

**THE UNIVERSITY OF WYOMING**  
**MINUTES OF THE TRUSTEES**

**November 6, 1981**

**For the confidential information**  
**of the Board of Trustee**

THE UNIVERSITY OF WYOMING

Minutes of the Trustees  
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THE UNIVERSITY OF WYOMING

Minutes of the Trustees  
November 6, 1981

A regular meeting of the Trustees of The University of Wyoming was called to order by President McCue at 8:00 a.m. on November 6, 1981, in the Board Room of Old Main.

ROLL CALL

The following Trustees were in attendance: Brodrick, Coulter, McCue, Mickelson, Miracle, Nolan, Quealy, Sawyer, Thorpe, and ex officio members Veal, Simons, and Nannemann. Messrs. Chapin, Gillaspie, Smith, and Governor Herschler were absent. However, Mr. Smith was in attendance at the committee meetings held on November 5. The following individuals were also present: Elliott G. Hays, Vice President for Finance; Allan Spitz, Vice President for Academic Affairs; Robert A. Jenkins, Acting Vice President for Research and Graduate Studies; William G. Solomon, Special Assistant to the President; Vern Shelton, Assistant to the President for Information; James Hurst, Associate Vice President for Academic Affairs; Roger Wilmot, Assistant to the Vice President for Research; and Douglass K. Hawes, Chairperson of the Faculty Senate.

APPROVAL OF MINUTES

President McCue asked if there were any corrections or additions to the minutes of October 2, 1981. There were no corrections or additions, and Mr. Quealy moved approval of the minutes as circulated. The motion was seconded by Mr. Sawyer, and it carried.

REPORT OF PERSONNEL  
COMMITTEE

Dr. Thorpe reported that the Personnel Committee had reviewed the recommendations contained in the Trustees' Report and the Addendum as follows: Appointments, Honorific Appointments, Acting Associate Dean in the College of Engineering, Department Head in the College of Health Sciences, Acting Department Head in the College of Arts and Sciences, Acting Director in the College of Agriculture, Appointment of Consultant to Wyoming Water Development Commission, and Appointment of Senior Associate to the President for Planning and Finance. The Personnel Committee found the recommendations in order and recommended them for approval without any change. Questions on any item were invited. Dr. Thorpe moved approval of the foregoing described matters as contained in the Trustees' Report and the Addendum, and that they be incorporated into the minutes of the meeting. Mr. Coulter seconded the motion, and it carried.

APPOINTMENTS

In accordance with the recommendations, the following appointments were approved effective on the dates indicated and under the conditions cited.

1. Larry E. Gholson as Assistant Professor of Plant Science for the 1981-82 fiscal year, effective November 2, 1981, at an annual (11-month) salary rate.

2. John J. McGlone as Assistant Professor of Animal Science and Extension Swine Specialist for the 1981-82 fiscal year, effective December 15, 1981, at an annual (11-month) salary rate.

HONORIFIC APPOINTMENTS

The following honorific appointments were approved. These honorific appointments carry no tenure rights and no salaries are provided.

1. Bruce D. Boling as Adjunct Assistant Professor of Anthropology in the College of Arts and Sciences for the period from October 19, 1981 to June 30, 1982.

2. William E. Bennett as Adjunct Associate Professor in the College of Health Sciences for the period from November 1, 1981 through November 1, 1984.

3. Travis P. Kirkland as Professor of Military Science in the Department of Military Science for the period from July 1, 1982 through June 30, 1985.

PART-TIME APPOINTMENTS           As a matter of information only,  
the part-time appointments were  
reported to the Trustees.

ACTING ASSOCIATE DEAN--           John W. Steadman, Professor of  
In the College of                   Electrical Engineering, was  
Engineering                           appointed as Acting Associate Dean of Engineering for the  
1982 Spring semester, effective January 11, 1982.

DEPARTMENT HEAD--In the           R. Ramon Kohler, Professor of  
College of Health Sciences           Speech Pathology and Audiology  
and Head of the Department of Speech Pathology and  
Audiology, was reappointed as Head of the Department of  
Speech Pathology and Audiology for a three-year term,  
effective August 27, 1981.

ACTING DEPARTMENT HEAD--          Michael J. Magee, Associate  
In the College of Arts               Professor of Computer Science,  
and Sciences                           was appointed as Acting Head of the Department of Computer  
Science for the 1982 Spring semester, effective January 11,  
1982.

