

THE UNIVERSITY OF WYOMING

MINUTES OF THE TRUSTEES

SPECIAL MEETING

March 22, 2005

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**THE UNIVERSITY OF WYOMING
SPECIAL MEETING OF THE BOARD
MINUTES OF THE TRUSTEES**

Tuesday, March 22, 2005

6:00 p.m. – Business Meeting, Old Main Boardroom

AGENDA

1. Call to order

The meeting was called to order at 6:02 p.m. by Board President Judy Richards.

2. Roll Call was taken by Trustee Rounds

Trustee Warren Lauer was present in the Old Main Boardroom. The following trustees were present by telephone: Chuck Brown, Dick Davis, Taylor Haynes, Jim Neiman, Judy Richards, Peggy Rounds, Tom Spicer, James Trosper, Hank True, and Howard Willson. Trustee David Palmerlee was unable to participate. Ex-officio Trustee Philip Dubois joined the meeting by phone. Ex-officio Trustees David Willms, Governor Freudenthal and Trent Blankenship were not available to participate.

President Richards thanked everyone for participating, and noted that the board had two separate numbers: one for the public session and another phone number for calling in when they went into executive session. She advised university and public participants that the phone line would remain open in the public session meeting area while the board met in another conference room for their executive session.

Members of the press identified themselves, noting they were from the: Laramie Daily Boomerang, Casper Star Tribune, Branding Iron, and Wyoming Tribune Eagle. Present in the Old Main Boardroom from the University were: Vice Presidents Robert Aylward, Leellen Brigman, Tom Buchanan, Bill Gern, Beth Hardin, and Rick Miller; Athletic Director Gary Barta; Associate Vice Presidents Rollin Abernethy, Myron Allen, Sara Axelson, and Roger Wilmot; Michael Harkin, Faculty Senate Chair; Julie Bandemer, Crystal Bennett, Jay Fromkin, Andy Hansen, Jim Kearns, Janet Lowe, Nicky Moore, and John Nutter.

3. President Dubois

President Dubois informed the board that he was in Phoenix with Vice President Ben Blalock on a fund-raising trip, and would leave the call at 6:30 p.m. for a dinner meeting. He said that he hoped there would be a chance to go to executive session before he had to leave the call. He then advised the board that he will officially be on vacation as of June 10, and his last official day as president will be July 1.

4. Interim President selection process and discussion

Trustee Rounds clarified that the process the board was discussing was to appoint an interim president.

5. Presidential search process and discussion

President Dubois's next topic was discussion about the recruiting cycle for the university. He said that he believed that the university would be better served to begin the recruiting process in late August and continue through the academic year. The recruiting would conclude in late December, and then UW would hopefully be in the position to make their selection in February, March or April.

To further explain the process, President Dubois noted it was important to realize that the role of acting president will not be someone serving for only a couple of months. The acting president will probably serve for more than a year. He recommended a professional search firm, commenting that he had been hired by Korn/Ferry and suggested that the board interview search firms. He will provide a search firm list to the board by the end of the week, and intends to help develop a search plan, saying it helps to think through the process and know where it will end. The role of the search committee will be to set criteria, qualifications and establish who is involved in the search. An important announcement is a leadership statement to articulate some of the big issues for the campus. It will be one of the most important documents that the board can prepare. He will give a copy of the UNC Charlotte leadership statement to President Richards as part of the search plan. The search plan will also determine what materials will be shared at which point in the process.

President Dubois believes this will be a very attractive position to candidates. The search committee may want to consider holding campus forums in the early fall to allow campus/community constituents to speak in order to gain their perspective on what is desired in the next president. Another consideration is a confidential search versus a completely open search. President Dubois noted that he felt a confidential search is the best process, and could coax sitting presidents to the table and deans and others to participate. The committee doesn't want to exclude a single candidate. An open search requires clear and complete information. As part of a confidential search, the search committee can provide updates as the process goes along.

Trustee Davis thanked President Dubois for the outline, and said that the discussion on how to proceed had clarified things for him. Trustee True said he didn't remember the last search being open as referenced; thinking instead it had been closed until the last few candidates. The board did interview the top candidates off-campus and invited the finalists to campus. Associate Vice President Maggie Murdock concurred with Trustee True's assessment. Trustee True thanked President Dubois again for his excellent representation of the process. President Richards said she has asked a variety of offices in Old Main to provide archived information from the last search. There are resources in place, and the board does not need to reinvent the wheel.

Trustee Davis asked President Richards if she had thought about reviewing several search firms, and whether the board needs to have a meeting before the scheduled May board meeting to start the thought process and to review the search firms recommended. President Richards said that she had, and it is reflected on the agenda. She would like to have this put together for all the trustees and if another meeting is needed prior to May meeting, they will plan one. Trustee Neiman thanked President Dubois and asked if he had any comments on the acting president. President Dubois said he would not make any comments until executive session, noting a decision on acting president doesn't have to be decided today. The selection will affect the work he does over the next few weeks, and deadlines that he needs to address. Four of his top items will require a great deal of presidential involvement.


President Dubois said it would be possible for the staff to draft a call for search firms to submit qualifications for consideration. Trustee Lauer commented on his observation that UW is at the crossroad and transition in time, and it is very important for trustees to consider an acting president to assist President Dubois while he finishes his term. It is equally as important to maintain public confidence in UW in regard to the trustees and President Dubois, providing advance notice of all press conferences and other venues. Trustee Haynes agreed with Trustee Lauer, saying the board needs to think and coordinate a response before speaking.

Trustee Davis said that public statements should come from the president of the board and not individual trustees. President Dubois said that this suggests that they appoint a member of the board to be the chair of the search committee, and also the person who will be providing information and updates on the search. This avoids contradictory statements among board members. Trustee Rounds agreed with Trustees Haynes and Lauer on their statements to keep public confidence and remain as positive as possible. Trustee Spicer liked the idea of putting out an RFP (request for proposal), and would like the information on the process prior to a face-to-face meeting. President Richards will collect information to provide to the board.

Trustee True recommended that the board go into executive session; Trustee Haynes seconded. The motion carried unanimously. The Trustees convened into executive session via a conference call.

Following executive session, the board reconvened in public session at 7:18 p.m. Trustee Brown moved to adjourn; Trustee Haynes seconded. The motion carried. The meeting was adjourned at 7:22 p.m.

Respectfully submitted,



Nicky S. Moore
Deputy Secretary, Board of Trustees



Crystal R.M. Bennett
Asst. to the Vice President for Administration