MEMORANDUM

To: Board of Regents

From: Board Office

Subject: Institutional and Board Office Personnel Transactions

Date: April 10, 2000

Recommended Action:

That the Board ratify personnel transactions at the Regent institutions as follows:

1. University of Iowa
   b) Presented for the Board’s ratification are promotion and tenure actions for the 2000-01 academic year.

2. Iowa State University
   a) Register of Personnel Changes for March 2000 which included the appointment of DR. GEBRE TESFAGIORGIS as Director of Institutional Research beginning June 1, 2000, at an annual salary of $93,500.
   b) Presented for the Board’s ratification are promotion and tenure actions for the 2000-01 academic year.

3. University of Northern Iowa
   b) Presented for the Board’s ratification are promotion and tenure actions for the 2000-01 academic year.

4. Iowa School for the Deaf
5. Iowa Braille and Sight Saving School
   a) Register of Personnel Changes for the period of February 20 through March 18, 2000.

6. Board Office
   a) Appointment of ANDREA ANANIA as Assistant Director, Business and Finance, effective March 24, 2000, at an annual salary of $43,000.

Executive Summary:

The faculty promotion and tenure actions for the 2000-01 academic year are submitted for the Board’s approval.

- The University of Iowa has a total of 98 promotion and tenure actions. This total is up from 84 in 1999-00.

- Iowa State University has a total of 58 actions, which is up from 53 last year.

- The University of Northern Iowa has a total of 34 promotion and tenure actions. In 1999-00 the university had a total of 22 actions.

Overall, women received 32% of the promotion and tenure actions.

The Board will receive a detailed analytical governance report on tenure in December.

Background Information:

The following chart outlines the overall percentage of males and females receiving tenure and promotions over the past five years:

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<tbody>
<tr>
<td>Total Actions</td>
<td>190</td>
<td>159</td>
<td>186</td>
<td>209</td>
<td>219</td>
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<tr>
<td>Percent to Males</td>
<td>68%</td>
<td>61%</td>
<td>71%</td>
<td>63%</td>
<td>64%</td>
</tr>
<tr>
<td>Percent to Females</td>
<td>32%</td>
<td>39%</td>
<td>29%</td>
<td>37%</td>
<td>36%</td>
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A summary of the promotion and tenure actions for the 2000-01 academic year is outlined below.
The personnel actions of the institutions and Board Office are in accordance with Board policy, and ratification is recommended.

Marcia R. Brunson  
Frank J. Stork