ACTING DIRECTOR--In the           James L. Smith, Professor of  
College of Agriculture               Agricultural Engineering and  
Head of the Division of Agricultural Engineering, was  
appointed as Acting Director of the Water Resources  
Research Institute, effective October 2, 1981.

INFORMATION ON  
RESIGNATIONS

As a matter of information, the following resignations were acknowledged.

1. Karen J. Atwood, Instructor in the University School, May 17, 1982.
2. James S. Bowman, Associate Professor of Political Science, January 4, 1982.
3. Edmund E. Wilkins, Jr., Associate Professor of Family Practice/Casper, October 8, 1981.

APPOINTMENT OF CONSULTANT TO WYOMING WATER DEVELOPMENT COMMISSION Wyoming Statutes section 41-2-117 establishes the Wyoming Water Development Commission, and provides for several consultants to the Commission, to include

(a) person with interest, training and expertise in water resource matters from the University of Wyoming or the Wyoming Water Resource Research Institute, appointed by the president of the university with the approval of the board of trustees.

With the recent resignation of Paul A. Rechard as Director of WRRI, the Water Development Commission has requested that the University consider the appointment of a replacement to serve as consultant to the Commission. James L. Smith, Professor of Agricultural Engineering and Head of the Division of Agricultural Engineering, was appointed to serve as consultant to the Wyoming Water Development Commission.

SENIOR ASSOCIATE TO THE PRESIDENT FOR PLANNING AND FINANCE

Durward Long was appointed as Senior Associate to the President for Planning and Finance for a period up to one year, effective November 16, 1981, at an annual (11-month) salary rate.



PHYSICAL PLANT AND  
EQUIPMENT COMMITTEE

Mr. Nolan reported on the  
Physical Plant and Equipment

Committee meeting which was held on November 5. Those present at the committee meeting were Trustees Brodrick, Coulter, Sawyer, Smith, Thorpe, McCue, Mickelson, Quealy, Nolan, Veal and Nannemann; and University staff members Arnold, Hays, Hurst, Jenkins, Jones, Shelton, Solomon, Spitz, and Wilmot. Douglass Hawes was also present.

1. Elk Mountain Observatory License Agreement.

Mr. Nolan moved approval of a license agreement between Union Pacific Land Resources Corporation and the Trustees of the University of Wyoming for a five (5) year period beginning July 21, 1981, as an extension of a lease which has been in effect since 1965 for the construction, maintenance and operation of snow measuring devices and related equipment in the vicinity of Elk Mountain, Carbon County, Wyoming; and adoption of the following resolution. The consideration is \$1,996.95 upon adoption of the agreement and \$1,648.48 to be paid in advance of each anniversary date during the term of the agreement.

WHEREAS, Union Pacific Land Resources Corporation, a corporation of the State of Nebraska, has tendered to the Trustees of The University of Wyoming an agreement covering the continued maintenance, operation and use of a weather station with power and control cables and the non-exclusive use of an existing roadway for access purposes upon certain premises situate in Section 7, Township 19 North, Range 81 West of the Sixth Principal Meridian in County of Carbon,

State of Wyoming, said agreement being identified as UIC Law Department Document No. 1-3317; and

WHEREAS, The Trustees of The University of Wyoming has said proposed agreement before it and has given it careful review and consideration; and

WHEREAS, it is considered that the best interests of The Trustees of The University of Wyoming will be subserved by the acceptance of said agreement;

THEREFORE, BE IT RESOLVED BY THE TRUSTEES OF THE UNIVERSITY OF WYOMING:

That the terms of the agreement submitted by Union Pacific Land Resources Corporation as aforesaid be, and the same are hereby accepted in behalf of The Trustees of The University of Wyoming;

That the President of said Board of Trustees is hereby authorized, empowered and directed to execute said agreement on behalf of The Trustees of The University of Wyoming, and that the Secretary of said Board of Trustees is hereby authorized and directed to attest said agreement and to attach to each Duplicate Original of said agreement a certified copy of this Resolution.

The motion was seconded by Mr. Miracle, and it carried.

