

Approved August 13, 2025

THE UNIVERSITY OF WYOMING
SUMMARY MEETING MINUTES
OF THE TRUSTEES
July 16-17, 2025
PUBLIC SESSION

University of Wyoming

Vision

Use our unique strengths to make Wyoming and the world a better place.

Mission

As Wyoming's university, we unlock the extraordinary in every person through education, research, innovation, engagement, and service.

Values

- Access to an affordable, high-quality education.
- Real-world education where students learn by doing.
- A welcoming and supportive learning community fostered by integrity, inclusivity, freedom of expression, and respect.
- The growth, health, and leadership capacity of all members of the university community.
- Wyoming's wild and working lands as an asset to be utilized, understood, stewarded, and treasured.
- Our partnership and engagement with Wyoming communities in the creation and exchange of knowledge and resources.
- Our role as a catalyst for innovation and economic vitality.

(Accepted January 2023)

**THE UNIVERSITY OF WYOMING
SUMMARY MINUTES OF THE BOARD
OF TRUSTEES
July 16-17, 2025
Ranch A
Beulah, Wyoming**

As will be reflected in the public and executive session meeting minutes, the Board of Trustees of the University of Wyoming met in Beulah, Wyoming, on Wednesday and Thursday, July 16 and 17, 2025, for its regular meeting. The Board held its annual meeting with members of the Wyoming Legislature on Wednesday, July 16, 2025, at the Golf Club at Devils Tower. The Board's business meeting was held on Thursday, July 17, 2025.

**TRUSTEES OF THE UNIVERSITY OF WYOMING
BOARD MEETING AGENDA**

July 16-17, 2025

Ranch A

Beulah, Wyoming

WORK SESSIONS

Call to Order	6
Recognitions: Vice President for Information Technology Amy McLaughlin; and Interim Provost Anne Alexander	6
Report: UW President's Next Cycle Planning Initiatives	7
UW Foundation Annual Fundraising Priorities	8
Comprehensive Campaign	8
Roll Call	8
Navigating the Transfer Landscape: Strategy, Partnership, Distinction	9
Budget Allocation Model	10
Biennium Budget Committee	
Discussion: Biennium/Supplemental Budget	10
Tuition, including preliminary administrative recommendations for AY26/FY27	12
Annual Joint Meeting with members of the Wyoming Legislature	12
Follow up on Previous Day's discussion with members of the Wyoming Legislature	13
Wyoming Minerals for Advanced Technologies	14
Facilitate conversation between University Leadership and the Board of Trustees	14

Business Meeting

Roll Call	16
Approval of Meeting Minutes	16
Trustees' Open Discussion on any Item	16
Public Comment	16

Reports

ASUW, Paula Medina	16
Staff Senate, Jesse Grosinger	17
Faculty Senate, Rob Godby	17
Wyoming Community College Commission, Paige Fenton-Hughes	16

Committee of the Whole

Trustee Committee Reports

Biennium Budget Committee

Native American Student Endowments	17
Fiscal and Legal Affairs Committee	18

Liaisons to other Boards Reports	18
Information Only Items	18
Other Action Taken During Meeting	18

Date of Next Meeting.....	18
Adjournment	18
Executive Session Information	18

Wednesday, July 17, 2025
Ranch A, Main Lodge
Beulah, Wyoming

The meeting was called to order at 8:14 a.m.

Chairman Brown gave welcoming remarks and discussed the reasoning behind choosing Ranch A for the Board's annual out-of-town meeting, and that it might offer trustees perspective of students who come to the university from small towns across the state. Trustee Brown discussed the importance of the University of Wyoming being relevant to the entire state of Wyoming.

AGENDA ITEM TITLE: Recognitions:

- Vice President for Information Technology Amy McLaughlin
- Interim Provost Anne Alexander

AGENDA ITEM TITLE: Report: UW President's Next Cycle Planning Initiatives – Seidel

University President Ed Seidel stated with his commitment to accessibility, excellence, and statewide impact, the university is positioning itself to be a national model for real-world education and leadership, particularly in addressing Wyoming's economic and societal challenges.

President Seidel discussed four major areas of focus for the 2025–2026 academic year. Strengthening Institutional Foundations: President Seidel stated that the university has undergone key personnel transitions to ensure strong and stable leadership noting that since he arrived at the university there have been 25 senior hires, and he has re-built his leadership team. President Seidel dispelled the idea the leadership is not strong at the university. President Seidel discussed the dean search for the College of Engineering and Physical Sciences, and a national search for the dean of the School of Computing. President Seidel stated that faculty and staff support remain a top priority, with a proposed budget request to the legislature for salary increases, and new faculty hires in high-impact areas like artificial intelligence and advanced materials. To improve student outcomes, the president stated that the university is investing in retention initiatives, experiential learning, digital literacy, and expanded summer programming. Academic program review and prioritization are underway, with an emphasis on aligning enrollment, research, and state economic development goals. The examination of potential budget reforms is in progress to encourage sustainable growth through diversified revenue streams—philanthropy, federal funding, tuition management, and private sector partnerships. Programs such as the WORTH Institute, Center for Entrepreneurship & Innovation, and the School of Computing are central to these efforts.

