

THE UNIVERSITY OF WYOMING
MINUTES OF THE TRUSTEES

March 21, 1992

For the confidential information
of the Board of Trustee

THE UNIVERSITY OF WYOMING

Minutes of the Trustees March 21, 1992

The Board of Trustees of the University of Wyoming joined Associated Students of the University for breakfast on March 21, 1992. Following an executive session to discuss personnel matters, they then held a regular meeting in the Board Room of Old Main. Committee meetings and two executive sessions were held on Friday, March 20 to discuss personnel and litigation matters.

The regular meeting was called to order by President Bryan Sharratt at 9:45 a.m.

ROLL CALL

The following Trustees attended
the meeting: Bryan E. Sharratt,

John D. (Dave) Bonner, F. Richard Brown, W. Perry Dray, Deborah Healy Hammons, Harry L. Harris, Jeri Kirk, Peter M. Jorgensen, Daniel Kinnaman, Walter G. (Jerry) Saunders, and Mike Schutte, and David W. Updike. Ex-officio members Terry P. Roark, Diana Ohman, and Travis Gentry were also in attendance. Ex-officio member Governor Mike Sullivan was unable to attend.

WELCOME TO BILL VINES

President Sharratt welcomed Bill
Vines, who joined the meeting as

a representative of the Wyoming Community College Commission.

**APPROVAL OF FEBRUARY 28, 1992 MINUTES
AND EXECUTIVE COMMITTEE ACTION OF
MARCH 9, 1992**

It was moved by Trustee Harris
and seconded by Trustee

Saunders that the

February 28, 1992 minutes of the

Trustees and the March 9, 1992 Executive Committee minutes be approved. The motion carried. The Executive Committee telephone conference was held for the purpose of discussing the possible sale of property north of Eden, Wyoming, the minutes of which are included as Enclosure 1, blue.

REPORTS AND RECOMMENDATIONS OF COMMITTEES

COMMITTEE OF THE WHOLE

Athletic Program Reduction

Trustees departed from their regular agenda on Friday, March 20, 1992 to meet as a Committee of the Whole to consider athletic program reductions. Trustee President Sharratt explained that an effort had been started approximately six years ago to trim budgets at the University. Because of inadequate funding by the legislature, he estimated there had been a 30 percent drop in purchasing power, with approximately \$52,000,000 cut from the University budget since that time. As part of the current budget reduction process, the Athletic Department had been charged with reducing its program to the Division I minimum with a budget savings of \$300,000.

Athletic Director Paul Roach explained his recommendation that four programs in Intercollegiate Athletics -- men's skiing, women's skiing, men's indoor track, and men's

outdoor track -- be cut. Mr. Roach said that elimination of these programs would bring the University of Wyoming to the NCAA minimum of 14 sports for Division I athletics and would reduce the Athletic Department's budget by slightly more than \$300,000.

Mr. Roach explained that in February 1992 a 35-person ad-hoc athletic committee composed of a diverse group of Trustees, faculty, staff, students, and citizens, had been formed to examine and review the athletic budget, sports marketing and promotions, and revenue enhancements. The group, however, did not identify the four sports to be eliminated. Subsequent meetings involving several members of the athletic department were held, where combinations of sports, budget considerations, division rules and gender/equity considerations were analyzed. Both subjective and objective criteria including program success, competitive potential, academics, fan participation, public awareness, revenue potential, and recruitment of resident and non-resident student were used in the process.

President Roark and Athletic Director Roach urged Trustees to make a decision on the program cuts at this meeting separate from other University of Wyoming budget considerations. One reason for expediting the process was because of National Signing Day on April 15. In the event a decision was made to cut programs, 1) the recruitment process would have to be stopped as soon as possible, 2) prospective student athletes who have indicated an interest in UW would need ample time to pursue opportunities with other institutions, 3) current student athletes in the programs should have an opportunity to relocate before other institutions complete their financial aid awards, and 4) ample time should be given to coaches affected by the reduction to seek opportunities

at other institutions.

Trustee Bonner, as a member of the Athletic Committee, expressed support for the Athletic Director, but said he was troubled by the recommendation in its entirety. The elimination of the men's indoor and outdoor track program was of major concern, because of the team's strong in-state component. Trustee Bonner suggested that while the Athletic Department had answered its charge by identifying \$300,000 in budget reductions, the Division of Intercollegiate Athletics could move in the direction of the Division I minimum by cutting skiing but not track and field, thereby reducing the budget between \$186,000 and \$230,000.

Trustee Dray asked whether there would be implications in the Physical Education department. Athletic Director Roach answered that there would be an impact, and that related instruction would still have to be provided. Trustee Dray was concerned that there were no revenue enhancements suggested. Mr. Roach said that revenue enhancements would be brought to Trustees in May, and identified four measures being considered: 1) raising basketball ticket prices by \$1. 2) increasing the amount faculty and staff pay for season tickets from 50 percent of regular price to 80 percent of regular price. 3) issuing a student sports book at \$2/game and 4) changing section H student seating in the basketball area to general seating, with the first eight rows being sold at \$250 each.

ASUW President Travis Gentry noted that ASUW had discussed the student sports book and section H seating, but that neither option had been met with favorably by the group.

Members of the four teams, coaches, and other interested parties argued against the recommendations during the committee meeting. Supporters of the UW men's track and field team and the UW ski team questioned whether the process had been followed in an objective manner. They said they realized cuts had to be made, but were concerned that the teams had not been notified until one day prior to the Trustee meeting and that the athletes had been denied access to the rankings of all teams under consideration.

Following further public comments, it was moved by Trustee Dray and seconded by Trustee Hammons that the Committee of the Whole recommend to the Trustees of the University of Wyoming acceptance of the recommendations of the Division of Intercollegiate Athletics to reduce to the NCAA program minimum of seven men's and seven women's sports. The sports to be discontinued are men's and women's skiing, men's indoor track, and men's outdoor track. Trustee Bonner moved to amend the motion to reduce the sports programs in men's and women's skiing only. Trustee Jorgensen seconded the motion for discussion purposes. It was further moved by Trustee Jorgensen that the committee table the motion until the meeting on March 21. The motion was seconded by Trustee Harris, and carried, with Trustees Dray and Kinnaman opposing the motion. Trustee Brown requested that Trustees also be provided with statistics on the baseball program at the March 21 meeting.

The Trustees departed from their regular agenda on Saturday, March 21, 1992 to visit the subject of intercollegiate athletic program cuts again as a Committee of the Whole. Trustee President Sharratt reminded everyone that the purpose of the meeting

was consideration of the recommendations of the Athletic Department, and that it was not set up as a hearing. President Sharratt said that Athletic Director Roach would give recommendations, and that Trustees and the public would be given time to make comments.

It was moved by Trustee Dray and seconded by Trustee Bonner that the matter be removed from the table for consideration. The motion carried. Although technically the Trustees were considering the amendment to the original motion, Trustee President Sharratt said that discussion of both the amendment and original motion would be proper.

Paul Roach submitted additional factors to Trustees which had influenced his decision to advise that the four teams be cut. Mr. Roach stated that Title IX, administrated by the Office of Civil Rights, had been part of the decision. He explained that Title IX, which began in 1972, was very active at the present time.

In order to comply with Title IX, the NCAA recently formed a task force to examine gender equity. According to Mr. Roach, gender equity involves a balance of men's and women's teams, number of participants and number of scholarships. The results of a Title IX compliance audit done at UW are still pending in the Office of Civil Rights. The Athletic Department requested that results be made available before the University's budget reduction process started, but they have not yet been received.

Trustee Dray said he spoke against the amendment because it did not reach the dollar amount needed, and was still in favor of the original motion unless there were revenue enhancements. Trustee Bonner, speaking in favor of the amendment, felt that it

would be a significant first step.

Trustee Hammons commented that, although it was difficult to cut four teams, UW could use revenue enhancements applied to the remaining sports to make it the best possible Division IA program.

Trustee Jorgensen proposed that cutting the baseball program would eliminate the gender problem. He also stated that because many people in the state attended ski and track meets, Trustees should be mindful of that consideration and also what effect it would have on other programs in the state.

Differences in perception of what the legislature expected were expressed by Trustees. Some felt that UW had represented itself to the legislature as intending to cut four teams if adequate funding was not received. Several Trustees were of the opinion that if four sports were not cut at this time, the legislature might continue to cut funding until the NCAA minimum was reached. Others disagreed, saying that UW was only being asked to set priorities in the athletic department.

After lengthy deliberations, a vote was taken on the amendment to eliminate men's and women's skiing only. The motion failed.

It was moved by Trustee Updike that the original motion be amended for discussion purposes so that baseball and men's and women's swimming would be cut instead. Trustee Jorgensen seconded the motion, which failed.

Trustee Bonner moved that the matter be tabled until the April meeting. Trustee Harris seconded the motion. The motion failed on a roll call vote of 8-3.

A vote on the original motion, accepting the recommendations of the Division of

Intercollegiate Athletics to reduce to the NCAA program minimum of seven men's and seven women's sports, with the sports to be discontinued being men's and women's skiing, men's indoor track and men's outdoor track, carried on a roll call vote of 6-5. Those voting for the motion were Trustees Brown, Dray, Hammons, Harris, Kinnaman, and Schutte. Those voting against the motion were Trustees Bonner, Jorgensen, Kirk, Saunders, and Updike. Trustee President Sharratt indicated that he would have voted for the motion had it been necessary to break a tie.

ACADEMIC ISSUES COMMITTEE

President Sharratt called upon

Chairman Hammons for a report from the Academic Issues Committee meeting of March 20, 1992. Members present were: Deborah Hammons, Perry Dray, Peter Jorgensen, Jerry Saunders, and David W. Updike. Diana Ohman was joined the meeting in progress.

The following report and recommendations were presented to the full Board:

Establishment of a Center for Environmental Simulation Studies

A proposal and justification statement for a Center for Environmental Simulation Studies (CESS), in which the Environmental Simulation Facility (ESF) will be the central component, was presented to Trustees. The center will fall under the administrative jurisdiction of the Vice President for Research. The research and technological programs will be based upon the use of environmental simulation laboratories to create surface and subsurface conditions at a scale representative of natural and man-made sites

and upon the study of all aspects of surface and groundwater contamination, protection methods, and cleanup strategies under simulated climatic conditions.

The University has identified water quality research as a priority because of its importance to Wyoming and to the nation and because of the collective experience and expertise of its faculty.

Vice President for Research Derek Hodgson reported that the USDA recommended to Congress that funding for this facility be approved and appropriated. The initial phase is that the USDA has approved \$485,000 for planning and design, and in so doing Congress would appropriate 50 percent of the total cost, estimated to be roughly \$9 million. In order to secure funding, the administration expressed a need for an institutional statement supporting the concept.

President Roark said legislation had been passed this session which essentially said that the legislature would consider funding up to 25 percent of the total cost of construction contingent upon a matching amount of not less than 25 percent of the total cost of construction of the facility obtained from other sources. The bill stated that the grant obtained from the federal government must be not less than 50 percent of the total amount required for construction of the facility. It also required a complete review and favorable recommendation for funding from the legislature. Dr. Roark said the bill stipulated that expenses and maintenance and operation of the facility shall be recovered by use of the facility.

Dr. Hodgson said that there are two other environmental simulation facilities in the U.S., both located in Utah. If the project is approved there is a potential for UW to

become recognized as an international center for excellence and a focal point for environmental simulation studies.

It was moved by Trustee Hammons and seconded by Trustee Saunders that the Center for Environmental Simulations Studies (CESS) be approved. Trustee Jorgensen moved that it be tabled. The motion was not seconded. The original motion carried, with Trustee Jorgensen voting "no". The proposal and justification statement is included as Enclosure 2, green.

Lecturers as Academic Professionals

A change in UNIREG 408 to include an Appendix for Lecturers was submitted to Trustees for approval. During the Academic Issues Committee, it was moved by Trustee Dray and seconded by Trustee Jorgensen that consideration of approval of lecturers as academic professionals be tabled until a later date. The motion carried, with Trustee Updike voting against the motion.

