

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

**May 13, 1989**

**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  
May 13, 1989

Prior to the start of the Trustees' annual meeting on May, 13, 1989, Trustees heard remarks by Mr. Larry Bourret, Executive Vice President of the Wyoming Farm Bureau Federation, and Mr. Don Sims, chairman of the UW College of Agriculture Advisory Council. Mr. Bourret read the following statement:

We appreciate the opportunity to visit with you today. The organizations represented here today are the Wyoming Stock Growers Assn., the Wyoming Wool Growers Assn., the Rocky Mountain Farmers Union, the Wyoming Farm Bureau Federation, the Wyoming Board of Agriculture, and the Ag College Advisory Council. We are not here to dwell on individuals, positions or to restore anyone's job. Our interests lie in improvement of the University.

We met with Provost Al Karnig a month ago and expressed concern about how the review process works. We do not think it works well. Administrators should be hired to carry out the policy of the board of trustees. It appears that the faculty and staff of the University have gained control of the administration of the University. We therefore see little stability within the administrative positions at the University. We feel that policy establishment is the role of the Trustees. From that point forward the employees need to be held accountable. We feel that the following should be given consideration:

1. Administrators should be selected on their business management skills, experience and education rather than upon academic background.
2. The University needs to implement a system of accountability from top to bottom. Priorities need to be set, beginning with the Trustees, to the President, to the Vice Presidents, etc. Policy should be set by the Trustees with clear guidelines for administrators to adhere to. Documentation is needed so that progress or lack of progress can be identified. The faculty and staff should carry out policy and priorities.
3. Selection of personnel has become burdensome and time consuming because of the committee system. While this system is being used little consideration is given to the off-campus clientele's viewpoints about the University or the College. We find only one agricultural businessman on the current committee. Perhaps the selection process needs to be streamlined with the hiring authority solely responsible for that function.

We are exploring the implications of separating the Extension, Experiment Station and Resident Instruction budgets from the University budget as has been done in some other institutions. We believe the University needs to evaluate programs and make hard decisions as to whether WICHE type agreements are needed in numerous additional areas of interest.

Economic interests feel that the University has a responsibility to improve economic activity in Wyoming, income that is important to the stability of economic interests--and ultimately to the University. We believe the University needs to examine activities to determine if the economic interests were given adequate consideration in planning and execution of such activities.

Following discussion, during which President Roark and Provost Karnig responded to the statement, it was stated by Trustee President Bussart that the Uniregs would be revisited to determine if any changes are needed. It was suggested that a Trustee ad hoc committee be appointed by President Roark and President Bussart to review the Uniregs and report back to the full Board.

Mr. Sims read the following resolution to the Board:

WHEREAS, the College of Agriculture Advisory Council provides advice and consent to the College of Agriculture, and,

WHEREAS, the Ag Advisory Council is available for continuing support of the College of Agriculture and the University of Wyoming, and,

WHEREAS, the Board of Trustees and the President's Office are the governing bodies of the University of Wyoming with responsibility to the College of Agriculture,

BE IT RESOLVED that the Ag Advisory Council requests ongoing consultation and communication with the Board of Trustees and the President's Office.

Mr. Sims then thanked the Board for listening to the concerns expressed.

Mr. Bourret expressed appreciation to the Trustees for allowing him to address the Board, and President Bussart said the Board appreciates the time and interest expressed by the organizations represented.

The annual meeting of the Trustees of the University of Wyoming was called to order by President Bussart at 9:00 a.m. on May 13, 1989 in the Board Room of

Old Main. Committee meetings and two executive sessions to discuss personnel matters were held on May 12, 1989.

ROLL CALL

The following Trustees were in attendance:

Bonner, Brown, Bussart, Dray, Hammons, Jorgensen, Kirk, Mickelson, Miracle, Schutte, Sharratt, Updike and ex officio members Roark, Simons, and Miller. Governor Sullivan was not present.

APPROVAL OF MINUTES

President Bussart asked if there were any corrections or additions to the minutes of the meeting of March 31, 1989. There were no corrections or additions, and Mr. Miracle moved that the minutes of March 31, 1989, be approved as circulated. Mr. Bonner seconded the motion, and it carried.

APPROVAL OF DEGREES

It was moved by Mr. Mickelson, seconded by Mr. Brown, and carried, that Trustees of the University of Wyoming approve the awarding of degrees to those individuals recommended by the faculty and deans, with a record of such degree awards to be maintained by the Registrar's Office after authentication by the President of the University of Wyoming.

ELECTION OF OFFICERS

President Bussart called for election of officers of the Board of Trustees for 1989-90.

President Bussart called for nominations for President. Upon a motion by Mr. Mickelson, seconded by Mr. Dray, Trustee Updike was nominated. Upon a motion by Mr. Miracle, seconded by Mr. Schutte, Trustee Bussart was nominated. It was then moved by Mr. Bonner, seconded by Mr. Brown, and carried, that nominations cease and that a secret ballot be taken. Following a secret ballot, it was announced that Mr. Bussart had the majority of votes and was declared President.

President Bussart called for nominations for Vice President. It was moved by Mr. Bonner and seconded by Mr. Dray that Trustee Sharratt be nominated. It was moved by Mr. Dray, seconded by Mr. Mickelson, and carried that nominations cease and that Mr. Sharratt unanimously be elected Vice President.

President Bussart called for nominations for Secretary. Upon a motion by Mr. Jorgensen, seconded by Mr. Schutte, Trustee Dray was nominated. It was moved by Mr. Sharratt and seconded by Mr. Mickelson that Mrs. Kirk be nominated. It was then moved by Mr. Mickelson, seconded by Mr. Dray, and carried, that nominations cease and that a secret ballot be taken. Following a secret ballot, it was announced that Mr. Dray had the majority of votes and was declared Secretary.

President Bussart called for nominations for Treasurer. It was moved by Mrs. Hammons and seconded by Mr. Bonner that Mrs. Kirk be nominated. Upon a motion by Mr. Bonner, seconded by Mr. Jorgensen, it carried that nominations cease and that Mrs. Kirk be elected as Treasurer by acclamation.

The following were then declared the duly elected officers of the Trustees of the University of Wyoming for 1989-90:

President -----	Ford Bussart
Vice President -----	Bryan Sharratt
Secretary -----	W. Perry Dray
Treasurer -----	Jeri Kirk

#### EXECUTIVE COMMITTEE

According to the Trustee Bylaws, the Executive Committee shall consist of five members of the Trustees one of whom shall be the President of the Trustees who shall serve as Chairman, one of whom shall be the immediate past President of the Trustees, one of whom shall be the Vice President of the Trustees, and two of whom shall be elected Trustees for a term of one year. President Bussart called for nominations for two members to serve on the Executive Committee.

Mr. Dray moved that Mr. Schutte and Mr. Updike be nominated, that nominations cease, and that Trustees Schutte and Updike be named as the two elected members of the Executive Committee by acclamation. The motion was seconded by Mrs. Hammons, and it carried.

Mr. Miracle moved to suspend the rules to allow consideration of Mrs. Hammons for a position on the Executive Committee. The motion was seconded by Mr. Brown, and it carried.

Mr. Miracle said that he had served on the Executive Committee the past year as immediate past president and suggested that Mrs. Hammons be considered for the position otherwise reserved for the immediate past president for 1989-90. Upon a motion by Mr. Bonner, seconded by Mr. Schutte, it carried that Mrs. Hammons be elected to serve in the past president position on the Executive Committee for 1989-90.

ELECTION OF MEMBERS TO  
COE/KUEHN ESTATE COMMITTEE

President Bussart called for nominations to the Coe/Kuehn Estate Committee. Mr. Mickelson moved that Trustees Brown, Bonner, and Jorgensen be nominated, that nominations cease, and that Trustees Brown, Bonner, and Jorgensen be elected to the Coe/Kuehn Estate Committee by acclamation. The motion was seconded by Mr. Schutte, and it carried.

APPOINTMENTS TO THE  
UNIVERSITY OF WYOMING  
RESEARCH CORPORATION BOARD  
OF DIRECTORS

Upon a motion by Mr. Updike, seconded by Mr. Sharratt, it carried unanimously that Mr. Dray be appointed to serve as a Trustee member to the University of Wyoming Research Corporation Board of Directors for a two-year term.

It was noted that two other Board of Director positions remain to be filled: one for a faculty member and one to include an individual not associated with the University of Wyoming. A conference call of the Executive Committee will be

scheduled for the week of May 15, 1989 to hear President Roark's recommendations for nominees for these two positions.

ACADEMIC ISSUES COMMITTEE

President Bussart called upon Chairperson Kirk for a report from the Academic Issues

Committee meeting held on May 12, 1989. Committee members Kirk, Dray, Hammons, Jorgensen, Miracle, Sharratt, Simons, Updike, and ex officio members Bussart and Roark attended the committee meeting along with other Trustees and University staff. Based on the committee meeting, the following recommendation and reports were presented to the full Board.

RELOCATION OF DEPARTMENT OF STATISTICS FROM THE COLLEGE OF COMMERCE AND INDUSTRY TO THE COLLEGE OF ARTS AND SCIENCES

Provost Karnig told members of the Academic Issues Committee that on September 22, 1988, the faculty in the Statistics Department for-

mally requested a transfer from the College of Commerce and Industry to the College of Arts and Sciences. The Provost said the deans and faculties of both colleges have endorsed the transfer.

The general rationale, according to Provost Karnig, for moving the statistics department to the College of Arts and Sciences is that the statistics faculty can better perform its interdisciplinary teaching, research, and service functions from a more central location in the University. A broad-scale statistics department is an anomaly in a professional college, and the UW department has had a distinctively broad mission since initial joint appointments were made across colleges about twenty years ago. The Provost said the College of Arts and Sciences has a strong tradition of interdisciplinary programs. Furthermore, service instruction of the kind that distinguishes statistics from other departments in the College of Commerce and Industry is a natural function of many departments in the College of Arts and Sciences. Provost Karnig believes this

transfer should also have the effect of increasing interaction and cooperation among mathematical sciences departments.

Based on the Academic Issues Committee's recommendation, it was moved by Mrs. Kirk, seconded by Mrs. Hammons, and carried, that Trustees of the University of Wyoming approve the relocation of the Department of Statistics from the College of Commerce and Industry to the College of Arts and Sciences, effective July 1, 1989.

