

THE UNIVERSITY OF WYOMING

MINUTES OF THE TRUSTEES

July 27, 1996

**The Final Minutes can be found on the University of Wyoming Board of Trustees
website at www.uwyo.edu/trustees/meetings**

TRUSTEES OF THE UNIVERSITY OF WYOMING

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July 27, 1996

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THE UNIVERSITY OF WYOMING

MINUTES OF THE TRUSTEES
July 27, 1996

The Board of Trustees of the University of Wyoming met July 26-27, 1996 at Sheridan College, Sheridan, Wyoming. Trustees held committee meetings and executive sessions to discuss personnel, disposition of property, and litigation matters on Friday, July 26 and Saturday, July 27. They also attended a joint meeting with the Foundation Board planning committee on Friday.

Trustees enjoyed a barbecue hosted by Trustee Jerry Saunders and Foundation Board member Bruce Badley on Thursday evening. Other social events included a breakfast buffet as well as a luncheon with Foundation Board members on Friday, and a dinner hosted by Jack Ellbogen on Friday evening.

President Forrest "Frosty" Kepler called the business meeting to order at 8:03 a.m. on Saturday, July 27, 1996.

ROLL CALL

The following Trustees attended the business meeting: Forrest "Frosty" Kepler, John D. "Dave" Bonner, Harry L. Harris, Peter M. Jorgensen, Daniel L. Kinnaman, Jeri Kirk, Rita Meyer, Shelly Ritthaler, and Walter G. "Jerry" Saunders. Ex-officio member UW President Terry P. Roark was also present. ASUW Vice President Dominic Martinez represented ex-officio member Jason Thompson at the meeting. Trustees Deborah Healy Hammons, Elizabeth A. Kail, Hank True, and ex-officio members Governor Jim Geringer and State Superintendent of Public Instruction Judy

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Catchpole were absent.

ANNOUNCEMENTS

On Friday, July 26, Trustees welcomed Dominic Martinez, ASUW Vice President, to the meeting.

Trustee Kepler noted that Trustees had held several informal meetings since the May meeting of the Trustees. The meetings were reported as very productive.

PRESIDENT'S REPORT

President Roark reported the following to Trustees:

- UW's Master of Business Administration (MBA) program offered by College of Business, is ranked among the nation's top 70 in the Princeton Review's 1997 edition of "The Best Business Schools." The article cites UW's location, low cost, small classes, and high level of student-faculty interaction as factors contribution to the high national ranking.
- UW's Air Force Reserve Officer Training Corps program will serve as a benchmark for all of the nation's other 146 ROTC Units to emulate, a result of an outstanding performance during a recent training evaluation. According to Maj. Darla Parsons-Barrett, UW assistant professor of aerospace studies, Wyoming received high marks for its exceptional training during a recent review conducted by the Air Education and Training Command headquartered at Randolph Air Force Base, San Antonio, Texas.
- A record-high enrollment of 255 junior and senior high school students from

throughout the Rocky Mountain region attended the recent annual summer music camp at UW. UW faculty and advanced music education students, joined by music teachers from throughout Wyoming, taught classes that included conducting, instrumental jazz improvisation, music and computers, African drumming, and World Music.

· One hundred students attended the recent 12th annual UW Summer High School Institute (HSI) at UW. They were selected from 197 excellent applicants representing 63 high schools in 46 school districts. Students said they enjoyed making new friends and the opportunities to discover some of the personal and academic challenges college offers.

· UW scientists have developed a new "decision support" computer program to deal with rangeland grasshopper infestations. The program, called CARMA, is the result of collaboration by UW entomologist Jeff Lockwood and UW computer scientists Karl Branting and John Hastings. Grasshopper infestations cause significant losses to Wyoming agriculture, annually consuming 21-23 percent of available rangeland forage. CARMA uses a case-based approach to problem solving that permits it to predict the probable economic costs and benefits for each treatment option. It is now available for local use at all UW Cooperative Extension Service offices and at Weed and Pest District Offices across the state.

President Roark distributed the latest draft of the University's 1995 strategic plan. The strategic plan lists five-year targets and administrator responsibilities for data collection. President Roark noted that there was no change in substance when compared to the earlier draft, but that the latest format should be easier to read. The strategic plan will be collected during the fall semester. UW will be audited on its goals by baseline sometime during the next year. The President asked the

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Trustees to review the plan and give comments to the administrator responsible for a plan item of interest.

President Kepler advised Trustees that the October Trustees' meeting would begin at 8:00 a.m. on Thursday, October 10. The business meeting will be held Friday morning so that Trustees are able to attend various homecoming events Friday afternoon.

APPROVAL OF MAY 10, 1996 MINUTES

It was moved by Trustee Jorgensen, seconded by Trustee Harris, and carried that the May 10, 1996 Minutes of the Trustees be approved.

APPROVAL OF JUNE 17, 1996 MINUTES

Trustee Harris moved that the June 17, 1996 Minutes of the Trustees be approved. The motion was seconded by Trustee Jorgensen and carried. The minutes are included as Enclosure 1.

REPORTS AND RECOMMENDATIONS OF COMMITTEES

ACADEMIC AND STUDENT AFFAIRS COMMITTEE

President Kepler called on Trustee Jorgensen for a report from the Academic and Student Affairs Committee, which met Friday, July 26, 1996 with the following members present: Pete Jorgensen, Dan Kinnaman, Jeri Kirk, and Shelly Ritthaler. Chair Deborah Healy Hammons and committee member Judy Catchpole were unable to attend.

The following items for information were submitted to the full board:

B.S. in Insect Biology

The Department of Plant, Soil and Insect Sciences, with the approval of the College of Agriculture and the support of cooperating departments in the College of Arts and Sciences, proposes the implementation of an undergraduate degree in insect biology. This program will focus upon the study of insects through the integration of the biological disciplines (e.g., physiology, behavior, ecology, evolution, taxonomy and anatomy). A rationale for the relevance of insect biology was presented as an enclosure to the Trustees' Report.