Elimination of Arts and Sciences Degree Tracks

The College of Arts and Sciences requested approval, effective with the 1993-94 Bulletin, to eliminate the following degree programs:

B.S.	Geology (Professional)
B.S.	Administration of Justice
B.A.	Astronomy/Astrophysics
B.A.	Physics

B.S.	History
B.A. and B.S.	Computer Science and Statistics
B.A. and B.S.	Mathematics and Statistics
B.A. and B.S.	Economics and Mathematics

These degrees are seldom used. Those students who wish to pursue programs of study similar to those being eliminated may work out reasonable substitutes through the Self-Designed Major, the double major, or a combination of a major and a minor. Students currently enrolled in these programs will of course be allowed to finish their work and graduate under the existing programs. The effects of dropping these programs should be minimal.

It was moved by Trustee Hammons, seconded by Trustee Jorgensen, and carried that the undergraduate degrees be removed from the Master List of Degrees.

Consolidation of Education Graduate Degrees

The College of Education requested approval to eliminate 32 graduate degree titles and replace these with five titles. Provost Karnig said that, if approved, the titles would be instituted for students entering the program.

The graduate degree titles to be eliminated include:

Master of Arts in:
 Adult Education
 Counselor Education
 Curriculum and Instruction
 Educational Administration
 Educational Foundations
 Elementary Education
 Special Education

Master of Science in:
Business Education
Counselor Education
Instructional Technology
Vocational Education

Master of Education in:
Adult Education
Counselor Education
Curriculum and Instruction
Educational Administration
Educational Foundations
Special Education
Vocational Education

Educational Specialist in:
Adult Education
Counselor Education
Curriculum and Instruction
Educational Administration
Special Education
Vocational Education
Doctor of Education in:
Counselor Education
Curriculum and Instruction
Educational Administration
Education

Doctor of Philosophy in:
Counselor Education
Curriculum and Instruction
Educational Administration
Education

The graduate degree titles to be awarded in the future by the College of Education include:

- Master of Arts in Education
- Master of Science in Education
- Educational Specialist
- Doctor of Education
- Doctor of Philosophy in Education

The changes proposed by the College of Education were reviewed and supported by the Graduate School Committee and approved by the Academic Planning Committee. Trustee Hammons asked State Superintendent of Public Instruction Diana Ohman if the title changes would cause problems with teacher certification when reconciling with the state. Trustee Ohman indicated that the titles would not be significant.

Trustee Hammons moved approval of the eliminations and new titles. It was seconded by Trustee Kirk and carried.

Completion of Common Course Numbering Project

As an item for information, Robert Neeb, Wyoming Articulation and Transfer Coordinator, and Judy Powell, Associate Provost, distributed the newly-completed Wyoming Catalog of Higher Education Courses, a common course numbering guide for use between UW and Wyoming's community colleges. Mr. Neeb will have the responsibility of maintaining and updating the guide as needed. The guide will be in effect this year.

Trustee Hammons commended Mr. Neeb and Ms. Powell for the extraordinary work done on the project.

BUDGET COMMITTEE

President Sharratt called on Trustee Dray for a report from the Budget Committee meeting held on March 20. Committee members Schutte, Bonner, Brown, Dray, Hammons, Harris, and Kinnamon and ex officio members Sharratt 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.

Student Residency Classification for Fee Assessment

The Regulations of the Trustees, Chapter VIII, Section 3, g(3), stipulates that a duty of the Residency Classification Committee is: "To consider University policies in the area of residence classification and make recommendations to the Trustees of the University of Wyoming." Inasmuch as at least a decade has passed since a complete evaluation and update of this document, the President asked the Residency Classification Committee to undertake a comprehensive review and rewrite of the document. Specifically, he asked the committee to ensure notification of the appeals process and to offer recommendations concerning the status of spouses of the Wyoming National Guard, non-residents attending summer session, and non-residents registering for four or fewer hours. The work of the Residency Classification Committee was thoroughly reviewed by the Executive Council and was presented to the Budget Committee.

The Budget Committee amended the proposed changes to Trustee Regulations Chapter VIII, new Section 4. In-state Tuition Exceptions, to add "stationed in Wyoming" to part c. to read: "Individuals on active duty with the United States Armed Forces stationed in Wyoming and their dependents."

Based on a recommendation from the Budget Committee, Mr. Dray moved approval of the changes to Trustee Regulations, Chapter VIII, Sections 3 and 4 as amended by the Budget Committee and included as Enclosure 3, cherry. The motion was seconded by Mr. Bonner, and it carried.

The Trustees requested a determination of the amount of income lost by the provision of in-state tuition exceptions to the Trustee Regulations, Chapter VIII, Section 3a. non-resident UW graduates, b. non-resident sons and daughters of UW graduates, and d. active members of the Wyoming National Guard.

Depositories for Operating Accounts for University Funds

In compliance with Wyoming Statutes 1977, Revised, section 9-4-801 through 9-4-831, inclusive, American National Bank, Laramie; Bank of Laramie; First Interstate Bank of Laramie; and Key Bank of Wyoming made formal application for designation as depositories for University funds. Based on a recommendation from the Budget Committee, Mr. Dray moved approval of the applications for designation as depositories of the four banks. The motion was seconded by Mrs. Hammons, and it carried.

Hepatitis B Vaccination Costs

On March 31, 1989, Trustees approved a recommendation that the University cover the costs of providing Hepatitis B vaccinations to nursing students. This year the cost of these vaccinations was \$5,504.80. The cost was covered by the family practice centers. It is not uncommon for students in nursing to pay for these shots, rather than have the costs

underwritten by the institution. Students could obtain the vaccinations either at the UW Student Health Center or at the family practice centers in Casper or Cheyenne at cost (approximately \$117 per student for the series of three shots). Students also could elect to get the shots elsewhere.

Based on a recommendation from the Budget Committee, Mr. Dray moved that beginning with the fall semester, 1992, the cost of Hepatitis B vaccinations be borne by the individual students, with the option made available to them to receive the shots at cost at either the UW Student Health Center or one of the family practice centers, if they so choose. The motion was seconded by Mr. Harris, and it carried.

Increase in Golf Course Fees

Increases in green fees, membership fees, and locker rental rates for the Red Jacoby Golf Course were inadvertently omitted from the January 1992 recommendations to the Trustees for Fees, Charges, Refunds and Deposits. Vice President Baccari reported that it is necessary to consider increases for the golf course in order to continue this self-sustaining operation.

The University has a 25-year agreement with the City of Laramie wherein the City supplies irrigation water for the golf course at no charge. This agreement will expire on May 7, 1993. The University does not anticipate that it will be renewed. Consequently, the University needs to plan now for a substantial increase in its operating expenses. The water has been metered for several years and it is possible to accurately predict the cost of irrigation water at \$40,000 per year at the current billing rate. The University needs to begin adjusting rates now to prepare for the significant increase in operating costs that will occur when the agreement with the City expires.

The following fee schedules reflect the existing rates and the proposed rates for the 1992 and 1993 playing seasons:

<u>Description</u>	<u>Current Rates</u>	<u>Proposed Rates</u>	
		<u>1992</u>	<u>1993</u>
Green Fees - General Public			
9 Hole fees	7.00	9.00	9.50
18 Hole	10.00	12.00	13.50
Student Green Fees			
9 Hole fees	5.00	6.00	6.50
18 Hole	7.50	8.50	9.00
Faculty & Staff Green Fees (including Retirees)			
9 Hole fees	7.00	8.00	8.50
18 Hole	10.00	11.00	11.50
Memberships (General Public)			
Adult Single	200.00	200.00	275.00
Add Spouse	115.00	115.00	175.00
Add Child	70.00	70.00	100.00
Single Junior	110.00	110.00	140.00
Memberships (Students, Faculty, Staff)			
Adult Single	200.00	200.00	250.00
Add Spouse	115.00	115.00	160.00
Add Child	70.00	70.00	95.00
Single Junior	110.00	110.00	130.00
Lockers		30.00	30.00
Small	20.00	--	--
Large	25.00	--	--

The proposal for the 1992 season increases the green fees and locker rental rates. Because the University has already sold 1992 memberships at current rates, proposed membership fees for 1992 are not increased. All of the proposed fees for the 1993 season increased to offset the additional cost of operation. The proposed fee structures include three different

tiers. The University student enjoys the least expensive rate, a slightly higher rate is charged to the University faculty and staff, and the highest rate is charged to the general public.

The proposed rates have been submitted to the Wyoming Department of Commerce and the U.S. Recreation Grants and Assistance Planning and Resource Preservation Office as required by "agreement between the University of Wyoming and the Wyoming Recreation Commission." The State and Federal authorities have approved these fee schedules as reasonable and in compliance with the requirements of the Land and Water Conservation Fund Grants Manual.

Based on a recommendation from the Budget Committee, Mr. Dray moved approval of the 1992 and 1993 fee increases as shown on the rate schedule in order to maintain the self-sustaining operation of the Red Jacoby Golf Course. The motion was seconded by Mr. Brown, and it carried.

Approval of Contracts and Grants, Gifts and Scholarships

Based on a recommendation from the Budget Committee, it was moved by Mr. Dray, seconded by Mrs. Kirk, and carried, that the Trustees of the University of Wyoming accept contracts and grants in the amount of \$3,215,596 for the period January 4, 1992, through February 21, 1992, and gifts and scholarships in the amount of \$91,206.03 for the period January 1, 1992, through February 15, 1992.

PERSONNEL COMMITTEE

President Sharratt called upon

Chairman Updike for a report from the Personnel Committee meeting of March 20, 1992. Committee members David Updike, Peter Jorgensen, Jeri Kirk, Jerry Saunders and Mike Schutte attended the committee meeting, along with other Trustees and University personnel. Based on the committee meeting, Mr. Updike moved approval of the following appointments, administrative appointment, adjunct appointments, intercollegiate athletic reappointments, changes in assignment, continuation of probationary appointments, sabbatical leaves, change in sabbatical leave, leave of absence without pay, and retirements be approved. The motion was seconded by Trustee Jorgensen, and it carried.

Appointments

COLLEGE OF AGRICULTURE

- a. Thomas A. Wesche as Associate Professor with a joint appointment in the Wyoming Water Research Center and the Department of Range Management, effective November 1, 1991, at an annual (11-month) salary rate of \$52,752. This is a tenure-track appointment toward which Dr. Wesche will be given three years of credit.

COLLEGE OF ENGINEERING

- b. Norman R. Morrow with a one-half time faculty appointment as Professor of Petroleum Engineering with tenure and a one-half time appointment with Western Research Institute, effective July 1, 1992, at an annual (9-month) salary rate of \$45,000. Although the Regulations of the Trustees do not permit tenure for part-time appointments, Professor Morrow

will receive a special contract provision to consider his appointment permanent and not subject to termination or substantial reduction in status except with the same adequate justification as that provided to tenured faculty.

Administrative Appointment

COLLEGE OF AGRICULTURE

- a. Virginia Vincenti as Head of the Department of Home Economics for a five-year period and Professor of Home Economics with tenure, effective July 1, 1992, at an annual (11-month) salary rate of \$73,008.

Adjunct Appointments

The following adjunct appointments were approved as indicated. All are National Park Service employees who will be Adjunct faculty for the University of Wyoming - National Park Research Center.

COLLEGE OF AGRICULTURE

- a. Robert Nicholas Schmal as Adjunct Faculty in Range Management for the period February 1, 1992, through January 31, 1993.

COLLEGE OF ARTS AND SCIENCES

- b. Bonnie M. Blanchard as Adjunct Professor of Zoology and Physiology, University of Wyoming - National Park Service Research Center, for the period March 1, 1992, through February 28, 1995.
- c. Wayne G. Brewster as Adjunct Professor of Zoology and Physiology, University of Wyoming - National Park Service Research Center, for the period March 1, 1992, through February 28, 1995.