STATUS OF THE EXTENDED TEACHER  
EDUCATION PROGRAM

During a status report to members of the Academic Issues Committee, Dr. James Hook, Dean, College of Education, and Dr. Walter Eggers, Dean, College of Arts and Sciences, discussed options for improvement of teacher preparation which was prepared by the teacher education committee on five-year programs.

Dean Hook said that the committee recognizes that the current national professional and political climate encourages centers of teacher education to increase the requirements of their undergraduate programs. He said that a significant trend is toward legislative intervention which legally mandates the structure of programs which lead to teacher certification. Twenty five states now require degrees in areas other than education for prospective secondary school teachers. Dean Hook reported that traditionally, the University of Wyoming has pursued the aim of preparing Wyoming residents to teach in Wyoming schools. However, current college placement data show that only twenty-five percent of teacher education graduates find jobs teaching in Wyoming. Dean Hook said that in the career interests of Wyoming students, the University must look to the teacher preparation standards set by the majority of states, and the reciprocity issues they raise.

Dean Hook told members of the Academic Issues Committee that the College of Education faculty voted about three to one to proceed with the proposed five-year program. He said that he felt those faculty that did not favor the program perhaps were afraid of change. Eighty-five percent of the students enrolled in education last year supported the five-year integrated program.

Extended discussion and questions followed Dean Hook's status report. Some concerns were expressed by the Trustees with regard to requiring education students to attend school a fifth year given the economic situation in Wyoming at the current time.

Dean Eggers said there is a new sense of responsibility in faculties outside of the College of Education in terms of sharing in students' education. He said there is a need to strengthen support of education and teacher education. Dean Eggers said it is an exciting time for the College of Arts and Sciences in terms of this type of development in the next few years.

It is anticipated that the extended teacher education program will be brought back to the Trustees for discussion in 1990.

MASTER LIST OF DEGREES                      As an item for information, and in accordance with the procedure established by Trustees in March, 1983, a Master List of Degrees offered was submitted for the information of the Trustees.

BUDGET COMMITTEE                              President Bussart called upon Chairman Schutte for a report from the Budget Committee meeting held May 12, 1989. Committee members Schutte, Bonner, Brown, Dray, Kirk, Mickelson, Sharratt, and ex officio members Bussart and Roark attended the committee meeting, along with other Trustees and University staff. Based on the

committee meeting, the following recommendations and reports were presented to the full Board.

AUTHORIZATION FOR  
STOCK TRANSFERS

Based on a recommendation from the Budget Committee, it was moved by Mr. Schutte, seconded by Mr. Dray, and carried, that Trustees of the University of Wyoming adopt the following resolution:

RESOLVED that the Treasurer of the Board of Trustees and the President of The University of Wyoming, representing the Trustees of The University of Wyoming, a body corporate, are hereby authorized to sell, assign and transfer stocks, bonds, evidences of interest, evidences of indebtedness and/or other obligation, and all other securities, corporate or otherwise, now or hereafter held by this corporation in its own right or in any fiduciary capacity, and to execute any and all instruments necessary, proper or desirable for the purpose; further that any past action in accordance herewith is hereby ratified and confirmed; and further, that any officer of this corporation is hereby authorized to certify this Resolution to whom it may concern.

FISCAL YEAR 1990 BUDGET,  
ASSOCIATED STUDENTS OF  
THE UNIVERSITY OF WYOMING

Based on a recommendation from the Budget Committee, it was moved by Mr. Schutte, seconded by Mrs. Kirk, and carried, that Trustees of the University of Wyoming approve the ASUW budget request for Fiscal Year 1990 as presented in Enclosure 1, blue, including the transfer of \$22,925 from the ASUW Reserve to fund the FY 1990 budget request.

FISCAL YEAR 1990 BUDGET,  
WYOMING UNION

Upon a recommendation from the Budget Committee it was moved by Mr. Schutte that Trustees of the University of Wyoming approve the fiscal year 1990 budget for the Wyoming Union as shown in Enclosure 2, yellow. The motion was seconded by Mrs. Kirk, and it carried.

REQUEST TO TRANSFER FUNDS

Based on a recommendation from the Budget Committee, it was moved by Mr. Schutte,

seconded by Mr. Mickelson, and carried, that Trustees of the University of Wyoming approve a transfer of \$215,248 between Section I programs as shown below:

- a. Transfer \$51,940 from Maintenance, Operation and Repair of Plant and Instruction and Research to General Services.

This transfer will provide the funding needed for the new position of Director of University Affairs and Media Services. The Director, who will report to the Vice President for Development, Alumni Relations, and University Relations, is charged with responsibility to identify public information audiences and opportunities, and to provide appropriate responses to the needs of that particular audience. Half of the required funding will be transferred from Instruction and Research from funds available in the College of Agriculture. The second half will be transferred from Maintenance, Operation and Repair of Plant from salary funds that became available through reorganization. The transfer permanently moves \$44,000 for the position and \$7,940 for employer-paid benefits.

- b. Transfer \$36,720 from Maintenance, Operation and Repair of Plant.

This transfer will provide funding to carry out a restructuring in the Finance Division to establish an office for University tax affairs. The transfer will cover the cost of an additional accounting position, to come from a currently vacant but unfunded position, and a position upgrade for a currently filled slot. Funds will be allocated to salaries (\$30,770) and to employer-paid benefits (\$5,950). A reorganization in Maintenance, Operation and Repair of Plant has released these funds for other uses, and this transfer represents a permanent reallocation of resources.

- c. Transfer \$30,000 within Instruction & Research from personal services to contractual services.

This transfer, even though it is not between programs, requires Trustee approval because funds are being transferred from personal services to contractual services. Both of these expenditure categories are restricted insofar as transfer of balances are concerned. The purpose of this transfer is to provide \$30,000 additional funding for Cultural Programs in FY 1989. The additional funds will be used to support expansion of the number of scheduled performances. There are funds available in temporarily vacant positions, plus accompanying employer-paid benefits, to cover this expense. This transfer is for FY 1989 only, and is not a permanent reallocation of resources.

- d. Transfer \$56,588 from Extension and Public Service to Instruction & Research.

This transfer will provide \$56,588 in full-time salary reversions to facilitate balancing accounts for full-time personal services at the end of the fiscal year in the College of Agriculture. This transfer is not a permanent reallocation of funds.

- e. Transfer \$40,000 from Student Services to General Services.

This transfer will provide \$40,000 in contractual services to meet the University's matching obligations on the NCHEMS contract. The 1989 Legislature appropriated \$120,000 for the study with the requirement that the University match state funding on a one to three ratio. Funding to support the transfer is available in temporarily vacant positions, and accompanying employer-paid benefits. This transfer is not a permanent reallocation of funds.

FISCAL YEAR 1990 BUDGET,  
SPECIAL PROJECTS

Vice President Baccari told members of the  
Budget Committee that Enrolled Act No. 75 of

the 1989 General Session appropriated \$5,987,960 to the University primarily for the Stock Farm Relocation (\$4,600,000) and the remodeling and expansion of the Afton Research and Extension Center (\$817,960). The Trustees approved the Stock Farm Relocation budget at their March 1989 meeting, and the budget for architecture services for the Afton project is included in the May 1989 agenda for the Physical Plant and Equipment Committee.

Mr. Baccari said the balance of the appropriation (\$570,000) was provided for two purposes. The Legislature appropriated \$500,000 toward the construction of a livestock arena and classrooms at the new site for the Stock Farm. The Act requires that the University match the appropriation with non-University funds. It authorizes the Trustees to proceed with construction of the facilities when adequate funds are identified.

Mr. Dray asked for a status report on the matching. Vice President Baccari responded that the College of Agriculture is organizing a fund raising campaign, that will last for one to two years, to reach the \$1.5 million goal.

Vice President Baccari said total cost of the arena/classrooms is estimated to be \$2,000,000, which will require a three to one match of the appropriation. No budget authority will be requested of the Trustees until funds are in place to proceed.

The final item in the Act is an appropriation of \$70,000 for a spectrometer for measuring wool. Also, Enrolled Act No. 104 of the 1989 General Session appropriated funds to various state agencies for tourism enhancement projects. The Act included a \$60,000 appropriation to the University to be expended for the development of plans for tourist interpretation and research facilities at

Vore Buffalo Jump located in Crook County, and the Pine Bluffs Archaeological Site located in Laramie County.

Based on a recommendation from the Budget Committee, it was moved by Mr. Schutte, seconded by Mr. Jorgensen, and carried, that Trustees of the University of Wyoming approve the budget requests to expend \$70,000 for a spectrometer and \$60,000 for developing plans for tourist interpretation and research facilities at the Vore Buffalo Jump and the Pine Bluffs Archaeological site.

AUTHORIZATION OF TRUSTEES'  
REPRESENTATIVE TO ACQUIRE  
SURPLUS PROPERTY

Based on a recommendation from the Budget Committee, it was moved by Mr. Schutte, seconded by Mr. Bonner, and carried, that Trustees of the University of Wyoming designate the following persons as Trustee representatives for purchasing surplus property through the Wyoming Surplus Property Program in Cheyenne:

Daniel L. Baccari, Vice President for Finance

Arthur D. Blackinton, Director of Fiscal Operations

Larry T. Wilkey, Manager, Purchasing

ACCEPTANCE OF CONTRACTS,  
GRANTS, GIFTS, SCHOLARSHIPS

It was moved by Mr. Schutte, seconded by Mr. Brown, and carried, that Trustees of the University of Wyoming accept contracts and grants in the amount of \$2,180,692 for the period March 9, 1989 through April 21, 1989, and gifts and scholarships in the amount of \$244,829.55 for the period February 27, 1989 through April 14, 1989.

INTERNAL AUDIT PLAN FOR THE  
YEAR ENDING JUNE 30, 1990

Based on a recommendation from the Budget Committee, it was moved by Mr. Schutte, seconded by Mr. Bonner, and carried, that the following work plan for the fiscal year ending June 30, 1990 be approved:

- a. Review use of passwords required to gain access to the administrative computer system;
- b. Continue audits of Revolving Accounts and Auxiliary Enterprise Accounts;
- c. Audit new ticket system in the Athletic Ticket Office;
- d. Perform cash counts whenever appropriate; and
- e. Provide audit services for the following affiliated organizations:
  - 1) University of Wyoming Alumni Association, Inc. (for the fiscal year ending June 30, 1989, perform annual audit and prepare financial statements);
  - 2) Wyoming State 4-H Foundation (for the fiscal year ending September 30, 1989, perform a limited examination); and
  - 3) Cowboy Joe Club, Inc. (for the year ending December 31, 1989, perform annual audit and prepare financial statements).

