The State Board of Regents met in the Pioneer Room, Iowa State University, Ames, Iowa, on Thursday and Friday, April 11 and 12, 1974. Those present were:

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<thead>
<tr>
<th>Members of State Board of Regents:</th>
<th>April 11</th>
<th>April 12</th>
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<tbody>
<tr>
<td>Mrs. Petersen, President</td>
<td>All Sessions</td>
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<tr>
<td>Mr. Bailey</td>
<td>All Sessions</td>
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<tr>
<td>Mr. Baldridge</td>
<td>All Sessions</td>
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<tr>
<td>Mr. Barber</td>
<td>Arr. 10:50 a.m.</td>
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<tr>
<td>Mr. Brownlee</td>
<td>All Sessions</td>
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<tr>
<td>Mrs. Collison</td>
<td>All Sessions</td>
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<tr>
<td>Mr. Shaw</td>
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<td>Mr. Slife</td>
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<td>Mr. Zumbach</td>
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<tr>
<th>Office of State Board of Regents:</th>
<th>April 11</th>
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<tr>
<td>Executive Secretary Richey</td>
<td>All Sessions</td>
<td>All Sessions</td>
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<tr>
<td>Mr. Barak</td>
<td>All Sessions</td>
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<tr>
<td>Mr. Caldwell</td>
<td>Arr. 10:15 a.m.</td>
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<tr>
<td>Mr. Maxwell</td>
<td>Arr. 1:30 p.m.</td>
<td>Exc. 11:30 a.m.</td>
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<tr>
<td>Mr. McMurray</td>
<td>All Sessions</td>
<td>All Sessions</td>
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<tr>
<td>Mr. Volm</td>
<td>Exc. 12:00 noon</td>
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<tr>
<td>Pauline Van Ryswyk, Secretary</td>
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<tr>
<th>University of Iowa:</th>
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<tr>
<td>President Boyd</td>
<td>All Sessions</td>
<td>Exc. 2:45 p.m.</td>
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<tr>
<td>Executive Vice President Chambers</td>
<td>All Sessions</td>
<td>Exc. 2:45 p.m.</td>
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<tr>
<td>Vice President Hardin</td>
<td>All Sessions</td>
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<td>Vice President Jolliffe</td>
<td>All Sessions</td>
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<td>Director Strayer</td>
<td>All Sessions</td>
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<tr>
<td>Director Gibson</td>
<td>All Sessions</td>
<td>Exc. 11:25 a.m.</td>
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<tr>
<td>Assistant Vice President Gillis</td>
<td>All Sessions</td>
<td>Exc. 2:45 p.m.</td>
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<td>Vice President Hubbard</td>
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<td>Associate Director McQuillen</td>
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<td>Assistant Vice President Small</td>
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<th>Iowa State University:</th>
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<tr>
<td>President Parks</td>
<td>All Sessions</td>
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<tr>
<td>Vice President Christensen</td>
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<td>Vice President Hamilton</td>
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<td>Vice President Moore</td>
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<tr>
<td>Assistant Vice President Madden</td>
<td>All Sessions</td>
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<td>Director Pace</td>
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<td>Assistant Walsh</td>
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<td>Director Whitman</td>
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<tr>
<th>University of Northern Iowa:</th>
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<tr>
<td>President Kamerick</td>
<td>All Sessions</td>
<td>Exc. 2:00 p.m.</td>
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<td>Vice President Stansbury</td>
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<td>Provost Martin</td>
<td>All Sessions</td>
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<td>Director Kelly</td>
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<tr>
<td>Vice President Hansmeier</td>
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<th>Iowa School for the Deaf:</th>
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<tr>
<td>Superintendent Giangreco</td>
<td>Arr. 10:00 a.m.</td>
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<td>Business Manager Geasland</td>
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<th>Iowa Braille and Sight Saving School:</th>
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<tr>
<td>Superintendent Woodcock</td>
<td>All Sessions</td>
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<tr>
<td>Business Manager Berry</td>
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| Legislative Fiscal Bureau, Mr. Ethan Towne | All Sessions | Absent 702 |
GENERAL

The following business pertaining to general or miscellaneous items was transacted on Thursday, April 11, 1974.

MINUTES OF MARCH MEETING. The minutes of the March 13-15, 1974 meeting were approved as corrected.

ADVANCE SCHEDULE - BOARD OF REGENTS MERIT SYSTEM. Mr. Richey introduced to the board Robert Hayes and Jim Hughes of Hayes Associates, Regent Merit System consultants.

Discussion centered on the significance of the July 1 deadline for implementation of the results of the consultants' assignment. Mr. Richey said it is important to have the merit pay plan and class changes ready for implementation July 1, 1974 because of statutory and budgetary considerations. He added postponement of the plan would cause very serious problems. He noted that retroactive pay would then be necessary in many cases. He said that Hayes Associates are on schedule, although some of the components have slipped, the end result is on schedule as is the pay plan schedule. That assumes, of course, that the institutions meet their commitment in terms of participation. He added that close and continuing involvement of the institutional people on an interinstitutional basis is imperative in attaining the pay plan desired.

Mr. Hayes commented that the firm has had very good cooperation from all the institutions in preparing the plan. He said they are currently working on slotting individual people into classifications. It is being done by each of the personnel departments in consultation with other institutional personnel. He noted that it isn't going to involve that many changes but it is important that it be done completely. He commented that they are working with all five
institutions at the same time. Since this is such a tight schedule, he noted that a lot of responsibilities fall on the institutions.

Mr. Hayes commented that the pay plan wouldn't be worth doing with less qualify than is being put into it. He said that although meeting a deadline may be important now, it may mean that the pay plan won't be satisfactory six months from now unless quality is implemented. He stated that if it becomes evident that the scheduled deadline can not be met the board will be informed.

President Petersen emphasized that the board wants the very best system possible so that it has a plan fair to all its employees.

Vice President Moore said he is concerned about meeting the arbitrary deadline. He said the university will do its best in trying to meet the deadline but added he didn't want to deceive anyone that it possibly may not be ready by July 1. He said he also is interested in getting the best plan possible and said in achieving that, more time may be necessary.

President Petersen commented that annual review of the pay plan will be done. She noted that once a system is well established and the board has a good faith feeling about it, the task will not be as arduous each year.

Vice President Moore said that Hayes Associates have required greater time by institutional personnel than anticipated for the study thus far and added, in his opinion, greater time will be needed to complete jobs ahead. He stressed the importance of having a pay plan which will work.

Regent Baldridge asked whether the bottleneck of the evaluation is the point count system. Vice President Moore said he is not questioning the point count system because he feels it will be worked out in future meetings. He added, however, that the opportunity to test, experiment, examine and question the
point count system is necessary and under the present schedule that time is not allowed. He asked whether it is good policy to buy a plan delivered to us, plug it in, and have 100% confidence it will work. He noted there are dangers in using that approach. He estimated two or three months would be necessary to satisfactorily check out the point count system and resolve some of the difficulties.

It was noted that the schedule will put time pressures on institutional people and specific attention was called to the physical plant personnel who have to meet ten times in a three week period. Mr. Moore noted that that schedule is formidable because in that same time frame line budgets are to be made. When President Petersen asked if it is physically possible to meet the schedule Mr. Moore responded it is theoretically possible but it will put time pressures on the institution.

Assistant Vice President Small, speaking for the University of Iowa, said it will also be difficult for the University of Iowa to meet the schedule, but it is possible. Some of the administrative people at the university are not unwilling to spend the time needed to meet the difficult demands. She noted that the university is big enough that different people may be utilized in cooperation with the plan. She expressed concern whether there would be time enough to slot all the people into classes. She also recognized the difficulty in meeting the schedule but added additional weeks, rather than additional months, would be all that would be needed.

Vice President Stansbury said the University of Northern Iowa can meet the schedule but not without considerable staff strain. He said the university's chief concern is whether there is sufficient time to devote to this due to staff shortages. He noted that prior to the Regents Merit System the
university had a point count system which worked relatively well. The work was done under an outside consultant. He said that while the university will make every possible effort to meet the deadline, he felt compelled to express his concern.

The statutory requirement for annual review of the merit pay plan was noted. Regent Collison asked Mr. Hayes whether the deadline is reasonable. Mr. Hayes replied the problems in the plan are in the minority of the classifications rather than the majority and said he feels the schedule can be met. Several board members stated the importance of maintaining the July 1, 1974 schedule.

MOTION: Mr. Baldridge moved the board reaffirm the present schedule for the Regents Merit System study and implementation. Mr. Slife seconded the motion.

Regent Bailey commented on Mr. Hayes' earlier comment that the quality of the plan is essential. He added he didn't want to come up with something that looks like it hasn't been done well. He stressed quality should not be sacrificed in meeting the deadline.

Opportunity was given to the other two institutions to respond. Superintendent Woodcock said Iowa Braille and Sight Saving School is not dissatisfied with the system and added it is possible for the school to meet the time schedule. Superintendent Giangreco had no comments.

VOTE ON MOTION: The motion passed unanimously.

President Petersen expressed appreciation to the institutions for their cooperation and recognized the concern expressed by them.

President Parks focused concern on the date of the hearing on the pay plan (June 8) and questioned whether this would be a good faith hearing because it
would go into effect July 1. He expressed concern that not enough time is allowed for pretesting the system.

Mr. Richey replied that the moment the plan becomes available, a series of contacts will be made on each campus. Consultation with employees will begin on June 1. President Parks stated this is still a very short time to test the plan.

Regent Slife agreed with President Parks and said there is a fair amount of concern in that regard. He added, however, that employees are quite dissatisfied with the present system and this should be a plus now that we are changing it.

Regent Baldridge stated that if people concentrate all their attention in a relatively short period of time there is fully as much understanding as if it were delayed till July or August. More time doesn't always mean more input.

COMMITTEE ON EDUCATIONAL COORDINATION - PROPOSAL TO ESTABLISH A REGENTS' HISPANIC INSTITUTE. It was recommended that the board authorize the establishment of a Regents' summer program called the Regents' Hispanic Institute as an experimental program for one year.

Provost Martin, UNI, noted that this program would be regarded as an experimental program and after a year a decision would have to be made regarding its continuation.

In response to question Dr. Hardin noted that this was a joint effort of the three institutions but the thrust came from the State University of Iowa. A Regents program was defined as a program in which Regent institutions participate.
Regent Shaw asked if enough students will be interested in the program.

Provost Martin said he feels there is sufficient student interest but if it is later discovered that there isn't, it won't operate. He noted that 30 students are necessary.

Regent Zumbach commented that the students are going to be paying 100% of the budget and asked why then is there a distinction between resident and non-resident students in Iowa universities. He asked whether this is fair. Provost Martin replied the question of overhead is somewhat academic when it comes to a program overseas. Those people won't walk on Iowa grass but there will still be some administrative overhead.

MOTION: Mr. Slife moved the board authorize the establishment of a Regents' summer program called the Regents' Hispanic Institute as an experimental program this year. Mr. Shaw seconded the motion. The motion passed with all ayes.

Mr. Richey commented that he referred a letter from Harlan Giese of the Iowa Career Education Advisory Council regarding a proposal for a joint meeting between the council and the Board of Regents to the Committee on Educational Coordination. Mr. Richey suggested a lower level meeting to explore the issues before a meeting with the board.

TUITION POLICY. The board was presented a report on tuition policy. Mr. Richey commented that a comprehensive tuition report will be presented to the board at the May meeting.

Regent Bailey commented on the fact that the percentage that the tuition is of the undergraduate costs is substantially different than the percentage that is in the general fund. He commented that basically those two ought to be in correlation. He asked what was left out of unit costs. Mr. Richey
replied student aid, RR & A, cost of instruction, and certain organized activities are left out.

Regent Bailey said the basic part of his concern is whether student costs are considered right. He added he could see leaving out student aid but didn't know about leaving out RR & A. Mr. Richey said this is the basis for which funds were requested for years for enrollment growth since 1962-63. Regent Bailey said it is important that we reach a proper conclusion as far as all elements involved in figuring the unit costs. He asked if they are figured the same at all three universities. Mr. Richey said they are.

Vice President Moore gave a little background on unit costs. He said it is based on a philosophy of what to be excluded or included as related to what costs do the institutions incur from state resources as a result of enrollment. Extension and public service activities were eliminated. Organized activities were related to factors other than enrollment. RR & A was related to the number of square feet of buildings. He noted that the items supported by state appropriation and student fees most directly are affected by enrollment growth.

Regent Bailey commented that if you look at the number of dollars the legislature appropriates and divide that by the number of students in the five institutions, that number of dollars talked about can make the appropriation look good or bad.

Mr. Richey commented the board has been very open in terms of how present cost per student is calculated both with the Higher Education Facilities Commission, State Comptroller, etc. He noted that organized research is financed from the general fund and is allocated to the various levels in the institutions. He noted that departmental research is allocated to freshmen,
sophomores, juniors and seniors on a 1, 2, 4, 8 basis. The lower division and upper division are related differently.

Regent Bailey asked if there is anything on a national basis that is a formula for this type of computation. President Boyd stated there is no national agreement on this. He noted there is also a major controversy on the cost of medical education. He also commented whether arts and sciences, for example, should be paid at a higher level in a four-year state institution than a two-year institution.

Regent Bailey asked what percentage of institutional costs should be provided by tuition. President Boyd said he believes somewhere in the low 30% range.

President Petersen said there has been a data problem in collecting information and getting a system in which things are identified in the same way so that a nationally recognized cost of instruction type of figure has not been agreed upon.

Vice President Moore commented that in some other states they receive allocations on the basis of credit hour rather than students. He noted there are all kinds of variations. He added Iowa clearly reports all input and output so that nothing is hidden.

Regent Bailey asked whether the institutions feel there is any need for revision at this time regarding inputs in determining this. President Petersen said the board has been operating under the same policy since 1962-63 and felt there would be some disadvantage in changing it because some historical references have allowed the board to review growth under a consistent approach.

Regent Bailey said we are at the point now where a whole new concept is being considered with reference to tuition. He said policies relating to tuition
should be looked at because probably some new tuition policy will come up that hasn't been on the books before.

Mr. Richey commented he felt the present system of arriving at unit costs is adequate. Regent Bailey commented he didn't feel it is a true picture since depreciation isn't included.

President Boyd suggested that maybe in some of the data gathering a new way of handling faculty workload could be considered with regard to unit costs. He noted that calculating cost per student is technical business.

Discussion then turned to tuition policy.

Regent Shaw commented that the board tends to compare the rising long-term tuition with the Consumer Price Index but he felt it would be more realistic to use per capita growth in gross national product. Regarding tuition he said he didn't feel Iowa is too far out of line from competition at the present point in time. He recommended the board consider some percentage increase the board could standardize in raising the tuition each year. He said he feels it undesirable to change tuition in a lump sum.

Regent Shaw commented that the board may infringe on the area colleges and to some extent the private colleges if tuition would be cut for the first two years. He said if the board adopts a policy with respect to tuition increase, whether automatic or specific, he felt it should insist on a percentage of it being set aside for additional student aid. He said the board should also try and develop rationale between now and the next meeting on what that percentage should be. He added this type of plan would be helpful with respect to legislative relations. If you have this kind of a plan the legislature would then be able to predict what was coming. They wouldn't be in doubt as to how much money would be available for the institutions as happened in 1969. Also,
the student would have some reasonable basis for planning the four-year financing of an education. He said that increasing the rates markedly over a given period doesn't create a good consumer relationship. Also, he stated his belief in maintaining educational access.

President Boyd noted that it is important for the legislature to understand what the board's policy is in light of tuition. He recommended the board set tuition rates before the appropriation rather than after the appropriation. When going that direction the board decides what the asking is going to be, rather than the legislature, and the board also has to make the decision on how to finance it.

President Petersen commented on Regent Shaw's points and said that one of the things the board needs to preserve is as much flexibility as possible. If the board moves the setting of tuition before the appropriation, the board limits its flexibility but she felt it is worth sacrificing that flexibility to give six months to a year planning notice to the student and the legislature. She added the board does need to maintain within the setting of that amount as much flexibility as possible and still have some reasonable guidelines. Referring to a percentage figure, President Petersen preferred the board set some kind of a policy statement that would retain flexibility in the hands of the board rather than a fixed percentage that would be applied automatically.

Regent Shaw emphasized that the board's relationship with the legislature is extremely important.

President Petersen said she feels there should be more than one factor taken into consideration and not just cost of instruction. She said surely cost of instruction should be included but there are many factors that need to be
considered besides this one. She included accessibility, implications to individual programs and institutions needs to be other important factors.

Regent Bailey commented that raising tuition is not very popular in the legislature. He added, however, that one way or another it will go up. He said there is some merit in retaining board flexibility because while over the last 25 years everything has been going up, things can go down, too. He pointed out that Iowa is low in out-of-state tuition and high with reference to in-state tuition as far as comparison with over universities is concerned. Before a decision on the board's general overall policy with reference to tuition is determined, the board should determine whether it is satisfied with its present fixed status with reference to out-of-state tuition. This factor should be considered perhaps preliminary to determination of basic tuition policy.

Regent Bailey recommended out-of-state tuition be raised. He said he hoped Iowa is selling our out-of-state students on the basis of program rather than cut-rate tuition. President Boyd said that Iowa doesn't have cut-rate institutions but added total income generated is most important. President Boyd said there is always the possibility of losing students by raising tuition.

President Boyd commented on the 60% increase made in tuition and noted that it was not made because it was felt there had been a lag in tuition increases, but rather the decision was made in light of the fact that the board was going to be very badly situated with respect to employee compensation. He noted that the bulk of that went into salaries.

Regent Barber expressed his agreement with Regents Shaw and Bailey and added Iowa taxpayers shouldn't educate out-of-state students. He approached it
from the viewpoint that an increase in tuition for in-state and out-of-state students is desirable regardless of the effect on out-of-state students.

He noted, however, that the proper kind of mix is important. He noted that other excellent institutions with significantly higher non-resident tuition rates are able to attract out-of-state students in fairly substantial numbers. He said if Iowa in fact has excellent institutions it should be able to attract significant numbers of non-resident students and attain this mix that we need and do it without cost to the Iowa taxpayer.

President Kamerick commented that the important thing involved is this is an investment in the future of the state of Iowa and hoped that the discussion on tuition would not neglect that.