- d. Don G. Despain as Adjunct Professor of Zoology and Physiology, University of Wyoming - National Park Service Research Center, for the period March 1, 1992, through February 28, 1995.
- e. Wayne L. Hamilton as Adjunct Professor of Zoology and Physiology, University of Wyoming - National Park Service Research Center, for the period March 1, 1992, through February 28, 1995.
- f. Richard B. Keigley as Adjunct Professor of Zoology and Physiology, University of Wyoming - National Park Service Research Center, for the period March 1, 1992, through February 28, 1995.
- g. Roderick A. Hutchinson as Adjunct Professor of Zoology and Physiology, University of Wyoming - National Park Service Research Center, for the period March 1, 1992, through February 28, 1995.
- h. Richard R. Knight as Adjunct Professor of Zoology and Physiology, University of Wyoming - National Park Service Research Center, for the period March 1, 1992, through February 28, 1995.
- i. Paul Schullery as Adjunct Professor of Zoology and Physiology, University of Wyoming - National Park Service Research Center, for the period March 1, 1992, through February 28, 1995.
- j. Henry F. Shovic as Adjunct Professor of Zoology and Physiology, University of Wyoming - National Park Service Research Center, for the period March 1, 1992, through February 28, 1995.
- k. Francis J. Singer as Adjunct Professor of Zoology and Physiology, University of Wyoming - National Park Service Research Center, for the period March 1, 1992, through February 28, 1995.

- l. John D. Varley as Adjunct Professor of Zoology and Physiology, University of Wyoming - National Park Service Research Center, for the period March 1, 1992, through February 28, 1995.
- m. Elizabeth Strom Williams as Adjunct Professor of Zoology and Physiology for the period January 1, 1992 through December 31, 1995.

Intercollegiate Athletic Reappointments

The Trustee policy governing personnel holding academic rank in Intercollegiate Athletics states that all reappointments to the football coaching staff shall be for the annual periods commencing on April 1 of each year. The following reappointments in Intercollegiate Athletics were approved for the period April 12, 1992 through March 31, 1993.

- a. Scott Bruning, Assistant Football Coach and Lecturer in Intercollegiate Athletics.
- b. Dave Butterfield, Assistant Football Coach and Lecturer in Intercollegiate Athletics.
- c. Scott Downing, Assistant Football Coach and Lecturer in Intercollegiate Athletics.
- d. Tom Everson, Assistant Football Coach and Lecturer in Intercollegiate Athletics.
- e. Larry Korpitz, Assistant Football Coach and Lecturer in Intercollegiate Athletics.
- f. Gordon Shaw, Assistant Football Coach and Lecturer in Intercollegiate Athletics.

- g. Kevin Sumlin, Assistant Football Coach and Lecturer in Intercollegiate Athletics.
- h. Mark Tommerdahl, Assistant Football Coach and Lecturer in Intercollegiate Athletics.
- i. Mike Van Diest, Assistant Football Coach and Lecturer in Intercollegiate Athletics.

Changes in Assignment

COLLEGE OF ENGINEERING

- a. Harry A. Deans, Co-Director of the Enhanced Oil Recovery Institute and Professor of Chemical and Petroleum Engineering, be reassigned as Co-Director of the Enhanced Oil Recovery Institute and Professor of Chemical Engineering, effective July 1, 1992. Although the Regulations of the Trustees do not permit tenure for part-time appointments, Professor Deans will receive a special contract provision to consider his appointment permanent and not subject to termination or substantial reduction in status except with the same adequate justification as that provided to tenured faculty.

OFFICE OF THE PRESIDENT

- b. Shelby Gerking, Assistant to the President for Economic Development Coordination and Planning and Professor of Economics, be reassigned as Professor of Economics, effective February 28, 1992. Dr. Gerking will remain as UW's representative on the Laramie Economic Development Board until April 1, and he also will continue his service on the Wyoming Economic Development and Stabilization Board through his term of June 30, 1993.

Continuation of Probationary Appointments

The following faculty members in their first year of service were granted reappointment for the year 1992-93.

<u>Name</u>	<u>Department</u>	<u>Rank</u>
<u>COLLEGE OF AGRICULTURE</u>		
Brewer, Michael J.	Plant, Soil, and Insect Sciences	Assistant Professor
Franc, Gary D.	Plant, Soil, and Insect Sciences	Assistant Professor
Hansen, Diana Karen	Animal Science	Assistant Professor
Olson, Richard A.	Range Management	Assistant Professor
Thorsness, Peter E.	Molecular Biology	Assistant Professor
VanTassell, Larry	Agricultural Economics	Associate Professor
<u>COLLEGE OF ARTS AND SCIENCES</u>		
Bantjes, Adrian A.	History	Assistant Professor
Bohle, D. Scott	Chemistry	Assistant Professor
Branting, Luther Karl	Computer Science	Assistant Professor
Garnett, Rodney A.	Music	Assistant Professor
Gillingham, Michael P.	Zoology and Physiology	Assistant Professor
Gladney, George A.	Communication and Mass Media	Assistant Professor
Heasler, Henry P.	Mathematics	Associate Professor
Humphrey, Neil F.	Geology and Geophysics	Assistant Professor

Jafari, Farhad	Mathematics	Assistant Professor
Kjelgaard, Julia D.	Art	Assistant Professor
Lasaga, Maria I.	Psychology	Assistant Professor
Levy, Gary D.	Psychology	Assistant Professor
McMosley, William F.	Music	Assistant Professor
Moorman, Leo	Physics and Astronomy	Assistant Professor
Nelson, Jane Varineau	English	Assistant Professor
Nkosi, Lewis	English	Professor
Parker, Katherine L.	Zoology and Physiology	Assistant Professor
Scardino, Teresa J.	Psychology	Assistant Professor
Smith, Kenneth L.	Communication and Mass Media	Assistant Professor
VanBaalen, Jeffrey	Computer Science	Assistant Professor
Woodward, Charles E.	Physics and Astronomy	Assistant Professor

COLLEGE OF BUSINESS

Greller, Martin M	Management and Marketing	Associate Professor
Lucero, Margaret Ann	Management and Marketing	Assistant Professor
Walker, Kenton B.	Accounting	Assistant Professor
Weatherford, Lawrence	Management and Marketing	Assistant Professor

COLLEGE OF EDUCATION

Amstutz, Donna D.	Lifelong Learning and Instruction	Assistant Professor
Box, Cecelia A.	Leadership, Educational Studies and Human Development	Assistant Professor

Bruce, Mary Alice	Leadership, Educational Studies and Human Development	Assistant Professor
Cochenour, John J.	Leadership, Educational Studies and Human Development	Assistant Professor
Collins, Norma Decker	Lifelong Learning and Instruction	Assistant Professor
Freeman, Brenda J.	Leadership, Educational Studies and Human Development	Assistant Professor
James, Francie R.	Leadership, Educational Studies and Human Development	Assistant Professor
Shaeffer, Margaret B.	Lifelong Learning and Instruction	Assistant Professor
Whitson, Donna L.	Lifelong Learning and Instruction	Assistant Professor
Yocum, Dorothy J.	Leadership, Educational Studies and Human Development	Assistant Professor

COLLEGE OF ENGINEERING

Christensen, Bradley	Civil & Architectural Engineering	Assistant Professor
Deshler, Terry Leigh	Atmospheric Science	Assistant Professor
Kubichek, Robert F.	Electrical Engineering	Assistant Professor
McInroy, John E.	Electrical Engineering	Assistant Professor
Reid, Carl R.	Mechanical Engineering	Assistant Professor
Robinson, Melissa Ann	Chemical Engineering	Assistant Professor

COLLEGE OF HEALTH SCIENCES

Gahagan, Janice L.	Pharmacy	Senior Assistant Librarian
Gillespie, Stephen G.	Pharmacy	Assistant Professor
Kirchhoff, Maureen	Family Practice/Cheyenne	Instructor
Woodard, Katherine L.	Social Work	Assistant Professor

UNIVERSITY LIBRARIES

Harlow, Mary Ann	Coe Reference	Senior Assistant Librarian
Harrison, Dorothy E.	Cataloging	Senior Assistant Librarian
Jorgensen, Jan L.	Documents	Senior Assistant Librarian
Porter, Elizabeth S.	Coe Reference	Associate Librarian

Sabbatical Leaves

The following faculty members were granted sabbatical leave during 1992-93, as indicated, subject to available resources.

- a. Eugene V. Moran, Professor of English Education, Division of Lifelong Learning and Instruction, for the 1992 fall semester. Dr. Moran, a member of the faculty of the University of Wyoming since 1968, was granted a sabbatical leave in 1984. Dr. Moran will conduct research at the University of Columbia Library in New York City. During that time he will reside at St. Thomas Aquinas College, Sparkill, New York, where he has been invited as a visiting scholar.

b. John W. Ravage, Associate Professor of Communication and Mass Media, for the 1993 calendar year. Dr. Ravage, a member of the faculty of the University of Wyoming since 1973, was granted a sabbatical leave in 1985. Dr. Ravage will teach and research newly commercialized television networks in Norway and investigate the newly "decentralized" motion-picture production in Florida at the University of Central Florida, Orlando.

During the Personnel Committee meeting, Trustee Harris suggested that approval of further sabbatical leaves be postponed, and that the item be placed on the April agenda when discussing budget reductions. Provost Karnig explained that the possibility of sabbatical leaves is part of the contractual understanding when faculty are hired. Provost Karnig said that Board action two years ago had increased the compensation rate for an academic year leave from 50 percent to the current 60 percent of the faculty member's annual salary. The action was taken to encourage faculty to take a one-year sabbatical rather than only a semester. In addition, the purpose of sabbaticals was expanded to include "teaching" leaves to develop new courses. Trustee Dray asked for more information on sabbatical leaves before the April meeting so that Trustees can be better informed. Provost Karnig offered to provide salary information on salary, course sections, and decision processes.

Change in Sabbatical Leave

COLLEGE OF ARTS AND SCIENCES

- a. At the December 13 - 14, 1991, meeting of the Trustees, B. Ronald Frost, Professor of Geology, was granted a sabbatical leave for the 1992 fall semester. Professor Frost's request that this sabbatical leave be changed to the 1992-93 academic year was granted.

Leave of Absence Without Pay

- a. Dennis Schmidt, Associate Professor of Accounting, for the 1992-93 academic year, to serve as a visiting faculty member at the University of Otago in New Zealand.

Retirements

<u>Name</u>	<u>Position</u>	<u>Birth Date</u>	<u>Employment Date</u>	<u>Retirement Date</u>
Lindly, Charles A.	Professor of Leadership, Educational Studies, and Human Development	02/12/30	08/25/75	05/09/92 with designation as <u>Emeritus</u>
Simon, William G.	Associate Professor of Physics and Astronomy	04/17/31	09/01/64	06/30/92 with designation as <u>Emeritus</u>
Winger, Mary Ellen	Office Assist III College of Agriculture	03/19/27	01/26/76	06/30/92 with designation as <u>Retired</u>

Approval of University Regulation on Sexual Harassment

The proposed University Regulation on Sexual Harassment, included as Enclosure 4, ivory, developed by a committee composed of Co-chairs Jesse Vialpando, Employment Practice Office and Judith Powell, Associate Provost, Academic Affairs; David Baker, Special Assistant to the President, Legal Counsel; James Pew, Director, Personnel Services; James Hurst, Associate Provost, Student Affairs; and Tom Mattheus, Office of Student Life, was developed through extensive consultation across campus.

The UNIREG has been endorsed by the Minority and Women's Advisory Committee, the Staff Council, the Faculty Senate Academic Rights and Responsibilities Committee, the Executive Council of the Faculty Senate and the full Faculty Senate.