In a discussion about employee compensation, Vice President for Budget and Finance Alex Kean noted that 2023 marked the final year of salary increases provided to all state employees, including those at the university. For FY2024, the university strategically deployed its raise pool to address pay equity, focusing particularly on lifting the lowest-paid employees to the minimum of their pay bands. Raises varied widely, ranging from approximately 1.5% to over 9%, with the highest increases going to those in the most underpaid positions. The pool was split between staff and faculty, with faculty funds specifically targeting salary compression to reestablish differentiation among tenure ranks.

In response to Board inquiry, Kean stated the current minimum salary is just over \$30,000, a significant improvement from the previous starting wage of \$11.50/hour. Further progress depends on having sufficient funds to update compensation structures to reflect current market data.

Kean went on to state that in contrast to state executive agencies, the university was excluded from the FY2025 salary increase funds due to a line-item veto by the Governor, even though other state employees received raises. Additionally, when the state allocates salary increase funds, the university does not receive enough to cover all employees. It receives a proportional share based on general fund support and must cover roughly 45% of the total needed to implement institution-wide raises.

The university also uses a central fringe pool—applying a percentage to each employee’s payroll to fund benefits—which allows for full federal reimbursement on grant-funded positions. However, Kean stated, this method increases the initial cost of salary raises, though it balances out over time as the fringe rate adjusts with overall compensation increases.

Enhancing Campus Culture: President Seidel stated the university recognizes the need for cultural transformation and has initiated a multi-phase, inclusive visioning process. This includes fostering collaboration among leadership, faculty, and governance bodies to instill a more aspirational and unified campus environment. Transparent communication and shared governance are essential to this approach.

Trustee Michelle Sullivan Cochairman of the Shared Governance Working Group and the consistent theme in discussions has been issues around trust and discussed the definition in the university regulation approved by the Board in 2021. Trustee Sullivan encouraged providing opportunities for the institution to be engaged in the execution of priorities. President Seidel stated he feels shared governance is empowerment and acknowledged there is some tension around the principle.

Campaign Planning and Vision Articulation: President Seidel stated that to support long-term goals, the university is preparing for a comprehensive fundraising campaign. This involves refining priorities, increasing presidential and campus-wide engagement with donors, and developing targeted requests aligned with the university’s strategic vision. A matching fund proposal and cultivation of alumni and legislative relationships are key strategies to maximize statewide impact.

Statewide and Legislative Engagement: President Seidel stated he is deepening statewide relationships through legislative advocacy, community visits, and broader outreach via the extension system and partnerships with schools and rural communities. These efforts aim to demonstrate the university’s value to the state, increase enrollment, and expand access to legal, health, and student teaching services across the state.

In response to inquiry from Trustee Kermit Brown, President Seidel discussed the university exposure related to federal cuts to research funding stating its indirect cost return could drop from 46% down to 15%. which is a potential \$8 million loss of revenue annually. President Seidel stated it might mean examining promotion and tenure criteria, and federal grants would become more competitive. Trustee Brown stated the university needs to be prepared to articulate to the legislature cuts to the institution will result in a loss of federal matching funds.

AGENDA ITEM TITLE: UW Foundation Annual Fundraising Priorities – Seidel/Stark

Vice President for Institutional Advancement John Stark reported the UW Foundation closed FY2024 with a record \$69.5 million in private support—its third consecutive year surpassing \$60 million—driven by over 30,000 individual donors and is well above the five-year average. Stark attributed the success to a sustained focus on three fundraising priorities: student success, faculty excellence, and institutional excellence, and key contributors to include state matching funds, team continuity, and a strong culture of philanthropy. Stark stated the matching funds are now largely exhausted, and efforts are underway to seek new opportunities, potentially expanding Foundation staff to support outreach and service. John Stark went on to state that paid internships have become an emerging fundraising focus under student success, alongside traditional scholarships, reporting that ASUW committed \$250,000 toward paid internships, and donors have supported initiatives like student teaching and humanities internships. John Stark stated that faculty and deans have played a pivotal role in engaging donors and executing funded programs. John Stark said that research support is embedded within broader priorities, and some trustees suggested it may warrant separate emphasis. John Stark stated that athletics continue to benefit from the Cowboy Joe Club \$5 million match, typically fulfilled within nine months, though its value has eroded due to inflation.

- **Continued discussion about a Comprehensive Campaign**

John Stark reported that following the success of the University of Wyoming's *Distinction Campaign*, the Foundation engaged campaign consultant BWF in late 2023 to assess readiness for a new "comprehensive campaign." BWF conducted an extensive internal and external review, including 77 on-campus interviews and 53 donor consultations. Its findings affirmed that the university has strong donor loyalty and internal capability but identified a need for clearer campaign messaging and a compelling vision. Stark stated that BWF recommended a comprehensive campaign spanning approximately seven years, emphasizing the importance of defining the "why" behind the campaign. The Foundation has begun in-depth planning with campus colleges, including facilitated "whiteboard" sessions to refine unit-level case statements. Internal restructuring and staffing have been undertaken to support long-term success.