Regent Zumbach said he recalled the tuition increase in 1969 because he was directly involved. He said he hoped this size of increase would not occur again. He expressed favor for setting parameters for tuition adjustments and yet maintain some type of flexibility. He commented that in reviewing the student aid situation and the programs from the federal government, it is increasingly clear that those programs are not adequately funded. Perhaps the state of Iowa should consider getting involved in this particular area. President Petersen asked if he was suggesting the board include as part of its legislative program a suggestion for a student aid program funded by the state, or that we look at our request in the replacement of federal funds and include institutional requests for student aid that has been discontinued by the federal government to be appropriated to the institutions. Regent Zumbach stated that was his intent. He recommended student aid and tuition be tied when presenting the board's policy statement.
Regent Baldridge stated that tuition is going to be part of the income by putting it in part of the budget. He added the legislature is going to fund so much budget and flexibility on use of tuition is gone forever. He stated his agreement with Regent Zumbach in respect to student aid and tuition.

President Parks commented he feels out-of-state students are a "plus" for the universities and that a good consumer isn't costing the state money, he is making the state money. Regent Baldridge concurred in that out-of-state students don't cost the state that much more.

Regent Baldridge recommended that points of view from board members be heard and then this discussion should go back to the Board Office for additional material and the Board Office work with the institutions to come back with a statement for approval or disapproval.

President Parks commented he feels tuition should be kept as low as possible because lower income and middle income families are having a terribly tough time keeping their children in school, in or out-of-state. He added that since the state has a surplus in its treasury, tuition rates shouldn't be raised considerably. He commented on guidelines for tuition increase and said he hoped the board looks at other things besides cost of instruction because it is very difficult and unscientific to come up with what the cost of instruction actually is. If there has to be some loose milepost, he felt the overall cost of inflation in society is one which would cause less friction.

President Petersen commented on out-of-state tuition by saying she had had a long held philosophy that out-of-state students can flow from one state to another and this is to the advantage of all states because each state does not need to have the entire curricula of programs. What happens when you raise barriers by out-of-state tuition is you force other states to have a fuller
curriculum or else the opportunity is not in that state for that student.

She said barriers that prevent students from flowing from one state to
another should be reduced. She said it is a good philosophy that some states
have excellence and strength in certain programs and other states have
excellence and strength in others. She said Iowa may be running counter to
that by making the dollar sign on tuition prohibitive. She noted the
percentage of out-of-state students flowing into the Middle West has been
reduced over the last eight to ten years. The reason for this has been the
growth of public institutions on the east coast and the rise of an assortment
of institutions east of Iowa. She stressed that regardless of what Iowa's
tuition level for out-of-state students will be, there are not going to be
the number of out-of-state students coming into Iowa as before. Regent Shaw
noted that private schools also have an effect on out-of-state student
numbers.

Regent Collison commented that raising the tuition isn't going to make
education more attractive to the student who is returning to school for
retooling. She asked whom the board is addressing as "student". She noted
that Iowa's "student" is not going to be the traditional in-state and out-of-
state student, if the board believes in any predictions made about Iowa students.

Executive Vice President Chambers suggested the board look at resident rates
in surrounding states compared to Iowa non-resident rates. He commented that
if Iowa wants to attract and have middle class students come in from other
states, Iowa can price itself out of the market. Regent Bailey said he would
rather attract students on the basis of a good program rather than cost.

President Petersen commented that the entire discussion on tuition is in
connection with the Regents budget request for the next biennium, 1975-77.
She said she wanted to make that clear before any action was taken.
Regent Bailey requested the Board Office investigate tuition insurance for students. He noted that students would like to have this considered. A student coming into a university or college would pay so much additional to his regular tuition rate and then be guaranteed a flat tuition rate.

Regent Brownlee took into account the discussion on accessibility, increasing non-resident tuition, the importance of student aid as tuition goes up, etc. but added that the board must remember that its primary constituent is the people of the state of Iowa. He said the board must be careful that it doesn't protest so much about its good intentions that it jeopardizes funding. He said he hoped the board would give some firm indication of its intentions at this meeting or soon.

MOTION: 
Mr. Brownlee moved that the board establish at this time its intent to adopt a policy of moderate increases in general tuitions at all three universities effective in the fall term of 1975 and that further study be given to tuition rates for medicine, dentistry and veterinary medicine for adoption of appropriate rates in those professional fields effective in the fall of 1975 and, further, that it is understood the general rate increases may not be uniform between the institutions. Mr. Shaw seconded the motion.

President Petersen reiterated that the Board Office and the institutions should work out a policy statement and work from there as to what the refinements in the tuition policy would be as they see the total askings for the next biennium. She stated an articulated policy is needed.

Regent Brownlee suggested this work not be postponed too long. He asked if the Board Office and institutions work on this between this and next meeting. He added he wanted to make it clear he is not speaking for tuition for the next school year but for the 1975-77 biennium.
Regent Baldridge said he didn't feel it too early to come up with tuition adjustments at the next meeting of the board. He said discussion has to start somewhere with one person coming up with some recommendations. He added he feels it should probably be started in the Board Office. He also expressed concern about student aid. He felt the board's tuition increase should be an increase not tied to student aid.

Mr. Richey said there is some precedent for estimating income on net basis. He commented the student aid caused erosion of gross income. He said that should be reflected in the board's next estimate and whether it was indeed net or gross income estimates.

President Kamerick commented he favors the tendency to line-item student aid in the case of tuition increases.

Mr. Richey commented the Board Office will explore this.

President Boyd commented that the students at the State University of Iowa would like to prepare a statement that could be taken into consideration with the Board Office proposal. President Petersen noted that a request from the student body at Iowa State University to speak on this matter when it comes up has been received. She added there will be an opportunity for all the student governments to present their points of view.

Regent Shaw requested a July deadline and by then the board would know where it stands with respect to the coming year.

Regent Brownlee recommended the board include as guidelines in the setting of tuition rates the guidelines and principles for establishing tuition rates at Regent institutions submitted by President Petersen.
AMENDMENT TO MOTION: Mr. Brownlee moved the principles and guidelines for establishing tuition rates at Regent institutions as submitted by President Petersen be included excepting a change in recommendation "h" in which he recommended "a considerable portion" of the income generated should be provided for student aid rather than "one-fourth of...". Mr. Shaw seconded the motion.

VOTE ON MOTION AS AMENDED: The motion passed unanimously.

Principles and Guidelines for Establishing Tuition Rates at Regent Institutions

The Budget Preparation Committee, at its March 26, 1974, meeting, reviewed and accepted in general the following tuition guidelines and principles submitted by President Petersen:

1. Authority to set tuition rates should rest with the Board of Regents for efficient good management of the institutions.

2. The state should maintain and advance the quality of education.

3. The tuition rate should be low as possible to maintain accessibility for students.

4. Tuition rates should be flexible and reasonable with respect to the share of costs borne by students and parents with the following guidelines:

   (a) Tuition should be set for the biennium.

   (b) Tuition should be set for at least six months to one year before it goes into effect.

   (c) Tuition rate increases should recognize inflation.

   (d) Tuition rates should be reasonable in comparison with rates charged by institutions in the 11-state area.

   (e) Aggregate institutional tuition should bear a reasonable relationship to the total cost of instruction.

   (f) Some differential in tuition rate for higher cost graduate and professional programs should be provided, keeping accessibility in mind.

   (g) Tuition adjustments, when required, should be in the range of $50 to $150 for residents and $100 to $300 for non-residents.
(b) In the case of tuition increases, a considerable portion of the income generated should be provided for student aid.

(i) Total costs for the student should be considered.

Regent Shaw recommended the Board Office work on tuition in the next two weeks so it is stabilized before the legislature goes home, leaving some kind of restriction on it.

President Petersen emphasized that students will have an opportunity to comment and have a part in the final decision making on tuition rate increases.

PROPOSAL RELATING TO IOWA STUDENT PUBLIC INTEREST RESEARCH GROUP. Proposals of the Iowa Student Public Interest Research Group at Iowa State University and the University of Northern Iowa were submitted to the board for review and approval. Discussion on the ISU ISPIRG proposal was taken up first.

President Parks introduced Jim Dubert and Roger Colton, representatives of ISPIRG at ISU and others of the group who were present for discussion. He also introduced two faculty members, Dr. James O'Toole and Laurent Hodges, who were present for discussion.

The university reported that in April 1972 the Board of Regents approved an eight point proposal for a negative check-off option for a one dollar per quarter fee for the Iowa State University chapter of ISPIRG. The student representatives of ISPIRG originally presented the first seven points of this proposal which would have established a negative check-off procedure. In approving the proposal the board added an item (#8) which permits students who choose not to participate in ISPIRG to obtain a full refund at the start of each quarter.

The administrative procedures that were developed permit students at the time of pre-registration to indicate whether they desire to pay the one dollar per
quarter ISPIRG fee or not. Under the negative check-off option, unless a student specifically indicates that he does not desire to pay the fee, the fee is automatically assessed. During the actual registration period at the beginning of each quarter and up until the end of the final fee payment period, students are given an opportunity to request deletion of the ISPIRG fee from their registration materials. No further refunds are made after the end of the university's fee payment period which is approximately the first week of classes. These procedures have been administratively acceptable to the university and are now working smoothly. The estimated cost of processing the ISPIRG fee each quarter is approximately $400. About half of this is data processing charges associated with tabulating ISPIRG fee information in the registration process. The remainder is for additional personnel needed during the registration periods to add or delete the ISPIRG fee.

Regent Bailey called the attention of the board to Item 7 of the proposal which stated "The initial contract for the collection of the ISPIRG fee will be for two years commencing fall quarter, 1972. If the percentage of students choosing to fund ISPIRG for the final academic quarter of the contract period falls below 50%, then prior to negotiation of a new contract a referendum will be held to determine student support of ISPIRG." He asked about the referendum. A representative of ISPIRG said the original proposal was made in guideline form. The referendum procedure turns out such a small number of people voting and it was felt now that the Government of the Student Body would be a better indicator. Also, by going through GSB ISPIRG would have input as to what it was doing. It was noted that GSB would act as a viable alternative to this referendum.

Regent Shaw commented he feels it is very odd that a group that deals in public affairs doesn't even know its members. He said he can't justify the
fee, even if refundable, except when the person definitely says he wants this fee paid. He said there ought to be as few barriers as possible in entering an institution.

President Parks commented that the university considers that since the university collects the fee the names of members should be kept confidential. He said unless the board directs the institution otherwise, the names will not be divulged unless the group collects its own fees.

President Parks commented that two years ago the board debated at length the feature of negative check-off. It was decided to reevaluate it after two years. Speaking from the administration standpoint, President Parks stated that even though it would have been easier for the university not to have it, the university is quite prepared to continue the arrangement. It has worked out quite well. He noted this is not an extra drain on the university resources because ISPIRG pays the university every cent due the university for this process. He added from the administration's standpoint, it is quite happy to see this continued and said the administration finds it a pleasure to work with this group of young people.

President Petersen asked whether an additional amount of money would be involved to secure the list of members. Assistant Vice President Madden replied that money is not the question but, rather, a policy statement of confidentiality is involved. He noted that the students are free to make up their own list of members but the university only keeps the officers' names of student organizations. He added, however, that the information is in the system and would be no problem to provide.

President Parks reiterated that the university doesn't release information on student records unless authorized. He stated that if you release the
names of those who contribute you are also releasing the names of those who don't contribute. You have a confidentiality breach there.

President Petersen recognized the University of Northern Iowa on this since this is an interinstitutional issue.

President Kamerick introduced the newly elected president of the student body at UNI, David Sheridan, who was present to familiarize himself with the Board of Regents. For ISPIRG, President Kamerick introduced Kenneth Kolek and Gregory Sieleman of the UNI ISPIRG group.

President Kamerick commented that the University of Northern Iowa proposes a computer card attached to a student's registration for payment of the ISPIRG fee. In order to complete his registration the student must also complete the ISPIRG form. He noted that a neutral card can also be filled out. He said the ISPIRG association at UNI would prefer negative check-off.

In response to question, an ISPIRG representative of ISU commented every student there is considered to be a member of ISPIRG whether he has paid the fee or not. He added a student receives voting rights with payment of the fee.

Regent Zumbach urged the board support the negative check-off system. He said he sees it as a fee structure imposed upon the student body by themselves and until the students tell the board that they would like to see a change in it, the system should not change.

**MOTION:** Mr. Zumbach moved the board accept a negative check-off system and the ISU proposal. Mrs. Collison seconded the motion.

The ISPIRG proposal is as follows:
1. Each student, prior to the payment of the ISPIRG fee, will have the opportunity to indicate that he does not wish to be assessed the ISPIRG fee. The university has indicated that this can best be done on the student's pre-registration form.

2. The ISPIRG fee will be included on the university fee statement of those students who have indicated that they want to pay the fee. The student will then pay the ISPIRG fee at the time the university fees are paid.

3. The ISPIRG fee will be collected for fall, winter, and spring quarters. No ISPIRG fees will be collected for summer session.

4. ISPIRG will maintain university recognition. (ISPIRG is a recognized campus organization.)

5. For the purposes of accountability, the money collected for ISPIRG will be dispersed for ISPIRG expenditures through the University Campus Organizations Office.

6. ISPIRG will reimburse Iowa State University for cost incurred by the collection of the ISPIRG fee.

7. This contract for collection of the ISPIRG fee shall be considered valid until the Iowa State University administration, the State Board of Regents or the ISPIRG local board might deem it necessary and proper to renegotiate. The funding mechanism shall be reviewed once every two years in a manner deemed appropriate by the Iowa State University administration.

8. Students who choose not to participate in ISPIRG will be entitled to a full refund. Requests for refunds will be permitted during a reasonable period of time at the start of each quarter.

Regent Brownlee asked whether the motion meant the board is going along with the administration's position on confidentiality. Regent Zumbach replied it does.

Regent Baldridge asked where the ISPIRG group will get enough money to keep going. A representative of ISPIRG said the ISU local board has just initiated an extremely innovative restructuring. Bringing the organization to the students has direct benefits. A problem area is the entire idea of public relations. Regent Baldridge noticed their concern in trying to do something about it and said that too often he has seen the administrative part of an organization grow away from its constituents.
Regent Barber asked the student representatives what the procedure for accounting financially to the students is. Mr. Dubert said the Iowa State Daily newspaper publishes where the money goes so the students are informed.

Regent Shaw commented he feels there are some rights and wrongs in the way money is collected and said he didn't feel the way ISU collects its money is right.

President Parks commented the student has two fully understood opportunities in which they can opt-out. He also commented that the 31% of the students who do pay the fee is a good showing and deserves credit.

Regent Bailey said he feels the group has done a great deal to improve the image of the student bodies on the respective campuses.

President Petersen noted that 25 legislators have corresponded with her indicating support for continued funding for ISPIRG. In most all the letters they talked about the students and how impressed they were with what they were learning with ISPIRG.

VOTE ON MOTION: The motion passed with Barber and Shaw voting nay.

Discussion then centered on the UNI ISPIRG proposal. Mr. Sieleman said the students at UNI would like to align themselves to the ISU proposal with regard to negative check-off. President Kamerick commented that he felt strong arguments could be made one way or the other with regard to check-off systems.

Vice President Stansbury said one of the problems with respect to negative check-off is that it would be necessary to charge the students and then run a
credit if they decide against the fee. If there would be a choice system, you can bill or not bill. He said he feels it is by far a better system to have positive check-off rather than negative.

Provost Martin said, speaking as a private citizen, that if a majority of the student body approves a system it gives special legitimacy to the system. He said he regards ISPIRG as a stalwart organization in defense of consumer principles. The consumer principle is that a person should have an unfettered choice in the expenditure of his funds. In order to make a purchase it should involve an affirmative choice.

An ISPIRG representative replied the positive system would be easier to perform and with lower costs involved but that it is administratively possible to institute a negative system and that the ISPIRG group would be more than willing to absorb the additional costs involved. He said the group hopes to give each student as much opportunity as available to register his disapproval and not pay the fee.

President Petersen asked President Kamerick for his opinion. He stated he is in somewhat of a difficult position in that he thought the board had taken a stand against negative check-off prior to this time. He initially thought the board should defer action today and go back and work this over with the ISPIRG people to see if a policy could come forward that would be acceptable both to the administration and to ISPIRG.

After a short recess, President Kamerick recommended the board approve the UNI proposal subject to review at the end of a year's time.

MOTION: Mrs. Collison moved the board approve a negative check-off approach for ISPIRG at UNI, subject to review at the end of a year's time. Mr. Slife seconded the motion.
Regent Bailey commented that the members names are to be kept confidential unless the student indicates otherwise. He said the board is concerned with integrity of policy here.

VOTE ON MOTION: The motion passed with Barber and Shaw voting nay.

PROPOSED POLICY REGARDING FEDERAL LEGISLATION FOR FINANCIAL AID TO STUDENTS AND INSTITUTIONS. It was recommended that the board approve a policy statement regarding federal financial aid to students and institutions.

MOTION: Mr. Shaw moved the board approve the following policy statement regarding federal financial aid to students and institutions. Mr. Zumbach seconded the motion and it passed unanimously.

The Board of Regents has as continuing goals the development and maintenance of educational programs of high quality at the state universities of Iowa, and the assurance of access to those programs through a policy of low tuition and adequate financial aid. In recent decades the federal government has become a major partner in the pursuit of these goals through its programs of institutional and student support.

Institutional support has been provided or authorized in a variety of forms - capitation and formula grants, training grants, construction grants, and cost-of-education allowances related to the number of federally assisted students. This diversity of support, particularly if it is supplemented by general institutional aid related to total enrollment will provide both the stability essential for effective planning and the flexibility necessary for the development of new programs in response to new needs.
The students seeking their education at our institutions also deserve a system of financial support that is equally stable and flexible. These students come from a variety of circumstances and have differing needs. The present system of federal support which provides aid through work-study, basic educational opportunity grants, supplemental educational opportunity grants, direct loans, guaranteed loans and fellowships and traineeships does allow a flexible response to these needs. Excessive reliance on one source of aid, such as basic educational opportunity grants or guaranteed loans, or reduced participation of college and university financial aid officers in determination of need, increases the probability that students will be denied access to educational programs best suited to them.

The continuation and improvement of the existing federal system of balanced support for institutions and students is in the best interest of the institutions and students we represent and of the nation as a whole.

UNIFIED BUDGETING AND ACCOUNTING SYSTEM. The board was requested to approve the following:

1. That revisions of the interinstitutional report be considered as follows:

   Item 2.c.(1) Activity Fee for Student Union. Iowa State University include student activity fee income for Memorial Union operational fund in the general fund budget with expenditure to the Memorial Union as general expense.