The proposed major will require course work in entomology, biology, chemistry and environmental sciences. In addition, the B.S. will require a senior thesis, which will provide students an opportunity to pursue a research interest and enhance research and analytical skills. A list of the course work for this program is found below.

The insect biology program will be offered with no additional costs to the University. The two new capstone courses are the only new offerings, though two departmental courses will be combined to form one course. There is sufficient room in all required Entomology courses to accommodate enrollment increases. The College of Agriculture has quality physical facilities, laboratories and equipment to support the requirements of this degree offering. Current library holdings also exist to adequately serve students enrolled in this new major.

The goal of this new degree program is to recruit and retain high quality students and provide them with a rigorous education in this facet of the life sciences. With this degree, students will be

prepared to serve society through employment opportunities in agriculture as well as make contributions to basic geology, human and animal health, ecosystem management and wildlife conservation among other fields. Initial annual enrollment in this proposed major is estimated at 20 students.

College of Agriculture Dean Steven Horn spoke to Trustees about the proposed undergraduate degree program. He said the entomology faculty are extremely talented, representing among the finest faculty at UW. There are 5.5 FTE, 2.5 positions of which are instructional. The program is one that has been discussed for several years. The College of Agriculture reiterated it can offer the undergraduate program at no additional cost, except for minor operational costs in the beginning. Three courses will be rearranged, and one will be eliminated. It is anticipated that the undergraduate degree in insect biology may bring in as much as \$100,000/year in new student enrollments. Dean Horn stated that B.S. in Insect Biology program will integrate very well with all departments within the College of Agriculture, as well as the Department of Zoology and Physiology in the College of Arts and Sciences.

Undergraduate Minor in Ethics

The Center for the Advancement in Ethics (CAE) is proposing the implementation of a multidisciplinary undergraduate minor in ethics for University of Wyoming students. This program will be administered by a committee within the College of Arts and Sciences in conjunction with the CAE.

The proposed minor will provide students with a solid foundation in the study of ethics by contributing to the awareness and discussion of ethical issues, positions, and arguments. The course of study will help students compete successfully for jobs in the expanding area of professional ethics as well as in traditional careers that are placing increased stress upon ethical concerns. The proposed minor will help to fulfill the goals that underlay the gift by Carl M. Williams to the University. No additional financial resources will be required.

The proposed course of study for the minor will involve the completion of 18 credit hours of coursework, including 12 at the 3000 level or above, distributed among the following: Ethical Theory; Ethical Applications; and Scientific, Historical and Social Analysis. Students will also complete a capstone course in which they draw together their particular lines of study.

Existing faculty, courses, library, physical facilities and equipment are sufficient to meet the anticipated demand placed upon the various departments and faculty by the creation of this program.

Because the increase in student demand for courses will be distributed among a wide variety of existing courses, there is sufficient room to accommodate the anticipated enrollment increase. Furthermore, the CAE has pledged long term financial support for course development and modification to enhance the ethics minor.

Considering student participation in related academic programs at the University, it is estimated that 15 - 20 students will initially participate in the undergraduate ethics minor.

Provost Karnig answered questions from Trustees on the proposed minor. He explained that the capstone course would be the only new course, and that there should be no difficulty furnishing

the battery of courses necessary for completion of the minor. There was discussion as to how the minor would fit in with Carl Williams' plan for the Center for the Advancement of Ethics, and whether the program would be contingent upon securing a match for Mr. Williams' gift.

Trustee Saunders requested it be made known to Trustees as to whether the minor is stand-alone or if there is dependence on the gift when the item comes before the Trustees for action.

During the committee meeting, Trustee Jorgensen requested a report on progress in the Carl Williams' gift.

Western Governor's University Update

During the Academic and Student Affairs Committee meeting, President Roark distributed the proposed implementation plan from the Western Governor's Association for a virtual university. President Roark reported that less than a year ago, the Western Governor's Association met in Las Vegas to discuss the concept of a virtual university. They met again last week in Omaha, Nebraska and voted to move forward on the proposed Western Governors' University. The vision for this "virtual university" builds upon the following goals:

- * to broaden access to higher education by fostering the use of advanced technology for the delivery of educational services; and
- * provide mechanisms for the formal recognition or certification of learning achieved, regardless of source.¹

President Roark reported that Governors Leavitt of Utah and Romer of Colorado have been the driving forces behind the concept. According to the Western Governors' Association, eleven states have now joined WGU as charter members. Participation requires a commitment by each governor to serve as a member of the steering committee overseeing the implementation of the WGU and a financial commitment to support operational costs next year.

¹Western Governor's Association June 24, 1996 meeting summary prepared by Associate Provost Ken Griffin.

Governor Geringer has embraced the idea. At the meeting in Omaha, Governor Geringer demonstrated a prototype of the "virtual catalog" using a current UW statistics course. And, at the Governor's request, UW provided \$60,000 and the community colleges allocated \$40,000 for a total of \$100,000 to keep the project moving forward. Associate Provost Ken Griffin offered videotapes of Governor Geringer's demonstration to any interested Trustees.

It is estimated that once it is operational in the fall of 1997, costs will be approximately \$6 million.

The western governors have given the planning of telecommunications portion to WICHE. The Governor's documentation indicates that it will not replace traditional higher education, but will provide additional access to people that higher education is not serving. People will be able to use a variety of educational opportunities brought together in a portfolio to assess what the student has learned.

The virtual university will award degrees and seek accreditation.

UW activities supporting participation in the Western Governors University include

a good administrative structure at UW to support the marketing, course registration, instruction and library and student services associated with distance education offerings; development of instructional design approaches for adapting face-to-face instruction to various mediated electronic delivery modes; establishment of outreach library services associated with distance instruction; computer equipment to support the development and delivery of technology-based courses both on-campus and via the Internet; undertaking an initiative to develop 20-30 Internet courses for delivery on or off-campus; working with the WGU design team to slot existing and new UW courses in the "virtual catalog"; and cooperating with the Wyoming State Library, the CARL Alliance and other libraries to provide access to databases that will support UW and other instructional efforts. Provost Karnig has devoted a pool of reallocated monies to experiment in developing coursework for the Internet.

