



April 15, 2025

**To:**

Michelle Sullivan, Vice-Chairman, Board of Trustees (Co-chair)  
Laura Schmid-Pizzato, Treasurer, Board of Trustees (Co-chair)  
Scott Turpen, Interim Provost  
Peter Parolin, Dean, Honors College  
Rob Godby, Faculty Senate Chairman-elect  
Anne Alexander, Faculty Senate Representative  
Brad Rettler, Faculty Senate Representative  
Jesse Grosinger, Staff Senate President-elect  
Tai Baker, Staff Senate Representative  
Seth Holmquist, Staff Senate Representative  
Kameron Murfitt, ASUW President

**From:**

Kermit Brown, Chairman, Board of Trustees

**Re:** Shared Governance Working Group

In accordance with the University of Wyoming's commitment to the principles regarding shared governance practices outlined in UW Regulation 1-4 and in light of recent concerns raised in Faculty Senate Resolution 488 Conveying a Vote of No Confidence in the Leadership of President Seidel, a working group is being formed to strengthen shared governance at UW. This initiative responds to the concerns and calls to action articulated in Faculty Senate Resolution 488, which stressed the urgent need to reestablish trust, transparency, and collaboration between campus leadership and university constituents.

**The Shared Governance Working Group is charged with:**

- 1. Reviewing the University's shared governance documents and developing implementation policies and procedures**  
Review the University's definition and expectations for shared governance under UW Regulation 1-4, the Office of Academic Affairs *Shared Governance at the University of Wyoming: A White Paper*, and the Wyoming Legislative Service Office's *Review of Shared Governance: Recommendations in the 2019 University of Wyoming Accreditation Report* (attached for reference). Recommend processes and procedures to implement the expectations in these documents.
- 2. Developing a framework for alignment of priorities and transparent decision-making**  
Examine the state of shared governance at the University and make recommendations for strengthening consultation. Recommend specific procedures and accountability measures that ensure broad-based input, timely communication, and reciprocal feedback in decision-making processes, especially for major strategic decisions and initiatives.

3. **Promoting a culture of mutual respect and trust**

Identify practices that encourage open dialogue, protect against retaliation, and support faculty, staff, and student voices.

4. **Engaging stakeholders across the University community**

Facilitate University-wide listening sessions or other feedback mechanisms to gather input from a representative cross-section of the UW community on how shared governance can be implemented, including seeking input from the President and faculty, staff, and students in each college, school, or division. Care should be taken to include multiple categories from each constituency (e.g., tenured faculty, tenure-track faculty, non-tenure track faculty, research professors and scientists, administrative professionals, grant-funded employees, contract employees, classified staff, undergraduate students, graduate students, professional school students, etc.)

**Reporting:**

The group will provide a written report of recommendations to the UW Board of Trustees and the President at the November 2025 Board of Trustees meeting, with an update on progress at the May and September Board of Trustees meetings. Work on this important initiative can pause during the summer if needed to ensure all voices are heard.

The work of this group will be grounded in the University's mission and commitment to a transparent, inclusive, and academically excellent institution.

Thank you for your willingness to contribute to this essential initiative.

Sincerely,

A handwritten signature in blue ink, appearing to read "Kermit Brown", with a stylized flourish at the end.

Kermit Brown  
Chairman, Board of Trustees

cc:

College of Arts and Sciences Interim Dean, Adrienne Freng  
College of Business Dean, Scott Beaulier  
College of Health Sciences Dean, Patrick Hardigan  
Interim Vice President for Student Affairs, Nycole Courtney

encl.:

Office of Academic Affairs, Shared Governance at the University of Wyoming: A White Paper  
Legislative Service Office, Review of Shared Governance: Recommendations in the 2019 University of Wyoming Accreditation Report  
University of Wyoming Regulations 1-4 (Shared Governance)