

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

**December 11, 1993**

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

# THE UNIVERSITY OF WYOMING

## Minutes of the Trustees

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# THE UNIVERSITY OF WYOMING

## Minutes of the Trustees December 11, 1993

Committee meetings of the University of Wyoming Board of Trustees, as well as an executive session to discuss personnel and litigation matters, were held on Friday, December 10.

On December 11, 1993, the Board of Trustees attended a multi-media presentation in the Classroom Building, which was organized by the Division of Information Technology. Trustees then held a regular business meeting in the Old Main Board Room.

President Deborah Healy Hammons called the business meeting to order at 9:30 a.m.

### ROLL CALL

President Hammons called on Trustee

Secretary Jerry Saunders to take roll. The

following Trustees were in attendance: Deborah Healy Hammons, John D. (Dave) Bonner, F. Richard Brown, Harry L. (Lee) Harris, Peter M. Jorgensen, Forrest (Frosty) Kepler, Jeri Kirk, Walter G. (Jerry) Saunders, and David W. (Bud) Updike. Ex-officio members Terry P. Roark and Julie Yates were also present. Trustees W. Perry Dray, Daniel Kinnaman, Bryan Sharratt, and ex-officio Trustees Ohman and Sullivan were absent from the business meeting, although all but Governor Sullivan attended committee meetings on Friday.



## **PRESIDENT'S REPORT**

University of Wyoming President

Terry Roark made the following report to the Trustees on Friday, December 10:

- Geraldine Wright of Casper has been named UW's 17th Rhodes scholar, the first Rhodes scholar in the last 31 years. A senior botany major, she earlier received a Barry Goldwater scholarship. Following her graduation from UW next spring, Geraldine will spend two years at Oxford University where she will work on a graduate degree in biology.
- A national magazine's special edition ranks the University of Wyoming as one of America's best college buys. UW is ranked 13th among top state schools in Money Guide's 1994 special edition identifying the best values in higher education.
- Spider silk research at the University of Wyoming was one of five projects featured in a Public Broadcasting System television program Nov. 20. The PBS program considered the direction of researchers who borrow ideas from nature.
- An environmental engineering project at the University of Wyoming was named best research paper at the ENERGEX '93 international conference in Seoul, Korea. The paper describes UW efforts to recycle scrap tires and waste oils.
- A technological breakthrough that assists companies in hiring and retaining employees is the subject of a new book by Brooks Mitchell, assistant professor of management in the UW College of Business. His book, "Bet on Cowboys, Not Horses", blends research, case studies, and practical applications to demonstrate how a computer can assist in the employee interview and selection process.

- Jeffrey Lockwood, associate professor of plant, soil, and insect sciences, received an award for excellence in teaching at the annual meeting of the National Association of State Universities and Land Grant Colleges.

- Donald F. Adams, professor of mechanical engineering, recently was named a fellow of the American Society for Composites. He also received the society's 1993 Scientific Achievement Award, the national organization's highest honor for composite materials research.

- A gift of more than \$64,000 from Sony Corporation of America will give UW broadcasting students an opportunity to train on the newest equipment used in the television industry.

- Capt. Darla R. Parsons-Barrett, assistant professor of aerospace studies, is one of four finalists for national Air Force ROTC instructor of the year honors. The national winner will be named in the spring.

- Our parliamentary debate team has qualified for the world debating championships to be held in Melbourne, Australia Jan. 1-12. This is a first for UW. Approximately 120 top colleges and universities from more than 20 countries will send teams to compete in the prestigious tournament.

President Roark noted that winning the Rhodes scholarship isn't happenstance. UW's Honors Program identifies promising students, nurturing them to get nationally competitive fellowships and scholarships through the honors program. Trustee Yates mentioned that 10 UW students had been viable candidates qualifying for review. President Roark commended

former Trustee Bob Schuster for his help in supporting UW's participation in the Rhodes competition. Trustee Dray suggested that a letter to Ms. Wright be prepared from the Board of Trustees. President Hammons will send a letter congratulating the other finalists.

#### **APPROVAL OF MINUTES**

It was moved by Trustee Jorgensen,  
seconded by Trustee Bonner, and carried  
that the October 30, 1993 minutes of the Trustees be approved.

#### **ACADEMIC AND STUDENT AFFAIRS COMMITTEE**

President Hammons called on Chairman Jorgensen for a report from the Academic and Student Affairs Committee meeting held on December 10, 1993. Trustees Jorgensen, Dray, Kinnaman, Kirk, Ohman, and Saunders attended the meeting, along with other Trustees and University personnel. The following was presented to the full Board:

##### **Proposal to Deliver an Off-Campus MBA Program**

Trustees were provided information prior to the meeting in the Trustees' Report regarding a proposal to deliver an off-campus Master of Business Administration program to six additional community college sites, plus Evanston and Gillette, via compressed video and face-to-face instruction.

President Roark said that he was excited about the program and the opportunity for UW to offer the MBA to students who are unable to go to Casper or Laramie. He noted that the \$189 per credit hour charge would be less than that charged by other institutions offering

similar programs in the state.

Trustee Jorgensen asked about funding for compressed video. President Roark said there was a possibility of a partial restoration of the Educational Trust Fund. Should that come about, President Roark said he would recommend that a portion of it go to increasing outreach capabilities. Derek Hodgson, Vice President for Research, said there was also an opportunity through EPSCoR to apply for one-time funds. Two proposals have been submitted - one for expansion of compressed video, and one for another package.

Jim Schaeffer, Director of the School of Extended Studies, said that they tried to create a budget that would deliver and pay for the program while pricing it below the competition.

In order to offer such a program in an effective and efficient manner, it was moved by Trustee Jorgensen, seconded by Trustee Kirk, and carried that a differential tuition charge of \$189 be approved.

### **Student Leader Scholarships**

Our Wyoming high schools and community colleges offer excellent leadership development opportunities for students who will become our state's future leaders. Frequently, these students do not achieve the highest grade point averages because they are involved in a number of school, community and private organizations service activities. These students are sometimes excluded from scholarship consideration because their grade point averages fall below the cutoff point for scholarships.