   Item 9. Administrative Services Cost Allocation. That this item receive more detailed study to see if all institutions can allocate administrative services costs on the basis of total expenditures.

   Item 10. Departmental versus Separately Budgeted Research. Committee reconsider departmental versus separately budgeted research to see if the allocation procedures can not be unified.

   Item 15. c. Stores and Service Departments Charges for Administrative Overhead. University of Northern Iowa consider billing administrative overhead for stores and service departments to the user.
Item 17. Central Stores Operations. Iowa State University and University of Northern Iowa consider billing salaries and general expense to the user.

Item 20. Income from Investment of Treasurer's Temporary Balances. Restudy of this item to determine the actions required to achieve a unified treatment and the consequence thereof.

Item 21. Academic Staff. Development of a uniform coding system for classification other than the Regents' Merit System.

2. That the interinstitutional report on unified budgeting and accounting with the above revisions be approved for transmittal to the State Comptroller.

3. That the Interinstitutional Subcommittee on Unified Budgeting and Accounting continue its study and report progress to the Board in September, 1974.

4. That the Interinstitutional Subcommittee recommend a unified standard number of work hours per year for payroll purposes for report to the board in May.

The Board Office reported that a basic objective of any budgeting and accounting system is to establish budgeting and accounting items and bases for allocations thereto which are clear, unambiguous and serve the needs of users at various levels of responsibility for the operations. The universities have followed the principles and procedures of accounting and financial reporting as set forth in the book entitled "College and University Business Administration" published by the American Council on Education in 1952 and revised several times since. Additional revisions are under consideration at the present time. The publication provides general guidelines so that detailed accounting systems may differ somewhat due to variations in precise definition of accounts and bases for allocation thereto. It is these detailed differences that the subcommittee has sought to eliminate for some of the most significant budgeting and accounting items, which is the objective intended by the words "unified budgeting and accounting" as interpreted in discussions with the State Comptroller. By the word "unified" rather than the word "uniform", it is understood that the legislature did not intend to establish a single chart of accounts for application within each institution.
During a review of an early draft of the subcommittee report with the business committee, the State Comptroller indicated that the approach and progress of the subcommittee was satisfactory. He recognized that there are certain organizational differences between the institutions which have evolved because of differences in missions, programs and management philosophy which should not be changed just to provide a unified budgeting and accounting treatment. He suggested that an explanation and justification be provided for these specific cases.

The board was presented two reports entitled "Report of Present Treatment of Budget and Accounting Items and Recommendations for Future Treatment on a Unified Bases where it is Appropriate" and "Rationale for Different Treatment of Budget and Accounting Items".

Speaking for the State University of Iowa, Vice President Jolliffe said the university has no objection to this recommended action but added there is a question of timing involved and said he's not sure the university can meet the schedule.

Mr. Richey said the committee has done a conscientious job but expressed concern that the proposals probably don't unify things enough in terms of the Board of Regents and the institutions. Many of these items can be accomplished and some will take longer time. He recommended the board commend the committee at this time and ask them to report back by the June meeting with specific comments to the recommendations presented the board so the board can try to get some of these most crucial items implemented by the first of July, according to statute. He said he wants to make sure the system be as unified as possible before the board accepts this report.
President Boyd said this is a very reasonable suggestion but noted that total unification is not absolutely essential.

President Parks, as an example, commented that at Iowa State University the Hatch Act provided federal support for research arms in each of its colleges. He said this is in contrast to what's predominantly true at the State University of Iowa where funds are in each department.

Mr. Richey noted that research is segregated at the State University of Iowa and these funds appear on separate lines with the proper account numbers. Vice President Hardin added that all research at the university is budgeted as departmental activity. Research is regarded as a part of instruction. He added some faculty members are paid entirely from research grants but do 15% to 20% of their effort in teaching. Even though you set up a research institute in every college there is nothing that says the amount of research needs to be exactly proportionate to the amount of your salary in the research institute. He said the important thing is that the university can identify what happens to the research funds and stated the university does have a unified system from that point of view.

MOTION: Mr. Baldridge moved the committee be commended for its progress on board policy on a unified budgeting and accounting system and that the board appreciates the report and urges them to proceed to solve detailed matters and report back. Mr. Barber seconded the motion.

Discussion on the number of hours that constitute a work year arose. It was noted that a person who works year round works 2,088 hours since there is a day over 52 weeks in every year. Mr. Bailey said he didn't think the motion should be directive in either direction on that particular facet.

VOTE ON MOTION: The motion passed unanimously.
REPORT ON BUDGET REQUEST FOR 1975-77. Items considered herein are starting base, general expense, equipment and library books, RR & A and format. Items on tuition policy, capital facilities and unified budgeting and accounting systems are considered elsewhere in these minutes.

Starting Base. The Board Office recommended that the amounts appropriated as contingency funds for federal fund losses and utilities be included in the starting base under the Board of Regents itself until allocations are made to institutional budgets. The Board Office also recommended that the amount appropriated to the Board of Regents for non-academic salaries for implementation of the merit system be included in the starting base of the institutions as allocated by the Board of Regents.

The institutions have recognized that the contingency funds need to be identifiable and that reporting of the status of program funding to the Board Office and the Comptroller's Office needs to be performed properly to avoid any credibility problems. It is the interinstitutional recommendation that the contingency funds be included in the starting base and that (a) regular funds and (b) contingency funds be set forth separately, and that possible need for shifting of funds between institutions for utilities would be recognized. The institutional recommendation assumes that the contingency funds would be incorporated in the starting base for each organizational unit. The reason for the recommended approach is to provide the contingency funds in the institutional budgets in order to facilitate planning.

It was recognized that there are possible advantages if the institutional starting bases contained the contingency appropriations. The budget requests are generally constructed on an incremental basis as a percentage of the starting base. Holding out part of the "contingency" base complicates the
procedure. Further, it may be more difficult to remove the contingencies from the starting base during the review process if they are built into the budget request of each institution.

The Board Office is of the opinion that it would be more appropriate for the Board of Regents to retain the contingency appropriation for federal funds losses for allocation during 1974-75 until the federal funding for the specific programs listed in the request is more clearly established. It is the Board Office recommendation that the budget request be prepared with the funds for the specified programs shown as funded from the normal source even though that funding may be now in question unless, of course, the loss is clearly known at the time the 1974-75 budget is approved. This would assure the budget level appropriate for planning purposes. If the normal source of funds is handled in the restricted program operations, the same planning procedure would be used. It is understood that the Board Office will need to establish with the institutions a procedure acceptable to the State Comptroller for reporting the status of specific programs including budget amount, amount of federal funds, and amount allocated by the Board of Regents. The Board Office recommends that the contingency for federal funds losses be shown in the starting base of the Board of Regents and not allocated in to the starting bases of the institutions. A procedure will be worked out to insure that appropriate additions for inflationary costs are applied to the contingency amounts in the starting base.

Regarding contingency funds for utilities (fuel and purchased electricity) the amount needed by each institution depends on several factors, which are unknown with any precision at this time, such as prices, degree-days, relative proportion of various fuels, relative utilization of new facilities, and vigor of conservation measures at each institution. Therefore, the Board Office recommends that this item be included in the starting base for the Board of Regents. It is assumed that the Board Office will establish with the institutions a status reporting system with consideration of physical inventories, method of valuing inventory, expenditures, to serve as the basis for allocations by the Board of Regents and State Comptroller.

Premature allocation of contingency funds even for "starting base" purposes can create a vested or proprietary interest on the part of the institution to which the allocation is made. It could restrict unnecessarily the board's flexibility during the entire fiscal year, not to mention the possible sensitive effect upon interinstitutional relationships if funds were to be "taken away" from one and "given" to another.

The amount appropriated for non-academic employees for implementation of the Regents Merit Pay Plan should be allocated when the pay plan and budgets are established for 1974-75. The Board Office recommends that this item be included in the starting base for each organizational unit as allocated by the Board of Regents.
President Boyd emphasized that the contingency appropriations must be accounted for and would be drawn on only as needed. He pointed out that the contingency appropriation has to go into the starting base in some way so that it is not necessary to add the amounts beyond the starting base for the next year. He pointed out the idea that the starting base would be in two parts, (a) normal and (b) contingency with the contingency for fuel and federal funds.

President Petersen stated that each of the items of federal funds losses have been identified and were included in the supplemental budget request for contingency funds. She explained that in the case of fuel there may be some gyrations in the need for each of the institutions and the contingency for fuel may be inadequate. Mr. Richey pointed out that it is a matter of timing of allocation of the contingency funds. He stated that to retain the utmost flexibility for the board during the fiscal year, it is important to withhold allocation until the loss of federal funds is clearly established. He stated that if the fuel loss turns out to be a million dollars more than the supplemental appropriation, there is an implied promise that additional funds would be made available. Mr. Richey stated that the institutions would budget for the amount of fuel expenditures expected for 1974-75. The funds would be included in the starting base for the Board of Regents and allocated to each institution during the year.

President Parks concurred that the starting base be made up of two parts and stated that the (b) part for contingency funds is different and should be appropriated to the board itself rather than to any one of the institutions.

Agreement was reached that the board would hold the contingency funds until actually allocated. It was recognized that details must be worked out with
Concerns were expressed by board members that there be no duplication of funds in the total base for the board and institutions.

**General Expense.** The interinstitutional recommendation is to divide the general expense request into three categories: (a) fuel and purchased electricity, (b) food, and (c) other items. The increase in budget for fuel and purchased electricity required for each year of the next biennium would be determined by subtracting the starting base from the required budget for each year in the next biennium. The required budget would be based on an interinstitutional method for calculating costs of fuel and purchased electricity for each of the next three years. The fuel and purchased electricity required for opening new buildings would be calculated as a separate item for inclusion in special needs.

An increase of 10% per year for food is based on a study by the University Hospitals. A separate food item would pertain only to University Hospitals, Psychopathic Hospital, Hospital Schools, State Sanatorium, Iowa School for the Deaf and Iowa Braille and Sight Saving School. A study is continuing at Iowa State University on the need for separate consideration for an increase in cost of feed for animals, fertilizer and seed.

An interinstitutional recommendation of an increase of 15% per year for other items of general expense was provided to the board. The recommendation is based on a wholesale price index increase of 20.8% during the past year and 50.4% since 1967 as well as on other factors. Comparison of a four-year increase in the wholesale price index of 30% compared to a 21% increase in the Governor's recommendation amounts to a 9% deficiency. This amount along with another 2 or 3 percent in 1974-75 means that the institutions are having to absorb inflationary price increases of about 12%. Colleges have
been selected in which the programs have not changed appreciably with respect to content or size during recent years in order to obtain a valid comparison of actual increases in general expense budgets for those colleges with the wholesale price index over the same period. On the basis of three such colleges (agriculture, engineering and veterinary medicine at Iowa State University), the average annual increase in general expense budgets have been 2.7% which is 4.1% below the wholesale price index average annual increase of 6.8% over the same period.

Regent Shaw pointed out that the wholesale price index had remained very constant for several years but that recently it is increasing more rapidly than the consumer price index. He pointed out that we may be accused of using the index which is most advantageous at this time. Vice President Jolliffe pointed out that the price index for purchases of state and local governments has been used in the past but is not sufficiently up to date. He stated that the wholesale price index parallels the price index for purchases of state and local governments and was used in a preliminary way but the price index for purchase of state and local governments will be updated and used.

Vice President Moore expressed concern that a more effective means be found to display the erosion of purchasing power. He emphasized that teaching departments and research activities have all been suffering from such erosion. President Petersen suggested that it might be possible to select a particular department and catalog the general expense items.

Executive Vice President Chambers suggested that there might be a comparison of the number of items that could be purchased at one time for $100, and a lesser number at a future time such as 1250 letters at 8¢ versus 1000 letters at 10¢.
Regent Shaw suggested that it might be desirable to consider putting all energy items into a separate account whereby increased prices and related increase in expenditures could be passed through for some sort of special funding.

President Petersen requested the Budget Preparation Committee explore whether energy items should be in general expense or set out as a separate request.

There were considerations of identifying other kinds of items for which there are significant expenditures and for which inflation has been a serious factor but no such classes of items were identified.

**Equipment and Library Books.** The interinstitutional request amounts to a 10% increase per year in the budget request for equipment purchases and 15% per year increase in the budget request for library books. These requests were based on acquisition of equipment and library books at the current rate of acquisition which would require the recommended budgetary increases in order to meet inflation in prices.

The Board Office recommended that the academic program needs for both equipment and library books be assessed as one of the considerations used in determining budget requests for 1975-77 for equipment and library books.

There was discussion concerning whether a reallocation of funds between equipment and library books was suggested and whether or not program needs for equipment and library books should be in special needs rather than under this specific category of additions to the starting base. Mr. Richey stated that a more intensive investigation of the program needs was suggested and that it is conceivable that one of these categories might be budgeted high and one low. The main objective is to assess the real program needs.
The board discussed present inflationary rates for equipment and questioned whether these rates would persist into the next biennium. President Parks suggested that there is a need to be able to change the appropriation requests as the conditions change. He pointed out that when the board approved 8% increase for faculty salaries and then the Governor recommended 6 1/2% the figures seemed reasonable but after considerable elapse of time with significant inflation, these figures seem very conservative.

President Petersen pointed out that this year the supplemental budget request submitted to the State Comptroller has been changed to update the needs for fuel and the federal funds losses. Mr. Richey indicated that the appropriation requests for 1975-77 would need to be submitted to the State Comptroller by September 1, 1974.

Repairs, Replacements and Alterations. The board was informed that RR & A is being studied by both the Business Committee and Facilities Committee. The Business Committee has reviewed the various methods for determining RR & A needs which have been used in the past. The Business Committee is also considering the fact that RR & A was established by line item appropriation at a level which allowed 5% per year inflation over the amount budgeted for 1972-73 and that the budget in 1972-73 may have been somewhat lower than the real needs for the current biennium. The Facilities Committee is considering the needs for remodeling and the question of what should be included in capital requests and what should be in RR & A. The Facilities Committee is also attempting to determine what needs are not being met by the current level of expenditures for RR & A.

It is intended that the interinstitutional request be submitted to the board in May or June when the studies of RR & A are sufficiently advanced.
Budget Request Format. The board was informed of the desire of the institutions to follow the same general format as for the last budget request which the State Comptroller has endorsed. The Board Office is in agreement with the institutional proposal. Major emphasis this year will be to "unify" further the accounting and budgeting mechanisms. Both the State Comptroller and Legislative Fiscal Director concur in this emphasis. Any further changes suggested by the State Comptroller, who has the statutory responsibility for the format, are expected to be relatively minor.

The Board Office and the institutions recognize that there are some details that need to be worked out, such as a presentation of the starting base to properly display the use of the contingency appropriations for 1974-75.

Various suggestions by board members were provided to improve the content of the budget request. It was suggested that action taken within the institutions to adapt to student preferences such as showing enrollment changes in various areas and also, by showing the number of employees involved be included. A total employee count should be provided. Trends in enrollment in the health sciences should be included.

EXECUTIVE SESSION. President Petersen reported there were several matters to be discussed in executive session regarding a property matter at the State University of Iowa, a personnel matter at the University of Northern Iowa, and a personnel matter at Iowa State University. On roll call vote on whether the board should resolve itself into executive session, the vote was as follows:

AYE: Bailey, Baldrige, Barber, Brownlee, Collison, Shaw, Slife, Zumbach, Petersen.

NAY: None.

ABSENT: None.
The board having voted in the affirmative by at least a two-thirds majority, resolved itself into executive session at 4:55 p.m. and arose therefrom at 5:35 p.m.
The following business pertaining to general or miscellaneous items was transacted on Friday, April 12, 1974.

REPORT ON FACILITIES MODEL FOR NEW SPACE. The board was presented a report of the Facilities Committee on use made of Computerized Space Projection Model.

Mr. McMurray introduced Mr. Dick Gibson and Mr. John Pace, members of the Facilities Committee, to the board. He stated that the report to the board at this meeting is intended to give the board some better understanding of the mechanical aspects of the computerized space projection model and which tries to deal in a relative sense with what the new space needs are at each of the Regents universities. He noted that this is an information report and no action is requested. This topic will come before the board in June and later meetings after the Facilities Committee has examined each of the data elements in the model.

Regent Bailey stated he has some real concerns about this model and said to him it appears that there is possibly a real problem with the input that's being put into the model. The results could be highly questionable. He made reference to the difference between an HEFC directed study on remodeling and the model inputs on razed space. He said he can't conceive that there can be that much difference in valid judgments if they are being made by the same people. Regent Bailey also expressed concern about the 1982 target date for the objective for the respective schools as far as the space that will be provided in each instance on a square foot basis per student is concerned. He also stated his concern with the model is that there is no provision for costs involved in remodeling. He added that certainly has to be figured in when converting space.
Mr. Pace, in response on the HEFC directed study, said the university buildings were evaluated on the basis of present condition and present programs, and expressed concern that so many buildings were surveyed in one day that he said he felt it unlikely that this was done with any degree of validity.

Mr. McMurray reported that in the past year the Facilities Committee has spent a great deal of time determining which buildings should go on the razed list. The committee has visited each of the facilities the institutions initially suggested that should be razed. Eventual decisions on whether to raze a building have depended on whether or not the institutions have replacement space for facilities. He noted that the institutions have been caught in a tight space situation since the early '60's. He said he felt that the planning officers at the institutions probably have a better understanding of what the facility needs are, what programs will be housed in the future, etc. than any outside consultant would have.

President Petersen commented that the model was never designed to try and approach the problem of remodeling space. It was designed as an instrument to judge relative needs for new space on the campuses.

Regent Shaw said the board should make its decisions in the space area in the light of the fact that it is dealing with finite capital resources at the institutions. He noted that it is becoming more and more expensive to occupy space. He recommended the board talk in terms of overall space utilization rather than try to identify new buildings that have to go up.

President Parks endorsed what the Facilities Committee is trying to accomplish and encouraged it to continue. He noted that the board has been operating without very good information on space needs and commended the committee for
coming up with a satisfactory method of calculating space needs.

Regent Bailey stressed the importance of proper input in the model. He said the model won't come out with the proper output if the input is not correct.

In response to square foot/student questions, Mr. Pace commented that at Iowa State University the veterinary medicine school is included in the square footage per student calculation and noted it is a high user of space, while the dental school at the State University of Iowa is excluded from the model, causing some distortion at that level of analysis.