Foundation Board Chairman Doug Stark added that the Foundation Board supported this direction, thought it did not impose a strict 12-month timeline for developing the campaign vision and priorities. Doug Stark stated the focus will be ensuring messaging is aspirational, impactful, and aligned with the university's long-term goals. Trustees emphasized the campaign's potential to articulate the university's broader purpose to the state, donors, and future generations—reaffirming the university's importance to the State of Wyoming. John Stark closed his remarks stating that Giving Day remains a key engagement tool. This year's theme, *Seize the Day*, will run October 23–24, supported by a \$300,000 Foundation match. Trustees were asked to continue their past support for this vital initiative.

Roll Call

Executive Director and Deputy Secretary RoseMarie London called roll at 10:10 a.m. Trustees present: Brad Bonner (Secretary); Kermit Brown (Chairman); David Fall; Mike Greear; Brad LaCroix; Carol Linton; Jim Mathis; John McKinley; Laura Schmid-Pizzato (Treasurer); Michelle Sullivan (Vice Chairman); Paul Ulrich; and Tom Walters.

Ex-officio Trustees present: University President Ed Seidel; ASUW President Paula Medina; State Superintendent for Public Instruction Megan Degenfelder; and Wyoming Community College Commission Interim Executive Director Paige Fenton-Hughes. Wyoming Governor Mark Gordon was not present.

Giving Day Match

07-16-2025 @ 10:10 a.m.

Trustee David Fall moved the Board direct two hundred and fifty thousand dollars (\$250,000) from the Trustees Special Projects Reserve Account to establish a 2025 Giving Day match pool conditioned upon a dollar-for-dollar match and allowed under UW Regulation and policy. Trustee Laura Schmid-Pizzato seconded the motion. The motion carried unanimously.

AGENDA ITEM TITLE: Navigating the Transfer Landscape: Strategy, Partnership,

Distinction Seidel/Turpen/Moore/Hilaire/Courtney

Interim Provost Scott Turpen reported on shifts in the higher education landscape to include declining student populations and increased competition. Turpen stated that Wyoming is projected to experience a 23% decline in high school graduates by 2041. At the same time, community colleges in the state are expanding their offerings, including applied bachelor's degrees. As overall enrollment challenges persist, a strong transfer pipeline is vital to maintaining institutional and fiscal health. Turpen went on to state that transfers from Wyoming's community colleges are critical to the university's success and represent 42% of its undergraduate enrollment—62% of those from in-state colleges. Currently, 74% of transferred courses are accepted as direct equivalents. However, the transfer process remains a frequent source of concern and questions from state stakeholders. In this environment, it is essential for the university to clearly define and communicate its distinct value to the state. Therefore, the university is actively working to strengthen transfer relationships through initiatives such as common course numbering, articulation agreements, co-advising, and regular coordination with community college faculty and administrators. Turpen argued that as Wyoming's flagship and land-grant university, it must maintain a level of academic rigor and distinction aligned with its mission but went on to state that while community colleges and the university serve different roles, the missions are complementary. Community colleges emphasize applied programs that meet workforce needs, while many university programs are accredited by national bodies and led by faculty recruited nationwide for their research and disciplinary expertise. Turpen stated the distinctions can cause confusion for students and stakeholders—especially when credits transfer but don't count toward specific degrees. Clear communication is needed to manage expectations; Turpen stated administration seeks feedback from the Board on appropriate alignment which will enable the university to collaborate fully with community colleges in service of Wyoming students, while maintaining the academic integrity and rigor that define the university's degrees.

In response to inquiry from Trustee Kermit Brown, Turpen discussed the nuance necessary to advise incoming students about the difference between an "academic and an applied" degree and the value of each. Vice Provost for Enrollment Management Kyle Moore provided further context to the percentage of transfer students who arrive at the university through the Wyoming community college system. Moore described Association to Advance Collegiate Schools of Business (AACSB) accreditation, and the ability to identify and honor credits at a standard with institutional partners as occurs in the College of Business. In response to Board inquiry about placing advisors in Wyoming community colleges, Moore stated advisors visit Wyoming community colleges, but most advise through virtual means which is prospective student's preferred channel of communication. Turpen noted the transfer agreement with Laramie County Community College which includes dedicated advising resources. In response to inquiry from Trustee Paul Ulrich, Moore discussed recruitment efforts, and ways in which data are tracked. Faculty Senate Chairman Ron Godby discussed faculty partnerships with peers and inquired if there are ways university faculty can be more involved in course creation at other institutions and whether that is appropriate. Trustee Michelle Sullivan discussed her professional experiences working with young students, and the

opacity of higher education pathways. Wyoming Community College Commission Interim Executive Director Paige Fenton-Hughes provided perspective, stating Wyoming should diversify and align choices to students and support systems, and noted of the degrees awarded by community colleges less than 2% are BAS. Fenton-Hughes stated Wyoming must create a job market for all students, and not just a pathway to Career Technical Education (CTE). State Superintendent for Public Instruction Megan Degenfelder discussed presenting pathway options, and dual enrollment, early on, and described the Wyoming Department of Education's *Future of Learning* partnership with Wyoming Governor Mark Gordon's office.