To provide support for these present and future leaders, a new scholarship program was proposed that will recognize the leadership skills and qualities of our Wyoming high school graduates and transfer students. Selection is based on a minimum 3.0 grade point average, an evaluation of applicants' leadership in activities and a brief essay describing an experience which has helped the applicant to develop as a leader.

Fifty (50) **STUDENT LEADER SCHOLARSHIPS** will be awarded each year. Each scholarship offers \$300 per semester for up to eight semesters of continued enrollment toward a first bachelor's degree. This scholarship may be used along with other scholarships except those specifically designated for tuition and fees at UW, and will go into effect immediately. Details of the program are included as Enclosure 1.

To attract potential leaders to the University, these scholarships will be offered on a rolling basis beginning in December and ending March 1.

Trustee Jorgensen moved approval of the proposed Student Leader Scholarships. The motion was seconded by Trustee Bonner and carried.

### **Update on Three-Year Degree Programs**

President Roark said that, at the request of Trustees, an analysis of the feasibility of three-year programs had been accomplished. Provost Karnig reported that each of the six undergraduate colleges had been asked whether a three-year degree was possible, and whether they could guarantee that coursework would be available to allow graduation in four years. All programs could assure the latter except the School of Pharmacy. Each college made assumptions regarding a possible three-year program, including 1) no remedial

coursework would be needed by the students; 2) students would attend during the summers; and 3) that they would not change majors. Provost Karnig pointed out that nearly 70 percent of all entering students are not prepared in math and therefore need remedial coursework.

It is possible for all students in the College of Agriculture to finish in three years except in the Departments of Home Economics and Molecular Biology. In the College of Arts and Sciences, all except foreign language, professional music, and fish biology majors can complete coursework in three years. It is impossible for Education majors to finish in three years because of the number of hours required. In principle, Engineering majors would be able to finish their coursework in four years, although only 8 percent actually do. All students in the College of Health Sciences, except those majoring in pharmacy, could complete a degree in three years. Business majors are able to conclude their studies in three years. Provost Karnig said that faculty believe compressing work into three years is only appropriate for extraordinary students. Internships, work programs, and student development programs all lengthen the time needed to graduate. Trustee Jorgensen suggested that Associate Provost Hurst's office identify and work with students who wish to finish their degrees in three years. Trustee Hammons pointed out that students are able to take college classes while in high school and thus shorten the time required on-site in Laramie or Casper.

Trustee Updike requested that Trustees be given an update on the phase program and student teaching at some point.

## **BUDGET COMMITTEE**

President Hammons called on Chairman Brown for a report from the Budget Committee meeting held on December 10. Committee members Brown, Bonner, Harris, Kepler, Updike, and Sharratt, and ex-officio members Hammons 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.

### **Tuition Proposals for FY 1995**

President Roark presented a recommendation to adjust tuition for FY 1995. The proposal contains four major changes that would:

- 1) Restructure per-credit hour tuition. Currently, the full-time tuition rate charged to students taking 12 or more hours is actually lower than the tuition charged to students taking 9.5 to 11.5 hours. For example, resident undergraduate students registered for 11 hours pay \$836 in tuition, while the tuition cost for students taking 12 through 20 credits is only \$690. The proposal would reformulate tuition so that there is an equal credit hour charge until full-time status is achieved. For example, a resident student taking 12 hours of credit would pay 12 times the credit-hour charge (or \$804), and a student taking 11 hours would pay 11 times the credit-hour charge (or \$737). The change promotes equity in the rates paid by part- and full-time students;

- 2) Change the basis for assessment of full-time tuition for graduate students from 12 to 9 credit hours. Graduate students are currently classified as full-time if enrolled for 9 or more credit hours, but are not assessed full-time tuition unless enrolled for 12 or more credit

hours. This change establishes nine credit hours as the basis for both defining a full-time graduate student and assessment of full-time tuition and fees;

3) Increase tuition and fees for resident and non-resident students to the 15th percentile for doctoral-level public institutions while maintaining the differential rate that graduate students are asked to pay. (Resident and non-resident graduate students pay an additional differential equal to 25 percent of the resident tuition rate. Since \$173 is 25 percent of the \$690 in resident undergraduate tuition, graduate students pay their base resident or non-resident tuition plus \$173.) The University adopted, in concept, a plan in October 1989 to benchmark tuition to the 15th percentile of public doctoral institutions with the goal of achieving this objective in five years. This plan has guided the administration's tuition policy recommendations the last four years. The adjustment to reach the 15th percentile is based on FY 1994 data increased by a factor of six percent. This is less than the average increase experienced by NASULGC institutions in FY 1993, which was 8.3 and 7.3 percent respectively for resident and nonresident undergraduate students. The administration believes the increase for FY 95 will be greater than six percent, but have used the smaller assumption to allow for inclusion of anticipated adjustments to mandatory fees. Mandatory fee adjustments will be presented for consideration at the February meeting; and



4) Eliminate the credit-hour college fee currently assessed majors up to 12 credit hours. The fees that would be eliminated are:

	<u>Credit Hour</u>	<u>Full-time</u>
Agriculture majors	\$2.05	24.60
Arts & Sciences majors	1.85	22.20
Business majors	0.85	10.20
Education majors	0.95	11.40
Engineering majors	1.85	22.20
Health Science majors	1.45	17.40
Undeclared majors	1.65	19.80

The colleges now receiving income generated by these fees will continue to receive funding at current levels.

As a consequence of seeking greater equity between part- and full-time students, there will be:

- \* a net tuition reduction for part-time resident undergraduate students,
- \* a modest credit-hour increase for part-time resident graduate and non-resident undergraduate students,
- \* and a substantial increase for part-time non-resident graduate students.

For full-time students, average semester increases would be as follows:

- \* Resident undergraduate = \$96
- \* Resident graduate = \$127
- \* Non-resident undergraduate = \$369
- \* Non-resident graduate = \$394

Approximately 103 of the 120 public doctoral universities, including all NCHEMS and western comparator institutions, would continue to charge higher tuition than UW.