Mr. Richey noted that no one is suggesting that the model be blindly followed but said, however, that if the model indicates that a given institution doesn't need a given space, the burden is on the institution to justify the project outside the model.

Mr. McMurray commented on input in the model and noted that space needs according to programs needs to be considered at each institution. He said the model is being run on the basis of a university-wide approach. He added the model is capable of running on the departmental level. He said when run on the departmental level it becomes a much more useful tool on each campus. When used on the university level, it serves as a guidepost or reference to the legislature and board. It is much less valuable a tool for the university when done only on the overall university level. Mr. McMurray said he hoped the Facilities Committee could validate standards and that the institutions would then view the model as being worthwhile for them to further explore so it could be run on a departmental level on each campus. President Kamerick agreed with Mr. McMurray regarding the importance of running the model on a departmental level.
Regent Shaw stated a problem could be involved in running on a department level because student preference in courses changes a great deal and if the board starts building space to handle departmental needs the way they go up and down, the board is in real trouble. He commented the board has limited resources and by using the model on departmental level basis people are going to suffer.

Executive Vice President Chambers said he believes the model will be helpful to the institutions to plan space but added it does not consider the appropriateness of existing space. The model doesn't look at the age of the building, location on campus, etc. President Petersen said that the model can serve its useful purpose if board members and institutional representatives keep in mind what it is intended to do and what its limitations are at this time.

Mr. Pace said Mr. Chambers' point is true. He added some department heads obviously have a surplus of space which ought to be reused for those departments not so fortunate. This would make an enormous difference in the way the university would be run if done on the departmental level.

President Parks said the model is in its kindergarten stage. President Petersen informed board members that if there are shortcomings in the model they will be pointed out to the board. Mr. McMurray reported that in June a much more detailed report on the model will be presented to board members.

REPORT ON 1974 LEGISLATIVE SESSION. The board was presented a memorandum detailing some of the significant actions taken in the 1974 legislative session which have occurred since the March board meeting.

Senate File 1139, which deals with mileage reimbursement, was briefly discussed. Mr. McMurray said the bill was incorrectly reported to be on its way to the
Governor but the Senate amended the bill to make its effective date May 1, meaning the bill has to return to the House. He added there is also a motion to reconsider the bill in the Senate.

SEMI-ANNUAL REPORT OF REGENTS EQUAL EMPLOYMENT OPPORTUNITY OFFICER. The board was presented a report on equal employment opportunity. Mr. Maxwell, Board of Regents Equal Employment Opportunity Officer, was present for discussion.

President Petersen commended Mr. Maxwell highly for his patience in working on this. Mr. Maxwell stated that great progress is seen particularly in minority growth, and specifically noted the growth in number of females in administrative positions.

Regent Collison encouraged Mr. Maxwell and complimented his efforts and requested he come to the board when additional action is necessary.

PROPOSED POLICY ON TIME OFF FOR GRIEVANCE INVESTIGATION FOR EMPLOYEE REPRESENTATIVES. The board was requested to approve a policy regarding the investigation of grievances filed in accordance with the Rules of the Regents Merit System. This policy was developed by the Interinstitutional Committee on Non-Academic Personnel and, if approved, will be included in the Regents Procedural Guide.

The Board Office reported that the policy recommended by the Non-Academic Personnel Committee would establish uniform guidelines under which an employee who is asked to represent another employee is permitted time off for investigation. It has been reviewed with the presidents and superintendents and with employee groups on the various campuses. Some of the suggestions made during consultations with employee groups have been adopted by the committee.
The major "unresolved" objection raised by some employees concerns paragraph b of the proposed policy which provides that an employee may request released time for a representative to investigate a grievance only "following the oral state of Step 1 of the grievance procedure."

The point is made that employee representatives should be given released time to investigate complaints prior to the initial discussion between an employee and his or her supervisor, and that this would result in more resolutions of problems at the first step of the grievance procedure. The Non-Academic Personnel Committee's recommendation does not concur with that position. In committee discussions on this subject it was stated that technically no grievance exists until it is submitted in writing following a discussion between an employee and his or her supervisor which is not concluded to the satisfaction of the employee. The committee believes that the recommended policy is reasonable and fair to employees and the institutions, and is consistent with the provisions of the Regents Merit Rules.

President Kamerick noted Mr. Ronald Bigelow from the physical plant at UNI was present for discussion. Mr. Bigelow stated that continual changes in policy and procedures are hard to keep up with and continually promote unrest. He said this proposed policy should not be passed over lightly and deserves a great deal of consideration. He said unrest among employees is of deep concern on this particular item and requested the board grant employee time prior to the initial discussion between an employee and his or her supervisor which would result in more resolutions of problems at the first step of the grievance procedure.

President Petersen said it is her understanding that this is really a clarification of the merit rules rather than a change in those rules.
Assistant Vice President Small said this was clarified because it was felt it would be better practice if a common policy were observed at all institutions and another concern was that the immediate supervisors were not receiving sufficient guidance as to how they were to respond to grievance requests. The interpretations of the Regents Rules varied from one of no time off to another that it should be permitted at all stages. She noted that even within the same institution there were variances.

Vice President Stansbury said the University of Northern Iowa feels the first solution to a grievance should be with an employee and his immediate supervisor. This is the key in employee relations. He said grievance time isn't necessary "when the grievance as yet is not a grievance".

Assistant Vice President Small expressed concern presented her by the university staff council that if the supervisor delays approving the employee request this will inhibit the grievance ability to meet the time schedule which is built in the grievance procedure. It was pointed out that if the institution fails to respond the grievant has the automatic right to go on to the next step.

Vice President Moore expressed a concern from the Iowa State University Staff Council. The council emphasized concern and requested extension of time in the grievance procedure. The council's concern was that time limits may not be able to be met because of work load. Mr. Moore agreed that time limits placed in the grievance procedure are to protect both parties but if the university would find itself unable to release an individual at a specific time that would be considered a valid reason for extending those time limits. Automatic escalation to the next level for the employee could take place or additional time could be added to the time limits of the grievance procedure in that step.
Regent Shaw noted that the sooner a big issue is made of a grievance the less likelihood there will be for an amiable solution to the problem.

**MOTION:** Mr. Shaw moved the board approve the proposed policy regarding the investigation of grievances filed in accordance with the Rules of the Regents Merit System. This policy will be included in the Regents Procedural Guide. Mr. Baldridge seconded the motion.

**TIME OFF FOR GRIEVANCE INVESTIGATION FOR EMPLOYEE REPRESENTATIVES**

"While we do not interpret the Merit System Rule 10.3 to provide employee representatives with unlimited and unconditional released time to personally investigate grievances, we recognize the merit of providing released time in certain situations for an employee's representative to investigate a grievance; therefore:

a. An employee's representative may be present at every state of the grievance procedure, including the first, oral stage.

b. If deemed necessary by the grievant, he or she may request released time from work for a representative to investigate a grievance at any time following the oral state of Step 1 of the grievance procedure.

c. Such a request is to be made in writing to the representative's supervisor, with a copy to the Resident Director, and should contain an indication of the reason released time is necessary.

d. The representative's supervisor, with the approval of the Resident Director when required by the institution, shall provide a reasonable amount of released time for the investigation, such time being scheduled as soon as reasonably possible and preferably within the same work day, consistent with the normal functioning of the employee's department.

Furthermore it will be a violation of institutional policy to restrain, interfere, coerce or discriminate against an employee acting as a grievant's representative in accordance with this procedure.

On the other hand, an employee acting as a grievant's representative shall not use time provided for grievance investigation for other matters and will conduct his or her business with dispatch. If such a representative's use of regular working hours for consultation with employees or supervisors interferes unduly with the proper performance of his or her official duties as an employee, the matter will be objectively discussed with the employee in order to find a satisfactory solution."
Regent Collison said the board desires increased stability in the relationship between employee and supervisor.

Mr. H. L. Chisholm, business manager for ASCME, said he didn't feel the board is granting the right for representation if time isn't allowed for the grievant to investigate his case before confronting the supervisor. He also raised a question about what happens if the personnel director says an employee's reason isn't good enough for a grievance.

Vice President Stansbury commented that the time being talked about is released time. An employee may use his own time to investigate grievance procedures if he desires. Mr. Chisholm said many times the personnel offices aren't open on an employee's own time.

President Petersen commented the board wants a system which is fair both to employees and employers. She said she feels the resolution of difficulties is simpler when there aren't so many people involved.

Assistant Vice President Small commented that Mr. Chisholm's comments have some merit but the committee felt the first stage's time is not necessary because of the feeling it can best be solved informally.

VOTE ON MOTION: The motion passed with Zumbach voting nay.

MERIT SYSTEM CLASSES. The board was requested to approve the addition of the following classes in the pay grades as indicated for use at the University of Iowa: Audio Specialist in pay grade 16; Audiovisual Equipment Technician I, II and III in grades 8, 10 and 12; Audiovisual Specialist, grade 14; Graphic Technicians I, II and III in grades 8, 10 and 12; Graphic Specialist in grade 14; Motion Picture Specialist I and II in grades 14 and 16; Photo Technician I, II and III in grades 8, 10 and 12; Photo Specialist I and II in grades 14 and 16; and Television Specialist in grade 14.
It was reported that a number of audiovisual technicians at the University of Iowa have in the past been considered as professional employees. When it was determined that the positions occupied by some of those employees should be covered under the Merit System it was also decided to undertake a comprehensive review of the classifications of all audiovisual staff personnel. The proposed classes are a result of that study.

Assistant Vice President Small reported that when Hayes Associates were hired they were also requested to review all the positions that the board had exempted from the merit system. In the audiovisual area a number of positions were found that had not been exempted from the Fair Labor Standards Act but were treated as professionals. She said that for this reason this was before the board to resolve this uncertainty.

MOTION:

Mr. Baldridge moved the board approve the addition of the following classes in the pay grades as indicated for use at the University of Iowa: Audio Specialist in pay grade 16; Audiovisual Equipment Technician I, II and III in grades 8, 10 and 12; Audiovisual Specialist, grade 14; Graphic Technicians I, II and III in grades 8, 10 and 12; Graphic Specialist in grade 14; Motion Picture Specialist I and II in grades 14 and 16; Photo Technician I, II and III in grades 8, 10 and 12; Photo Specialist I and II in grades 14 and 16; and Television Specialist in grade 14. Mr. Slife seconded the motion and it passed with all ayes.

SUPPLEMENTAL ALLOCATIONS OF TITLE I FUNDS FOR 1973-74. It was recommended that the board allocate the additional funds to the organizational units on the basis of average daily attendance on a temporary variance from paragraph 7.15A5 of the Procedural Guide.
The additional funds allocation is as follows:

<table>
<thead>
<tr>
<th>Institution</th>
<th>Tentative Figure</th>
<th>Final Figure</th>
</tr>
</thead>
<tbody>
<tr>
<td>Psychopathic Hospital</td>
<td>$8,907</td>
<td>$9,903</td>
</tr>
<tr>
<td>Braille &amp; Sight Saving School</td>
<td>50,570</td>
<td>56,222</td>
</tr>
<tr>
<td>School for the Deaf</td>
<td>163,608</td>
<td>181,893</td>
</tr>
<tr>
<td>University Hospital School</td>
<td>46,745</td>
<td>51,970</td>
</tr>
<tr>
<td>Total</td>
<td>$269,830</td>
<td>$299,988</td>
</tr>
</tbody>
</table>

Mr. Richey stated that in view of the Board Office failure to solicit suitable programs, the smaller amount of supplemental funds (which is somewhat less than the $52,209 that was available last year) and the possible requirement that the funds be spent by June 30, 1974, the Board Office recommends that the funds be allocated on the basis of average daily attendance to supplement present programs previously approved by the board.

One result of the recommended action would be to preclude allocation of funds to special programs such as have been conducted by the Psychopathic Hospital. A second result would be to provide more funding to Iowa School for the Deaf during 1973-74 which is badly needed this year.

MOTION: Mr. Baldridge moved the board allocate the additional funds to the organizational units on the basis of average daily attendance on a temporary variance from paragraph 7.15A5 of the Procedural Guide. Mr. Shaw seconded the motion.

Regent Bailey asked whether it is too late to allocate funds on a program basis. He commented that the University Hospitals are getting $5,000 more than was expected and asked whether it is really needed. Mr. Richey said it had to be allocated to the institutions on that basis in view of the possibly short time to get the funds utilized.

VOTE ON MOTION: The motion carried with all ayes.
NEXT MEETINGS.

May 9-10
June 27-28
July 23-24
August
September 12-13
October 10
October 11
November 14-15
December 12-13
January 16-17, 1975
February 13-14
March 13-14
April 10-11

Iowa School for the Deaf
Board Office
Board Office
No Meeting Scheduled
Iowa State University
University of Northern Iowa
Iowa Braille & Sight Saving School
University of Iowa
Board Office
Iowa State University
Board Office
University of Iowa
University of Northern Iowa

Council Bluffs
Des Moines
Des Moines
-----------------
Ames
Cedar Falls
Vinton
Iowa City
Des Moines
Ames
Des Moines
Iowa City
Cedar Falls

(The dates of the June meeting as shown above were revised from the schedule presented the board last month to provide an additional week of review for the pay plan.)

REPORT ON IOWA STATE UNIVERSITY MEMORIAL UNION. An oral report was presented by Regent Collison on the Iowa State University Memorial Union. The minutes of the executive committee meeting were also presented to board members.

Regent Collison pointed out to board members that on page six of the report the background of student fee collection is explained. She also pointed out that later in the report the history of the union building fee is explained. She reenforced the fact that the student concerns are represented on the executive committee.

Regent Bailey recommended this be brought up for future consideration when the board has more resource information. President Petersen noted that the board will not initiate this discussion but requested university officials to inform the board when the need for discussion arises.

MOTION: Mr. Zumbach moved that the status of the union with respect to the university be brought before the Board of Regents within a year. Mrs. Collison seconded the motion.
President Parks commented that when the study is done on this and brought before the board students will have a major input in the report.

**VOTE ON MOTION:** The motion passed with all ayes.

Regent Collison said the report should be addressed to what is current and in the student interest at the union.

President Petersen said the board is not prejudicing the report one way or the other.

**BOARD OFFICE PERSONNEL REGISTER.** There were no transactions on the Board Office Personnel Register for the month of March 1974.

**RESOLUTION FOR TRANSFER AND SALE OF SECURITIES.** The board was requested to approve the following resolution:
RESOLUTION FOR TRANSFER AND SALE OF SECURITIES

On motion by __________________________, seconded by __________________________ and passed, a resolution was adopted authorizing any two (2) of the following-named individuals:

R. Wayne Richey, Executive Secretary
W. C. Caldwell, Budget Officer
Robert G. McMurray, Assistant to Executive Secretary

to transfer, convert, endorse, sell, assign, set over and deliver any and all shares of stock, bonds, including all issues of U. S. Treasury securities, debentures, notes and subscription warrants, stock purchase warrants, evidences of indebtedness, or other securities now or hereafter standing in the name of or owned by the State Board of Regents or any of the institutions under its control; and to make, execute and deliver any and all written instruments of assignment and transfer necessary or proper to effectuate the authority hereby conferred.

I hereby certify that the foregoing is a true and correct copy of a Resolution of the State Board of Regents of the State of Iowa, adopted at a meeting of said Board, duly called and held on ________________, a quorum being present, and said Resolution remains of record in the minutes of said meeting, and it is now in full force and effect.

Dated the ___ day of _____________________.

Executive Secretary, State Board of Regents

CERTIFICATE OF INCUMBENCY

I, Mary Louise Petersen, President of the Iowa State Board of Regents, hereby certify that R. Wayne Richey is Executive Secretary of said board, Robert G. McMurray is now Assistant to Executive Secretary and W. C. Caldwell is now Budget Officer of said board and they are now the duly qualified officers authorized to execute transfers of stock pursuant to the above resolution.

Date

President, State Board of Regents
President Petersen noted that this resolution is amended to take into account the change in the president of the board.

**MOTION:** Mr. Shaw moved the board approve the above resolution for transfer and sale of securities. Mr. Slife seconded the motion and it passed unanimously.

President Petersen asked board members and institutional representatives if there were any additional items to be discussed under the general portion of the minutes.

**SALARIES OF EXECUTIVE OFFICIALS.** President Petersen brought up discussion concerning the salary of the executive secretary. She noted the Hay group did an evaluation of state executive officials and their responsibilities. She stated that the board was disturbed with its slotting level of the board's executive secretary's salary. Although the board tried at that time to ask for an adjustment, it didn't succeed fully in that venture. She proposed the board again try to get the position reevaluated and reviewed because of the enormous responsibility that position holds. This could be approached by (1) asking the Hayes Associates to evaluate the position, its responsibility and salary level or (2) formally ask the Hay group to reevaluate the position.

Regent Slife said he was on the committee to review the Hay recommendations for elected officials and judges. He agreed with President Petersen that the salary of the executive secretary was too low and suggested that the Edward Hay firm should be recontacted. He expressed concern in getting the Robert H. Hayes Associates, the board's merit system consultant, involved in this. He suggested the board informally visit with the Hay people who worked on this project and see if they are receptive to making some adjustment.
Regent Baldridge said all state executive salaries need review. He said perhaps the legislature and the Governor would also be interested in having another review. He said the salaries should be upgraded because if positions become vacant it is hard to find persons willing to accept the present salary.

Regent Shaw in response said that will be true to some extent but added that if a person is reasonably happy with his present environment he won't readily move even if the salary isn't quite what is desired. Regent Baldridge then added that no one moves unless there is at least a $2,000 differential involved.

President Petersen said her philosophy is "reward and incentive".

Regent Baldridge commented that a range in salary is needed for each state position. Note was made the Governor's Office originally employed the Hay consultants and Regent Bailey said he didn't feel the board should ask them in this case, either. The Governor's Office should properly handle this.

MOTION: Mrs. Collison moved the board ask the Governor to review the slotting and arrangement of the salary of the executive secretary as it relates to other salaries designated in the Hay report. Mr. Slife seconded the motion. The motion passed unanimously.