Following a question on sanctions and responsibilities during the Personnel Committee meeting, it was moved by Trustee Updike, seconded by Trustee Hammons, and carried that the University Regulation on Sexual Harassment as outlined in Enclosure 4 be approved, with a general set of wording added under section 4. Responsibility, to read:

"Furthermore, the aforementioned individuals shall be obligated and held accountable to report the nature of a sexual harassment complaint to the Employment Practices Officer."

Faculty and University Officer Sick Leave Donation Policy

Previously, the Trustees approved a revision to the University Regulations allowing classified staff to donate up to 16 hours of sick leave to other employees who had exhausted their sick leave because of extended illness. This change was incorporated into the regulations guiding classified staff positions, but was not made to the regulations guiding faculty or University officers.

The regulation enumerating benefits for faculty and University officers is found in UniReg 173. This regulation does not allow faculty or officers to donate sick leave to other University employees. It was moved by Trustee Updike and seconded by Trustee Jorgensen that UniReg 173 be modified to allow faculty and university officers to donate sick leave to another University employee, needing such assistance, on the same basis as classified University employees. The motion carried.

Extension of Contract

It was moved by Trustee Updike that the contract of Benjamin F. Dees as Head Basketball Coach be extended through March 31, 1995. Any salary increase will be in accordance with University policy. The motion was seconded by Trustee Jorgensen, and it carried.

George Duke Humphrey Award

President Roark announced that the Faculty Development Committee had selected Professor Emeritus George Rudolph for the George Duke Humphrey Award. It was moved by Trustee Hammons and seconded by Trustee Bonner that approval of the selection be granted. The motion carried.

Part-Time Appointments

Part-time appointments were reported to the Trustees for their information only.

**PHYSICAL PLANT
AND EQUIPMENT COMMITTEE**

President Sharratt called on Chairman Jorgensen for a report from the Physical Plant and Equipment Committee meeting held on March 20. Committee members Jorgensen, Harris, Kinnaman, Kirk and Updike and ex-officio members Sharratt 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.

Site Selection: Mineral Research and Reclamation Center

The Campus Planning Committee considered four sites for the Minerals Research and Reclamation Center (MRRC) also known as the Geology Building Addition. Three sites were adjacent to the academic core and one was on east campus north of the Animal Science/Molecular Biology Center.

After considering the advantages and disadvantages of each site, and the Proposed Campus Master Plan, the Campus Planning Committee recommended a site immediately north of the Geology Building. Based on a recommendation from the Physical Plant and Equipment Committee, Mr. Jorgensen moved that the site recommended by the Campus Planning Committee be affirmed for the MRRC. The motion was seconded by Mrs. Kirk, and it carried.

Site Selection: Environmental Simulation Laboratory

The Campus Planning Committee considered three sites for the Environmental Simulation Laboratory (ESL). Two sites were adjacent to the academic core and one on east campus north of the Animal Science/Molecular Biology Center.

After considering the advantages and disadvantages of each site, and the Proposed Campus Master Plan, the Campus Planning Committee recommended the site north of the Animal Science/Molecular Biology Center. Based on a recommendation from the Physical Plant and Equipment Committee, Mr. Jorgensen moved that the site recommended by the Campus Planning Committee be affirmed for the ESL. The motion was seconded by Mr. Bonner, and it carried.

Lease/Purchase of Property by Brees Field Airport Board

The Federal Aviation Administration has augmented its requirement for "clear zone" areas at the ends of each airport runway that must be under the control of the airport. This F.A.A. action applies to Laramie's Brees Field Airport and affects pasture land owned by the University to the extent of approximately 76.3 additional acres.

The Brees Field Airport Board is planning the following "clear zone" expansions to comply with F.A.A. regulations plus expansion of the southwest runway, all of which extend into UW property. The "clear zone" on the northeast runway would be widened on the east side of the runway and take 9.45 acres. The "clear zone" on the southeast runway would encompass UW land on both sides and will require approximately 20.4 acres. The southwest runway expansion will include width extensions on both sides of the runway as well as a runway extension of 1,100 feet for about 46.46 acres.

The southwest extension will isolate about twenty acres in the northwest corner of Section 3, Township 15N, Range 74W. This problem and the fact of losing another seventy six acres is of some concern to the College of Agriculture, but they would work around this loss of pasture land.

The Brees Field Airport Board is suggesting that the University lease these areas for \$1.00 per acre per year with an option to buy within two years. The purchase would be at the then appraised value. The Board recently purchased a thirty-acre tract between the north airport boundary and Highway 130 for \$1,000.00 per acre.

Based on a recommendation from the Physical Plant and Equipment Committee, Mr. Jorgensen moved that the University enter into an agreement with the Brees Field Airport Board to lease the needed "clear zone" areas for \$1.00 per acre per year with an option to buy within two years at the then appraised value. He further moved that such agreement be contingent upon the Brees Field Airport Board agreeing to purchase the approximate twenty acres that will be isolated in the northwest corner of Section 3, Township 15N, Range 74W. The motion was seconded by Mr. Harris, and it carried.

American Heritage Center/Art Museum Kitchen Equipment

The kitchen equipment for the American Heritage Center/Art Museum was publicly advertised for bidding in accordance with public works statutes. Four bidders had requested plans and specifications. Two bids were received on March 12, 1992, as follows:

Nobel-Sysco, Denver, CO	\$261,545.00
Knapp Supply & Equipment, Casper, WY	\$261,398.00

The kitchen designer's estimate was \$269,157.50. The bid is within the budget allowances for construction and equipment.

Trustee Hammons questioned if this were a priority in light of the necessity to delay the purchase of compressed shelving because of budget constraints. Special Assistant Baker reported that this was a priority with the Director of the American Heritage Center and the Director of the Art Museum, but that he would ask them to again review their priorities on

the project. Trustee Brown reported that a donor has indicated interest in the compressed shelving and further donations may be forthcoming.

Based on a recommendation from the Physical Plant and Equipment Committee, Mr. Jorgensen moved that the bid of Knapp Supply and Equipment Company of Casper, Wyoming, be accepted and a contract in the amount of \$261,398.00 for the kitchen equipment and installation be executed.

Student Apartments Planning Update

Vice President Baccari presented to the Physical Plant and Equipment Committee the revised master plan document for the Student Apartments project. He reported that in accordance with Trustee requests the space has been compressed, the number of floor plans was reduced one-third, and the clock tower has been removed. A total of 166 units and the first phase of a community center have been included. The first phase will include approximately 5,000 square feet, which is about one-third of the space planned for the community center, and will provide for a day-care center. The first phase of the community center will be funded from interest income on the bond proceeds.

Vore Buffalo Jump Update

Special Assistant David Baker reported that he had been in contact with representatives of the Vore Foundation to work out arrangements with the Foundation and the College of Arts and Sciences to address some of the site process issues. A meeting is scheduled for the first week of April to discuss a contract which would allow the Vore Foundation to proceed with fund raising for the \$7.5 million project. The Foundation fund raising goal would be reduced by any amounts of money gained through grants. If by five years the Foundation is unable to raise the necessary money, the funds would be returned to the donors. The

Foundation will also be required to demonstrate the Trustees' concerns about commercialization.

Progress Report and Change Orders

As a matter of information, the progress reports and change orders on current construction projects were provided to the Physical Plant and Equipment Committee.

INVESTMENT COMMITTEE

President Sharratt called on Chairman Brown for a report from the Investment Committee meeting held on March 20, 1992. Committee members Brown, Bonner and Jorgensen and ex-officio members Sharratt 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.

Distribution of Kuehn Estate Proceeds

In 1984, the Trustees approved the use of \$1.2 million of the \$2.3 million Kuehn Estate fund for use as a match for the American Heritage Center Building fundraising effort. A condition for this transfer was that the American Heritage Center operations would no longer participate in the income allocation from Kuehn Estate earnings. Due to delays in that fundraising effort, the transfer was not made at that time, and the Kuehn fund has now grown to approximately \$5 million. Meanwhile, approximately \$200,000 in general fund support has been removed from the American Heritage Center operating budget and AHC operations are funded roughly \$350,000 general fund and \$200,000 income from Coe and Kuehn endowments. No alternate source of funding has been identified for the \$50,000/year Kuehn portion of the

AHC budget. Current Kuehn Estate fund distributions to the American Studies Program and the College of Agriculture remain unchanged.

In view of the growth of the Kuehn portfolio, and based on a recommendation from the Investment Committee, Mr. Brown moved that the American Heritage Center operations continue to participate in the income allocation from Kuehn Estate earnings. The current income distribution to other Kuehn participants will not be disrupted by this action. The motion was seconded by Mr. Bonner, and it carried.

Quarterly Report, University Investments

A quarterly report on the status of the University investments, excluding the W. R. Coe and Charles Chacey Kuehn Estate funds, as of December 31, 1991, was provided to the Investment Committee for information only.

Quarterly Report, W. R. Coe School of American Studies, W. R. Coe Estate, and Charles Chacey Kuehn Estate Funds

A quarterly report on the status of the W. R. Coe and Charles Chacey Kuehn Estate funds for the quarter ended December 31, 1991, provided by John A. Vann, Investment Adviser to the Investment Committee, was provided to the Investment Committee for information only.

Quarterly Report, University Endowments

The quarterly investment report on the status of University Endowment funds for the quarter ended December 31, 1991, provided by John A. Vann, Investment Adviser to the Investment Committee, was provided to the Investment Committee for information only.

COMMITTEE OF THE WHOLE

Budget Reductions/Revenue Enhancements; 1993-94 Biennium

A special meeting of the Trustees will be held on April 24 and 25, 1992 to consider vertical and horizontal cuts to balance the budget. Trustee President Sharratt asked everyone at UW and around the state to make their position known personally or by letter to Trustees before April 24. It was suggested that the meeting be held in the ASUW Senate Chambers or other large meeting area.

Reduction in Force

Trustee Dray suggested that a reduction in force of possibly 3-5 percent be considered as a part of the budget reduction process.

Evaluation of Intercollegiate Athletics

Trustee Jorgensen moved that an evaluation be undertaken of the Department of Intercollegiate Athletics in 1993 rather than in 1998 as scheduled, by an outside, independent certifier. The motion was seconded by Trustee Schutte.

It was moved by Trustee Schutte that the motion be tabled. Trustee Saunders seconded the motion, but it failed on a 6-4 vote.

A vote on the motion to evaluate the Department of Intercollegiate Athletics in 1993 passed, with Trustees Updike and Brown opposing the motion.

HONORARY DEGREE COMMITTEE

President Roark stated that the honorary degree committee would consider nominations at a later Trustee meeting or with the Executive Committee of the Trustees.

NEW BUSINESS

Trustee Bonner suggested consideration of changing the tuition policy of graduates. President Roark agreed to discuss the matter with the Alumni Association at their upcoming meeting. Trustee Bonner also suggested that the Alumni Association could consider awarding an Alumni scholarship.

Extension of President Roark's Contract

Trustee President Sharratt noted that Trustees were aware that we have one of the most effective presidents in the nation. He said that President Roark had agreed to continue with the same contract with no increase in compensation. Trustee Dray said he personally appreciated President Roark's service to the state in these difficult times. Trustee Drau moved, Trustee Kirk seconded, and the motion carried that President Roark's contract be extended. Other Trustees also expressed their appreciation to President Roark.

Staff Council Update

Janet Guest, President of Staff Council, updated Trustees on recent activities of Staff Council. Janet introduced Kay Augustin, incoming Staff Council chair. Kay invited Trustees to participate in events on April 24 during "Celebrate the UW Community" day. Trustee Sharratt asked other Trustees to let him know if they were interested in participating in the events.

Adjournment and Date of Next Meeting

The meeting adjourned at 12:55 p.m. The next meeting will be held April 24 and 25, 1992.