Mr. Schutte reported to the full Board that the Budget Committee discussed with Mr. Van Jacobson, Internal Auditor, the various accounts that do not get audited and the Budget Committee's desire to receive a plan from Mr. Jacobson that would allow such audits to be performed on regular intervals, especially for appropriated accounts.

FISCAL YEAR 1990 BUDGET,  
SECTION I

As an item for information, Vice President Baccari reported to members of the Budget Committee that the detailed Section I operating budget is not yet complete. It will be mailed to Trustees under separate cover as soon as possible.

INTERNAL AUDIT ACTIVITY  
CONDUCTED IN ACCORDANCE  
WITH THE AUDIT PLAN FOR  
THE PERIOD JANUARY 1, 1989  
TO MARCH 31, 1989

Information was provided to members of the Budget Committee on the internal audit activity conducted in accordance with the audit plan

for the period January 1, 1989 to March 31, 1989.

STATE BUDGET ANALYST

Mr. Larry Garrett, state budget analyst for the University of Wyoming for the past three years, announced to members of the Budget Committee that due to the state's reorganization of accounts, he will no longer be assigned to the University of Wyoming. Mr. Garrett said he enjoyed his association with the University, and introduced Mr. Ed Oleske, the new budget analyst for the University of Wyoming.

PERSONNEL COMMITTEE

President Bussart called upon Chairman Updike for a report from the Personnel Committee meeting on May 12, 1989. Committee members Updike, Bonner, Hammons, Jorgensen, Mickelson, and ex officio members Bussart and Roark attended the committee meeting, along with other Trustees and University staff. Based on a recommendation of the Personnel Committee, Mr. Updike moved approval of the following appointments, adjunct appointments, adjunct reappointments, administrative appointments, administrative reappointment, intercollegiate athletic reappointments, continuation of probationary appointments, promotions, tenure, changes in assignment, leaves of absence, and retirements. The motion was seconded by Mr. Miracle, and it carried.

APPOINTMENTS

The following appointments were approved under the conditions cited:

COLLEGE OF ARTS AND SCIENCES

1. William J. Gribb as Assistant Professor of Geography and Recreation, effective August 24, 1989 at an annual (9-month) salary rate of \$32,508. This is a tenure track appointment.

COLLEGE OF LAW

2. John M. Burman as Associate Professor of Law, effective September 1, 1989 at an annual (9-month) salary rate of \$42,000. This is a tenure track appointment.

INTERCOLLEGIATE ATHLETICS

3. David T. Lovatt as Assistant Football Coach and Lecturer in Intercollegiate Athletics for the period March 27, 1989 through March 31, 1990 at an annual (11-month) salary of \$48,492. This is a non-tenure track appointment.
4. Paul A. Swenson as Assistant Football Coach and Lecturer in Intercollegiate Athletics for the period March 22, 1989 through March 31, 1990 at an annual (11-month) salary rate of \$22,500.

ADJUNCT APPOINTMENTS

An adjunct appointment carries no tenure rights or salary. The following adjunct

appointments were approved under the conditions cited:

COLLEGE OF AGRICULTURE

1. Robert P. Ellis as Adjunct Professor of Veterinary Sciences for the period April 1, 1989 through June 30, 1992.

COLLEGE OF ENGINEERING

2. Theodore J. Pepin as Adjunct Professor of Electrical Engineering for the period May 15, 1989 through May 14, 1992.

ADJUNCT REAPPOINTMENTS

The following adjunct reappointments were approved under the conditions cited:

COLLEGE OF AGRICULTURE

1. Rue L. Jensen as Adjunct Professor of Veterinary Sciences for the period July 1, 1989 through June 30, 1992.
2. Albert J. Luedke as Adjunct Professor of Veterinary Sciences for the period July 1, 1989 through June 30, 1992.
3. Thomas E. Walton as Adjunct Professor of Veterinary Sciences for the period July 1, 1989 through June 30, 1992.

COLLEGE OF ARTS AND SCIENCES

4. Charles W. Naeser as Adjunct Professor of Geology and Geophysics for the period July 1, 1988 through June 30, 1991.
5. Nancy D. Naeser as Adjunct Professor of Geology and Geophysics for the period July 1, 1988 through June 30, 1991.

ADMINISTRATIVE  
APPOINTMENTS

The following administrative appointments were approved as indicated:

COLLEGE OF ARTS AND SCIENCES

1. Mark S. Boyce as Professor of Zoology and Physiology and Director of the University of Wyoming-National Park Service Research Center effective April 1, 1989 at an annual (11-month) salary rate of \$48,216.

COLLEGE OF EDUCATION

2. Richard L. Andrews as Dean of the College of Education and Professor of Educational Administration and Adult Education with tenure, effective September 1, 1989 at an annual (11-month) salary rate of \$78,000.

COLLEGE OF ENGINEERING

3. Robert Gunn as Head of the Department of Chemical Engineering effective July 1, 1989 at an annual (11-month) salary rate of \$57,096.
4. John Steadman as Associate Dean of the College of Engineering and Head of the Department of Electrical Engineering effective July 1, 1989 at an annual (11-month) salary rate of \$68,796.

OFFICE OF THE VICE PRESIDENT FOR FINANCE

5. Phillip B. Harris as Deputy to the Vice President for Finance effective May 15, 1989 at an annual (11-month) salary rate of \$57,924. The Deputy to the Vice President for Finance is a professional staff position and, therefore, is not eligible for tenure consideration.

ADMINISTRATIVE  
REAPPOINTMENT

The following administrative reappointment was approved as indicated:

COLLEGE OF HEALTH SCIENCES

1. David Driggers as Associate Dean in the School of Human Medicine and Director of the Family Practice Residency Program in Casper for a three-year period effective July 1, 1989.

INTERCOLLEGIATE  
ATHLETIC REAPPOINTMENTS

The following reappointments for the 1989-90 fiscal year were approved as indicated:

<u>Name</u>	<u>Title and Rank</u>
Joseph Dowler	Associate Athletic Director and Lecturer
Dan Viola	Assistant Athletic Director - Rules Compliance/ Academic Affairs and Lecturer
Joseph Vitale	Assistant Athletic Director - Cowboy Joe Club and Lecturer
Pete Toye	Supervisor, Athletic Counseling/Academic Affairs, and Lecturer

Cindy Anzelmo	Assistant Academic Counselor and Lecturer
Gordon Lange	Head Ski Coach and Lecturer
Kurt Smitz	Assistant Ski Coach and Lecturer
Paul Bridgers	Head Swim Coach and Lecturer
Jeanne Fleck	Assistant Swim Coach and Lecturer
Chad Lavin	Head Women's Basketball Coach and Lecturer
Jenny Przekwas	Assistant Women's Basketball Coach and Lecturer
Mike English	Head Women's Volleyball Coach and Lecturer
Duane Schopp	Head Track Coach and Lecturer
Jim Sanchez	Assistant Track Coach and Lecturer
Bill Kinneberg	Head Baseball Coach and Lecturer (one-half time Athletics and one-half time Physical Education)
David Legg	Assistant Baseball Coach and Lecturer
Bill Lyons	Head Athletic Trainer and Lecturer
Jane Shimon	Assistant Athletic Trainer and Lecturer
Robb Williams	Assistant Athletic Trainer and Lecturer
Bill Allerheiligen	Head Strength Coach and Lecturer
Matt Munford	Assistant Strength Coach and Lecturer

CONTINUATION OF  
PROBATIONARY APPOINTMENTS

The following members in their second, third  
and fourth years of service were approved for

reappointment for the year 1990-91 under the conditions cited:

<u>Name</u>	<u>Department</u>	<u>Academic Rank</u>
<u>COLLEGE OF AGRICULTURE</u>		
Aung, Taing	Plant, Soil & Insect Sciences	Assistant Professor
Bailey, William C.	Home Economics	Assistant Professor
Brown, Donna M.	Home Economics	Assistant Professor
Busboom, Jan R.	Animal Science	Assistant Professor

Cordingley, John S.	Molecular Biology	Assistant Professor
Gray, Alan M.	Plant, Soil & Insect Sciences	Assistant Professor
Groose, Robin W.	Plant, Soil & Insect Sciences	Assistant Professor
Lauer, Joseph G.	Plant, Soil & Insect Sciences	Assistant Professor
Lockwood, Jeffrey A.	Plant, Soil & Insect Sciences	Assistant Professor
McCormick, Richard J.	Animal Science	Assistant Professor
Medeiros, Lydia C.	Home Economics	Assistant Professor
Meyer, Sonya S.	Home Economics	Assistant Professor
Mills, Kenneth W.	Veterinary Sciences	Assistant Professor
Rule, Daniel C.	Animal Science	Assistant Professor
Schroeder, Alan	Agricultural Economics	Assistant Professor
Torok, Stephen J.	Agricultural Economics	Assistant Professor
Weigel, Randolph	Cooperative Extension Service	Assistant Professor

COLLEGE OF ARTS AND SCIENCES

Alijani, Ghasem S.	Computer Science	Assistant Professor
Aronstein, Susan L.	English	Assistant Professor
Barner, Bruce A.	Chemistry	Assistant Professor
Barrett, Karen C.	Psychology	Assistant Professor
Brown, Gregory K.	Botany	Assistant Professor
Calloway, Colin G.	History	Assistant Professor
Chow, Shue S.	Mathematics	Assistant Professor
Frye, Susan C.	English	Assistant Professor
Fuzessery, Zoltan M.	Zoology & Physiology	Assistant Professor
Gantenbein, Rex E.	Computer Science	Assistant Professor
Goldberg, Julia A.	Communication	Assistant Professor
Gross, Richard R.	Journalism/Telecommunication	Assistant Professor
Hobart, Sylvia A.	Mathematics	Assistant Professor