AGENDA ITEM TITLE: Budget Allocation Model – Seidel/Kean

Vice President for Budget and Finance Alex Kean reported that the university is undertaking a comprehensive review of its current budget allocation model to better align financial planning with its institutional mission, strategic goals, and long-term success. Kean reported that University President Ed Seidel established a working group Co-chaired by Kean and the Provost and includes leaders from academic units, administration, governance bodies, athletics, and student and staff senates. The working group is guided by several core principles, including prioritizing the financial stability of the entire university over individual units; emphasizing collaboration rather than competition; supporting essential, mission-critical operations that require subsidy; encouraging enrollment growth and responsible resource management; ensuring flexibility to respond to revenue fluctuations; and embedding shared governance to build trust and transparency. Kean stated the current budget model offers limited flexibility and does not sufficiently incentivize innovation or reward performance; it also assumes that resources are efficiently deployed and that new revenue can be added incrementally. However, the primary sources of funding—state appropriations and student tuition—have stagnated and are increasingly unable to keep pace with inflation. As part of its analysis, the working group recognized that net tuition revenue is insufficient to fully incentivize growth or cover rising costs. Kean stated the working group recommends an approach that uses current revenue levels as the baseline for distribution, clearly identifying the additional support each academic unit requires from central funding. This method offers a transparent view of existing funding patterns and needs. Kean went on to state that administration is committed to a thoughtful, phased approach to implementation and recommended a roll-out to include a shadow year to test the prototype without financial impact; a subsequent hold-harmless year to allow further adjustments; and ongoing campus engagement to gather feedback and refine the model.

Trustee John McKinley inquired whether a change to the budget model will be well received across campus. Interim Provost Scott Turpen stated that deans have indicated a budget model that incentivizes growth would be welcome. Turpen further stated that there is also perception that such a change would have a detrimental affect on the research mission and therefore clear communication will be critical. Faculty Senate Chairman Rob Godby stressed it will challenge priorities and should align with defining the vision and priorities of the university, and recommended administration bring the information to Faculty Senate. Trustee and Co-chairman of the Shared Governance Working Group Michelle Sullivan discussed the need to identify appropriate feedback loops and that administration should avoid “selling” it to campus.

AGENDA ITEM TITLE: *Biennium Budget Committee* – Schmid-Pizzato (Chairman)

- **Discussion: Biennium/Supplemental Budget**

Trustee Laura Schmidt-Pizzato reported on the Biennium Budget Committee discussion during its June 5, 2025, video conference meeting stating that administration presented the university's proposed budget

request and solicited committee feedback. Trustee Schmid-Pizzato went on to state that since June 5, University President Ed Seidel gathered additional input from campus leadership, particularly the deans, which resulted in updates to the draft proposal. Committee members were invited to voice questions or concerns about specific line items in the draft. Trustee Schmid-Pizzato also cautioned that the total amount requested may appear high, particularly given current fiscal constraints, and encouraged a prudent approach to ensure credibility and viability with the Legislature. Trustee Schmid-Pizzato stated that the Budget Committee will make its recommendation to the Board following a video conference meeting on August 1, 2025. Trustee Schmid-Pizzato, and Vice President for Budget and Finance Alex Kean provided summary of the proposed request. It was noted that while several Capital Construction items were identified as necessary, they were removed from the request based on guidance from the Governor's Office and the Wyoming Legislature. These items have been referred to the Facilities Contracting Committee for further evaluation.

A priority request is \$18 million over the biennium (\$9 million per fiscal year) for employee compensation. This aligns with Phase 3 of the Governor's previous compensation plan, which was not enacted during the last legislative session. It was noted that if approved, the request would represent an average raise of just under 5%, effective in FY27 and is primarily intended to help maintain market competitiveness.

Kean provided context to the Governor's Enterprise-Wide Compensation Strategy stating that, historically, the Governor includes a statewide compensation recommendation in his budget proposal. The university's request feeds into that process. The final determination and funding mechanism would ultimately come through the Governor's compensation letter to the Legislature's Joint Appropriations Committee. In response to inquiry from Trustee Tom Walters, Kean indicated that the state budget department will evaluate the viability of a compensation increase, which will depend on the October 2025 Consensus Revenue Estimating Group (CREG) Report. Wyoming Community College Commission Interim Executive Director Paige Fenton-Hughes confirmed that the Commission has already voted to advance a request for salary increases and inflationary funds to the state.

During the discussion, Trustee Kermit Brown formally recognized as present, former Wyoming Senate President Ogden Driskill for the record.

In response to a Board inquiry, Trustee Laura Schmid-Pizzato noted that the Biennium Budget Committee will further evaluate the funding request for the clinician assistant professor at its upcoming ad hoc meeting. Vice President for Research and Economic Development Parag Chitnis provided background on the internship program funding request, which includes support for intern stipends and enhanced campus-wide coordination. Trustee Mike Greear expressed concern about moving forward without stronger justification and recommended the administration collect data on unfilled internships across the state before submitting a formal request. Trustee Schmid-Pizzato acknowledged the program's value but cautioned that the request might be too ambitious given the current fiscal climate. Trustee John McKinley asked whether student demand for internships exceeds current offerings. Chitnis responded that a survey targeting Wyoming businesses is being planned. ASUW President Paula Medina stated that financial barriers prevent students from pursuing unpaid internship opportunities. Superintendent of Public Instruction Megan Degenfelder and Trustee Tom Walters both recommended narrowing the request to stipend-only support, with Degenfelder cautioning against proposals that ignore fiscal realities. In response to Trustee Paul Ulrich, Chitnis confirmed that internship opportunities are limited to in-state