HIGHER EDUCATION FACILITIES COMMISSION. Regent Bailey commented on the Higher Education Facilities Commission meeting held Tuesday, April 9, 1974. The meeting was held to change the definition of what constitutes an independent student applying for tuition grants or scholarships. He said he feels the federal definition which permits up to $600 from parents is good. He said the state could get into trouble if it continues to insist on a
tougher type of requirement. He said under the federal policy he feels it is proper that the students can get money without changing the relation to their independence. The new federal program is entitled the Student Incentive Grant Program which is a matching funds situation and the state of Iowa's share is at least $224,000 and may be more, depending on how many states comply and are able to qualify for the share. These funds will be used to augment the grants and scholarship programs.

Regent Bailey also reported that the necessary action needed to approve the membership of the Iowa Educational Broadcasting Network and the proprietary schools in the coordinating council was approved by the commission.

Also, a report on undergraduate enrollment for full time students for Fall 1969 - Fall 1973 was presented to the board, prepared by the Higher Education Facilities Commission, and is shown on the following page.
### FALL-UNDERGRADUATE FULL-TIME ENROLLMENTS - 1969-1973

(Prepared by Higher Education Facilities Commission)

<table>
<thead>
<tr>
<th></th>
<th></th>
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<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>GRAND TOTAL</strong></td>
<td>87,336</td>
<td>89,046</td>
<td>86,499</td>
<td>84,881</td>
<td>83,493</td>
</tr>
<tr>
<td><strong>REGENTS</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Iowa</td>
<td>33,131</td>
<td>33,548</td>
<td>31,794</td>
<td>30,512</td>
<td>29,929</td>
</tr>
<tr>
<td>Non-Iowa</td>
<td>4,675</td>
<td>4,915</td>
<td>4,920*</td>
<td>4,996</td>
<td>5,273</td>
</tr>
<tr>
<td>Total</td>
<td>37,806(43.3%)</td>
<td>38,463</td>
<td>36,714</td>
<td>35,508</td>
<td>35,202(42.2%)</td>
</tr>
<tr>
<td><strong>PRIVATE COLLEGES</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Iowa</td>
<td>17,016</td>
<td>17,645</td>
<td>17,558</td>
<td>16,891</td>
<td>15,704</td>
</tr>
<tr>
<td>Non-Iowa</td>
<td>15,683</td>
<td>14,761</td>
<td>13,980</td>
<td>12,787</td>
<td>11,779</td>
</tr>
<tr>
<td>Total</td>
<td>32,699(37.4%)</td>
<td>32,406</td>
<td>31,538</td>
<td>29,678</td>
<td>27,483(32.9%)</td>
</tr>
<tr>
<td><strong>AREA SCHOOLS</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>College Parallel</td>
<td>9,941</td>
<td>9,833</td>
<td>9,320</td>
<td>8,184</td>
<td>7,821</td>
</tr>
<tr>
<td>Vocational-Technical</td>
<td>6,890</td>
<td>8,344</td>
<td>8,927</td>
<td>11,511</td>
<td>12,726</td>
</tr>
<tr>
<td>Other</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>261</td>
</tr>
<tr>
<td>Total</td>
<td>16,831(19.3%)</td>
<td>18,177</td>
<td>18,247</td>
<td>19,695</td>
<td>20,808(24.9%)</td>
</tr>
</tbody>
</table>

*estimate - figures not available

**1973 figures reflect closing of Parsons College with resultant loss of about 1,000 students
The following business pertaining to the State University of Iowa was transacted on Friday, April 12, 1974.

REGISTER OF PERSONNEL CHANGES. The actions reported in the Register of Personnel Changes for the month of March 1974 were ratified.

Specific attention was called to an increase in salary of Thomas S. Hulme, Director of Field Service, from $14,520 to $15,300, effective March 1, 1974.

INSTITUTIONAL COST ANALYSIS FOR 1972-73. The board was presented a report on unit costs at the State University of Iowa. Unit costs for the State University of Iowa for 1972-73 are as follows:

<table>
<thead>
<tr>
<th>Student Level</th>
<th>No. of FTE Students</th>
<th>% Increase over 1970-71</th>
<th>General Operating Fund</th>
<th>% Increase over 1970-71</th>
<th>Total Funds</th>
<th>% Increase over 1970-71</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Lower Division</td>
<td>5,413</td>
<td>(14.2)</td>
<td>1,380</td>
<td>19.9</td>
<td>1,538</td>
<td>23.3</td>
</tr>
<tr>
<td>2. Upper Division</td>
<td>7,153</td>
<td>5.0</td>
<td>1,900</td>
<td>18.9</td>
<td>2,237</td>
<td>26.5</td>
</tr>
<tr>
<td>3. Masters</td>
<td>4,116</td>
<td>0.7</td>
<td>2,908</td>
<td>9.1</td>
<td>5,040</td>
<td>26.8</td>
</tr>
<tr>
<td>4. Advanced Graduate</td>
<td>1,768</td>
<td>(11.6)</td>
<td>5,789</td>
<td>27.6</td>
<td>10,235</td>
<td>45.1</td>
</tr>
<tr>
<td>5. Professional</td>
<td>1,443</td>
<td>10.4</td>
<td>3,577</td>
<td>(4.3)</td>
<td>10,420</td>
<td>1.9</td>
</tr>
<tr>
<td>Composite</td>
<td>19,893</td>
<td>(3.1)</td>
<td>2,434</td>
<td>16.1</td>
<td>3,931</td>
<td>26.8</td>
</tr>
</tbody>
</table>

The Board Office reported that the cost per FTE student as shown under General Operating Fund are those costs which are supported primarily by state appropriations and student tuition income.

Expenditures for organized activities, extension and public service, student aid, and RR&A are not allocated to student level because such items are not considered to be a cost of instruction.
The composite unit cost increase 1972-73 over 1970-71 for the University of Iowa amounts to 16.1% for general operating funds and 26.8% for total funds. Both lower division and upper division costs increased by about the same percentage whereas the lower division enrollment fell by 14.2% and the upper division enrollment increased by 5.0%. This apparently means that the University of Iowa reallocated instructional staff from the lower division to other activities or the percentage increase in unit cost would have been even higher. The unit cost of advanced graduate instruction increased 27.6% as a consequence of a reduction in enrollment of 11.6%. The professional colleges had a 10.4% increase in enrollment accompanied by a 4.3% reduction in unit cost.

The complete cost analysis report is on file at the Board Office.

LONG RANGE ACADEMIC PLAN. President Petersen called special attention to the academic planning and review document submitted by the university and expressed appreciation for the extra effort involved in putting this together. The topic will be docketed again in May to give the Board Office additional time for review.

REGISTER OF CAPITAL IMPROVEMENT BUSINESS TRANSACTIONS. Executive Secretary Richey reported the Register of Capital Improvement Business Transactions for the period March 4 through March 29, 1974 was filed with him, was in order, and was recommended for approval.

The following construction contracts were recommended for approval:

<table>
<thead>
<tr>
<th>PROJECT</th>
<th>Awardee</th>
<th>Type of Contract</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>East Hall-East Wing Fire Escape</td>
<td>Garmer Construction Co., Des Moines</td>
<td>General</td>
<td>$47,632</td>
</tr>
<tr>
<td>Oakdale Hospital-North Wing, Extend Air Conditioning</td>
<td>G. Kondora Plumbing and Heating, Iowa City</td>
<td>Mechanical</td>
<td>$54,600</td>
</tr>
</tbody>
</table>
The following revised project budgets were presented for board approval:

**EAST HALL - EAST WING FIRE ESCAPES**

<table>
<thead>
<tr>
<th>Source of Funds: University RR&amp;A</th>
</tr>
</thead>
</table>

<table>
<thead>
<tr>
<th>Revised Budget</th>
<th>Preliminary</th>
<th>Revised</th>
</tr>
</thead>
<tbody>
<tr>
<td>Engineering and supervision</td>
<td>$5,080</td>
<td>$6,080</td>
</tr>
<tr>
<td>Construction</td>
<td>32,600</td>
<td>47,632</td>
</tr>
<tr>
<td>Contingencies</td>
<td>3,320</td>
<td>4,788</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>$41,000</strong></td>
<td><strong>$58,500</strong></td>
</tr>
</tbody>
</table>

**COMMENT**

Early in February during the development of final plans, it was estimated that the preliminary budget would be inadequate by approximately $19,000 because of the requirement for additional steel railing to meet fire protection code and OSHA requirements and because the interior building work related to the fire escapes proved to be more extensive than originally anticipated. Rather than increase the budget at that time, it was decided to await the opening of bids to prepare a budget revision. This revised budget is somewhat lower than was estimated just prior to advertising for bids.

**EXTEND AIR CONDITIONING, NORTH WING - OAKDALE HOSPITAL**

<table>
<thead>
<tr>
<th>Source of Funds: State Sanatorium RR&amp;A</th>
</tr>
</thead>
</table>

<table>
<thead>
<tr>
<th>Revised Budget</th>
<th>Preliminary</th>
<th>Revised</th>
</tr>
</thead>
<tbody>
<tr>
<td>Engineering and supervision</td>
<td>$6,500</td>
<td>$6,500</td>
</tr>
<tr>
<td>Construction</td>
<td>36,000</td>
<td>54,600</td>
</tr>
<tr>
<td>Contingencies</td>
<td>3,600</td>
<td>3,900</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>$46,100</strong></td>
<td><strong>$65,000</strong></td>
</tr>
</tbody>
</table>

**COMMENTS**

A budget increase of $18,900 is requested because the low bid on construction was higher than the amount estimated for the preliminary budget.

The preliminary construction estimate was made by comparing with similar 1973 projects and before the detailed design was completed. Prices for labor and material have risen since that time. Furthermore, the detailed
design was somewhat more complicated than visualized when the preliminary budget was prepared. Both factors combined could logically be expected to result in a higher construction cost.

The low bid was carefully examined by the consulting engineer as well as by the engineering staff of the Physical Plant department. The conclusion was reached that the low bid was reasonable for this design under current price conditions. Furthermore, there is no satisfactory way to reduce the scope of work if the original objectives are to be attained.

The following new project was presented for approval:

University Theatre - Renovate Green Room - University RR&A $60,000

PRELIMINARY BUDGET

<table>
<thead>
<tr>
<th>Category</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Engineering and supervision</td>
<td>$10,000</td>
</tr>
<tr>
<td>Construction</td>
<td></td>
</tr>
<tr>
<td>General construction</td>
<td>9,500</td>
</tr>
<tr>
<td>Mechanical construction</td>
<td>9,000</td>
</tr>
<tr>
<td>Electrical construction</td>
<td>7,500</td>
</tr>
<tr>
<td>Painting</td>
<td>2,700</td>
</tr>
<tr>
<td>Air conditioning, sheetmetal</td>
<td>6,000</td>
</tr>
<tr>
<td>Carpet</td>
<td>3,200</td>
</tr>
<tr>
<td>Furniture</td>
<td>6,100</td>
</tr>
<tr>
<td>Contingencies</td>
<td>6,000</td>
</tr>
<tr>
<td></td>
<td><strong>$60,000</strong></td>
</tr>
</tbody>
</table>

Source of funds: University RR&A

PROJECT DESCRIPTION

The project includes a new ceiling, expansion of restroom facilities, addition of a concession stand with sink, water coolers, etc., new lighting, heating and air conditioning, painting and an intercom and speaker system.

Since no part of the work is over $10,000, it is proposed that the project be done by Physical Plant forces.

The Physical Plant department is designated as the architect and inspection supervisor.

Completion of the Health Sciences Library was noted. Regent Baldridge asked when the dedication is scheduled. Vice President Hardin replied it is scheduled for September 27.
MOTION: Mr. Bailey moved the board approve the Register of Capital Improvement Business Transactions for the period March 4 through March 29, 1974; the construction contracts be awarded; the revised budgets be approved; the new project be approved; the executive secretary be authorized to sign all necessary documents. The motion was seconded by Mr. Baldridge and it passed unanimously.

JOHN F. MURRAY ENDOWMENT FUND. The board was requested to accept a report that there were no changes in the investment portfolio for the quarter ended March 31, 1974.

MOTION: Mr. Baldridge moved the board ratify the report that there were no changes in the investment portfolio for the quarter ended March 31, 1974. Mr. Slife seconded the motion.

Regent Shaw commented the board also received the annual report of the John F. Murray Endowment Fund.

A board member asked how the money is being used. President Boyd said the fund supports Murray professorships in law, economics, and journalism. It goes to support a substantial number of scholarships and visiting lecturers.

VOTE ON MOTION: The motion passed unanimously.

ARCHITECT'S CONTRACT FOR SCHEMATICS ON HOSPITAL SOUTH PAVILION PROJECT.

The board was requested to approve a contract with Hanson Lind Meyer, Inc. for architectural services relating to the schematic planning phase on the University Hospital South Pavilion Project.

This proposed contract is limited to the schematic planning phase, and includes the standard contract provisions covering this phase. The basic fee is computed at a multiple of 2.5 times the direct personnel expense.
Both the multiple and the direct personnel expense hourly rates are the same as for the University Hospital North Tower Project. The total basic fee is limited to a maximum of $86,775.00, which is approximately 0.83% of the preliminary estimated construction budget.

Regent Bailey asked why schematics are needed at this time since we haven't had any action on the federal grant application. Why does the board need more commitment on the project until action on the application is received? Vice President Hardin said the schematics are needed for the project site visit. The application has been transmitted. The site visit will occur sometime in May.

MOTION: Mr. Bailey moved the board approve a contract with Hansen Lind Meyer, Inc. for architectural services relating to the schematic planning phase on the University Hospital South Pavilion Project. Mr. Brownlee seconded the motion and it passed unanimously.

STUDENT FEES - ADJUSTMENT FOR REDUCTION OF CREDIT HOURS AND CANCELLATION OF REGISTRATION. The board was requested to (a) reduction of time during which fee adjustments may be made from maximum to part or minimum from the sixth week of classes to the third week of classes; and (b) change the billing adjustment schedule for cancellation of registration to the following: through the first week refund 90%, through the second week refund 75%, through the third week refund 50%, and thereafter 0%.

The university reported that since there is no financial penalty, it is common practice for undergraduate students, in particular, to register for more courses than they expect to complete each semester. After a few weeks experience, the student decides which course is most demanding or least interesting and drops it with very unfortunate results for other students, for instructors and for certain administrative offices. In order to
alleviate these problems and many smaller ones which have arisen, it is proposed that no reduction in tuition charges be made for changes in registration after the first three weeks of each semester.

Regent Collison said she realized the concerns of students over-registering. She added that one good reason for cancelling a course is the lack of confidence in an instructor. The student is trapped in an unfulfilled expectation.

MOTION: Mr. Bailey moved the board approve (a) reduction of time during which fee adjustments may be made from maximum to part or minimum during the sixth week of classes to the third week of classes; and (b) change the billing adjustment schedule for cancellation of registration to the following: through the first week refund 90%, through the second week refund 75%, through the third week refund 50%, and thereafter 0%. Mr. Shaw seconded the motion.

Executive Vice President Chambers said students have raised a question that if a student were to register late, would this be an absolute requirement in terms of three weeks. He said he assumed this would not be the case and reasonable limitations would then be placed on that person.

Regent Collison commented on the line-itemed budgets of some instructors who then find their class discontinued because of lack in enrollment. She asked whether that money is kept in a reserve fund for overexpansion of courses that were not line-itemed. President Parks said having the right number of teachers in the right number of places is one of the most difficult problems. He said there seems to be even more difficulty in students not getting the courses they want. He said a teacher can't be made available
for each section because of budget limitations. He noted that veterinary medicine knows the exact number of students it will accommodate but other courses needed are hard to estimate.

Regent Collison asked whether a teacher (line budgeted) could have his or her course dropped because of enrollment drop-off. She asked if this happened only to persons who weren't line budgeted. Vice President Christensen commented that details about the circumstances would need to be known before an absolute decision could be made one way or the other. He commented some courses are essential to the student's curriculum so that course would continue to be offered.

VOTE ON MOTION: The motion passed unanimously.

UNIVERSITY HOSPITALS BUDGET INCREASE. The board was requested to approve a budget increase of $478,000 for the University Hospitals.

Expanded services are:
- Surgical procedures: 11%
- Clinical laboratory: 14%
- In-patient admissions: 7%
- Clinic patients: 3%

Increased earnings are:
- Private in-patients: $413,000
- Private out-patients: $65,000

Increased expenses are:
- Salaries and wages: $190,000
- Supplies - Central Sterile Service: $36,400
- Supplies - Nursing Service: $26,800
- Dietary Services and Education: $66,100
- Utilities and Property Insurance: $107,800
- Linen supplies: $50,900

Total: $478,000
The Board Office reported that the proposed budget of $33,619,000 is 3.1% above the original budget of $32,597,000 approved last July. The proposed increase of $478,000 amounts to an increase of 1.4% which is included in the above 3.1%. Increased earnings are sufficient to cover the increased costs which seem consistent with recent inflation and with the expanded services.

The Board Office reported that the appropriation for 1973-74 was based on one-third of patient services for indigent patients and the remaining two-thirds for private patients. The state appropriation is to provide services to indigent patients only. If the state appropriation continues to support the indigent patient program as the private patient load increases, the ratio of state appropriations to budget should be reduced from one-third to about 32%. The difference in these ratios would amount to $350,000. This matter needs to be studied and the proper ratio determined before June for preparation of the 1975-77 budget requests.

Mr. Richey commented the Board Office has been in contact with the university regarding this matter.

MOTION: Mr. Shaw moved the board approve a budget increase of $478,000 for the University Hospitals. Mr. Slife seconded the motion.

Regent Collison asked if the classification for indigent patients is now in the infirmary fee. She asked if this would properly come under state appropriations. Dr. Hardin replied the student would have to be placed on county quota. Regent Collison asked if that offers some option to the increased student services cost. Dr. Hardin said this is under consideration. It is also being negotiated with an insurance company to add that cost to insurance reimbursement. They can do it for a premium of $3 for a single
student for 12 months. The other method places student on some county quota but that has to be initiated at the county level. That can not be initiated at the hospital. Regent Collison added that eligibility would have to be established. Dr. Hardin added that the students are legally now residents of Johnson County. He added the Social Services Department in Johnson County is very willing to help.

VOTE ON MOTION: The motion passed unanimously.

OLD CAPITOL RESTORATION. The board was requested to approve a procedure to award contracts by telephone poll of the Board of Regents during the week of May 13, 1974.

