

From: David S Cozzens <DCozzens@uwyo.edu>

Date: Tuesday, October 22, 2013 10:44 AM

Subject: Accepted a new position

All,

I am excited to announce that I have taken a new position at Texas Christian University in Fort Worth as Associate Vice Chancellor and Dean of Campus Life. I will finish the Fall term at UW and will join TCU in January. It has been amazing to work at UW for the past 12+ years. I have had great opportunities and memories working with our students and my wonderful colleagues, I have learned a lot from you. It was great being able to work in higher education in my home State and Alma Mater. Donna and I are excited to continue our incredible 'journey' together at TCU. I wish you all well. dsc

Dave Cozzens

Dean of Students

From: "Myron B. Allen" <Allen@uwyo.edu>

Date: November 4, 2013 at 9:14:54 AM MST

To: "uw-faculty@uwyo.edu" <uw-faculty@uwyo.edu>

Subject: UW-fac: Questions from Peter Shive

Dear colleagues:

Peter Shive, who has devoted a career to UW, has asked pointed questions on the faculty listserv about why several academic administrators have resigned in the past few months. In my case, the answer is straightforward: on July 23, the president, to whom I reported directly in an at-will capacity, asked me to resign. When a president asks a provost to resign, the provost has little choice.

That said, I have one request. Please don't insist that the others answer Peter's question. Faculty members who become associate provosts and deans take on hard jobs, at no small risk to their friendships and scholarly lives. The best of them do it with a sense of duty toward their colleagues and their profession — because someone saw their potential and asked, and because they saw a chance to be part of a team they liked. In stepping down, whether voluntarily or not, they deserve to maintain their dignity.

Like Peter and many others, I love the University of Wyoming. Universities need good leaders, and they're not always easy to find. For this reason I don't think it's good for the institution to lose so many highly capable associate provosts and deans at once. But if these people choose not to answer Peter's questions publicly, please don't think ill of them. They are remarkable colleagues who did great work, and they deserve my gratitude and yours.

Sincerely,
Myron Allen

From: "Charles J. Ksir" <CKsir@uwyo.edu>
Date: November 4, 2013 at 11:04:48 AM MST
To: Faculty List <uw-faculty@uwyo.edu>
Subject: **UW-fac: Resignations**

Following on Myron's clarification, I'd like to explain the circumstances of Kay Persichiitte's resignation as well. She has shared the story pretty broadly with me and her own colleagues. She received a call from the new interim provost, Dick McGinity, asking to meet. He came to her office. She asked, "what can I do for you, Dick?". His reply, "You can give me your letter of resignation".

No hint this was coming. Again, as a dean, when the provost doesn't want you, you're gone. Your choice is to resign or be fired, and of course it looks better on your resume to have resigned.

If I may add, I and most others who actually know about the College of Education believe, that Kay was doing a very good job. During her tenure fund-raising was way up, relationships with partnership schools stronger than ever. New literacy center. There was no reason to let her go, especially not so precipitously and without a real plan in place for an interim dean. Her last day was Nov 1. Two days before that I was contacted about taking the interim role (I was Dean of Education from 1997-2001). I decided by Thursday night that I would not be able to be effective under the current administration, so I guess they are still looking.

BTW, by "current administration" I mean specifically Dr. Sternberg. I have no beef with Dr. McGinity, except that he has allowed himself to be put in a very uncomfortable situation.

Charlie Ksir
Professor Emeritus of Psychology and Neuroscience

From: Nicole Susan Ballenger <NicoleB@uwyo.edu>

Date: November 4, 2013 at 1:43:22 PM MST

To: "uw-faculty@uwyo.edu" <uw-faculty@uwyo.edu>

Subject: **UW-fac: Message from Nicole Ballenger**

Dear Peter, et al.,

I apologize to my faculty colleagues if it seems as if I've been evasive regarding my change in appointment. My fault for not keeping abreast of the faculty listserv!

It was my decision to step down from my associate provost position and return to the faculty after 8 years. I did not do so, as the President told some groups, because I am more loyal to Myron than to UW. I admire and respect Myron more than any other person I have ever worked with, and it was my great honor to work for him, but loyalty to him was not the reason for my decision. I am passionate about UW, much more so than I am about either of my alma maters (UC Davis, a great land grant institution, and UC Santa Cruz, which was a novel and exciting academic experiment when I attended back in the dark ages). I have given my everything to this institution since the day I arrived almost a decade ago, and I intend to continue to do so as a faculty member in the Department of Agricultural and Applied Economics. I am so grateful to my department colleagues--and to Frank Galey--for welcoming me back. I hope I haven't fried too many ag economist neurons over the last eight years!

I don't intend in an email to delineate specific reasons for my decision, except for the pull factors: I have a great department and things I want to do there before retiring in a few years. If President Sternberg and interim Vice President Dick McGinity (to whom I am also very grateful, and who did ask me to stay in Academic Affairs) don't feel they understand the reasons well enough, I am happy to share them with them.

I will, however, say --as did Dean Easton -- that signals are important. When one learns about important changes that affect their job, or the role of their office, through emails or word of mouth, or because they were announced in forums where one was not present, that person knows that their ability to do their job is compromised. Not discussing important changes or decisions with the affected

academic administrators is a sign that it's time to move on, whether or not those changes or decisions are worthy ones. (In fact, if they are worthy, then they're worthy of thoughtful discussion among folks with expertise and experience.) In my case, I'm more than lucky to have a wonderful position to move on to.

To our Faculty Senate: I have been so impressed by what you have accomplished--patiently, systematically, and inclusively-- over the years, and always with great respect for each other. Keep up the good work for UW! Nicole