placements and acknowledged logistical barriers to fully matching students with available positions. The university's proposed artificial intelligence (AI) initiative generated Board discussion, and Trustee McKinley characterized the request as faculty-centered and cautioned against advancing it without further review. Trustee Jim Mathis requested a breakdown of student-to-faculty and staff ratios to better assess resource allocation. President Seidel defended the initiative, calling it a university priority. Chitnis added that promoting computational literacy is essential for student recruitment and retention. In response to Schmid-Pizzato's inquiry, Chitnis confirmed the university currently has five faculty members teaching AI. Trustee Dave Fall expressed concern that the university is falling behind in this critical area.

In response to inquiry, Kean clarified that the current \$5 million appropriation for athletics requires a matching component, whereas the new \$6 million request does not. In response to Trustee Mike Greear, Athletic Director Tom Burman indicated the funding request could be broken down to separate Name, Image, and Likeness (NIL) compensation from costs associated with the House Settlement. Kean reported that the funding request for critical minerals infrastructure and advanced technologies was submitted to the Budget Committee without finalized dollar amounts. Trustee Carol Linton asked for details on lab space and equipment needs. Chitnis responded with a description of the instrumentation request and confirmed available lab space on campus. President Seidel called the university's role in critical minerals an "opportunity of a lifetime."

Trustee McKinley requested that the Biennium Budget Committee consider adding matching funds to its final recommendation list. Trustee Schmid-Pizzato invited trustees to email her their input on prioritization ahead of the committee's next meeting, scheduled via video conference on August 1, 2025.

- **Tuition, including preliminary administrative recommendations for AY26/FY27 (per UW Regulation 7-11)**

Trustee Laura Schmid-Pizzato stated the Biennium Budget Committee will consider administrative recommendations at its September 2025 meeting. Trustee Mike Greear asked for an analysis of the revenue raised by an increase in tuition.

Wednesday, July 16, 2025
Tower View Room, Golf Club at Devils Tower
Hulett, Wyoming

AGENDA ITEM TITLE: Annual Joint Meeting with Trustees and Members of the Wyoming Legislature

The University of Wyoming Board of Trustees met with state legislators and discussed a shared commitment to aligning the university's mission, Wyoming values, workforce needs, and aspirations for educational excellence. Attendees were Senator Dan Dockstader; Senator Charles Scott; Senator Ogden Driskill; Senator Eric Barlow; Representative Chip Neiman; Representative Ken Chestek; Representative Martha Lawley; Representative Abby Angelos; Representative Ken Pendergraft; Representative John Bear; and Representative Alissa Campbell. Wyoming Governor Mark Gordon was also in attendance. Chairman Kermit Brown emphasized the importance of hosting meetings beyond Laramie to better understand the rural student experience. Legislators and university leaders agreed that the university must serve all of Wyoming, not just Laramie, by embracing its land-grant mission.

Senator Charles Scott and others called for the university to maintain intellectual rigor and ensure exposure to a diversity of perspectives. This includes resisting cultural trends seen as misaligned with Wyoming

values while fostering critical thinking and academic excellence. Many legislators focused on Career and Technical Education (CTE). Representatives Neiman, Lawley, and Pendergraft, stressed the importance of aligning university efforts with workforce demands, particularly in trades and high-tech industries. While CTE isn't UW's primary function, the university was encouraged to train CTE instructors and coordinate closely with community colleges. Many expressed concerns about university graduates leaving the state and acknowledged that economic opportunities, workforce alignment, and campus culture all influence this trend. ASUW President Paula Medina and others called for more adaptive systems that meet students where they are, with a focus on technology, flexibility, and career readiness. Governor Mark Gordon and multiple legislators emphasized the need for the university to be strategic with finite resources—avoiding mission drift and duplication of effort. Programs should be evaluated based on their relevance to Wyoming's future, particularly in agriculture, education, energy, and healthcare. Discussions were optimistic about the university's role in economic development through research and innovation. Participants stressed the need to educate students not just for jobs, but for long-term careers and entrepreneurship. There were also concerns raised about over-reliance on technology in education. Superintendent for Public Instruction Megan Degenfelder and others advocated for a unified, statewide educational pipeline—from K–12 to community colleges to the university—to create what she referred to as a system that reflects Wyoming's values and prepares students to thrive in the state and beyond.

The meeting recessed at 5:00 p.m.

Thursday, July 17, 2025
Ranch A, Main Lodge
Beulah, Wyoming

The meeting was called back to order at 10:27 a.m.

Ranch A Restoration Foundation President Terry Hupp provided the Board a brief summary of the history of Ranch A built in the 1930s by Moses Annenberg.