Hodgson, Lee	Theatre & Dance	Assistant Professor
Holt, Philip G.	Modern & Classical Languages	Assistant Professor
Howell, Robert R.	Physics & Astronomy	Assistant Professor
Ipina, Lynne K.	Mathematics	Assistant Professor
Krishnaswamy, Ravinder	Computer Science	Assistant Professor
Nightingale, Narina	Psychology	Assistant Professor
Rahel, Frank J.	Zoology & Physiology	Assistant Professor
Roddick, Dean M.	Chemistry	Assistant Professor
Schultz, Ronald D.	History	Assistant Professor
Shih, Shagi-Di	Mathematics	Assistant Professor
Smith, Eddie R.	Music	Assistant Professor
Spillar, Earl J.	Physics & Astronomy	Assistant Professor
Torry, Robert L.	English	Assistant Professor
Trenerry, Max R.	Psychology	Assistant Professor
Utterback, Kristine T.	History	Assistant Professor

COLLEGE OF COMMERCE AND INDUSTRY

Collins, Allison B.	Accounting	Assistant Professor
Malone, John D., Jr.	Accounting	Assistant Professor
Meyer, David G.	Business Administration	Assistant Professor
Pilotte, Eugene A.	Business Administration	Assistant Professor
Schmidt, Dennis R.	Accounting	Assistant Professor
Snook-Luther, David C.	Business Administration	Assistant Professor
Sunderman, Mark A.	Business Administration	Assistant Professor
Wright, Thomas A.	Business Administration	Assistant Professor

COLLEGE OF EDUCATION

Minier, Judith	Curriculum and Instruction	Assistant Professor
Rezabek, Landra L.	Educational Foundations & Instructional Technology	Assistant Professor
Sisco, Burton R.	Educational Administration	Assistant Professor

COLLEGE OF ENGINEERING

Chowdhury, Badrul H.	Electrical Engineering	Assistant Professor
Englert, Sue E.	Electrical Engineering	Assistant Professor
Hansen, Andrew C.	Mechanical Engineering	Assistant Professor
Legowski, Stanislaw	Electrical Engineering	Associate Professor
Mase, George T.	Mechanical Engineering	Assistant Professor
Matthews, Michael A.	Chemical Engineering	Assistant Professor
Reddy, J.M.	Agricultural Engineering	Associate Professor
Schmidt, Richard J.	Civil Engineering	Assistant Professor
Turner, John P.	Civil Engineering	Assistant Professor
Walrath, David E.	Mechanical Engineering	Assistant Professor

COLLEGE OF HEALTH SCIENCES

Bruyere, Harold J.	Pharmacy	Assistant Professor
Davis, Laura F.	Social Work	Assistant Professor
Ford, Dawn C.	Pharmacy	Assistant Professor
Holt, Gary A.	Pharmacy	Assistant Professor
Jewell, Gary A.	Family Practice/Casper	Assistant Professor
Johnson, Julie	Nursing	Assistant Professor
Leder, Sharon N.	Nursing	Assistant Professor
Mack, Bonnie	Pharmacy	Senior Assistant Librarian
Moore, Sylvia J.	Family Practice/Cheyenne	Assistant Professor

Ogburn-Russell, Linda L.	Nursing	Assistant Professor
Toner, Mary A.	Speech Pathology & Audiology	Assistant Professor

UNIVERSITY LIBRARIES

Avery, Christine	Coe Reference	Senior Assistant Librarian
Emerson, Tamsen L.	Coe Reference	Senior Assistant Librarian
Gustafson, Nancy M.	Cataloging	Senior Assistant Librarian
Nelson, Michael L.	Coe Reference	Senior Assistant Librarian

SCHOOL OF EXTENDED STUDIES

Cooper, James C.	Casper Business Programs	Assistant Professor
Mettler, Lyle	School of Extended Studies	Assistant Professor
Shaeffer, James M.	Teleconferencing & Instructional Design	Assistant Professor

PROMOTIONS

The following promotions were approved,  
effective July 1, 1989:

Name	Title	Promotion to
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COLLEGE OF AGRICULTURE

Ellis, John	Assistant Professor of Veterinary Sciences	Associate Professor
Gray, Fred A.	Associate Professor of Plant, Soil & Insect Sciences	Professor
Johnson, Jerry	Associate Professor of Molecular Biology	Professor
Lewis, Randolph	Associate Professor of Molecular Biology	Professor
Moss, Gary E.	Assistant Professor of Animal Science	Associate Professor
Taylor, David T.	Assistant Professor of Agricultural Economics	Associate Professor

Whitson, Thomas	Assistant Professor of Plant, Soil & Insect Sciences	Associate Professor
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COLLEGE OF ARTS AND SCIENCES

Ashley, David J.	Assistant Professor of Sociology	Associate Professor
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Buchanan, Thomas	Associate Professor of Geography/Recreation	Professor
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Buttry, Daniel	Assistant Professor of Chemistry	Associate Professor
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Cardoso, Lawrence	Associate Professor of History	Professor
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Clennan, Edward	Associate Professor of Chemistry	Professor
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Combs, Julia	Associate Professor of Music	Professor
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Dorst, John D.	Assistant Professor of American Studies	Associate Professor
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Flynn, Francis	Assistant Professor of Psychology	Associate Professor
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Fountain, David	Associate Professor of Geology and Geophysics	Professor
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Frost, B. Ronald	Associate Professor of Geology and Geophysics	Professor
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Frost, Carol D.	Assistant Professor of Geology and Geophysics	Associate Professor
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Gern, William A.	Associate Professor of Zoology and Physiology	Professor
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Gienapp, William E.	Associate Professor of History	Professor
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Hanson, Klaus	Associate Professor of Modern & Classical Languages	Professor
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Hartman, Ronald	Associate Professor of Botany	Professor
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Heller, Paul L.	Assistant Professor of Geology and Geophysics	Associate Professor
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Isaacson, Eli	Associate Professor of Mathematics	Professor
Moore, William H.	Associate Professor of History	Professor
Nye, Eric W.	Assistant Professor of English	Associate Professor
Smart, Gary	Associate Professor of Music	Professor
Smith, William	Associate Professor of Botany	Professor
Warnock, Sue H.	Assistant Professor of English	Associate Professor

COLLEGE OF COMMERCE AND INDUSTRY

Hawes, Douglas K.	Associate Professor of Business Administration	Professor
Spahr, Ronald W.	Associate Professor of Business Administration	Professor
Taylor, Samuel G.	Associate Professor of Business Administration	Professor

COLLEGE OF ENGINEERING

Edgar, Thomas V.	Assistant Professor of Civil Engineering	Associate Professor
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COLLEGE OF HEALTH SCIENCES

Abood, Richard	Associate Professor of Pharmacy	Professor
Bigbee, Jeri L.	Assistant Professor of Nursing	Associate Professor
Wilkinson, John	Assistant Professor of Physical & Health Education	Associate Professor

COLLEGE OF LAW

Squillace, Mark S.	Associate Professor of Law	Professor
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TENURE

The following individuals were placed on  
tenure, effective August 24, 1989:

COLLEGE OF AGRICULTURE

Ellis, John	Veterinary Sciences	Associate Professor
Isaak, Dale D.	Molecular Biology	Associate Professor
Moss, Gary E.	Animal Science	Associate Professor
Whipple, Glen	Agricultural Economics	Associate Professor
Whitson, Thomas	Plant, Soil & Insect Sciences	Associate Professor

COLLEGE OF ARTS AND SCIENCES

Buttry, Daniel	Chemistry	Associate Professor
Dorst, John D.	American Studies	Associate Professor
Flynn, Francis	Psychology	Associate Professor
Frost, Carol D.	Geology and Geophysics	Associate Professor
Heller, Paul L.	Geology and Geophysics	Associate Professor
Nye, Eric W.	English	Associate Professor
Walden, William E.	Computer Science	Professor
Warnock, Sue H.	English	Associate Professor

COLLEGE OF COMMERCE AND INDUSTRY

Forster, Bruce	Economics	Professor
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COLLEGE OF ENGINEERING

Cupal, Jerry J.	Electrical Engineering	Assistant Professor
Edgar, Thomas V.	Civil Engineering	Associate Professor
Puckett, Jay A.	Civil Engineering	Associate Professor
Sharma, Mrityunjai P.	Petroleum Engineering	Associate Professor

COLLEGE OF HEALTH SCIENCES

Bigbee, Jeri L.	Nursing	Associate Professor
Wilkinson, John	Physical & Health Education	Associate Professor

COLLEGE OF LAW

Squillace, Mark S.

Law

Professor

Stevens, Ann B.

Law

Associate Professor

CHANGES IN ASSIGNMENT

The following changes in assignment were approved as indicated:

COLLEGE OF AGRICULTURE

1. Lee A. Bulla, Dean of the College of Agriculture, was reassigned as Dean of the College of Agriculture and Acting Director, Wyoming Agricultural Experiment Station, effective July 10, 1989.

COLLEGE OF ENGINEERING

2. David O. Cooney, Head of the Department of Chemical Engineering and Professor of Chemical Engineering, was reassigned as Professor of Chemical Engineering, effective June 30, 1989.

LEAVES OF ABSENCE

The following leaves of absence without pay were granted for the period and under the conditions cited:

1. David S. Brookshire, Professor of Economics, for the 1990 spring semester, to accept a Visiting Professor appointment at the University of New Mexico to further facilitate research in the environmental and experimental economics area.
2. Colin Calloway, Professor of History, for the 1990 spring semester, to accept a Visiting Professor appointment at Dartmouth College to teach Indian history courses.

RETIREMENTS

Retirements were granted the individuals listed below under the conditions cited:

<u>Name</u>	<u>Position</u>	<u>Birth Date</u>	<u>Employment Date</u>	<u>Date of Retirement</u>
Fulton, Agnes E.	Acct. Tech. III Accounting Office	7/25/29	9/17/62	6/30/89 with designation as <u>Retired</u>
Cooper, Charles P.	Director, Div. of Non-Credit Educational Services and Assoc. Professor of the School of Extended Studies	9/6/29	9/1/59	6/23/89 with designation as <u>Emeritus</u>
Muller, Burton H.	Professor of Physics and Astronomy	5/11/24	7/1/62	5/14/89 with designation as <u>Emeritus</u>

RESIGNATIONS

The following resignations were acknowledged  
by the Trustees:

1. Julio Baena, Assistant Professor of Modern and Classical Languages, May 14, 1989.
2. Sam Cordes, Professor of Agricultural Economics and Head of the Department of Agricultural Economics, July 27, 1989.
3. Walter F. Eggers, Jr., Dean of the College of Arts and Sciences and Professor of English, August 15, 1989.
4. C. Colin Kaltenbach, Associate Dean of the College of Agriculture and Director of the Agricultural Experiment Station, July 10, 1989.
5. Theodore J. Pepin, Associate Professor of Electrical Engineering, May 14, 1989.
6. Sheila D. Reed, Assistant Professor of Psychology, May 14, 1989.
7. Joseph Tiller, Lecturer and Assistant Football Coach, March 27, 1989.
8. Gerald R. Webster, Assistant Professor of Geography and Recreation, May 14, 1989.