2. Mountain Bell Right-of-Way Easement- Stock Farm.

Mr. Nolan moved that Mountain Bell be granted a sixteen-foot right-of-way easement across the S $\frac{1}{2}$ SE $\frac{1}{4}$  Section 36, Township 16 North, Range 74 West, parallel to the road running from Highway 230 to the Stock Farm buildings, for a consideration of \$10.00, to enable Mountain Bell to provide additional telephone service requested by the Animal Science Division. The motion was seconded by Mr. Quealy, and it carried.

3. Wyoming Highway Department Land Purchase - Archer Research and Extension Center. Mr. Nolan moved

that the Trustees recommend to the State Land Board that the request from the Wyoming Highway Department be approved for the purchase of 1.2 acres of land located in the NE $\frac{1}{4}$ NE $\frac{1}{4}$  of Section 27, Township 14 North, Range 65 West, Laramie County, Wyoming, at a cost of \$3,480.00, for the construction of a port of entry east of Cheyenne on Interstate 80. The motion was seconded by Mr. Sawyer, and it carried.

4. Remodel Student Apartments Bids. The following bids were received October 13, 1981 for remodeling Apartment 232, 463 Kendrick, and Apartment 236, 479 Kendrick:

<u>Bidder</u>	<u>Base Bid</u>
Comin Construction, Laramie, Wyoming	\$29,000.00
Delta Construction, Laramie, Wyoming	\$39,344.00

Mr. Nolan moved that a contract be awarded to the low bidder, Comin Construction, Laramie, Wyoming in the amount of \$29,000.00. The motion was seconded by Mr. Quealy, and it carried. Mr. Hays said that this project was for remodeling of two apartments for use by handicapped individuals and not for insulating two apartments as discussed in the Physical Plant and Equipment Committee meeting.

5. Status Report on Construction Projects. Morris Jones reported to the committee on the construction

progress of the Central Energy Plant, Arena-Auditorium, Agriculture Building Addition, and the Engineering Building Addition. He also reported on the planning of the Red Buttes Biological Research Station facility.

ACADEMIC ISSUES COMMITTEE Mr. Quealy reported on the Academic Issues Committee meeting held on November 5, 1981. He said the committee discussed changing the name of the Department of Civil and Architectural Engineering to the Department of Civil Engineering, termination of the bachelor's degree in Physical Science (Teaching), the College of Human Medicine Faculty Practice Plan, and that the Committee recommended approval of these items. Then, the following action was taken by the Trustees on these items of business.

DEPARTMENT NAME CHANGE-- President Veal said that  
College of Engineering during the last two years,  
the Department of Civil and Architectural Engineering  
has increased the number of options offered from one  
(Architectural Engineering Option) to three options  
(Architectural Engineering Option, Construction Engineering  
Option, and Mining Engineering Option). For brevity and  
clarity, the Department requested that the title of this  
Department be changed from Civil and Architectural  
Engineering to Civil Engineering. This request has the  
support of the Dean of the College of Engineering and the

Academic Planning Committee. Mr. Quealy moved that the Department of Civil and Architectural Engineering be changed to the Department of Civil Engineering, effective 1982 Spring semester. The motion was seconded by Mr. Coulter, and it carried.

PROGRAM TERMINATION                      The College of Arts and Sciences has requested, and the Academic Planning Committee concurs, that the bachelor's degree in Physical Science (Teaching) be terminated. The program was created to accommodate students participating in a National Science Foundation program to encourage the preparation of public school teachers in the physical sciences. National Science Foundation support is no longer available, and students interested in this field of study may be accommodated through other programs offered in the Colleges of Arts and Sciences and Education. Mr. Quealy moved that the bachelor's degree in Physical Science (Teaching) be terminated, effective 1981 Fall semester. The motion was seconded by Mr. Nolan, and it carried.

COLLEGE OF HUMAN MEDICINE      President Veal asked the  
FACULTY PRACTICE PLAN  
Trustees to approve a Practice Plan for the College of Human Medicine, which will provide a means of organizing and managing the clinical practice activity of full-time faculty and resident staff of the College. The Plan seeks to

encourage a high level of teaching and research activity and, at the same time, to provide a suitable incentive for delivery of health care by the College. Mr. Quealy moved approval of the College of Human Medicine Faculty Practice Plan as outlined in Enclosure 1. The motion was seconded by Mr. Mickelson, and it carried.