Respectfully submitted,



Donna J. Mecham
Deputy Secretary

ENCLOSURES

MINUTES
CONFERENCE TELEPHONE MEETING
EXECUTIVE COMMITTEE OF
THE TRUSTEES OF THE UNIVERSITY OF WYOMING

March 9, 1992

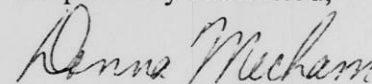
A conference telephone meeting of the Executive Committee of the Trustees of the University of Wyoming was held on March 9, 1992 beginning at 9:00 a.m. Committee members Bryan Sharratt, Dave Bonner, Perry Dray, Mike Schutte, and David W. Updike participated, as well as Trustees Harry Lee Harris, Jeri Kirk, Pete Jorgensen, and Jerry Saunders. UW President Terry Roark and Vice President for Finance Dan Baccari were also present.

Vice President Dan Baccari called the meeting for the purpose of discussing the possible sale of property north of Eden, Wyoming. The property, which includes 145.48 acres, had been leased for some time to an adjoining neighbor. Mr. Baccari stated that the land was being leased below market value, and that the lessee chose not to renew the lease at a higher annual fee. Consequently, the land has been vacant since March of 1991. In July, 1991, Trustees authorized the University to either sell the property outright, or lease-purchase the property for no less than a minimum amount to be determined by appraisal. An appraisal dated September 5, 1991 by DeGooyer and Associates, Inc., an MAI-approved corporation, determined a market value for the property of \$45,000. The University of Wyoming paid for the appraisal. The property was advertised for four consecutive weeks in both the Green River Star and the Casper Star. Two bids were received; one from Larry Fusselman of Rock Springs, Wyoming, in the amount of \$51,501, and the other from Pete Byrus of Green River, Wyoming, for \$1,500. The offers will expire within 30 days.

Vice President Baccari said that while water rights are included with the property, they have not been used by UW because an irrigation ditch in the area has provided adequate water for all current users.

A question arose as to whether it would be necessary to place proceeds of a sale in UW's general fund or if the monies could be set aside for purchase of additional property. Mr. Baccari said that funds would not have to be put in the general fund. He recommended that the money be put in a quasi-endowment account, and that funds be drawn out as necessary to support the President's discretionary account. Mr. Baccari advised that the University keep a list of property transactions in the event of future legislation limiting sale or purchase of state property. Trustee Bonner suggested that the Trustees be mindful of a suggestion by legislators that funds in endowments be tapped, and that possibly funds should be applied to specific needs. It was moved by Trustee Dray and seconded by Trustee Bonner that the Eden property be sold at the high bid of \$51,501.00. The motion carried. Trustee Dray further suggested that President Roark and Vice President Baccari develop recommendations for use of the funds for future consideration of the Trustees. There being no further business to come before the committee, the meeting adjourned at 9:28 a.m.

Respectfully submitted,



Donna Mecham
Deputy Secretary

Center for Environmental Simulation Studies

A Proposal Submitted by

John P. Turner, Quentin D. Skinner, and Lee A. Bulla

to

The University of Wyoming

6 January, 1992

1. Proposed Center

The Center for Environmental Simulation Studies (CESS) is proposed as a campus-wide center of excellence for research and technology of surface water and groundwater protection and cleanup. CESS was first proposed in January 1991 as the management umbrella for the Environmental Simulation Facility (ESF), a proposed new research facility currently in the planning stage. Two documents are attached that provide a detailed description of the proposed ESF and CESS. These are: 1) a proposal submitted by the University of Wyoming (UW) to the Cooperative State Research Service (CSRS) U.S. Department of Agriculture, for the purpose of a CSRS site visit and evaluation in January 1991, and 2) the subsequent report submitted by CSRS to Congress in April, 1991. These documents contain comprehensive background and planning materials describing the proposed construction of the ESF, scientific objectives, programs and other technical aspects, as well as the administrative structure of CESS (Fig. 1) and its relationship to other centers and research units at the University of Wyoming.

A Director and two Associate Directors will be responsible for direct supervision of the center. CESS will be an administrative unit under the Office of Research, therefore, the Director will report to the Vice President for Research. As currently envisioned, the Director will be Program Leader for Biology (Lee A. Bulla), one Associate Director will be Program Leader for Engineering (John P. Turner), and one Associate Director will be Program Leader for Ecology (Quentin D. Skinner). This structure reflects and should enhance the interdisciplinary nature of the groundwater and environmental thrust of the CESS program.

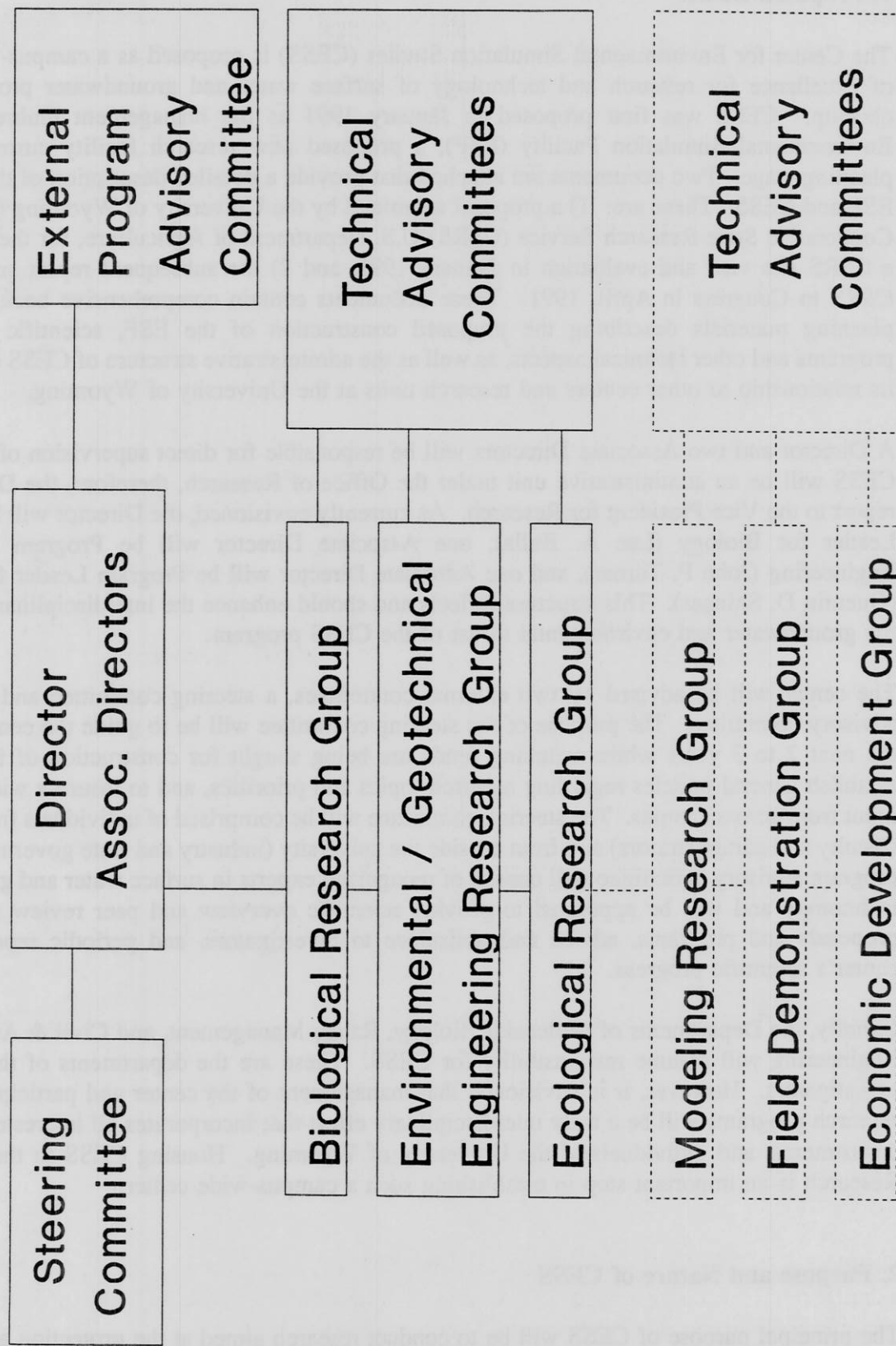
The center will be advised by two external committees, a steering committee and a program advisory committee. The purpose of the steering committee will be to guide the center through the next 2 to 3 years while matching funds are being sought for construction of the ESF, to establish general policies regarding research topics and priorities, and to insure a wide range of input from across campus. The steering committee will be comprised of individuals from campus (faculty and administrators) and from outside the university (industry and state government). The program advisory committee will consist of recognized experts in surface water and groundwater technology and will be appointed to provide scientific overview and peer review of research proposals and programs, advice and assistance to investigators, and periodic reports on the center's scientific progress.

Initially, the Departments of Molecular Biology, Range Management, and Civil & Architectural Engineering will assume responsibility for CESS. These are the departments of the principal investigators. However, it is envisioned that management of the center and participation in its research programs will be a truly interdisciplinary effort that incorporates all interested colleges, departments, and individuals at the University of Wyoming. Housing CESS in the Office of Research is an important step in establishing such a campus-wide center.

2. Purpose and Nature of CESS

The principal purpose of CESS will be to conduct research aimed at the protection and cleanup of contaminated surface water and groundwater. The research and technological programs will

Fig. 1. Administrative organization for CESS



be based upon the use of environmental simulation laboratories to create surface and subsurface conditions (geotechnical, hydrological, and biological) at a scale representative of natural and man-made sites and upon the study of all aspects of surface water and groundwater contamination, protection methods, and cleanup strategies under simulated climatic conditions.

The principal physical infrastructure of the center will be the existing Environmental Simulation Laboratory (ESL) and the Environmental Simulation Facility (ESF), a proposed new facility designed to house six additional simulation laboratories, office space for CESS personnel and visiting scientists, and bench-scale laboratories. Congress has authorized \$500,000 for planning and design of the ESF during FY 1992, based in large part on the site visit and peer review conducted in January, 1991, and on materials submitted by the University of Wyoming to CSRS in conjunction with the site visit. This document states that all research conducted in the proposed ESF will be administered through CESS.

3. Current Activities to be Included in CESS

Several research projects are underway or in the planning phases that would be included in the operation of CESS. The first is a research project entitled "Modeling of Hydrologic Conditions and Solute Movement in Processed Oil Shale Waste Embankments Under Simulated Climatic Conditions". This project has been underway since 1987 and is funded through March, 1993, for \$2.9 million. The sponsors are U.S. Department of Energy, Rio Blanco Oil Shale Company, and Exxon Corporation. The principal investigators are Quentin Skinner (Range Management), John Turner (Civil Engrg.), and Victor Hasfurther (Civil Engrg. and Wyoming Water Research Center). The project involves the use of the existing ESL as well as field studies near Rio Blanco, CO.

4. Major New Activities

Major new activities will include large-scale simulation studies involving use of the current ESL and the proposed new ESF aimed at protection and cleanup of contaminated surface water and groundwater. These activities are described in detail in the materials submitted by UW to CSRS (copy attached).

Several industrial and government sponsors (including DOE, USDA, British Petroleum, Pacific Northwest Laboratories) have expressed interest in using the existing laboratory and discussions are underway to develop research projects. These marketing efforts as well as any resulting projects will be administered through CESS.

5. Benefits and Impacts of CESS

CESS will enable the University of Wyoming to become a national and international center of excellence for research on surface water and groundwater technology. The University has identified environmental science and engineering in general, and water quality in particular, as

priority areas because of their importance to the state and the nation and because of the collective experience and expertise of its faculty.

The proposed center will provide excellent research opportunities through access to environmental simulation, a new, effective, and economical approach to research on environmental technology. Time and money can be saved by using large-scale environmental chambers to bridge the gap between bench-scale research and field implementation of new technologies. Savings are achieved by avoiding costly field trials that may or may not be successful and by being able to conduct repetitive, large-scale experiments under carefully controlled climatic and surface/groundwater conditions.