SUMMER SCHOOL  
FACULTY APPOINTMENTS

the Trustees.

As a matter of information only, the Summer School faculty appointments were reported to

PHYSICAL PLANT AND  
EQUIPMENT COMMITTEE

President Bussart called upon Chairman Sharratt for a report from the Physical Plant and Equipment Committee meeting held May 12, 1989. Committee members Sharratt, Dray, Jorgensen, Kirk, Schutte, and ex officio members Bussart and Roark attended the committee meeting, along with other Trustees and University staff. Based on the committee meeting, the following recommendations and reports were presented to the full Board.

CONSTRUCTION CONTRACT,  
EDUCATION BUILDING

It was moved by Mr. Sharratt, seconded by Mr. Dray, and carried, that Trustees of the University of Wyoming award a contract for the Education Building renovation, code update and asbestos abatement to Spiegelberg Lumber & Building Company in the amount of \$973,500 for the base bid and alternates 1 and 2 as outlined

below:

Base Bid - General Construction	\$704,000
Base Bid - Asbestos Abatement	160,000
Total Base Bid	<u>864,000</u>
Alternate 1 - New acoustical ceilings	89,500
Alternate 2 - Handicapped toilets	<u>20,000</u>
Total Base Bid and Alternates	\$973,500

ARCHITECTURAL AGREEMENT,  
AFTON RESEARCH CENTER

Vice President Baccari told members of the Physical Plant and Equipment Committee that on April 11, 1986, the Trustees selected Bruce Hawtin, Architect, of Jackson, Wyoming, to provide architectural services related to the Afton Reserach Center. The 1988 Legislature appropriated \$30,000 for design fees on the project, and the 1989 Legislature appropriated \$817,960 for the total project, including the additional balance needed for architectural services. The Architectural

Services Agreement authored by Ray Hunkins of Jones, Jones, Vines and Hunkins will be the basis for negotiation of an agreement with the architect. However, the basic agreement requires that a full-time construction observer and project errors and omissions insurance be provided by the architect. Mr. Baccari said neither the complexity nor the funding of the Afton project justifies the need for the full-time observer or the errors and omission insurance. The needs of the project will be satisfied by normal practice errors and omission insurance and normal observation of construction to be provided by the architect.

Based on a recommendation from the Physical Plant and Equipment Committee, it was moved by Mr. Sharratt, seconded by Mr. Dray, and carried, that Trustees of the University of Wyoming grant the Vice President for Finance the authority to execute an agreement for architectural services with Bruce Hawtin, Architect, that incorporates the changes discussed above with funding for the agreement to be drawn from the 1988 appropriation and the 1989 legislative appropriation as needed.

It was noted that Mr. Jorgensen did not vote, due to a possible conflict of interest.

APPROVAL OF AGREEMENT WITH  
GOLF COURSE NORTH HOMEOWNERS  
ASSOCIATION

Vice President Baccari told members of the  
Physical Plant and Equipment Committee that the

Golf Course North Homeowners Association would like to enter into an agreement with the University of Wyoming for two primary purposes:

1. To allow temporary use of an existing road on the Golf Course by construction vehicles to home construction sites; and
2. To provide for the development and maintenance by the Association of a strip of Golf Course land that borders the property of Association homeowners.

The Golf Course North Homeowners Association represents a small group of homeowners with home sites that border the northeast corner of the University

Golf Course. There are a total of five home sites currently represented by the Association, and three homes are currently under construction.

Based on a recommendation from the Physical Plant and Equipment Committee, it was moved by Mr. Sharratt, seconded by Mr. Dray, and carried, that Trustees of the University of Wyoming approve the proposed agreement between the University and the Golf Course North Homeowners Association as shown in Enclosure 3, green.

EAST STADIUM  
PARKING LOT

Vice President Baccari told members of the Physical Plant and Equipment Committee that the Athletic Department has requested that the east stadium parking lot be lighted and graveled. It was proposed by the Athletic Department that the Wyoming National Guard volunteer the donation of their services for delivering and spreading asphalt tailings on the parking lot prior to the beginning of the athletic season. The Athletic Department also proposed that lighting improvements be installed by the University's Physical Plant Department. The estimate for the lighting work is less than \$100,000. Mr. Baccari said that the University's practice has been to bid any construction over \$25,000, and that this request is an exception to that practice.

Mr. Baccari, to clarify the Athletic Department's request, said that the total project involved three different parties to complete the work: 1) donated services by the Wyoming National Guard, 2) the Athletic Department, and 3) the University's Physical Plant Department. The Physical Plant Department would serve as the contractor for the electrical and concrete work for the lighting project in lieu of bidding out the work.

Mr. Jorgensen expressed some concern during the Physical Plant and Equipment Committee about this procedure, and said he would not like to see it handled this way again.

Based on a recommendation from the Physical Plant and Equipment Committee, it was moved by Mr. Sharratt, seconded by Mr. Dray, and carried, that Trustees of the University of Wyoming authorize the University to proceed with the lighting and graveling of the east stadium parking lot, with the Wyoming National Guard volunteering services as described above and the University Physical Plant Department installing the parking lot lighting system. Mr. Jorgensen opposed the action.

PROGRESS REPORTS AND  
CHANGE ORDERS

The progress reports and change orders were provided for the information of the members of the Physical Plant and Equipment Committee.

Mr. Jorgensen inquired about the status of the American Heritage Center/Art Museum. Following discussion, Mr. Roger Baalman, Director of Facilities Planning, stated that he would provide the program document, once completed by the architect, to any Trustee who requests it. In addition, it was requested that Architect Antoine Predock be invited to the September 1989 Trustees' meeting to discuss the design phase.

W. R. COE/CHARLES CHACEY  
KUEHN ESTATE COMMITTEE

President Bussart called upon Chairman Mickelson for a report from the W. R.

Coe/Charles Chacey Kuehn Estate Committee meeting held May 12, 1989. Committee members Mickelson, Miracle, Schutte, and ex officio members Bussart and Roark attended the meeting, along with other Trustees and University staff. Based on the committee meeting, the following recommendations and reports were presented to the full Board.

FISCAL YEAR 1990 BUDGETS,  
W. R. COE ESTATE, W. R. COE  
SCHOOL AND CHARLES CHACEY  
KUEHN ESTATE FUNDS

Vice President Baccari told members of the  
W. R. Coe/Charles Chacey Kuehn Estate Committee  
that the estimated income for fiscal year 1990

from the investment of W. R. Coe Estate, W. R. Coe School and Charles Chacey  
Kuehn Estate funds was prepared by John A. Vann, the investment adviser to the  
committee. On April 25, 1989, Mr. Vann submitted the following estimate of  
annualized income for the fiscal year beginning July 1, 1989:

<u>Account</u>	<u>Estimated Revenues</u>	
	<u>FY 1989</u>	<u>FY 1990</u>
W. R. Coe Estate Funds	\$ 122,000	\$ 131,000
W. R. Coe School Funds	140,000	152,000
Charles Chacey Kuehn Estate Funds	<u>228,000</u>	<u>270,000</u>
	<u>\$ 490,000</u>	<u>\$ 553,000</u>

Mr. Baccari said that it is proposed that only 87 percent of the total pro-  
jected revenues, or \$481,000, should be allocated to programs and expenses for  
fiscal year 1990. This represents a \$4,000 increase over the total amount of  
\$477,000 budgeted for fiscal year 1989. The additional allocation is recom-  
mended to cover salary increases granted for next fiscal year.

In recognition of the fact that a \$1.2 million drawdown against the Kuehn  
account will be made in the near future to support construction of the American  
Heritage Center/Art Museum, it is important to control the Coe/Kuehn spending  
policy. Therefore, Vice President Baccari said, it is recommended that the dif-  
ference between FY 1990 estimated revenues and budget allocations for each  
program, or approximately \$112,000 in total, be contributed to the principal for  
each respective account. By building the Coe/Kuehn corpus in this manner, it is  
anticipated that future budgets can be maintained at existing levels after  
withdrawal of the Kuehn funds for the American Heritage Center/Art Museum.

The proposed fiscal year 1990 budgets for the W. R. Coe Estate, W. R. Coe School and Charles Chacey Kuehn Estate funds are:

	<u>Approved FY 1989</u>	<u>Proposed FY 1990</u>
W. R. Coe Estate Funds		
Expenditures		
Administrative Expenses	\$ 19,737	\$ 19,737
American Studies Program	<u>105,263</u>	<u>106,663</u>
Total	<u>\$ 125,000</u>	<u>\$ 126,400</u>
W. R. Coe School Funds		
Expenditures		
Administrative Expenses	\$ 21,368	\$ 21,368
American Heritage Center	<u>120,632</u>	<u>123,232</u>
Total	<u>\$ 142,000</u>	<u>\$ 144,600</u>
Charles Chacey Kuehn Estate		
Expenditures		
Administrative Expenses	\$ 47,275	\$ 47,275
American Studies Program	54,241	54,241
American Heritage Center	54,242	54,242
College of Agriculture	<u>54,242</u>	<u>54,242</u>
Total	<u>\$ 210,000</u>	<u>\$ 210,000</u>
Total All Programs	<u>\$ 477,000</u>	<u>\$ 481,000</u>

Mr. David Baker, Special Assistant to the President, told members of the Committee that during the 1970s the University discontinued the endowed Coe professorship, and that that commitment now needs to be reconstructed.

It is noted that Mr. Miracle did not vote on the fiscal year 1990 budgets during the W. R. Coe/Charles Chacey Kuehn Estate Committee because he did not feel he had sufficient information with regard to the Coe professorship. Mr. Baker said he would report to Mr. Miracle on progress made on how the

University is proceeding to honor the commitment prior to the next Trustees' meeting.

