
Dick McGinity, President of the University of Wyoming  
Bill Mai, Vice President for Administration  
Sara Axelson, Vice President of Student Affairs

From: Brett Kahler, ASUW President  
Chris Haakinson, ASUW Chief of Staff  
Tuition Task Force Committee

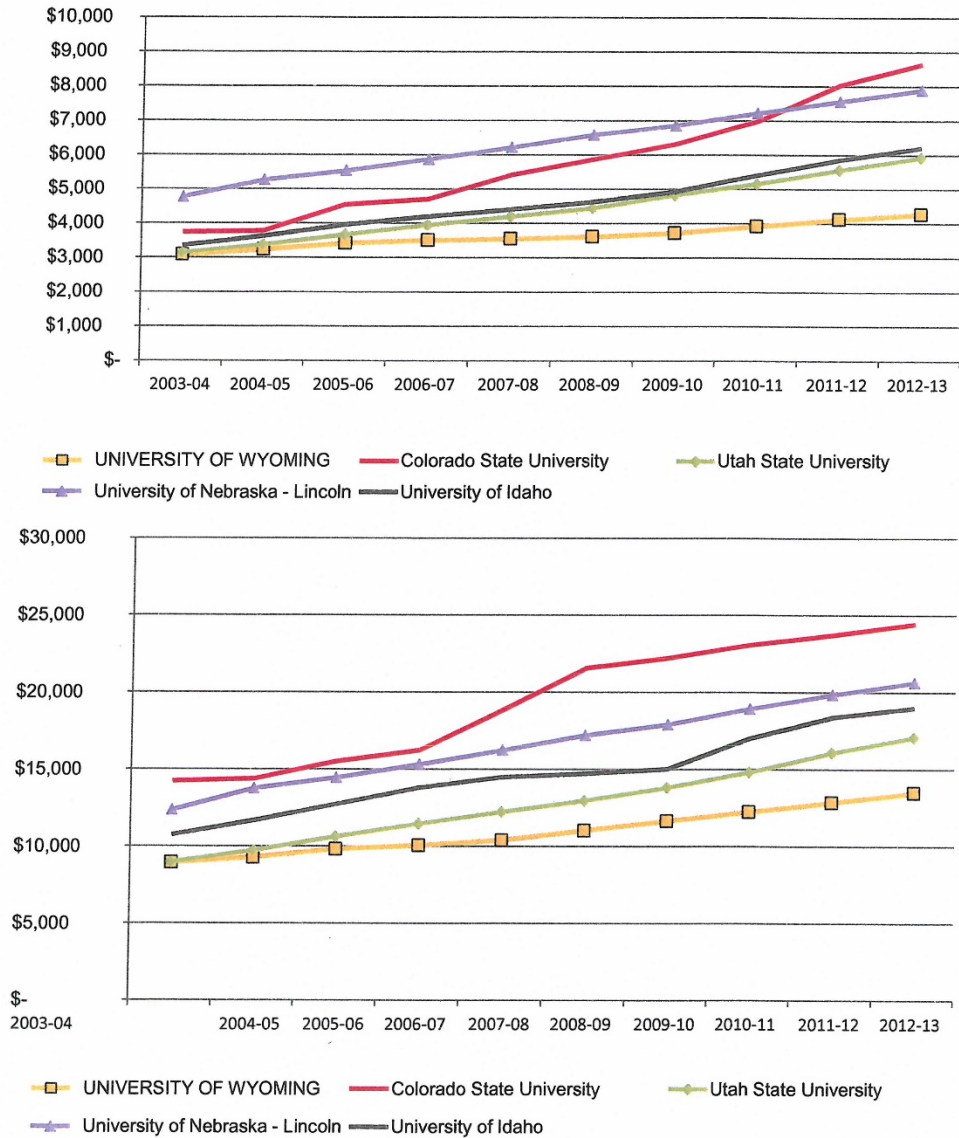
**RE: University of Wyoming Tuition**

Through recommendations made over the summer of 2013, a tuition task force committee was formed on behalf of ASUW to research and formulate whether a tuition increase would be beneficial to the campus of the University of Wyoming. The Tuition Task Force Committee consisted of five student volunteers: Kara Nazminia, Jim Meyer, Douglas Jordan, Heather Gibbs, and Morteza Akbarabadi. These student volunteers spent the majority of the first semester meeting with staff, faculty members, and different organizations to determine if a tuition increase would be beneficial. Another objective of the committee was to determine if there was an increase needed, how much. It was determined by the committee that tuition should be increased for the next two Fiscal Years and that the revenue generated should be applied to faculty salaries.