Associate Provost Griffin said that the legislature had previously expressed concern about UW, the community colleges, and the state cooperating in the project, but in the last several months they have been working together to design a system. If the current proposal goes into place, we will have the capability to have it accessible to all communities in the state.

Several people, including Sally Johnstone of WICHE and Dennis Jones of NCHEMS, will be invited to campus to discuss the concepts.

President Roark said there is a movement to break the barrier of when, where, and how courses are taken to satisfy educational needs. The ability is there to do it. President Roark predicted that institutions impacted first will be commuter institutions. Campuses that are exclusively 18-21 year old students will feel it the least because there is a need for campuses to

provide leadership skills, social needs, etc. UW will see increased competition for those students off-campus, so will need to market the university in terms of what we have that is the best or most cost-effective. President Roark stated that UW is at the forefront of distance education. It is essential for our faculty to develop Internet coursework. Faculty Senate Chair Caroline McCracken-Flesher suggested a campus-wide discussion including faculty so the best decisions can be made.

During the business meeting, Trustee Jorgensen moved that, based on the information we have, further development of the initiative be delegated to WICHE to develop a business plan. The motion was seconded by Trustee Saunders. Following further discussion, the motion was withdrawn.

Trustee President Kepler will write a letter to Governor Geringer expressing a desire to partner with him in development of the virtual university. It was also requested that the Governor be invited to the next meeting of the Trustees for open discussions.

BUDGET COMMITTEE

Trustee Kepler called on Chairperson Harris for a Budget Committee meeting report. The Budget Committee met July 26, 1996 with members Lee Harris, chair; Pete Jorgensen, and Rita Meyer in attendance. Committee members Deborah Healy Hammons and Hank True were absent. During the committee meeting, President Roark introduced Fay Symons, President of the Northern Wyoming Community College Board of Trustees. Ms. Symons said she was happy to be at the meeting and found it interesting to see how another board operates. Dan Shinaver, Vice President of Staff Senate, was also introduced.

The following items were presented to the full board:

Budget Authorization Increase for Pharm.D Program

During the March 23, 1996 meeting of the Trustees, action was taken approving implementation of the Doctor of Pharmacy (Pharm.D.) program effective Fall 1996 to be funded with a tuition differential. Implementation of this program requires additional budget authority for the 1997-1998 biennium in order to provide for the facilities renovation and program costs associated with the new degree.

Based on a recommendation from the Budget Committee, it was moved by Trustee Harris, seconded by Trustee Bonner and carried that the University of Wyoming Trustees approve the Section I budget increase by \$317,160 for the biennium and that \$102,900 be allocated for FY 1997 to address first year costs of the program. The remaining authorization will be budgeted during the second year of the biennium.

Supplemental funding for the Pharm.D. program will be derived from the differential tuition assessed students enrolled in the professional program. Further, the existing differentials for resident and non-resident students will be eliminated and the new differential -- which will be equal to undergraduate tuition and fees in future years -- will be added to both resident and non-resident students in the Pharm.D. program.

Approval of Contracts and Grants

It was moved by Trustee Harris, seconded by Trustee Saunders and carried that the Trustees

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of the University of Wyoming accept contracts and grants in the amount of \$2,853,090 for the period April 16, 1996 through June 30, 1996. The motion carried.

Bill Gern, Vice President for Research, noted a record \$37,003,545 in sponsored award had been brought in by faculty and staff from July 1, 1995 to June 30, 1996.

Budget Authorization for Development Office

The capital campaign feasibility study conducted by Grenzebach, Glier & Associates included a review of support needs within the Development Office to determine if sufficient resources were available to undertake a major fund raising effort. The conclusion reached by the consultant was that additional personnel and support budget would be needed.

In order to provide for the appropriate staffing level within Development it will be necessary to increase the annual budget allocation to the Development Office by \$215,562. The increased funding will be used to create three new positions (Assistant Director for Annual Giving, Development Writer, and administrative support position); fund existing salaries currently paid through soft money; and increase salary lines for current vacancies to bring the line to market level for recruiting. Total salary adjustments will cost \$175,998 with the balance of \$36,564 being used to cover employer paid benefit obligations. The Foundation has agreed to provide ongoing funding for one-half the total amount with the balance of the obligation funded by the university.

University funding for these increases is available through the excess savings generated in the 1997-1998 biennium budget reduction. The institution identified a potential revenue shortfall for next biennium of approximately \$9.7 million. To address this shortfall all units were assessed a budget reduction target slightly in excess of the projected shortfall to create flexibility in addressing

the reductions. The final budget reduction scenario approved by the Trustees in January 1996 reflected an overall reduction of \$10,023,124, yielding approximately \$300,000 in flexibility beyond the projected revenue shortfall for the biennium.

The above was presented to the Trustees as an item for information. It was anticipated that it would be returned to the Budget Committee at the August meeting with a request for a budget increase. During the business meeting, it was moved by Trustee Saunders and seconded by Trustee Harris that it be made an item for action. It was then moved by Trustee Harris that the budget for the Development Office be increased by \$431,124 for the 1997-98 biennium and that \$215,562 be allocated for the first year of the period (FY 1997). University funding in the amount of \$107,781 will be utilized for this increase with a like amount being derived from Foundation resources. It is recommended that the three new positions for the program be derived from a reallocation of positions vacated in a manner satisfactory to the Vice President for Finance as a consequence of implementing the FY 1997-98 budget reduction plan. The motion was seconded by Trustee Bonner and carried.

Meeting with Joint Appropriations Subcommittee

The Budget Committee of the Trustees and President Roark met the Joint Appropriations Subcommittee from 2:00 - 4:00 p.m. on Friday, July 26 at Sheridan College.