Based on a recommendation from the W. R Coe/Charles Chacey Kuehn Estate Committee, it was moved by Mr. Mickelson, seconded by Mrs. Kirk, and carried, that Trustees of the University of Wyoming approve the fiscal year 1990 budgets for the W. R. Coe Estate, W. R. Coe School and Charles Chacey Kuehn Estate funds, and the deposit of realized FY 1990 income in excess of approved FY 1990 budget allocations to the corpus of each respective account.

INVESTMENT ADVISOR  
RECOMMENDATION

Vice President Baccari told members of the  
W. R. Coe/Charles Chacey Kuehn Estate

Committee that the University has agreements with two financial firms for investment advisory services. Dean Witter Reynolds, Inc., represented by John Vann, provides advisory services for the W. R. Coe and Charles Chacey Kuehn funds. Boettcher & Company, represented by Bob Gosman, provides advisory services for other University endowment funds.

It was emphasized that the individual serving in the role of investment advisor is not charged with responsibility for managing the client's portfolio. This function falls exclusively on the investment manager, who is solely responsible for selection of investments for the client's portfolio. Decisions to buy or sell equities are made only by the investment manager, and trading transactions are executed by the manager only after receiving authorization from the University. The investment advisor, who profits by the trades, since they are executed through his firm by the manager he has helped to select for the University, neither recommends nor controls trading activity for the portfolio that he monitors.

Vice President Baccari outlined the following profile of current advisors for members of the committee:

John Vann is a Senior Vice President of Dean Witter Reynolds, Inc. and Manager of Performance Evaluation Services. He was retained as investment advisor to the University in July 1984 for the investment portfolio made up of funds from the Coe/Kuehn accounts. At the time he was initially hired, he was with Boettcher & Company. He moved to Dean Witter shortly after Boettcher was sold to Kemper Insurance Company.

With the assistance and advice of Mr. Vann, Dreman Value Management was selected as investment manager for the Coe/Kuehn portfolio, and is still serving in that capacity today.

Under our current agreement with Mr. Vann, he is paid a flat fee of \$1,500 annually. As was mentioned above, all trades initiated by Dreman Value Management are executed through Dean Witter, and Mr. Vann is credited for generating the brokerage fees.

Bob Gosman is a Senior Vice President of Boettcher & Company, Inc. and Resident Manager of the Casper office. He was retained as investment advisor to the University in July 1986 for the investment portfolio consisting of University endowment funds, excluding the Coe/Kuehn accounts and endowments held by the Wyoming State Treasurer.

With the assistance and advice of Mr. Gosman, Stein Roe & Farnham, Inc. was selected as investment manager for the endowment portfolio, and is still serving in that capacity today.

Under our current agreement with Mr. Gosman, he is paid a flat fee of \$1,500 annually. Additionally, all trades initiated by Stein Roe are executed through Boettcher & Company, and Mr. Gosman is credited for generating the brokerage fees.

Regarding portfolio performance, Vice President Baccari said that in order to compare the performance of the two portfolios, it is necessary to examine them in like terms. The performance of the Coe/Kuehn portfolio is evaluated here not from the date it was originally placed with Dreman Value Management, but only for the same time frame that Stein Roe has managed University accounts. Dreman assumed management of the Coe/Kuehn portfolio in late 1984, which was fairly early into one of the greatest bull markets the New York Stock Exchange has experienced in its entire history, and the value of the account doubled before the market crash of October 1987. Stein Roe, on the other hand, assumed

management of the University endowment portfolio in late 1986 near the peak of the bull market, and shortly before the October 1987 market crash.

Under the circumstances, performance comparisons of each portfolio since inception with each investment manager is not reasonable. Therefore, the performance of each portfolio is compared for like time frames; in this case, the two-year period 12/31/86 through 12/31/88.

Mr. Baccari presented the following schedule which looks at the change in the market value of each account over the two-year period.

<u>Comparative Basis: Total Portfolio Value (Principal)</u>	<u>University Endowment Portfolio</u>	<u>W. R. Coe Estate</u>	<u>W. R. Coe School</u>	<u>Kuehn Estate</u>
Market Value 12/31/86	\$1,291,339	\$2,008,906	\$2,335,413	\$4,042,324
Market Value 12/31/88	<u>1,242,583</u>	<u>2,029,524</u>	<u>2,375,524</u>	<u>4,328,809</u>
Increase or <Decrease> in Value	<u>&lt;\$48,756&gt;</u>	<u>\$20,618</u>	<u>\$40,111</u>	<u>\$286,485</u>
Percent Change	<u>&lt;3.78%&gt;</u>	<u>1.03%</u>	<u>1.72%</u>	<u>7.09%</u>

Mr. Baccari said that still another approach to evaluating the performance of each portfolio is to compare the total return -- a measurement that includes change in principal value plus dividend and interest income -- of each account. This information, as reported by each investment advisor, is presented below:

<u>Account</u>	<u>1987</u>	<u>1988</u>
University Endowment	< 7.15>	13.09
W. R. Coe Estate	.76	20.31
W. R. Coe School	1.31	20.13
C. C. Kuehn Estate	3.86	24.23

The change in total market value over the two-year period for the four accounts cannot be fully appreciated without giving consideration to asset allocation. Each portfolio may hold assets consisting of cash, bonds or equities, with the latter presenting the greatest opportunity for portfolio appreciation,

and also the greatest exposure to devaluation. Bonds are purchased with maturities of three years or less, essentially protecting the portfolio from long-term interest risks, but also reducing the opportunity for appreciation.

It is important to note that the University endowment portfolio is managed as an equity account, while the funds within the Coe/Kuehn portfolio are managed as balanced accounts. Consequently, the equity portfolio will have significantly higher percent of investments in common stocks than the balanced accounts, as shown in the table below:

	<u>Percent</u> <u>Cash</u>	<u>Composition as of</u> <u>Fixed Income</u>	<u>12/31/88</u> <u>Equities</u>
University Endowment	19.8	---	80.2
W. R. Coe Estate	47.7	---	52.3
W. R. Coe School	47.5	---	52.5
C. C. Kuehn Estate	43.9	---	56.1

Vice President Baccari said the market has been on the rebound the past two years offering investment managers opportunities to recover from the crash of October 1987. In this case, the Coe/Kuehn accounts have outperformed the University endowment, both in terms of account appreciation and total return, while at the same time a smaller percentage of the Coe/Kuehn accounts were invested in common stocks.

Mr. Baccari reported that the primary criteria to consider as a basis for selecting only one investment advisor is the performance of the portfolio. While there may be other factors deserving consideration, performance still stands out as the singularly most important measurement. Investment advisor services are retained for one purpose only, to enhance the management of University investments.

There was discussion both during the committee meeting and during the business meeting concerning the merits of retaining a firm with a Wyoming representative versus using a Denver-based advisor. During the committee meeting, Mr. Miracle

opposed the selection of John Vann of Dean Witter as Investment Advisor to the Trustees for all University funds under professional investment management.

Based on a recommendation from the W. R. Coe/Charles Chacey Kuehn Estate, it was moved by Mr. Mickelson, seconded by Mr. Jorgensen, and carried by a vote of six in favor and five opposed, that Trustees of the University of Wyoming select John Vann of Dean Witter as Investment Advisor to the Trustees for all University funds under professional investment management.

COMMITTEE OF THE WHOLE

President Bussart reported on the meeting of the Committee of the Whole held on May 12,

1989. Present were Bonner, Brown, Bussart, Dray, Hammons, Jorgensen, Kirk, Mickelson, Miracle, Schutte, Sharratt, Updike, and ex officio members Roark, Simons, and Miller. Based on the committee meeting, the following recommendation and reports were presented to the full Board:

TENTATIVE SCHEDULE OF TRUSTEES' MEETINGS FOR 1989-90

Based on a recommendation from the Committee of the Whole, it was moved by Mr. Miracle,

seconded by Mr. Jorgensen, and carried, that Trustees of the University of Wyoming approve the following meeting schedule for 1989-90:

July	10 (Monday)	Joint Appropriations Committee
	11 (Tuesday)	Committees
	12 (Wednesday)	Business Session
August	16 (Wednesday)	Trustees' Symposium
	17 (Thursday)	Trustees' Symposium
September	22 (Friday)	Visitation and Committees
	23 (Saturday)	Business Session (followed by UW-Washington State football game)
October	12 (Thursday)	Committees
	13 (Friday)	Committees and Business Session
	14 (Saturday)	Homecoming (UW-Utah football game)
December	8 (Friday)	Visitation and Committees
	9 (Saturday)	Committees and Business Session

January	19 (Friday) 20 (Saturday)	Visitation and Committees Committees and Business Session
February	16 (Friday) 17 (Saturday)	Visitation and Committees Committees and Business Session
March	30 (Friday) 31 (Saturday)	Visitation and Committees Committees and Business Session
May	11 (Friday) 12 (Saturday) 13 (Sunday)	Committees Business Session - Annual Meeting Commencement

It was noted that an invitation has been received for Trustees to hold one meeting in Casper and one in Cody/Powell. Consideration will be given to planning meetings in these locations.

During Committee of the Whole discussion it was suggested that Trustees would like to schedule meetings on campus in more spacious quarters. It was suggested that a meeting be scheduled in the Student Senate Chambers.

APPROVAL OF A POLICY  
FOR A DRUG-FREE  
WORKPLACE

Based on a recommendation from the Committee of the Whole, it was moved by Mr. Jorgensen, seconded by Mr. Brown, and carried, that Trustees of the University of Wyoming approve the University of Wyoming Policy for a Drug-Free Workplace as shown in Enclosure 4, pink.

APPROVAL OF BROADCAST  
AFFILIATION FOR 1989-90

Special Assistant Baker told members of the Committee of the Whole that the list of Cowboy Network affiliates (Enclosure 5, tan) being recommended by Clear Channel Radio, Inc. to carry UW football and basketball broadcasts during the 1989-90 football and basketball season is the same as last year, except that a return to the practice of awarding only one station in the Laramie market is proposed.

Mr. Baker noted that this is the beginning of year three of a three-year contract with Clear Channel Radio, Inc. He said that in the previous years, two stations were awarded in the Laramie market. After two years with two stations in Laramie the recommendation from Clear Channel Radio, Inc. is that the

Trustees approve one station in Laramie as they do in other counties in Wyoming. Mr. Baker said that ratings show 90 percent of listeners on radio station KOWB and 10 percent on radio station KLDI in Laramie.