BUDGET COMMITTEE

Mr. Miracle reported on the Budget Committee meeting held November 5. He said the Committee discussed the 1983-84 biennium budget request for the College of Human Medicine, Family Practice Plan. At the October 2, 1981 meeting, the Trustees approved a 1983-84 biennium budget request in the amount of \$17,403,400 for the College of Human Medicine. Since that time, it has been determined that an increase of \$305,675 will be necessary for the Family Practice Plan. Therefore, Mr. Miracle moved that the 1983-84 biennial budget be adjusted to include a request for an additional \$305,675 spending authorization for the Family Practice Plan in the College of Human Medicine and that this request be forwarded to the Governor for his consideration. The motion was seconded by Mr. Nolan, and it carried.

CONTRACTS, GRANTS, GIFTS  
AND SCHOLARSHIPS

Mr. Miracle said the Budget Committee also considered contracts, grants, gifts and scholarships. It was moved by Mr. Miracle, seconded by Mr. Nolan, and carried to



In discussion of the resolution, Mr. Miracle drew attention to the significant achievements in institutional fund-raising over the past several years, and stressed that it was the intention of the Foundation Board in adopting this resolution to urge the University to undertake a study of organizational models and methods of internal coordination of development efforts, with a view toward determining and realizing the full fund-raising potential of the University. Mr. Miracle conveyed to the Committee the Foundation Board's suggestion that a professional consultant be retained to conduct this study. The Committee voted unanimously to recommend to the full Board that it endorse the Foundation resolution.

After presentation of the committee report, Mr. Brodrick moved that the Board endorse the Foundation resolution which encourages the Trustees to consider appropriate administrative structures and efforts within the University in order to insure coordination of all fund-raising activities of and for the University. The motion was seconded by Mr. Sawyer, and it carried. Dr. Veal stated that the administration would begin to explore the means of implementing the development study and he would check into resources available to fund such a study.

Mr. Brodrick said that a discussion was held on the proposed gift of the Sierra Madre property from Barnard and Lowham. Dr. Veal reported that he has appointed a



committee to study the feasibility of use by the University of this ranch and he will bring a recommendation to the Board at its December meeting.

ATHLETIC COMMITTEE

Mr. Coulter reported on the Athletic Committee meeting held on November 5. Present were committee members Smith, Brodrick, Coulter, and Mickelson. Other Trustees present included Quealy, Miracle, Sawyer, and Nolan. President Veal, members of the administrative staff, Faculty Senate Chairman Hawes, Staff Council Chairman Jansen, and ASUW President Nannemann were also in attendance.

At the committee meeting, Don Miller, Campus Police Chief, reviewed security procedures at athletic events and distributed copies of the current police procedures. He noted that most of the problems in Memorial Stadium were related to the consumption of alcohol. He said that the situation has been much improved in recent years since the adoption of open container laws. The Trustees expressed concern that in the past women's purses had been searched for concealed alcohol. Chief Miller said that all searches had been conducted by request only. The Trustees indicated that police should not request such searches.

Gary Cunningham, Athletic Director, discussed the basketball season ticket sales. Dr. Cunningham said for 1981-82 sales to date are 2,350, up from 1,335 for the

1980-81 season. He also said that if sales continue at the present rate, the total may reach 3,000. As a comparison, Dr. Cunningham noted that sales were 408 in 1978-79 and 566 in 1979-80. Additional promotional efforts are being planned to increase sales in the future.

Dr. Cunningham reported on a survey of Western Athletic Conference and Pac-10 schools regarding their seating plans. He then presented a proposed seating plan for the new Arena-Auditorium. The facility will probably be divided into four seating categories: Preferred Seating, Knothole, Students, and General Public-Faculty-Staff. Dr. Cunningham explained that the following groups would be seated in the Preferred Seating area: Special donors to the University, past contributors to the University, Cowboy Joe members, visiting dignitaries and fans who have demonstrated longevity in purchasing season tickets. Dr. Cunningham indicated that the proposed seating plan would be discussed with many groups on campus before a final recommendation was developed.

Dr. Cunningham then discussed plans for televising basketball games during the 1981-82 season. He said the Wyoming Cowboy Network has asked to televise the following away games: January 15 at Nevada-Las Vegas, January 30 at New Mexico, and March 4 at Hawaii.