PERSONNEL COMMITTEE

President Kepler called on Chairperson Kirk for a report from the Personnel Committee meeting of July 26, 1996. Trustees Kirk, chair; Bonner, and Ritthaler attended the committee meeting. Trustee Kail was absent. Trustee Kirk reported the following:

TIAA/CREF Proposal for Qualification

As a result of changes made by the Tax Reform Act of 1986, the University has the option to qualify its TIAA-CREF Retirement Plan under Section 401(a) of the Internal Revenue Code rather than continuing as a 403(b) plan.

At the present time University employees have the option of supplementing their University retirement program by enrolling in annuity programs offered by the University as well as programs offered by the state. Since many employees contribute as much as possible to annuities during the later part of their careers, an increase in the maximum contribution would be beneficial to many.

Second, 401(a) retirement plans are subject to less stringent discrimination rules with respect to issues of plan coverage, compensation, and other requirements of the Employee Retirement Income Security Act (ERISA) of 1974. In addition to the exemption from the requirements of ERISA, a 401(a) plan allows for an employer "pick-up" of the employee's contribution; i.e., contributions made on behalf of employees may be treated as a salary reduction rather than taxable income.

Third, under a 401(a) retirement plan, employees may take advantage of five year forward income averaging rules on lump sum withdrawals, thereby providing a tax advantage to the employee.

The process to qualify the University's TIAA-CREF Retirement Plan involves the following steps:

- I. Qualified plan document drafted
- II. Application filed with the IRS
- III. Notification of plan changes to employees
- IV. New accounts issued to participating employees
- V. Information meetings

A draft plan document has been completed and will be submitted to the IRS after it has been reviewed by University counsel. Once submitted, review and approval of the plan by the IRS takes approximately two years. However, the University will go forward with implementation of the new plan after adoption by the Trustees.

During the committee meeting, David Baker, Special Assistant to the President, reported that the legal office has completed preliminary review of the document itself and has made only minor changes. He said action by the Trustees would be adequate and sufficient to implement the plan.

Based on a recommendation from the Personnel Committee, it was moved by Trustee Kirk and seconded by Trustee Meyer that the Trustees of the University of Wyoming approve the TIAA/CREF Proposal for Qualification as proposed. The motion carried.

Proposed Salary Adjustment Policy for Academic Professional Promotions

To address variations in the number of promotions that different academic

professionals may receive, it was proposed that the following schedule be utilized effective FY 97 for promotions approved in FY 96.

Title	Change in Rank	Proposed Adjustments
Lecturers	Assistant to Associate	10% of Base
	Associate to Senior	10% of Base
Research Scientist	Assistant to Associate	6% of Base
	Associate to Research Scientist	7% of Base
	Research Scientist to Senior Research Scientist	7% of Base
University Extension Educators (UEE)	Assistant to Associate	6% of Base
	Associate to Extension Educator	7% of Base
	Extension Educator to Senior	
	University Extension Educator	7% of Base

During committee discussion, Provost Karnig reminded Trustees that the Board had approved a 10% salary adjustment for faculty members being promoted. Academic professionals in Cooperative Extension have expressed a wish to have that increase as well. Both the dean and associate dean of the College of Agriculture have indicated they would like to see the policy implemented but would like the remainder of the year to see whether the number of Cooperative Extension ranks should be changed. The proposed promotion salary adjustments would be backloaded to July 1, 1996 if the change is approved by the Board.

Provost Karnig said that while Cooperative Extension implemented a 10% merit increase last year, this would be the first time a Board-approved promotion policy was

adopted. Costs in an average year would be approximately \$16,000.

Caroline McCracken-Flesher, chair of Faculty Senate, said that the Senate hadn't had an opportunity to discuss the proposed salary adjustment for academic professionals at length. Faculty Senate will review it this year.

Based upon a recommendation from the Personnel Committee, it was moved by Trustee Kirk, seconded by Trustee Meyer and carried that the Trustees of the University of Wyoming approve the salary promotion policy for academic professional personnel.

Based upon a recommendation from the Personnel Committee, it was moved by Trustee Kirk, seconded by Trustee Meyer, and carried that the following items for action be approved:

Faculty Appointments

COLLEGE OF AGRICULTURE

- a. Ann L. Hild as assistant professor in the department of rangeland ecology and watershed management, effective August 20, 1996, at an annual (9-month) salary of \$38,280. This is a tenure-track appointment.

COLLEGE OF ARTS AND SCIENCES

- b. Robert S. Belser as assistant professor of music and band director, effective August 22, 1996, at an annual (9-month) salary of \$38,004. This is a tenure-track

appointment.

c. Kevin Blake as assistant professor in the department of geography and recreation, effective August 22, 1996, at an annual (9-month) salary of \$36,000. This is a tenure-track appointment. The rank is contingent upon satisfactory completion of all requirements of the Ph.D. by August 22, 1996. If the degree is not completed by the start of the fall semester, the appointment will be at the instructor rank.

d. Bruce R. Dain as assistant professor of history, effective August 22, 1996, at an annual (9-month) salary of \$33,600. This is a tenure-track appointment. The rank is contingent upon satisfactory completion of all requirements of the Ph.D. by August 22, 1996. If the degree is not completed by the fall semester, the appointment will be at the instructor rank.

e. Larry L. Hensel as assistant professor of music, effective August 20, 1996, at an annual (9-month) salary of \$36,504. This is a tenure-track appointment with two years credit toward tenure.

f. Brian C. Hosmer as assistant professor of history, effective August 22, 1996, at an annual (9-month) salary of \$34,008. This is a tenure-track appointment.

g. Peggy J. Jennings as assistant professor of psychology, effective August 22, 1996, at an annual (9-month) salary of \$39,504. This is a tenure-track appointment.

h. William E. MacLean as associate professor of psychology, with tenure, effective August 22, 1996, at an annual (9-month) salary of \$59,508.

- i. David B. McDonald as assistant professor of zoology and physiology, effective August 22, 1996, at an annual (9-month) salary of \$40,008. This is a tenure-track appointment.

COLLEGE OF BUSINESS

- j. Tommy Stamland as assistant professor of finance, effective August 20, 1996, at an annual (9-month) salary of \$65,000. This is a tenure-track appointment.