Mr. Jim Carroll, representing KLDI/KRQU in Laramie, addressed the Committee of the Whole by saying that KLDI/KRQU requests the Board of Trustees continue the practice that has been established of allowing two stations in Laramie to broadcast during the 1989-90 season. Mr. Carroll said he would like to continue the good relationship between his stations and the University of Wyoming.

Mr. Andy Hoefler, representing KOWB, addressed the Committee of the Whole by saying KOWB has established a record of 30 years of broadcast support for the University.

Members of the Committee of the Whole agreed that station affiliation has been of some confusion, and will be revisited and addressed as part of the broadcast contract considerations next year.

Based on a recommendation from the Committee of the Whole, it was moved by Mr. Bonner and seconded by Mr. Jorgensen that Trustees of the University of Wyoming approve the broadcast affiliates as shown in Enclosure 5, with the addition of station KLDI to the list, to carry the UW football and basketball games during the 1989-90 season. Upon a motion by Mr. Dray, seconded by Mr. Miracle, it carried to amend the original motion to delete Laramie station KLDI from the approved list of affiliates. The amendment carried.

Discussion following during which time Mr. Dray said he would like to see the list of affiliates returned to the list which was originally recommended to the Trustees. Mr. Dray stated that by having a duality, it would allow other communities where there are multiple stations to request the same kinds of treatment which could reduce the direct dollars to the University. Regarding

coverage, Mr. Dray said that if exclusivity is not granted, it tends not to be very economical.

Mr. Baker told Trustees that under the present contract, Clear Channel Radio, Inc. is obligated only to deliver one signal in each of the communities that are served.

Following extended discussion, it was moved by Mr. Dray, seconded by Mr. Miracle, and carried, that Trustees of the University of Wyoming approve the broadcast affiliates as shown in Enclosure 5, to carry the UW football and basketball games during the 1989-90 season. Mr. Updike voted no.

JOHN P. ELLBOGEN  
MERITORIOUS CLASSROOM  
TEACHING AWARDS

As an item for information, members of the Committee of the Whole were informed that faculty selected to receive John P. Ellbogen Meritorious Classroom Teaching Awards during the 1989 Spring Commencement include Barbara Baumgardner, Joe Hagan, Terry Jenkins, Melvin Riley, Joan Smith-Sonneborn, and Robert Torry. These awards carry a cash grant of \$2,500.

BURLINGTON NORTHERN  
FOUNDATION FACULTY  
ACHIEVEMENT AWARDS

The Committee of the Whole was notified that Professors Tae Ji and James Rose were selected to receive the 1989 Burlington Northern Foundation faculty achievement awards, which carry a cash grant of \$2,500.

HOLLON AWARD

The Hollon Award is presented for excellence in teaching in off-campus programs. Members of the Committee of the Whole were informed that Professor Dee Hopkins was selected to receive the Hollon Award for 1989, which carries a \$1,000 cash grant.

ACHIEVEMENT AWARD FOR  
EFFORTS TO AID THE  
WYOMING ECONOMY

As an item for information, members of the Committee of the Whole were informed that three professors from the College of Agriculture have been selected to receive jointly the 1989 Achievement Award for Efforts to Aid the Wyoming Economy.

They are Ray Field, Dale Menkhaus, and Denis Medeiros. They will share a cash grant of \$3,000.

BEATRICE BEUF  
GOLDEN APPLE  
TEACHING AWARD

It was noted during the Committee of the Whole that Ms. Alicia Tabler was selected to receive the Beatrice Beuf 1989 Golden Apple Award, which recognizes teaching excellence in freshman-level courses in the College of Arts and Sciences. The award includes a \$2,500 stipend.

FACULTY SENATE REPORT

Dr. Max Rardin, Chairperson of the Faculty Senate expressed appreciation to the Trustees for their continuing commitment to the University of Wyoming. Dr. Rardin outlined some of the activities of the Faculty Senate for the 1988-89 year and said he was especially pleased with the support of the Provost and the President. Dr. Rardin introduced Dr. Denis Medeiros, chairperson of the Faculty Senate for 1989-90.

STAFF COUNCIL REPORT

Mr. Jim Davis, Chairperson of the Staff Council, addressed members of the Committee of the Whole and said he appreciated the efforts of the Trustees. Mr. Davis briefly reviewed some of the activities of the Staff Council over the 1988-89 year and said the Council appreciated the opportunity for shared governance. Mr. Davis introduced Ms. Carol Kuntzman, who will become chairperson of the Staff Council July 1, 1989.

AD HOC COMMITTEE ON  
TRUSTEES' SYMPOSIUM

President Bussart called upon Chairman Dray for an update on the Ad Hoc Committee on the Trustees' Symposium. Members of the committee are Dray, Kirk, and Updike. Chairman Dray said that the committee has met several times by conference call

and has prepared a tentative draft of the 1989 Trustees' Symposium, which he circulated to Trustees.

Several concerns and suggestions were made with regard to the program format in terms of identifying broader substantive policy questions. Chairman Dray asked Trustees to review the tentative program and contact Vern Shelton directly as soon as possible with any changes or suggestions.

UNFINISHED BUSINESS

Mr. Schutte inquired about the results of the letters which were sent to people asking them to serve on the Agenda 2000 committee. Concerns were expressed by several Trustees in terms of not receiving a response from the people they contacted. After discussion, it was recommended that Trustees contact Vern Shelton or President Roark with the specific way they would like to work with their county/counties.

NEW BUSINESS

Mr. Bonner inquired about the Arena Auditorium operations account deficit balance. It was explained that there was a deficit balance when the account was transferred last year from Auxiliary Enterprises to the Athletic Department.

Mr. Jorgensen requested a statement on the number of students enrolled in each of the approved degree programs during each of the past five years.

In other new business, Mr. Dray noted that there has been some confusion about the Trustees' election process. Following discussion, it was recommended that President Bussart appoint an ad hoc committee of Trustees to review the Trustee Bylaws with respect to election of officers.

RESOLUTION FOR TRUSTEE  
AWARDS OF MERIT

It was moved by Mr. Updike, seconded by Mr. Bonner, and carried, that Trustees of the University of Wyoming adopt the following resolution:

When the University confers an award of merit, it is done as a recognition of and in appreciation for distinguished service to the public. Four people leaving the UW Board of Trustees this year are richly deserving of such awards. Individually and collectively, they have given unstintingly of their expertise, time, and resources to consolidate strengths of the University while establishing new dialogues and launching new academic initiatives. With the best interests of students always uppermost in their minds, they have provided continuity, stability, and enlightened leadership.

Therefore, with profound thanks for their commitment and vision, Trustees of the University of Wyoming present Trustee Awards of Merit to Donald Chapin of Casper, who served from 1977 to 1989; John Hinckley of Powell and Curtis Rochelle of Rawlins, 1983-1989; and Robert P. Schuster of Jackson, 1985 to 1989.

It was moved by Mr. Miracle and seconded by Mr. Updike that retiring Trustees automatically receive the Trustee Awards of Merit. Following discussion, the motion was withdrawn.

ANNOUNCEMENT AND DATE  
OF NEXT MEETING

The next meeting of the Trustees of the University of Wyoming is scheduled for July 10-12, 1989. There being no further business to come before the Trustees, the meeting adjourned at 10:50 a.m.

Respectfully submitted,

  
Terri Given Hennig  
Deputy Secretary



THE UNIVERSITY OF WYOMING

LARAMIE, WYOMING 82071

April 20, 1989

To: Dan Baccari, Vice President of Finance

From: Lorraine Lupton, ASUW Business Manager *all*

Re: ASUW Budget Request FY 1989-90

Mr. Baccari, you will find attached the summary of the ASUW Budget Request for FY 1989-90. It details the sources of income both generated and fee. The fee source is based upon the assessed student fee at Fall and Spring Registration of \$22.00 per full-time student per semester. We have based the fee portion upon an estimated enrollment of 8,000 students which results in an anticipated student fee of \$352,000.00.

The student fee will be supplemented by generated revenues equal to \$260,186.00 derived from advertising, ticket sales, rental fees, etc. Equipment purchases for ASUW entities will be budgeted from the ASUW Equipment Reserve in the amount of \$7,400.00. Special allocations for UW Home Child Care and Sports Clubs plus ASUW travel funds will be budgeted from the ASUW Reserve in the amount of \$22,925.00. ASUW Activities will also receive a Presidential Grant for \$3,000.00 to be used at the President's Welcome for new students.

FUND SOURCES:

ASUW Fee	\$352,000.00
ASUW Reserve	22,925.00
ASUW Equipment Res.	7,400.00
Presidential Grant	3,000.00
Generated Revenues	260,186.00
	-----
	\$645,511.00

FUND USES:

ASUW Services	\$223,905.00
ASUW Activities	134,246.00
Student Publications	264,660.00
UW Home Child Care	11,500.00
Sports Club	11,200.00
	-----
	\$645,511.00

Special attention should be given the ASUW Reserve. This account has seen a large reduction in the past fiscal year. It has

accumulated to the amount of \$178,712 (3/31/89). Specific restrictions have been placed upon this account by the ASUW Senate. They are: Student Affairs Handbook - \$2,000; ASUW Career Exploration Opportunities Program - \$42,308; payment of Student Publications deficit - \$80,906; ASUW FY 89-90 Budget - \$22,925. This leaves an account balance of approximately \$30,573. This amount does not leave much room for error or for expanding programs. It should be the goal of ASUW to reduce spending from the Reserve in the future until this account is rebuilt to an amount of \$50,000-80,000.