Trustee Bonner noted that in addition to raising tuition, the Trustees have also approved an additional \$500,000 in new scholarships. It was also noted that about a third of the revenue generated by the tuition increase will be used to increase scholarship stipends to cover the increased tuition.

Trustee Updike spoke in opposition to the University's plan to benchmark tuition to the 15th percentile of public doctoral institutions.

Julie Yates reported that ASUW had reviewed the proposal and felt that a tuition increase is necessary considering the budget circumstances and, therefore, support the proposal.

Based on a recommendation from the Budget Committee, Mr. Brown moved approval of the tuition changes for FY 1995 as outlined above. The motion was seconded by Mr. Harris, and it carried, with Trustee Updike voting no.

#### **Authorization for Stock Transfers**

Brokerage firms are requesting certification of resolutions carrying a date within six months of the transaction.

Based on a recommendation from the Budget Committee, Mr. Brown moved, Mr. Harris seconded, and it carried, to adopt the following resolution:

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

FURTHER RESOLVED that the President of The University of Wyoming and the Treasurer of the Board of Trustees, representing the Trustees of The University of Wyoming, a body corporate, are hereby authorized to act as agents for and to sign agreements, resolutions and any other documentation required to establish, maintain, and terminate security cash accounts with security dealers and brokers for the purpose of taking ownership and possession of cash, bonds, stocks and other securities held by such dealers and brokers which have been directed to the University by gift, bequest or any other act of transfer; and further that said agents are fully authorized to sell, assign and transfer stocks, bonds, evidences of interest, evidences of indebtedness and/or other obligation, and all other securities, corporate or otherwise, now or hereafter held by this corporation in its own right or in any fiduciary capacity pursuant to this authorization, and to execute any and all instruments necessary, proper or desirable for the purpose; and

FURTHER RESOLVED that any corporate officer of the University of Wyoming is hereby authorized to certify this Resolution to whom it may concern.

### Audit Reports - Fiscal Year 1993

Mr. Milton Bollman, Partner, and Mr. Russ Bell, Senior Manager, from the firm of Deloitte & Touche, attended the committee meeting to present audit reports for the fiscal period July 1, 1992 through June 30, 1993.

The following audit reports were reviewed: (1) financial statements for the University of Wyoming, (2) audit report for certain bond funds, (3) single audit report of federal assistance programs, (4) Intercollegiate Athletics, and (5) KUWR-FM. These reports will be mailed under separate cover as soon as they are received.

The auditors issued an unqualified opinion on each report. In addition to the reports, the auditors issued a management letter which contains a matter involving the internal control structure and its operation that they considered to be a reportable condition under standards established by the American Institute of Certified Public Accountants. The matter has been brought to the attention of the University, and President Roark stated that the corrections, with the exception of disaster recovery, will be in place by April of next year. Vice President Baccari will keep the Trustees informed when the corrections have been completed.

Based on a recommendation from the Budget Committee, Mr. Brown moved acceptance of the five reports identified above. The motion was seconded by Mr. Bonner, and it carried.

### Fiscal Year 1994 Budget Authorization Increase

Chapter 227 of the 1993 Session Laws of Wyoming authorized salary and benefit adjustments for all employees. Included with this authorization was a provision that these adjustments would be implemented in two phases. All employees earning less than \$20,000 per year were to receive a salary adjustment effective October 1, 1993 and the remaining employees would receive their increases on January 1, 1994. In addition to the salary adjustments the

employer's contribution to the health insurance program was increased by \$20 per month effective January 1. The appropriation for these increases was made to the state auditor and not to the institution. As a result, the FY 1994 operating budget for the University was not adjusted to accommodate these increases.

The first phase of salary adjustments was implemented on October 1 and the funding requirement for this change has been calculated. Additional budget authority of \$533,112 is required to cover these increases. This allocation includes \$447,993 for salary adjustments and \$85,119 for employer paid benefits.

Based on a recommendation from the Budget Committee, Mr. Brown moved approval of a Section I budget authorization increase of \$533,112 to provide budget authorization for the salary adjustments implemented on October 1. The motion was seconded by Mr. Harris, and it carried. Funding for this increase will be derived from the salary appropriation granted to the state auditor.

#### **Approval of Contracts and Grants, Gifts and Scholarships**

Based on a recommendation from the Budget Committee, it was moved by Mr. Brown, seconded by Bonner, and carried, that the Trustees of the University of Wyoming accept contracts and grants in the amount of \$2,869,196 for the period October 6, 1993 through November 16, 1993, and gifts and scholarships in the amount of \$152,005.21 for the period October 1, 1993, through October 31, 1993.

#### **Financial Review - Period Ended October 31, 1993**

As a matter of information, the financial report for the period ended October 31, 1993, was provided to the Budget Committee.

## **PERSONNEL COMMITTEE**

President Hammons asked Trustee Kirk for a report from the Personnel Committee meeting held on December 10, 1993. Trustees Kirk, Brown, Harris, Kinnaman, and Updike attended the meeting, along with other Trustees and University personnel. Based on the committee meeting, it was moved by Trustee Kirk, seconded by Trustee Kepler, and carried that the following items be approved as indicated:

### **Faculty Appointment**

#### **UNIVERSITY LIBRARIES**

- a. Mary L. Bender as Senior Assistant Librarian, effective October 18, 1993, at a fiscal year (11-month) salary of \$29,004. This appointment is eligible for extended term appointment.

### **Academic Professional Appointment**

#### **COLLEGE OF ARTS AND SCIENCES**

- a. Susan Ibarra as Assistant Lecturer, Department of Modern and Classical Languages, effective August 23, 1993, at an annual (9-month) salary of \$22,008. This appointment is eligible for extended term appointment.

### **Administrative Reappointments**

#### **COLLEGE OF HEALTH SCIENCES**

- a. H. John Baldwin as Associate Dean in the School of Pharmacy and Professor of Pharmacy, effective July 1, 1993. Continuation of his appointment is subject to re-evaluation no later than June 30, 1998.

- b. Janis Jelinek as Associate Dean for the School of Health and Human Services, and Department Head, Speech Pathology/Audiology and Professor of Speech Pathology/Audiology. Continuation of her appointment is subject to re-evaluation no later than June 30, 1998.