The university reported that final plans and specifications are now complete and the notice to bidders is being published on April 12. Because of the special nature of the project, the architect strongly recommends a period of four weeks bidding time to insure maximum competition. Therefore, the date of May 10 has been set for the opening of bids. This is too late to make a recommendation for contract awards at the May 9-10 board meeting. To delay the award of contracts until the June 20-21 board meeting would delay the beginning of construction by five weeks. This delay would make it less likely that the work would be completed in time for the bicentennial activities in July 1976.

MOTION: Mr. Slife moved the board approve a procedure to award contracts by telephone poll of the Board of Regents during the week of May 13, 1974. Mr. Brownlee seconded the motion and it passed unanimously.
President Petersen asked if there were any additional items to be discussed under the State University of Iowa docket by institutional executives or board members.

COMMENDATION. Mr. Bailey commented that the Daily Iowan received a rather high national award recently and commended them. President Boyd noted that they will be commended by the university.
IOWA STATE UNIVERSITY

The following business pertaining to Iowa State University was transacted on Friday, April 12, 1974.

REGISTER OF PERSONNEL CHANGES. The actions reported in the Register of Personnel Changes for the month of March 1974 were ratified.

COMBINING OF DEPARTMENTS IN THE COLLEGE OF VETERINARY MEDICINE. It was recommended that the Regents approve the request of Iowa State University to combine the Department of Veterinary Anatomy and the Department of Veterinary Physiology and Pharmacology into a new Department of Veterinary Anatomy Pharmacology and Physiology effective May 1, 1974. It was pointed out that this requested change would result in a stronger teaching and research program and more efficient utilization of resources.

In absence of objection, President Petersen approved the combining of departments in the College of Veterinary Medicine as shown above for the board.

APPOINTMENT. The board was requested to approve the appointment of Neal R. Cholvin as shown below:

Neal R. Cholvin as Professor and Chairman, Department of Veterinary Anatomy, Pharmacology and Physiology, College of Veterinary Medicine. The appointment as chairman to be effective for the period May 1, 1974 through June 30, 1979, unless reappointed. Salary as budgeted, twelve months basis, plus annuity. Dr. Cholvin is currently professor, Department of Veterinary Physiology and Pharmacology and Department of Veterinary Anatomy, and chairman of the Biomedical Engineering Program, Iowa State University.

MOTION: Mr. Slife moved the appointment of Neal R. Cholvin as shown above be approved. Mr. Zumbach seconded the motion and it passed with all ayes.
APPOINTMENT. The board was requested to approve the appointment of Ruth E. Deacon as shown below:

Appointment of Ruth E. Deacon as Professor and Head of the Department of Family Environment, College of Home Economics. Salary as budgeted, twelve months basis, plus annuity, effective July 1, 1974. Dr. Deacon currently chairs the Management, Housing, and Equipment Division, School of Home Economics at the Ohio State University.

MOTION: Mrs. Collison moved the board approve the above appointment of Ruth E. Deacon. Mr. Baldridge seconded the motion and it passed unanimously.

APPOINTMENT. The board was requested to approve the following appointment of Arvid R. Eide.

Appointment of Arvid R. Eide as Professor and Chairman, Department of Freshman Engineering, College of Engineering. The appointment as chairman to be effective for the period July 1, 1974 through June 30, 1979, unless reappointed. Salary as budgeted, twelve months basis, plus annuity. Dr. Eide is presently serving as instructor to associate professor of Engineering Graphics and is a registered professional engineer in the state of Iowa.

MOTION: Mr. Zumbach moved the board approve the appointment of Arvid R. Eide as shown above. Mr. Brownlee seconded the motion and it passed unanimously.

REAPPOINTMENT. The board was requested to approve the following reappointment of Robert M. Stewart.

Reappointment of Robert M. Stewart as Professor and Chairman, Department of Computer Science, College of Sciences and Humanities. Salary as budgeted, twelve months basis, plus annuity. The chairmanship to be for the period July 1, 1974 through June 30, 1979. Dr. Stewart was promoted to professor at ISU in 1960. During this period he has held joint appointments in the Department of Electrical Engineering and in the Department of Physics. He has also served on the staff of the Institute for Atomic Research since 1962.
MOTION: Mrs. Collison moved the board approve the reappointment of Robert M. Stewart as shown above. Mr. Shaw seconded the motion and it passed with all members voting aye.

REAPPOINTMENT. The board was requested to approve the reappointment of Richard J. Van Iten as shown below.

Reappointment of Richard J. Van Iten as Professor and Chairman, Department of Philosophy, College of Sciences and Humanities. Salary as budgeted, twelve months basis, plus annuity. The chairmanship to be for the period July 1, 1974 through June 30, 1979. Dr. Van Iten has been active as a member of the Faculty Council, as an academic adviser to students and, since 1968, moderator of the Faculty Forum radio program.

MOTION: Mr. Baldridge moved the board approve the reappointment of Richard J. Van Iten as shown above. Mr. Zumbach seconded the motion and it passed unanimously.

UNIVERSITY CALENDAR FOR 1975-76. The board was requested to approve the 1975-76 university calendar for Iowa State University. It was noted that the calendar presents no basic changes from the current calendar.
Registration and advising for new and re-entering students
Class Work Begins
End of fee payment period
Christmas Recess Begins
University Holidays, Offices Closed
University Holidays, Offices Closed
Last Day a Course May be Dropped Without Recommendation of Instructor
Class Work Resumes
Mid-quarter Reports Due
Final Date for Indicating Intent to Graduate
Last Day a Course May be Dropped Without Extenuating Circumstances
Spring Registration for Students who are in Residence Winter Quarter
Final Examinations
Graduation

Registration and advising for new and re-entering students
Class Work Begins
End of Fee Payment Period
Last Day a Course May be Dropped Without Recommendation of Instructor
Mid-quarter Reports Due
Final Date for Indicating Intent to Graduate
Easter Recess Begins
University Holiday
Class Work Resumes
Veishea, Classes dismissed 12 noon Thursday
Last Day a Course May be Dropped Without Extenuating Circumstances
Summer Registration for Students who are in Residence Spring Quarter
Final Examinations
Graduation
University Holiday, Offices Closed
STUDENT TEACHING AGREEMENTS FOR 1973-74. The board was requested to approve the following additional student teaching agreements:

Colfax  Paton-Churdan
Dallas Center  Red Oak
Madrid  Scranton Consolidated
Melcher-Dallas  Shenandoah
Mingo  Vinton
Missouri Valley  Walnut
Montezuma  Woodward Granger
Ottumwa

In absence of objection, President Petersen approved the teaching agreements as listed above with Iowa State University.

VETERINARY AGREEMENT WITH NEBRASKA. The board was requested to grant approval for Iowa State University to enter into a revised agreement with the
University of Nebraska for the training of veterinary medicine students. This action would revise the present agreement between ISU and Nebraska which guarantees a minimum of six places for qualified students in each entering class. This revised agreement provides for an increase in payment from $4,000 per student in the current agreement to $6,500 per student and an increase in the number of students from six to ten beginning in 1975.

The Board Office reported that a check of similar charges in several other states showed that the charges range from $4,500 to $6,000. These rates are still somewhat of a bargain to the states without veterinary schools since a recent study of costs by the Institute of Medicine shows that the net education expenditures for the year 1972-73 per student averaged $5,500. The net education expenditures are the remaining portion of the total education cost per student, once deductions have been made for costs recovered by the school from research and patient care activities. Iowa State's unit cost for the veterinary school for 1972-73 is $7,494. While this figure includes research and is not directly comparable to the Institute of Medicine's average, it does provide some idea as to the cost and the fee being charged Nebraska.

Regent Shaw expressed his favor of agreements among states because it avoids duplication and that they are necessary because of the high costs involved in setting up programs. He asked whether people around the state might question denying Iowans entrance to veterinary medicine because of the requirement regarding Nebraska student entrance. He added, however, he assumes the Nebraska students would have at least equal qualifications to those of Iowa students.

Vice President Christensen commented the university has no plans to increase the percentage of out-of-state students. That number is 75% Iowan, 25% out-of-state. It benefits the institution to have contracts in that more revenue
can come in to the institution. He said he is completely sympathetic with Regent Shaw in the respect that possibly some highly qualified Iowans may be denied entry to the veterinary medicine program because of this contract but added that out-of-state students generally have higher grade point averages than in-state students.

The university reported the agreement is for two years and provides for an automatic renewal each two years unless either party gives notice in writing to the other party of intention to terminate at least one year prior to termination. Regent Baldridge raised a question regarding automatic renewal. He asked whether this will come up before the board each time the agreement is renewed. Vice President Moore said he understands it will come before the board automatically every two years. Regent Baldridge added that future boards may like to take a look at this every time for an opportunity to change.

MOTION: Mrs. Collison moved the board grant approval for Iowa State University to enter into a revised agreement with the University of Nebraska for the training of veterinary medicine students. Mr. Baldridge seconded the motion and it passed unanimously.

1974-75 TRAFFIC AND PARKING REGULATIONS. The board was requested to approve the 1974-75 traffic and parking regulations for ISU and direct SUI and UNI to docket for board approval any changes planned in their 1974-75 traffic and parking regulations.

Regent Collison asked whether the parking facilities are adequate in keeping up with demand. Mr. Whitman commented that parking facilities are always needed.

MOTION: Mr. Slife moved the board approve the 1974-75 traffic and parking regulations for ISU and directed SUI and UNI to docket for
board approval any changes planned in their 1974-75 traffic and parking regulations. Mr. Brownlee seconded the motion and it passed unanimously.

LEASE RENEWAL, ALLEE EXPERIMENTAL FARM, NEWELL, IOWA. The board was requested to approve the lease as described below:

The Allee Experimental Farm was created as a result of a 160 acre tract bequeathed to Iowa State University in 1958 in accordance with the will of Mr. George M. Allee. Mr. Allee also willed an adjoining 128.88 acres to the Newell American Legion Post with the stipulation that Iowa State University would be given first option to lease the land for use in connection with the 160 acre tract. The rental income was to be used by the Newell American Legion Post to maintain the Allee Memorial Building.

Iowa State University has leased this 128.88 acre tract from the Newell Legion Post since 1958. The latest lease was approved by the Board of Regents in October, 1968, and covered the period from March 1, 1969 to February 28, 1973, at a rate of $3,866 per year ($30.00 per acre). With the approval of the Farm Committee of the Newell American Legion Post, a new lease was proposed for March 1, 1973 to February 28, 1978 at a rate of $35.00 per acre and was approved by the Board of Regents February 9, 1973. At this point, the Newell American Legion Post refused to sign the lease feeling that this would not produce sufficient income to maintain the Allee Memorial Building.

The present proposed lease has been signed by the Newell American Legion Post and is for four years, February 18, 1974 to February 28, 1978, at a rate of $50.00 per acre the first 2 years and $60.00 per acre the following 2 years. This is a substantial increase but is still below the average lease price being paid for comparable land in Iowa.

MOTION:

Mr. Brownlee moved the board approve the lease as described above of the Allee Experimental Farm, Newell, Iowa. Mrs. Collison seconded the motion and on roll call the following voted:

AYE: Bailey, Baldridge, Barber, Brownlee, Collison, Shaw, Slife, Zumbach, Petersen.

NAY: None.

ABSENT: None.

The motion carried.
LEASE RENEWAL, AREA EXTENSION OFFICES FOR COUNCIL BLUFFS, DUBUQUE AND OTTUMWA.

The board was requested to grant Iowa State University approval to enter into lease agreements for area extension offices as listed below:

A. Council Bluffs

The present lease agreement is for July 1, 1969 to June 30, 1974, with an option to renew for an additional five years with adjustment for taxes. The lease provides for rental of 3,200 square feet, plus parking, at an annual rate of $8,200 or $2.56 per square foot. Lessee provides utilities and janitor service.

The new lease agreement, adjusted for taxes, would be for an annual rental of $8,380.81 or $2.62 per square foot. This amounts to an increase of $180.81 per year. Investigation of space available in other buildings indicates a price of $4.00 to $5.25 per square foot.

B. Dubuque

The present lease agreement for Dubuque is July 1, 1969 to June 30, 1974 for an annual rental of $9,120 for 2,432 square feet or $3.75 per square foot. This includes utilities, janitor service, parking and snow removal.

The proposed lease provides an annual rental of $9,728 or $4.00 per square foot. Other space is available for $4.00 and $5.00 per square foot so there would be no saving involved in moving to other offices.

C. Ottumwa

This was our first Area Extension office and is located in the administration building of the Ottumwa Industrial Airport. The current five year lease expires July 1, 1974 and provides for an annual rental of $3,200 per year. Office space has recently been increased to approximately 2,219 square feet. Janitor service, parking and snow removal are furnished, and utilities with the exception of electricity. In addition, a 1,061 square foot conference room is shared with other groups who use it occasionally.

Proposed lease terms are for five years with an annual rental of $4,000 or $1.80 per square foot. Alternate space in or near Ottumwa is not available except at a much higher rate.
MOTION: Mrs. Collison moved the board grant ISU approval to enter into lease agreements for area extension offices as shown above and also commended the extension people for the good rental rates. Mr. Bailey seconded the motion and on roll call the following voted: AYE: Bailey, Baldridge, Barber, Brownlee, Collison, Shaw, Slife, Zumbach, Petersen. NAY: None. ABSENT: None. The motion carried.

ARCHITECTURAL SERVICES FOR MEAT LABORATORY. Per request of Vice President Moore, discussion on this item was deferred because the university is still in negotiations.

REVISIONS TO POLICIES ON USE OF ALCOHOLIC BEVERAGES. The board was requested to amend the present beer license at the Iowa State University golf course to include the sale of beer on Sunday and approve the use of alcoholic beverages in the social areas of the residence halls subject to the approval and conditions as established by the central university administration.

The Board of Regents approved the sale of beer at the Veenker Memorial Golf Course at Iowa State University at its meeting on July 14, 1972. Since that time, state law has provided for, and the golf course is eligible for, Sunday sale of beer. Beer is sold on Sunday at two other golf courses in the Ames area and has been requested by a large number of the patrons at this golf course. Revenue from these sales helps defray the expenses for the upkeep and maintenance of the course.

At the present time, the use of alcoholic beverages in fraternities, sororities, and married student housing units is governed by state law and by the established rules and regulations within each housing unit and approved by university administration. The above action would be consistent with the policies established for other residence areas and with the action taken by
the board in December 1973 for the residence halls at the State University of Iowa.

MOTION: Mr. Baldridge moved the board amend the present beer license at the Iowa State University golf course to include the sale of beer on Sunday and approve the use of alcoholic beverages in the social areas of the residence halls subject to the approval and conditions as established by the central university administration. Mr. Zumbach seconded the motion and it passed with Bailey voting nay.

RESIDENCE HALL HOUSING ALTERNATIVES. The university requested the board establish various residence hall housing alternatives. These alternatives might include varied arrangements for coed housing or the establishment of so-called "special interest" houses for students with common interests in languages, individual disciplines, international studies or common scholarship goals, i.e., honors program students. These options are consistent with those being offered at the other Regent institutions.

The Board Office recommended that the Department of Housing at ISU be permitted to establish coed housing on an experimental basis.

President Parks commented the university's request for coed housing is not being done to improve occupancy. He noted that ISU has full dorm occupancy but added he didn't feel students should be penalized by that fact. They should be entitled to the alternative living arrangements as other places. He asked for flexibility in determining institutional living arrangements and some breadth of discretion.

Regent Bailey expressed his disapproval with the action requested by saying the board would then be giving all responsibility to the institution and added he didn't feel the board should go that route. He said he didn't think the
board can open the dorms wide open without a substantial amount of repercussion and reduction of the image of the university in the eyes of the public. He commented the benefits of coed housing would only be experienced by a few students. He said he felt the public would view this action as immoral.

President Parks disagreed with Regent Bailey by saying the university is simply asking to try this on an experimental basis and if it doesn't work out it will be discontinued immediately. He requested the board's trust in the institution's judgment on this matter as it has on so many other things.

President Parks asked if this arrangement is carried through and doesn't work whether the university could try coed housing another place without coming to the board. Regent Bailey said that is a different matter.

Regent Baldridge expressed his reservations about the word "experimental". He said the time when this kind of policy was regarded as experimental is long gone. Regent Collison agreed with Regent Baldridge and noted that not all students want coed housing and so can not stigmatize those who do not apply for it. She said this is an experience young people want in being able to make their own choices. She added she didn't see this negatively at all but added that the kind of people who seek coed housing are the real crux of the whole thing. She commented the university is very well endowed to discern in the kinds of people who want this.

MOTION: Mrs. Collison moved the board permit Iowa State University to establish various residence hall housing alternatives. These alternatives might include varied arrangements for coed housing or the establishment of so-called "special interest" houses for students with common interests in languages, individual disciplines, international studies or common scholarship goals, i.e., honors program students, these options being consistent with those offered at the other Regent institutions. Mr. Baldridge seconded the motion.
President Parks noted that the university has never segregated by classification before. He added it is to the university's advantage to have all those options in the motion but said it doesn't mean the university will do all of those things.

Mr. Richey said the motion is consistent with what he had in mind in the Board Office recommendation and supported the motion.

Regent Zumbach commented that the Committee on Alternate Living has made remarkable progress. He said he understands that the motion puts a great deal of responsibility upon the individual students to define the type of living conditions that they want. He added he felt the university can be granted a great deal of flexibility in this regard.

VOTE ON MOTION: The motion passed with Bailey voting nay.

Vice President Hansmeier, UNI, asked whether the Board of Regents has approved the concept of 24 hour visitation generally or, only where a coed arrangement necessitates 24 hour visitation. President Petersen said the latter is true.

Vice President Hansmeier then noted that Iowa State University did not mention 24 hour visitation as such. He asked whether an all men's or all women's hall would have to come before the board requesting that. Mr. Richey said he would check minutes on the last board policy on that.

President Petersen said that "open hours" did not appear in the motion but if the committee desired it could be added. A member of the committee indicated support of the addition. Regent Baldridge commented he didn't restrict it in his mind when supporting the motion.
ADDITION TO MOTION: Mrs. Collison moved the above motion be amended to add open hours flexibility to Iowa State University. Mr. Baldridge seconded.

Regent Shaw asked whether the board was referring to open hours in any dorm or just coed dormitories. President Parks replied his interpretation of the motion allocates authority to the university and doesn't give the option to any student unless under university purview.

Regent Baldridge commented that Iowa State University should come to the board if anything unique arises with regard to coed housing.

VOTE ON MOTION AS AMENDED: The motion passed with Bailey voting nay.