Consistent with previously adopted Trustee policy regarding live telecasts of home games, Dr. Cunningham advised of the Network's request to televise live home games with Brigham Young (January 9) and Hawaii (January 25).

After some discussion centering upon possible adverse effects of live television upon attendance, the Committee decided that permission be granted to televise live the Hawaii game, but not the Brigham Young game.

At the time of the Committee meeting, it was understood that the planned ESPN telecast would be live and distributed to a national audience. However, since the live telecast would be on pay subscription television, which is not widely available across the state, it was felt that the coverage of the game throughout Wyoming would be limited and would not effect attendance at the game. Mr. Mickelson moved that ESPN be permitted to televise live the home game with Brigham Young on January 9 and that Cowboy Network be permitted to televise live the home game with Hawaii on January 25. The motion was seconded by Dr. Thorpe, and it carried.

The Committee also received a report on the WAC television series. Wyoming games with Brigham Young at Provo (January 23) and Texas-El Paso at Laramie (February 13) will be televised by NBC/TVS. The BYU game will be telecast to the western half of the United States.

CHANGE IN MEETING DATE  
FOR DECEMBER

President McCue asked if  
there were any objections  
to changing the December 3-4 meeting to December 7 and

to having a one-day meeting. There were no objections, so the next meeting will be held December 7.

UNFINISHED BUSINESS

President McCue gave a report on the WICHE meeting that he recently attended.

REPORT ON PRESIDENTIAL SELECTION PROCESS

President McCue reported on the status of the presidential search. He said, "Members of the Presidential Search and Screening Advisory Committee are in the process of reviewing a large number of nominations and applications for the position of president of The University of Wyoming. The deadline for submitting nominations or applications was Friday, October 30. By that time, 322 nominations were received. Of those, 233 individuals accepted nomination and have submitted vita and other materials in support of their nominations."

Further, he noted that "Members of the Search and Screening Advisory Committee will narrow the field to a slate of finalists as quickly as circumstances permit. The Evaluation and Selection Committee, which is made up of three voting members of the Trustees, then will make the necessary contacts with the finalists, will arrange interviews, and will schedule campus visits before submitting their recommendation for appointment to the full Board of Trustees."

President McCue said "we have been pleased with the number and the quality of the nominations received. Both reflect on the reputation of the University of Wyoming and on the respect held nationally for our academic programs. We now look forward to completion of the initial screening so that the interview phase of the selection process can be started."

NEW BUSINESS

President Veal reported that Mrs. Chapin is now home from the hospital and is doing fine.

Mr. Sawyer asked that it be a matter of record that the Trustees expressed appreciation to Mrs. Veal for the fine dinner held November 5 at the President's house.

ADJOURNMENT AND DATE  
OF NEXT MEETING

There being no further business to come before the Trustees, Mr. Sawyer moved, Mr. Nolan seconded, and it carried that the meeting be adjourned at 9:00 a.m. The next regular meeting of the Trustees will be December 7.

Respectfully submitted,

*Karleen B. Anderson*

Karleen B. Anderson  
Deputy Secretary

11/5/81

UNIVERSITY OF WYOMING  
COLLEGE OF HUMAN MEDICINE  
FACULTY PRACTICE PLAN

1. Purpose.

The purpose of this document (the "Plan") is to articulate a means of organizing and managing the clinical practice activity of the full-time faculty and resident staff of the College of Human Medicine, University of Wyoming (the "College").

The above-stated purpose is to be accomplished by achieving stated goals, in pursuit of which the Plan shall set forth rules and policies with respect to the following: the criteria for participation, fiscal policies, compensation and fringe benefits, provisions for management and governance, and matters relevant to relations between the Plan and other entities. Finally, it is intended that the Plan shall be capable of flexibility and amendment in order to encourage refinement and improvement over time.

2. Goals.

The goals of the Plan are as follows:

- A. To contribute to the continuation of the highest degree of excellence in the pursuit of academic and clinical education, research, and patient care.
- B. To improve the quality of patient care by encouraging full-time faculty members who provide compensable clinical

services to maintain and improve their professional skills through practice.