### Adjunct Appointment

#### COLLEGE OF ENGINEERING

- a. Ronald D. Tabler was appointed Adjunct Professor of Mechanical Engineering for a three-year period effective November 2, 1993, to November 2, 1996. Dr. Tabler currently operates his own consulting firm based in Niwot, Colorado.

### Adjunct Reappointments

#### COLLEGE OF ARTS AND SCIENCES

- a. Michael Cassity as Adjunct Professor of History for a three-year period effective September 1, 1993 through August 31, 1996.
- b. Peter K. Simpson as Adjunct Professor of History for a three-year period effective September 1, 1993 through August 31, 1996.

#### COLLEGE OF ENGINEERING

- c. William A. Cooper as Adjunct Professor of Atmospheric Science for a three-year period effective December 1, 1993, through November 30, 1996.

## Change in Assignment

### COLLEGE OF AGRICULTURE

a. James J. Jacobs, Professor of Agricultural Economics and Head of the Department of Agricultural Economics, was reassigned as Professor of Agricultural Economics and Assistant Director (part-time) of the Agricultural Experiment Station, effective December 1, 1993, at a fiscal year (11-month) salary of \$57,864.

## Sabbatical Leaves

As set forth in the Regulations of the Trustees, sabbatical leaves may be granted to any tenured member of the University faculty for the purpose of increasing the recipient's professional competence and usefulness to the University. Sabbatical leave time may be used for research, writing and/or study at a place of the recipient's choosing. University personnel holding academic rank whose duties are primarily administrative in nature are also eligible for sabbatical leaves. A minimum of six years academic service at the University must precede each period of sabbatical leave, although no right accrues automatically through lapse of time. The granting of such leave is, in each case, within the discretion of the Trustees upon the recommendation of the President. Sabbatical leaves shall not be ordinarily available for the purpose of obtaining an advanced degree. A faculty member who fails to return to the University for at least one academic year immediately following a sabbatical leave shall be obligated to repay the amount of compensation received from the University during the period of his or her leave. Leaves for a full contract year are compensated at a rate equal to 60 percent of the faculty member's annual salary; leaves for a half-contract year are compensated at the faculty member's existing rate for the period.



Requests for sabbatical leave during 1994-95 were reviewed by the appropriate department and dean. The following 22 faculty members were recommended for and granted sabbatical leave during 1994-95, as indicated, subject to available resources. In each case, the teaching responsibilities of faculty on sabbatical will be assumed by other instructors.

- a. Susan Aronstein, Associate Professor of English, for the 1995 spring semester. Dr. Aronstein, a member of the faculty of the University of Wyoming since 1987, has had no previous sabbatical leaves. Dr. Aronstein will spend time at the Stanford University Library to complete research on a book-length manuscript entitled Chivalry: Women and Cultural Crisis in the Medieval French Grail Cycle. The outcomes of this sabbatical will include the design of a new undergraduate English course in medieval culture as well as the publication of the manuscript.
- b. Lewis Bagby, Professor of Modern and Classical Languages, for the 1994-95 academic year. Dr. Bagby, a member of the faculty of the University of Wyoming since 1970, was granted a sabbatical leave in 1985. Dr. Bagby will examine materials relative to Dostoevsky's publications of the 1840s and 1860s. He intends to utilize the Library of Congress, Washington, D.C., and research facilities of Saratove University, Saratov, Russia. The benefits include enhancing Dr. Bagby's contributions to the University Studies program and specialized courses in Russian literature and culture.
- c. Benito Chen, Associate Professor of Mathematics, for the 1994-95 academic year. Dr. Chen, a member of the faculty of the University of Wyoming since 1988, has had no previous sabbatical leaves. Dr. Chen will work on modeling shock waves in very rarefied gases. Both numerical and asymptotic methods will be utilized. Dr. Chen will work with Professor Claude Bardos at the University of Paris in Paris,

France. Primary benefits from this leave will be found in instructional efforts in graduate and undergraduate courses. Publications are also expected from the sabbatical research.

d. Jerrold Dodd, Professor of Range Management, for the 1994-95 fiscal year. Dr. Dodd, a member of the faculty since 1981, has had no previous sabbatical leaves. Dr. Dodd will study the ecology, land use patterns, sociology, and impacts of future development on the Asiatic Steppe. The proposed work will yield a sophisticated model and protocol that can be the primary tool employed by policy makers and land use decision makers to guide the development of the agricultural and natural resource based economies through the region and the world.

e. James I. Drever, J. E. Warren Professor of Energy and the Environment and Professor of Geology and Geophysics, for the 1994-95 academic year. Dr. Drever, a member of the faculty of the University of Wyoming since 1971, was granted a sabbatical leave in 1987. Dr. Drever will analyze a body of experimental data acquired over the past six years, examine new experimental and modeling techniques, and develop materials for a non-specialist undergraduate course in groundwater. His work will be done at the Institute of Geology, Louis Pasteur Universite, Strasbourg, France. The benefits to the University will be a new undergraduate course, improvements in graduate classes in environmental geochemistry, and increased ability to attract extramural funding.

f. Rex E. Gantenbein, Associate Professor of Computer Science, for the 1994-95 academic year. Dr. Gantenbein, a member of the faculty of the University of Wyoming since 1985, has had no previous sabbatical leaves. Dr. Gantenbein will be developing and evaluating methods for detecting and responding to failures that could

interrupt the communications between a space vehicle and its ground support. Such work may will be valuable in other applications where maintaining communications is difficult due to volatility or harsh conditions in which the system operates.

g. Alan Gray, Associate Professor of Plant, Soil, and Insect Sciences and Extension Agronomist, for the 1994 fall semester. Dr. Gray, a member of the faculty of the University of Wyoming since 1986, has had no previous sabbatical leaves. Dr. Gray is proposing to work primarily at Colorado State University to examine the efficacy of using alfalfa hay as a feed stock for ethanol production. The implications of this research have considerable economic potential for alfalfa growers in the State of Wyoming.