The opportunity to conduct innovative research on topics of vital importance to the nation will be a strong selling point in attracting new and visiting scientists and engineers to the University of Wyoming. The research capabilities of the current faculty will be expanded significantly by access to the ESF. The ability of UW to attract greater numbers of graduate students will be enhanced by increased funding of assistantships and fellowships, the presence of high-caliber resident and visiting scientists, and the availability of a world-class facility for conducting research. The goal of CESS is to provide the best, most up-to-date training available for the next generation of leaders and problem solvers in environmental sciences and engineering. Establishment of CESS is an important step toward achieving this goal.

Some of the comments in the CSRS report to Congress are given below (p. 7).

"Should the facility be constructed, the University of Wyoming could become an international focus for applied microbial research. In addition to new faculty and staff positions that the university plans to house in the ESF, scientists from other universities, government laboratories, and industry are likely to want to use the facilities."

"In addition to the novel scientific contributions to surface and groundwater pollution abatement, the ESF will make significant contributions to training a new generation of environmental scientists. The review team anticipates that the integration of expertise in geotechnical engineering and ecological sciences will produce a unique cadre of scientists capable of making a strong impact in future advances in pollution abatement research."

6. Projected Costs and Sources of Funds

	FTE	State Funds	Other Funds
Faculty	0.5	\$111,000	0
Research or other professional staff	2	0	\$216,000
Clerical and other staff	0.5	0	\$36,000
Graduate assistants	0	0	\$90,000
Other personnel	0	0	0
Construction/renovation	NA	\$9 million	\$9 million
New space	0	0	0
New Equipment	0	0	0
Library	0	0	0
Supplies	0	0	\$15,000
Travel	0	0	\$60,000
Other	0	0	\$9,000

7. Explanation of Projected Costs and New Resources

Faculty. The Departments of Range Management and Molecular Biology (College of Agriculture) and the Department of Civil & Architectural Engineering (College of Engineering) have absorbed the cost equivalent of 0.5 FTE (\$37,000/yr) each of the past 3 years for Quentin Skinner, Lee Bulla, and John Turner, including extensive travel, facility and program reviews by EPA, DOE, DOD, DOI, USDA, and others, tours and visitations from over 50 groups, proposal/report writing, and numerous campus meetings. The cost of these three faculty members to their respective departments and colleges will remain approximately the same for each of the first three years of CESS.

Research or other professional staff. Research staff necessary to complete contractual obligations for the current ESL project also are needed to carry out future studies within the ESL. These personnel are highly trained to operate and manage the ESL and they are needed during the transition period while the ESF is being built. These personnel include a Research Manager and

Research Associate 2 (\$72,000/yr). Funding the next 3 years will be provided by research contracts and grants.

Clerical and other staff. This is now supported by Range Management, Molecular Biology, and Civil & Architectural Engineering. Funds have been provided by indirect cost return to departments and colleges (\$12,000/yr). During the next three years, college and participating department indirect funds obtained from ESL and proposed ESF related research will be needed to support clerical and other staff.

Graduate Assistants. No new graduate assistants will be needed to support CESS. Current research programming for the ESL supports an average of three students (\$30,000/yr). Other grant funds and department GRA allocations can be assigned to future research projects when appropriate.

Other personnel. There will be no request for additional personnel the next 3 years. Additional personnel to operate the ESF is proposed but not relevant until construction is complete and programs initiated within the new environmental laboratories.

Construction/renovation. USDA-CSRS grant funds require up to 50% match. The federal match can be any combination of state and private funding.

New space. CESS will occupy space provided within the ESF. Temporary office space and existing laboratory facilities are being provided by participating UW departments and colleges.

Supplies. Supply funds will be obtained from research indirect costs and ESF planning dollars (\$5,000/yr).

Travel. Travel funds to plan construction of the ESF and initiate future research programming will be provided by grants and indirect costs (\$20,000/yr).

Other. Miscellaneous funds to support research program and construction planning are necessary to support CESS. Examples of costs include hosting of and submitting information to potential research sponsors, similar to those groups who have visited the existing ESL laboratory (see item 12 below). Funds required are approximately \$3,000/yr and will be used for telephone, publishing, marketing, and reporting costs and will be secured from contracts, grants, and indirect costs.

8. Similar Units in the Region

To the best knowledge of everyone involved, no units similar to CESS exist in the Rocky Mountain region nor anywhere else in the country. Although much research is being conducted on water quality and cleanup of contaminated water, the approach being taken by CESS (large-scale environmental simulation studies) is a new and unique concept developed entirely at the University of Wyoming.

One of the major requirements to receive funding for the proposed ESF from Congress is that the facility and programs to be housed in it should be unique and not duplicative of any existing facilities in the United States. The report submitted to Congress by CSRS (p. 8) states:

"The design of the proposed ESF will provide unique research opportunities for water quality and environmental research that are not duplicated in any other facilities and that support programs that are both regional and national in scope and importance".

9. Evidence of Need

The need for large-scale environmental simulation studies to address problems of surface water and groundwater protection and cleanup is recognized by numerous scientific agencies and groups (e.g., see item 12 below). The initial concept of CESS and the ESF came about because of intense interest in the existing facility by EPA, DOE, USDA, and industrial groups with a variety of problems and concerns related to surface water and groundwater contamination, clearly one of the major challenges of our time. Much of the background on the need for such a center and allied facilities is included in the materials provided for the CSRS site visit. The report subsequently submitted to Congress by CSRS (p. 7) states the following:

"Several U.S. agencies have targeted groundwater pollution abatement technologies as a critical national need to provide an adequate supply of high quality water for agricultural and domestic purposes. Many pollution abatement technologies are in development including the application of biotechnological techniques. However, laboratory bench-scale methods take time and numerous resources and do not guarantee their field effectiveness. The construction of large scale environmentally controlled chambers that simulate the out of doors provides for an R and D approach that promises rapid development and pilot scale testing in a safe, contained ecosystem."

"Perhaps of equal importance to rapid pilot scale evaluation in the ESF is the likelihood that new treatment technologies will be discovered. New instrumentation will be developed and tested for detection of pollutants and a combination of geotechnical and ecological methodologies will provide broad integrative approaches to cleanup strategies".

The report states further (p. 8) that:

"The proposed research thrust of the ESF addresses a major research priority of the U.S. Department of Agriculture".

The center is needed to provide a clearly defined administrative unit to manage the research programs centered around the ESF. As recognized by the CSRS review team, the center concept "is well conceived, provides clear lines of responsibility, and provides for independent review and oversight mechanisms" (p. 6).

10. Faculty Endorsements

Numerous faculty and administrators at the University of Wyoming have visited the existing simulation laboratory and have been informed about plans for the ESF and CESS (see item 12 below). All have expressed support for the project. These include faculty from the following UW departments:

- Range Management
- Molecular Biology
- Plant, Soil, and Insect Science
- Civil and Architectural Engineering
- Mechanical Engineering
- Geology and Geophysics
- Zoology and Physiology
- Mathematics
- Water Research Center

Individual names can be provided upon request.

As part of the CSRS site visit and evaluation, several faculty members and administrators from across campus met with the review team to discuss plans for cooperation and collaboration. The report to Congress states (p. 7):

"The review team was impressed with the support received for the facility from other research groups and centers on campus. It is expected that the facility will lead to a coalescing of professional support groups that will strengthen further the university's research commitment. This interdisciplinary cooperation will lead to novel educational and research opportunities for years to come."

11. College Committee Endorsements

12. Additional Information

International/National Agency Research Reviews and Tours of ESL

EPA, DOE, DOI, USDA, DOD; U.S. Army Corp of Engineers (Waterways Experiment Station and Cold Regions Research and Engineering Laboratory); Federal Highway Administration; 6 U.S. EPA Environmental Research Laboratories; Los Alamos National Laboratory; Battelle Pacific Northwest Laboratory; Environment Canada (equivalent of EPA for Canada); Institute for Soil Fertility Research Wageningen - the Netherlands; Rocky Mountain Forest and Range Experiment Station (Watershed and Plant Physiology Groups); U.S. Forest Service; American Society of Civil Engineers Committee on Ocean Engineering.

Private Industry Reviews and Tours of ESL

AMOCO Oil, CH2M-Hill, Westinghouse-Hanford Company, Sweetwater County Soda Ash Companies, Coors Brewery, British Petroleum, Frontier Environmental Reclamation Corporation, Coastal Chemical Company, Western Research Institute, Wyoming Stockgrowers Association, Wyoming Woolgrowers Association, Wyoming Farm Bureau, Wyoming Young Farmers, Office of the State Planning Coordinator.

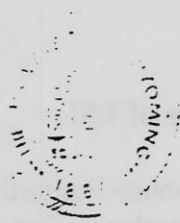
University Reviews and Tours of ESL

New York University, Scripps Institute, Colorado State University, University of Kentucky, North Dakota State University, Colorado School of Mines, University of West Virginia, INCAR/Texas A&M, University of Guelph (Ontario, Canada), Cornell University.

Other Tours of ESL

Congressman Thomas and staff, Senator Simpson and staff, Senator Wallop and staff, Governor Sullivan and staff, Albany County Press Tour, Laramie Area Chamber of Commerce, National Cattleman's Association, Western Legislative Convention, Leadership Cheyenne, American Water Resources Association, UW Enhanced Oil Recovery Institute, College of Agriculture Dean's Advisory Council, UW Board of Trustees, Wyoming Geological Survey.

Selected Letters of Support are Attached.



THE UNIVERSITY OF WYOMING
LARAMIE, WYOMING 82071

OFFICE OF THE PRESIDENT
(307) 766-4121

November 29, 1989

The Honorable Malcolm Wallop
United States Senate
Room 237 Russell Building
Washington, D. C. 20510

Dear Senator ^{Malcolm} Wallop:

The purpose of this letter is to convey to you my heartiest and most enthusiastic support for the proposed large-scale climate and ecosystem facilities project for the study of solid waste and groundwater cleanup. I firmly believe that this project spearheaded by Professors Quentin Skinner and Lee Bulla would be a tremendous opportunity and boon to the University of Wyoming and, therefore, I consider it to be at the very top of our priorities for federal funding. I also believe that the development of such a climate and ecosystem program will allow the University to become a true center of excellence nationally and internationally. Furthermore, I am convinced that the information generated from a variety of research activities carried out in the proposed facilities will contribute to the further economic and industrial development of the state of Wyoming.

Please advise me if I can be of any assistance to you as you move into and through the federal appropriations process. And, of course, I truly appreciate your support and consideration of our proposal.

Kindest regards.

Sincerely,

A handwritten signature in dark ink, appearing to read "Terry P. Roark", is written over the typed name.

Terry P. Roark
President

/ bcc: Dean Lee Bulla

Congress of the United States
House of Representatives
Washington, DC 20515

July 25, 1990

Dr. Terry Roark, President
Office of the President
University of Wyoming
University Station PO Box 3434
Laramie, Wyoming 82071

Good Morning Terry...

Thought I'd take a moment to bring you up to date on the status of our efforts to get some federal help for the proposed construction of the Environmental Simulation Facility at the University.

Our request for funding the planning and design phase was addressed by the Subcommittee on Rural Development, Agriculture, and Related Agencies. The subcommittee called for a report to be completed in FY91 on the need and support for the Environmental Simulator. This was included in the buildings and facilities account of the Cooperative State Research Service, which was then incorporated into the 1991 Agriculture Appropriations bill and passed by the House last week. (see attached)

Now...the translation. We didn't get the money we requested, but I'd still say we can be pleased with the outcome at this point. First of all, ours was one of five reports granted for the upcoming year -- out of a pile of requests that was at least two feet high! We knew going in that their procedure generally requires the report process before funds are granted for projects such as this. And historically, projects receive funding once the reports have been completed. So, this is a significant step and we've got our foot in the door.

There's uncertainty that the Senate committee will act before the August recess, in which case it would likely be September before we know what's to come. At any rate, I can see a couple of scenarios developing. One, the Senate could also put it in for a report. In that event, we'd come back next year with a request for funding -- either for planning and design, or construction -- depending on the depth of the report.