ASSOCIATED STUDENTS UNIVERSITY OF WYOMING  
Budget Request, FY 1989-90  
April 20, 1989

1988-89		1989-90
-0-	Cash Balance July 1	-0-
	Income	
352,000	ASUW Fee	352,000
14,767	ASUW Reserve	22,925
1,340	ASUW Equipment Reserve	7,400
	Grants	3,000
200	Deposits	150
996	Registration Fees	1,171
	Rental Fees	3,310
12,185	Services, Technical	5,175
4,000	Services, Composition	2,000
113,259	Sales	74,520
179,967	Sales, Advertising	140,500
37,356	Sales, Consignment	32,000
7,050	Sales, Publications	1,360
723,120	Total Income	645,511
	FUNDS AVAILABLE	645,511
	Expenditures	
73,814	Full Time Services	124,319
193,208	Part Time Services	142,405
15,000	Social Security	14,165
15,267	Wyo State Retirement	14,611
19,140	Health Insurance	19,140
316,429	Total Personnel Service	314,640
9,593	Travel	2,550
219,858	Support Services	181,038
3,495	Equipment	7,400
148,299	Non-Operating Expenses	110,298
25,446	Contractual Services	29,585
406,691	Total Other Expenditure	330,871
723,120	Total Expenditures	645,511
-0-	Cash Balance June 30	-0-
-0-		-0-

WYOMING UNION  
FY 1990 Budget

	<u>1988-89</u> <u>Projected</u> <u>Budget</u>	<u>1989-90</u> <u>Requested</u> <u>Budget</u>
<u>Income:</u>		
Food Sales	\$ 611,808	\$ 673,000
Recreation Center	65,820	69,100
Activities center	8,974	9,150
Cab Union	7,347	67,250
Media Shoppe	2,540	4,500
Vending:		
Candy-Cigarettes	1,148	1,000
Pop	9,437	6,000
Rentals:		
Bookstore	66,180	69,489
Barbershop	2,466	2,589
Meeting Rooms	742	1,500
Student Fees:		
Summer	21,500	21,500
*Fall-Spring	415,000	415,000
Miscellaneous	843	900
	<u>1,213,805</u>	<u>1,340,978</u>
<u>Expenses:</u>		
Food Service	610,800	659,430
Recreation Center	59,356	61,800
Activities Center	69,079	71,950
Cab Union	27,907	92,600
Media Shoppe	2,754	4,500
Administrative Supervision	10,547	11,073
Advertising - Promotions	3,000	4,000
Depreciation-Furn. & Fixtures	15,907	17,000
Insurance	13,183	13,200
Maintenance & Repair	35,000	37,000
Travel	5,600	6,660
Miscellaneous	3,778	4,000
Custodial Personal Service	102,223	105,500
Employee Benefits	19,466	20,100
Office Personal Service	105,314	108,700
Employee Benefits	20,711	21,400
Supplies - Building	24,667	26,000
Telephone	2,149	2,200
Utilities	22,580	25,000
	<u>1,154,021</u>	<u>1,292,113</u>
TOTAL EXPENSE	<u>1,154,021</u>	<u>1,292,113</u>
NET REVENUES	<u>\$ 59,784</u>	<u>\$ 48,865</u>

\* 5% reserved for planning

WYOMING UNION  
 Planning, Renovation and Construction

<u>1988-89</u>		<u>1989-90</u>
\$ -0-	Cash Balance July 1	\$ 2,000
	Revenues:	
	Union Fees - Planning, Renovation and Construction	
	Fall	135,000
127,000	Spring	127,000
100,000	Transfer from Union Reserve	
<u>25,000</u>	Transfer from Union Operations	
252,000	Funds Available	264,000
	Less Expenditures:	
	*Transfer to Union Reserve	100,000
	Construction:	
<u>250,000</u>	Food Court	<u>48,000</u>
<u>\$ 2,000</u>	Cash Balance June 30	<u>\$116,000</u>

\* To return funds borrowed from Union Reserve for construction costs

AGREEMENT

BETWEEN

JACOBY GOLF COURSE AND ADJOINING PROPERTY OWNERS

THIS AGREEMENT made this \_\_\_\_\_ day of \_\_\_\_\_ 198\_\_, by and between the University of Wyoming, Laramie, Wyoming, hereinafter called the University, and the Golf Course North Homeowners Association hereinafter called the Association,

W I T N E S S E T H :

That the University and the Association agree as follows:

Because it is understood between the members of the Association and the University that Golf Course North may enhance the beauty and setting of Red Jacoby Golf Course, and Red Jacoby Golf Course does enhance the beauty and setting of Golf Course North, it is in the best interest of both entities that the following will occur with respect to the University land directly south of Golf Course North:

1. The Association can use the existing road during the initial construction, provided that the Association carry liability insurance naming the University of Wyoming as an additional insured, in the amount of \$500,000 per occurrence/\$1,000,000 annual aggregate, such insurance to protect against any property loss or bodily injury occurring in conjunction with such temporary use.
2. The existing road presently being used as an equipment road, which lies between Golf Course North and #7 green and #8 tee boxes will be relocated by the University upon completion of the initial construction and notice to the University by the Association.
3. The Association will be allowed to seed the portion of the equipment road vacated through the relocation, along with the land that has been disturbed during the construction at Golf Course North and other adjacent land south to the seeded portion of the Red Jacoby Golf Course. The Association will also be allowed to recontour the unseeded lands in and around the Southeast corner of Golf Course North, and will be allowed to install a concrete block retaining wall on the west portion of the University property, both so as to

provide a more appealing elevation gradient, and to relocate boulders along the ridge running South of Golf Course North and along the Eastern edge of Red Jacoby Golf Course, so as to discourage trespassing by off-road vehicles on to Red Jacoby Golf Course. Prior to recontouring, relocating boulders, and seeding, the Association shall obtain approval from the University of the Association's landscaping and seeding plans for the area. No other structures than the retaining wall may be placed on University property by the Association. Upon termination, the University retains the option of having the retaining wall removed by the Association at Association's expense.

4. The Association will be allowed to irrigate, mow, and maintain the adjacent land that Red Jacoby Golf Course does not maintain. The Association will coordinate its maintenance with the maintenance schedule of the Golf Course and will in no way interfere with the operations of the Golf Course. The Association will carry liability insurance naming the University of Wyoming as additional insured, in the amount of \$500,000 per occurrence/\$1,000,000 annual aggregate, such insurance to protect against any property loss or bodily injury occurring in conjunction with the seeding and maintenance of the property.
5. The act of relocating the equipment road or any other property owned by the University can, in no way, be interpreted as relinquishing any interest or title to said land.
6. The act of allowing the Association to seed, irrigate, mow, and maintain University land does not imply that the Association has any other rights to use or occupy said land and any other use or occupancy is hereby denied.
7. The land shall be maintained as previously stated and to the satisfaction of the University. Should the Association elect to discontinue the irrigation, mowing, and maintenance of said land, or the University of Wyoming terminates, the University has no obligation to continue these activities.
8. The University retains the right to enter and inspect said property at any time; and
9. The University retains the right to discontinue this agreement at any time.

The University hereby designates the Director of Physical Plant as its representative for purposes of this Agreement; the Association shall submit all plans to and undertake all

coordination with the University's designated representative, unless otherwise advised.

It is understood that the intent of this agreement is to create a harmonious flow of ground cover, and landscaping between, and upon both properties. Both entities realize that the maintenance and appearance of both properties are important to each other. It is with this in mind that this agreement is signed with a spirit of cooperation, and the hope of maintaining good relations between the University and the Association in future years.

UNIVERSITY OF WYOMING

BY: \_\_\_\_\_  
Daniel L. Baccari  
Vice President for Finance

GOLF COURSE NORTH HOMEOWNERS ASSOCIATION

BY: \_\_\_\_\_  
Lawrence W. Clark  
President

UNIVERSITY OF WYOMING  
POLICY FOR A DRUG-FREE WORKPLACE  
Effective March 8, 1989

Philosophy

The University of Wyoming is committed to the development and maintenance of a drug-free environment. In addition, the University commits to the provisions of the Drug-Free Workplace Act of 1988 and believes that this act, and its implementation regulations, provides a proper framework for the anti-drug policies of the University.

Policy

It is the policy of the University of Wyoming that the unlawful manufacture, distribution, dispensation, possession, or use of a controlled substance by employees is prohibited while on the job or on University property owned or leased by the University of Wyoming.

In support of this policy, the University:

- A. Has established a drug-free awareness program to inform its faculty, staff, and students about the dangers of drug abuse in the workplace, the institution's policy of maintaining a drug-free workplace, available drug counseling, rehabilitation, employee assistance programs, and the penalties that may be imposed upon employees for drug abuse violations;
- B. Will provide each employee a copy of this policy;
- C. Will notify each University employee and each student employee that, as a condition of employment, the person, once so employed, must abide by the terms of the policy, and must notify his/her supervisor and the Division of Personnel Services of any criminal drug statute conviction for a violation occurring in the workplace not later than five days after such conviction;
- D. Will notify the appropriate federal agency within ten days after receiving notice of criminal drug statute conviction of any employee engaged in performance of the grant or contract;
- E. Will impose sanctions on, or require the satisfactory participation in a drug abuse assistance or rehabilitation program, by any employee so convicted. Sanctions imposed on employees for violation of this policy may include reprimand, suspension, suspension without pay, demotion, or termination; and
- F. Will make a good faith effort to continue to maintain a drug-free workplace through implementation of this policy.

## Definitions

The following terms are important for purposes of expressing the University's policy on a drug-free workplace:

- A. "Controlled substance" means a controlled substance in Schedules I through V of Section 202 of the Controlled Substances Act (21 U.S.C. 812), and as further defined by regulations at 21CFR 1300.11 through 1300.15.
- B. "Conviction" means a finding of guilt (including a plea of nolo contendere) or imposition of sentence, or both, by any judicial body charged with the responsibility to determine violations of the Federal or State criminal drug statutes.
- C. "Criminal drug statute" means a federal or non-federal criminal statute involving the manufacture, sale, distribution, dispensing, use, or possession of any controlled substance.
- D. "Employee" means an individual receiving salary, wage and/or stipend support from the University of Wyoming.

WYOMING RADIO NETWORK  
- Station Affiliates -

Afton	KRSV-AM
Buffalo	KBBS-AM
Casper	KTWO-AM
Cheyenne	KFBC-AM
Cody	KODI-AM
Douglas	KWIV-AM
Evanston	KOTB-FM
Gillette	KIML-AM
Green River	KUGR-AM
Greybull	KZMQ-FM
Jackson	KMTN-FM
Kemmerer	KMER-AM
Lander	KOVE-AM
Laramie	KOWB-AM
Newcastle	KASL-AM
Powell	KPOW-AM
Rawlins	KRAL-AM
Riverton	KVOW-AM
Rock Springs	KSIT-FM
Sheridan	KROE-AM
Thermopolls	KTHE-AM
Torrington	KERM-FM
Wheatland	KYCN-AM
Worland	KWOR-AM
Denver, CO	KYBG-AM
Belle Fourche, SD	KBFS-AM