h. Robin W. Goose, Associate Professor of Plant, Soil, and Insect Sciences for the period of December 1, 1994 through May 31, 1995. Dr. Goose, a member of the faculty of the University of Wyoming since 1987, has had no previous sabbatical leaves. Dr. Goose proposes to pursue a comprehensive plant breeding program at the Northfield Laboratories in Australia. The proposed host institution is in possession of the largest collection of alfalfas in the world and Dr. Goose proposes to hybridize Wyoming cold tolerant varieties to the most productive Australian varieties. Such activity has enormous implication for Wyoming forage production.

i. H. Gordon Harris, Professor of Petroleum Engineering and Director of Enhanced Oil Recovery Institute, for the 1994-95 academic year. Dr. Harris, a member of the faculty of the University of Wyoming from 1974 to 1981 and since 1986, has had no previous sabbatical leaves. Dr. Harris will work with the U.S. Department of Energy in the Division of Fossil Energy in Washington, D.C. on U.S. policy questions related to oil, gas and coal production and consumption. Dr. Harris will also work with

Dr. Lewis Bagby on ways to further existing ties between Wyoming and Russia. He also proposes to look at techniques for enhancing production of oil and gas with Seacoast Services of Houston, Texas, a firm involved in the development and patenting of a down hole oil and gas tool capable of revolutionizing the way in which oil and gas wells are completed and of dramatically enhancing the productivity of oil and gas wells. Dr. Harris will work with Seacoast on the deployment and evaluation of this tool.

j. Sylvia Hobart, Associate Professor of Mathematics, for the 1994-95 academic year. Dr. Hobart, a member of the faculty of the University of Wyoming since 1987, has had no previous sabbatical leaves. Dr. Hobart will work with Professors E. Bannai and T. Ito on tight and almost tight designs in association schemes using two recently developed techniques: balanced sets and T-algebras. This sabbatical will result in the recruitment of Japanese graduate students and cultural diversity, expanded expertise which will be integrated into undergraduate and graduate courses and research papers on balanced sets and T-algebra.

k. Robert E. Jones, Associate Professor of Management and Marketing, for the 1994-95 academic year. Dr. Jones, a member of the faculty of the University of Wyoming since 1975, has had no previous sabbatical leaves. Dr. Jones will conduct cross-cultural management research and will spend time at the Madrid Business School in Spain as well as the University of Nebraska. The sabbatical will lead to an improvement in his teaching and research program.

l. Raymond Kunselman, Professor of Physics and Astronomy, for the 1994-95 academic year. Dr. Kunselman, a member of the faculty of the University of Wyoming since 1969, was granted a sabbatical leave in 1986. Dr. Kunselman will spend time at Tri-University Meson Facility, Meson Physics Laboratory in Vancouver to

participate with professional colleagues in ongoing experiments in archaeophysics. This sabbatical will contribute to future extramural funding efforts and will strengthen collaborative efforts on interdisciplinary instruction and research in archaeophysics and physical archaeology.

m. Joseph Lauer, Associate Professor of Plant, Soil, and Insect Sciences and Extension Agronomist for the 1994-95 academic year. Dr. Lauer, a member of the faculty of the University of Wyoming since 1985, has had no previous sabbatical leaves. Dr. Lauer proposes to extend the computer development of his program "Crop Variety SELECT 1.0" to include a rules based "Expert System". Dr. Lauer will be working with Dr. Ed Oplinger, University of Wisconsin, an acknowledged leader in this area. A variety of users of this software program will benefit from the extended development of this package, including those in the agricultural sector needing information on crop varieties, UW extension educators and specialists engaged in instructional activities, and researchers who can benefit from the program's data base.

n. Richard Machalek, Professor of Sociology, for the 1994-95 academic year. Dr. Machalek, a member of the faculty of the University of Wyoming since 1988, has had no previous sabbatical leaves. Dr. Machalek will expand the line of research which began in 1986 at the Museum of Comparative Zoology at Harvard University. This research focuses on various forms of social exploitation. By comparing patterns of social exploitation, Dr. Machalek proposes to identify the fundamental social causes of exploitative behavior in human or nonhuman societies. The major benefits include enhancing undergraduate courses which focus upon the historical evolution of human society as well as the publication of several manuscripts on crime and human behavior.

o. Patricia A. McClurg, Professor of Lifelong Learning and Instruction, for

the 1994-95 academic year. Dr. McClurg, a member of the faculty of the University of Wyoming since 1975, has had no previous sabbatical leaves. Dr. McClurg will spend time at several universities, where she will participate in activities designed to (a) improve the science education component of teacher education and (b) continue her work in the cognitive consequences of the integration of computer-based instructional technologies into K-14 classroom instruction. Benefits from Dr. McClurg's sabbatical should range from direct impact on the courses she teaches at the University to increasing her ability to compete for extramural funding.

p. David Nelson, Professor of Chemistry, for the 1995 spring semester. Dr. Nelson, a member of the faculty of the University of Wyoming since 1962, was granted a sabbatical leave in 1983. Dr. Nelson will develop new experimental methods for use in undergraduate organic teaching laboratories. These activities would take place primarily at the UW Department of Chemistry and involve the efforts of Dr. Nelson and undergraduate students.

q. Owen Phillips, Associate Professor of Economics and Chair, Department of Economics and Finance, for the 1994 fall semester. Dr. Phillips, a member of the faculty of the University of Wyoming since 1985, has had no previous sabbatical leaves. Dr. Phillips, an applicant for a Fulbright scholarship in New Zealand, will study market competition in a country that is in the process of making its markets private in an open international environment. This sabbatical will enhance Dr. Phillips' expertise in the field of industrial organization, improving his teaching and research program as well as increasing the strength of the Department of Economics and Finance and the college in the area of international business.

r. Duane Rhoades, Associate Professor of Modern and Classical Languages,

for the 1995 spring semester. Dr. Rhoades, a member of the faculty of the University of Wyoming since 1982, has had no previous sabbatical leaves. Dr. Rhoades will conduct research at several institutes and libraries in Madrid and Barcelona, Spain in order to complete a book on the monologue as a literary genre in Spain. This project will enhance the teaching of undergraduate courses in Spanish and provide the means for Dr. Rhoades to teach a course in contemporary Spanish theater with a comparative cultural focus.