AGENDA ITEM TITLE: Follow up on previous day's Discussion with members of the Wyoming Legislature -- Brown

Trustee Kermit Brown invited discussion following up on Wednesday, July 16, 2025, joint meeting with members of the Wyoming Legislature. Trustee Brad Bonner thanked Wyoming Governor Mark Gordon for his participation. Trustee Laura Schmid-Pizzato stated the Biennium Budget Committee will review the university's proposed budget request during its August 1, 2025, video conference meeting. Trustee Tom Walters stated his concern that the legislature will make reductions to the university's block grant as a means to guide its programming priorities. Trustee Mike Greear concurred with the concern and discussed the legislature's desire to make cuts to state government broadly, further stating that the university will not be exempt. Governor Gordon discussed the conversation exposed a "popularity of a point of view" and discussed the need to address the state of education in Wyoming. Trustee Brown concluded the conversation was positive, and University President Ed Seidel spoke to the ways the university can and does address the legislature's concerns. Faculty Senate Chairman Rob Godby stated it would be helpful for faculty to hear the legislature's point of view and encouraged future listening sessions.

AGENDA ITEM TITLE: Wyoming Minerals for Advanced Technologies

Seidel/Chitnis/Allen/Dale/Quillinan/Koprowski

Vice President for Research and Economic Development Parag Chitnis discussed the university's ongoing future focus in Wyoming minerals industries describing extraction, processing, and supply chain work led by the School of Energy Resources (SER); Material science and advanced applications—for example, sodium-ion batteries, rare earth magnets, and quantum materials—where the university could expand expertise in physics, chemistry, and engineering; as well as enhancing partnerships with national laboratories to advance research and commercialization. Chitnis described the formation of a campus-wide task force of deans and faculty to identify existing expertise, facilities, educational programs, and industry partnerships, as well as gaps and opportunities. SER Senior Director of Research Scott Quillinan highlighted Wyoming's leadership in rare earth elements (REE) research, including unconventional deposits from coal, phosphates, and produced water. SER initiatives include: a Critical Minerals Leadership Academy with the U.S. Department of Energy; the Energy ELC (Engagement, Leadership, and Careers) social science team for workforce and community engagement; demonstration projects, such as extracting REEs from coal ash at the Wyoming Innovation Center; and National lab collaborations and faculty hires in chemical engineering for REE separations. Quillinan emphasized the need for a modernized on-campus assay and characterization lab, which Wyoming currently lacks, to serve university, industry, and state needs.

Trustee Mike Greear asked about regulatory and permitting issues. Quillinan noted SER's Center for Energy Regulation and Policy Analysis is addressing these and participated in a policy forum at the Ucross Foundation in Clearmont, Wyoming. College of Engineering and Physical Sciences Interim Dean Daniel Dale discussed leveraging Wyoming-mined minerals for advanced manufacturing—such as magnets, semiconductors, superconductors, sodium batteries, and quantum devices—using AI-enabled discovery. Dale advocated hiring faculty in physics, chemistry, chemical and electrical engineering, and materials science. Haub School for Environment and Natural Resources Dean John Koprowski also provided context around policy, economic, and international market challenges, and emphasized building partnerships with other universities such as Georgia Institute of Technology and strengthening supply chain analysis. Outgoing Director of the School of Computing Gabrielle Allen described the October 2024 Jackson meeting with Argonne, Idaho, and Ames National Labs and endorsed partnership opportunities such as joint R&D across the full critical minerals pipeline; workforce development pipelines and an expanded Leadership Academy; and shared facilities and industry access to university and lab expertise. Allen highlighted computing's role in modeling, Artificial Intelligence and Machine Learning for materials discovery, automation, environmental monitoring, visualization, and cybersecurity. University President Ed Seidel encouraged a vision to position Wyoming as a national leader in critical minerals research and innovation.

AGENDA ITEM TITLE: Facilitated conversation between University Leadership and the Board of Trustees – Brown/Tara Kuipers

Facilitator Tara Kuipers led a discussion among deans and members of the Board. University Libraries Dean Cass; College of Agriculture Dean Kelly Crane; College of Engineering Interim Dean Daniel Dale; College of Arts and Sciences Interim Dean Adrienne Freng; Haub School for Natural Resources Dean John Koprowski; College of Education Dean Jenna Shim; College of Business Dean Scott Beaulier; and College of Health Sciences Dean Patrick Hardigan attended in person. Honors College Assistant Dean Breezy Taggart; College of Law Dean Julie Hill; and College of Graduate Education Dean Carolyn Pepper attended via video conference.

Trustee Kermit Brown provided opening remarks and set the stage for the facilitated session with Kuipers. Trustee Brown stated the board is a policy making body and welcomed deans' insight with the goal to have a civil and constructive conversation that identified shared vision and opportunity.

The following summarizes the discussion outcomes. Looking ahead to 2035, the university must define a bold, focused identity that aligns with the needs of the state, the aspirations of its students, and the demands of a changing world. The university should strive to be a school of choice, and a recognized leader in selected areas of excellence, particularly in health sciences, clinical care, and research. This includes leveraging efforts like the Wyoming Research Scholars Fund, enhancing student pathways from internship to employment, and preparing graduates to thrive both in Wyoming and beyond. To remain relevant and competitive, the university must be more responsive to the state's evolving needs and seize opportunities that match its strengths. Community engagement, currently a weak point, must be strengthened so the university becomes deeply embedded in Wyoming's communities—not only educating students but contributing meaningfully to the state's economic and social vitality. Student success should be redefined through individualized support, skill development, and strong relationship-building. Every student should experience a common developmental core that prepares them for lifelong adaptability. It was identified that clear, consistent communication with students about available support systems is essential to achieving this.