COLLEGE OF HEALTH SCIENCES

- k. Kathi Dee Clement as associate professor with tenure, family practice residency program in Cheyenne, effective September 30, 1996, at a fiscal (11-month) salary of \$105,516.
- l. Roberta Glasscock as assistant professor of nursing, effective August 21, 1996, at an annual (9-month) salary of \$39,576. This is a tenure-track appointment contingent upon satisfactory completion of all requirements of the Ph.D. by May 1997. If doctoral requirements are not completed by May 1997, this will be a terminal, one year appointment for the 1996-97 academic year.
- m. Catherine Duncan Harris as associate professor of nursing, effective August 21, 1996, at an annual (9-month) salary of \$44,760. This is a tenure-track appointment.
- n. Audrey E. Hentzen as assistant professor of health and human services, effective July 8, 1996, at a fiscal (11-month) salary of \$39,804. This is a tenure-track appointment.

- o. Mary E. Stepan as assistant professor of nursing, effective August 21, 1996, at an annual (9-month) salary of \$39,576. This is a tenure-track appointment.

Academic Professional Appointments

COLLEGE OF AGRICULTURE

- a. Danny Cosner as associate university extension educator, effective July 1, 1996, at a fiscal (11-month) salary of \$35,004. This appointment is eligible for extended term appointment.
- b. Edward F. Schlutt, Jr. as university extension educator, effective April 30, 1996, at a fiscal (11-month) salary of \$40,008. This appointment is eligible for extended term appointment.

COLLEGE OF ARTS AND SCIENCES

- c. Joann Pfeiffer as assistant lecturer of chemistry, effective August 22, 1996, at an annual (9-month) salary of \$34,104. This appointment is eligible for extended term appointment. The rank is contingent upon satisfactory completion of all requirements of the Ph.D. by August 22, 1996.

COLLEGE OF HEALTH SCIENCES

- d. Deborah F. Wilson as assistant lecturer of nursing, effective August 21, 1996, at an annual (9-month) salary of \$36,564. This appointment is eligible for extended term appointment.

SCHOOL OF EXTENDED STUDIES AND PUBLIC SERVICE

- e. Linda R. Backer as assistant lecturer and academic coordinator for southeast Wyoming, effective July 1, 1996, at a fiscal (11-month) salary of \$35,532. This appointment is eligible for extended term appointment.

Administrative Appointments

OFFICE OF THE PRESIDENT

- a. Fredric J. Hibbler as Vice President and Chief Information Officer, effective July 31, 1996, at a fiscal salary of \$105,000.
- b. William Lee Moon, Sr., as Director of Intercollegiate Athletics and lecturer in intercollegiate athletics effective July 1, 1996, at a fiscal year (11-month) salary of \$106,000. This is a three-year, non-tenure track appointment.

COLLEGE OF AGRICULTURE

- c. Thomas D. Whitson, professor of plant, soil, and insect sciences and coordinator of integrated pest management for a three-year period effective July 1, 1996, at a fiscal year salary of \$63,948. The temporary administrative stipend of \$10,000 will be funded by the Federal Integrated Pest Management program.

COLLEGE OF ARTS AND SCIENCES

- d. Edward L. Clennan, professor of chemistry and head of the Department of Chemistry for a three-year period, effective August 22, 1996, at a fiscal (11-month) salary of \$70,344.
- e. Audrey Shalinsky as professor of anthropology and head of the Department

of Anthropology for a three-year period, effective August 22, 1996, at a fiscal (11-month) salary of \$56,520.

f. Conrad Smith, professor with tenure and head of the Department of Communication and Mass Media effective August 22, 1996, at a fiscal (11-month) salary of \$66,012.

COLLEGE OF BUSINESS

g. Shelby Gerking, professor of economics and finance, as head of the Department of Economics and Finance and professor of economics and finance for a three-year period, effective August 20, 1996, at an annual (9-month) salary of \$71,652.

h. Patricia Pattison, professor of management and marketing, chair of the Department of Management and Marketing, and associate dean of the College of Business for a two-year period, effective June 1, 1996 at no change in her fiscal (11-month) salary of \$70,200.

COLLEGE OF HEALTH SCIENCES

i. Sylvia Moore, professor in the Cheyenne family practice residence program to professor in the Cheyenne family practice residence program and director of the WWAMI medical education program, effective August 15, 1996, at a fiscal year salary of \$68,460. Administrative responsibilities will include coordinating the Wyoming AHEC (Area Health Education Center) program.

COLLEGE OF LAW

- j. John M. Burman, professor of law and dean of the College of Law for the period of July 29, 1996, through June 30, 1997 or until a permanent dean assumes this post, at a fiscal (11-month) salary of \$87,840.

SCHOOL OF EXTENDED STUDIES AND PUBLIC SERVICE

- k. Michael K. Freeman as director of the School of Extended Studies and Public Service, from June 1, 1996 through June 30, 1997, or until a permanent director for the school is appointed, at a fiscal (11-month) salary of \$57,876.

WYOMING UNION

- l. William J. Fruth as director of the Wyoming Union, effective July 29, 1996, at a fiscal (11-month) salary of \$52,008. The director of the union is designated as an administrative officer.
- m. Christopher W. Busch to be appointed on an Intergovernmental Personnel Agreement (from the National Science Foundation) to assist the State of Wyoming and four other western EPSCoR states (Montana, Idaho, North and South Dakota) in generating Small Business Innovation Research (SBIR) proposals. Dr. Busch will assist with specific proposals as well as help in building private sector infrastructure to support the development of SBIR proposals. His annual salary is \$80,000 (provided by NSF), with a starting date of June 1, 1996.

