

Conveying a Vote of No Confidence in the Leadership of President Seidel

WHEREAS, the University of Wyoming, by agreement of the Board of Trustees and the Administration, led by the President, operate on the principle of Shared Governance as articulated in UW Regulation 1-4 Shared Governance. The preamble of which reads

*This Regulation articulates and establishes the University of Wyoming's strong commitment to the principles and practices of Shared Governance. **The University expects leadership to seek, listen, consider, and reflect back input in decision-making and to define processes and procedures that will hold them accountable to students, faculty, staff and other constituents. The University also believes it is the responsibility of these constituents to timely engage in the decision-making process.***

WHEREAS, Within UW Regulation 1-4, Section III Shared Governance is defined:

*Shared Governance is a basic tenet of universities as intellectual communities and represents a philosophy and practice that brings to bear community expertise to inform deliberations and to shape actions. Robust Shared Governance leads to a culture of shared accountability and responsibility for the welfare of the institution that contributes to the institution staying mission centered. Shared Governance is not a substitution for effective leadership. Instead, **Shared Governance represents a way of carrying out leaders' roles and responsibilities in a manner that involves all relevant stakeholder participation** and utilizes the vast combined knowledge of the University community in planning and decision making, while **allowing for students, faculty, staff, administration, the Board of Trustees and other constituencies to be transparent** and align priorities across the institution.*

WHEREAS, UW Regulation 2-8 Appointment, Evaluation, and Removal of Academic Officers, Section III, states that the removal of Academic Officers is the business of the faculty, requiring that significant faculty participation **shall** be the norm in these decisions.

*College and unit level administrators serve several roles as managers of the university, leaders of their academic units, and representatives of the views and interests of their academic colleagues. **Therefore, the appointment, evaluation or removal of Academic Officers normally shall involve significant faculty participation.***

WHEREAS over the past five years, we cannot recall the removal of ANY Academic Officer that has involved significant faculty participation. They have been dismissed under a shroud of secrecy that prevents holding leadership accountable for any decision that is made.

WHEREAS UW cannot achieve its goals without trust in leadership and a willingness to work together, based on mutual respect. The President's seemingly arbitrary actions, unwillingness to incorporate the views of others, and lack of concern for true Shared Governance has eroded what little trust remained between the faculty and his office.

WHEREAS this behavior has even created a culture of fear among some faculty on campus who would otherwise share their views in the spirit of Shared Governance but remain silent due to a fear of retaliation.

WHEREAS the President's lack of leadership and loss of faculty trust has resulted in significant impacts on campus that are critical to faculty delivering our shared mission. These have included serious declines in morale resulting in good faculty leaving, programs struggling to provide capacity and content, research agendas being paused or abandoned, and the quality of education declining as we struggle to hire high quality faculty to put into classrooms.

THEREFORE BE IT RESOLVED that the University of Wyoming Faculty Senate, based on the impacts that his leadership decisions have had on the University, finds President Seidel's leadership to be unacceptable. We thus issue a vote of no confidence.

BE IT FURTHER RESOLVED THAT that the University of Wyoming Faculty Senate urges the Board of Trustees to act immediately to engage with the faculty and other constituent groups on campus to collaboratively develop corrective actions to reestablish an atmosphere of mutual respect, with the goal of rebuilding trust and a willingness to work together, and to ensure a more transparent and inclusive decision-making process guided by the University of Wyoming's principles and regulations regarding Shared Governance.

AUTHENTICATION: The foregoing Faculty Senate Resolution 488, duly adopted by the Faculty Senate of the University of Wyoming under date of April 7, 2025, is hereby transmitted to the President of the University of Wyoming for review in accordance with UW Regulations.



Treva E Sprout Ahrenholtz
Secretary, Faculty Senate
Dated: April 7, 2025