- C. To provide increased opportunities for students to learn through participation in the clinical practice of medicine under appropriate supervision.
- D. To encourage increased acceptance of clinical practice as an integral and necessary part of the activities of the faculty.
- E. To attract and retain faculty members of the highest quality.
- F. To accomplish the foregoing by maintaining appropriate balance in the activity mix of practice, research, and teaching.
- G. To provide for a responsive and cost-effective administrative organization and information system, as a means of ensuring high-quality management and accountability.

3. Plan Participation.

- A. Participation in the Plan shall be limited to health professionals who are duly licensed and/or legally authorized to render compensable patient-care services, and who are employed on a full-time basis within the College. All full-time faculty members, professional staff, and residents within the College who earn income from clinical activities shall participate in the Plan.
- B. The ultimate control over the mix of a faculty member's activity among patient care, research, and teaching shall be achieved by mutual agreement among the faculty

member, the Director of the faculty member's clinical facility, the Dean of the College, and the Vice President for Academic Affairs.

- C. All Participants in the Plan shall be subject to the salary and fringe benefits policy of the University, and the control over the activity mix and accountability of funds generated by Participants shall be exercised in accordance with the academic and fiscal policies of the Plan, the College, and the University.

4. Fiscal Policies.

- A. Consistent with the decentralized management system employed by the College, the Directors of the College's clinical facilities shall be afforded maximum flexibility in the management of budgets under the Plan; provided, however, that academic program integrity and fiscal accountability is maintained at all times in accordance with current institutional policies.

Annually, each Clinical Director will prepare a budget and negotiate it with the Dean in the same manner as presently occurs with respect to departmental budgeting. Each clinical unit budget, as mutually agreed upon by the Dean and each Clinical Director, and as approved through the institutional budget review process, will remain in effect for the entire fiscal year to which it applies, subject to adjustments which may be necessitated by unforeseen events and circumstances.

The authority and responsibility for management of the budget of a clinical unit shall be vested in the Director



of that unit. Accordingly, each Clinical Director shall be expected to budget prospectively in accordance with unit size and level of activity, under a table of organization agreed upon by and between each Clinical Director and the Dean. The budgeting procedure shall include, but shall not necessarily be limited to, prior negotiations as to income and expense allocations with the Dean, the Vice President for Academic Affairs, and the Vice President for Finance.

B. The following practice income, as generated by Participants, shall be taken into account and considered to be Plan income for budgeting purposes, regardless of the locus of income generation:

(1) All fees derived from patient care, including fees received for regularly performed clinical services and other clinical activities, whether on or off site, subject to the exclusions set forth below;

(2) Royalties from audio-visual productions.

The following income, as generated by Participants, shall not be taken into account and considered to be Plan income for budgeting purposes:

(1) Income generated in the course of consulting work for an outside agency, including locum tenens activity, provided that such work is conducted in conformance with current institutional policy governing consulting by members of the faculty and professional staff;

(2) Income generated from any source while on leave without pay or official leave of absence, provided

the generation of the income does not involve the utilization of University facilities or staff and does not conflict with current institutional policy governing sabbatical leave;

- (3) Royalties from publications;
- (4) One-time honoraria, excepting those earned in programs officially sponsored by the College;
- (5) Expert witness fees and fees for medical-legal work and testimony;
- (6) Prizes recognizing meritorious accomplishment;
- (7) Income derived from participation in site visits and grant reviews;
- (8) Income earned by residents from outside employment (i.e., "moonlighting"), provided that such employment is conducted in conformance with current clinical facility policies governing such activity; and
- (9) All other income earned from non-medical activities.

C. Budgeted expense items may include all necessary business expenses normally incurred in the conduct of medical practice activity, provided that the payment of said expenses conforms to current institutional policies, and may include, but not be limited to, the following:

- (1) That portion of the total operating costs of the College and/or a clinical facility which is attributable to generating Plan income, including but not limited to: billing and collecting for services rendered; the cost of office or laboratory

space, whether on or off site; the cost of office equipment, supplies, and utilities; and salaries and fringe benefit costs of support personnel.

- (2) Malpractice insurance premiums.
- (3) Payment of honoraria for special lecturers from outside the College, and fees for consultants.
- (4) Support for research, including the provision of necessary equipment and supplies.
- (5) Provision of scholarships, fellowships, or loans to needy students and residents.
- (6) Purchase of educational materials for use by faculty, staff, residents, and students.
- (7) Payment of dues for faculty, staff, resident, and student membership in appropriate professional organizations.
- (8) Reimbursement of travel expenses for faculty, staff, residents, and students to attend professional meetings and other appropriate educational and scientific gatherings.
- (9) Other expenses determined appropriate by the Director of a clinical facility, with the concurrence of and approval by the Dean of the College and the Vice President for Academic Affairs.