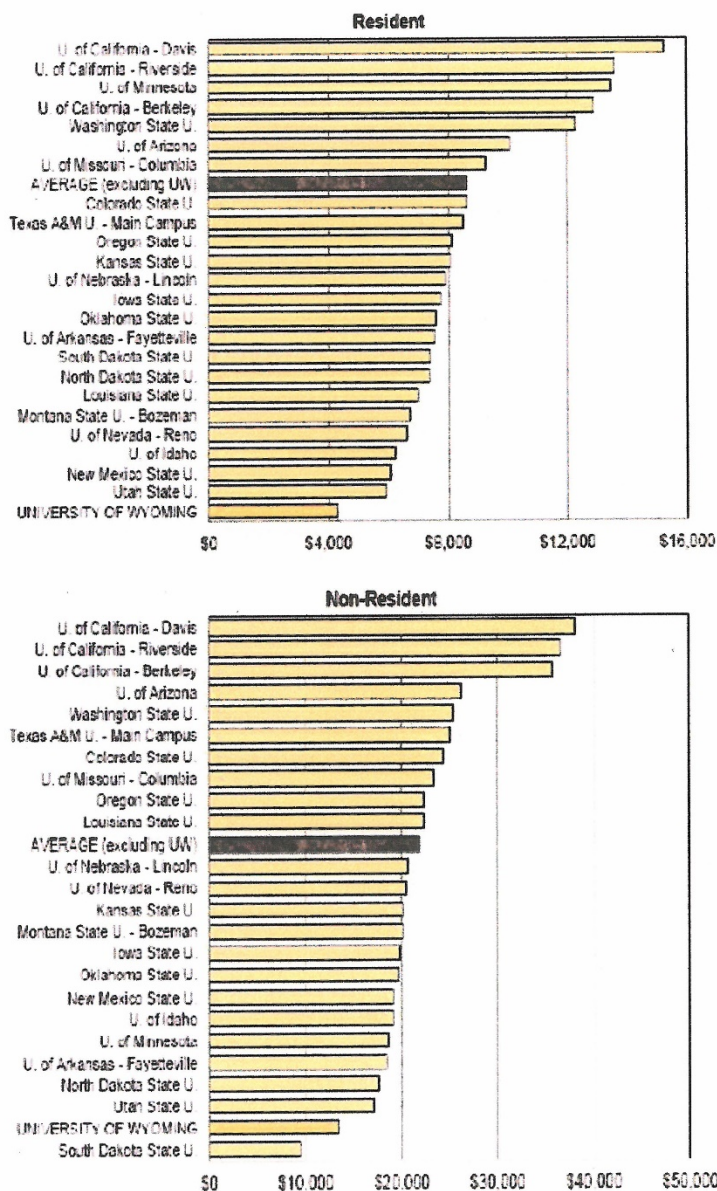
**Admissions** – From an admissions standpoint, Director of Admissions, Shelley Dodd stated that raising tuition would not decrease admissions numbers. Because the University of Wyoming has state-of-the-art facilities and top notch faculty, the Admissions Office feels that students will not be detracted from the University of Wyoming just because of tuition increases. Not to mention, the University of Wyoming continues to build facilities on campus to elevate admission numbers and retain the level of education.

**Comparison of Other Universities** – Five land-grant institutions across the region, including the University of Wyoming, were compared to each other regarding residential and nonresidential tuition as of 2013. Looking at the residential tuition graph, the University has remained the cheapest compared to its competitors regarding tuition costs. The same case can be stated for nonresidential tuition. Relatively speaking, beginning in the academic year 2003 –2004, most of the universities had started at or around the same tuition base. Over time, the other universities exponentially

increased tuition, while the University of Wyoming remained the same, only increasing tuition marginally over a decade. Shown below are graphs comparing the University of Wyoming base tuition to other land-grant universities:



**Undergraduate Average Annual Tuition and Fees  
UW Selected Western Land-grant Comparators 2012-13**



**Comparison of Other Universities Continued** – As seen above, the University of Wyoming is the least expensive when tuition is compared, yet the University maintains high quality facilities. This leaves the opportunity to increase tuition and still be in the “AVERAGE”.

**Tuition** – The Tuition Task Force Committee met with Interim Vice President of Fiscal Administration, Janet Lowe in late September and discussed with her the effects of raising tuition from a revenue aspect. As researched and gathered, a 1% increase in tuition across campus would generate approximately \$495,000. A 1% increase to salaries, on the other hand, would cost the university approximately \$1,750,000. Noticeably, in order to generate enough revenue to cover salary increases, tuition must be increased by 4%.

Based on multiple committee interactions, it was at the discretion of the Tuition Task Force Committee to increase University of Wyoming tuition 4% for Fiscal Year 15' and another 4% for Fiscal Year 16'. At the end of the second year of tuition increases, it was recommended that the process be evaluated and see if the tuition increases should be continued for the next two years after the initial two years. It was also stipulated that the revenue that is directly generated from the tuition increases be applied to professor salaries.

The Tuition Task Force Committee members believe that the increases in tuition and salaries will generate results that will retain faculty of University of Wyoming, yet the University of Wyoming will remain a competitor in terms of tuition cost.

It was also discussed, that extra incentives should be in place when attracting and retaining faculty for the University of Wyoming. Morteza Akbarabadi discussed with new faculty members of different universities, particularly in the Department of Engineering, one of the main incentives for them was to provide a comparable starting fund for the new faculty members to start their research and also having an appropriate facility to start their activities. Another important point that they mentioned was the tendency of the university to help the new faculty members get accommodated in the town and also getting help from the recommended agents for their settlements. Even though having a comparable salary was one of the main parameters for them to continue their job in the current department, having access to ever improving laboratories to carry out research would help them to decide at their current position.

Overall, increasing tuition marginally over the next few years will help retain and promote faculty at the University of Wyoming, but other efforts must be made to retain top-of-the-line faculty at the University of Wyoming.

**Conclusion** – Overall, the Tuition Task Force Committee spent a great deal of time researching and meeting with individuals to gather concrete evidence to provide a recommendation of whether or not tuition should increase, and by how much. This proposal is a recommendation and we believe that this information will aid the Board of Trustees in making a decision regarding tuition.