s. Alan Schroeder, Associate Professor of Agricultural Economics for the 1995 spring semester. Dr. Schroeder, a member of the faculty of the University of Wyoming since 1986, has had no previous sabbatical leaves. Dr. Schroeder proposes to participate in classes and training that will enhance his skills in the area of conflict resolution. As an extension specialist, Dr. Schroeder mediates agricultural creditor/debtor conflicts and environmental conflicts. He will also develop additional agricultural negotiation teaching techniques for an undergraduate Agricultural Economics course in negotiations.

t. Leslie Shader, Professor of Mathematics, for the 1994 fall semester. Dr. Shader, a member of the faculty of the University of Wyoming since 1961, has had no previous sabbatical leaves. Dr. Shader will make visitations to southwest and western Wyoming high schools to meet with students and math teachers to explore pedagogical issues required to successfully teach secondary level math topics and he will prepare a collection of mathematics articles for use by UW undergraduate secondary education mathematics majors preparing to teach. In addition, Dr. Shader will complete research on several papers which focus upon non-traditional topics in mathematics including Ramsey Theory and strategies for combinatorial games. The benefits will encompass



academic outreach, instruction and scholarship.

u. Gabor Vali, Professor of Atmospheric Science, for the 1994-95 academic year. Dr. Vali, a member of the faculty of the University of Wyoming since 1969, was granted a sabbatical leave in 1986. Dr. Vali will teach and conduct research in Hungary as a Fulbright Scholar. He will give a series of lectures on biological ice nucleation at the University of Veszprém, and a series of lectures in cloud physics at the Eötvös Loránd University. Dr. Vali will be able to enhance his research and teaching expertise through these proposed experiences and further increase the prospects for extramural funding.

v. Carlyle Weiss, Professor of Music, for the 1994 fall semester. Dr. Weiss, a member of the faculty of the University of Wyoming since 1968, was granted a sabbatical leave in 1987. Dr. Weiss will study the vocal and choral music in Brazil and other South American countries and examine the influence of European and African immigrants on the musical writings of contemporary composers. This project is a continuation of Dr. Weiss' visit to Brazil in June 1993 and will result in enhanced performances by Department of Music students, further cultural exchanges of faculty and students, and instructional workshops in the western United States for high school music educators.

#### Leave of Absence Without Pay

##### COLLEGE OF ARTS AND SCIENCES

a. Herbert R. Dieterich, Professor of History, for the 1994 spring semester to complete research and write the final chapters of a book-length manuscript on George Herron and American Reform.



### Appointment of Director to WRI Board

Richard C. Willson, Jr. (resume attached as Enclosure 2) was appointed to fill a vacancy on the WRI Board of Directors.

### UW Employee Suggestion Award

Mr. Basil Gonzales, Mr. William (Kevin) Hardy and Mr. William Martinez have proposed a new method for replacing air ventilation louvers on bathroom doors in the residence halls. The current louvers utilized by Housing are easily damaged by vandalism. Housing personnel are constantly repairing or replacing these manufactured louvers on a daily basis.

Rather than continue with the replacement and maintenance of the manufactured louvers, Messrs. Gonzales, Hardy and Martinez have constructed a metal mesh louver that is stronger and less susceptible to damage. Replacing 152 louvers with the metal mesh design results in a savings of \$4,596 in labor and materials. In addition, Housing will be able to return the manufactured louvers currently in inventory for an additional savings of \$576.

This suggestion was evaluated by the Director of Housing and implemented. Messrs. Gonzales, Hardy and Martinez were granted, based upon the suggestion award guidelines, a cash award of \$517 to be divided equally among them. Funding for this award is to be paid from a residence hall operating account.

### Part-Time Appointments

The following part-time appointments were reported to the Trustees for their information:

Name	Department	Rank
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#### COLLEGE OF BUSINESS

Earl, Glenda L. (01/10/94-05/07/94)	Economics and Finance	Temporary Assistant Lecturer
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Lanter, Charles E. (01/10/94-05/07/94)	Economics and Finance	Temporary Assistant Lecturer
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#### UW/CC CENTER

Jeffrey, Ronnand J. (10/31/93-12/17/93)	Social Work	Temporary Assistant Lecturer
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#### Resignation

- a. Steven F. Cahan, Assistant Professor of Accounting, College of Business, effective December 18, 1993, to accept a faculty position elsewhere.

#### **PHYSICAL PLANT AND EQUIPMENT COMMITTEE**

President Hammons called on

Chairman Updike for a report

from the Physical Plant and Equipment Committee meeting held on December 10. Committee members Updike, Jorgensen, Kepler, and Kinnaman and ex-officio members Hammons 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.

#### Environmental Simulation Facility Design Team Selection

Federal grants have been received totaling over \$900,000 for the planning and design of the Environmental Simulation Facility. This funding will permit the University to proceed with the early phases of the project development.

The time lines for the project have become compressed in order to prepare information needed to address the matching fund requests before Congress. March 1, 1994 is the targeted completion date for the program, preliminary design, cost estimates, environmental analysis and historical survey.

Advertisements for Request for Qualifications were published the 11th, 18th and 25th of November. Eight responses were received on December 2, 1993, from joint teams of in-state firms and out-of-state firms with the expertise for the special design requirements. The planning team has reviewed the responses and four design teams will be interviewed the week of December 13, 1993. A recommendation will be formulated as soon as possible after the interviews.

Based on a recommendation from the Physical Plant and Equipment Committee, Mr. Updike moved that the Executive Committee and chairman of the Physical Plant and Equipment Committee be authorized to act upon the recommendations of the ESF planning committee between regular Trustee meetings. The motion was seconded by Mr. Brown, and it carried. Trustee Kepler abstained from voting.

#### **Progress Report, Projects in Design, and Change Orders**

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

#### **INVESTMENT COMMITTEE**

President Hammons called on Trustee

Kepler for a report on the Investment

Committee meeting held on December 10. Committee members Dray, Kepler and Saunders and ex-officio members Hammons and Roark attended the committee meeting, along with other

Trustees and University staff. Based on the committee meeting, the following recommendation was presented to the full Board.