D. Accounting for Funds.

- (1) Each clinical facility Director shall cause receipts to be deposited daily in such accounts as are prescribed by the Vice President for Finance.

Transfers from those accounts to the general revenue accounts of the University shall be made at such intervals and in such manner as prescribed by the Vice President for Finance. University revenue accounts shall provide such specific designation of revenue items as may be deemed appropriate to provide proper operating information for each clinical facility Director.

- (2) Each clinical facility shall provide monthly operating statements through its Director, which statements shall account for all income and expense of each clinical facility. Copies of the monthly report shall be provided to the Dean, the Vice President for Academic Affairs, the Vice President for Finance, and by them to others on a need-to-know basis.

5. Compensation of Participants.

- A. The budget of each clinical facility shall include a schedule listing the total budgeted salary of each Participant, which shall be a fixed amount negotiated annually in accord with current institutional policies and procedures applicable to all University personnel, taking into account the level and quality of services rendered by each Participant in connection with administrative duties, supervision of students or other personnel, teaching, and research. The source of funds for the compensation of Participant faculty members shall be legislative appropriations, student

tuition, and other general revenues. A Participant's salary shall not be diminished in any budget period due to the failure of a clinical facility to generate income sufficient to meet estimated clinical facility costs.

- B. In addition to current salary, Participants shall be eligible for participation in the fringe benefits program of the University. The cost attributable to fringe benefits shall be included in annual budgets.
- C. Members of the resident staff shall be allowed to supplement their salaries through outside employment (i.e., "moonlighting") provided that such activity conforms to current clinical facility policies, is not conducted at program teaching sites, and does not interfere with the resident's schedule and quality of work at the clinical facility or on assigned rotations.

6. Plan Governance and Management.

A. Governance. Authority and responsibility for coordination and oversight of all Plan affairs shall reside in the Coordinating Council.

- (1) Voting members of the Coordinating Council shall be the Dean of the College, the Director of each clinical facility, and two (2) representative faculty members from each clinical facility, as elected annually by all Participants in each respective clinical facility. The President, the Vice President for Academic Affairs, and the Vice President for Finance of the University

shall serve as ex officio members of the Coordinating Council, without voting privileges.

- (2) The Coordinating Council shall elect from its voting membership annually a Chairman, a Vice Chairman, a Secretary, and such other officers as may be needed from time to time.
- (3) The Coordinating Council shall meet annually or more frequently as required. A quorum will consist of two-thirds of the voting members of the Coordinating Council. Action may be taken at meetings, or by unanimous consent of the voting members in writing without meeting, provided that the non-voting members are made aware, by notice, of any proposed action and have reasonable opportunity to express themselves on the proposed action to the voting members. Other rules of conduct for meeting policy and procedure may be adopted and modified by the Coordinating Council as it deems necessary from time to time.
- (4) The authority and responsibility of the Coordinating Council shall include, but not necessarily be limited to, the following:
  - (a) To recommend appropriate policies providing for the orderly administration of and accounting for the activity of the Plan.
  - (b) To recommend proposals for amendment of this Plan document.

- (c) To issue an Annual Report on the professional, administrative, and financial performance of the Plan to the Vice President for Academic Affairs, Vice President for Finance, and the Trustees of the University, and to all Participants.
- (d) In general, to oversee the conduct of the Plan in a manner which will achieve its goals and contribute to the good and welfare of the College academic community.
- (5) The day-to-day responsibilities of the Coordinating Council shall be delegated to the Executive Committee.
- (6) The Dean of the College and the Directors of the clinical facilities which are integral units thereof shall be members of the Executive Committee.
- (7) The responsibilities and functions of the Executive Committee shall include, but not necessarily be limited, to the following:
  - (a) To supervise and conduct the day-to-day management of Plan activity.
  - (b) To be responsive to the needs and concerns of Participants.
  - (c) To meet monthly and report regularly to the Coordinating Council on the professional, administrative, and financial performance of the Plan, and on other important Plan matters.