Administrative Reappointments

COLLEGE OF ARTS AND SCIENCES

- a. Judith A. Antell, assistant professor of sociology and director of the American Indian Studies Programs for a three-year period, effective August 22, 1996, at no change in her fiscal (11-month) salary of \$51,036.
- b. Henry R. Bauer III, professor of computer science and head of the Department of Computer Science, for a three-year period effective August 15, 1996, at no change in his fiscal (11-month) salary of \$83,640.
- c. Stephen L. Bieber, professor of statistics and chair of the Department of Statistics for a three-year period, effective August 22, 1996, at no change in his fiscal (11-month) salary of \$71,532.
- d. Janet Constantinides, professor of English and chair of the Department of English for a three-year period, effective August 22, 1996, at no change in her fiscal (11-month) salary of \$55,836.
- e. Paul Flesher, associate professor of English and director of religious studies for a three-year period, effective August 22, 1996, at no change in his annual (9-month) salary of \$49,068.

UNIVERSITY HONORS PROGRAM

- f. Duncan S. Harris, associate professor of English and director, Honors Program, on a half-time basis, effective July 1, 1996, through June 30, 1999. This is an annual (9-month) appointment, at no change in salary of \$49,272.

Changes in Assignment

COLLEGE OF AGRICULTURE

- a. Don A. Roth, professor of plant, soil, and insect sciences, was reassigned as professor of molecular biology, effective July 1, 1996, at an academic year (9-month) salary of \$54,648.
- b. William A. Laycock, professor of range management and head of the Department of Rangeland Ecology and Watershed Management was reassigned as professor of rangeland ecology and watershed management, effective July 31, 1996, at no change in his fiscal year salary.

COLLEGE OF ARTS AND SCIENCES

- c. George Gill, professor of anthropology and head of the Department of Anthropology, be reassigned as professor of anthropology, effective August 22, 1996, at an annual (9-month) salary of \$50,724.
- d. Robert Hurtubise, professor of chemistry and head of the Department of Chemistry was reassigned as professor of chemistry, effective August 22, 1996, at an annual (9-month) salary of \$61,680.
- e. Frank E. Millar, professor of communication and mass media and head of the Department of Communication and Mass Media, was reassigned as professor of communication and mass media, effective August 15, 1996, at an annual (9-month) salary of \$54,984.

COLLEGE OF BUSINESS

- f. Owen R. Phillips, professor of economics and finance and chair of the

Department of Economics and Finance, was reassigned as professor of economics and finance, effective September 1, 1996, at an annual (9-month) salary of \$56,244.

COLLEGE OF HEALTH SCIENCES

g. Bonnie G. Berger, professor of physical and health education and a associate dean of the School of Physical and Health Education was reassigned as professor of physical and health education and associate dean for special projects in the College of Health Sciences, effective August 22, 1996, at no change in her current fiscal (11-month) salary of \$83,112.

Cancellation of Sabbatical Leave

a. At the December 15-16, 1995 meeting of the Trustees, Leigh Selting, associate professor of theatre and dance, was granted a sabbatical leave for the 1996-97 academic year. Professor Selting requested and was granted cancellation of this sabbatical leave.

Changes in Sabbatical Leave

COLLEGE OF ARTS AND SCIENCES

a. At the December 15-16, 1995, meeting of the Trustees, Eric J. Sandeen, was granted a sabbatical leave for the 1996-97 academic year. Professor Sandeen requested and was granted a sabbatical leave change to the 1998-99 academic year.

Recall

Samuel D. Hakes, professor of electrical engineering and dean of the college of

engineering, was recalled for the period effective July 1, 1996, through August 30, 1996, at no change in his current salary of \$99,180. This is a non-benefited position.

Leaves of Absence Without Pay

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

- a. Patricia Goodson, research scientist, for the 1996-97 academic year, for personal reasons.
- b. Yeou-Koung Tung, professor of statistics and statistical hydrologist of the Wyoming Water Resource Center, for a three-year period effective August 22, 1996, to assume a temporary position at the Hong Kong University of Science and Technology.

Retirements

The individuals listed below were granted retirement on the dates and under the conditions cited.

<u>Name</u>	<u>Position</u>	<u>Birth Date</u>	<u>Employment Date</u>	<u>Retirement Date</u>
Asimow, Leonard A.	Professor of Mathematics	08/10/30	1/24/73	05/11/96 with designation as <i><u>Emeritus</u></i> *
Hakes, Samuel D.	Dean of the College of Engineering and Professor of Electrical Engineering	08/17/30	09/01/58	06/30/96 with designation as <i><u>Emeritus</u></i>
Hook, James G.	Professor in	06/06/29	09/01/65	5/31/96 with

	the Division of Lifelong Learning and Instruction			designation as <u>Emeritus</u>
Kautzmann, Darryld	Interim Director of Cooperative Extension	06/24/40	08/30/85	05/31/96 with designation as
Service			<u>Retired</u>	
Laskowsky, Henry	Professor of English	02/14/33	09/01/66	08/31/96 with designation as <u>Emeritus</u>
Laycock, William A.	Professor and Head of the Department of Range Management and Professor	03/17/30	04/01/85	11/08/96 with designation as <u>Emeritus*</u>
Simpson, Arthur L.	Professor of English	12/12/31	09/01/68	08/30/96 with designation as <u>Emeritus</u>
Smith, James L.	Professor of Civil and Architectural Engineering	02/16/37	08/97/81	03/01/97 with designation as <u>Emeritus*</u>
Spiegelberg, Mary	Nurse Practitioner	04/24/34	09/01/70	09/16/96 with designation as <u>Retired</u>

*While Professors Asimow, Laycock, and Smith have not completed the specific requirements (e.g., length of service and age) for emeritus status, an exception to the Trustee Regulations was granted to designate each professor emeritus.

The following items for information were presented to the Trustees:

Full-Time Temporary Faculty Appointments

The Regulations of the Trustees provide that full-time temporary faculty will be appointed annually by the President of the University upon the recommendation of the

appropriate academic offices. The full-time temporary faculty appointment shown below was reported to the Trustees for their information. Such appointment carries no tenure rights.

<u>Name</u>	<u>Department</u>	<u>Rank</u>
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COLLEGE OF BUSINESS

Monke, James D. (08/20/96 - 05/10/97)	Economics and Finance	Visiting Assistant Professor
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Full-Time Temporary Academic Professional Appointments

The Regulations of the Trustees provide that full-time academic professionals will be appointed annually by the President of the University upon the recommendation of the appropriate academic officers. The full-time temporary personnel shown below were reported to the Trustees for their information and are not eligible for extended term appointments.