President Petersen, speaking to Vice President Hansmeier of UNI, said if the University of Northern Iowa desires board action on open hours flexibility it should be on the UNI docket in the future. She noted that this has been acted on individually for the other two institutions.

REPORT ON COAL BIDS FOR 1974-75. The board was requested to approve the purchase of 90,000 tons of coal from Bill's Coal Co. Inc., Welch, Oklahoma, and the purchase of up to 30,000 tons of low-sulphur coal on a non-contract basis.

The university proposed that the university contract with Bill's Coal Company, Inc. for 90,000 tons of coal which will give the university sufficient supply and purchase on a non-contract basis up to 30,000 tons of low-sulphur coal probably from the Big Horn Coal Company of Sheridan, Wyoming in order to mix with the other coal to obtain the required sulphur input content.

Several members of the Iowa State University staff including the Physical Plant director visited the Garland Mine (Kansas coal) owned by Bill's Coal Company, Inc.,
and were informed that the mine could see no problem in supplying the university
with coal for the next two or three years. It was noted, however, that the
mine could not guarantee a continuing supply of coal because of a long-term
contract with a municipal utility in Missouri which would be requiring
increasing amounts of coal in future years.

MOTION: Mrs. Collison moved the board approve the
purchase of 90,000 tons of coal from Bill's
Coal Company, Inc. and the purchase of up
to 30,000 tons of low-sulphur coal on a
non-contract basis. Mr. Baldridge seconded
the motion and it passed unanimously.

Vice President Moore commented the cost of this coal will probably exceed the
budget by $80,000. Vice President Moore commented an approach will need to
be taken with regard to the budget for the next biennium concerning fuel
allocations.

REGISTER OF CAPITAL IMPROVEMENT BUSINESS TRANSACTIONS. Executive Secretary
Richey reported the Register of Capital Improvement Business Transactions for
the period March 15 through April 11, 1974 had been filed with him.

The following construction contract was recommended for approval by the
university:

<table>
<thead>
<tr>
<th>PROJECT</th>
<th>Awardee</th>
<th>Type of Contract</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cooling Tower - Circulating</td>
<td>Winger Contracting Co., Ottumwa, Iowa</td>
<td>Mechanical Base Bid</td>
<td>$29,800</td>
</tr>
</tbody>
</table>
| Water Piping Installation      |                            | Less Tax Refund  | -373
|                                |                            |                  | $29,427         |

There were certain apparent irregularities in the bid submitted by the
apparent low bidder including irregularities on the bid bond and in an apparent
erasure in the written out bid amount. Because the bid was good for 45 days
and because the matters could not be resolved at this board meeting, the Board
Office recommended an attorney look at the bid bond and give board members
advice.
The following revised project budget was presented for board approval:

**Revised Project Budget**

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
<th>Account</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bids received April 11, 1974</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Construction Contracts:</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cooling Tower</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Marley Company, base bid</td>
<td>$66,789</td>
<td>PN-0201</td>
</tr>
<tr>
<td>Deduct Tax Refund</td>
<td>-1,462</td>
<td>$65,327</td>
</tr>
<tr>
<td>Cooling Tower Basin</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Siedelmann Construction Co., base bid</td>
<td>$20,597</td>
<td>PN-0202</td>
</tr>
<tr>
<td>Deduct Tax Refund</td>
<td>-257</td>
<td>20,340</td>
</tr>
<tr>
<td>Circulating Water Piping</td>
<td></td>
<td></td>
</tr>
<tr>
<td>1/Winger Contracting Co., base bid</td>
<td>$29,800</td>
<td>PN-0203</td>
</tr>
<tr>
<td>Deduct Tax Refund</td>
<td>-373</td>
<td>29,427</td>
</tr>
<tr>
<td>Reserved for Future Contracts</td>
<td></td>
<td>23,906</td>
</tr>
<tr>
<td>Equipment and Material Purchases</td>
<td></td>
<td>PN-0206</td>
</tr>
<tr>
<td>Legal and Administrative</td>
<td>200</td>
<td>PN-0207</td>
</tr>
<tr>
<td>Engineering Services</td>
<td>10,000</td>
<td>PN-0209</td>
</tr>
<tr>
<td>Resident Inspection</td>
<td>500</td>
<td>PN-0210</td>
</tr>
<tr>
<td>Testing, Boring, etc.</td>
<td>300</td>
<td>PN-0211</td>
</tr>
<tr>
<td>Contingencies and Miscellaneous</td>
<td>5,000</td>
<td>PN-0212</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td>$210,000</td>
<td></td>
</tr>
</tbody>
</table>

**Source of Funds:**

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
<th>Account</th>
</tr>
</thead>
<tbody>
<tr>
<td>65th G.A. Capital Appropriation 500-65-02</td>
<td>$165,000</td>
<td></td>
</tr>
<tr>
<td>Plant Funds Unallocated 500-00-00</td>
<td>45,000</td>
<td></td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td>$210,000</td>
<td></td>
</tr>
</tbody>
</table>

1/ Recommended for award at this time.
2/ Increase of $45,000 over previous budget.
MOTION: Mr. Slife moved the board defer action on this contract award and revised budget and try to secure advice and information on it, polling board members at a future date. Mr. Barber seconded the motion and it passed unanimously.

Mr. Richey reported the rest of the register was in order and recommended approval.

MOTION: Mrs. Collison moved the board approve the Register of Capital Improvement Business Transactions for the period March 15 through April 11, 1974 including two change orders; the executive secretary be authorized to sign all necessary documents. The motion was seconded by Mr. Brownlee and passed unanimously.

President Petersen asked if board members or institutional executives had any additional items for discussion pertaining to Iowa State University. There were no additional items brought up for discussion.
The following business pertaining to the University of Northern Iowa was transacted on Friday, April 12, 1974.

UNI-DOME. The board was requested to authorize the University of Northern Iowa to request Regent bond consultant and others as appropriate to initiate action for the issuance of $2,500,000 revenue bonds secured by pledge of student fees for the construction of a large multi-purpose facility on the campus of the university.

Mr. T. Wayne Davis, President, Control-o-fax Corporation of Waterloo and Chairman of the University of Northern Iowa Foundation's National Centennial Fund Drive, was present for discussion.

Regent Shaw asked whether the bondholder will only be able to look to building revenues as bond security.

President Kamerick said the bonds will be supported by present student fees that go into intercollegiate athletics. One half of the building fee, which was established about 1965, will also be used so the bond issue does not depend upon other revenue. Regent Shaw asked whether a new fee will be charged to pay off this obligation. President Kamerick said they are completely independent of that.

Regent Shaw commented that there are four types of bonds--student housing, academic revenue, hospital revenue, and the student facilities type.

Mr. Davis said it has been a real pleasure to work with the people in Black Hawk County who have supported the project. He noted that $1 million was
raised entirely from Black Hawk County. Regent Baldridge expressed the appreciation of the board to Mr. Davis for his efforts, the foundation's efforts, and the university's efforts.

Regent Shaw expressed concern that the board will be selling bonds before it knows about the construction project cost since contracts are not scheduled for award until July. Vice President Stansbury replied that all the university is now requesting is permission to see bond counsel. In May more details will be presented to the board. He emphasized that UNI is not asking for approval of the project at this time, but just wants to get things started.

Discussion continued on the selling of bonds and award of contracts timeframe. Vice President Stansbury commented that the selling of bonds in July may be preferable to the June tentative schedule. There is a chance there would be a better bond market in July.

MOTION: Mr. Slife moved the Board of Regents authorize the University of Northern Iowa to request Regent bond consultant and others as appropriate to initiate action for the issuance of $2,500,000 revenue bonds secured by pledge of student fees for the construction of a large multi-purpose facility on the campus of the university. Mr. Bailey seconded the motion.

President Petersen noted the board's concern about the date of the bond sale.

VOTE ON MOTION: The motion passed unanimously.

REGISTER OF PERSONNEL CHANGES. The actions reported in the Register of Personnel Changes for the month of March 1974 were ratified. The register contains academic staff promotions and tenure decisions effective August 21,
1974. In the area of promotions, nine faculty members are moved from instructor to assistant professor; 24 are moved from assistant professor to associate professor; while 13 are moved from associate professor to professor. Forty-six members are promoted. Tenure is granted to 12 faculty members. Three are instructors, eight are assistant professors, and one is a professor.

Regent Collison asked whether any of the 12 persons granted tenure were part-time faculty. Vice President Martin said no part-time faculty were included but added that there is no prohibition against those who teach less than full time. Vice President Martin commented UNI has few part-time faculty members.

APPOINTMENT. The board was requested to approve the following appointment of Dr. Janet L. Travis.

Appointment of Dr. Janet L. Travis as the Dean of the College of Humanities and Fine Arts about May 15, 1974, salary as budgeted for 1974-75. Dr. Travis has served as Chairman of the Department of Philosophy at the University of Nevada, Las Vegas, since 1969.

Regent Collison congratulated the university in securing such a fine person. She added the addition of a woman to the administration will enhance the college reputation.

MOTION: Mrs. Collison moved the board approve the above appointment of Dr. Janet L. Travis. Mr. Slife seconded the motion and it passed unanimously.

REGISTER OF CAPITAL IMPROVEMENT BUSINESS TRANSACTIONS. Executive Secretary Richey reported the Register of Capital Improvement Business Transactions.
for the month of March 1974 was filed with him, was in order, and recommended approval.

<table>
<thead>
<tr>
<th>PROJECT</th>
<th>AWARDEE</th>
<th>TYPE OF CONTRACT</th>
<th>AMOUNT</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bender Hall--Interior</td>
<td>J. A. Dutcher</td>
<td>Painting</td>
<td>$50,857</td>
</tr>
<tr>
<td>Painting</td>
<td>Cedar Falls, IA</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Discussion centered on the propriety of a bid submitted by a part-time employee of the university. Reference was made to Mr. Dutcher who is currently a student at UNI and working part-time as a student employee through the Financial Aids Office. Mr. Leo Baker, legal counsel for the university, informed Dr. Stansbury that no conflict of interest was involved.

Regent Baldridge asked whether any suggestion was made that confidentiality of open bidding had been breached. Vice President Stansbury reported that this would not have been possible under the circumstances. President Petersen commented that since all the stipulations of the bidding process were followed and the law indicates no conflict of interest, there is no problem involved here.

President Kamerick commented on a question raised about affirmative action and whether this low bidder complied with it. He noted that this particular bidder has a better record with affirmative action than many others, according to Roger Maxwell, Regents' Equal Employment Opportunity Compliance Officer.

The following purchase orders for equipment funded by 1972 sale of academic revenue bonds were presented for board approval:

New Library Addition--Purchases total $313,754.87. Awards recommended to nine different vendors.
It was noted that bids before the board at this meeting are in 15 different groups. In 12 of the 15 instances the low bid of multiple bids is recommended for approval. Attention was called to the three groups where an unusual circumstance existed. After discussion, it was decided that the low bids meeting specifications of the board would be awarded.

The board was requested to approve a revised project budget on the Steam Service to the new Industrial Arts Building:

Revised Project Budget

This revision increases the project budget to provide for enlarging the steam vault adjacent to the proposed Industrial Arts and Technology Building and adding in that vault a condensate return pump and duplex sump pump.

Estimated Expenditures:

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>CONTRACT</td>
<td>$83,000</td>
</tr>
<tr>
<td>ENGINEERING FEES</td>
<td>5,000</td>
</tr>
<tr>
<td>PHYSICAL PLANT WORK</td>
<td>2,000</td>
</tr>
<tr>
<td>CONTINGENCIES</td>
<td>5,000</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td><strong>$95,000</strong></td>
</tr>
</tbody>
</table>

Source of Funds:

65th G.A. - Utilities Expansion

MOTION:

Mr. Baldridge moved the board approve the Register of Capital Improvement Business Transactions for the month of March 1974; the construction contract be awarded; the purchase orders for equipment be approved; the revised budget be approved; the executive secretary be authorized to sign all necessary documents. The motion was seconded by Mr. Bailey and it passed unanimously.
PROPOSED INCREASED RATES FOR HOUSING AND DINING SERVICES. The board was requested to approve the rate schedule as proposed by the institution.

DORMITORY-DINING PROPOSED RATES
Effective: Fall Term, 1974-75
(rates are in terms of academic year, unless noted otherwise)

<table>
<thead>
<tr>
<th>Room and Full Board</th>
<th>Current Rate</th>
<th>Proposed Rate</th>
<th>Increase $</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Rooms with double occupancy</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Bartlett Hall</td>
<td>$860</td>
<td>$980</td>
<td>$120</td>
<td>14.0%</td>
</tr>
<tr>
<td>All other Residence Halls</td>
<td>870</td>
<td>990</td>
<td>120</td>
<td>13.8%</td>
</tr>
<tr>
<td>Rooms with single occupancy</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Bartlett Hall</td>
<td>$960</td>
<td>$1,110</td>
<td>150</td>
<td>15.6%</td>
</tr>
<tr>
<td>All other Residence Halls</td>
<td>970</td>
<td>1,120</td>
<td>150</td>
<td>15.5%</td>
</tr>
<tr>
<td>Summer Rates (all halls)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>8-week rate</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>single occupancy</td>
<td>$234</td>
<td>$270</td>
<td>36</td>
<td>15.4%</td>
</tr>
<tr>
<td>double occupancy</td>
<td>209</td>
<td>240</td>
<td>31</td>
<td>14.8%</td>
</tr>
<tr>
<td>4-week rate</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>single occupancy</td>
<td>$117</td>
<td>$135</td>
<td>18</td>
<td>15.4%</td>
</tr>
<tr>
<td>double occupancy</td>
<td>105</td>
<td>120</td>
<td>15</td>
<td>14.3%</td>
</tr>
<tr>
<td>Room and Partial Board</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Option 1 no breakfast</td>
<td>$40 reduction of above rates</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Option 2 no weekend</td>
<td>$50 reduction of above rates</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Option 3 no breakfast, no weekend</td>
<td>$80 reduction of above rates</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Room Only</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Bartlett Hall (single occupancy for graduate students and selected seniors)</td>
<td>474</td>
<td>544</td>
<td>70</td>
<td>14.8%</td>
</tr>
</tbody>
</table>
Married Student Housing Proposed Rates  
Effective July 1, 1974

<table>
<thead>
<tr>
<th></th>
<th>Number of Units</th>
<th>Current Monthly Rate</th>
<th>Proposed Monthly Rate</th>
<th>Increase $</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Hillside Courts</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>One bedroom</td>
<td>80</td>
<td>$87.00</td>
<td>$92.00</td>
<td>$5.00</td>
<td>5.7%</td>
</tr>
<tr>
<td>air conditioned</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>no utilities</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Two bedroom</td>
<td>116</td>
<td>100.00</td>
<td>106.00</td>
<td>6.00</td>
<td>6.0%</td>
</tr>
<tr>
<td>no air conditioning</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>no utilities</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Two bedroom</td>
<td>40</td>
<td>108.00</td>
<td>114.00</td>
<td>6.00</td>
<td>5.6%</td>
</tr>
<tr>
<td>air conditioned</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>no utilities</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Two bedroom, two story</td>
<td>42</td>
<td>120.00</td>
<td>127.00</td>
<td>7.00</td>
<td>5.8%</td>
</tr>
<tr>
<td>air conditioned</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>no utilities</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>College Courts</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Two bedroom</td>
<td>48</td>
<td>80.00</td>
<td>90.00</td>
<td>10.00</td>
<td>12.5%</td>
</tr>
<tr>
<td>no air conditioning</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>no utilities</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>South Courts</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>One bedroom</td>
<td>50</td>
<td>68.00</td>
<td>72.00</td>
<td>4.00</td>
<td>5.9%</td>
</tr>
<tr>
<td>air conditioned</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>furnished</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>no utilities</td>
<td></td>
<td></td>
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<td></td>
<td></td>
</tr>
<tr>
<td>One bedroom</td>
<td>49</td>
<td>60.00</td>
<td>64.00</td>
<td>4.00</td>
<td>6.7%</td>
</tr>
<tr>
<td>no air conditioning</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>furnished</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>no utilities</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total number of units</td>
<td>425</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
The Board Office reported the last rate change was for fall 1972 to a rate of $870 for undergraduate students in double units including twenty meal contract. The proposal would change the rate to $990, a 13.8% increase for fall 1974. The rate schedule includes changes in rates for other dormitory accommodations and married student housing.

The net income available for debt service and reserve funds for 1973-74 is estimated to be $982,000 which is about $25,000 less than the amount of $1,007,000 which is required for debt service and reserve funds for 1974-75. In view of the trends in food and fuel cost as well as anticipated increased costs of salaries and wages, the net income could drop by several hundred thousand dollars in 1974-75 without an increase in rates. The proposed rate changes are estimated to increase the income in an amount of $495,000 which is 11.4% of the estimated revenue of $4,319,000 for 1973-74 and which is estimated to provide just enough net income to meet the requirements for debt service and reserve funds.

The proposed rate of $990 would be identical with the rate for 1974-75 approved for Iowa State University by the board in November 1973. The two schools have had identical rates during 1972-73 and 1973-74.

Regent Baldridge commented he has received some feedback on food quality and quantity at the institutions. He said that a sharp eye should be kept that the directors of the food programs at the universities aren't placed in a position where they lack the money to provide sufficient and quality food.

MOTION: Mr. Baldridge moved the board approve the rate schedule as proposed by the University of Northern Iowa. Mrs. Collison seconded the motion.
Regent Shaw said he feels the 13.8% increase is fully justified since the board has not changed the rates for quite some time. He said he feels this is something the board is probably going to have to keep changing and noted that 7 1/2% of the system's overall budget comes from temporary cash investments. He commented the system is really not standing on its own even with a 14% increase and if things don't turn out as well as the board is forecasting; the books may not even balance. He said he didn't recommend going beyond the 13.8% increase but added that probably a year from next fall another room and board increase is inevitable. He commented on married student housing and noted recent construction has taken place in that area and said the rates charged married students don't really pay the full cost of that particular segment of the system. He noted he realizes those people have budgetary problems, as anyone else. He said he wanted to avoid the situation where the undergraduate single person is subsidizing the married person.

President Kamerick said he didn't disagree with Regent Shaw but commented that married student housing was built out of surplus funds. No bonding was done in connection with the housing.

Regent Collison commented on nutrition at the schools and said the board should note that the schools really do have an active program in meals and she encouraged that.

VOTE ON MOTION: The motion passed unanimously.