(8) Other Committees. The Coordinating Council may authorize and constitute such other committees as it deems desirable and necessary to advance and accomplish the goals and policies of the Plan.

B. Management. The Plan shall be managed in a manner which will satisfy, to the extent possible, the requirements of all parties in interest, but with regard being given to the necessity for managing the Plan in a responsible manner, providing for appropriate administrative and fiscal accountability. The management efforts shall be accomplished by the following means, which shall be a part of Plan policy:

(1) Recognizing that the ultimate responsibility for the College's teaching, research, and service mission resides with the Dean, who is accountable in turn to the Vice President for Academic Affairs, the Vice President for Finance, the President, and Trustees of the University, the Dean shall discharge his authority and responsibility with respect to Plan affairs by employing a decentralized management system, as follows:

(a) With respect to the academic impacts of Plan activity, by liberal delegation of authority and responsibility to Clinical Directors who are held accountable by the Dean for producing a quality academic product which results from an appropriate mix of teaching, research, and patient care.



(b) With respect to Plan administration, by seeking the assistance and direction of the University's Vice President for Finance and other appropriate University personnel, in the interest of maintaining the fiscal and administrative stability of the College through coordinated and efficient integration of the Plan with all other aspects of College and University administration.

- (2) Each clinical facility may employ a staff to assist in managing its business affairs. Such personnel shall be accountable to the head of the employing facility; accordingly, hiring and firing authority and responsibility for obtaining results from and through such personnel shall reside with the applicable head of the employing clinical facility.
- (3) Management staff of clinical facilities shall be accountable for proper operation of management information and accounting systems, as well as all other administrative duties relating to Plan management at the clinical facility level.
- (4) The Coordinating Council shall advise the Dean and the Directors of clinical facilities on coordination of policy and management among clinical facilities; on coordination with and among clinical facility management staff; on coordination of billing, collections and reporting procedures; on coordination with the Vice President

for Finance of the University on fiscal matters; and, in general, on supervision of the routine operation of the Plan.

(5) The College shall have two billing options, as follows:

(a) To bill and collect funds through the College, in accordance with procedures prescribed by the Vice President for Finance.

(b) To conduct independent billing operations, either through employed personnel or by contract with a qualified company providing such services.

Regardless of the option chosen by the College, it shall be a management responsibility of the Director of each clinical facility to implement such decisions and procedures which will provide the Dean with all necessary management information and control systems for the conduct of Plan affairs. All such arrangements and procedures shall be reduced to writing, and shall be subject to the approval of the Coordinating Council.

7. Termination of Participant.

A. A Participant may resign or may be terminated as a member of the University faculty in a manner consistent with current institutional policies on appointments, promotions, and tenure. Upon termination, the accounts receivable generated by the terminated Participant shall

be the property of the University, and shall be managed in accordance with the terms of the Plan.

- B. The medical records of patients treated by Participants employed by the College shall be the property of the College, subject to the right of a patient to direct the disposition of information from such patient's record.

8. Amendments.

- A. Amendments to this Plan may be necessary from time to time in order to ensure that the Plan continues to be responsive to the needs of all interested parties, and to modify goals and policies in consideration of changing circumstances.
- B. Recommendations for amendment to the Plan may be initiated by any University officer, by the Dean of the College, by any member of the Coordinating Council, or by written petition of no less than 25% of all Participants.
- C. In accordance with procedures which the Coordinating Council may adopt from time to time, the Executive Committee shall make a recommendation to the Coordinating Council on a proposed amendment, and the Coordinating Council shall vote upon the matter. The Coordinating Council shall then forward its recommendation to the President of the University, who shall submit the proposal, with his recommendation, to the Trustees of the University for final action.

9. Approval Authority.

- A. Wherever this Plan calls for action to be taken by vote or approval, such action shall be effected by majority vote, unless otherwise specifically stated herein.
- B. This Plan, and any amendments to it, shall be effective upon approval by the Trustees of the University of Wyoming.

APPROVED:

\_\_\_\_\_  
Date

\_\_\_\_\_  
Leo P. McCue, Jr., President  
Trustees of the University of Wyoming

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Date

\_\_\_\_\_  
Donald L. Veal, Acting President  
The University of Wyoming

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Date

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John J. Corbett, Dean  
College of Human Medicine