<u>Name</u>	<u>Department</u>	<u>Rank</u>
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COLLEGE OF AGRICULTURE

Hinman, Michael B. (07/01/96 - 12/31/96)	Molecular Biology	Temporary Research Scientist
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John, Theodore (07/01/96 - 12/31/96)	Molecular Biology	Temporary Research Scientist
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COLLEGE OF ARTS AND SCIENCES

Shoji, Eiichi (05/13/96 - 06/30/96)	Chemistry	Temporary Research Scientist
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COLLEGE OF ENGINEERING

COLLEGE OF HEALTH SCIENCES

Cumbie, Sharon A. Nursing Temporary Assistant Lecturer
(10/21/96 - 12/18/96)

Gladstein, Joel Casper Family Practice Temporary Assistant Lecturer
(07/01/96 - 06/30/97)

Hart, Ann Marie Nursing Temporary Assistant Lecturer
(08/21/96 - 12/18/96)

Hester, Susan Nursing Temporary Assistant Lecturer
(08/21/96 - 05/13/97)

Resignations

- a. Betty M. Chavis, assistant professor of accounting, effective May 11, 1996.
- b. Charlotte W. Farr, associate professor and coordinator of Off-Campus Credit Courses, effective June 28, 1996.
- c. Kirby Lowery, Jr., assistant professor of chemical and petroleum engineering, effective May 11, 1996.
- d. Biyue Liu, assistant professor of mathematics, effective August 31, 1996.
- e. Robert Schwebach, assistant professor of economics and finance, effective May 11, 1996.
- f. James M. Shaeffer, director of school of extended studies, effective May 30, 1996.
- g. Margaret B. Shaeffer, associate professor in the division of lifelong learning and instruction, effective May 31, 1996.
- h. Karl G. Williams, assistant professor in the school of pharmacy, effective May 11, 1996.

Seven faculty members resigned to accept positions at other academic institutions and one to pursue other professional opportunities.

Update on Major Searches

President Roark reported that Kynric Pell, professor of electrical engineering, has been selected as dean of the College of Engineering, subject to Trustee approval. The Law Dean search is now underway. Fritz Hibbler, Vice President and Chief Information Officer, has been hired, is in Laramie, and will begin work next month. President Roark reported to the Foundation Board and Board of Trustees during their combined meeting on the status of the Vice President for Institutional Advancement search.

PHYSICAL PLANT AND EQUIPMENT COMMITTEE

President Kepler called on Trustee Ritthaler for a report from the Physical Plant and Equipment Committee meeting held Friday, July 26, 1996. Trustees Ritthaler, Harris, Jorgensen, Kinnaman, and Meyer attended the meeting, as well as other Trustees and University personnel. Trustee Ritthaler expressed regrets from Chairperson Kail, who, because of a wedding, was unable to attend the Trustees' meeting.

Trustee Ritthaler reported the following:

AHC/Art Museum Access

It was reported as an item for information that the parking facility on the east end of the Centennial Complex be installed beginning in August and completed in August. The work will include new curb and gutter, asphalt and concrete paving, lighting and

landscaping. At the entry to the building an air lock entry will be installed with power assisted door operators and revisions to the security system to permit the entry to be a secured entry for those personnel with proper security access after hours.

The parking lot contractor will be Simon Construction of Cheyenne, Wyoming.

The revised cost estimate is as follows:

Preparation	\$ 3,100.00
Parking Lot	\$43,300.00
Security/Electrical	\$12,820.00
Entry	\$13,400.00
Landscaping/Signs	\$ 6,000.00
Contingency	\$ 7,200.00
Administration	<u>\$ 3,600.00</u>
Total	\$89,420.00

Dan Baccari, Vice President for Administration and Finance, spoke to the committee about various aspects of the project.

During the committee meeting, discussion took place regarding a letter from Mary Ellen Smyth, president of the Art Museum's National Advisory Board, suggesting that a proposal be presented to the Trustees. Ms. Smyth's letter read, in part, "The Centennial Complex is a University-owned facility and, as such, is the major responsibility of the Board of Trustees. But both Boards here care a great deal about this building and have invested years of time, energy, and financial resources to it. We are all very eager to work with the Trustees in a cooperative venture to resolve this situation. We propose that the Art Museum and American Heritage Center boards provide funds equal to one-half the cost of the elevator

installation, estimated at \$345,900 according to Access Option 1a. The Art Museum Board will raise as much as possible, but both boards will commit to at least 50% of the cost, with the Art Museum Board willing to take the lead."

After discussion, it was moved by Trustee Jorgensen, seconded, and carried during the committee meeting that the item be treated as an item for action during the business meeting July 27.

At the business meeting, it was moved by Trustee Ritthaler, seconded by Trustee Bonner and carried that the item be moved from an item for information to an item for action. After discussion of the proposal, and debate as to whether a better solution would be a 50% match, the following was moved by Trustee Jorgensen: "In response to a request from Mary Ellen Smyth, president of the National Advisory Board, the proposed access modification at the Centennial Complex not proceed further. Further, that the \$100,000 funding now earmarked for that project be held as the University's contribution to an access modification deemed more appropriate. Further, that the Board of Trustees looks forward to a confirmation that the Art Museum and American Heritage Center Boards agree to provide such additional funding as may be necessary to accomplish the desired access." The motion was seconded by Trustee Meyer. A friendly amendment by Trustee Bonner, seconded by Trustee Harris, added the words "accomplished by January 1, 1998." A vote on the entire motion carried with Trustees Bonner, Harris, Jorgensen, and Meyer for the motion, and Trustees Kinnaman, Kirk, Ritthaler and Saunders voting against the motion. The motion carried when President Kepler voted in favor of the motion.

It was also suggested by Trustee Jorgensen that a free-standing railing also be installed up the steps at the Centennial Complex.

Progress Reports and Change Orders

Progress reports and change orders and current construction projects and those in the design stage were provided to the Physical Plant and Equipment Committee.

