

Contact: Aimee Claeys

RATIFICATION OF EMERGENCY AUTHORIZATIONS

Action Requested: Ratify the August 12, 2020 Emergency Authorizations issued by Board President Michael Richards and approve the continuation of the emergency authorizations ratified on April 1, 2020. The August 12 Emergency Authorizations are included as attachment A.

Executive Summary: The World Health Organization declared COVID-19 a pandemic on March 11, 2020. On March 13, President Donald J. Trump proclaimed that the COVID-19 outbreak in the United States constituted a national emergency. In addition, on March 17, Iowa Governor Kim Reynolds issued a State of Public Health Disaster Emergency due to COVID-19.

Pursuant to Regent Policy Manual section 1.1.E, Board of Regents President Michael Richards declared a State of Emergency at all of the institutions under the jurisdiction of the Board of Regents effective March 18, 2020 and remaining in effect until President Richards declares it has passed. President Richards issued certain emergency authorizations on March 18 and 23, which were ratified by the Board of Regents during the meeting of April 1.

On August 12, President Richards issued new emergency authorizations waiving or suspending certain provisions of Board of Regents administrative rules and policy manual. In accordance with Iowa Administrative Code section 681—19.18 and Board Policy Manual section 1.1.E, the Board is requested to ratify the Emergency Authorizations included as Attachment A and summarized below. Given the exceptional circumstances related to COVID-19, compliance with the following provisions would result in undue hardship for the institutions and their students and employees, or would be unnecessarily and unreasonably costly and serve no public benefit. Waiver of the following provisions will not harm other persons and will not adversely affect the public interest.

HUMAN RESOURCES

1. Iowa Administrative Code section 681—3.39(10) currently permits the regent institutions to provide merit employees with a lump sum award of up to 5% the employee's annual salary based on exceptional performance. President Richards temporarily waived the 5% limit, and authorized an increase of up to 10%. This temporary waiver will provide the institutions with additional flexibility to incentivize and reward merit employees who demonstrate exceptional performance, particularly in support of the institution's response to and management of COVID-19.

ACADEMIC AFFAIRS

1. Iowa Administrative Code section 681—1.1(1) and Board of Regents Policy Manual section 3.2.B currently require that applicants for admission provide an SAT or ACT score as part of the admissions process. In consideration of the fact that many national SAT/ACT test dates have been canceled or delayed as a result of the pandemic, President Richards waived this requirement for applications submitted during the 2020-2021 admissions cycle. This waiver will expire at the end of the 2020-2021 admissions cycle unless extended by the Board President with ratification of the Board of Regents.

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Zackery C. Leist, *Clarion*
Jim Lindenmayer, PhD, *Ottumwa*

Mark J. Braun, Executive Director

Pursuant to Board of Regents Policy Manual section 1.1.E and the Declaration of State of Emergency issued on March 18, 2020, I am waiving the following Board policies and administrative rules effective immediately. Unless otherwise expressly stated, these waivers shall extend so long as the State of Emergency is in effect or as otherwise subsequently ratified by the Board of Regents:

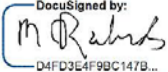
HUMAN RESOURCES

1. The provisions of Iowa Administrative Code 681-3.39(10) are waived to the extent they limit an institution's authority to provide merit employees with pay for exceptional performance to 5% of the employee's annual salary. Institutions shall be permitted to provide pay for exceptional performance not to exceed 10% of an employee's annual salary so long as this emergency waiver is in effect.

ACADEMIC AFFAIRS

1. The provisions of Iowa Administrative Code 681-1.1(1) are waived to the extent they require applicants for admission to a Regent university to submit SAT Reasoning or ACT scores. This waiver shall be limited to applications submitted during the 2020-2021 admissions cycle.
2. The provisions of Board of Regents Policy Manual section 3.2.B are waived to the extent they require applicants for admission to a Regent university to submit SAT Reasoning or ACT scores. This waiver shall be limited to applications submitted during the 2020-2021 admissions cycle.

The Executive Director of the Board of Regents, and/or his designee(s), are hereby authorized to work with the institutions under the jurisdiction of the Board of Regents to develop processes for implementing these actions.

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Michael Richards Date
President, Board of Regents