Significant cultural and structural shifts are needed. Colleges must break down silos and work collaboratively, with deans understanding their role within the broader institutional framework. Interdisciplinary work must be incentivized, but the current budget model risks discouraging collaboration. Similarly, program elimination must be strategic, not simply subtractive, with clear reinvestment into high-impact, high-value areas. The university must also embrace the changing science of learning and recognize that today's students value education differently than prior generations. Leadership development, shared governance, and a commitment to process—not just outcomes—are essential for cultivating a unified vision. Faculty and staff need support in understanding and achieving the aspirations of an R1 institution, while the Board must have clarity around how to align incentives, support cluster hires, and guide appropriate resource allocation.

The university cannot rely solely on philanthropy or student headcount as sustainable metrics. A diversified revenue model is necessary, as is redefining productivity beyond enrollment numbers, especially given the university's land-grant mission to advance research and community service under the Morrill and Hatch Acts.

Finally, the Board must play an active role in shaping and stewarding the university's future. It must help champion workforce diversification, challenge outdated assumptions about the value proposition of place, and support structural change. This requires ongoing engagement, with trustees noting the value of these strategic conversations and advocating for them to become a regular part of institutional planning.

It was concluded that to move toward exceptionalism, the university must act with urgency, align around a clear north star, and engage in transformative change that is shared, strategic, and grounded in the state's long-term well-being. Board members expressed the conversation was valuable and suggested it be an annual engagement.

**Business Meeting
Ranch A, Main Lodge
Beulah, Wyoming**

Executive Director and Deputy Secretary RoseMarie London called roll at 3:02 p.m.

Trustees present: Brad Bonner (Secretary); Kermit Brown (Chairman); David Fall; Mike Greear; Brad LaCroix; Carol Linton; Jim Mathis; John McKinley; Laura Schmid-Pizzato (Treasurer); Michelle Sullivan (Vice Chairman); and Tom Walters. Trustee Paul Ulrich was not present.

Ex-officio Trustees present: University President Ed Seidel; ASUW President Paula Medina; State Superintendent for Public Instruction Megan Degenfelder; and Wyoming Community College Commission Interim Executive Director Paige Fenton-Hughes. Wyoming Governor Mark Gordon was not present.

***Approval of Meeting Minutes
07/17/2025 @ 3:03 p.m.***

Trustee Brad Bonner moved to approve the June 18, 2025, UW Board of Trustees meeting minutes. Trustee Carol Linton seconded the motion. Motion carried.

Trustees' Open Discussion on Any Item

Trustee Mike Greear asked the Board explore new document management system to build electronic Board books. Trustee Kermit Brown addressed the matter of confidentiality and document security and directed university information technology to investigate options, though did not commit to a change.

Public Comment

There was no public comment during the July 2025 Board meeting.

Reports

Wyoming Community College Commission – Interim Executive Director Paige Fenton-Hughes

Wyoming Community College Commission Interim Executive Director Paige Fenton-Hughes reported that the search for a permanent executive director is underway, with the job posting closing July 31 and interviews scheduled in August and September. Scholarship allocations for 2025–2026 include \$259,284 for Wyoming's Tomorrow Scholarship and \$1,455,572 for Kickstart Wyoming's Tomorrow Scholarship, with UW receiving \$41,184 and \$380,190 respectively. Federal adult education funding remains on hold pending resolution of a multi-state lawsuit seeking release of the funds. The FY2026 funding allocation model has been distributed, with six of seven state-funded colleges experiencing reductions; Gillette College still receives no state funds. The WCCC's preliminary budget request includes support for inflationary costs, including salaries. Fenton- Hughes noted ongoing collaboration between the university and WCCC leadership to better serve Wyoming students and emphasized the commission's focus on internal efficiency, process improvement, and preparing for a smooth leadership transition.

ASUW – President Paula Medina

ASUW President Paul Medina stated the legislative branch, led by Vice President McGuire, met twice in June, approving \$7,592 for the Violence Prevention Center's Green Dot program and appointing new leadership, including Chief of Legislative Affairs. The executive branch added key staff and is expanding the Denver International Airport shuttle program, though demand exceeds current funding. Medina stated that presidential priorities include advancing the Leadership and Student Success Opportunities (LASSO)

paid internship program to connect students with Wyoming employers, and revamping representation for non-traditional, first-year, and graduate students. These efforts aim to strengthen student support, opportunities, and engagement across campus.

Staff Senate – President Jesse Grosinger

Staff Senate President Jesse Grosinger reported Staff Senate will hold its retreat on July 22, 2025, to finalize institutional and internal goals and assign new committee chairs. Grosinger stated it is his hope to engage staff senators to speak more often and to strengthen communication vertically and horizontally with ASUW and the Faculty Senate.