INVESTMENT COMMITTEE

President Kepler called on Chairperson Bonner for a report from the Investment Committee meeting of July 26, 1996. Trustees Dave Bonner, chair, and Jerry Saunders were present at that meeting. Committee member True was absent. Trustee Bonner reported the following information items to Trustees:

Investment Committee Meeting in Cody, Wyoming August 13-16, 1996

Trustee Bonner reported that the Investment Committee would meet in Cody, Wyoming August 13-16, 1996. In addition to hosting the five portfolio managers, they will meet with the Finance Committee of the Buffalo Bill Historical Center. The chair of the BBHC finance committee is Charles Kepler, brother of President Kepler.

The Investment Committee met in June to hire Rohr as the University's 5th investment manager.

Quarterly Report, University Investments

The Vice President for Administration and Finance presented a quarterly report on the status of investments managed by the University.

ATHLETIC COMMITTEE

President Kepler called on Chairperson Saunders for a report from the Athletic Committee. The Athletic Committee met during committee meetings July 26, 1996, and again the morning of July 27 with Athletic Director Lee Moon. Committee members Jerry Saunders, Dave Bonner, and Lee Harris attended the meeting, along with other Trustees and University personnel. Trustee True was absent. Dr. Saunders reported the following to the full board:

Report on Results of Athletic Director Search

Trustee Saunders introduced UW's new athletic director, Lee Moon. Dr. Saunders, on behalf of the Trustees, said that they owed a great deal of gratitude to the Athletic Search Committee.

Mr. Moon was welcomed by Trustees. He thanked David Baker, Special Assistant to the President, for contacting him and talking to him about UW. Mr. Moon stated his commitment to the student athlete. He said it was important to have athletics, but we also need to remember academics.

Mr. Moon said he was looking forward to travelling around the state, meeting and listening to people, and hoped to represent UW well. He will have an open door policy, and welcomed in his office at any time.

Trustee Saunders reported that the Athletic Committee met prior to the business meeting with Athletic Director Moon, and came away very impressed with Mr. Moon's business approach to athletics and his goals for the department. Trustee Harris supported Dr. Saunders' statement, and was impressed with Mr. Moon's management skills.

Trustee Saunders expressed thanks to Jack Ellbogen for hosting the function at the IXL Ranch Friday evening, and thanked everyone for their participation in development efforts over the past several days.

Trustee Harris and others thanked Trustee and Mrs. Saunders and Bruce and Beverly Badley for hosting a barbeque Thursday.

President Kepler will write thank-you letters to Mr. Badley, Dr. Saunders, and Mr. Ellbogen and to the facilities people at Sheridan College.

ALUMNI ASSOCIATION PRESENTATION

Martha Rakestraw, outgoing President of the Alumni Association, spoke to Trustees during the committee meetings on Friday, July 26. She reported that she had had an exciting year. Ms. Rakestraw said there is a need for alumni to become more involved, and discussion has taken place with the Alumni Association board as to how that body can work with the Foundation Board and Trustees to accomplish UW's goals. She said her main goal is to get the message out about the quality of UW, and feels the UW Alumni Association can be more effective in this area -- in funneling names of people interested in UW to the Foundation Board, Trustees, athletic department, or other departments on campus.

Ms. Rakestraw distributed a handout describing the functions of the Alumni Association. She asked those who did not currently receive the AlumNews to contact her so that she can add their names to the mailing list.

Trustee Kirk expressed her pleasure at being the liaison representative to the Alumni Association for the last four years.

PRESIDENTIAL SEARCH COMMITTEE

President Kepler called on Trustee Jorgensen for a report from the Presidential Search Committee. Presidential search committee members are Pete Jorgensen, chair; Dave Bonner, Deborah Healy Hammons, Jeri Kirk, Jerry Saunders, and Hank True.

Trustee Jorgensen reported that the search committee had held an organizational meeting, and at the next meeting will look at screening criteria. Korn/Ferry International of Dallas, Texas, has been hired to assist in the presidential search. In late September, they will look at a list of people, and hope to narrow the field to approximately 15. Telephone interviews will then take place, the list will be reduced to 8-10 to be interviewed in mid- to late-October. By the first half of November, 3-5 finalists will be invited to campus, at which time names will be made public. The committee hopes to have the process completed by the end of the year.

PUBLIC COMMENTS

Dan Shinaver, chair of Staff Senate, distributed a packet of information to Trustees listing staff senators, officers, committees and their duties, and meeting dates. Mr. Shinaver reported that

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Staff Senate is looking for a permanent secretary. The executive committee will have a training retreat in August. He invited Trustees to a breakfast prior to Trustees' meetings on Friday, August 30 at the Foundation House.

Carolyn McCracken-Flesher, chair of Faculty Senate, said the meetings this weekend had been enlightening. She thought it was tremendously helpful for her to meet with the Foundation Board. She hopes to bring the Foundation Board president to a Faculty Senate meeting in the future.

Dominic Martinez, ASUW Vice President, said it was a pleasure to be at the meetings. He said ex-officio Trustee Jason Thompson sent his regards but could not attend because he has been in class this week. Both Dominic and Jason have been working on a summer internship with various department heads and deans in preparation for next year. ASUW will host a retreat in August.

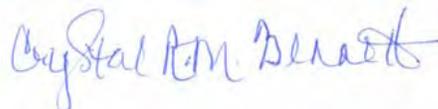
ADJOURNMENT AND DATE OF NEXT MEETING

There being no further business to come before the board, it was moved by Trustee Saunders at 9:31 a.m. that the meeting be adjourned. The motion was seconded by Trustee Jorgensen and carried. The Trustees then met in executive session to discuss personnel, property, and legal matters. The next meeting of the Trustees will be held August 30-31, 1996 in the Old Main Board Room of the University of Wyoming campus.

Respectfully submitted,

Electronic signature not available.

Donna J. Mecham
Deputy Secretary, Board of Trustees



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Crystal R.M. Bennett
Senior Office Associate