#### Authorization to Sell Investments

The University's investment policy provides for an annual allocation of endowment earnings to support endowed programs, scholarships and other activities and to pay administrative costs to manage the endowment portfolio. Total earnings of six percent are allocated, five percent to endowed programs and one percent to pay administrative costs. Earnings in excess of six percent are reinvested to provide for long-term growth of endowments.

The six percent allocation is paid from dividend and interest earnings (yield), and from principal appreciation if the yield on the portfolio does not provide adequate cash flow. In FY 1993 the yield on the portfolio was \$918,000, while the six percent allocation amounted to \$1,369,502. The cash flow provided by the yield on endowments is short \$451,502 of funding the budgets supported by endowments.

In order to balance the FY 1993 budgets supported by endowment income it is necessary to withdraw a portion of the principal appreciation from each equity portfolio. The total appreciation for FY 1993 was \$1,654,205. A withdrawal of \$451,502 will result in a net portfolio appreciation of \$1,202,205. A statement summarizing FY 1993 investment results for the endowment portfolio was provided to the Committee.

Based on a recommendation from the Investment Committee, Mr. Kepler moved that authorization be granted to sell equities as necessary from the two equity funds to allow withdrawal of \$451,502 to provide the cash necessary to balance endowment supported budgets for FY 1993. The motion was seconded by Dr. Saunders, and it carried. Funds will be withdrawn from the two equity funds on a prorata basis.

## **DEVELOPMENT COMMITTEE**

Trustee Hammons called on Chairman Saunders for a report from the Development Committee meeting of December 10, 1993. Trustees Saunders, Bonner, Brown, Kepler, and Sharratt were in attendance at that meeting.

### **December 9, 1993 Meeting**

Trustee Saunders reported that the Development Committee, with other Trustees in attendance, met on December 9, 1993. He expressed appreciation for the work done by Provost Karnig, Associate Provost Hurst, and others in terms of recruiting and retention efforts, and the tremendous efforts going on in those areas.

### **Transfer Viewbook**

Vice President Simpson distributed a new transfer viewbook to Trustees. The viewbook contains information on transferring from Wyoming's community colleges or accredited colleges and universities, as well as financial aid and general University information.

### **Uniform Fund-Raising Report**

Dr. Peter Simpson, Vice President for Institutional Advancement, distributed a fund raising report in a new format, listing gifts to the Development office through November 30, 1993 and broken down by college as well as showing aggregate fund raising. Dr. Simpson reported that the new format will be useful for colleges to see how they are progressing and how they compare with each other. The report will be provided to Trustees at each meeting, and monthly if requested.

Dr. Simpson reported that UW received its largest single charitable remainder trust ever given recently. Dr. Simpson thanked Trustee Kinnaman for hosting the Rawlins alumni core group last month.

Dr. Simpson distributed information on upcoming Copper Bowl activities, and said that the Athletic Department and alumni are working hard on the Copper Bowl events. President Roark has also written letters to donors inviting them to attend. Dr. Simpson advised Trustees to contact Marian Paxton in his office if they needed arrangements made for the Copper Bowl. Advertising in local newspapers will be pursued. Trustees Bonner, Brown, Harris, Saunders, Sharratt and Yates are planning to attend the Copper Bowl.

David Baker, Special Assistant to the President reported that the Cowboy Shootout basketball tournament will be held in Casper, WY December 28-30, 1993. Trustees Hammons, Updike, Kepler, and Kirk will represent UW at the event.

## **COMMITTEE OF THE WHOLE**

### **Proposed Change to UNIREG 35 -- Supplement to Faculty Grievance Process for Financial Exigency Terminations**

Trustees adopted the revision to UniReg 41 concerning financial exigency at their October, 1993 meeting, and at that time directed the administration to provide a legally appropriate exception to the regular faculty termination appeals procedure for faculty terminated under UniReg 41 in the most permissibly expeditious manner.

David Baker, Special Assistant to the President, reported that a draft was reviewed by the Faculty Senate Committee on Faculty Rights and Responsibilities and submitted for introduction by the Faculty Senate Executive Committee. At the Faculty Senate meeting on November 15, a substitute procedure was introduced by committee chair Professor Ted Lauer and passed. Mr.

Baker and President Roark reviewed the bill, and recognized that while it addressed many Trustee concerns, it had several features which, in their opinion, did not address the directive of the Board of Trustees.

Special Assistant Baker proposed changes in the substitute bill in line with what he and President Roark understood as the Trustees' intent. At the committee meeting on Friday, December 10, President Roark proposed that the issue either be tabled until the next day, or brought back to the next meeting.

Professor Lauer and Faculty Senate Chair Ron Spahr both spoke to Trustees at the committee meeting about their concerns with additional changes to the bill. Lengthy discussion followed.

During the business meeting, Trustee Harris suggested that President Roark continue to work with Professors Spahr and Lauer to come up with a compromise, especially concerning the "most seriously expeditiously manner" in dealing with termination of employment of tenure faculty members because of financial exigency. President Roark will provide a document to Trustees prior to their next meeting. President Roark asked Trustees to notify him if they find other areas that need to be addressed.

### Legal Settlement

It was moved by Trustee Harris that the President be authorized to settle the claim of Toni McGarvey in accordance with the recommendation of counsel. The motion was seconded by Trustee Bonner and carried.

### Trustee Resolution

Trustee Bonner noted that as a result of dinner and discussion with EPSCoR, Science, Technology, and Energy Authority (STEa), and members of the Economic Development and Stabilization Board (EDS Board) the previous evening, he was proposing a resolution (Enclosure 3) in the form of a motion. The motion was seconded by Trustee Harris and carried.

