

Contact: Aimee Claeys

RATIFICATION OF EMERGENCY AUTHORIZATIONS

Action Requested: Ratify the October 27, 2020 and November 17, 2020 Emergency Authorizations issued by Board President Michael Richards and approve the continuation of the emergency authorizations ratified on April 1, 2020 and September 23, 2020. The October 27 and November 17 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 additional emergency authorizations waiving or suspending certain provisions of the Board of Regents administrative rules and policy manual. The Board of Regents ratified the additional emergency authorizations during the meeting of September 23.

On October 27, President Richards extended certain emergency authorizations issued on August 12 that were set to expire following the 2020-2021 admissions cycle. Additionally, on November 17, President Richards issued a new emergency authorization waiving certain provisions of Iowa Administrative Code section 681-3.39(10). 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.

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 and 2021-2022 admissions cycles. This waiver will expire at the end of the 2021-2022 admissions cycle unless extended by the Board President with ratification of the Board of Regents.

HUMAN RESOURCES

1. Iowa Administrative Code section 681-3.39(10) currently authorizes institutions to provide merit employees with pay for exceptional performance awards on a fiscal year basis.

President Richards waived the requirement that pay for exceptional performance awards be granted on a fiscal year basis, authorizing the institutions to consider these awards on a calendar year basis. 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

DocuSign Envelope ID: 6454B596-F052-4742-A5C7-B5B8207206DB

*Governing Iowa's public
universities and special schools*

University of Iowa
Iowa State University
University of Northern Iowa
Iowa School for the Deaf
Iowa Educational Services for the Blind and
Visually Impaired
Lakeside Laboratory Regents Resource Center
Western Iowa Regents Resource Center



Michael J. Richards, MD, President, *West Des Moines*
Patty Cownie, President Pro Tem, *Des Moines*
David R. Barker, PhD, *Iowa City*
Sherry Bates, *Scranton*
Nancy Boettger, *Harlan*
Milt Dakovich, *Waterloo*
Nancy Dunkel, *Dyersville*
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:

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 and 2021-2022 admissions cycles.
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 and 2021-2022 admissions cycles.

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.

DocuSigned by:
Michael Richards
D4FD3E4F9BC147B... 10/27/2020
Michael Richards Date
President, Board of Regents

DocuSign Envelope ID: 5EE259D0-E7E4-4851-957C-FCE480BAA8D8

*Governing Iowa's public
universities and special schools*

University of Iowa
Iowa State University
University of Northern Iowa
Iowa School for the Deaf
Iowa Braille and Sight Saving School
Lakeside Laboratory Regents Resource Center
Western Iowa Regents Resource Center



Michael J. Richards, MD, President, *West Des Moines*
Patty Cowmie, President Pro Tem, *Des Moines*
David R. Barker, PhD, *Iowa City*
Sherry Bates, *Scranton*
Nancy Boettger, *Harlan*
Milt Dakovich, *Waterloo*
Nancy Dunkel, *Dyersville*
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 on a fiscal year basis. Institutions shall be permitted to provide merit employees with pay for exceptional performance on either a fiscal year or calendar year basis.

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.

DocuSigned by:
Michael Richards
D4FD3E4F9BC147B... 11/17/2020
Michael Richards Date
President, Board of Regents