However, if the Senate were to allocate any amount of dollars to the ESF, it would then be addressed in conference committee. At that stage, it seems we should be prepared to try to convince them that the need and support have been established and that it's ready for planning and design.

President Terry Roark
July 24, 1990; page 2

Whether or not we get funding this go-round, I'm optimistic that the steps taken this year can eventually lead to a congressional appropriation. We've got some things in our favor.

This is the first time the University and Wyoming have made a request of this nature -- and the committee does keep tabs when spreading around the federal largess. There also appears to be growing support to prioritize funds on the basis of scientific contribution to the general welfare. In this instance, and as the need to clean up the environment continues to grow, the value of the Environmental Simulator can stand on its own merits.

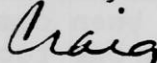
We've also got some very good help, namely Quentin Skinner, Lee Bulla, John Turner, and their associates. Frankly, none of this would be happening if it weren't for them and I'm confident that they'll continue to do everything possible to give us the ammunition we need here. You've every reason to be extremely proud to have these individuals working so well for the University and the state.

There will be questions about the availability and commitment of matching funds that will be needed for construction. I've a hunch that will be one of the major factor in evaluating the level of support for the facility that they'll want to establish, regardless of which route they take.

In the meantime, Terry, I want to assure you of my continued support and efforts to get the Environmental Simulation Facility developed at the University.

Thanks for all your help. We'll keep in touch as this moves along. See you in Laramie one of these days.

Best regards,



Craig Thomas
Member of Congress

cc: Governor Mike Sullivan
Quentin Skinner✓
Lee Bulla
John Turner

enclosures

THE UNIVERSITY OF WYOMING
LARAMIE, WYOMING 82071

OFFICE OF THE PRESIDENT
(307) 766-4121

January 3, 1991

Dr. Berlie L. Schmidt, Chairman
University of Wyoming Site Visit Team
Environmental Simulation Facility
Cooperative State Research Service
U.S. Department of Agriculture
Washington, D. C. 20251-2200

Dear Dr. Schmidt:

In anticipation of your visiting the University of Wyoming to review the proposed Environmental Simulation Facility (ESF), I want to extend to you and your colleagues a warm welcome.

I hope that your visit to UW is enjoyable and that you will not hesitate to let me know if there is anything that I or my staff can do to accommodate you. Certainly, I am excited about the possibility of having the ESF constructed on the campus of the University of Wyoming. I believe that having such a facility will allow the University to become a true center of excellence nationally and internationally in environmental simulation studies. With environmental pollution problems increasing throughout the world, it seems to me that the ESF will be most appropriate to help solve many of those problems. I also believe that the ESF can contribute to the further economic and industrial development of the state of Wyoming and to the region as well.

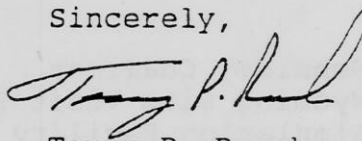
I realize that one major aspect of having the ESF at the University of Wyoming is financial and I am aware that nonfederal funds are necessary to match those that will be appropriated by the U. S. Congress. Please know that I am dedicated to helping develop appropriate strategies to acquire monies, either state or private or both, to match federal funds appropriated for the ESF. Of course, the University has a number of capital construction priorities that need to be addressed but the ESF does rank at the very top of our priorities for federal funding. Therefore, I can assure you that we will make every possible effort to attain the necessary financial support for the ESF and I believe that with creative and aggressive strategies, our objectives can be met.

Dr. Berlie L. Schmidt
January 3, 1991
Page Two

Again, welcome to the University of Wyoming. I look forward to a profitable and successful site visit and review.

Best wishes.

Sincerely,



Terry P. Roark

bcc: Quentin Skinner
John Turner
Lee Bulla
Bob Heil
Al Karnig
Derek Hodgson
Vern Shelton



STATE OF WYOMING
OFFICE OF THE GOVERNOR
CHEYENNE 82002

MIKE SULLIVAN
GOVERNOR

January 9, 1991

Dr. Berlie L. Schmidt, Chairman
University of Wyoming Site Visit Team
Environmental Simulation Facility
Cooperative State Research Service
U.S. Department of Agriculture
Washington, D.C. 20251-2200

Dear Dr. Schmidt:

I was delighted to learn that the 101st Congress approved a feasibility study and review of the University of Wyoming's Environmental Simulation Facility (ESF) and that the U.S. Department of Agriculture soon will be visiting the University campus to begin the feasibility study.

I wish to welcome you to Wyoming and add my whole-hearted support of the ESF and my willingness to work with the University to acquire nonfederal matching funds required to ultimately construct the facility. The ESF and associated programs can be a tremendous asset to the University and its research efforts. The opportunities that the ESF will lend to expansion and improvement of the effectiveness of our nation's environmental research and technological development truly are exciting. Furthermore, I believe that the ESF will afford a valuable tool to other countries throughout the world by providing an intermediate step between bench scale research and full scale field application of environmental cleanup technologies.

Wyoming is proud of its environmental heritage. The ESF is a significant project not only to the University, but to the State of Wyoming as well and, therefore, I give it my heartiest endorsement. Please let me know if I can be of any assistance to you in your forthcoming visit to the University of Wyoming.

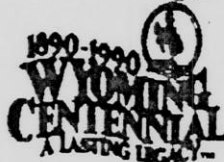
With best regards, I am

Very truly yours,

Mike Sullivan

MS:aes

✓ bcc: Lee Bulla



Congress of the United States
House of Representatives
Washington, DC 20515

November 8, 1991

Honorable Mike Sullivan
Governor of Wyoming
State Capitol
Cheyenne, Wyoming 82002

Dear Mike:

We are pleased to tell you that Congress has approved \$500,000 in the FY 92 budget for planning the new Environmental Simulation Facility (ESF) at the University of Wyoming. This was quite a battle, since the trend for the USDA budget is to get out of the business of funding new projects.

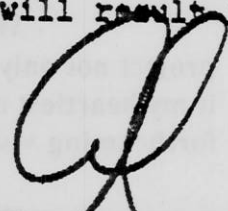
As described by the University to the USDA's Cooperative State Research Service review panel early this year, the ESF is to be the central component of a national center of excellence. The Center for Environmental Simulation Studies (CESS) will deal with the research and technology of surface and ground water protection and cleanup. The CESS exemplifies the futuristic thinking and aggressive spirit of administrators and faculty at our fine University. The CESS is critical to the next steps of this process -- and we look forward to its immediate establishment at UW.

In the months and years ahead, the State and University of Wyoming can count on our continuing efforts to obtain funding for construction of the ESF, which, as you remember, will require a match of non-federal money. We remain confident that the dedicated and coordinated efforts on the part of the State, the University and our offices will result in the successful completion of the ESF.

Best regards,



Senator Malcolm Wallop



Senator Alan Simpson



Congressman Craig Thomas

cc: President Terry Roark
Dean Robert Hall

CHAPTER VIII. STUDENTS

Section 3. ~~STUDENT CLASSIFICATION FOR FEE PURPOSES~~ RESIDENCY CLASSIFICATION

The following TRUSTEE regulations govern the classification of students at the University of Wyoming as resident or non-resident, ~~for purposes of fee assessment.~~ AND SHALL BE ADMINISTERED BY THE DIRECTOR OF ADMISSIONS.

~~a. The following persons shall be classified as Wyoming residents for fee purposes:~~

~~(1) Minors whose parent(s) are domiciled in the State of Wyoming. Domicile in Wyoming shall be deemed to exist when the parent(s) have established permanent residence in Wyoming and any former domicile is abandoned. Parents may be deemed to include a legally appointed guardian depending on the circumstances.~~

~~For purposes of these regulations, minors shall be classified as residents for fee purposes if the student's parent or guardian works and resides within the State for an anticipated period of not less than one year. Students must inform the Division of Admissions of any change in the place of residence of their parents or guardian between the time of filing the Application for Admission and registration for classes.~~

~~(2) Adults who have established a permanent domicile in Wyoming and resided in the State for one continuous year after the permanent domicile is perfected. Adults, for purposes of this regulation, are defined as persons at least 21 years of age, or married persons under such age maintaining a household in Wyoming with their spouse. (Amended, 7/14/90)~~

~~Individuals over 21 years old, who can document financial dependence on Wyoming resident parents or legal guardian, may qualify for in-state fee status. Acts of domicile include but are not limited to the following: (Amended, 7/14/90)~~

a. FOR THE PURPOSES OF THESE REGULATIONS, A DOMICILE IN WYOMING EXISTS WHEN PERMANENT RESIDENCE HAS BEEN ESTABLISHED AND MAINTAINED FOR AT LEAST 12 MONTHS IMMEDIATELY PRECEDING THE TERM IN QUESTION. THE BURDEN OF PROVING WYOMING RESIDENT STATUS RESTS UPON THE PERSON MAKING THE CLAIM. DOCUMENTATION WHICH PROVIDES EVIDENCE OF PERMANENT RESIDENCE IN WYOMING MAY INCLUDE, BUT IS NOT LIMITED TO, THE FOLLOWING ITEMS:

Highly Persuasive Acts of Domicile EVIDENCE OF PERMANENT RESIDENCE IN WYOMING

(1) Full-time employment (NORMALLY 40 HOURS PER WEEK) in Wyoming for one continuous year IMMEDIATELY PRECEDING THE CLAIM FOR RESIDENT STATUS

(2) ~~Ownership of home or property in Wyoming~~ PURCHASE OF AND RESIDENCE ON PROPERTY IN WYOMING

(3) One year of ~~continual~~ CONTINUOUS presence in Wyoming without being enrolled in college for more than four hours per term

(4) Payment of substantial taxes to Wyoming

Less Persuasive Acts of Domicile EVIDENCE OF PERMANENT RESIDENCE IN WYOMING

~~e. Former domicile in Wyoming and maintenance of ties to Wyoming~~

~~f. Reliance on Wyoming resources for full financial support~~

~~g. Wyoming vehicle registration (required by state law)~~

~~h. Wyoming address on most recent federal income tax~~

~~i. A valid Wyoming driver's license~~

~~j. Wyoming voter registration~~

~~(3) Persons temporarily absent from the State due to military service, attendance at an educational institution, or other type of documented temporary sojourn, who would have been classified as residents at the time of departure.~~

~~(4) A U.S. citizen or permanent resident who marries a person who qualifies as a Wyoming resident for University fee purposes shall be granted resident fee status at the beginning of the next University term subsequent to the marriage.~~

~~(5) For purposes of tuition/fee assessment, an individual and his or her legal dependents) on active duty with the United States Armed Forces will be granted resident status if he or she verifies by copy of his/her orders that (a) he/she is on active duty with the Armed Forces and (b) his/her permanent duty station is in Wyoming. Active members of the Wyoming National Guard will also be allowed to pay in-state tuition and fees. To~~

~~receive in-state fee benefits, students must have been inducted into the Wyoming National Guard on or before the first class day for each semester. Induction in the Wyoming National Guard after the first class day for each semester will qualify the student for in-state tuition and fees beginning with the next appropriate semester. (Amended, 7/14/90)~~

~~(6) All students enrolling in a term for four (4) credit hours or less per semester will be assessed tuition at the resident rate. All students enrolling in summer session credit will pay in-state tuition and fees.~~

~~(7) UW graduates, and sons and daughters of University of Wyoming graduates, will be granted resident status for purposes of tuition/fee assessment.~~

~~(8) All Wyoming high school graduates (residing in bordering states) who initiate enrollment at UW or a Wyoming community college within one year of high school graduation, and who remain continuously enrolled, will qualify for in-state fee status at the University of Wyoming for purposes of continued enrollment at the University.~~

~~b. Persons other than U.S. citizens who have not been admitted to the United States for permanent residence shall be classified non-residents.~~

(1) RELIANCE ON WYOMING SOURCES FOR FULL FINANCIAL SUPPORT

(2) WYOMING VEHICLE REGISTRATION (REQUIRED BY STATE LAW)

(3) VALID WYOMING DRIVER'S LICENSE

(4) VALID WYOMING VOTER REGISTRATION

(5) WYOMING ADDRESS ON MOST RECENT FEDERAL INCOME TAX

(6) EVIDENCE THAT TIES HAVE BEEN SEVERED WITH ANY OTHER STATE

b. THE FOLLOWING U.S. CITIZENS OR PERMANENT RESIDENTS SHALL BE CLASSIFIED AS WYOMING RESIDENTS FOR UW PURPOSES:

(1) DEPENDENTS (UNDER AGE 21) WHOSE PARENT(S) OR LEGAL GUARDIAN WORKS AND RESIDES WITHIN THE STATE FOR AN ANTICIPATED PERIOD OF NOT LESS THAN ONE YEAR.