### Public Comments

Trustee Yates distributed a packet containing legislation and projects addressed by ASUW for Fall 1993. The packet contained ASUW senate bills dealing with an ASUW pamphlet and NAMES Project reserve request, support of the financial exigency policy, extending protection in support of UW's statement of discrimination and harassment, reaffirmation of a tuition cap, support of implementation of a senior gift program for a gift to UW, and recommendation by ASUW that the administration of the University of Wyoming adopt the 1994 base model as proposed by ASUW for future tuition assessment. Ms. Yates reported that ASUW is working with the faculty committee AdSAAC on the possibility of mid-term grades. For the first time, all ASUW senators will be meeting with state senators over Christmas break regrading UW's role in the state. Trustee Hammons thanked Ms. Yates for her work on behalf of the board, and the commitment, time, and energy she has brought to UW.

Randi Johnson, chair of Staff Council, reported that Governor Sullivan had attended their meeting on Thursday, December 9. The Governor outlined his budget priorities at that meeting. Ms. Johnson reported that Staff Council has started their fall book recycling drive, and are working on a staff retrenchment policy.

Faculty Senate chair Ron Spahr reported that Faculty Senate had passed two resolutions relating to the hate speech document. He thanked the ad hoc committee on hate speech, chaired



by Harley Thronson, for their hard work. Dr. Spahr also thanked Trustees for approval of the MBA program, saying that the change to the program as it relates to the college of business will help economic development in the state by increasing the expertise of MBA students.

#### **ADJOURNMENT AND DATE OF NEXT MEETING**

There being no further business to come before the Board, the meeting adjourned at 10:00 a.m. Trustees then held an executive session to discuss a litigation matter. The next meeting will be held Feb. 4-5, 1994 in the Old Main board room.

Respectfully submitted,



Donna J. Mecham  
Deputy Secretary

# UNIVERSITY OF WYOMING

## STUDENT LEADER SCHOLARSHIP

### Promotion

- *UW Student Leader Scholarships* will be promoted by admissions counselors, departmental recruiters, and financial aid staff during recruiting activities.
- Traditional publications (viewbooks, scholarship books, and other recruiting publications) will be used to publicize this special scholarship.

### Application Process

Prospective students will be asked to submit the following items between December 1 and February 1 for consideration ...

to the UW Admissions Office:

- *UW Application for Undergraduate Admission*
- Current high school and/or college academic transcript

to the UW Office of Student Financial Aid:

- *UW Student Leader Scholarship Application Packet*

### Selection Criteria

- Applicants must be a resident of Wyoming under the UW residency policy.
- Applicants must be admissible to UW.
- Applicants must be enrolling at UW for the first time.
- Applicants must have a 3.0 cumulative GPA or higher (calculated on a 4.0 scale by UW.)
- Applicants must be pursuing a first bachelor's degree.
- Applicants must demonstrate leadership skills and qualities by participating in school, community, and private organizations.
- Applicants must write a single-page essay on how an experience has helped them develop as a leader.

### Scholarship Numbers

- 50 resident first-time freshman or transfer applicants will be selected each year.

### Scholarship Value

- \$300 per semester, for up to eight semesters of continuous enrollment, or until a first bachelor's degree is earned. (Semesters of use will be pro-rated for transfer students.)

### Selection Process

- Applications will be considered on a rolling basis beginning December 1 and ending March 1 for the following academic year.
- Recipients will be selected by a special committee.
- Offers must be accepted or rejected within one month.  
If rejected, the scholarship will then be offered to another applicant.

### Usage Guidelines

- Recipients may use this scholarship along with other scholarships, except those scholarships specifically designated for tuition and fees at UW.
- The scholarship must be initiated in the fall semester following extension of the offer.
- Recipients must enroll for a minimum of 12 credit hours per semester, each semester.
- Single recipients under age 21 without dependents must live in a UW residence hall for their first year in Laramie (unless they are living with their parents).

#### Renewal Criteria

- Recipients must maintain a 2.5 cumulative UW GPA. GPA will be checked once annually at the conclusion of the spring semester.
- Scholarships may be renewed for up to a total of eight semesters of study toward a first bachelor's degree. (Semesters of use will be pro-rated for transfer students, based on hours earned.)

**UNIVERSITY OF WYOMING TRUSTEES  
RESOLUTION**

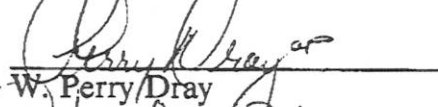
We, the Trustees of the University of Wyoming, reaffirm a shared commitment to working in concert with members of the EPSCoR Coordinating Committee; Science, Technology, and Energy Authority (STEa); the Economic Development and Stabilization Board (EDS Board); and other agencies to further the economic development and diversification of Wyoming.

We also enthusiastically support Governor Mike Sullivan's proposal to appropriate \$5 million to Wyoming's STEa for future support of Wyoming EPSCoR.

The shared strengths of EPSCoR, STEa, EDS, and UW are the foundation for planning and implementing viable economic development and diversification initiatives. We pledge our best efforts to attainment of the potential.

**Adopted this 11th day of December, 1993**

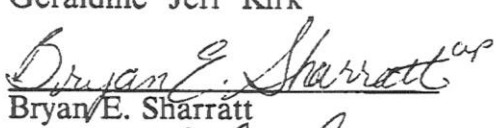
  
John D. "Dave" Bonner

  
W. Perry Dray

  
Harry Lee Harris

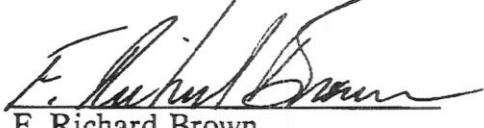
  
Forrest "Frosty" Kepler

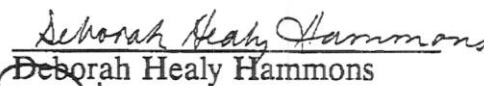
  
Geraldine "Jeri" Kirk

  
Bryan E. Sharratt

  
Terry P. Roark

  
Julie Yates

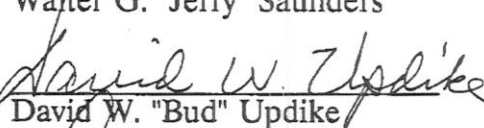
  
F. Richard Brown

  
Deborah Healy Hammons

  
Peter M. Jorgensen

  
Daniel L. Kinnaman

  
Walter G. "Jerry" Saunders

  
David W. "Bud" Updike

  
Diana Ohman