Faculty Senate – Chairman Rob Godby

Faculty Senate Chairman Rob Godby reported that Chairman-Elect Evan Johnson will be leaving the University in Spring 2026 for a position at Quinnipiac University, requiring a fall election to fill the role. Faculty Senate is also addressing shared governance following its passing Faculty Senate Resolution #488 Conveying a Vote of No Confidence in the University President, and, through the Shared Governance Working Group chaired by Trustees Laura Schmid-Pizzato and Michelle Sullivan, Godby stated efforts have already improved collaboration, trust, and institutional focus.

Committee of the Whole

Regular Business

Board Committee Reports *[Note: Trustee Committees are not scheduled to meet during the July 2025 UW Board of Trustees meeting. Committees may convene via video conference prior to the meeting as necessary.]*

AGENDA ITEM TITLE: Biennium Budget Committee – Schmid-Pizzato (Chairman)

- **Native American Endowments**

Trustee Laura Schmid-Pizzato directed the Board’s attention to page 52 of the 2025 July Board Report. Trustee Schmid-Pizzato discussed the Biennium Budget Committee’s previous direction to Vice President for Budget and Finance Alex Kean and Vice President for Institutional Advancement John Stark to investigate the viability of an endowment to support Native American student tuition and described the proposed endowment *Wind River Promise Fund* and its parameters. The fund proposes to provide scholarships for enrolled members of the Eastern Shoshone or Northern Arapaho tribes who are Wyoming residents and graduates of Wyoming high schools. The scholarship would cover undergraduate tuition and mandatory fees for up to eight semesters, beginning in Fall 2026.

The proposal recommends an initial \$2.5 million investment from the Trustees’ Special Project Reserve (including \$250,000 immediately expendable). Trustees debated key provisions, including whether the scholarship should be “last dollar in,” eligibility timelines, corpus protection, proportional award reduction if oversubscribed, and the absence of matching-fund requirements.

Trustee Tom Walters cautioned against imposing match requirements to avoid deterring immediate action, while Trustees John McKinley and Mike Greear raised concerns about underfunding and the obligation exceeding projected returns. University President Ed Seidel relayed tribal appreciation for the initiative and flagged potential eligibility issues for students attending out-of-state boarding schools. Several

trustees stressed the need for flexibility, sustainability, and safeguards before final approval. The Board reached consensus to proceed but agreed to revise the agreement to address funding capacity, eligibility timelines, and language refinements to be brought before the Board for consideration during its August 2025 meeting.

Fiscal and Legal Affairs Committee – Bonner (Chairman)

Trustee Brad Bonner discussed on campus interviews for external auditor and that the Fiscal and Legal Affairs Committee would meet via video conference meeting on July 23, 2025, to discuss a recommendation to the Board during its August 2025 meeting.

Liaison to Other Boards *[Written reports are provided in advance of the meeting.]*

- UW Alumni Association Board – Laura Schmid-Pizzato
- Foundation Board –David Fall & Brad Bonner
- Haub School of Environment & Natural Resources – Michelle Sullivan
- Energy Resources Council – Paul Ulrich
- Cowboy Joe – John McKinley

Information Only Items: *[no action, discussion or work session]*

- Faculty Athletic Representative (FAR) Annual Report – Chamberlain
- Contracts and Procurement Report (per UW Regulation 7-2) – Evans
- Capital Construction Report –Mai
- Foundation Monthly Giving Report – Stark

Other Action Taken During Meeting

UW Fundraising Priorities

07-17-2025 @ 3:27 p.m.

Trustee Brad Bonner moved Board approve the Fiscal Year 2026 UW Foundation Fundraising Priorities: Student Success; Faculty Excellence; and Institutional Excellence. Trustee David Fall seconded the motion. The motion carried unanimously.

Date of next meeting: August 13, 2025.

The meeting adjourned at 3:57 p.m.

Executive Session

July 17, 2025

Ranch A, Main Lodge

Beulah, Wyoming

Trustee Brad Bonner moved the Board enter executive session to consider the appointment, employment, right to practice or dismissal of a public employee and to consider accepting or tendering offers concerning wages, salaries, benefits, and terms of employment during all negotiations (16-4-405(a)(ii) and 16-4-405(a)(x)).

The motion was seconded and carried unanimously.

The session was attended by the 12 voting members of the Trustees: Brad Bonner (Secretary); Kermit Brown (Chairman); David Fall; Mike Greear; Brad LaCroix; Carol Linton; Jim Mathis; John McKinley; Laura Schmid-Pizzato (Treasurer); Michelle Sullivan (Vice Chairman); Paul Ulrich; and Tom Walters. Ex-officio members: UW President Ed Seidel; ASUW President Paula Medina; Wyoming Governor Mark Gordon; State Superintendent for Public Instruction Megan Degenfelder; and Wyoming Community College Commission Interim Executive Director Paige Fenton-Hughes. The following administrators also attended: Vice President and General Counsel Tara Evans; and Desktop Support Team Manager Margarita Rovani.

The UW Board of Trustees entered executive session at 8:10 a.m. on Thursday, July 17, 2025. The purpose of the meeting was to discuss President Seidel's employment contract and employment. At approximately 9:30 a.m., President Seidel joined the executive session meeting. The Board and President Seidel then engaged in additional discussion concerning President Seidel's employment. The executive session concluded at 10:15 a.m.

Respectfully submitted,



RoseMarie London
Executive Director and Deputy Secretary, UW Board of Trustees