FARM LEASE. The board was requested to approve a farm lease to Clark Renner for the period April 15, 1974 through February 28, 1975 on the following basis:
The tillable land in the east 40 acres of the west 60 acres of SW 1/4 of Section 14, Township 89N, Range 14W of 5th P.M., Black Hawk County, Iowa. A total of 31.36 acres @ $40 per acre. Does not include pasture land north of creek.

The Board Office reported that this is the second year that there has been a farm lease with Mr. Renner on this 31.36 acre plot. There is an increase of $5 per acre in the rental rate. This rental rate is payable as cash rent on December 1, 1974. The lessee pays all costs of the farm operation and keeps the premises in proper condition. Cash rent on the property totals $1,254.40.

Discussion on the rental price was brought up. Vice President Stansbury commented there are buildings on the land and a little drainage area. He added this is the last year he believes this will be rented.

MOTION: Mr. Baldridge moved the board approve a farm lease to Clark Renner for the period April 15, 1974 through February 28, 1975 on terms as shown above. Mr. Bailey seconded the motion and on roll call the following voted:

AYE: Bailey, Baldridge, Barber, Collison, Shaw, Slife, Zumbach, Petersen.
NAY: Brownlee.
ABSENT: None.

The motion carried.

APPROVAL OF SPECIAL SECURITY OFFICER. The board was requested to approve the commissioning of William Morse as permanent special security officer at the University of Northern Iowa.

Mr. Morse began employment at the University of Northern Iowa on June 18, 1973 and completed his training at the Iowa Law Enforcement Academy on February 15, 1974. He was well above the class average in his grades and was elected class president.
MOTION: Mrs. Collison moved the board commission William Morse as permanent special security officer at the University of Northern Iowa. Mr. Baldridge seconded the motion and it passed unanimously.

President Petersen asked board members and institutional executives if there were any additional items to be discussed under the University of Northern Iowa docket. There were no further items for discussion.
The following business pertaining to Iowa School for the Deaf was transacted on Friday, April 12, 1974.

**REGISTER OF PERSONNEL CHANGES.** The actions reported in the Register of Personnel Changes for the month of March 1974 were ratified.

**SCHOOL CALENDAR FOR 1974-75.** The board was requested to approve the 1974-75 school calendar for the Iowa School for the Deaf. It was noted that the 1974-75 calendar is basically the same as in previous years.

### IOWA SCHOOL FOR THE DEAF

**SCHOOL CALENDAR - 1974-75**

*(Based on 185 Days)*

<table>
<thead>
<tr>
<th>1974</th>
<th>16</th>
<th>Friday</th>
<th>New Teacher Workshop</th>
<th>9:00 a.m. - 1:00 p.m.</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>19</td>
<td>Monday</td>
<td>General Faculty Meeting and Preparation Day</td>
<td>8:30 a.m. - 3:30 p.m.</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>New Houseparents' Workshop</td>
<td>9:30 a.m. - 12:00 noon</td>
</tr>
<tr>
<td></td>
<td>20</td>
<td>Tuesday</td>
<td>Faculty Preparation Day</td>
<td>8:30 a.m. - 3:30 p.m.</td>
</tr>
<tr>
<td></td>
<td>21</td>
<td>Wednesday</td>
<td>Faculty Preparation Day</td>
<td>8:30 a.m. - 3:30 p.m.</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>All Houseparents' Preparation Day</td>
<td>9:00 a.m. - 11:30 a.m.</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Students Return</td>
<td></td>
</tr>
<tr>
<td></td>
<td>22</td>
<td>Thursday</td>
<td>Classes Begin</td>
<td>7:55 a.m.</td>
</tr>
<tr>
<td>September</td>
<td>19</td>
<td>Thursday</td>
<td>General Faculty Meeting</td>
<td>High School Department in charge</td>
</tr>
<tr>
<td></td>
<td>27</td>
<td>Friday</td>
<td>Going Home Weekend</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Day Students will not report for classes</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Faculty Workshop</td>
<td>Morning</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>School Closes</td>
<td>12:00 noon</td>
</tr>
<tr>
<td></td>
<td>30</td>
<td>Monday</td>
<td>Classes Begin</td>
<td>7:55 a.m.</td>
</tr>
</tbody>
</table>

**October 5**

| Saturday | Homecoming Jr. N.A.D. in charge |
| Football | 8:30 a.m. - 1:45 p.m. |
| All Teachers Report for Parent Conferences | 12:30 p.m. |
| 18     | Friday | End of First Quarter |
| 25     | Friday | Going Home Weekend |
|        |        | Day Students will not report for classes |
|        |        | Faculty Workshop | Morning |
|        |        | School Closes | 12:00 noon |
| 28     | Monday | Classes Begin | 7:55 a.m. |

**November 26**

| Tuesday | Charter buses leave after lunch |
| 27     | Wednesday | Thanksgiving Holiday |
|        |        | Day Students will not report for classes |
|        |        | School Closes | 12:00 noon |
| December 2 | Monday | Classes Begin | 7:55 a.m. |
| 19     | Thursday | Christmas Program | 2:00 p.m. |
|        | End of First Semester |
|        | Christmas Holiday |
| 20     | Friday | School Closes | 12:00 noon |
|        | Charter buses leave after lunch |
In absence of objection, President Petersen approved the 1974-75 school calendar for the Iowa School for the Deaf for the board.

**SALARY SCHEDULE.** The board was presented a basic salary schedule for 1974-75 for Iowa School for the Deaf for information. No action was requested on the salary schedule until the legislature has acted on the appropriation bill for 1974-75.

Superintendent Giangreco commented the schedule as presented is tentative. He noted that certification for Iowa School for the Deaf and Iowa Braille and Sight Saving School is not the same. Superintendent Giangreco said
the scale is now set at 8% increase, which is more than tentative appropriation levels.

TEMPORARY APPOINTMENT. Superintendent Giangreco reported the elementary principal is ill and may not be back the remainder of the year. For temporary purposes, his wife has been filling the position of elementary principal. He added that if it is decided that person will not be back the rest of the year, the position will be declared vacant. He noted the temporary appointment will be before the board at the next meeting on the Register of Personnel Changes.

REGISTER OF CAPITAL IMPROVEMENT BUSINESS TRANSACTIONS. Executive Secretary Richey reported the Register of Capital Improvement Business Transactions for the month of March 1974 had been filed with him, was in order, and was recommended for approval.

The following construction contracts were recommended for approval:

<table>
<thead>
<tr>
<th>PROJECT</th>
<th>AWARDEE</th>
<th>TYPE OF CONTRACT</th>
<th>AMOUNT</th>
</tr>
</thead>
<tbody>
<tr>
<td>Remodeling West Dormitory Bathrooms, Main Building</td>
<td>Butler Construction Co., Omaha, Nebraska</td>
<td>General</td>
<td>$92,206</td>
</tr>
<tr>
<td>Smokescreens, High School Building</td>
<td>Butler Construction Co., Omaha, Nebraska</td>
<td>General</td>
<td>$22,884</td>
</tr>
</tbody>
</table>

The following revised project budget was presented for board approval:

<table>
<thead>
<tr>
<th>Project</th>
<th>Original Budget</th>
<th>Revised Project Budget</th>
</tr>
</thead>
<tbody>
<tr>
<td>Project A</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Bathroom Renovations, West Dormitory</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Construction</td>
<td>$67,000</td>
<td>$92,206</td>
</tr>
<tr>
<td>Architect's Fees</td>
<td>5,360</td>
<td>7,370</td>
</tr>
<tr>
<td>Contingencies</td>
<td>2,640</td>
<td>2,640</td>
</tr>
<tr>
<td>Total</td>
<td>$75,000</td>
<td>$102,222</td>
</tr>
</tbody>
</table>
### Project B
**Smokescreens, High School Building**

<table>
<thead>
<tr>
<th>Item</th>
<th>Original Budget</th>
<th>Revised Project Budget</th>
</tr>
</thead>
<tbody>
<tr>
<td>Construction</td>
<td>$26,500</td>
<td>$22,884</td>
</tr>
<tr>
<td>Architect's Fees</td>
<td>2,120</td>
<td>1,831</td>
</tr>
<tr>
<td>Contingencies</td>
<td>1,380</td>
<td>1,200</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>$30,000</strong></td>
<td><strong>$25,915</strong></td>
</tr>
</tbody>
</table>

### Project C
**Windows, Main Building**

<table>
<thead>
<tr>
<th>Item</th>
<th>Original Budget</th>
<th>Revised Project Budget</th>
</tr>
</thead>
<tbody>
<tr>
<td>Construction</td>
<td>$13,000</td>
<td>Bid Rejected ($45,312</td>
</tr>
<tr>
<td>Architect's Fees</td>
<td>1,040</td>
<td>$832</td>
</tr>
<tr>
<td>Contingencies</td>
<td>960</td>
<td>(Architect's Fee is 80% of 8% of $13,000)</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>$15,000</strong></td>
<td>$832</td>
</tr>
</tbody>
</table>

#### Total of all Projects

<table>
<thead>
<tr>
<th>Item</th>
<th>Original Budget</th>
<th>Revised Project Budget</th>
</tr>
</thead>
<tbody>
<tr>
<td>Construction</td>
<td>$106,500</td>
<td>$115,090</td>
</tr>
<tr>
<td>Architect's Fees</td>
<td>8,520</td>
<td>10,039</td>
</tr>
<tr>
<td>Contingencies</td>
<td>4,280</td>
<td>3,840</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>$120,000</strong></td>
<td><strong>$128,969</strong></td>
</tr>
</tbody>
</table>

### Source of Funds

<table>
<thead>
<tr>
<th>Source</th>
<th>Original Budget</th>
<th>Revised Project Budget</th>
</tr>
</thead>
<tbody>
<tr>
<td>65th G.A. capital appropriations</td>
<td>$120,000</td>
<td>$120,000</td>
</tr>
<tr>
<td>Transfer of contingencies from 65th G.A. Girls' Dormitory Addition Project</td>
<td>------</td>
<td>7,000</td>
</tr>
<tr>
<td>1974-75 RR &amp; A</td>
<td>------</td>
<td>1,969</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>$120,000</strong></td>
<td><strong>$128,969</strong></td>
</tr>
</tbody>
</table>

#### MOTION:
Mr. Baldridge moved the board approve the Register of Capital Improvement Business Transactions for the month of March 1974; the construction contracts as shown above be awarded; the revised project budgets as shown above be approved; the executive secretary be authorized to sign all necessary documents. The motion was seconded by Mr. Barber and it passed unanimously.

President Petersen asked board members and institutional representatives if there were additional matters to be discussed regarding Iowa School for the Deaf.
Superintendent Giangreco noted that the board meeting will take place in Council Bluffs next month and added there is a new motel in which rooms will be reserved for board members and institutional executives.
The following business pertaining to the Iowa Braille and Sight Saving School was transacted on Friday, April 12, 1974.

REGISTER OF PERSONNEL CHANGES. The actions reported in the Register of Personnel Changes for the month of March 1974 were ratified by the board.

SCHOOL CALENDAR FOR 1974-75. The board was requested to approve the Iowa Braille and Sight Saving School's 1974-75 school calendar. It was noted the calendar is basically the same as the calendar IBSSS is currently operating under and does not represent any major changes in school operation.

IOWA BRAILLE AND SIGHT SAVING SCHOOL
School Calendar
1974-1975

August 20 Workshop begins for staff -- first day of fall schedule
25 Students return
26 First day of classes

September

October 7 No classes -- staff in-service training
18 No classes -- staff in-service training

November 1 End of first quarter (49 class days)
27 Parent Conferences -- students go home for Thanksgiving vacation -- no busing

December 1 Students return by school bus
2 Classes resume
20 Christmas program -- 11:00 a.m.
Students go home for Christmas vacation -- no busing
IOWA BRAILLE AND SIGHT SAVING SCHOOL
April 11-12, 1974

January 5  Students return by school bus
  6    Classes resume
  17   End of second quarter (43 class days)

February 17  No classes -- staff in-service training

March 21  End of third quarter (44 class days)
  27  Parent Conferences -- students go home
      -- no busing
  31  Students return by school bus

April 1  Classes resume

May 24  End of fourth quarter (44 class days)
    End of school year
  27  Commencement -- 11:00 a.m.
  29  Workshop begins for staff

NOTES:
This calendar is based on twelve home weekends and three major
vacations, totaling twenty-four days. There are twenty-one
school weekends. It is based on 180 class days, which meets
DPI standards. It follows as nearly as practical the calendar
of the Vinton Community Schools.

MOTION: Mr. Bailey moved the board approve the
Iowa Braille and Sight Saving School's
1974-75 calendar. Mrs. Collison seconded
the motion. The motion passed with all
members voting aye.

SUPERINTENDENT'S REPORT ON ACTIVITIES. Superintendent Woodcock presented
the board with an oral report of the Iowa Braille and Sight Saving School's
activities.

Superintendent Woodcock reported the school is currently involved with the
Iowa State University with regard to landscape architecture and industrial
education. He noted cooperation between IBSSS and the Iowa School for the
Deaf in that a joint field representative has been hired to cover the eastern
half of the state for Iowa School for the Deaf and the entire state for IBSSS.
He said he has been asked to join a group in Chicago that has been hired to put together a program for a new $19 million complex in California which will be a school for the blind and deaf. He has been invited to participate in the area of education for the blind.

Superintendent Woodcock reported that commencement at Iowa Braille and Sight Saving School is scheduled for June 1. He said Regent Slife is planning to attend the exercises and added he is pleased that he will be attending. He said class reunions will also be held on that date.

He commented on master planning activities at the school by Brown-Healey-Bock and called to the board's attention that all the blueprints out of the State Archives have been turned over to the master planner. He noted the school now has a complete, up-to-date set of drawings of everything on the campus as it exists today. He noted that ultimately another set will be drawn of the campus as it would like to be seen. He said the school is making up a booklet that will identify the population the school serves, admission procedures, overall goals of the school, organization chart, description of each unit, along with goals and objectives for every one of those units. The architect is kept fully up to date. There is a continual need to develop the curriculum at the school and to refine it as to population changes and as the student needs change. He added the school has a very competent person as curriculum coordinator. Three levels of curriculum are offered for each age range.

Superintendent Woodcock reported on teacher salaries and commented that last year he came before the board and argued that teacher salaries should be comparable with those of the local public schools. At that time it was noted that salaries would not be increased unless instruction would also be
improved. Evaluation procedures of the teachers have worked out very well. He added there has been a very good attitude toward all of this evaluation because ultimately what you get from this kind of evaluation is stronger teachers and better instruction.

Superintendent Woodcock said the school feels a strong need for an increase in psychological services and a need for someone on the campus that is able to help teachers and houseparents with children who have emotional problems. By combining the Iowa School for the Deaf and Iowa Braille and Sight Saving School field counsellor, some salary was freed to move in that direction.

Superintendent Woodcock commented that one of the school's houseparents and teachers recently took a trip to northern Wisconsin with students who are not highly skilled academically but who need other people for some of their needs. The students learned to ski and do other things which normally would not be available for them here. The students' social skills were developed. They need to have all these experiences so they can respond as a well-rounded individual, regardless of their academic level.

Superintendent Woodcock continued his report saying the school needs a situation with houseparents comparable to that of teachers in that of training houseparents to handle special problems. Additional training adds stimulation to keep them mentally alive at age 65 rather than slacking off at that age. He noted the school can't afford to double manpower because someone slows up mentally.

The medical program at IBSSS was discussed next. Superintendent Woodcock said the school has been having more and more complex problems in this respect. One of the most complex problems is how to schedule appointments.
at the medical school in Iowa City so there isn't such a long waiting time. He is in communication with several persons and hoped it will lead to some kind of a solution to this problem. Several changes in the nursing staff were also noted. This has not presented any real complex problem because in each instance a very competent person has replaced the person who left.

Superintendent Woodcock stated that SUI is sponsoring with federal grants a deaf-blind institute on recreation. The Title I program continues to include the busing program.

REGISTER OF CAPITAL IMPROVEMENT BUSINESS TRANSACTIONS. There were no items on the Register of Capital Improvement Business Transactions for the month of March 1974.

ACADEMIC SALARY SCHEDULE. The board was requested to defer action on adoption of a salary schedule for 1974-75 until appropriations are finalized during the current session of the General Assembly.

Superintendent Woodcock commented that last year teacher salaries were moved up to that of local area teachers. He said he hoped to be able to maintain that situation.

Mr. Richey asked what the average increase for faculty members was last year after the cost of living increase was added to their salary. It was noted that the average increase per faculty member before cost of living increase was about 13%. Superintendent Woodcock said the cost of living increase didn't amount to anything for most persons because it only went to a given level on the scale. Mr. Richey noted that $10,000 was the breaking point. He added the average for faculty members is $10,400. He said he would guess that there was about a 15% overall average increase for faculty last year.
Superintendent Woodcock said the increase in faculty salaries last year was a victory but also a tragedy in the sense that they had to be increased such a large amount to catch up with local teacher salaries. Those dollars are never recuperated. He commented a 3.23% increase in salaries is predicted for this year if the board stays with the current scale. Superintendent Woodcock commented that in certain areas, particularly with deaf-blind, high competition for people causes some areas just to forget their salary scales and pay what they have to to get those people. He added, however, that the Iowa Braille and Sight Saving School tries to adhere to its philosophy in hiring of teachers. Teachers don't get an increase just for sitting a number of years.

President Petersen commented the board should defer action on this item until size and shape of the appropriation for the school is finalized. Superintendent Woodcock said the school should have an extra increment for special training required for its teachers.

In absence of objection, President Petersen deferred action on academic salaries.

MASTER PLANNING - INTERIM REPORT. The board was presented an interim report by Brown-Healey-Bock which presented a structural, mechanical and electrical evaluation of all existing buildings at the Iowa Braille and Sight Saving School to determine the capacity for continued use by the school.

Regent Collison asked whether the steam plant even though converting to more coal will preserve the capability for oil consumption. Mr. Woodcock said that capability will be preserved.
Mr. Woodcock introduced Mr. Linus V. Winter of the Physical Plant to the board. President Petersen expressed appreciation to Mr. Winter for his work.

President Petersen asked if there were any additional questions or items to be discussed on the Iowa Braille and Sight Saving School docket.

There were no further items for discussion.

ADJOURNMENT. The meeting adjourned at 3:45 p.m. on Friday, April 12, 1974.

R. Wayne Richey, Executive Secretary