(2) INDIVIDUALS (AGE 21 OR OLDER), OR EMANCIPATED PERSONS UNDER AGE 21 WHO MAINTAIN A DOMICILE IN WYOMING.

(3) PERSONS TEMPORARILY ABSENT FROM WYOMING DUE TO MILITARY SERVICE, ATTENDANCE AT AN EDUCATIONAL INSTITUTION AS A NON-RESIDENT STUDENT, OR OTHER TYPES OF DOCUMENTED TEMPORARY ABSENCE, WHO WOULD HAVE BEEN CLASSIFIED AS RESIDENTS AT THE TIME OF DEPARTURE, AND WHO HAVE MAINTAINED TIES TO WYOMING DURING THEIR ABSENCE FROM THE STATE.

c. All other persons shall be classified as non-residents for fee UW purposes. Residing in Wyoming primarily as a student does not ~~qualify a student as a resident for fee purposes~~ SUPPORT A CLAIM FOR RESIDENT STATUS irrespective of the length of such temporary residence. ~~Students may request review of such original classification when they consider these regulations as not clearly applicable to their claim for resident classification.~~

d. Change of residence classification shall be governed by the following regulations:

(1) Non-resident ~~undergraduates~~ STUDENTS whose original classification was based on domicile of parent(S) may be reclassified after ~~reaching age 21 and meeting all other domicile requirements. (Amended, 7/14/90)~~ PETITION FOR RESIDENCE RECLASSIFICATION WHEN THE FACTS INDICATE THAT A CHANGE IN DOMICILE HAS OCCURRED.

~~(2) Individuals may be reclassified for the following term when the facts indicate that a change in domicile has occurred since the time of original residence classification.~~

e. ~~An initially assigned non-resident classification may be appealed to the Director of Admissions for decision provided the residency petition is submitted at least seven calendar days before the beginning of registration for each term. The decision on the petition for reclassification made by the Director of Admissions may be further appealed to the Residence Classification Committee provided the appeal is made within twenty calendar days of the date of the Director's decision.~~

(2) AN INITIAL NON-RESIDENT CLASSIFICATION MAY BE APPEALED BY SUBMITTING A PETITION FOR WYOMING RESIDENT STATUS TO THE ADMISSIONS OFFICE ON OR BEFORE THE FIRST DAY OF CLASSES FOR EACH TERM. THE DIRECTOR OF ADMISSIONS IS AUTHORIZED TO MAKE EXCEPTIONS TO THE PETITION DEADLINE BASED ON EXTENUATING CIRCUMSTANCES. THE

DECISION FROM THE PETITION REVIEW MAY BE APPEALED TO THE RESIDENCE CLASSIFICATION COMMITTEE PROVIDED A WRITTEN REQUEST FOR APPEAL IS RECEIVED BY THE ADMISSIONS OFFICE WITHIN TWENTY (20) CALENDAR DAYS OF THE DATE OF THE PETITION DECISION. WRITTEN NOTICE OF RIGHT TO APPEAL SHALL BE INCLUDED IN PETITION DECISION LETTERS.

(3) NO RECLASSIFICATION WILL BE RETROACTIVE TO PREVIOUS TERMS.

~~f. The Director of Admissions shall be responsible for the administration of these regulations.~~

~~g. e. There shall be a Residence~~ THE RESIDENCY Classification Committee ~~consisting~~ WILL CONSIST of three members appointed by the President, and the Director of Admissions, ~~who shall be~~ WHO IS an ex officio (without vote) member, ~~of the Committee and~~ WHO shall serve as Chairperson. The duties of this Committee ~~shall be as follows~~ ARE:

(1) To render interpretations and rulings at the request of the Director of Admissions.

(2) To serve as an appeals committee for students who ~~wish~~ CHOOSE to appeal the ~~decision of the Director of Admissions.~~ RESIDENCY PETITION DECISION.

(3) To consider ~~University policies in the area of residence classification and~~ EXISTING RESIDENCY CLASSIFICATION POLICY AND TO make recommendations FOR CHANGE to the Trustees of the University of Wyoming.

~~Section 4. FEE SCHOLARSHIPS~~

~~Fee scholarships, other than those supported from external sources, may be established only by the Trustees or by Statute, and a listing of such scholarships shall be published in administrative regulations.~~

Section 4. IN-STATE TUITION WILL BE EXTENDED TO THE FOLLOWING SPECIFIC NON-RESIDENT INDIVIDUALS. APPROPRIATE DOCUMENTATION MUST BE ON FILE IN THE ADMISSIONS OFFICE ON OR BEFORE THE FIRST DAY OF CLASSES FOR THE TERM FOR WHICH RESIDENCY IS SOUGHT.

- a. NON-RESIDENT UW GRADUATES**
- b. NON-RESIDENT SONS AND DAUGHTERS OF UW GRADUATES**
- c. INDIVIDUALS ON ACTIVE DUTY WITH THE UNITED STATES ARMED FORCES STATIONED IN WYOMING AND THEIR DEPENDENTS**
- d. ACTIVE MEMBERS OF THE WYOMING NATIONAL GUARD**
- e. AN INDIVIDUAL WHO MARRIES A PERSON WHO HAS ESTABLISHED A WYOMING DOMICILE SHALL BE ELIGIBLE FOR RESIDENT TUITION FOR THE NEXT TERM SUBSEQUENT TO THE MARRIAGE.**
- f. GRADUATES OF ALL WYOMING HIGH SCHOOLS WHO ATTEND UW WITHIN ONE YEAR OF HIGH SCHOOL GRADUATION AND MAINTAIN CONTINUOUS UW ENROLLMENT**

THE UNIVERSITY OF WYOMING

Laramie, Wyoming

UNIREG 42

March 23, 1992

UNIVERSITY REGULATION 42

Initiating Authority: President of the University

Subject: Sexual Harassment

References: (a) Regulations of the Trustees, Chapter VII, Section I

(b) University Regulation 3, Revision 1 (October 17, 1977)

(c) University Regulation 4 (October 11, 1977)

(d) Information Circular 1981-1 (August 28, 1981)

(e) Action of the Trustees, March 21, 1992

1. Purpose. This UniReg supersedes the policy established by the above-referenced information circular and clarifies the University policy relating to sexual harassment in the working and educational environment. It sets forth administrative procedures for handling claims of sexual harassment for all members of the University community.

The University is committed to protecting the rights and dignity of each individual. The University desires to create a work environment for faculty and staff and an educational environment for students that fosters career and educational goals based on factors such as ability and performance. Sexual harassment is subversive to the creation of this environment, and prompt remedial action will be taken by the University upon any finding of sexual harassment.

2. Sexual Harassment Definition. Sexual harassment is unwelcome physical or verbal conduct of a sexual nature by a University agent or employee that either conditions employment, employment benefits, academic standing or educational benefits on sexual favors, or creates an intimidating, hostile or offensive working or educational environment. Sexual harassment includes (1) unwelcome solicitation of sexual activity or other sex-linked behavior by promise of rewards; (2) inappropriate and offensive sexual remarks or behavior; (3) coercion of sexual activity by threat of punishment; (4) physical or verbal conduct of a sexual nature that interferes with an individual's work performance or creates an intimidating, hostile or offensive working environment; and (5) sexual assaults.

3. Policy . It is a violation of University policy to:

- (a) Abuse the dignity of an employee or student through sexual harassment;
- (b) Threaten, demand, or suggest that an employee's work status or a student's academic status is contingent upon toleration of or acquiescence to sexual harassment; or
- (c) Retaliate against an employee or student for complaining about sexual harassment or coerce an employee or student into silence about an act of sexual harassment.

4. Responsibility. It is the responsibility of every administrative officer, dean, department head, supervisor, and all instructional personnel to strive to ensure a working and educational environment free of sexual harassment. Furthermore, the aforementioned individuals shall be obligated and held accountable to report the nature of a sexual harassment complaint to the Employment Practices Officer. In the event that confidentiality is a condition of disclosure, the contact person is responsible to notify the Employment Practices Officer of the general nature of the confidential complaint and request guidance and support in dealing with the issue. The Employment Practices Officer shall be responsible for monitoring all actions and complaints of sexual harassment from initial complaint to final disposition.

5. Procedures. The University has established procedures for receiving reports and responding to instances of sexual harassment experienced by members of the University community. Initial contacts can be made as follows:

(a) Students

Any student who believes she or he has been sexually harassed (or any other individual who has been contacted by a student regarding sexual harassment) should contact the Employment Practices Officer. Alternatively, students may initially contact the Office of Student Life for direct assistance in resolving the matter as well as in securing compatible personnel and such other resource support as the student's circumstances require, or if preferred, any same gender academic or University officer.

(b) Staff

Any University staff employee who believes she or he has been sexually harassed (or any other individual who has been contacted by a staff employee regarding sexual harassment) should contact the Employment Practices Officer for direct assistance in resolving the matter. Alternatively, staff employees may initially contact their Director, Appointing Authority or the Office of Personnel Services in order to secure compatible personnel and such other resource support as the staff employee's circumstances require, or if preferred, any same gender academic or University officer.

(c) Faculty

Any faculty member who believes she or he has been sexually harassed (or any other individual who has been contacted by a faculty member regarding sexual harassment) should contact the Employment Practices Officer directly. Alternatively, faculty members may initially contact the Department Head, Associate Dean, Dean, Associate Provost for Academic Personnel, or Provost in order to secure compatible personnel and such other resource support as the faculty member's circumstances require, or, if preferred, any same gender academic or University officer.

When making initial contacts, students, staff employees or faculty members may be accompanied by a personal advisor or colleague. Through privileged communication and consultation with the contact person, appropriate consideration will be given to available alternatives. The student, staff employee, or faculty member will have the option and support to pursue the course of action most consistent with his or her desires pursuant to University regulations. The formal resolution of a sexual harassment complaint shall be pursued in accordance with the applicable provisions of University Regulation #4, Civil Rights Complaint Procedure. Informal resolution of a sexual harassment complaint is encouraged and may be pursued by appointing authorities after consultation with the Employment Practices Officer. If informal actions are found to be undesirable or ineffective, a formal complaint may be filed. Such formal complaints must be filed within one-hundred eighty (180) calendar days of the most recent incident, in accordance with the Civil Rights Complaint Procedure.

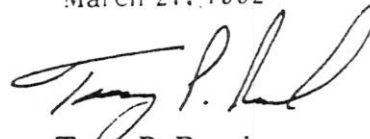
6. Sanctions. Any University agent or employee who is found to have engaged in sexual harassment of another University employee or of a student will be subject to disciplinary sanctions, which may include, but not be limited to, written reprimand, demotion, transfer, required professional counseling, and/or termination of employment in accordance with University procedures.

7. Reprisal. No employee or student shall suffer reprisal from the University as a consequence of filing a complaint, or for participating in any way in this process.

8. Disposition of the Record. All records concerning any sexual harassment complaint shall be considered a Personnel record and closed to the public in accordance with Wyoming law. The Employment Practices Officer shall be the custodian of the official record of all sexual harassment complaints.

APPROVED:

March 27, 1992


Terry P. Roark
President